! "#"$%&' ()*+!
"!#$%&'()!%)% * %+,(-.!%+-/)) * %+,!01-(2%#!3!,/!45!$-/6%&,'/+#!7.!8)(++'+9!:+',!0$)(++'+9!:+',5! ; (#!
$-/2:&%2!'+!%(-).!<=<=>!?@%#%!$)(++'+9!:+',!%+-/)) * %+,!$-/6%&,'/+#! ; %-%!&()&:)(,%2!#%$(-(,%).!A-/ * B!
(+2!:#%!(!2'AA%-%+,! * %,@/2/)/9.!,@(+B!,@%!C())!<=DE!,%+F.%(-!$-/6%&,'/+#>!?@%!$)(++'+9!:+',!%+-/)) * %+,!
$-/6%&,'/+#!(-%!A/-!C())!<=<=!,@-/:9@!C())!<=<G>!?@%!$)(++'+9!:+',!$-/6%&,'/+#!:#%2!,@%!A/))/ ; '+9!2(,(!
#/:-&%#H!

- I%$,% * 7%-!J=B!<=DE!/AA'&'()!%+-/)) * %+,!&/:+,#!7.!(22-%##!A-/ * !,@%!I,:2%+,!
K+A/-* (,'/+!I.#,% * ! ; @'&@!(-%! * (,&@%2!,/!$)(++'+9!:+',#!!
- L'#,/-'&()!I,:2%+,!K+A/-* (,'/+!I.#,% * !(22-%##F)%M%)!2(,(B!()#/! * (,&@%2!,/!&:--%+,!$)(++'+9!
:+',#B!A-/ * !I%$,% * 7%-!J=!/A!<=DNB!<=DOB!<=DPB!(+2!<=D4!!
- 8)(++'+9!Q+',!7/:+2(-'%#!'+!(!1KI!A/-* (,B!)(#,!:$2(,%2!'+!C())!<=DN!!
- L/:#'+9!Q+',!C/-%&(#,!A-/ * !"-)'+9,/+!R/:+,.!1/M%-+ * %+,!0"R15!A-/ * !I%$,% * 7%-!<=DE!(+2!
:$2(,%2! ; ',@!"R1!-%#'2%+,'()!&/+#,-:&,'/+!#,(,:#!'+A/-* (,'/+!A-/ * !S(-&@!<=<=B!#%%!?(7)%!<>!
?@'#!2(,(!'+&):2%#!(!,' * %)'+%!/A! ; @%+!-%#'2%+,'()!&/+#,-:&,'/+!$-/6%&,#!(-%!A/-%&(#,%2!7.!
"R1!,/!7%!&/ * $)%,%2!(+2!@(7',(7)%B!%(&@!$-/6%&,T#!-%#'2%+,'()!,.$%B!+: * 7%-!/A!+%,!+% ; !
:+',#B!(+2!(AA/-2(7')',.!)%M%)#>!?@'#!'+A/-* (,'/+!@%)$#!"8I!%#,' * (,%!,@%!+: * 7%-!/A!+% ; !
#,:2%+,#!(+2!,@%!.%(-!,@(,!(!9'M%+!@/:#'+9!2%M%)/$ * %+,! ; '))!(22!#,:2%+,#!,/!+%'9@7/-@//2!
#&@//)#>!!
- I,:2%+,!1%+%-(,'/+!U(,%#!:#%2!'+!,@%!C())!<=DE!,%+F.%(-!$-/6%&,'/+#!(+2!$-/2:&%2!7.!"8I!
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(,!@,,$#HWW ; ; ;>($#M(>:#W ; $F&/+,%+,W:$)/(2#W<=DEWD<W<=DEFU%$/-,FC'+()>$2A>!!X/,%!,@(,!
,@%!R"C! * :),'FA(* ').!@'9@!-'#%!-(,%!A/-!"-)'+9,/+!I&'%+&%!C/&:#! ; (#!+/,!:#%2B!'+#,%(2!(!
&/:+,.F ; '2%!(M%-(9%! ; (#!:#%2!A/-!,@'#!:+',!,.$%>!
- "&,:()!U%#'2%+,!Y'M%!Z'-,@#!A-/ * !<=D4!,@-/:9@!<=DE!'#!#/:-&%2!A-/ * !"R1B!;@/!-%&%'M%=D4!,@-/:90.241б2'/$ *

R/ : +, . !$/$:)(, '/+!A/ -%&(#,#!(#!$(-,!/A!,@%!R/ * * : +', . !C(&')','%#! I , : 2 . B!
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! ''#$%&'(#)+, %-''*+!*
8)(++'+9! : +',!$-/6%&,'/+#! ; %-%!&()&:)(, %2!A/-!, @%! . %(-#!<=<=!, /!<=<G>!?@%!-%(#/+!A/-!$-/6%&,'+9!/ : , !A'M%!
. %(-#! ; (#!7%&(: #%!'+!, @'#!($$-/(&@B!, @%!$-/6%&,'/+#!-%) . ! * /#,) . !/+!'+A/- * (,'/+!A-/ * !#, : 2%+,#!, @(,!
()-%(2 . !(, , %+2!''8I!(#!/A!I%$, % * 7%-!J=B!<=DE>!C/-!%` (* $)%B!7 . !$-/6%&,'+9!/ : , !A'M%! . %(-#!(!C()!<=DE!
]'+2%-9(-, %+!#, : 2%+,! ; '))!7%!'+!1-(2%!4!'+!<=<G>!I , (-,'+9!'+!<=<4B!())!&/@/-,#!A-/ * !]'+2%-9(-, %+!, /!1-(2%!
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c @%+!+% ; !]'+2%-9(-,%+!&/@/-,#!(-%!())/&(,%2!,/!(!$)(++'+9!:+',!:#'+9!0(5!7'-,@!'+A/-*(,'/+!(+2!%(&@!
$)(++'+9!:+',T#!:+'a:%!JF.%(-!(M%-(9%!]'+2%-9(-,%+!#@(-%!(+2!075!,@%!%#,'*(,%!/A!(22','/+()!
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)']%).!,/!(,,%+2!,@%'-!+%'9@7/-@//2!#&@//)>!U(,@%-B!(!&%-,('+!+:*7%-!/A!$-/6%&,%2!]'+2%-9(-,%+!#,:2%+,#!
7.!$)(++'+9!:+',!;'))!&@//#%!,/!(,,%+2!(+!%)%*%+,(-.!/$,'/+!#&@//)>!!
!
K+!,@%!C())!<=<=!%)%*%+,(-.!7/:+2(-.!$-/&%##B!())!7/:+2(-.!#&%+(-'/#!;'))!7%!7(#%2!/+!$-/6%&,%2!
%)%*%+,(-.!#,:2%+,#!)']%).!,/!(,,%+2!,@%'-!+%'9@7/-@//2!#&@//)!7.!$)(++'+9!:+',#>!K+!,@%!$)(++'+9!:+',!
%+-/))*%+,!$-/6%&,'/+#B!*%,@/2/)/9.!"$$-/(&@!<!;'))!7%!:#%2!,/!&()&:)(,%!,@%!+:*7%-!/A!'+&/*'+9!
]'+2%-9(-,%+!#,:2%+,#!)']%).!,/!(,,%+2!,@%'-!+%'9@7/-@//2!#&@//)!7.!$)(++'+9!:+',>!?@%-%!'#!(+!
(##:*$,'/+!,@(,!%(&@!'+&/*'+9!]'+2%-9(-,%+!&/@/-,!'+!<=<=!,@-/:9@!<=<G!;'))!@(M%!4=P!1-(2%!3!
#,:2%+,#!;@/!(,,%+2!(+!/$,'/+!#&@//)>!?@%!(##:*$,'/+!/A!,@%!4=P!/$,'/+F#&@//)!#,:2%+,!&($(&',.!&/*%#!
A-/*!,@%!I$-'+9!Q$2(,%!,/!,@%!<=<=F<D!I&@//)!^%(-!0#%%!\(,(!I/:-&%#!#%&,'/+!(7/M%5>!?@%!<=<=F<D!
I$-'+9!Q$2(,%B!;@'&@!'#!:#%2!A/-!#,(AA'+9!(+2!7:29%,'+9!$:-$/#%#!A/-!%(&@!#&@//)!(+2!$-/9-(*B!
%#,'*(,%#!,@%!A/))/;'+9!+:*7%-!/A!3'+2%-9(-,%+!#,:2%+,#!(,!A/))/;'+9!4!#&@//)#H!"-)'+9,/+!?-(2','/+()!
;',@!EP!3!#,:2%+,#B!R(*$7%))!;',@!O<!3!#,:2%+,#B!R)(-%*/+,!;',@!DGG!3!#,:2%+,#B!3%.!;',@!DGG!3!
#,:2%+,#B!(+2!,@%!S/+,%##/-'!8:7)'&!I&@//)!/A!"-)'+9,/+!;',@!4=!3!#,:2%+,#>!"!8\C!&/$.!/A!,@%!I$-'+9!
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&/+,%+,W:$)/(2#W<=<=W=JW<=<=F=JFDEFI$-'+9FQ$2(,%F<=<=F!<DdA/-d;%7#',%>$2A>!!!
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C-/*!%(&@!'+&/*'+9!]'+2%-9(-,%+!&/@/-,B!,@%#%!4=P!]'+2%-9(-,%+!/$,'/+!#&@//)!#,:2%+,#!;%-%!
#:7,-(&,%2!7.!$)(++'+9!:+',!,/!(--'M%!(,!(+!%#,'*(,%!/A!]'+2%-9(-,%+!#,:2%+,#!)']%).!,/!(,,%+2!,@%'-!
+%'9@7/-@//2!%)%*%+,(-.!#&@//)!'+!,@%!A:,:-%!7.!$)(++'+9!:+',!(&&/-2'+9!,/!,@%!#%)%&,%2!($$-/(&@!A-/*!
,@%!\(,(!U%M'%;!$-/&%##!,@'#!$(#,!#$-'+9!<=<=!0"$$-/(&@!5H!

- I%$,%*7%-!J=B!<=DE!$(,,%-+#!A/-!@/;!*(+.!/$,'/+!#&@//)!]'+2%-9(-,%+!#,:2%+,#!-%#'2%2!'+!$)(++'+9!:+',#!;',@'+!=>4F*')%!/A!(+!/$,'/+!#&@//)!0GD>Pe5!(+2!@/;!*(+.!-%#'2%2!'+!$)(++'+9!:+',#!7%./+2!,@%!=>4F*')%!,@-%#@/)2!04N>Ge5!;%-%!2%,%-*'+%2>!?@%#%!#@(-%#!($$)'%2!,/!,@%!(##:*%2!4=P!A:,:-%!/$,'/+!#&@//)!#,:2%+,#>!c',@!,@%#%!#@(-%#!($$)'%2B!,@%!+:*7%-!/A!(##:*%2!