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"#$%&'%!"(#%)*!

+,-!./!0!1/2343.!56527/35!830!95:;/15<!=>83?@!A/2!B/4343.!C@!A/2!/C2!D3;:C@465!);453;5!)5245@!5653E!E/087<!)/!17!3815!4@!"253083!"C23@<!DF1!83!8;8051 4;!43!E>5!);>//:!/A!"4/E5;>3/:/.7!830!"4/1/:5;C:82!);453;5@<!'30!D!@4E!8;2/@@!E>5!$&D!

1 7! 9 / 2?43 . !5LH5243 ; 5!830!:4643 . !5LH5243 ; 5!43!82 / C30!S8 1 87-!DF65!G553!43! 1 7!ZZ20!7582! 9 / 2?43 . ! 94E>!38E4 / 38:!H82?@!830! 94:0:4A5!43!82 / C30!53642 / 3 1 53E-!GCE! 1 / @E:7!:830[G8@50!@ECAA<!) / !DF65!8:@ / ! ; / 1 43 . !A2 / 1 !8!A4@>43 . !A8 1 4:7!830!:4643 . !5LH5243 ; 5!82 / C30!E>8E!G87-! / 3!E>5! / ; 583<!=>5! / ; 583! 9 8@! 6527!4 1 H / 2E83E!E / ! 1 7!A8 1 4:7!830!G8@4 ; 8::7! 9 8@!E>5!258@ / 3!E>8E!D! 9 8@!8G:5!E / !7 / C!?3 / 9!830!DF::!HCE!4E! . 28H>4 ; 8::7!>865!A / / 0! / 3!E>5!E8G:5!@ / 1 5!34 . >E@<!DE! 9 8@3FE!8! / ; 583!E>8E!E>57!H2 / 64050!A / / 0!A / 2! 1 7! A8 1 4:7! 1 / @E!E4 1 5@-!830! 9 >5E>52!E>8E! 9 8@!E2804 3 . !E>5!A4@>! / 2!58E43 . !E>5!A4@>!A / 2! / E>52!E>43 . -!GCE!: / / ?-! DF65!8: 987@!>80!83!43E525@E!43!E>5! / ; 583!830!E>8E!G87!43!H82E4 ; C:82-!7 / C!?3 / 9<!D! 9 8@!35652!50C ; 8E50-! 7 / C!

E>5!:82.5@E!@58.28@@!E>8E!95!>865!43!'C@E28:48<!DE!8;EC8::7-!7/C!A430!4E!8:/3.!E>5!53E425!@/CE>523!>8:A!/A!E>5!;/3E4353E-!8::!E>5!987!A2/1!I8::8;5!P8?5!0/93!E/!=8@183481830!>8:A987!CH!I5@E523!'C@E28:48<!)/!4EF@!8!6527!41H/2E83E!@H5;45@!38E4/3940 5<!'30!4E!@CHH/2E@!8!C34NC5!?430!/A!5;/:/.4;8:!;/11C34E7!/A!A4@>-!/A!;28AE@-!/A!43652E5G28E5@<!DE!@CHH/2E@-!7/C!?3/9-!@H5;45@!:4?5!E>5!1C::5E!830!G5;8C@5!/A!E>5!>4.>!H2/0C;E464E7!/A!E>5!@58.28@@<!(3A/2EC38E5:7-!82/C30!E>5!)70357!25.4/3-!J/@40/348!>8@!G553!05;:4343.!6527!A8@E<!)/!A8@E!E>8E!4EF@!3/9!:4@E50!8@!53083.5250!G7!E>5!K/11/3958:E>!./6523153E!G7!E>5!@E8E5!./6523153E-!830!E>8E!4@!G5;8C@5!/A!C2G834@8E4/3<!)/!J/@40/348!:4?5@!E/!:5865!9>525!8@!>C183@!:4?5!E/!@5EE:5!0/93!G8@4;8::7-!94;>!4@!3582-!7/C!?3/9-!E>5!;4E45@-!3582!E>5!G8@5!3582!H2/E5;E50!@>5:E5250!5 1 G83?153E@<!)/!;/8@E8:!0565:/H153E-!H/::CE4/3!830!G/8E43.!8;E464E45@-!:4?5!@87!@943.!1//243.@!94E>!;>843@<!=>57F25!E>5!?430!/A!>C183!8;E464E45@!E>8E!825!0818.43.!J/@40/348<!)/!8!A595!7582@!8./-!95!@E82E50!E>5!25@E/28E4/3!H2/.281!E/!E27!830!@E/H!E>5!05;:435!830!G243.!G8;?!E>5!1580/9@!E>8E!C@50!E/!G5!>525<!)/!95!@E82E50!43!J/2E!)E5H>53@-!95F65!0/35!/C2!?430!/A!H2//A!/A!;/3;5HE!830!95!>865!83!5L;4E43.!?430!/A!987!/A!25@E/243.!E>5!@58.28@@!G5;8C@5!E>525F@!3/E!E>8E!1C;>!/A!4E!:5AE<!I5!;83!BC@E!E8?5!4E!A2/1!/35!H:8;5!830!HCE!4E!43!83/E>52!H:8;5-!95!8;EC8::7!>865<<<!I>8E!95!0/!3/9!4@!95!25@;C5!@58.28@@!A28.153E@!E>8E!G5;/15!38EC28::7!05E8;>50!8AE52!G4.!@E/21@<!'30!E>57F25!;/::5;E50!G7!E>5!;/11C34E7-!G7!:/;8:!H5/H:5-!0/.!98:?52@-!H5/H:5!E>8E!./!A/2!8!98:?!8:/3.!E>5!G58;>-!E>57!;/::5;E!E>/@5!A28.153E@-!95!>865!;/::5;E4/3!@E8E4/3@-!830!E>53!95!E8?5!E>51!A2/1!E>525!/3!E>5!98E52!E/!G5!25@E/250<!)/!95F65!0/35!8::!E>4@!9/2?!43!J/2E!)E5H>53@-!GCE!A2/1-!7/C!?3/9-!A2/1!E>5!E4 15!E>8E!E>5!S8187!#83.52@!9525!5@E8G:4@>50-!95!@E82E50!E8:?43.-!28E>52!E>83!D!830!E>5!#83.52!=581!830!/E>52!;/::58.C5@!A2/1!>525!A2/1!(%)I<!'30!95!@E82E50!?430!/A!E8:?43.!8G/CE!E>5!H/@@G4:4E7!/A!E8?43.!E>5!H2/B5;E!E/!S8187!E/!"/E837!"87-!G5;8C@5!E>8EF@!8!6527!41H/2E83E!"87!A/2!J/@40/348!8@!95::<!"CE!95F65!:/@E!8G/CE!^W`!/A!9>8E!C@50!E/!G5!E>525<!)/!E>8EF@!?430!/A!>/9-!E>4@!?430!/A!25:8E4/3@>4H!@E82E50<!I5!9525!0/43.!4E!43!J/2E!)E5653@-!E>5!S8187!#83.52@!H2/.281!@E82E50!>525<!'30!4E!98@!8!6527!38EC28:!?430!/A!H2/.25@@4/3!E/!G243.!4E!/652<!'30!95F25!@E4::!43!E>5!H2/;5@@!/A!G243.43.!4E!/652<!

"#$%&'%!"(#%)*!

$L;5::53E-!@/!D!.C5@@-!9>53!95!9525<<<!(3A/2EC38E5:7-!95F25!./338!>865!8!@EC053E!"27;5!E>8E!;/C:03FE!18?5!4E!>525!E/087<!"CE!187G5!95!;/C:0!#/G52E-!7/C!;/C:0!G245A:7!E/C;>!/3-!D!.C5@@-!8@!C34E!56527!@EC053E!830!8.843-!8!283.52-!D!.C5@@!E>5!41H/2E83;5!/A!E>5@5!?430@!/A!;::8G/28E4/3!G535A4E@!A2/@EC053E@<!

#+"$#=!K++P$Q*!

Q58>-!E>83?@<!I5::-!A/2!C@-!E>8E!98@!E>5!?57!;/335;E4/3<!Q/C!?3/9-!E/!G5!G2CE8::7!>/35@E-!95!O403FE!

@EC0743.!830!DF65!./E!83/E>52!7/C3.!283.52!@EC0743.!182435!@;453;5!8@!95::!758>-!&/7:5!@/!7/C!
?3/9-!>/H5AC::7!7/C!?3/9!E>8E!H82E352@>4H!94E>!C34E@!(%) I !830!/C2!

#83.52!E581!4@!538G:43.!E>8E!E283@A52!/A!43A/21 8E4/3!E>8E-!7/C!?3/9-!4E!1 4.>E!G5!8@!@4 1 H:5!8@!4E!C@50!
E/!:/ /?!:4?5!E>5@5!825!C@5:5@@-!8:E>/C.>!E>8E!C@50!E/!G5!E>57F25!3/E<! ' 30!E>53!E>5@5!.C7@!825!;/143.!
G8;?-!95::-!7/C!?3/9-!E>4@!4@!9>7!4EF@!>8HH5343.-!7/C!?3/9-!9>5E>52!4EF@!H/::CE4/3!/2-!7/C!?3/9-!A5227-!
98@>!7/C2!G/8E!/2!@>4H!98@>!/283;>/243.!830!E>43.@!:4?5!E>8E<!Q/C!?3/9-!95!;/C:0!@55!E>5@5!E>43.@!
>8HH5343.<!Q/C!?3/9-!95!;/C:0!@55!E>5!83;>/2!182?@!E>2/C.>!E>5!@58.28@@-!GCE!95!0403FE!E>43?!
1C;>!/A!4E<!DE!98@!BC@E-!7/C!?3/9-!BC@E!8!182?!43!E>5!@830-!GCE-!7/C!?3/9-!3/9!E>4@!9/2?43.!
25:8E4/3@>4H!>8@!538G:50!C@!E/!.5E-!7/C!?3/9-!E>8E!?3/9:50.5!/A-!>57-!E>4@!4@!8!258:!;/3;523<! ' 30-!7/C!
?3/9-!E>8E!95!3550!E/!.5E!4E!/CE!E>525!830!>/H5AC::7-!7/C!?3/9-!>865!8!6/4;5!9>4;>!98@!35652!>80!43!
E>5!1838.51 53E!/A!E>5!G87!E/!>/H5AC::7!43A:C53;5-!>/9!7/C!?3/9!E>8E!4@!9/2?!43!E>5!ACEC25-!
9>5E>52!4EF@!:/GG743.!182E4 15!830!E>5@5!.C7@!/2!HCEE43.-!7/C!?3/9-!:58343.!/3!E>5 1!>5864:7!E/!@E82E!
E>43?43.!8!:4EE:5!G4E!O4AA5253E!G5;8C@5!9>8EF@!>8HH5343.!4@-!4EF@!8AA5;E43.!/C2!;/1 1C34E7-!7/C!?3/9-!
/C2!;/1 1C34E7!830!/C2!$:052@<! I >53!95!E8?5!E>5 1!/CE!94E>!@/15-!E>57F::!E5::!C@!E>8E!7/C!;/C:03FE!
98:?!E9/!/2!E>255!15E25@!/AA!E>8E!@>/25-!5653!;:/@5-!@/15E4 15@!94E>/CE!.5EE43.!35E!GCGG:5@!A2/1!
;28G@<!%/9-!D!;/C:0!./!A/2!8!O465!/CE!E>525!A/2!E9/!/2!E>255!>/C2@-!830!D!14.>E!.5E!E>255!/2!A/C2<! ' 30!
@/-!7/C!?3/9-!E>8E!?430!/A!43A/21 8E4/3!95!;83!H8@@!CH<! ' 30!E>53-!GCE!758>-!94E>!"27@/3-!E>8E!.5EE43.!
E>8E!A/21 8:!50C;8E4/3-!7/C!?3/9-!4EF@!258::7!.4643.!C@!3/E!/3:7!8!;82552!H8E>!/2!83!/HH/2EC34E7!A/2!/C2!
?40@-!GCE!E/!187G5!5653!:580!E>8E!@;453;5-!E>/@5!E>8E!9/2?!82/C30!E>5!G87!E>5 1@5:65@<!Q/C!?3/9-!
9>8E!D;83!@87!E/087-!3/E!A82!43!E>5!ACEC25!9>525!95F65!./E!D304.53/C@!@;453;5!94E>!E>5!;/335;E4/3!
8.843-!G7!E58;>43.!/C2!7/C3.!?40@!:4?5!'024838-!E>8E!825!0/43.!E/!/C2!7/C3.!?40@!3/9-!>/H5AC::7!E>8E!
"27;5!94E>!>4@!@EC045@!830!7/C!?3/9-!94::!G5!?430!/A!'024838-!43!XW!7582@!0/93!E>5!E28;?!E58;>43.!/C2!
?40@<<<!

"#$%&'%!"(#%)*!
Q/C!?3/9-!8E!8!C3465 2@4E7!:565:-!E>8E!4EF::!G5!D304.53/C@!H5/H:5!E>8E!825!E58;>43.-!4EF@!G5;8C@5!E>525F@!
8!:4 14E!E/!9>8E-!5653!17@5:A!/2!'024838-!95!14.>E!>865!E>5!H8@@4/3-!GCE!95!0/3FE!>865!E>5!
D304.53/C@!G8;?.2/C30!/2!?3/9:50.5!830!3/E!35;5@@824:7!E>5!G5@E!6/4;5@-!95!825!8!6/4;5-!GCE!E>8E!4@!
E>5!>/H5<!D!E>43?!E>8EF@!9>8E!(%) I !4@!258::7!O24643.!8E<! ' 30!D!E>43?!3/E!BC@E!8;NC4243.!?3/9:50.5-!GCE!
E>53!98E!7/CF25!E8:?43.!8G/CE!E283@A5243.!?3/9:50.5-!54E>52!94E>43!8!;/1 1C34E7!/2!G5E9553!
D304.53/C@!830!3/3[D304.53/C@-!D!E>43?!4EF@!258::7-!258::7!4 1H/2E83E<!

#+"$#=!K++P$Q*!
Q58>-!830!D!E>43?!E>8EF@!E>5!.258E!E>43.!8G/CE!E>4@!H82E352@>4H!8.843-!7/C!?3/9-!95!;83!@55!9>8E!98@!
>8HH5343.-!GCE!95!0403FE!?3/9!9>70!%/95!?3/9!9>7-!7/C!?3/9-!95!;83!A/;C@!/C2!E2843 43.!830!
/C2!50C;8E4/3-!7/C!?3/9-!E82.5E43.!@H5;4A4;!E2843 43.!E>8E!94::!538G:5!C@!E/!0/!@/15E>43.!8G/CE!4E<! ' 30!
95!0/3FE!98338!G5!@E8304 3.!/3!E>5!@405:435@!@>/CE43.-!a0/!E>4@-!0/!E>8E<a! I >8E!95F25!@8743.!4@!95!
98338!50C;8E5!/C2@5:65@-!95!98338!CH@?4::-!830!95!98338!.5E!/C2!A55E!95E!3/9!>830@!O42E7-!0/43.!
E>5!8;EC8:!9/2?<! ' 30!95F25!/3!E>5!652.5!/A!@/15!258::7!5L;4E43.!@ECAA<! ' 30-!7/C!?3/9-!95F65!G553!
E8:?43.!8G/CE!3/9!A/2!E>255!7582@-!830!95F25!A438::7!.5EE43.!E/!9>525!95!98338!G5!830!@/!758>-!D!
E>43?!4EF@!8!258::7!4058:!25:8E4/3@>4H<! ' 30-!7/C!?3/9-!DF65!@840!4E!G5A/25-!830!A/215-!4EF@!8!H52A5;E!
H82E352@>4H-!258::7<!

"#$%&'%!"(#%)*!
=>8EF@!.258E-!@/!D!.C5@@-!/3!E>5!E/H4;!/A!@C@E8438G4:4E7-!D!.C5@@!4EF@!8G/CE!E>4@-!4?5-!9>8E-!D!.C5@@-!9>8E!

0/5@!@C@E8438G4:4E7!1583!E/!7/C!H52@/38::7-!4304640C8::70!'30!D!.C5@@-!/2!5653!9>8E!02/65!7/C2!43E525@E!43!@C@E8438G4:4E7!43!E>5!A42@E!H:8;50!

#+"$#=!K++P$Q*!
Q58>-!8.843-!;/143.!A2/1!83!5AA4;453E!A814:7-!4E!98@!41H/2E83E!E>8E!95!E>/C.>E!8G/CE!9>8E!95F25!0/43.!E/087-!830!E>5!41H8;E@!94::!>865-!7/C!?3/9-!43!1837!7582@!E41 5!A/2!/C2!;/11C34E7<!Q/C!?3/9-!A/2!C@!4EF@!41H/2E83E!E>8E-!7/C!?3/9-!E>5@5!E>43.@!E>8E!95!0/35!VW!7582@!8./-!E>8E!E>5!?40@!H2/G8G:7!;83FE!0/!3/9-!GCE!95!>865!83!/HH/2EC34E7!E/!;>83.5!E>8E!8!:4EE:5!G4E<!)/-!7/C!?3/9-!A/2!C@-!

A8;43.!8!;52E843!81/C3E!/A!9821 43.!4@!4356 4E8G:5<!)/!95!3550!E/!H25H825!A/2!E>8E<!)/!0/43.!
25@E/28E4/3!43!8!@C@E8438G:5!987!1583@!1583@!3/E!BC@E!25@E/243.!A/2!E/087-!GCE!25@E/243.!A/2!E>5!
ACEC25<!)/!GCE!758>-!@/!@C@E8438G4:4E7!258::7!4@!8E!E>5!6527!?430!/A-!7/C!?3/9-!;53E25!H/43E!/A!8::!/C2!
5AA/2E@-!H25EE7!1C;><!

"#$%&'%!"(#%)*!
DEF@!3/E!BC@E!43!E>5!25@582;>-!GCE!43!56527087!:4643.<!

'&#D'%'!T$#S$)*!
'G@/:CE5:7<!

"#$%&'%!"(#%)*!
=>4@!4@!./43.!/3!E>5!E>5 1 5!/A!E>5!;/3;5HE!/A!KC:EC28:!#5@E/28E4/3<!)/!9>8E!E>4@!8;EC8::7!>8@!H:8750!
43E/!E>5!25@582;>!H2/B5;E<

94E>!E>/@5!.C7@!8!:4EE:5!G4E!/A-!7/C!?3/9-!.5E!E/.5E>52!830!E8:?!8G/CE!9>8E!4@!283.52@!GCE!K+T0&!2C:50!/3!E>8E-!GCE!7/C!?3/9-!H5/H:5!825!@5543.!9>8E!95F25!0/43.-!830!98338!0/!8!G4E!/A!E>5!@815<!'30!H82E4;C:82:7!.C7@!/3!E>5!@/CE>!;/8@E<!

"#$%&'%!"(#%)*!
Q58>!

'&#0'%'!T$#S$)*!
0!8;EC8::7!98@!./338!@87!E>5!@815-!A/2!15!:4?5!43!E52 1@!/A!8!>4.>:4.>E!E>8E!4@!:582343.<!0E!4@!:582343.!8G/CE!7/C!?3/9-!E>5!S81 87!#83.52@-!E>5!S81 87!?430!/A!>4@E/27-!7/C!?3/9-!H25[;/:/34\8E4/3-!7/C!?3/9-!9>8EF@!4 1 H/2E83E!E/!7/C!.C7@<!)/-!GCE!8:@/-!8@!7/C!@87-!4E!4@!8;EC8::7!AC3-!:4?5!E>5!?430!/A!9/2?!95!825!6527!A/2EC38E5-!:4?5!95F25!:4E528::7-!7/C!?3/9-!@3/2?5::43.!830!:/?43.!8E!A8@;438E43.!;258EC25@<!'30!7/C!?3/9-!95F25!A/2EC38E5!E>8E!E>5!>830@!/3!;/1H/353E!4@!8;EC8::7!G543.!43!38EC25!830!@H53043.!E4 15!E/.5E>52!43!H25EE7!@H5;48:!H:8;5@<!)/!758>-!E>8EF@!8!G4E!/A!8!>4.>:4.>E!8@!95::<!

"#$%&'%!"(#%)*!
$L;5::53Ec!'30!95!14.>E!8;EC8::7!@E82E!E/!BC1H!43!G5;8C@5!95F65!./E!@/15!NC5@E4/3@!;/143.!E>2/C.>!/3!@:4052<!)/!A/2!E>5!8C0453;5!/CE!43!E>5!5E>52!/2!187G5!@/15!H5/H:5<!

)=(&$%=*!
0!1583-!3/!NC5@E4/3<!

"#$%&'%!"(#%)*!
Q5@-!4A!7/C!>865!E/!0/!4E<!0A!7/C!>865!837!NC5@E4/3@!830!8C0453;5!>865!5653!E/!E>2/9<!J:58@5!A55:!A255<!

)=(&$%=*!
0!98@!8!G4E!;C24/C@<!)/!7/C!153E4/350!>/9!;:41 8E5!;>83.5!;/C:0!G5!8!H2/G:51!94E>!982143.!E51H528EC25-!5653!4A!7/C!.5E!E/!E>5!8.255153E!1/05:@-!830!7/C!@840!7/C!8;;/C3E43.!A/2!E>8E-!:4?5!>/90!/!7/C!8;;/C3E!A/2!E>8EO!&/!7/C!>865!E/!:4?5-!A/;C@!7/C2!5AA/2E@!43!25.4/3@!9>525-!7/C!?3/9-!;>83.43.!E>5!ACEC250!

'&#0'%'!T$#S$)*!
Q5H-!@/!E>53!0A430!4E!E/!25H58E!E>5!NC5@E4/3<!Q5H-!+,-!@/!E>4@!98@!8G/CE-!7/C!?3/9-!>/90!95!ACEC25!H2//!A!25@E/28E4/30!)/!>/90!95!8;;/C3E!A/2!E>4@!982143.!E>8E!95!?3/9!4@!./43.!E/!>8HH530!U/9!;83!95!0/!25@E/28E4/3!E/087!E>8E!H25H825@!5;/:/.4;8:!;/11C34E45@!A/2!E>/@5!982152!;/304E4/3@-!830!4EF@!@/15E>43.!95F25!9/2?43.!/3<!)/!E>8EF@!E>5!1/25!?430!/A!25@582;>!;/1H/353E!/A!9>8E!95F25!0/43.<!'30!E>5!987!95F25!:/?43.!43E/!E>5@5!4@!:/?43.!8E!E>5!E>5!982!1!808HE8E4/3!/A!5;/:/.4;8:!;/11C34E45@!E>8E!5L4@E!E/087<!)/!830!E>53!E>5!?430!/A!NC5@E4/3@!95F25!8@?43.!4@-!825!E>525!@/15!.53/E7H5@O!'25!E>525!@/15!J/@40/348!H/HC:8E4/3@!E>8E!825!8:25807!808HE50!E/!982152!;/304E4/3@-!830!E>53!95!;83!G243.!43E/!E>5!)70357!25.4/3<!)/!187G5-!A/2!5L81H:5-!43!I8::4@!P8?5!E>5!E51H528EC25@!8!A59!05.255@!982152-!4A!95!;83!@;453E4A4;8::7!@>/9!E>8E!E>/@5!H/HC:8E4/3@!825!.535E4;8::7!808HE50!E/!E>/@5!982152!;/304E4/3@O!K83!95!14L!E>51!43!94E>!E>5!:/;8:!.53/E7H5@!E>8E!9525!43;258@43.!E>5!;>83;5@!E>8E!E>5!H/HC:8E4/3@!/A!E>5!ACEC25!94::!G5!94::!G5!8G:5!E/!?55H!25H2/0C;43.!830!@CG@4@EO!Q58>-!E>8EF@!1/25!:4?5!E>5!;CEE43.!50.5!?430!/A!@;453E4A4;!25@582;>!E>8E!

95F25!9/2?43.!/3<!'30!4EF@!3/E!BC@E!C@-!7/C!?3/9-!H5/H:5!E>8E!0/!;/28:!25@E/28E4/3-!/2!7/C!?3/9-!5653!

' &#D ' % ' !T$#S$)*!
D! 1 583-!A2 / 1 ! 1 7!H52@H5 ; E465-!4A!# / G52E!830!>4@!E58 1 ! 95: ; / 1 5!4E-!7 / C!?3 / 9-!D! 9 / C:0!: / 65!E / !A8 ; 4:4E8E5!
4E<!bC@E!5LH:843!@C2H24@5!4@!0 / 43 . !@ ; 453 ; 5!05 . 255!8E! (%) I -!830!>5!0 4 0!8!25@582 ; >!43E523@>4H<!) / !E>8EF@!
:4?5-!4EF@!8!C34E! 9 >525!7 / C! . 5E!@4L!C34E@! / A! ; 2504E-!GCE!4EF@!3 / E!:4?5!3 / 2 1 8:!8@@5@@ 1 53E@-!7 / C!?3 / 9-!7 / C!
. 5E!8@@5@@50! / 3!E>5!8 ; EC8:!25@582 ; >!7 / C!0 / <!) / !4E! 9 8@!8!H25EE7! ; / / :!E>43 . -! 9 >525!>5! 9 8@!8G:5!E / !0 / !
@ / 1 5!@ ; 453E4A4 ; !25@582 ; >!E / !@CHH / 2E!E>4@!H2 / B5 ; E-! 9 >4:5!8:@ / !?430! / A!8:4 . 343 . ! 9 4E>!>4@!3 / 2 1 8:! 9 / 2?!8@!8!
#83 . 52<!) / !>5F@!:4?5!8!H82E[E4 1 5!#83 . 52-!H82E[E4 1 5!@EC053E<!=> / @5!?430@! / A! / HH / 2EC34E45@!8@!25@582 ; >!
H2 / B5 ; E@!825!258::7!5L ; 4E43 . ! 987!E / !?430! / A! . 5E!43E / !25@582 ; >!830!?3 / 9 ! 9 >5E>52!E>8EF@!?430! / A! 9 >525!
7 / C! 98338! . / -! / 2!5653!BC@E!E / !>865!E>8E!5LH5243 ; 5!43!7 / C2!05 . 255<!) / !D! ; / C:0!05A434E5:7!A / 25@55!
/ HH / 2EC34E45@!A / 2! ; 258E43 . !25@582 ; >!C34E@!E>8E!436 / :65!8! ; / ::8G / 28E4 / 3-!830!758><!

#+"$#=!K++P$Q*!
Q58>-!4EF@!8! . / / 0!NC5@E4 / 3<!Q / C!?3 / 9-!E>5!K / 1 1 / 3958:E>! . / 6523 1 53E-!4EF@!833 / C3 ; 50!E>5! 1 8@@465!
AC3043 . !G / / @E52!283 . 52!H2 / . 28 1 <!) / ! 9 >8E! 95F25!HCEE43 . !A / 2 9820!3 / 9!4@!83!4058!E / !28E>52!E>83!
E284355!283 . 52@-! 9 >4 ; >!DF65!>80!G5A / 25-! 95! 9525! . / 338! / H53!4E!CH!E / !@EC053E!283 . 52@<!) / !283 . 52@!
9 / 2?43 . ! 94E>!E>5!S8 1 87!#83 . 52@-!830!@EC043 . ! 1 82435!@ ; 453 ; 5@!8E!E>5! (34652@4E7! / A!%59!) / CE>!
I 8:5@<! ' 30! 95F65!8 ; EC8::7!8:@ / !@E8E50!E>8E-! 95F25! . / 338! / H53!E>8E!CH!E / !3 / 3[D304 . 53 / C@! ; 8304 08E5@!
8@! 95::<!) / !4E! 9 / 3FE!G5!83!5L ; :C@465!D304 . 53 / C@!#83 . 52!=58 1 -! 95! 983E!E / !5LH830!4E!830! / H53!4E!CH!@ / !
95! ; 83! ; / 3E43C5!E>8E!:5823 43 . ! / AA!58 ; >! / E>52<! ' 30! 95!E>43?!4E! ; 83! / 3:7!>5:H-! ; 83! / 3:7!G535A4E!
56527G / 07!4A!E>8EF@!E>5! 987! 95! . / <!) / ! 95!0 / 3FE! 983E!E / !25@E24 ; E!4E!3 / 9!E / !BC@E!D304 . 53 / C@!#83 . 52@-!
9 / 2?43 . ! / 3! / C2!E58 1 -! 95F25!05A434E5:7! / H5343 . !CH!E / !3 / 3[D304 . 53 / C@!283 . 52@!E / !E> / @5! 94E>!
43E525@E50!E / ! ; / 1 5! / 3!G / 820<! ' 30! 95F65-!758>-!E>8EF@!@ / 1 5E>43 . ! 95!>865!4053E4A450!E>8E! 95!3 / 9!
983E!E / -!G5 ; 8C@5! 95!0 / ! . 5E!8!A842!A59!43NC4245@<!

"#$%& ' %!" (#%)*!
Q58><!

#+"$#=!K++P$Q*!
U / 9!0 / ! 95-!7 / C!?3 / 9-! ; 83!75::!8E! I >4E5!A5:: / 9@! / 3!7 / C2!E58 1 -!7 / C!?3 / 9-! 95! 98338!0 / ! 9 >8E!7 / CF25!
0 / 43 . -!G5 ; 8C@5!4EF@!4 1 H / 2E83E!E / !C@<!) / -!7 / C!?3 / 9-!D!E>43?!4EF@!8! . 258E!434E48E465<<<!

"#$%& ' %!" (#%)*!
DEF@!8!G8:83 ; 5-!D! . C5@@<!

#+"$#=!K++P$Q*!
' G@ / :CE5:7-!830-!7 / C!?3 / 9-!D!E>43?!4EF@!8! . 258E!E>43 . !E>8E! 95!3 / 9!>865! . / E!E>5! / HH / 2EC34E7! 94E>!E>4@!
5LH83@4 / 3!830! 95!825!@H5 ; 4A4 ; 8::7!A / ; C@43 . ! / 3!D304 . 53 / C@-!3 / E!D304 . 53 / C@!GCE!A5 1 8:5!283 . 52@-! . 4653!
E>4@!A465!H52 1 8353E! 1 8:5!283 . 52@-!830!E / !E>255! ; 8@C8:!283 . 52@!830!E 9 / !80 1 43!@E8AA-!GCE! 95F65!
4053E4A450!E>8E!E>525F@!8!:4EE:5!G4E! / A!> / :5-!E>525!8!:4EE:5!G4E! / A!:8 ; ?! / A!G8:83 ; 5<!) / ! 95! 98338!E27!830!
E82 . 5E!A5 1 8:5!283 . 52@!830! 9 / 3FE!G5!BC@E!25@E24 ; E50!E / !D304 . 53 / C@!283 . 5@<!

"#$%& ' %!" (#%)*!
Q58>-!E>8EF@! ; / 225 ; E<!

DEF@!8!:4EE:5!G4E! 9 / 2?!8E! (%) I !4@!8:@ / !E2743 . !E / !80025@@!8!: / E! / A!$&D! ; >8::53 . 5@-! . 53052!G8:83 ; 5!830!
04AA5253E!8@H5 ; E@! / A!:4A5<!Q5@-!D!E>43?!4EF@!258::7!D 1 H / 2E83E<!=>4@! / 35-!D! . C5@@-! ; / C:0!54E>52!25645 9 ! / 2!4EF@!

05A434E4/3!94::!.5E!7/C!:4643.!1/25!@C@E8438G:7!.5E-!7/C!?3/9-!:582343.!8G/CE!>/9!E>43.@!9/2?!830!
9>8E!41H8;E!7/C2!8;E464E45@!>865-!D!E>43?!E>525F@!05A434E5:7!>C.5!@;/H5!A/2!8::!/A!C@!E/!:465!1/25!
@C@E8438G:5!:465@-!7/C!?3/9-!G7-!7/C!?3/9-!1/25!@C@E8438G:5!830!>58:E>452!:465@-!7/C!?3/9-!;7;:43.-!
98:?43.-!43@E580!/A-!E8?43.!E>5!;82!/2!9>8E5652-!7/C!?3/9-!A2/1!@18::!E>43.@!:4?5!E>8E-!E/!E>53!E>5!
?430!/A!@E2C;EC28:!;>83.5@!E>8E!0/!3550!E/!>8HH53!A/2!258:!;>83.5!E/!/;;C2-!24.>EO!)/!E>525F@!8!
;/3E43CC1!830!4E!8::!4E!8::!18EE52@<!'30!E>53!9>53!7/C!G5;/15!50C;8E50-!830!7/C!:5823-!@>8243.!
E>/@5!@E/245@-!E8:?43.!E/!H5/H:5!@H258043.!E>5!9/20-!D!E>43?!E>8E!258::7-!258::7-!258::7!>5:H@!8@!95::<!

"#$%&'%!"(#%)*!
Q58><!

#+"$#=!K++P$Q*!
DEF@!H2/G8G:7!8!@;453;5!NC5@E4/3<!=>8E!H2/G8G:7-!GCE!:/ /?-!D!E>43?!7/C!384:50!4E<!Q/C!?3/9-!D!E>43?!BC@E!

9>4;>!D!E>43?!4@!258::7!4 1H/2E83E<!)/!8@!8!G4E!/A!8!;8::!E/!8;E4/3-!4A!837/35!983E@!E/!G5!H82E!/A!8!H/@4E465!