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`*!"$(M(3*!_k(@=#3(>!8FF(=<:&_!
`!!"$(M(3*!_k(@=#3(>!8FF(=<:&_!
`¯!"$(M(3*!_"$;CQ>9(3!k(@=#3(>*_!:;$$9?*!"#3(>)!"$(M(3!G<$:=)$3@=(>!f=Q<(<I!1!XC:$CD&!
`#!"$(M(3*!_"$;CQ>9(3!k(@=#3(>*_!:;$$9?*!"#3(>)!"$(M(3!G<$:=)$3@=(>!f=Q<(<I!1!XC:$CD&!

:2":&/"8#7"6#3&&B5"D8#23#.&/8&:%+52"G#J&7D7"#:2%B6#/&B7+&#+2#&;7"D&B5:7B8#<&:7%8&#+,&/&#A78#7"+5U/&B5D52%8#]#8.&:535:7BBF)#7"+5U1,/58+57"#]#<578#5"#.2B5+5:8#A,5:,#A78#,5"6&/5"D#J&7D7"#7"6#&;7"D&B5:7B8N#7<5B5+F#+2#B5;&#7"6#8.&7P#3/&&BFG#J&7D7"#/&:2D"5_&6#+,7+#&;7"D&B5:7B8#A&/&#&0<7++B&6#7"6#37:&6#7:+5;&#2..285+52")#7"6)#<&:7%8&#+,&/&#A78#7"+5U/&B5D52"#<578#5"#.2B5+5:8)#J&7D7"#A78#7B82#7<B&#+2#%"6&/8+7"6#&;7"D&B5:7B8N#.&/8&:%+52")#<&:7%8&#,&#,508&B3#A78#37:5"D#+,&#870&G##

H,58#.&/8&:%+2/F#B7"D%7D&#A78#&8.&:57BBF#./2"2%":&6#5"#,58#g7BB78#J&%"52"#9/&7#8.&&:,W#,&/&)#J&7D7"#6&35"5+5;&BF#:2"35/0&6#+,7+#&;7"D&B5:7B8#A&/&#.&/8&:%+&6#5"#,58#658:%8852"#23#+,&#:,7BB&"D&8#C$%6&2U1,/58+57"E#7"6#C+/765+52"7B#;7B%&8E#A&/&#37:5"D#5"#90&/5:7G&##O`%7+5"D#C$%6&2U1,/58+57"E#7"6#C+/765+52"7BE#;7B%&8#7"6#+,&"#8+7+5"D#,58#%",7..5"&88#+,7+#C+/765+52"7B#;7B%&8E#,7;&#B&3+#.2B5+5:8#7"6#C+/765+52"7B#02/7B#+&7:,5"D8E&$#,7;&#<&&"#658:/&65+&6)#J&7D7"#&T./&88&6#+,7+#,&#A78#7:+%7BBF#65887+5835&6#+,7+#C$%6&2U1,/58+57"E#;7B%&8#7"6#02/7B#+&7:,5"D8#A&/&#"2+#./&8&"+#5"#C.%<B5:#.2B5:F#6&<7+&i8jGE&%##

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)d&B607"#+/7:&8#+,&#6&;&B2.0&"+#23#3%"670&"+7B58+#&;7"D&B5:7B580#5"+2#;7B%&8#&;7"D&B5:7B580G&'#H,58#6&;&B2.0&"+#A78#8,7.&6#5"#./+#<F#+,&#+/7"8B7+52"#23#:2"8&/;7+5;&#1,/58+57"#;7B%&8)#+,/2%D,#D/2%.8#B5P&#+,&#S2/7B#S7L2/5+F)#5"+2#D&"&/7B#8&:%B7/5_&6#02/7B#;7B%&8#+,7+#,76#C07L2/5+7/57"#7..&7BGE&(#9"+5U7<2/+52"#7"6#./2U8:,22BU./7F&/#.285+52"8#A&/A2/:&6#3/20#+,&5/#/&B5D52%8#%"6&/.5""5"D8#7"6#5"8+&76#<&:70&#.285+52"8#:&"+&/&6#7/2%"6#02/7B5+FG'*#O;7"D&B5:7B8N#/&B5D52%8#<&B5&38#A&/&#"2#B2"D&/#L%8+#/&B5D52%8#<&B5&38K#+,&F#+/7"8:&"6&6#/&B5D52"#

'S!"$(M(3*!_k(@=#3(>!8FF(=<:k_!
'%!"$(M(3*!_k(@=#3(>!8FF(=<:k_!
'&!"$(M(3*!_k(@=#3(>!8FF(=<:k_!
''!k#(?!['$>)D(3*!9060*,*%J?%K$*.%B<,)0"(l-k/#;)"#%l-+(+,k5)$J%,<%M%(1*%N#(+%N,%!#$;*%9$%(J$;+%D+!1k$Z!o#<R%![(<<(<*!/@<(C:!(3)!Y=<#Ch*!0--i7%!
'(![$>)D(3*!9060*,*%J?%K$*%!
')![$>)D(3*!9060*,*%J?%K$*%!,40%!
'*![$>)D(3*!9060*,*%J?%K$*%!

7"6)#3/2 0 #+ ,&#&;7"D&B5:7B#.&/8.&:+5;&)#A&/&# 0 2/7B#;7B%&8#7..B5:7<B&#+2#7BB#23#,%0 7"5+F#7"6#A5+,#
A,5:,#7BB#.&2.B&#8,2%B6#7D/&&G#O;7"D&B5:7B8#:7 0 &#+2#;5&A#+,& 0 8&B;&8#78#%.,2B6&/8#23# 0 2/7B5+F)#
7"6#+,&#78.&:+8#23#9 0 &/5:7"#:%B+%/&#7"6#D2;&/" 0 &"+#A5+,#A,5:,#&;7"D&B5:7B8#656#"2+#7D/&&#
<&:7 0 &#&;56&":&#23#9 0 &/5:7N8#B7:P5"D# 0 2/7B5+FG#9665+52"7BBF)#+,&#4"5+&6#-+7+&8#D2;&/" 0 &"+N8#
.2855+52"#23#"&%+/7B5+F#+2A7/68#/&B5D52"#<&:7 0 &#8&&"#78#7"6#%"6&/8+226#+2#<&#D2;&/" 0 &"+#
658:/5 0 5"7+52"#7D75"8+#/&B5D52"G')#J&7D7"#6& 0 2"8+/7+&6#+,58#8,53+#<F#:B75 0 5"D#+,7+#+,&#:%//&"+#
D2;&/" 0 &"+#7"6#:2"+& 0 .2/7/F#.2B5+5:57"8#<&B5&;&6#+,7+#C7"F#.%<B5:#.2B5:F#7../27:,#
5":2/.2/7+5"D#+/7655+52"7B#;7B%&8#58#2%+#23#<2%"68GE'+#X&:7%8&#/&B5D52")#3/2 0 #+,&#.&/8.&:+5;&#23#+,&#
<%665"D#1,/58+57"#J5D,+)#A78#+,&#82%/:&#23# 0 2/7B#;7B%&8)#+,&#D2;&/" 0 &"+#7:+5;&BF#"2+#
7::2 0 0 267+5"D#/&B5D52%8#C/5D,+8E#2/#/&B5D52%8BF#<78&6#2.5"52"8#2"#0 2/7B5+F#A78#%"6&/8+226#78#
+,&#D2;&/" 0 &"+#B7:P5"D# 0 2/7B5+F#7"6#./&8&:%+5"D#/&B5D52"G##

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/2B&#5"#.2B5+5:8K#5"8+&76)#5+#A78#D/2%"6&6#%.2"#3&7/8#23#8&:%B7/58 0 #7"6#+,&#8F 0 <52+5:#/&B7+52"8,5.#
+,7+#,&#&T.B75"&6#,&#7"6#&;7"D&B5:7B8#:2%B6#,7;&G#R58#/&3&/&":&8#+2#8&:%B7/58 0 #78#7#+,/&7+#<&D7"#
78#&7/BF#78#=>Z*)#<%+#+,&F#A&/&#.7/+5:%B7/BF#./2"2%":&6#5"#,58#=>Z@#CO;5B#O 0 .5/&E#8.&&:,G#
J&7D7"#.B75"BF#7B5D"&6#,5 0 8&B3#A5+,#&;7"D&B5:7B8#A,&"#,&#:B75 0 &6#+,7+#C 0 26&/"U67F#8&:%B7/58 0 E#
A78#C5"#2..2855+52"#+2 k %8GE'·#J&7D7"#.B7:&6#8&:%B7/58 0 #8+7%":,BF#5"#2..2855+52"#+2#,5 0 8&B3)#,58#
7%65&":&)#7"6#+,&#A,2B&#23#9 0 &/5:7#<&:7%8&#8&:%B7/58 0 #C658:7/6i&6j#+,&#+/5&6#7"6#+5 0 &U+&8+&6#
;7B%&8#%.2"#A,5:,#2%/#;&/F#:5;5B5_7+52"#iA78j#<78&6GE'#J&7D7"N8#3/7 0 5"D#8&:%B7/58 0 #78#
5":2 0 .7+5<B&#A5+,#+,&#C;7B%&8 k #i2"#A,5:,j#2%/ k :5;5B5_7+52"#iA78j#<78&6E'$# 0 76&#8&:%B7/58 0 #

(!![$>)D(3*!9060*,*%J?%K$**!,40%!
("!"$(M(3*!_k(@=#3(>!8FF(=<:%_!
(#!"$(M(3*!_^%=>!^D;=<$*_!:;$$9?*!n#=9$:!#F!P$D#9<(9I%!
($!"$(M(3*!_^%=>!^D;=<$*_!:;$$9?*!n#=9$:!#F!P$D#9<(9I%!
(%!"$(M(3*!_^%=>!^D;=<$*_!:;$$9?*!n#=9$:!#F!P$D#9<(9I%!

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:B750 5"D#+,7+#C+,&FN/&#3/&&5"D#i90&/5:7"8j#3/20#8%.&/8+5+52"8#23#+,&#.78+)E'%#5"#/&7B5+F)#C+,&FN;&#
+7P&"#%.2"#+,&08&B;&8#+,&#L2<#23#8%.&/5"+&"65"D#i90&/5:7"8j#<F#D2;&/"0&"+#/%B&#7"6#
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2;&/<&7/5"D#7"6#A7"+5"D#:20.B&+&#D2;&/"0&"+#:2"+/2B#2;&/#+,&#.&2.B&G#J&7D7"#50.B5&6#+,7+)#
%"6&/#7#8&:%B7/58+#D2;&/"0&"+)#+,&#.&2.B&#62"N+#,7;&#7#;25:&#7"6#+,&#D2;&/"0&"+#62&8"N+#B58+&"#
+2#+,&#.&2.B&G#90&/5:7"#&;7"D&B5:7B8#P"&A#+,7+#7#D2;&/"0&"+#+,7+#62&8"N+#B58+&"#+2#+,&#;25:&#23#
+,&#.&2.B&#A78#<B7+7"+BF#%"U90&/5:7"G##

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+,&F#A&/&#"2+#7#C07L2/5+FE''#23#90&/5:7"8)#7"6#:2":&6&6#+,7+)#+,2%D,#+,&F#07F#<&#CA&BBU
5"+&"+52"&6)#+,&5/#;7B%&#8F8+&0#58#/765:7BBF#6533&/&"+#3/20#+,7+#23#028+#90&/5:7"8)E'(#A,5:,)#78#7#
/&8%B+)#6&.5:+&6#90&/5:7"#8&:%B7/58+8#78#02/&#058D%56&6#+,7"#&;5BG#h2"&+,&B&88)#90&/5:7"#
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588%&#23#7<2/+52"#78#7"#&T70.B&#23#<2+,#+,&#67"D&/8#+,7+#8&:%B7/580#.28&8#+2#90&/5:7"#82:5&+F#
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+,&#D226#5"+&"+52"8#23#+,&#.&2.B&#A,2#:/&7+&6#7<2/+52"#:B5"5:8#<%+#,5D,B5D,+&6#+,7+)#:%//&"+BF)#

(&!"$(M(3*!_^%=>!^D;=<$*_!:;$$9?*!n#-9$:!#F!P$D#9<(9I&!
('!"$(M(3*!_^%=>!^D;=<$*_!:;$$9?*!n#-9$:!#F!P$D#9<(9I&!
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()!"$(M(3*!_^%=>!^D;=<$*_!:;$$9?*!n#-9$:!#F!P$D#9<(9I&!
)*!83)<$Z!"&!f$Z=:*!:#,&203#+-&:;)1&01&/$1-,)6(+06,&/#)0-+0(1&5$%0+0"-.&C$>&BJ$)+0$1&:)(1-&$)<,*&+#,&/;%+;),&N()-!13&;&&!H(DQ<=)M$!.G*!46-07!

+,&8&#:B5"5:8#A&/&#<2A5"D#+2#+,&#./&88%/&8#23#8&:%B7/580G#J&7D7"#788&/+&6#+,7+#+,&8&#:B5"5:8#A&/&#
5D"2/5"D#+,&#/2B&#C02/7B5+F#i.B7F8j k 5"#+,&#8%<L&:+#23#8&T()E#7"6#./202+5"D#<5/+,#:2"+/2B#6/%D8#
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6&8+/2F#C+/7655+52"7BE#7"6#/&B5D52%8#;7B%&8#5"#:%B+%/&)#7"6#7#8&:%B7/58+#D2;&/"0&"+#+,/&7+&"&6#+,&#
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7/+5:%B7+&6#&;7"D&B5:7B8N#:2":&/"#7"6#%",7..5"&88#7<2%+#8&D/&D7+52"#5"#:2""&:+52"#+2#7#
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7D&"67 k 7D75"8+#5"6&.&"6&"+#8:,22B8E#7"6#/&3/70&6#+,&#^J-N8#7:+52"8#78#5"3/5"D&0&"+8#%.2"#

8&D/&D7+52"#7"6#%.,2B65"D#A,5+&#8%./&07:F)#J&7D7"#A78#7<B&#+2#62#+,&#:/5+5:7B#A2/P#23#;&/<7BBF#
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/&B5D52%8#/5D,+8)#A,5:,#8,2A&6#&;7"D&B5:7B8#+,7+#,&#A78#7#.2B5+5:57"#+,&F#:2%B6#8%..2/+G#M,5+&#
8%./&07:F#.B7F&6#7#.5;2+7B#/2B&#5"#+,&#=>Z*#&B&:+52")#<%+#+,&#:2""&:+52"#<&+A&&"#&;7"D&B5:7B8#
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8%./&07:F#,78#&;2B;&6#+,/2%D,2%+#+,&#:2%"+/FN8#,58+2/F#7"6#+,7+#82%+,&/"#&;7"D&B5:7B8#,7;&#
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/&;5;7B58+#&;7"D&B5:7B8)#78#X7B0&/#&T.B75"8)#<&B5&;&6#+,7+#+,&F#C<2/&#7#/&8.2"85<5B5+F#32/#+,&#
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8%./&07:F#23#A,5+&#.&2.B&#7"6#L%8+53F#+,&5/#&332/+8#5"#8%<L%D7+5"D#93/5:7"#.&2.B&#+2#8B7;&/FG)((#

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Q&"&858#>W=ZU'?#7"6#O.,&857"8#\WaU?)+**#7B2"D#A5+,#+,&#8+2/F#23#175"#7"6#9<&BG+*)#Q&"&858#>W=ZU

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CB5P&BF#5",&/5+&6#"2+#2"BF#+,&5/#7":&8+2/N8#.,F85:7B#658+5":+5;&"&88#<%+#7B82#,58#5"3&/52/#02/7B#

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8B7;&/F)#;7B567+&6#+,&#5"8+5+%+52"#23#8B7;&/FG#X%+B&/#,5D,B5D,+8#+,7+#+,58#;&/8&#A78#%8&6#+2#8,2A#

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C+,7+#8B7;&8#8,2%B6#/&075"#62:5B&#7"6#2<&F#+,&5/#078+&/8E+))*#<&:7%8&#5+#A78#CQ26N8#A5BB#+,7+#+,&F#A&/&#8B7;&8GE+))#H,&8&#:,&//FU.5:P&6#<5<B5:7B#.7887D&8#D7;&#&;7"D&B5:7B8#+,&#32%"67+52"7B#/&B5D52%8#&;56&":&#+2#L%8+53F#7#A,5+&#8%./&07:58+#56&2B2DF#A,5:,#8%<8&`%&"+BF#5"3B%&":&6#,2A#&;7"D&B5:7B8#%"6&/8+226#<2+,#+,&08&B;&8#7"6#<B7:P#8B7;&8G##

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&/&:+#+,&5/#8+7"6#5"#+,&#./&8&":&#23#+,&#.%B.5+)#7"6#+,&F#0%+%7BBF#,&B.#&7:,#2+,&/G#H,&#6&7B&/#D5;&8#,58#<B226U8+75"&6#D2B6#+2#8%..2/+#+,&#.%B.5+)#7"6#+,&#.%B.5+)#5"#/&+%/")#:2;&/8#,58#5"3&/"7B#<%85"&88#A5+,#+,&#D7/<#23#1,/58+57"5+FG#R&/&#A&#,7;&#/&B5D52"#7"6#/2<<&/F#+,&#7BB5&8#23#&7:,#2+,&/U6&;5B8#6/&88&6#5"#+,&#7"D&B8N#/2<&8)#7"6#,&BB#./&8&"+5"D#+,&#8&0<B7":&#23#.7/7658&G++&##

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5"L%8+5:&#07"F#82%+,&/"&/8#3&B+#7<2%+#+,&#2%+:20&#23#+,&#15;5B#M7/#A,5B&#7665+52"7BBF#8,2A5"D#2"&#23#+,&#:2/&#<&B5&38#23#+,&#J&B5D52"#23#+,&#V28+#17%8&W#+,&#-2%+,#:7"#7"6#A5BB#/&+%/"#+2#DB2/FG#H,&#-+G#I7%BN8#O.58:2.7B#1,%/:,#5"#J5:,02"6#02/&#&T.B5:5+BF#6&.5:+8#+,&8&#+,&0&8#7"6#.7/7BB&B8W#5"#+,58#:,%/:,)#J2<&/+#OG#V&&#58#8,2A"#5"#8+75"&6#DB788#78#<2+,#7#F2%"D#S28&8#+%/"5"D#7A7F#3/20#I,7/72,#7"6#7"#2B6#S28&8#P"&&B5"D#A5+,#7#,7B2#2;&/#,58#,&76G#g&8.5+&#+,&#C05"6U<&"65"D#5/2"F)E#$2"&8#&T.B75"8#+,7+W#

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A&/&#.%+#%.#73+&/#+,&#&"6#23#+,&#15;5B#M7/)#7"6#+,&8&#02"%0&"+8#&88&"+57BBF#8&/;&6#78#,2BF#85+&8#32/#+,&#J&B5D52"#23#+,&#V28+#17%8&C+((#M,5+&#82%+,&/"#&;7"D&B5:7B8#5"#+,&#A7P&#23#+,&#15;5B#M7/#87:/7B5_&6#+,&5/#,58+2/FK#+,&F#&07":5.7+&6#<2+,#+,&08&B;&8#7"6#+,&5/#35D,+#3/20#65;5"&#7"6#&7/+,BF#:2"6&0"7+52"G##

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+,&#/7:57B#:/5858)#7#1,/58+57"#B&76&/#7887F8#f+,&#8+/%:+%/&#7"6#8.5/5+f#23#+,&#"7+52"f8#:,%/:,&8)#
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