!"#$%&'#()$&*+,-#!#*. / 0&",#$%,.)&1($&."'#.2#$%,#',+2&,#('#("#(,'$%,$&*#("3#$,*%".+.4&*(+#5)(*$&*,#

.2#3&4&$(+#',+26

3&4&$(+#',+26),5),',"$($&."=#T%,#/&4)("$#',+2&,-#!#()4;,-#,>5("3'#,>&'$&"4#+&$,)($;),-#08#'%.7&"4#%.7#$%,#',+2&,#.5,)($,'#('#(#$,*%".+.48#.2#5.7,)#$%($#*."$)&0;$,'#$.#.)&,"$(+&'$#(4,"3('#$%($#?.$%,)@#/&4)("$'#("3#),2;4,,'0#&$#3.,'#'.#08#*.;5+&"4#$%,#4,.65.+&$&*(+#0.)3,)&"4#.2#/&4)("$'#'$;*B#&"#$%,#.;$'B&)$'#.2#C;).5,#KU(;4%("6<&++&(/'#GHHVN#7&$%#5)(*$&*,'#.2#?'8/0.+&*#0.)3,)&"4@#$%($#(55).5)&($,-#/()4&"(+&1,#.)#3&'5+(*,#$%,&)#3&4&$(+#$,'$&/."&,'#&"#<,'$,)"#",7'#/,3&(-##

<%,"#(#GJ68,()#.+3#:8)&("#$)(E,++&"4#$.#C;).5,#7('#('B,3#08#T!PC#D.;)"(+&'$'#7%($#7('#$%,#

!$#&'#$%&'#%,$,).4,".;'#4,"),#.2#$%,#/&4)("$6),+($,3#',+2&,#$%($#!#2.*;'#."#%,),=#!#3)(7#."#

^,E&"@'#3,2&"&$&."#.2#$%,#',+2&,#('#?".$#(# 5.)$)(&$#[#0;$#)($%,)#$%,# #.2#$%,#

('#(#5).3;*$#.2#$%,#'8'$,/#.2#&"$,)5,)'."(+#),+($&."'%&5'#$%.;4%#7%&*%#&$#&'#()$&*;+($,3#."+&",@#

K^,E&"-#GHI_0#,/5%('&'#&"#.)&4&"(+N\=#T%&'#3,2&"&$&."#,"(0+,'#/,#$.#(55).(*%#$%,#/&4)("$6

),+($,3#',+2&,#('#(#3&4&$(+#$)(*,#.2#',+26),5),',"$($&."#08#.)#(0.;$#/&4)("$'-#7%&*%#*&)*;+($,'#&"#

;"3,2&",3#",$7.)B'#.2#3&4&$(+#5;0+&*&$8#$%($#*."'$("$+8#),63,2&",#&$'#&"$,)5,)'."(+#

),+($&."'%&5'#A#7%.#',,'#&$-#%.7#("3#7%8#K`(8/#a#:,"2$-#GHIJN=#<%&+,#';*%#",$7.)B'#(),#

;';(++8#*."*,5$;(+&1,3#%.)&1."$(++8-#('#*."'&'$&"4#.2#.$%,)#,S;&E(+,"$#;',)'#7%.#/(8#+&B,#.)#

'%(),#',+2&,'#(*).''#'.*&(+#/,3&(#KF,("-#GHIMN-#/8#&"$,),'$#+&,'#&"#$%,#E,)$&*(+#/.E,/,"$#.2#

/&4)("$#',+2&,'#2)./#'.*&(+#$.#/(&"'$),(/#/,3&(#A#2)./#$%,&)#?&"$,)/,3&($&."@#(*).''#

K),+($&E,+8N#'8//,$)&*(+#;',)#*&)*;&$'#$.#$%,&)#?),/,3&($&."@#&"#$%,#5.7,)2;+#'5(*,'#.2#4+.0(+#

0).(3*('$&"4#KX%.;+&()(B&-#GHI\0N_=#<%($#3.,'#&$#/,("#2.)#/&4)("$#',+2&,'#$.#*&)*;+($,#."#

<,'$,)"#",7'#5+($2.)/'R#!"#7%&*%#7(8'#(),#$%,8#&"',)$,3#&"#?.;)@#3./&"("$#E&';(+#

,*."./&,'R#b.7#&'#$%,&)#",7'#E(+;,#D;'$&2&,3R#9"3#7%($#3.#$%,',#D;'$&2&*($&."'#$,++#;'#(0.;$#

<,'$,)"#/,3&(#".$#."+8#('#",7'#5+($2.)/'#0;$#(+'.#('#/.)(+#("3#5.+&$&*(+#'5(*,'R##!#,>5+.),#

$%,',#S;,'$&."'#08#*."'$);*$&"4#(#*."*&',#$85.+.48#.2#/&4)("$6),+($,3#',+2&,'#.'#."#<,'$,)"#

",7'-#"(/,+8#

&"#,>&'$&"4#7.)B#."#3&4&$(+#',+26),5),',"$($&."=#c($%,)-#+&$,)($;),#."#$%,#',+2&,-#&'#3&E&3,3#&"#

$7.#'$)("3'W#$%,#',+2&,#('#5,)2.)/($&E,#5)(*$&*,#("3#$%,#',+2&,#('#'.*&.6$,*%"&*(+#5).*,''=##

T%,#'$;38#.2#$%,# #3)(7'#."#'.*&.+.4&*(+#(**.;"$'#.2#+&"4;&'$&*#

',+265),',"$($&."-#08#L.22/("#Kb,''#-GHIJN#("3#9;'$&"#Kd,)'+,E#("3#P.)$,"',"-#GHIJN("3#."#

',/&.$&*#(55).(*%,'#$.#(,'$%,$&*'#Ke.22/("#,$#(+-#GHIJ0#!S("&#a#:*%).,3,)-#GHIMN#'.#('#$.#

2.),4).;"3#$%),,#3&/,"'&."'#.2#3&4&$(+#',+26),5),',"$($&."=#T%,#2&)'$#2.*;',"#."#$%,#

#&"E.+E,3#&"#$%,#5;0+&*#'$(4&"4#.2#$%,#5)&E($,#',+20#$%&'#3&/,"'&."#3)(7'#($$,"$&."#$.#

$%,#*&E&*-#5.+&$&*(+#("3#*;+$;)(+#5.$,"$&(+&$&,'#.2#?E,)"(*;+()'#.2#5,)2.)/($&E&$8@#&"#'.*&(+#/,3&(#

KQ(5(*%()&''&-#GHIIN-#(55).(*%&"4#$%,/#('#?*;+$;),'#.2#*.""",*$&E&$8@#6#'&$,'#.2#&"3&E&3;($&."-#

0."3&"4#("3#/,/.)8#)($%,)#$%("#'&/5+8#('#?",$7.)B'@#KE("#FD&B-#GHI\N=#T%,#',*."3#2.*;'#

2(++'#."#$%,# #5)(*$&*,'#.2#;',)'@#',+26),5),',"$($&."'#&"#'.*&(+#/,3&(0#$%&'#3)(7'#

($$,"$&."#$.#",7#2.)/'#.2#?3&4&$(+#'$.)86$,++&"4@#K:."D(#a#`;)4,''-#GHI\N#("3#,>5+.),#$%,&)#

&/5+&*($&."'#2.)#",7#2.)/'#.2#'.*&(+&$8#("3#5;0+&*#*."",*$&."#6#2.)#&"'$("*,#&"#&"'$&$;$&."(+#

."$,>$'#KT%;/&/-#GHHVN#.)#2(/&+&(+#),+($&."'#KU&E&,"",#a#`;)4,''-#GHI\N=#T%,#$%&)3#2.;'#&"#

."#$%,# #.2#',+265.)$)(&$;),#('#("#()$&'$&*#4,"),#$%($#&"'*)&0,'#$%,#',+2&,#&"#+."46$,)/#

$)(D,*$.)&,'#.2#(,'$%,$&*-#$,*%".+.4&*(+#("3#*;+$;)(+#*%("4,#&"#$%,#5;0+&*#5),',"$($&."#.2#$%,#

',+2#Kb(++-#GHI_0#T&2,"$(+,#a#P(".E&*%-#GHIJN=##

!2#$%&'#$)&5+,#2.*;'#."#?5,)2.)/($&E&$8@#'&$;($,'#/,("&"46/(B&"4#($#$%,#%,()$#.2#7%($#$%,#',+2&,#

&'#("3#%.7#&$#'%.;+3#0,#'$;3&,3-#$%,#',*."3#$%,.),$&*(+#'$)("3#.22,)'#(#3&22,),"$-#$%.;4%#".$#

",*,''()&+8#&"*./5($&0+,-#,5&'$,/.+.48#.2#3&4&$(+#',+26),5),',"$($&."=#!$#*+(&/'#$%($-#)($%,)#

$%("#(55).(*%&"4#$%,#',+2&,#('#(#5,)2.)/($&E,#'8'$,/#.2#'&4"&2&*($&."'#.2#$%,#',+2-#7,#'%.;+3#

&"'$,(3#*."*,5$;(+&1,#&$#('#(#$,*%".+.4&*(+#4,'$;),#6#(#/($,)&(+#$)(*,#3,E.&3#.2#

),5),',"$($&."(+#/,("&"4#KL./,1#a#T%.)"%(/#GHIJN=#!"#&$'#*(5(*&$8#('#$,*%".6$)(*,-#$%,#

'&4"&2&*("*,#.2#$%,#',+2&,#3,)&E,'#".$#2).#/#&$'#3&'*;)'&E&$8#.)#&$'#%&'$.)&*&$8#0;$#2).#/#&$'#

'8'$,/&*#'&/;+$(",&$8-#$%($#&'#08#$%,#E,)8#2(*$#$%($#&$#(+7(8'6(+),(38#(55,()'#7&$%&"#,>&'$&"4#

&);&$'#.2#.$%,)#$)(*,'#+&B,#&$',+2=#U()&($&."'#7&$%&"#$%&'#+&$,)($;),-#*."',S;,"$+8-#),2+,*$#

3&22,),"$#),',()*%#2.*&#."#$%,#'.*&(+#("3#*;+3&/,"'&."'#.2#$%,#',+2&,=#f"#$%,#."#,#

%("3-#, / 5%('&'#2(++'#."# 0#),',()*%#%,),#%&4%+&4%$'#$%,#',+2&,#

('#$,*%".6

e.+&'B(#("3#c.0,)$'-#GHIJN=#!$#&'#$%,#($$,/5$#$.#(*B".7+,34,#$%&'#3&/,"'&."#$%($#&"2.)/'#/8#

3&(+,*$&*(+#(55).(*%#$.#$%,#',+2&,#&"$).3;*,3#0,+.7=##

c($%,)#$%("#,>*+;'&E,+8#2.*;'&"4#."#,&$%,)#'$)("3#.2#),',()*%-#!#.5$#2.)#(#3&(+,*$&*(+#(55).(*%-#

7%&*%#E&,7'#$%,#',+2&,#('#(#/,("&"42;+#$)(*,#.2#$%,#',+2-#/.E&"4#(*).''#*."",*$,3#

,"4(4,/,"$'#7&$%#%,)h%&'#5),3&*(/,"$-#!#';0',S;,"$+8#5),',"$#(#5),+&/&"()8#$85.+.48#.2#$%,#
$%,($),#.2#$%,#',+2&,#&"#.)3,)#$.#,>5+.),#&$'#$%,($)&*(+&$8#0.$%#('#(#'$(4,#2.)#(22,*$&E,#
,"4(4,/,"$'#("3#(#'&$,#.2#5.7,)#),+($&."'%&5'#$%($#5).3;*,'#%&,)()*%&*(+#*+(''&2&*($&."'#.2#
%;/("&$8#6#7%($#!#3&'*;''#('#?'8/0.+&*#0.)3,)&"4@-#

P8#&"$,),'$#&"#("#,$%&*'#.2#$%,#',+2&,#("3#&$'#),/,3&($&."'#)(&','#S;,'$&."'#(0.;$#$%,#"($;),#.2#
$%,#',+2&,#".$#."+8#('#(#2.)/#.2#',+26),5),',"$($&."#0;$#(+'.#('#(#$,*%".6(,'$%,$&*#*./5.","$#
.2#3&4&$(+#D.;)"(+&'/-#<%($#3.,'#&$#/,("#$.#/(B,#",7'#(0.;$#/&4)("$'#$%).;4%#$%,#(,'$%,$&*#
.2#$%,#',+2&,R#<%&*%#'5,*&2&*#),/,3&($&."'#.2#$%,#',+2&,#(),#3,,/,3#",7'7.)$%8#("3#7%8R#

$%($#3.,'#".$#",*,''()&+8#0,+."4#$.#$%,#$)(3&$&."(+#'*,",#.2#$%,#$%,($),#0;$#.5,)($,'#&"#+&",#

7&$%#$%,#*."E,"$&."'#.2#$%,($)&*(+#5,)2.)/("*,#6#"(/,+8#08#3&'$("*&"4#$%,#'5,*$($.)#2).)/#$%,#

'5,*$(*+,#.2#$%,#.$%,)#$%).;4%#$%,#.0D,*$&E,#'5(*,#.2#(#2)(/&"4#3,E&*,#("3-#($#$%,#'(/,#$&/,-#

,"(0+&"4#5).>&/&$8#0,$7,,"#$%,#$7.#$%).;4%#"())($&E,'#$%($#&"E&$,#.;)#,/.$&."#("3#

D;34/,"$#."#$%,#.$%,)W#? ('#]i)(+#("3#

`,)/&"4%(/#()4;,-

KGHHGW#Vj N=#

<%&+,#2.)#93(/#:/&$%#$%,#$%,($)&*(+#/,$(5%.)#*."*,&E,'#.2#'.*&,$8#('#(#'$(4,-#7%,),#',,&"4#

.$%,)'#&",E&$(0+8#&"E&$,'#(#/.)(+#),'5."',-#?7%.#(),#$%,8#("3#7%.#(/#!#('#(#*."',S;,"*,#.2#

/,,$&"4#$%,/R@-#$%,#',+2&,#5()$(B,'#$%&'#$%,($)&*(+#'$);*$;),#&"'.2()#('#&$#2;+2&+'#$7.#*)&$,)&(#.2#

$%,($)&*(+&$8=#]&)'$-#&$#,'$(0+&'%,'#(#/.3,#.2#'5,*$($.)'%&5#$%($#&'#0(',3#."#$%,#'$(4&"4#("3#

2)(/&"4#.2#$%,#',+2#2.)#5;)5.','#.2#0,&"4#',,"#("3#),'5."3,3#$.#08#.$%,)'#6#:/&$%@'#

?'8/5($%,$&*#'5,*$($.)@0#("3#',*."3-#$%&'#'$(4&"4#.2#$%,#',+2#'&/;+$(",.;'+8#5),';55.','#".$#

."+8#("#&//,3&($,#(;3&,"*,#.2#&"$,"3,3#(33),'',,'#0;$#(+'.#$%,#&/(4&"()8#'5,*$($.)'%&5#.2#

("#;"&"E.+E,3#5;0+&*#$%($#&'#&/5+&*&$+8#&"E&$,3#$.#$(B,#(#'$("*,#$.7()3'#$%&'#'$(4&"4#6#7%($#

93(/#:/&$%#),2,)'#$.#('#$%,#?&/5()$&(+#'5,*$($.)@#KP()'%(++-#IVk_N=##

!"#.)3,)-#$%,),2.),-#$.#;"3,)'$("3#%.7#$%,#/&4)("$6),+($,3#',+2&,#.5,)($,'#&"#<,'$,)"#/,3&(#

+("3'*(5,-#7,#",,3#$.#;"3,)'$("3#0.$%#3&/,"'&."'#.2#$%,($)&*(+#'5,*$($.)'%&5W#%.7#$%,#',+2&,#

5).3;*,'#/,("&"4#$%).;4%#5)(*$&*,'#.2#',+26),5),',"$($&."#$%($#'$(4,#$%,#',+2#'.#('#$.#0,#',,"#

(;$%,"$&*#5),',"*,M=#T%,#3&4&$(+#'*),,"#/(>&/&1,'#$%,#),(*%#.2#$%,#2(*,-#,"(0+&"4#3&'$("$#

.$%,)'#$.#(55,()#$.#;'#('#2;++8#5),',"$#("3#$.#*."2)."$#;'#7&$%#$%,&)#.7"#%;/("&$8=#T%).;4%#

$%&'#5,)2.)/($&E,#3;(+&$8#.2#2(*,#("3#'*),,"-#$%,#',+2&,#()$&*;+($,'#("3#*&)*;+($,'#*+(&/'#$.#$%,#

',+2#('#(;$%,"$&*#5),',"*,#("3-#&"#'.#3.&"4-#'&/;+$(",.;'+8#(*$'#('#("#&"E&$($&."#2.)#;'#$.#

,"4(4,#7&$%#$%&'#5),',"*,#&"#E()&.;'#/.3(+&$&,'#.2#'8/5($%,$&*#'5,*$($.)'%&5W#,/5($%8-#

'.+&3()&$8-#';'5&*&."#.)#3&'(55).E(+=#!$#&'#&"#$%&'#*(5(*&$8#$.#*."2)."$#;'#7&$%#$%,#%;/("&$8#.2#

$%,#.$%,)#&"#&$'#%,),6("36".7#/.3,#$%($#$%,#',+2&,#),*.E,)'#&$'#/.)(+#3&/,"'&."#6#&$'#

$%,.)&1($&."'#('#?/;"3(",@#.)#?"()*&''&'$&*@#K,4#^I3,)'-#Q)m&$1#a#c('/;'',"-#GHIHN#0,&"4#5()$#

.2#$%&'#/.)(+#),4&/,#.2#'8/5($%,$&*#'5,*$($.)'%&5#$%($#("8#',+2&,#0,+."4'#$.=#].)#&2-#('#^,E&"('#

5;$'#&$-#?$%,#2(*,#$.#2(*,@#&'#$%,#5()#,>*,++,"*,#/.3,#.2#,$%&*(+#(33),''-#0,*(;',#&$#?(33),'','#

%;/("&$8#($#+()4,@-#$%,"#$%,#',+2&,#&'#(#)(3&*(+#&"$,"'&2&*($&."#.2#$%&'#(33),''-#0.$%#&"#$%($#&$#

3&4&$(++8#?5),',"*,'@#$%,#.$%,)@'#2(*,#$.#;'#K:,"2$#("3#`;)4,''-#GHI_N#("3#&"#$%($#&$#,>5("3'#$%,#

'*.5,#.2#.;)#2(*,6$.62(*,#),+($&."'%&5'#A#$%).;4%#7%($#]).'%#KGHI_N#$,)/'#$%,#?*.)5.),(+#

'.*&(0&+&$8@#.2#$%,#',+2&,#K&$'#+&B,'-#'%(),'-#*./,"$'#,$*N##

P&4)("$6),+($,3#',+2&,'-#&"#5()$&*;+()-#(),#(#5()(3&4/($&*#*('.2#3&4&$(+#',+26),5),',"$($&."#('#

,$%&*(+#(33),''-#0,*(;',#$%,8#(),#(,'$%,$&*#5,)2.)/("*,'#.2#$%,#2(*,#;"3,)#*."3&$&."'#.2#)&'B=#

:,+2&,'#.2#/&4)("$'#7%.#D;'$#),(*%,3#$%,#L),,B#'%.),'#5,)2.)/#(;$%,"$&*&$8#$%).;4%#$%,#

(22,*$&E,#4)(//()#.2#$%,#2(*,#("3#$%,#0.38-#7%&*%#()$&*;+($,'#,;5%.)&*#(22,*$=#T%&'#?0,&"4#

%,),@#&'#(#/.)(+#(33),''#&"'.2()#('#())&E(+#%,),#(+'.#'&4"&2&,'#;)E&E(+#2)./#(#3,(3+8#',(#

).''&"4#&"#$%,#P,3&$,))(",("=#T%,#3&4&$(+#'*),,"#0)&"4'-#&"#$%&'#(',-#$%,#2(*,#.2#$%,#/&4)("$#

*+.',)#$%).;4%#(*$'#.2#?5),

.2#$%,#',+2&,-#$%).;4%#(#),(3&"4#.2#$%,#/.)(+#),+($&."'%&5'#&$#,"(0+,'#0,$7,,"#$%,#

';0D,*$'#("3#.0D,*$'#.2#3&4&$(+#',+26),5),',"$($&."=##

T%,#4+.0(+#E&'&0&+&$8#.2#/&4)("$6),+($,3#',+2&,'-#%.7,E,)-#3,5,"3'#."#$%,&)#*&)*;+($&."#0,8."3#

%.)&1."$(+#",$7.)B'-#';*%#('#$%,#'.*

&"#+&",#7&$%#$%,#,$%&*.65.+&$&*(+#+.4&*'#.2#E()&.;'#D.;)"(+&'$&*#&"'$&$;$&."'=#b.7#3.#

3&22,),"$#$85,'#.2#/&4)("$#',+2&,#5,)2.)/#$%,#',+2#('#("#(;$%,"$&*#?%,),#!#(/@R#b.7#(),#$%,',#

+(&/'#$.#(;$%,"$&&$8#("3#5),',"*,#),*."$,>$;(+&1,3#&"#<,'$,)"#",7'#'&$,'R#<%($#(),#$%,#

/.)(+#3&'*.;)',#.2#';*%#),*."$,>$;(+&1($&."'#("3#7%($#3.#$%,',#$,++#;'#(0.;$#$%,#",7'#('#

/.)(+#("3#5.+&$&*(+#'5(*,'R

P8#$%,($)&*(+#(55).(*%#$.#$%,#',+2&,#3)(7'#."#$7.#B,8#(,'$%,$&*#("3#$,*%".6'.*&(+#&"'&4%$'#.2#

$%,#),+,E("$#+&$,)($;),-#"(/,+8#$%,#"())($&E&$8#.2#3&4&$(+#',+26),5),',"$($&."#("3#$%,#

?*&)*;+($&."#E(+;,@#.2#$%,#',+2&,=#!$#*./5+&*($,'#$%,#2.)/,)#08#&"$).3;*&"4#E,)$&*(+#),/,3&($&."#

('#*."'$&$;$&E,#.2#$%,#E&';(+#"())($&E&$8#.2#$%,#',+2&,-#7%&+'$#&$#,>5("3'#$%,#+($$,)#08#

3,/."'$)($&"4#$%($-#2()#2)./#2),,67%,,+&"4-#$%,#?*&)*;+($&."#E(+;,@#.2#$%,#',+2&,#&'#,/0,33,3#&"#

$,*%".6&"'$&$;$&."(+#),+($&."'%&5'#.2#5.7,)-#('#&"#4+.0(+#",7'#D.;)"(+&'/=#

T%,#*%.&*,#.2#$%,#/&4)("$6),+($,3#',+2&,#('#$%,#,/5&)&*(+#/($,)&(+#.2#$%&'#'$;38#&'#/.$&E($,3#08#

("#&"$,),'$#&"#;"3,)'$("3&"4#%.7#$%,#E&'&0&+&$8#.2#/&4)("$'#&'=#:$;38&"4#%.7#/&4)("$'#(55,()#&"#.;)#",7'#/($$,)'#0,*(;',#&$#

%,+5'#;'#0,$$,)#*./5),%,"3#$%,#0).(3,)#*.//;"&*($&E,#,"E&)."/,"$#.2#$%,#*)&'&'=#T%&'#7('#(#

E,)'($&+,#,"E&)."/,"$#/()B,3#08#("#.)&4&"(++8#5.'&$&E,#)%,$.)&*#.2#),*,5$&."#$%($#,"D.8,3#(#

7(E,#.2#*./5(''&."#(2$,)#$%,#3,($%#.2#$%),,68,()6.+3#98+("#e;)3&-#0;$#,E,"$;(++8#$;)",3#&"$.#

';'5&*&."-#2.++.7&"4#$%,#Y.E,/0,)#GHIJ#Q()&'#($$(*B'0#&$#7('#$%,#+($$,)#$%($#+,4&$&/&1,3#

&/(4,'# #/&4)("$'-#0;$#",&$%,)# #".)# $%,/=#!"3,,3-#$%,#$%),,#B,8#$85,'#.2#/&4)("$6

),+($,3#',+2&,'#$%($#(55,(),3#&"#4+.0(+#",7'#",$7.)B'-#';*%#('#``X-#XYY-#F<#.)#T%,#L;()3&("#

3;)&"4#$%,#?5,(B@#/./,"$-#7,),W#&N#/&4)("$'#0,&"4#5%.$.4)(5%,3#$.#$(B,#',+2&,'0#&&N#/&4)("$#

',+2&,'#7&$%#*,+,0)&$&,'#("3#&&&N#*,+,0)&$&,'#$(B&"4#',+2&,'#('6&2#$%,8#7,),#/&4)("$'=#T%,),#(),#

E()&($&."'#7&$%&"#,(*%#*($,4.)8-#0;$#$%,8#(),#(++#$%),,#*%()(*$,)&',3#08-#7%($#<&$$4,"'$,&"#

KIVJkN#$,)/'-#(#?2(/&+8#),',/0+("*,@#&"#$%,&)#(,'$%,$&*#("3#$,*%".6'.*&(+#S;(+&$&,'=#!#,>(/&",#

,(*%#&"#$%,#',*$&."'#?T%,#',+2&,#('#5,)2.)/("*,@#("3#?T%,#',+2&,#('#),/,3&($&."@#0,+.7=##

!"#$%"&'()%*+,-./'/+0(-.12,1"#$&0"-0"1"'('%/*,(1,3"#"40('%/*,,*

X,+,0)($&."#',+2&,'#(),#(+/.'$#,>*+;'&E,+8#'%.$#."#$%,#0,(*%,'#.2#^,'0.'#A#.",#.2#$%,#/&4)("$'@#

/(&"#,"$)8#5.&"$'#&"$.#C;).5,#2).//#$%,#T;)B,8#*.('$=#T%,8#5.)$)(8#/&4)("$'#$(B&"4#',+2&,'#

'/&+&"4#("3#/(B&"4#$%,#U6'&4"-#(+.",#.)#&"#4).;5'=#<,#",E,)#',,#$%,',#',+2&,'#('#';*%-#

%.7,E,)=#<%($#7,#',,#&'#5%.$.D.;)"(+&'$&*#5&*$;),'#.2#/&4)("$'#$(B&"4#',+2&,'=#T%,#XYY@'#

E&3,.#+&"B#K$%,),#&'#(#'&/&+()#.",#08#$%,#``XN-#2.)#&"'$("*,-#&'#(#.",6/&";$,#+."4#5&,*,-#,"$&$+,3#

?T%,#/&4)("$#',+2&,@-#7%&*%#0,4&"'#7&$%#(#/&4)("$#,>5+(&"&"4#$%,#'&4"&2&*("*,#.2#*,+,0)($&."#

',+2&,'#("3#*."$&";,'#7&$%#(#',S;,"*,#.2#',+2&,6$(B&"4#&"'$("*,'#."#$%,#0,(*%j=##

*!"#$%",(1,-"0$/05(*3"W#CE,"#$%.;4%#(++#',+2&,'#%(E,#(#'$)."4#+.*($&E,#3&/,"'&."-#?!#(/#)&4%$#

,$%&*(+#2.)*,#&"#$%,',#',+2&,'=#T%&'#&'#&"'.2()#('#$%,#',+2&,@'#+.*($&E,#*+(&/#K?!#(/# @N#(+'.#

,"$(&+#(#'$)."4#,>&'$,"$&(+#3&/,"'&."#K? #%,),@N=#]()#2)./#&"3,>&"4#D;'$#("8#)("3./#

+.*($&."-#$%,#3,&*$&*#2;"*$&."#.2#$%,#*,+,0)($&."#',+2&,#4.,'#0,8."3#())&E(+#$.#*.""$,#';)E&E(+-#

$%,#2(*$#.2#%(E&"4#,"3;),3#(#3,(3+8#',(6

',)&,'#.2#.$%,)#5),''#.;$+,$'=#9;$%,"$&*&$8-#$.#0,4&"#7&$%-#),+&,'#."#D.;)"(+&'$&*#(;$%.)&$8#("3#&'#(0.;$#($$(*%&"4#(#5).2,''&."(+#D;)&'3&*$&."#.2#E(+&3&$8#$.#$%,#",7'0#XYY-#2.)#&"'$("*,-#(*%&,E,'#'8/5($%8#$%).;4%#$%,#&"*+;'&."#.2#(#2&)'$6%("3#$,'$&/."&(+#K$%,#/&4)("$N#("3#$%,#',S;,"*,#.2#',+2&,6$(B&"4#E&';(+'-#(++#.2#7%&*%#(E.&3'#.E,)$#D;34/,"$#8,$#',,B#$.#)(&',#(7(),",''#().;"3#

T%&'#%($,#3&'*.;)',#&'#,E&3,"$+8#($$(*%,3#$.#,>$),/,#)&4%$67&"4#",7'-#8,$-#!#()4;,-#$%,#/&'),*.4"&$&."#.2#/&4)("$'#&'#&"%,),"$#&"#(++#),/,3&($&."'#.2#$%,#*,+,0)($&."#',+2&,=#T%&'#&'#2.)#$7.#),('."'=#]&)'$-#0,*(;',#),/,3&($&."#('#,'$)("4,/,"$#(+),(38#5),';55.',''#$%($#',+2&,6$(B&"4#('#3&4&$(+#(4,"*8#*("#."+8#0,#(''.*&($,3#7&$%#5,.5+,#+&B,#?;'@-#".$#?$%,/@=#!"2.)/,3#08#$%&'#.)&,"$(+&'$#5),';55.'&$&."-#"())($&E,'#.2#,'$)("4,/,"$#;+$&/($,+8#),5),',"$#$%,#/&4)("$'@#',+2&,6

("#?& / 5()$&(+@#'5,*$($.)'%&5#.2# / ,$(67&$",''&"4#$%($#.0D,*$&2&,'#$%,#2&4;),#.2#$%,# / &4)("$#("3#
5;$'#$%,&)#'$($;'#('#%; / ("#($#'$(B,=##

! /#%6(0%'7,1"#$%"12,!"#$&0"-0"1"'('%/*,(1,0"3/+*%'%/*,*

T%&'#*($,4.)8#*."'&'$'#.2#',+2&,'#$%($# / &4)("$'#%(E,#$(B,"#7&$%#*,+,0)&$8#2&4;),'#'$("3&"4#&"#
'.+&3()&$8#7&$%#$%,/#($#3,$,"$&."#*(/5'#().;"3#C;).5,=#X,+,0)&$&,'#(),#%,),#3,2&",3#('#5;0+&*#
2&4;),'#7&$%#(#';)5+;'#.2#'8/0.+&*#*(5&$(+-#$%,"-#'.+&3()&$8#',+2&,'-#;"+&B,#*,+,0)($&."#.",'-#(),#2;++8#),/,3&($,3#&"#<,'$,)"#",7'=#

*!"#$%",(1,-"0$/05(*3"*W#T%,# #.2#'.+&3()&$8#',+2&,'#&'#,'$(0+&'%,3#$%).;4%#(#
(,'$%,$&*'#.2#&//,3&(*8=#`.)).7&"4#2).//#$%,#5%.$.4)(5%&*#'"(5'%.$-#$%,#/&4)("$67&$%6
,+,0)&$8#',+2&,#/&/&*'#$%,#&"2.)/(+&$8#.2#?B.3(B@#2(/&+8#5&*$;),'#K!S("&#a#:%).,3,)-#GHIJN#
("3#0,()'#*.""."$($&."'#.2#?5,)2.)/,3#&"$&/(*8-#(;$%,"$&*&$8#("3#(**,''@#6#(++#B,8#/()B,)'#.2#
;"'$(4,3-#&/5,)2,*$#',+26,>5),''&."#K0.83#a#P()7&*B-#GHIIWI_HN=#T%,#(;$%,"$&*&$8#.2#
'5."$(",&$8-#%.7,E,)-#5)&/()&+8#0,",2&$'#$%,#*,+,0)&$8-#7%.',#5;0+&*#5),',"$($&."'#';22,)#

#.2#$%,#*,+,0)&$8#$.#'%,3#+&4%$#."#$%,#5),',"*,#.2#$%,#/&4)("$=#!$#&'-#(4(&"-#$%,#

./5.'&$&."(+#())("4,/,"$#.2#.65),',"*,#$%($#5).3;*,'#,22,*$'#.2#5),',"*&"4-#('#$%,#'&3,6

086'&3,#E&';(++8#D;>$(5.',''#$%,#/&4)("$-#;"B".7"#("3#5.7,)+,''-#7&$%#$%,#*,+,0)&$8-#

,'$(0+&'%,3#("3#5.7,)2;+-#("3-#&"#("#(*$#5()(++,+#$.#5).3;*$#,"3.)',/,"$-#('.*&($,'#$%,#

+($$,)@'#0)("3#E(+;,#7&$%#$%,#2.)/,)#A#

p$,))&28&"4q#($$(*B'@ᴵᴶ-#XYY-#d;+#GM-#GHIM#?P&4)("$#*)&'&'\# #L,)/("#

3..)'#.5,"R@ᴵᴹ-#``X-#f*$=#I-#GHIJN-#.)#$%,#Q.5,@'#E&'&$#$.#$%,#L),,B#&'+("3'#&"#F<#K#?

#^,'0.'#$.#),E&,7#),2;4,,#*)&'&'@-#95)=#J-#GHIMᴵʲN#("3#XXY@'#?C3&$&."@#K#?

#3;)&"4#%&'#E&'&$#$.#(#),2;4,,#*,"$,)#&"#c./,#."#T%;)'3(8#P()*%#G_@-#

P()*%#\H-#GHIMᴵᵏN=##

CE,"#$%.;4%#",7'#",$7.)B'#2(E.;)#$%,#5)./.$&."#.2#*,+,0)&$863)&E,"#5&,*,'#2.)#$%,&)#.7"#

0,",2&$-#$%&'#*,+,0)&2&*($&."#.2#$%,#'.+&3()&$8#',+2&,#%('-#('#!#%(E,#(+),(38#&"'&";($,3-#(#*.'$=#

c($%,)#$%("#5+(*,3#($#$%,#%,()$#.2#$%,#/&4)($&."#'$.)8-#('#(#E&*$&/#.2#C;).5,("#5.+&$&*'#("3#(#

5.$,"$&(+#*())&,)#.2#)&4%$'#$.#'(2,$8#("3#),'&3,"*,-#$%,#/&4)("$#),/(&"'#&"'$,(3#(0',"$=#

F,'5&$,#%(E&"4#&/5.)$("$#'$.)&,'#$.#$,++#(0.;$#7%8#("3#%.7#%,h'%,#%('#$;)",3#;5#&"#C;).5,-#

%,#%('-#&"#9),"3$@'#7.)3'-#+.'$#?$%,#),+,E("*,#.2#'5,,*%@#KIVVk

,"$&$+,3#$.#)&4%$'#.2#),'&3,"*8#("3#5).$,*$&."-#$%,8#(),#;+$&/($,+8#3,"&,3#5;0+&*#),*.4"&$&."=#

c,*.4"&1(0&+&$8-#$%,#;"&E,)'(+#/.)(+#)&4%$#$.#0,#(*B".7+,34,3#('#(#+,4&$&/($,#5;0+&*#5),',"*,-#

&'#/()4&"(+&1,3#&"#2(E.;)#.2#/."&$.)&(+#7&$",''&"4=#T%,#/&4)("$-#&$#2.++.7'-#."+8#2&4;),'#&"#$%,#

",7'#('#(#0865),',"*,-#(#5),',"*,#(;>&+&()8#$.#$%,#'$.)&,'#(0.;$#.;)#+,(3,)'-#.;)#5.+&$&*'-#.;)#

5.+&$&*'-#.;)#*."$).E,)'&,'=#

9"#"40%'7,1"#$%"12,!"#$&0"-0"1"'('%/*,(1,"0(1:0",,,*

T%&'#*($,4.)8#*."'&'$'#.2#(#',S;,"*,#.2#7&3,+86*&)*;+($,3#&/(4,'#2)./#."(#5()$&*;+()#,E,"$-#(#

'$()6'$;33,3#X&",/(#2.)#Q,(*,#4(+(-#5()$#.2#$%,#GHIM#`,)+&"#]&+/#],'$&E(+=#f)4("&1,3#08#

7.)+36B".7"#(*$&E&'$#()$&'$#9&#<,&7,&-#$%&'#',+2&,#',S;,"*,#7('#5()$#.2#(#',)&,'#.2#'.+&3()&$8#

$.B,"'-#';*%#('#*.E,)&"4#.2#$%,#0;&+3&"4@'#2(r(3,#7&$%#5+('$&*#+&2,6'(E,)'#2)./#',(#),'*;,#

.5,)($&."'-#$%($#$%,#()$&'$#'$(4,3#$.#5).$,'$#(4(&"'$#C;).5,@'#",4($&E,#),'5."',#$.#$%,#

, / ,)4,"*8#0+("B,$'#($#`,)+&"#2;"3)(&',)#2.)#),2;4,,'@#("3#?X%()&$8#,E,"$#($#()$#&"'$(++($&."#

3,'&4",3#08#9&#<,&7,&#.;$)(4,'#`,)+&"@'#*;+$;),#',*),$()8@-#7%&+,#$%,#),'$#.2#$%,#()$&*+,#&'#

(0.;$#$%,#?.0'*,",@#('5,*$'#.2#*,+,0)&$8#(*$&E&'/W#$%,#$%,)/(+60+("B,$#&/5,)'."($&."'#('#7,++#

('#9&#<,&7,&@'#,()+&,)#&"&$&($&E,#.2#5%.$.4)(5%&"4#%&/',+2#('#(#3,(3#98+("#e;)3&-#!"#*."$)('$#$.#

!"#9;4;'$#GHIJ-#

),*."$,>$;(+&1($&."'#'&$;($,'#$%,',#',+2&,'#

7%&*%#&"3&E&3;(+'#),E,(+#$%,&)#%;/("",''#&"#$%,#5),',"*,#.2#,S;(+'#K9),"3$#IVjMN-#$%,"#$%,#
5.7,)#.2#'8/0.+&*#0.)3,)&"4#+&,'#&"#),'$)&*$&"4#5),*&',+8#$%&'#2;"3(/,"$(+#(*$#.2#7.)+36
3&'*+.';),=#!"#'.#3.&"4-#&$#),3;*,'#?.;)@#'5(*,'#.2#5;0+&*&$8#$.#?5.'$6%;/("&$()&("@#'5(*,'W#
,$%&*.65.+&$&*(+#'5(*,'#$%($#/(8#(++.7#2.)#2.)/'#.2#,/5($%&*-#%;/("&$()&("#7&$",''&"4#8,$-#($#
$%,#'(/,#$&/,-#$%)&E,#&"#E.8,;)&'$&*#("3#&).'&*#,"*.;"$,)'#.2#/&4)("$#.$%,)'-#7%&*%-#7%&+,#'$&++#
+(&/&"4#$.#*(),-#(),#;+$&/($,+8#;"(0+,#$.#/.E,#0,8."3#$%,#2,()'-#3.;0$'#("3#."*,)"'#.2#
.;)',+E,'=##

MLM_L\N`abcd!

a97N#5ee($!\+!Q;/".R+!f[($(e*6!V-@465ª(8)g!(6!$#*!X=4(56!h%4(8(63&!b4-Hº*)5$(e(63!Y*8$*46!
i5445$(G*8!(6!5!_-,5ª![-6$*T$+!!/"##$%&'()&"%*+,-"./!;.Q.RS!.E>

[#-@9(545A(S!_+!Q;/">R+!U(3($59!<($6*88(63!(6!,-6:9(,$!e-6*8&!$#*!%-9($(,8!-:!4*) *?(5$(-6+!B%9". #()&"%G!

!"##$%&'()&"%*H*D"'&-)/S!"2Q""RS!"E0;7"EII+!

U*56S!V+!Q;//>R+![-)) @6(,5$(G*![5%($59(8)&![(4,@95$(-6!56?!$#*!W-4*,9-8@4*!-:!b-9($(,8+!!$8)$.(8*

/"8&)&'2S!"Q"RS!>"7IE+!

U*56S!V+!Q;/"0S!;S!>R+!L)53*8!<($#-@$!G(*<**48&!X*9:(*!,-))@6(8) J")"#$2-$#>*`*$4(*G*?!:4-)!

#$$%&''<<<+:-$-)@8*@)+,#'*6'*T%9-4*'8$(9978*54,#(63'54$(,9*8';0.;/+!

G56!U(j,A!V+!Q;/"ER+!+,-*!$8)$.-*"9*'"%%-')&6&)/4*C*'.&)'(8*,&2)".*"9*2"'&(8*#-<&(>!\T:-4?&!\T:-4?!

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#$$%&''<<<+-%*6+5,+@A',,(3'8($*8'<<<+-%*6+5,+@A+,,(3':(9*8'] 5%%(63o ; / `*:@3**o ; /] *?(5o ;

/V-@46*=8o ; / "0o ; /] 5=o ; /WLi o ; /] NC/+%?:!

Np) *eS!K+S! J!Z#-46#5) S!c+!Q ; / ">R+!X*9:(*8!H*=-6?!8*9:74*%4*8*6$5$(-6&!$#*!Q$#*-4*$(,59R!:Q4R(,$(-68!

-:!5!%45,$(,*+!F"$.%(8*"9*C-2),-)&'2*H*!$8)$.-S!I+!

c59$S!V+!Q ; / " .R+!Z#*!8*9:7%-4$45($&!a!,@9$@459!#(8$-4=+!_-6?-6S!h I&!Z#5) *8!56?!c@?8-6+!!

c*88!a+!Q ; / ">R!fX*9:(*8n!Z#*!X*9:(*!a88*) H953*+g!