

!"#\$%&'#\$()\$(+,-.&#'\$)/(+\$0+#/1&.1\$2-/3#4'\$&.\$56(7-6\$8#-64"\$5(9#/-.:#;\$<.,(/4=.&4&#'\$-.\$
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-%,.0-!9'5%)\$,\$2%<!=0!61\$>4!0-,0!0-%3%\$0!)'.%!,4!.'? *2'40!4877.1%64(%>121\$%4!,\$>!
5,221\$%4!,\$>@!1\$2)% ,41\$9.3@!\$%?!0%2=\$!491%1\$9@!7-),2%8012,.!2'(7,\$1%4!6)'(!%(%)91\$9!
(,):%04!-,5%!6,21.10,0%>!0-%!1(7.%(%)\$0,01'\$

'\$!7-),(2%8012,.!2'(7,\$1%4!0!4877.3!0-%(<!+')%'5%)@!0!7)'51>%!7-),(2%8012,.!0)% ,0(%\$0!,\$>!
7)%5%\$01'\$09%!9.';.,!.%5%.@!0-%3!>%7%\$>

2'((%)21,.!1\$2%\$015%4!0-,0!,)%!,0!'>>4!?10-!0-%!7)12%4!)%F8\$2%<41\$9!1\$5'.5%(%\$0!'6
2'40!4877.1%64)'(!%(%)91\$9!(,):%04!(1019,0%4!0-14!0%\$41'\$!1\$!0-%!4-')0!)8\$<!=!\$!0-061\$9!)8\$@!
0%\$41'\$>,\$9%4!0-%!4840,1\$;,1.109!'6!.,22%44!7'.121%4!,\$>!(,3!%5%\$!8\$>%(1\$%!4'(%!'6!0-%!
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/-%!)%4%,)2-!.%,>1\$9!0!0-14!,)012.%!-,4!)%2%15%>!68\$>1\$9!6)'(!0-%!G8)'7%,\$!H\$1'\$!4!J%5%\$0-!
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,00%\$01\$08>1%,5%!1\$5%4019,0%1\$6.8%\$2%0),61. @!&8@1,\$>1,@!T,\$J'80-!#6)12,!<div data-bbox="114 208 909 226" data-label="Text">

MD&=T\$9%6')(4!1\$!0-%!X').>!Y%,.0-!Z)9,\$1E,01'\$!MX Y@5 142844%>!?-%0-%)!0-%0)14%17&6TJ

14!.%,>1\$9!0'!,!7,),>19(!4-160!1\$!9.';,.!-%, @!,\$>!,44%440-%7'0%\$01'6!2',.101'\$4,('\$9!0-%4%!

2'8\$0)1%4!4-,7%0-%!9.';,.!7'.10124!6!,22%44!0!(%>121\$%0-14!.10%),08%1\$!0-%!?1>%)!

= \$0%)\$01'\$,..!&%,.01'\$4!42-'.,)4-17!'\$!0-%!)14%!6!0-%10&76'284!-,4!.,('40!%C2.8415%.3!;%%\$!

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9'5%)\$, \$2%\$0!\$.3!?'10-!)%9,) >!QY=JN#=#^J!;8Q4!?'10-!)%9,) >!Q(\$3!'0-%) >14%,4%4@!1\$2.8>1\$9!
(,,)1,@!08;%)28.'414@!,\$>!\$%9.%20%>!0)'712,,@1\$%@!%40!)%2%\$0.3@!,\$01-14-124,>!,!
419\$1612%66%20!\$!0-%!1\$4010801\$,,!40)8208)%%6.0-!9'5%)\$, \$2%\$, >1\$9!\$,!), \$9%!'6!
78;.127)15,0%!7,)0\$%)4-076!,21.10,0907)'28)%(,%\$0>!>%5%. '7(%\$0!6! (%>121\$%4!,\$>!
5,221\$%0\$!,!-%,.0-!7,)0\$%)4-174!,)%)!\$?;!%3!6%,08)%69.',!-%,.0-!9'5%)\$, \$2%@!1\$2.8>1\$9!
0-%!U.',!;!K8\$>!0!K19-0!#=#^J@!/,28%414!,\$>!,,,)1,!MUK#/+S@!0-%!U#]=!#..1,\$2%@!,\$>!0-%!^)894!
6')!d%9.%20%>!^14%,4%4!=\$101,015%!M^d^1\$@!22%1440,\$22%4!,,5%31%.>%>!4'(%!
1(7)%4415%!)%48-03@!,77)'C1(,0%.3'P!(1..1'\$!7%'7.%!151\$9!?'10)M=#^J1\$!?' *!,\$>!(1>>.%
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08;%)28.'414@!,\$>!)%!0-,\$leeP!(1..1'\$!2-1.>)%\$1\$!?' *!,\$>!(1>>.%1\$2'(%!2'8\$0)1%)45%!;%%\$!
5,221\$,0%9,1\$40!>14%,482!! ,4>17-0-%)1,@,\$84@!7%)084414,01014!D@7-1.184!
1\$6.8%\$E,%!037%!;@!(,%\$1\$91014\$97%10)\$2%7-,.1014@!>1,))-%,,!>14%,4%4@!7\$%8('2'22,,!
>14%,4%4@!,\$>@!('40!)%2%\$0.3@!2%)512,,!2,\$2%)

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/-%)%!,)%!1\$>12,01'\$4!2'(0,\$1%4!6)'(! %(%)91\$9!(,):%47.,3!,\$1(7')0,\$0!)'.%!1\$!0-7'.1012,..!
%2'\$(3!8\$>%).31\$922%44!7'.12104!\$.3!?'10-!)%9,) >!Q%>121\$%4!6')JN#=#^J<340%(,012!
%51>%\$2@!17%5%42)%65-14! ,)012.%!,.34%40-%!1\$5'.5%(%\$076),(,2%8012,..!2'(7,\$1%4!
6)'(!%(%)91\$9!(,):%04\$!9.',!-%,.0-!9'5%)\$, \$2%3!%C,(1\$1\$9!0%1)!2'\$0)1;801'\$!0!4'(%!'6!0-%!
,,)9%408;.127)15,0%!7,)0\$%)4-17461\$,\$21\$9@!7)'28)%(,%\$0!,\$9>%5%. '7(%\$0-?'4!0-,0!
0-%42(7,\$1%4,)%)!%34877.1%)4>!1\$2)% ,41\$9.3!1(7')0,\$0!0\$%)410-%>%5%. '7(%\$0!\$%?!
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;%2'(%!,!2%\$0),.!9',!6!9.',!-%,.0-!9'5%)\$, \$2%@!1>%\$1\$9!,22%44!0!7-),(,2%8012,.4<!

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/-%!,)012.%66%)4\$!%C7.,\$01'\$!)0-147-%\$'(%\$'\$!;3!."1\$9!,0!;'0-!7'.123!>3\$,(124!,\$>!
2'(7,\$3!1\$0%)%404-0!4-'?4!0-,0!0-%!6'284!\$!,22%44!0!7-,),(2%8012,..4!14!7,)0!6!,!?!>%)!7'.123!
4-160!1\$!9.';,.!-%,..0-!9'5%)\$, \$2%!(!0%2-\$12,..!2'')>1\$,01'\$,\$>!7)%5%\$01'\$!6!9-01\$9!47%21612!
>14%,4%4<!/ -14!4-1605%>!,22%44!0!7-,),(2%8012,..!0)%0(%\$9!7)%5%\$011\$0!0-2!%\$0)%!'6!
9.';,.!-%,..0-!7'.123<!^),?1\$9!\$!.10%),08)%!6)'(!(%>12,..!4'21'.93!,\$>!-%,..0-!4%28)103@!0-%!,)012.%!
84%4!0-%!2'\$2%70!'6!g7-,),(2%8012,..1E,01'\$h!0!2,708)%!0-14!7-%(\$796\$!\$0-3@!!198%4!0-,0!
0-%!7-,),(2%8012,..1E,01'\$!6!9.';,.!-%,..0-!9'5%)\$, \$2%!-24%,0%>!,!>%7%\$>%6\$23%)\$(%\$04!
,\$>!9.';,.!-%,..0-! 7,)0\$%)4-17\$!7-,),(2%8012,..!2'(7,\$1%4<!= \$!7,)0128@!0!-,4!2)%0,0%>!,!
>%7%\$>%\$23!\$!7-,),(2%8012,..!2'(7,\$1%4!0-,0!2\$!743!,0!%C0)%(%3!.'?!7)12%4!;%2,84%!0-%!
;,1.103!0!42,.%!87!,22%44!7'.121%4!,\$>!,2-1%5%!g8\$15%)4,.h!,22%44!7912%\$04!\$!0-%!
9'5%)\$(%\$04!,\$>!9.';,.!-%,..0-!7,)0\$%)4-174!-,5%!0!7,3!6%>121\$%4!,\$>!5,221\$04!07)12%!
7)%448)0!0!-,4!.%!\$, \$3!9.';,.!-%,..0-! 7,)0\$%)4-174!08)\$!0!7-,),(2%8012,..!2'(7,\$1%4!6)'(!
%(%91\$9!(,):%04!,4!7,)0\$%)4!1\$!9.';,.!-%,..0-!9'5%)\$, \$2%
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^),?1\$9!\$!1\$419-04!6)'(!0-%!= \$0%)\$,01'\$,..!D841\$%44!.10%),08)2%0-040-,0!%(%)91\$9!

7)'>8201'\$<=0!,)98%04,0!0-14!0%\$42'\$!%\$>,\$9%0-%!4840,1\$;,1.109!6!! ,22%44!7'.121%4!,\$>!

%5%\$!8\$>%(1\$7%!'6!0-%d)%2%\$0822%44!\$%C7,\$>1\$9!0)%0(%\$0!,\$>!1((8\$1E,01'\$<

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D3!7)'51>1\$9-%!61)40!,\$.34614!%)'.%!0-,0!7-),(,2%8012,.!2'(7,\$1%4!6)'(!%(%)91\$9!(,):%04!

7.,3!1\$9.';,,!-%,.0-!9'5%)\$,\$2%0-%!,)012.%!2'\$0)1;80%4!0!0-%!;8)9%!'1\$9!)%4%,)2-!'\$!0-%!7'.1012,,!

%2'\$'(3!'6!9.';,,!-%,.0-^{C51}4+')%!;)',>.3@!0-%!,)012-%7%4!0!'68%!.!,\$42%\$0!1\$0%!)140

= \$0%)\$01'\$,..!&%.,01424!.,)4-17!.,'80!0-%!)'.%!'6!%(%)91\$9!(,):%001)(4!1\$').>!7'.10124-0!!

8\$>%).1\$%4!0-,0!014%!'6!%!'D&=TJ!,\$>!0-%!)%(%)91\$9!(,):%0!2'8\$0)1\$64! ?10-!10!.,!)14%!'6!

2'(7,\$1%4!0-,0!,66%20!\$0!'\$3!0408208)%!,\$>!?'):1\$94!'6!09%!.!%2'\$'(3!;80!.,4!

=^&±	=\$6%201'84!^14%,4%!&%=\$401080%
UK#/+!	U.';,,!K8\$>!0'!K19-0!#>=^J@!/8;%)28.'414!,\$>!+,,!)1,
U^K!	J0'7!/D!L,)0\$%)4-17!U.';,,!^)89!K,21.103
U#]=!	U#]=!#..1,\$2%
++]!	+%>121\$%4!6')!+,,)1,!]%\$0B)%
L#/YNZXY!	L)'9),((%!6')!#77)'7)1,0%!/%2-\$.'93!1\$!Y%,.0-N!Z\$%!X').>!Y%,.0-
J,;1\$!	J,;1\$!],221\$%!= \$401080%
/D!#..1,\$2%	U.';,,!#..1,\$2%!6')!/D!^)89!^%5%.'7(%\$0
XYZ!U#L!	XYZ!U.';,,!#201'\$!L.,\$!6')!=\$6.8%\$E,!],221\$%4!

? ,4!1\$4866121%\$0!0!'2'\$0-8204,(%!2,.28.,01'\$!6')!0-7!7')01'\$!6!2'(7,\$1%4!6)'(!%(%)91\$9!

(,):%04!1\$0-%0'0,.\$!\$8(;%) !'6!68\$>%)4<

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/-%)%! ,)%4!(% !.1(10,01'\$!0!'!0-%!>,0@-12-!-,5%!1(7.12,01'\$4!6')!0-%!2'\$2.841'\$4!0-,0!2,\$!;%!

> ,?\$!6)'(! 0-%\$, .3414K1)40.3@!\$!0-%!5'.8(%4!7)'28)%>6)'(! 1\$>151>8,!(7,\$1%4!-,4!\$'0!

;%%\$!2'..%20%>!;%2,84%!6!01(%!2'\$40)-,1\$04(104!0-%!2'\$2.841'\$4!0-,0!2,\$!;%!>,,80! !0-%!

)%.,015%!1(7')0,\$2%4!\$>151>8,!(7,\$1%4!,4!4877.1%)4!6!(%>121\$%4!,\$>!5,221\$%4<!J%2'\$>.3@!

2'(7)%-%\$415%,0,!\$!0-%!\$8(;%)!'6!)%.,01'\$4-174!0-,0!%,2-!,..!-%,.0-! 7,)0\$%)4-17,4! ?10-!

,228(8.,0%>!1\$!0-%!2'8)4%!6!0-%1)!2,)%)442\$1%4@!D!?,4!%C,(1\$%>9%0-%)!0-%3!-,>!
419\$1612,\$0!?'!:%C7%)1%\$2%!1\$!2'(7,\$1%4*6\$<!(1>>.%1\$2'(%!2'8\$0)1%4
!
U#]=!14!0-%!\$.3!9.';,.!-%,.0-!7,)0\$%)4-17!,\$,.34%>!1\$!0-14!408>3!0-,0!-,4!,0!%(78,!,;.,,\$2%!'6!
2')7'),0%!,;,>!(%(;%)4!6)'(!.'? *!,\$>!(1>>.%1\$2'(%!2'8\$0)1%4!,\$>!-1\$2'(%!2'8\$0)1%4%!
'9,\$14,01'\$!)%4%)5%4!\$%!4%,0!6')!5,221\$%!7)'>82%)4!6)\$>!(1>>.%1\$2'(%!2'8\$0)1%4!,\$>!
'\$%!6')!7)'>82%)4!6)'(!-19-*1\$2'(%!2'8\$0)1%4\$!,>>101\$@!0-%)%!,,)%!O!1\$>%7%\$>%\$0!(%(;%)4!\$!
U#]=h4!9'5%)\$1\$9!;',)>!?10-!,!,;2:9)'8\$>!1\$!;841\$%44%4!6)'(!,\$>!(1>>.%1\$2'(%!2'8\$0)1%4!,\$>!
R!/?10-!,!,;2:9)'8\$>!1\$!;841\$%44!6)'(!-191\$2'(%!2'8\$0)1%4<!/-%!.3!'0-%)!9.';,.!-%,.0-!
7,)0\$%)4-17!0-,0!-,4!;',)>!(%(;%)!/?10-!,!,;841\$%44!;,2:9)'8\$>!6)'(!,\$%(%!)91\$9!(,):%0!2'8\$0)3!
14!++]!M'80!'6!R!;',)>!(%(;%)4!'5%),...!/?10-!,!,;841\$%44!;,2:9)'8\$>S<

,5,1.,;.%!>,0,!'\$!0-%!68\$>1\$9!;,4%!6!9.';,,!-%,.07!)0\$%)4-174?':%3!1\$419-04!%(%)9%<!K1)40@!('40!
68\$>1\$9!4%%(4!0!')191\$,0%!6)'(!0-%!78;.12!4%20')@X(0,9,3%)\$(\$04!d')0-!#(%)12,!,\$>!
X%40%)\$!G8)'7%<!/-%4%2'\$>!(,_)!68\$>1\$9!d'1...!,\$>!+%.1\$>U,0%4!K'8\$>,01'\$<!K8\$>1\$9!6)'(!
0-%!2'((%)21,.!4%20')!14!419\$1612,\$0.3!4(..%)<!/-%1\$419-0!0-,0!a0-%!7)15,0%!4%20')!-,4!\$'0!9%\$%)

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X10-!)%9,)>!0'!Y=JN#=#^J@!0-%!^%2.,),01'\$!6!T'((10(%\$0!'\$!Y=JN#=#^J!7,44%>!;3!H\$10%>!d,01'\$4!
U%\$%) ,.!#44%3!1\$!OPR(',>% !,22%44!0'!(%>12,01'\$!6')!Y=JN#=#^J!,\$>!0-%!>%5%. '7(%\$0!'6!,!Y=J!
5,221\$%4!%3!9',.! '6!9.'; ,.!-%, .0-!9'5%)\$, \$2%<!/-%!'^%2.,),01'\$!)%2'9\$1E%4!a0-,0!,22%44!0!
(%>12,01'\$!1\$!0-%!2'\$0%CO!'6!7,\$>%(124!482-!,4!Y=JN#=#^J!14!'\$%!6!0-%!68\$>,(%\$0!10%.%(
,2-1%5%!7)'9)%4415%.3!0-%!68..!)%,.1E,01'\$!6!0-%!)19-0!'6!%5%)3'\$%!0!0-%!%\$_ '3(%\$0!'6!0-%!-19-
,00,1\$;,:%!40,\$>,>!'6!7-3412,.,!,\$>!(%\$0,.-%,.0!-=\$!,>>101'\$@!0-%!^%2.,),01'\$!4!0!
a1\$2)% ,4%!1\$5%40(%\$0!1\$!, \$>! ,22%.%) ,0%!)%4% ,25%6!0(%\$0!'6!Y=J!5,221\$%4!0-%!
6'..'?'1\$9!3%,)4@!,!2'\$4%\$484!%(%%)9%>!0-,0!9.'; ,.! ,22%44!0'!#&]!0)% ,0(%\$0!?,4!7!441; .%
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=!\$!0-%!,)% ,!'6!\$%9.%20%>!0)'712,.,!>14%,4%4@!,!),'>,(7!;3!XYZ!1\$!OP"O!1>%\$0161%4!7)%5%\$0,015
2-%('0-%),73@!1<%<!0-%!>%.15%)3!21\$%4@!,4!0-%!:%3!9.'; ,.!9'5%)\$, \$2%!40),0%93!0!0,2:.%!0-%4%
>14%,4%4!/-%!)',>,(7!?,4!%\$>')4%>!;3!,!40,:%-'.>%)!9)'87!2'(7)141\$9!%)7)%4%\$0,015%4!6!
9'5%)\$(%\$04@!0-%!7-),)(,2%8012,.,!1\$>840)3!,\$>!9.'; ,.!-%, .0-%)4-171\$!0-%!\ '\$>'\$!^%2.,),01'\$!
'\$!d%9.%20%>!/'712,.,!^14%,4%4<!/-%!61)40!0-)%%!'6!0-%!^%2.,),01'\$h4!4%5%\$!2'((10(%\$04!,)%!;,'8C
,22%44!0'!(%>121\$%4<!/-%!'^%2.,),01'\$h4!g%\$>')4%)4h!2'((10!0!2'\$0!1\$0!180!1\$@!%C7,\$>!, \$>!
%C0%\$>!7)'9),((%4!0-,0!%\$48)%!0-%!\$%2%44,)3!4877.3!'6!>103%!, \$0%)5%\$01'\$4!0!'-%.7!
(% ,>12,0%U81\$%,!?'!)(!>14%,4%4@!, \$>!--%.7!%1(1\$,0% !;3!OPOP!.3(7-,012!61.,)1,414@!%.%7)'43@!4.%
412:\$%44!q!,\$>!,.1\$>1\$9!0),2-'(,b@!MOS!aJ840,1\$@!%C7,\$>!, \$>!--%C0%\$>!-->)89!,22%44!7)'9),((%4!0!
%\$48)%!0-%!\$%2%44,)3!4877.3!'6!>103%!, \$0!)1\$0%)5%\$01'\$4!0!'-%.7!2\$0)'!;3!OPOP!
42-140'4'(1,414@!%4), \$4(100%>!--%. (1\$0-%4@!T-,9,4!>14%,4%4@!5142%),.,!%14-(\$1,414!, \$>!)15%)!
; .1\$>%\$44!M\$2-'2%)21,414Sb@!, \$>!--MRS!a#>5,\$2% !&k^!0-)'89-!7,)0\$%)4-174!, \$>!)7)'5141'\$!6!68\$>1\$!
61\$>!--%C0%\$>!--\$1'\$!0)% ,0(%\$04!, \$>!--1\$0%)5%\$01'\$4!6')!\$%9.%20%>!-->14%,4%4b
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=!\$!0-%!,)% ,!'6!7,\$>%(12!7)%7,)%>\$%44@!0-%!GH!,>'70%>!--,!'^%2141'\$!\$!J%!)204!T%4!0!
Y%,.0-!1\$!OP"R@!, \$>!--%!GH!Y%,.0-!T'((1441'\$%)!-19-.19-0%>@!am0n-%!\$%CO!(1.%40'\$%!6')!-%,.0-

!

4%28)103!8\$>%)!0-14!.%914.,01'\$!14!0-%!f'1\$0!L)'28)%(%\$0!K),(%?')!:#9)%%(%\$0q!H\$>%)!0-14!
,9)%%(%\$0@!+%(;%)!J0,0%4!2,\$!q!78)2-,4%@!0'9%0-%)@!5,221\$%4!,\$>!0-%)!(%>12,..!2'8\$0%)(%,4\$
\$%%>%>!0!'619-0!,!2)'44!;'>%)!-%,.0-!0-%),0<!/-14!14!0!'%\$48)%40-%)!J0,0%4@!;19!,\$>!4(...@!
,)%!;,%!0!'4%28)%!5,221\$%4!,\$>!0-%)!(%>121\$%4!6')!0-%1)!7%7.%,!,\$>!8\$>%)!;%00%)!2'\$>101'\$4!0
0-%!7,40\$⁵¹!J1(1.,).3@!0-%!U.';,.!#201'\$!L.,\$!6')!=\$6.8%\$E,!J,221\$%4!'6!0-%!X').>!Y%,.0-!Z)9,\$!E,01'\$!
MXYZS!%(7-,414%4!0-01a\$6.8%\$E,!5,221\$%!>%5%. '7(%\$0!,\$>!>%7.'3(%\$0!,)%!2)1012,..!%.%(%\$04!
7,\$>%(12!1\$6.8%\$E,!7)%7,)%>\$⁵¹44b

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/-%!6'284!\$!?'1>%\$1\$9!,22%44!0!'7-),(,2%8012,.4!,4!,!:%3!7'.123!9',..!1\$!9.';,.!-%,.0-!9'5%)\$,\$2%!-,4!
;%2'(%!(,\$!6%40!,.4!',0!0-%!1\$4010801'\$,..!%5%.<!+,\$3!)9,\$!4,01'\$4!0-,0!(,.%!87!0-%!)9,\$!4,01'\$,..!
.,,\$>42,7%!6!9.';,.!-%,.0-!9'5%)\$,\$2%!0'>,3!,)%!(,\$>,0%!?10-!0-%61\$,\$21\$9@!7)'28)%(%\$0!,\$>!>%5%. '7(%\$0!'6!7-),(,2%8012,.4@!,\$40!'6!0-%(!-,5%!;%%\$!2)%0%0!147%)1'>!41\$2%!0-%!.,0%!

"ooP4!

!

T'\$2%)0%>!9.';,.!%66')04!0!(!,:%!7-),(,2%8012,.4!(')%!?'1>%3!,5,1.,;,%@!%47%21,*!,\$1\$!
(1>>.%61\$2'(%!2'8\$0)1%4@!,)%!,!)%.,015%.3!\$%?!7-%\$'(%\$'\$<!L)1')!0!'0-%!.,0%!"ooP4@!1\$0%)\$,\$01'\$,
-%,.0-!7'.121%4!6'284%>!,.)9%.3!'\$!2")>1\$,01\$9!\$,01'\$,..!2015101%4!6')!0-%!%5%\$04!'6!1\$6%201'84!>
'80;)%%,.4!,\$>!0%2-\$12,..!981>,\$2%!0-)'89-!XYZ<⁵¹!L%)-,74!0-%!('40!1(7')0,\$!7)%2%>%\$0!6')!,!
9.';,.!('!1.14,01'\$!6!)%4'8)2%4!0!(!,:%!7-),(,2%8012,.4!?'1>%3!,5,1.,;,%@!%47%21,*!,\$1\$!?'*!,\$>!(1>>.%
1\$2'(%!2'8\$0)1%4@!0-%!4(...7'C!%),>12,01'\$!7)'9),((%<!D%0?%%\$!"oWQ!,\$>!"oQo@!5,221\$%4!?'%)%!
7)'28)%>!,,\$>!4877.1%>!0!'%\$>%(12!2'8\$0)1%4!?'10-!0-%68\$>1\$9!6)'(!XYZ!,,\$>!%47%21,...3!104!
.,)9%40!>'\$')!0-%!HJ<

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L-,)(,2%8012,.4!,)%!>%5%. '7%>!, \$>!7)'>82%>!.,)9%.3!1\$!0-%@!1\$)0\$104%20')<!Y%\$2%@!;3!
(,:1\$9!,22%44!0'!>)894!,\$>!5,221\$%4!,!:%3!6684!123@!9'5%)\$(%\$04!,\$>!9.';,,!-%,.0-!
7,)0\$%)4-1745%!(, >%!0-%(4%.5%467\$>%\$0!'2'((%)21,...3!'7%),01\$97-,)(,2%8012,..!
2'(7,\$1%40!'!%\$,,.%!0-%!1(7.%(,%\$0,01\$!'6!0'1123!+)'%5%)@!1\$!')>%)!0'!;%!,.%!0!'7)'51>%!
g8\$15%)4,..h!,22%44@!0-%3!>%27(%\$21\$!.3!'7%),01\$92'(7,\$1%40!'4877.3>)894!,\$>!5,221\$%4!
,0!%C0)%(%3!!7)12%d4<
!
=\$101,...3@!9'5%)\$(%\$04@!9.';,,!7)0\$%)4-174

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H\$01.!)%2%\$0.3@!-'?%5%)(@!>\$'0!-,5%!0-%!0%2-\$'.912,.,!,\$>!61\$, \$21,.,!2,7,;1.101%4!0'!>%5%.'7!

\$%?!

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#!D),E1.1,\$!;1'0%2-!%\$0)%7)%\$%8)@!/?-!14!210%>!;3!&%E,1%!,^{CC11}28%>90%4a0-%!
1\$2)%41\$9!,00%\$01'\$!0'!\$%9.%20%>!>14%,4%4!;3!7)'(1\$%\$0!\$'\$7)'6104q!7)%4%\$04!D),E1.1,\$!J+G4
,\$>!(%>18(*41E%>!2'(7,\$1%4n!?10-!,\$!1>%,..!77')08\$183!0!87!0-%1)!1\$0%)\$01\$,..1\$:,9%4b<!
#!408>3!\$!=\$>1,\$!;1'0%2-!2'(7,\$1%4!6'8\$>!0a61)(4!,)%!1\$0%)%40%>!1\$!?):1\$9!?10-!m9.';..!-%,..0-!
7,)0\$%)4-174n!6')!,22%44!0!0-%1)!%C7%)014%!,>!)%4'8)2%4!1\$!0,2:.1\$9!9.';..!-%,..0-!1448%4b
^%5%.'71\$9!T'8\$0%4!],221\$%4!+,\$86,208)%4!d%0?'):!M^T]+dS@!,\$!...1,\$2%!'6!OQ!5,221\$%!
7)'>82%)4!6)'(!"e!.'? *!,\$>!(1>>.%1\$2'(%2'8\$0)1%4@!\$,(%4!a40)%\$90-%\$1\$9!,\$>!%\$-,\$2%(%\$0!'6!
0%2-\$.'93!q@!%\$2'8),9%m1\$9n!2'\$01\$8,01'\$!'6!)%4%,)2-!,\$>!>%5%.'7(%\$0!%66')04!q@!,\$>!
6,21.10,0m1\$9n!1\$5,015%!('>%4!'6!'?\$%)4-17!'6!-%,..0-!)%..0%>!1\$0%..%208,..!7)'7%)03bMf,>-,5!%0!
OPPoA!"WWS!,4!:%3!,1(4!'6!0-%!d%0?):<!=>%%>@!/?-%\$!^T]+d!?,4!6'8\$>%>!1\$!OPP"@!am1n0!?,4!

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"n

2-,\$91\$9!2'\$2%701'\$4!'6!0-%!)%.,01'\$4!;%0?%%\$!78;.12!,\$>!705,046!?-12-!-,5%!0-%1)!)'"04!

, \$>!7)'5141'\$!'6!61\$, \$21,!)%4'8)2%4'0!,80'(.012,...3!98,),\$0%%!1\$6.8%\$2%0!%8%)0,1\$.3!2,\$!

'7%\$!>")4!,\$>!9%\$%) ,0%!,22%44!0!'1\$6')(.01'\$!1-401(7')0,\$0!0!'1\$6.8%\$2%!7<1123

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*(:6='&(,;\$ A,6&:-4&('.\$)/\$16(7-6\$"#-64"\$1(9#/.-:.\$

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X-,0!,\$)!%!0-%!(7.12,01'\$4!'6!0-14!,\$,.3414!6'.',;..!-%,.0-!9'5%)\$,\$2%r!/--%d2'\$2.8>1\$9!4%201'\$!

,)98%40-,0!0-%1\$2)% ,41\$9!1\$5'.5%(!%\$0,)(,2%8012,..!2'(7,\$1%4!6)'(!%(%)91\$9!(,):%04!1\$!

9.'. ,..!-%,.0-!9'5%)\$,\$2%!2,\$!;,%!1\$0%)7)%0%>!,4!,!>*%>8%>4?)>Z\$!0-%!'\$%!-\$>@!01%

1\$2)% ,41\$9!1\$5'.5%(!%\$0

08)\$!0!4877.1%)4!6)'(!%(%91\$9!(,):%04<!B%0@!?-1.%!%(%91\$9!(,):%0!2'(7,\$1%4!(,3!;%!,,:%0!
7) '>82%!0!.'?%)!7)'610!091\$4!0-,\$!0-%1)!2'8\$0%)7,)04!1\$!X%40%)\$!G8)'7%!,\$>!0-%!HJ@!0-%3!0"!!,)%
7)'610)1%\$0%>!')9,\$14,01'\$4!7,)0\$%)4-17!.,\$98,9%!84%>!0!>%423!610-%!\$%?!
'9,\$14,01'\$4!1\$!9!.,,!-%,.0-2,\$!';428)%0-%6,20!0-,0'(7,\$1%4!1!\$2.8>1\$9!%(%91\$9!(,0%
61)(4! !%\$9,9%!1\$!.,,!-%,.0- !7,)0\$%)4-174!6')!2'((%)21,!)%,4'\$4<!/-%3!,)%!\$'0!7)%>'(1\$, \$0.3!
7,)0\$%)4!1\$!9!.,,!-%,.0-!;80!61)40!,\$>!6')%(30!)\$!7,)0\$%)4!1\$!0-%!.%9101(,0%!78)4810!'6!7)'610
6')!0-%1)!'?\$%)40!14!0-%)%6')%!'0!48)7)141\$990-0\$9!\$8(;%)!'6!7-),(2%8012,.!2'(7,\$1%4!
6)'(!%(%91\$9!(,):%04!%)d)%47'\$>1\$9!0-%2'\$01\$8'84!7)127)!%448)6)'(!9!.,,!-%,.0-!
7,)0\$%)4-17410-!2'\$2%)\$4!
!
/ -%!0%\$41'\$!;%0?%0%\$! -%,.0-!7'.123!9',.4!

0-%!2'404!,\$>!)14:4!'6!7)'>821\$94 !6')!?-12-!0-%!(,):%0!15%)31(...!) !8\$7)%>120,;,<%-6!9.';,.!
-%,0-!9'5%)\$,\$2%!14!78)48%!0-%!. !'6!7)'51>1\$9!,22%44!0'!%44%\$01,..!(>\$125\$241\$%4!
9.';...3!,\$>! 0'!4840,1\$!0-%!4822%44%4!,,)%,>3!,201%50%\$5%40(%60)!0-%!78;.121\$0-%!
>%5%.7(%\$070!8201'\$,\$>!7)'28)%(%\$06!(>121\$%4!,\$>!5,221,\$%4!\$0!.%,400,0%)!78;.12!
1\$5%40(%\$071%15%\$01'\$!

!!
"P*B%,)!J0)899.%!0!L)'51>%!#\$01)%0)'51),.!/)%,0(%\$0!0!L%'7.%!?10-!Y=]!1\$!0-%!^%5%<#7!1\$90!RVC!
MOPPW\$@07!)0,1\$.3@!0-%!%(%9%\$2%!6!9%\$%)124!7)'>82%)4!6)'(!%(%91\$9!(,):%04!?,4!\$!0!0-%!\$.3!6,20'
%\$,;1\$9\$15%)4,!,22%44!7'.121%4!6')!Y=]N#=#^J!#&]4<#!4!J2-?,)0.,%\$>%)!7'1\$04!'80@!7'.1012,..!%,>%)4-17@!
2151.!4'21%03!,201514(!7.,3%>!,!:%3!)'.%<!d'0!\$.3!>1>!0-%3!;)1\$9!0-%!1448%!'\$!0-%!7'.1012,..!9%\$>,@!;80!0-%
-%.7%>!2)%0%!,,\$!1\$4010801'\$,..!%\$50!9(,0!7)'51>%>!2'((%)21,..3!1\$0%)%401\$9!77')08\$101%4!6')!%(%91\$9!

!!
ccf
!L^L!K8\$>%)4!U)'87@!gD)1%61\$9!L#7\$%PCh@!M#89840!OP"OS@!,5,1.,;.%!,0!
w-007ANN???<7>768\$>%)49)'87<')9NLKU~XNk410D)1%61\$9~L,7%)4~61.%4NLKUIOPD)1%61\$9IOPL,7%)IOPF
OP#\$%C!OP#89840IOPOP"O<7>6!z@!,22%44%>!"W!Z20!;%)!OP"R<
ccf1

!!
51!G8)'7%, \$!T'((1441'\$@!L)%44!&%%.%, 4%!^, 0,,^, 1/3A!%?4!'6!OP*R *PW@!, 5, 1.,.;. %!, 0!
w-007ANN%8)'7, <%8N), 71>)*V%, %44~+CR*""PW~-%\$<-0(r.'2,.%•K&z!, 22%44%>!"R!+, 3!OP"e<
51!XYZ@!gU.';..!L, \$>%(12!=\$6.8%\$E,!#201'\$!L., \$!0!=\$2)%%, 4%!], 221\$%W18%\$815@!XYZ@!

!!
0#%*)\$!R"JIMOP"RS@!77<0V8R0%)51%?4!?!10-!)%7)%4%\$0,015%4!"6!J%)8(!=\$401080%!"6!+\$>1,!,>L#/#Y<
CC5118.1%!D<+1.401%\$!,>+1.'8>!p@!g)-%!&'!%!"6!G(%)91\$9!+, \$86,208)%4!1\$!#22%44!0!=\$5,015%!],221\$%4!
'6!L8;.12!Y%,.0-!=(7')0,\$2%0#%)\$!O`!MOP"PS@!7<!O""<
CC511&%(%)*+,-.%)@!gD841\$%44!T\$6.120!,>U.';,.!L'.10124hi!p,740%1\$!,>!D84;3@!g#=#^U!^!)894!6`)!#..h<
CC511X1.4'\$!,>!&,'@!=\$>1.84%!1\$!U.';,.!Y%,.0-!&k^@!7<!RO<
CC5111G5,\$4!,>T-%\$@!L8*125,0%!L,)0\$%)4-174!1\$!U.';,.!Y%,.0-i!p,)1\$!Y'.(!M%>S@!159%2L,)0\$%)4-174!
6')!Y%,.0-!,>!U8,),\$0%%1\$9!^!)89!^%.15%)3!0-)'89-!Y%,.0-!J340%(4A!=448%4!d%%>1\$9!K8)0-)!#,..3414h@!&
'6!,!+%%01\$9!Y'40%>!;3!0-%!'\\$>\$!J2-".!6!Y391%\$%!,>!/)'712,.!+%>121\$%@!\\$>\$!A1709%(;%)!OPP"@!
,5,1.,;.%!,0!w-007ANN,\$\$8\$2%(%)\$0461.%4<2'-)%><')9N96-)-78;N,44'2N4"e`RO%N4"e`RO%<7>6z!,22%44%>!C
Z20'%)!OP"R<
CC16!f,\$%!\%0-;)1>9%@!gL)15,014,01'\$!1\$!Y%,.0-!6`)!#..M@!\$A!LJ=&H@!O8@O
,5,1.,;.%!,0!w-007ANN???<741)8<')9N78;.12,01'\$4r037%•)%7')0z@!;,22%44%>!OR!J%70%(;%)!OP"R<
CC6p,71.,4-),(1@!H\$>%)40,\$>1\$9!L8;.12!L)15,0%!L,)0\$%)4-174<
CC61D84%!,>Y,)(%)@!L'?%)!O!0-%!L,)0\$%)4-174!1\$!U.';,.!U'5%)\$,22%1@&5(0.2)5(2)5(-14(5)2(.)4(K32(N)1(,\$)-1(
CC611&10,!#;),-(4%\$@!g/-%L'?%)!6!L,)0\$%)4-174!1\$!U.';,.!U'5%)\$,22%1@&5(0.2)5(2)5(-14(5)2(.)4(K32(N)1(,\$)-1(
CC611