! " # $ % & ' ( ) * + % $ ' & , % - * + .) . # " (/ 0 * *

1 2 ' 3 " (* 4 $ " - ' & ' " (' 3 # *

*! " # $ # % & $ # $ % ' (%) * + , + - . / % / . 0 % . 1 , + - + $ 2 * . 2 + ' - % . $ % . %) # - 2 * . / % , # . - $ % ' (% * # $ + $ 2 + - 3 % 2 " # % . 4 ' / + 2 + ' - % ' (%*

*$ / . 5 # * 6 7 % 8 #) ' - $ 2 * &) 2 + ' - 7 % . - 1 % 1 # $ # 3 * # 3 . 2 + ' - 7 %) ' - 2 + - & # % 2 ' % + - (' * , %) * + , + - . / % 9 * ') # $ $ # $ % . - 1%*

*+ - $ 2 + 2 & 2 + ' - $ % 2 ' % 2 " + $ % 1 . 6 % 4 6 % # - . 4 / + - 3 % (' * , $ % ' (% 4 * & 2 . / + 2 6 % . - 1 % 1 + $ * # 3 . * 1 % 2 " . 2 % 0 ' & / 1 % 4 # % & - + , . 3 + - . 4 / # %*

G'76.--.*4-.B%(8.2*%(8*6.2*7"(&.#:"2%2'.3H'(7-,8'()0*I2/%(*J&.=.(3"(?*5%KL.6'3'*

!"%&.3?*5'#*M'3.?*4().-%*N%='3?*G%27*O%#"(&*+'--H%2.*%#"()*&6"3.*%7&'=.-/*:,23,'()*

2.3'3&%(7.*%(8*76%().*&"*&6.*6.).#"('7*"28.2;*<(*4-.B%(8.2P3*QRSTRU*>"2E?*!"#%G#0%H+,%I*'07%

36.*.3&%$-'36.8*&62..*#%V"2*3/3&.#3*"9*2%7'%-*7"(&2"-*'(*4#.2'7%(*6'3&"2/0*3-%=.2/?*W'#*!2">?*%(8*

#%33*'(7%27.2%&'"(;*N.3:'&.*36'9&'()*%(8*8.7.:&'=.*26.&"2'7?*&6.*&.76("-")'.3*%(8*3/3&.#3*"9*

72,.-&/*%(8*7"(&2"-*#.%(&*&"*#%'(&%'(*2%7'%-*6.).#"(/*6%=.*$..(*:2.3.2=.8*&62",)6*&6.*

&2%(39"2#%&'"(*%(8*&2%(3-%&'"(*$.&>..(*&6.3.*3/3&.#3;*477"28'()*&"*4(82.%*J#'&6*QRSTRU?*&6.*

9"2#%&'"(*"9*&6.3.*2%7'%-*7%3&.*3/3&.#3*7%(*$.*,(8.23&"'8*&62",)6*&6.*-.(3.3*"9*>6'&.*3,:2.#%7/*

%(8*3.&&-.2*7"-"('%-'3#;*J#'&6*'8.(&'9'.3*&62..*:'--%23?*"2*:2'#%2/*-")'73?*"9*>6'&.*3,:2.#%7'3&*

3.&&-.2*7"-"('%-'3#0*CQTU*3-%=.%$'-'&/X%(&'KI-%7E*2%7'3#?*>6'76*%(76"23*7%:'&%-'3#Y*QRU*).("7'8.?*

>6'76*%(76"23*7"-"('%-'3#Y*%(8*QZU*"2'.(&%-'3#?*>6'76*%(76"23*>%2D*QRSTRU;*56.*9'23&*:'--%2?*

3-%=.%$'-'&/?*6%3*#%('9.3&.8*'(*8'99.2.(&*9"2#3?*'(7-,8'()0*36%2.72"::'()?*'(8.(&,2.8*3.2='&,8.?*

7"(='7&*-.%3'()?*%(8*>6%&*'3*&/:'7%--/*2.9.22.8*&"*%3*3-%=.2/*'(*4#.2'7%(*6'3&"2/*QJ#'&6*RSTRU;*

56.*7"(&'(,.8*7"##"8'9'7%&'"(*"9*$-%7E*$"8'.3*&6%&*7%(*$.*"$3.2=.8*'(*.%76*"9*&6.3.*

#%('9.3&%&'"(3*'3*2""&.8*'(*%(*"(&"-")/*&6%&*6"-83*$-%7E*'(8'='8,%-3*%3*'(6.2.(&-/*3-%=.%$-.*%(8*

#.2.-/*:2":.2&/*QJ#'&6*RSTRU;*56.*3.7"(8*:'--%2?*).("7'8.?*2.F,'2.3*&6.*8'3%::.%2%(7.H"2*

B.(":6"$'%*&">%283*7.2&%'(*)2",:3*%(8*(%&'"(3;*56.*7"(&'(,.8*(%&,2.*"9*&6.3.*:2"7.33.3*

7"22.-%&.3*>'&6*I"(83*%(8*<(>""8P3*QRST]U*%2),#.(&*"9*%*7"(&'(,.8*:2"8,7&'"(H"2*2%&6.2*

2.:2"8,7&'"(H"9*>6'&.*3,:2.#%7'3&*3/3&.#3*&62",)6",&*4#.2'7%(*6'3&"2/;*56./*%2),.?*C<9*

:2'='-.).*%(8*2%7'3#*%2.*&6.*3/#:&"#3?*>6'&.*3,:2.#%7/*'3*&6.*8.9'('()*-")'7*"9*$"&6*2%7'3#*%(8*

:2'='-.).*%3*&6./*%2.*7,-&,2%--/*%(8*#%&.2'%--/*:2"8,7.8D*QI"(83*%(8*<(>""8*^RSU;*5"8%/?*&6.3.*

&6.#.3*"9*>6'&.*3,:2.#%7/*%2.*#%('9.3&.8*'(*&6.*-.)%-*3/3&.#P3*,3.*%(8*%$,3.*"9*'(7%27.2%&'"(;**

* 4-#"3&*'##.8'%&.-/*9"--">'()*&6.*'((+)+./%

9''2*7''(='7&'''(*9''2*&6.*3%-.*''9*9'=.*6,(82.8*)2%#3*''9*:''>8.2*7''7%'(.*%(8*%*7''(='7&'''(*9''2*&6.*3%-.*''9*9'=.*)2%#3*''9*72%7E*7''7%'(.*Q4-.B%(8.2*TTRU;**

56'3*)2''33*3.(&.(7'()*8'372.:%(7/*%--''>3*9''2*:2'3''(3*&''*$.*9'--.8*>'&6*#''2.*$-%7E*%(8*$2''>(*'(8'='8,%-3;*e''2*.B%#:-.?*''=.2*&6.*7'',23.*''9*''(-/*&62..*/.%23?*&>''*&6'',3%(8*:.'':-.*>.2.*76%2).8*>'&6*9.8.2%-*72%7E*7''7%'(.*='''-%&'''(3*Q4-.B%(8.2*TT`U;*[9*&6.3.*2.7''28.8*&>''*&6'',3%(8?*%--*$,&*.-.=.(*>.2.*$-%7E*%(8*(''&*%*3'()-.*'(8'='8,%-*76%2).8*>%3*>6'&.*Q4-.B%(8.2*TT`U;*+''22'9/'()-/?*6''>.=.2?*4-.B%(8.2*7'&.3*%*3&,8/*:,$-'36.8*'(*RSSS*92''#*&6.*L%&'''(%-*<(3&'&,&.*''(*N2,)*4$,3.?*&6%&*2.:''2&.8*C>6'&.*3&,8.(&3*,3.*7''7%'(.*%&*3.=.(*&'#.3*&6.*2%&.*''9*$-%7E*3&,8.(&3?*,3.*72%7E*7''7%'(.*%&*.')6&*&'#.3*&6.*2%&.*''9*$-%7E*3&,8.(&3?*%(8*3.*6.2''(*%&*3.=.(*&'#.3*&6.*2%&.*''9*$-%7E*3&,8.(&3D*Q4-.B%(8.2*ddU;*J''*(''&*''(-/*%2.*492'7%(*4#.2'7%(3*:''-'7.8*%(8*:.(%-'A.8*%&*%*6')6.2*2%&.*&6%(*>6'&.3?*$,&*>6'&.3H3:.7'9'7%--/*7''--.).K%).8*>6'&.3H,3.*$''&6*72%7E*%(8*:''>8.2*7''7%'(.*%&*6')6.2*2%&.3;*56'3*'3*,(9%&6''#%$-.*)'=.(*&6.*7''(='7&'''(*2%&.3;*12.3'8.(&*I%2%7E*[$%#%P3*e%'2*J.(&.(7'()*47&*'(*RSTS*2.8,7.8*&6.*TSS*&''*T*72%7EX7''7%'(.*3.(&.(7.*8'372.:%(7/*&''*%(*T_*&''*T*2%&'''*Qa2%99*TZSU;*56'3*'3*,(9''2&,(%&.-/*3&'--*)2''33-/*'(.F,'&%$-.;*e''2*3.(&.(7'()*&''*$.*.F,'&%$-.?*&6.*2%&'''*36'',-8*3'#:-/*$.*T*&''*T;*\(9''2&,(%&.-/?*&6.*&2%(3'&'''(*''9*3/3&.#3*''9*2%7'%-*7''(&2''-*'(&''*&6.*7,22.(&*3/3&.#*''9*#%33*'(7%27.2%&'''(*'3*(''&*-'#'&.8*&''*3.(&.(7'();**

* 56.*9''2#3*%(8*3:%7.3*''9*:,('36#.(&*8,2'()*3-%=.2/*>.2.*&2%(3-%&.8*'(&''*9''2#3*%(8*3:%7.3*''9*:.(%-*:,('36#.(&*&*&6%&*%2.*3&'--*,3.8*&''8%/;*b%36%8*J6%$%AA?*%,&6''2*''9*J9.2+./+K+-3%L/.)M-#$$C%N*)''+2#)2&*#$%'(%I'-(+-#,#-2%.-1%L/.)M%=.$)&/+-+26%+-%I''+).3'?*%2),.30**

<(*&6.*\('&.8*J&%&.3?*7%27.2%-*:''>.2?*>6'76*>%3*$''2(*'',&*''9*&2%(3%&-%(&'7*3-%=.2/?*>%3*.B:2.33.8*''(*&6.*:-%(&%&'''(*%(8*'(*&6.*$2''%8.2*).'')2%:6/*''9*&6.*J'',&6;*

!%27.2%-*:''>.2*>%3*7.(&2%-*&''*&6.*:,('&=.*.7''('#/*''9*3-%=.2/*%(8*&6.*-.)%-*

:.2:.&,%&.*2%7'%-*6.).#"(/;*56'3*2.8,(8%(7/*'3*("&.>"2&6/*%3*>.--;*4*2.3'-'.(&*3/3&.#*6%3*$,'-&*'(*2.8,(8%(7'.3?*3"*&6%&*&6.*9%'-,2.*"9*"(.*2.3:"(3.*8".3*("&*#.%(*%*9%'-,2.*&"*%76'.=.*&6.*3/3&.#P3*.(8*)"%-;*56.3.*2.8,(8%(7'.3*.(3,2.*&6%&*("*:.23"(*"9*7"-"2*'3*.%3'-/?*"2*.=.(*:"33'$-/?*%$-.*&"*2.#%'(*,(%99.7&.8*$/*&6.*'(9-,.(7.*"9*6.).#"('7*("2#3*"9*7%27.2%-*>6'&.*3,:2.#%7/;*M6.(*3'#'-%2-/*.B%#'('()*&6.*2.#(%(&3*%(8*&2%(3-%&'"(3*92"#*&6.*W'#*!2">*.2%?*>.*7%(*3..*&6%&*>6%&*>%3*"(7.*%(*.2%*"9*8"#.3&'7*&.22"2'3#*'3*(">*%(*.2%*"9*C7"-"2K$-'(8D*-%>3*&6%&*%2.*,3.8*&"*7"(&2"-*$-%7E*%(8*$2">(*$"8'.3?*#'(83*%(8*9,&,2.3;*<&P3*("*7"'(7'8.(7.*&6%&*&6.*3&%&.3*>'&6*&6.*6')6.3&*-/(76'()*2%&.3*%2.*&6.*3&%&.3*>'&6*&6.*6')6.3&*.B.7,&'"(*2%&.3*QJ&.=.(3"(*RSTcU;*f'&6.2*>%/?*3/3&.#%&'7*2%7'3#*'3*%7&,%-'A.8*&62",)6*%*8'3:2":"2&'"(%&.*&62.%&*"9*:2.#%&,2.*8.%&6

.33.(&'%--/*:.2#'33'$-.;*<(*Tddc?*1.--*a2%(&*.-')'$'-'&/*>%3*%-3''*''99'7'%--/*3&2'::.8*92''#*7''(='7&.8*

9.-''(3*QG%37'*_TcU;**

56.*2')6&*&''*=''&.*>%3*(''&*'('&'%--/*)2%(&.8*&''*492'7%(*4#.2'7%(3

-.9&*W'#*!2">*'(&%7&D*QT^`U;*<(*&6.*L.>*N.%-P3*.7"("#'7*2.9"2#3?*&6.*8.-.&.2'",3*(%&,2.*"9*
7"-"2$-'(8(.33*7%22'.3*"(*'(*&6.*7%3.*"9*72'#'(%-*V,3&'7.*:"-'7'.3;**!"-"2K$-'(8(.33*3.2=.3*%3*%*
8.9.(3.*9"2*7"(&'(,'()*&"*7"(8,7&*3/3&.#'7*2%7'3#;*<9*>.*8"(P&*3..*2%7.?*>.*7%(P&*3..*2%7'3#;*<9*
>.*8.(/*2%7.?*>.*7%(*8.(/*2%7'3#;*!"(3.F,.(&-/?*7"-"2K$-'(8(.33*8".3*("&*6.-:*&"*76%--.().*"2*
%882.33*2%7'%-*6.).#"(/;*b".8').2*%-3"*7'&.3*b%-:6*f--'3"(P3*:"'(&*&6%&*'&*7%(*$.*&6.*&.(8.(7/*"9*
3"#.*&"*='.>*6'3&"2/*%3*C3'#:-/*$%7E)2",(8*%(8*("&*%3*%*9,(7&'"('()*9"27.*'(*7,22.(&*3"7'.&/D*
QT_cU;*56'3*'3*%(*.-"F,.(&*3/(":3'3*"9*&6.*'33,.3*9%7.8*'(*%(*.99"2&*&"*.(%7&*76%().*'(*%*
C7"-"2$-'(8D*"2*C7"-"2K7"(37'",3D*3"7'.&/;*4*7"-"2K$-'(8*3"7'.&/*'3*'(7%:%$-.*"9*.B%#'('()*%(8*
.=.(*%7E(">-.8)'()*2.#(%(&3*"9*2%7'%-*6"3&'-'&/?*":2.33'"(?*%(8*6.).#"(/;*!"-"2*$-'(8*26.&"2'7*
8".3*("&*7"#$%&*&6.*%$'-'&/*"9*2%7'3#*&6%&*'(9.7&*&6.*V,3&'7.*3/3&.#;*<(*9%7&?*'&*"(-/*%--">3*'&*&"*
'(9-'7&*#"2.*8%#%).;*I/*#.2.-/*>6'&.>%36'()*",2*="7%$,-%2/*&"*#%E.*'&*#"2.*C:"-'&'7%--/*
7"22.7&D*%(8*-.33*#"2%--/*2.:2.6.(3'$-.?*>.*%2.*("&*%882.33'()*&6.*,(8.2-/'()*9"27.3*"9*2%7'3#*
>'&6'(*&6.*V,3&'7.*3/3&.#;**

56.*4#.2'7%(*:2'3"(*3/3&.#*>%3*72.%&.8*$/*%(8*&62",)6*>6'&.*3,:2.#%7'3&*#"&'=%&'"(3*
%(8*&6.3.*"2')'(%-*'(&.(&'"(3*%2.*&6.2.9"2.*'(3.:%2%$-.*92"#*&6.*'(3&'&,&'"(;*4(/*%&&.#:&*&"*
2.#"=.*2%7.*92"#*&6.*7,22.(&*V,3&'7.*3/3&.#H>6.&6.2*&6%&*$.*&62",)6*7-%'#'()*7"-"2$-'(8(.33*"2*
("&H'3*,-&'#%&.-/*9,&'-.;*a.(.*N.#$/?*92"#*L1bP3*:2")2%#?*I'1#%J0+2)"?*'(&.2='.>.8*
G"2.6",3.*!"--.).P3*12"9.33"2*G%27*O%#"(&*+'--*"(*&6.*&"':'7*"9*:2'3"(*%$"-'&'"('3#*QRST`U;*
O%#"(&*>%3*%3E.8?*C'9*/",*7",-8*>%=.*%*#%)'7*>%(8*%(8*&%E.*&6.*2%7'%-*%(8*7-%33*$'%3*",&*"9*
72'#'(%-*3/3&.#3*>",-8*/",*3&'--*9..-*>.*>",-8*(..8&"*#%E.*&6.3.*76%().3*"2*8"*/",*&6'(E*
2%7'%-*$'%3*V,3&*3"2&*"9*,(8.2-'(.3*&6.*'(6,#%('&/*"9*&6.3.*&6'()3hD*QN.#$/*RST`U;*56.*76%().3*
N.#$/*2.9.2.(7.8*>.2.*+'--P3*%2),#.(&3*9"2*:2'3"(*%$"-'&'"('3#*QRST`U;*<(*+'--P3*2.3:"(3.?*6.*
("&.80*

56.*:2'3"(*'&3.-9*'3*$"2(*",&*"9*&6.*.B:-"'&%&'"(*"9*-%$"2*%(8*&6.*>6'&.*3,:2.#%7'3&*

'#:,-3.3*&6%&*,(8.2)'28*'&*%2.*'(3.:%2%$-.*92"#*&6.*'(3&'&,&'"(*'&3.-9*;*;*;*&6.*:2'3"(*

'(7-,8.0*:2'3"(*%$"-'&'"('3#*2.3,-&3*'(*%(*'##.8'%&.*.-'#'(%&'"(*"9*:2'3"(3*"2*'(7%27.2%&'"(*

3'#'-%2*&"*&6.*3,::"3.8*.(8*"9*3-%=.2/*>'&6*&6.*56'2&..(&6*4#.(8#.(&Y*3.7,2.*7"(9'(.#.(&*'3*("*

-"().2*%(*":&'"(Y*%(8*3'#'-%2*&"*&6.*:2.='",3*:"'(&?*%--*='"-.(&*"99.(8.23*36",-8*$.*%$-.*&"*-'=.*

92..-/*%#"()*3"7'.&/;**

* <(*%7&,%-'&/?*12'3"(*%$"-'&'"('3#*'3*'(3&.%8*%(*.B&2.#.-/*:2"7.33*"2'.(&.8*#"=.#.(&?*

>6'76*%'#3*9"2*.=.(&,%-*8.7%27.2%&'"(?*.B7%27.2%&'"(?*%(8*8.72'#'(%-'A%&'"(*QN%='3*%(8*

b"82'),.AU;*N.7%27.2%&'"(*'3*&6.*:2"7.33*"9*2.8,7'()*.'&6.2*

7,22.(&*V,3&'7.*3/3&.#*7"(8,7&3*'&3.-9;*4-"()*&6.*3%#.*=.'(?*:2'3"(*%$"-'&'"('3#*'3*("&*7"##'&&.8*
&"*8.(/'()*&6.*.B'3&.(7.*"9*&6.*C8%().2",3*9.>D*QG7O."8*RST]0*TT^TU;*12'3"(*%$"-'&'"('3#*8".3*
%2),.?*6">.=.2?*&6%&*C4(/*3,76*8%().2",3(.33*"(*&6.*:%2&*"9*&6"3.*'(7%27.2%&.8*7,22.(&-/*'3*
.B%7.2$%&.8*$/*9.%&,2.3*"9*:2'3"(*3"7'.&/*&6%&*%*>'8.2*.#$2%7.*"9*%(*%$"-'&'"('3&*.&6'7*%(8*
92%#.>"2E*>",-8*'#:2"=.D*QG7O."8*RST]0*TT^TU;*<9*3,77.339,-?*&6.*:2"7.33.3*"9*:2'3"(*
%$"-'&'"('3#*7",-8*2.(8.2*:2'3"(3*"$3"-.&.*%(8*#%E.*3"7'.&/*3%9.2;*
12'3"(*%$"-'&'"(*6%3*&6.*:"&.(&'%-*&"*36'9&*",2*:2%7&'7.3*"9*V,3&'7.*92"#*.B7-,3'"(%2/*%(8*
:,('&'=.*&"*2.3&"2%&'=.*%(8*'(7-,3'=.*QN%='3*%(8*b"82'),.AU;*477"28'()*&"*4--.)2%*G;*G7O."8?*

>%3*'(&.(8.8*&"*%76'

GP87%L1b?*RS*J.:&;*RST`?*

. - *1*%2"#%0-) . *)#*. 2+ ' -%*L*+-*3*#;%O%(6%#?*GN0*b " > # %(* p *O'&&-. 9' .-8?*RSTS;**

J # '&6?* 4 (82. %;*QRSTRU;*<(8') . (. '&/?*3. &&-. 2*7"-" ('%-'3&?*>6'&. *3, : 2. # %7/;*<(*N;*G;**

+ " J%( )?* [;*O% I . ((. &&?* p *O;*1 , -'8"*Q f 83;U?*b %7'%-*9"2 # %&'" (*' (*&6. *RT3&*7. (&, 2/*Q: : ;*` `K

dSU;* I . 2E. -. /?* ! 40* \ ('=. 23'&/*"9* ! %-'9"2('%*12. 33;**

*

*

*