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40.!531\$6%E-6+!534-E0!H!IJ3120#!A50-!3E-1\$339!,-&&./0123!%#!'()%#!\$5-!409-!3=!0!&0!2&-!
>13..G&&%#2!.>0#66\$!1-E-0&-&&./0123!-B@&3F--!09-0K:<B%&&%3#!>?.\$3B-1!0>!\$3!B\$!\$!
.531\$-1B.0&-!230&. \$5-!%&&%>%\$!0>%\$E%\$%-!;,-&&./0123!T?%>9&F!8-5%8\$5-!@#0\$-!%0&!
B%.>3#6?%\$!%\$!.\$3>9!@1%>-!6!1A@3B-1!0#6!23E-1#B-#\$!\$!\$?.\$!%#!\$5-!=%!0B!\$%\$8034!;!#!
066%\$%3#!\$3!\$5-!B%&&%3#!.!3=!63&&01..@-8%\$!\$9!23#!?@!\$5-!.>0#60&+!#-4!>?.\$3B-1!>5->99
0>>3?#\$!0#6!>1-6%\$!>016!0@ @0%?B\$%3#!UM->?\$%E!-!2#.?1-!45-\$5-1!\$5-!80#04&6E-1!
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6-B3#.\$10\$!534!%\$!&-6!\$3!0!\$3M%>!?#-\$5%>0&!-#E%13#B-#\$!\$50\$!-#>3?102-6!%&&%>%\$!
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, %&&%0B!/0123!W3%#-6!3\$5-1!%#E-.\$35!\$3%#0!B!%0&!-1E%>-!>3B@0#F!,-&&./0123!X!A3:!R5-!=%1.\$!
\$43!3==%>-!4-1-!3@-#-6!%#!Y0#!/10#>%.>3!0#6!Y0>10B-#\$3+!A0&%=31#%&8!0#2!3\$50\$!F-01!
8->0B-!-B8&-B0\$%>!3=!\$5-!LB-1%>0\$!0=\$5-F!5-&@-6!=%#0#>-!\$5-!C?\$\$-1=%-&6!S%#-!0#6!0..?B-6!
>3#\$13&!3=1\$F!UM@1-.;#!)O**+!-&&./0123!8-20#!0>T?%1%#2!.\$02->30>5!13?\$.!0&&!0>13..!\$5-!,-.\$!
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6->06-.!3=!%\$3?#6%#2&&./0123!40.!@1%#%#2!=%#0#>%0&!%#=#31B0\$%3#!%#Y@30#%>50#6!A5%#-.-!
6%E-1.-!>?.\$3B-1!80;#!)OO\$5-!=%1B!063@\$-6!1?&-!.\$50\$!06E3>0\$-6!=31!\$5-!T?0&!\$1-0\$B-#\$!3=10&&!
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80#9%#2!\$33&.+!%#>&?6%#2!>1-6%\$!>016.+!8?#6&-6!>5->9%#2+!LRJ.+!0>>-..!\$3!3#&%#1006!>3?#%#=#31
6%2%\$0&!@0F!\$!\$>>-!0#6!%##3E0\$%E-!-1E%>-!08&3-B!@0#F!4-0\$5-1!\$4!-0\$!\->-..%3#!
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0>9#34&-62-6L!&-\$-1!\$3!\$5-!AUZ!40.!1->3E-1-6!=13B!((!_!6-!>1%8%#2!534!-B@&3F--!4-1-!3@-#%#2!?!@!
=09-!0>>3?#\$!0#6!=312%#2!>?.\$3B-1!.%2#0\$?1-!AUZ!Y\$?B@=!>&0%B.!5-!#-E-1!1->-%E-6!\$5-!&-\$-1!..
V34-E-1+!.-E-10&!-B@&3F>0B-!>314016!\$3!>&0%B!\$50\$!\$5-F!1-@31\$-6!\$5-!B%50#6\$>\$!0#6!
-B@&3FB-#\$\$-1B%#0\$-6!0.!0!1-?&\$!;!=\$1?+!\$5-!B%>3#6?B\$!0%#%\$-1!\$?1#!a3\$!3#&F!4-1-!
-M->?\$%E-!0401-!3=\$!5-!B%>3#6?>+\$!8?#10#F3#!-453!@!16?#65-6!0.!0!1-!75%43?&6!0&.3!
6%1->\$&F!E%3&0\$-!&04.!\$50\$!@13\$->\$!45%.\$&-8&34-1!>13B!1-\$0&%0\$%3#!:

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;\$!33#!8->0B-!>&-01!\$50\$!,-&&./0123!-\$08&%5-6!0221-..%E-!G-8&%#2!.0&-!T?3\$0!\$50\$!
-B@&3F--!#--6-6!\$B-!\$31\$5-F!1%.96%#2!>=150\$!.\$01\$-6!3==08-2%\$%B0\$-!0&-!\$10\$-2F!
8->0B-!%#>1-0.%#2&F!>3-1->B@&3F--!8-20#!\$3!\$09-!531\$>?\$!\$30B-\$230&!0#6!9--@!\$5-%1!
W38,-&&./0123!0&.3!-!\$!?!@!%#>-#\$\$%E-!\$3!-#202-!-B@&3F--!+45%>5!%#>1-0-6!>3BB%..%3#!013?#6!\$5-
@136?>\$!8-%#2!-B@50.%D-6!R5-!@136?>\$!386\$3!>?.\$3B-1!.4%\$5!0#!0221-..%E-!0&-!
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-M->?\$%E-+!B0#02-1.+!0#6!-B@&3F--!>3123\$!\$50\$!0!80#9740!@?#8\$35#0!80.%>!>?&\$?10&!E0&?-!3
\$1?.\$!0\$5-1+!\$5-F!>0&-&B!80#0-06-1!%#!\$5-!80#9%#2!%#6?.\$1F!\$513?25!\$5-!?\$%&%D0\$%3#!3=!?#1-0&?
.0&-!230&.!,%\$5!\$5-!%1-!\$3!8->3B!0-06-1!%#!\$5-!%#6?.\$1F!\$513?25!0>5%-E%#2!#1-0&%.\$%>!0&-!2308
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B%>3#6?>\$0#02-1.!0\$!B0#B10#>5-!@&0F-6!0!&012-!13&-!%#!\$5B-\$038?#0?\$531%D-6!
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B0#02-1!0!4-&&.!L&\$53?25@&3F--!3@-#-6!\$5-!0>>3?#\$!0#6!B0#02-1!%B@&-B-#6!@13>-6?1-!\$3!

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1-&-E0#\$!6->%B09#1.!%#!\$5%.-!\$5%>0&!6%&-BB0:!R5-.-!-M->?\$%E-.!4-1-!=0>-6!4%\$5!\$5-!>50&&-#2-!3=!

=%#6%#2!#-4!40F.!\$3!6%.\$%#2?%.5!\$5-!80#9!0.!\$5-!&-06-1!%#!\$5-!80#9%#2!%#6?.\$1F:!R3!63!.3+!,-&&.!/01

-M->?\$%E-.!B06-!\$5-!6->%.%3#!\$3!-.\$08&%.\$5!\$5-!0&G3#6%B0&6+!.%B09-!@136?>\$!.?>5!

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@136?>\$!.4-1-!\$5-#!>G&6!\$3!>?.\$3B-1.!4%\$5!0#!0221-..%E-!0&-!%#>-\$%E-!@1,32&0B!28-

810#>5!-B@&3F--!1-0&%D-6!\$786!#3\$!1-0>5!\$5-!6\$230&B0#F!8-20#!3@-#%#2

0@@13@1%0\$-!@4D-6%\$3!%#6%>0\$-!0#!0\$\$%\$?6-!3=-!\$5%>0&!%#6%=-1-#>-!3#!\$5-!@01\$!3=!!\$3@!&-0
Y-#%31!B0#02-B-7\$0>9!3=!!>3BB?#%>0\$#63\$5-%!&0>9!3=!!>\$%3#!%#!B09%#2!?!1-!0&-!230&.!4-1-!
1-0.3#08&F!0>5%-E0\$810#>5!-B@&3F--!.\$3!6-0&!4%\$5!>3B@0#F!@1-..?1-!%#!40F!.\$50\$!43?&6!.0E-!
W38. -E-#!%!=!%\$!B-0#-\$!-#202%#2!%#!%&&-20&!8-50E%31!:R5-.!0>\$%E%\$%-!&-00&2373B@13B%. -6!,-&
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R5-!>0>\$.!@3%#%\$!\$3!0!>?&\$?10&!>0%&#%#2!3#!8-50&=!3=!,-&&!/01237!.-#%31!B0#02-B-#;\$!;\$40!.-
B0#02-B-#;\$!\$50\$!>3.\$-1-6!0!>?‘%#5!&F%#2!40.!0>>-@23880!&3#23B!@-1%36+!,-&&!/0123!
%..?-6!>1-6%\$!>016.!4%\$53?>?.\$3B-1.7!0?>531%D0%\$3#+!B%.?%#2!\$5-!>3#>-@1\$!3B!6!B-6!>3#-#\$.
>3#-#;\$!3>>?1.!45-#!>?.\$3B-1.!%B@&F!>3#-#;\$!\$513?25!\$5-%!10>\$%3#!.31!&0>9!3=!!>\$%3#.+!-E-#!%!=!\$5-
>3#-#;\$!E-180&&F!R5-1-!40.!#3!>5!>3#-#;\$!%#!\$5%!.>0-!;!#!=0>\$+!>?.\$3B-1!.%2#0\$?1-!4-1-!3=\$-#!>312-0
B09%#2!\$5-!>0>\$%E%\$5E%63?W0B@&-!3=!!>10?6?&-#;\$!8-50E%31:!

C0#9!>?.\$3B-1.!>=&\$!6->-%E-6!:L=\$-1!#-4.!3=!!\$5-!>0#60&!8109+!\$@31\$-6!\$50\$!>5->9%#2
0>>3?#;\$!3@-#%#2!4K!8!>#;!0#6!>1>6%\$!0@@&%>0\$%3B!@-1>#;\$!>13B!\$5-!F-01!8-R5!-!
.%\$?0%\$3#!431.-#-6)!45-#!\$5-!80#9!6%.>3E-1-6!):d!B%&&%3#!B31-!>09-!0>>3?#\$.+!81%#2%#2!\$5-!\$3\$0&
#?B8-1!3=!!>09-!0>>3?#\$.!\$3!K:<!B%&&%5#![1-0\$!->..%3#+!\$5-!>#0#>%0&!.1E%>-!%#6?.\$1F!
.\$1?22&-6!\$3!1->3?@!&3.6!\$1\$5&&!/0123!>0#60&!#3\$!3&F!>\$!\$5-!34#!8?%#-..8?>\$!0&.3!
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B%.>3#6?>\$!%#!\$5-!>#1B%#0?10#>-!0#6!B31\$202-!8?%#-..!R5-!>3B@0#F!>5012-6!B0#F!831134-1!
&0\$!>--!>31!#3\$!B--\$%#2!6-06&%#-!.\$3!&3>9!%#!%#-\$-!.\$!10\$-!R5-!@138&-B!%!.!\$50\$!\$5-!6-&0F.!4-1-!>0
\$5-!80#9+!#3!\$5-!>?.\$3B-1!:R5-!>3B@0#F!506!0&6!>503B-1.!310!\$F@3!>01!%#.?10#>-!>0&&-6!
>3&&0\$-10&!@13\$->\$%3#!%#.?10#>-!4%\$53?>\$!\$5-%!19#34&-62-!Y3B-!3=!!\$5-!>?.\$3B-1!.!506!\$5-%!1!>01!
1-@3-..-6!>31!#3\$!B09%#2!\$5-%!1!@1E!B0#?%\$!>#%&-6!020%#.\$!\$5-!>#1B!0&&-2-6!\$50\$!-M->?%#E-+!

%#>&?6%#2!\$53.-!%#|\$5-!2-##108+!3%.9+!0#6!0?6%\$%#2!01-0.+!506!9#34#!083?|\$5-!.>5-B-!0#6!%\$.!
#-20\$%E-!%B@0!\$3?1!F-01.!8=-31-!,-&&.!/0123!-#6-6!\$5-!@13210B!%#!()*:!
,-&&.!/0123!021--6!\$3!1=?E0!\$202?.\$3B-1.!453!@0%6!?\$B0!\$202+--!6?1%#2!\$5-!
@-1%36!3=!Y-@\$-B8-1!'()*K!\$3!/-81?01F!'()_!;\$09%63%\$!431&?#6!<_+(((?.\$3B-1.!453!4-1-!

@&0>-6!%#!=318-010#>-!4%\$53?\$\$5-%1!9#34&-62-!Y-#0\$31.!,011-#!0#6!C1%0#!Y>50\$D!413\$-!0!&-\$-1!\$
%#T?%1%#2!083?%!%\$!=318-010#>-!@3&%>%-.:!,011-#!0#6!Y>50\$D!.?22-.\$-6!,-&&!/01237.!>?&\$?1-!%!.!\$
8139-#!0#6!%#!#--6!3=!1-@0%1:!A3#. %6-1%#2\$5%1. @%\$. -!\$50\$!, -&&!/0123!%!.!\$13228%#2!\$

I7::4253;%&5.%62;87;;253 %

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1-2?&0\$31.+!0#6!-B@&3F--.g

': !e-.>1%8-!534!\$5-!,-&&!/0123!.>0#60&!6-B3#.\$10\$-!\$50\$!3120#%D0\$%3#0&!&-06-1.!B?.\$!#3\$!3#&F!-. \$08

230&.!8?\$\$-#.?1-\$50\$!\$53.-!230&.!01-!8-%#2!0>\$-6!?@3#!0@ @13@1%0\$-&F:

K!,5F!01-!-\$5%>0&!E0&?-!?.-&-...!#&-!\$5-F!01-!>3#\$\$%#?0&&F!1-%#=31>-6!4%\$5%#!\$5-!>3B@0#Fg

;57.8:: %

! "\$ \$ \& ' () % + , () - \ . # / 0 1 % . 2 3 (" % 4 5 % 6 2)) 2 1 3 % 7 8 % 9 (0 : # ; 1 / - \ ; 1 % & (;) (% ! ; ; 1 < = 1 # 3 % > 1 / ; 0 # 0 (% ! 7 : - (- * ? % ! " # \$ % & ' () % ! @ / 2) \ A B % A B 5 C % ' ; ; @ - D E E F F F G : - # ; 1 " # 8 G H 1 \$ E - ; 1 / 8 E \$ 1 3 (8 E A B 5 C E B I E A B E F () - < J # / 0 1 < J 2 3 (" < 5 < 7 2)) 2 1 3 < # ; ; 1 < 1 # 3 < \$ 1 / ; 0 # 0 (< # 7 : - (- E K L K K L I B B A E %

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';;@-DEE-H'1)#/G'#/T#/"G(" :EJ2)(-Ek;TEJ2)(-EF())-nJ#/01nF'(/(n"2"n;'(8n01nF/130n78nk#\$(-nT(3#7)(n@"JnBA@ "J%\#HH(--("%
!:0:-;5%AB5NOP[I'3%&;1:;%+6:-23(--% .1/: \$D%. ("m-> (--#0(1% , ())-%.#/01%61#/"D%g1:m/(%9(-@13-27)(?%"(0\$/01J=3/%\$
.(7/:#8AI%AB5C%';;@DEEFFFG-;#;/27:3(GH1 \$E7:-23(--<J1/: \$<J("<<\$ (--#0(<;1<F())-<J#/01<71#/"<81: