! "#$%&"'()'*&+#,-%.#/'#0'%1&'2&$3*%4&/%'#0'51.,#+#$1)'036-,%)7'!-8-+%'9:7'9;9<='''
>-(4.%%&"'0#*'3$$*#?3,'!-8-+%'9:7'9;9<'
!$$*#?&"'()'%1&'@00.6&+'#0'%1&'2&3/'#0'%1&'A#,,&8&'#0'!*%+'3/"'>6.&/6&+'3/"'%1&'5*#?#+%'#/'
!-8-+%'9B7'9;9<='

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%1&'$1.,#+#$1)'"&$3*%4&/%'43)'(&'+&,&6%&"'0#*'$#+%M%&/-*&'*&?.&D'&?&*)'0.?&')&3*+7'(&8.//./8'
D.%1'%1&.*',3+%'$*#4#%.#/'*&?.&D'#*'$#+%M%&/-*&'*&?.&D7'D1.61&?&*'.+',3%&*=''J#*'%1&'2&$3*%4&/%'#0'
51.,#+#$1)7'%1&'$#+%M%&/-*&'036-,%)'N*&?.&D'$36O&%P'"&+6*.(&"'./'E@K'LLL=CC=H=3M"'+13,,'6#/+.+%'
./'%1&'0#,,#D./8Q'

H= K1&'036-,%)'4&4(&*R+'6-**&/%'AST'
9= K1&'036-,%)'4&4(&*R+'4#+%'*&6&/%'0.?&'3//-3,'&?3,-3%.#/+T'
<= C0'3$$,.63(,&7'3'*&6#*"'#0'3/)'".+6.$,./3*)'36%.#/+'./?#,?./8'%1&'036-,%)'4&4(&*T'
U= !/' '/3**3%.?&'*&6#*"'#0'366#4$,.+14&/%+'0#*'%1&'$3+%'0.?&')&3*+7'&V$&6%&"'/#%'%#'
&V6&&"'H97;;;'613*36%&*+='

5#+%M%&/-*&'*&?.&D+'./'%1&'2&$3*%4&/%'#0'51.,#+#$1)'D.,,'(&'6#/"-6%&"'()'%1&'2&$3*%4&/%'A13.*'
./'366#*"3/6&'D.%1'%1&'0#,,#D./8'6*.%&*.3=''J36-,%)'4&4(&*+'43)'3$$&3,'%1&'A13.*R+'&?3,-3%.#/+7'
D.%1#-%'$*&W-".6&7'%#'%1&'2&$3*%4&/%'XV&6-%.?&'A#44.%%&&'D1#+&'613*8&'./6,-"&+'$*#6&"-*&+'
0#*'"&6,3*&"'#*'$&*6&.?&"'6#/0,.6%+'#0'./%&*&+%='K1&'XV&6-%.?&'A#44.%%&&'D.,,'-+&'%1&'+34&'
6*.%&*.3=''G3%./8+'3*&'8.?&/'#/'3'+63,&'#0'H'Y&V6&&"+'&V$&6%3%.#/+Z'%#'U'Y-/+3%.+036%#*)Z=''A*.%&*.3'
3*&'(3+&"'#/'%1#+&'0#*'3//-3,'&?3,-3%.#/7'3"W-+%&"'%#'366#-/%'0#*'3'0.?&M)&3*'&?3,-3%.#/'$&*.#"7'
3/"'(3**./8'&V6&$%.#/3,'6.*6-4+%3/6&+'%1&)'+1#-,"'/#%').&,"'+6#*&+'%13%'".?&*8&'+.8/.0.63/%,)'
0*#4'%1&'4&3/'#0'%1&'036-,%)'4&4(&*R+',3+%'0.?&'3//-3,'&?3,-3%.#/'+6#*&+'3+'*&/#*43,.[&"'%#'%1&'
E#3*"R+'HMU'+63,&=''G3%./8+'D.,,'(&'8.?&/'+&$3*3%&,)'0#*'&361'6#4$#/&/%'#0'%1&'036-,%)'4&4(&*R+'
3++.8/4&/%7'D.%1'6#4$#/&/%'*3%./8+'D&.81%&"'()'3++.8/4&/%'$*#$#*%.#/'./').&,"./8'%1&'0./3,'
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J#*'$-*$#+&+'#0'$#+%M%&/-*&'*&?.&D7'%1&'"&$3*%4&/%'A13.*'3/"'YD1&*&'3$$,.63(,&Z'%1&'XV&6-%.?&'
A#44.%%&&'+1#-,"'6#/+."&*'%1&']-3,.%)'#0'+61#,3*+1.$'3+'#0'8*&3%&*'+.8/.0.63/6&'%13/']-3/%.%3%.?&'
#-%$-%'3,#/&='J-*%1&*4#*&7'*&+&3*61'$*#W&6%+'./'$1.,#+#$1)'+#4&%.4&+'%3O&'%&/')&3*+'#*',#/8&*'%#'
&361'6#4$,&%.#/='^1.,&'036-,%)'4&4(&*+'&/838&"'./'+-61'$#W&6%+'#0%&/'$*&+&/%'$*&,.4./3*)'
0./"./8+'./'W#-*/3,'3*%.6,&+'#*'3%'6#/0&*&/6&+7'%1&*&'3*&'6#/".%.#/+'-/"&*'D1.61'+-$&*,3%.?&'
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63+&+7'%1&'A13.*'3/"'YD1&*&'3$$,.63(,&Z'%1&'XV&6-%.?&'A#44.%%&&'+1#-,"'D&.81'$*#W&6%'
"&+6*.$%.#/+'$*#?."&"'./'#$%.#/3,'/3**3%.?&+'#?&*']-3/%.%3%.?&'#-%$-%='

@%1&*'%1./8+'(&./8'&]-3,7'%1&'+%3/"./8+'#0'W#-*/3,+'3/"'363"'&4.6'$*&++&+'./'D1.61'63/"."3%&+'
$-(,.+1'3*&'%#'(&'6#/+."&*&"'+.8/.0.63/%'./".63%#*+'#0']-3,.%)='!++&++4&/%'#0'*&+&3*61']-3,.%)'./'
$1.,#+#$1)'.+'3'*.8#*#-+'$*#6&++7'(-%'/#%'3']-3/%.%3%.?&'#/&='K1&'3++&++4&/%'#0']-3,.%)'43)'3,+#'
%3O&'./%#'366#-/%'%1&'$-(,.6'*&6#8/.%.#/'#0'3'63/"."3%&R+'D#*O'./'%1&'0#*4'#0'$*.[&+7'3D3*"+7'

0&,,#D+1.$+7'3/"'8*3/%+7'%1#-81'%1&+&'3*&'/#%'3'/&6&++3*)'6#/".%.#/'&.%1&*'0#*'3'0.*+%M*3%&'+61#,3*,)'
63*&&*'./'$1.,#+#$1)'#*'0#*'&V6&&"./8'&V$&6%3%.#/+'./'$#+%M%&/-*&'*&?.&D='
'
!++-4./8'-/.0#*4,)'1.81']-3,.%)'#0'+61#,3*+1.$7'3'+6#*&'#0'H'D.,,'(&'8.?&/'0#*'0.?&'$&&*M
&?.&D&"'3%.6,&+'#*'(##O'613$%&*+'#*'&]-.?3,&/%'$*#"-6%.?.%)'#?&*'%1&'6#-*+&'#0'%1&'&?3,-3%.#/'
$&*.#"'Y+&&'(&,#D'0#*'&]-.?3,&/6&+Z='!'+6#*&'#0'9'D.,,'(&'8.?&/'0#*'(&%D&&/'#/&'3/"'0#-*'$&&*M
&?.&D&"'3%.6,&+'#*'&]-.?3,&/%='!'+6#*&'#0'<'D.,,'(&'8.?&/'.0'%1&'036-,%)'4&4(&*'13+'3*%.6,&+'
-/"&*'*&?.&D7'#*'13+'$*&+&/%&"'D#*O'./'$*#8*&++'3%'/3%.#/3,'#*'./%&*/3%.#/3,'6#/0&*&/6&'?&/-&+='
!'+6#*&'#0'U'D.,,'(&'8.?&/'.0'%1&'*&?.&D'$36O&%'6#/%3./+'/#'&?."&/6&'#0'#/8#./8'+61#,3*,)'
36%.?.%)='
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K)$.63,'&?."&/6&'#0'+61#,3*,)'$*#"-6%.?.%)'./6,-"&+'%1&'0#,,#D./8Q'
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H='5&&*M*&?.&D&"'!*%.6,&+'
'
!'$&&*M*&?.&D&"'3*%.6,&'.+'3/'3*%.6,&'./'3'$&&*M*&?.&D&"'W#-*/3,'./'$1.,#+#$1)'Y#*'6#8/3%&'
+61#,3*,)'0.&,"7'D1&*&'3$$*#$*.3%&Z7'#*'3'613$%&*'./'3'$&&*M*&?.&D&"'3/%1#,#8)='
'
9='>61#,3*,)'_#/#8*3$1+'
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!'+61#,3*,)'4#/#8*3$1'.+'6#/+."&*&"'&]-.?3,&/%'%#'3$$*#V.43%&,)'0.?&'$&&*M*&?.&D&"'
3*%.6,&+='>61#,3*,)'4#/#8*3$1+'3*&'%#'(&'$,36&"'./'*&$-%3(,&'363"&4.6'$*&++&+7'&/0#*6./8'
.8##-+'$&&*M*&?.&D'$*36%.6&+'./'%1&.*'366&$%3/6&'#0'43/-+6*.$%+='''
'
<='`&D'X".%.#/+'#*'K*3/+,3%.#/+'#0'_3W#*'^#*O+'
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`&D'&".%.#/+'3/"'%*3/+,3%.#/+'#0'43W#*'D#*O+'()'.4$#*%3/%'$1.,#+#$1&*+'3*&'3(+#,-%&,)'
&++&/%.3,'%#'6#/%&4$#*3*)'$1.,#+#$1.63,'+61#,3*+1.$='K1&'+61#,3*,)']-3,.0.63%.#/+'3/"'
&00#*%'*&]-.*&"'%#'&".%'3'43W#*'D#*O'%#'6#/%&4$#*3*)'+61#,3*,)'+%3/"3*"+7'D.%1'
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&]-.?3,&/%'%#'(&%D&&/'%1*&&'3/"'0.?&'$&&*M*&?.&D&"'3*%.6,&+7'"&$&/"./8'#/'%1&'&V%&/%'#0'
%1&.*'#*.8./3,'+61#,3*,)'6#/%*.(-%.#/='K1&)'3*&'%#'(&'$,36&"'./'*&$-%3(,&'363"&4.6'
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&?.&D&"'3%.6,&+7'"&$&/"./8'#/'%1&'&V%&/%'#0'%1&'63/"."3%&R+'#*.8./3,'+61#,3*,)'
6#/%*.(-%.#/='!++&4(,./8'3/"'&".%./8'3/'3/%1#,#8)'.+'3/'.4$#*%3/%'+61#,3*,)'6#/%*.(-%.#/'
./'.%+'#D/'*.81%='C/'3""'.%.#/7'%1&'63/"."3%&'43)'3,+#'13?&'6#/%*.(-%&"'3/'./%*#"-6%.#/'3/"'

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-,&=''A3/"."3%&+'43)'&6&.?&'0-,,'#*'$3*%.3,'6*&".%'0#*'+-61'D#*O7'"&$&/"./8'#/'%1&'&V%&/%'
#0'%1&.*'$3*%.6.$3%.#/='' ! '6#M3-%1#*&"'3*%.6,&'#*'(##O'./'D1.61'%1&'63/"."3%&'$,3)&"'3'
,&3"./8'*#,&7'#*'D1.61'6#-,"'/#%'13?&'6#4&'3(#-%'D.%1#-%'%1&'63/"."3%&R+'+-+%3./&"'3/"'
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a='' ! "".%.#/3,'5-(,.63%.#/+'3/"'@%1&*'5-(,.6'>61#,3*+1.$'
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%&/-*&'./6,-"&7'(-%'3*&'/#%',.4.%&"'%#'%1&'0#,,#D./80''3*%.6,&+'/#%'$&&*M*&?.&D&"'#*'
+#,.6.%&"'0#*'$&&*M*&?.&D&"'6#,,&6%.#/+7'&/6)6,#$&".3'3*%.6,&+7'3*%.6,&+'$-(,.+1&"'./'
6#/0&*&/6&'$*#6&&"./8+7'3/"'+-(+%3/%.3,'6*.%.63,'(##O'*&?.&D+'$-(,.+1&"'./'43W#*'
W#-*/3,+=''5-(,.+1&"'&$1&4&*3'Y&=8=',&%%&*+'%#'%1&'&".%#*Z'#*'#%1&*'D#*O'%3/8&/%.3,'%#'%1&'
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+-(+%3/%.?&'6#/%*.(-%.#/+'%#'%1&'$&&*'*&?.&D'$*#6&++=''
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9'D.,,'(&'8.?&/'0#*'36%.?&'4&4(&*+1.$'./'3%',&3+%'#/&'+%3/''./8'#*'3''M1#6'6#4 4.%%&&'#0'%1&'
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