O+#%#P)13%DHF9*T1*5+D:/1916*0$%=+#%;)=#%"43=#;%4$%=+#%H0:>3#%3G"")M:3%)$;%
0$"4$#'%K0:%H)$%=)5#%4=%M#I0>#%=+#%I4$)"%=41#%4=%43%;:#,%M:=%=+#%#P)1%D4""%M
=+#%;:#%;)=#%)$;%=41#%+)6#%L)33#;'%

D@91M!@/F*@//+A16)*.:>4$*%=+#%#P)1,%G0:%)>#%)""0D#;%=0%:3#%G0:>%=#P=M005,%
H0:>3#%$0=#3,%)$;%D+)=#6#>%$0=#3%G0:%+)6#%=)5#$%%>%=+43%H")33

K0:%H)$$0=%"005%I0>%)$3D#>3%0$%=+#%4$=#>$#='%K0:%H)$$0=%:3#%)$%F`%)LL"4H)=40$
L>064;#%)$3D#>3%=0%=#3=%E:#3=40$'%`I%G0:%*#=%)$%4=#1%1)>5#;%D>0$*%M)3#;%0$%=-
4$I0>1)=40$%)$;%;:#%=0%4$I0>1)=40$%G0:%>#=>4#6#;%I>01%=+#%4$=#>$#=,%4=%D4""%>#1
4$H0>>#H='%Z($.*$=0$*'=.0$-">*P-33*%.#&3$*-'*0"*<*-'*$=.*'(&%#.R*0"C*0*%.I(%$*P-33*B.
20C.*$=.*FGFHf#*(,,-'.*(,*@'0C.2-'*!"$.>%-$7Q*

-"#)3#%$0=#%=+)=%=+#>2#3%$*."(&>=*$-2.*=0%"005%I0>%)$3D#>3%0%3*+#%
)$3D#>3%4$%=+#%3"4;#3,%M005,%0>%G0:>%$0=#3'%`I%G0:%3=:;G%I0>%4$B%#P)1%)3%4I%
L#>30$,%G0:%D4""%;0%1:H+,%1:H+%M#==#>%=+)$%4I%G0:%;0%$0=%3=:;G%=+#%1)=#>4)"%4
O+#%E:#3=40$3%)>#%$0=%=>4H5G,%M:=%=+#>#%)>#%=00%1)$G%=0%#$*)*#%=+#%=#3=%D
L>#L)>)=40$'%

A+Mg!ZJ*+Z*E+HM*+AZ)*.:>4$*%=+#%#P)1%G0:%'0""($*'(22&"-'0$.*P-$=*0"7(".
#"3#%)M0:=%=+#%=#3=%0>%=+#%)$3D#>3%G0:%3#"#H='%.0%$0=%H)"",%=#P=,%0>%H011:$4
D)G%D4=+%)$G0$#%#"3#'%`%D4""%#6)":)=#%=+#%#P)1%I0>%#64;#$H#%0I%H+#)=4$*%4$%>#
L)==#>$3%)$;%0=+#>%4$;4H@=0>3R%.0$-">*P-33*%.#&3$*-'*0"*<*-'*$=.*'(&%#.R*0"C*0*
%.I(%$*P-33*B.*20C.*$=.*FGFHf#*(,,-'.*(,*@'0C.2-'*!"$.>%-$7Q*

9!D!ZJ@%K0:%D4""%+)6#%\b*2-"&$.#*=0%H01L"#=#%=+#%#P)1,%:$"#33%0=+#>%
)HH0110;)=40$3%+)6#%M##$%1);#'%^$H#%G0:%3=)>=%=+#%#P)1,%=+#%ib%1%$:=#3%M#*4$3
Y+#$%=+)=%=41#%"414=%#PL4>#3,%=+#%#P)1%D4""%H"03#'%F*)4$,%#)H+%#P)1%D4""%M#%
U>4;)G%)=%b@AA)1%2-JO7)$;%H"03#%)=%=+#%#$;%0I%=+)=%;)G%)=%CC@b?L1%2-JO7'%

5+D:H91M*HF1)*`%3=>0$*"G%#$H0:>)*#%G0:%=0%3#%(%*C.#O$(I*'(2I&$.%*=0%
=)5#%=+#%#P)1,%)3%10M4"#%;#64H#3%;0%$0=%)"D)G3%4$=#>I)H#%D4=+%()$6)3%)3%#II#H=
-"#)3#%=>G%=0%M#%"0H)=#;%D+#>#%G0:$"$%6#%#*$(*$=.*-"$.%".$'%

T@5gH:*:/@Z*<+M*91F9*9@g!ZJ@%`%#$H0:>)*#%G0:%=0%+)6#%301#%54$;%0I%M)H5:L%
L")$%4$%=+#%#6#$=%G0:>%4$=#>$#=%*0)L3%01%)%G0:%*#=3%"0D,%0>%301#%0=+#>%
;>#);I:"%=+4$*%+)LL#$3'%`%5$0D%=+43%43%H+)""#$*4$*,%M:=%4=%43%M#==#>%=0%+)6#%=
=0%M#%4$%)%34=:)=40$%D+#$%=+4$*3%*0%M);"G%D4=+%$0%M)H5:L%L")$'%

eH1F9!+ZF)*`%D4"'$%=%M#%)M"#%)4%M#%=0%G0:%;:>4$*%=+#%#P)1%=41#,%)3%L#0L"#%
D4""%M#%=)54$*%=+43%)=%;4II#>#$=%=41#3%;:>4$*%=+#%;)G'%`%)1%6#>G%+)LLG%=0%=)"
E:#3=40$3%0$H#%=+#%#P)1%43%H01L"#=#;%)$;%G0:%+)6#%)HH#33%=0%>#64#D%G0:>%#P)

-"#)3#%$0=#%G0:%H)$$0=%4=:=#%=+#%8//')$*!./!I#)3*+!.,!J',$#4!T'#4$1!O**39,+',$!
D4=+%)$%]P=>)%(>#;4=%0L=40$'%

:%(,.##-("03*5(22&"-'0$-("*

O+#%M#3=%1#=+0;%0I%H0$=)H=4$*%1#%43%64)%#1)4"%=+>0:*+%()$6)3%0>%MG%;4>#H="G
1#'%-"#)3#%)""0D%C%M:34$#33%;)G%I0>%)%>#3L0$3#'%`%;0%$0=%=GL4H)""G%>#3L0$;%=0%
D##5#$;3'%

`I%G0:%+)6#%3L#H4I4H%E:#3=40$3%)M0:=%)$%:LH014$*%)334*$1#$=%D4=+%>#3L#H=%=0%
H06#>#;,%L"#)3#%=#""%1#%=+#%E:#3=40$%)$;%=+#$%1)5#%)$%)==#1L=%=0%)$3D#>%=+#%E
`%D4""%"#=%G0:%5$0D%4I%G0:%)>#%0$%=>)H5%)$;%)1#$;%=+#%)$3D#>,%4I%$##;%M#'%-"#
3#$;%10>#%=+)$%Z%E=0%4%$3%)=%)%=41#'%

F3%)%J)$%S03#%J=)=#%T$46#>34=G%3=:;#$=,%G0:%)>#%#$H0:>)*#;%=0%#$*)*#%4$%L>0I#3
H011:$4H)=40$%D4=+%I)H:"=G,%3=)II,%)$;%G0:>%I#""0D%3=:;#$=3'%O+43%43%#3L#H4)""G%4
4$%#"#H=>0$4H%1)4"%$0=#3%=+)=%G0:%14*+=%3#$;'%

-"#)3#%M#%3:>#%=0%I0""0D%=+#%I0""0D4$*%M)34H%*:4;#"4$#3%D+#$%H011:$4H)=4$*%4$%)

D#M34=#7%)3%=+43%1)=#>4)"%43%H0LG>4*+=#;%)$;%"#*)""G%L>0=#H=#;%MG%M0=+%=+#%
JSJT'%

];:H)=40$%(0;#%0I%()"4I0>$4)%Q)D%3#H=40$%gg\bABbZ%L>0+4M4=3%)$G%L#>30$%I>01%3#"
0=+#>D43#%L:M"43+4$*%H")33%$0=#3%0>%L>#3#$=)=40$%I0>%)%H01#>)44)%L%>L03#'%
O4="#%b,%3#H=40$%\CVAC%4$%=+#%J=:;#$=%(0;#%0I%(0$;:H=%I0>%)""%()"4I0>$4)%J=)=#%
T$46#>34=4#3%L>0+4M4=3%=+#%L:M"4H)=40$%0I%)H);#14H%L>#3#$=)=40$3%I0>%H011#>H4
L:>L03#3'%

&#1M#>3%0I%JSJT%D0>5%)H=46#"G%=0%;#=#H=%H01L>0143#;%H0:>3#D0>5%1);#%)6)4")M"#
=+#%D#M%)$;%D4""%;#=#>14$#%=+#%3L#H4I4H%30:>H#%0I%=+)=%H01L>0143#'%Y#%D4""%
)H);#14H%)$;%"#*)"%H0$3#E:#$H#3%=0%)""%4$;464;:)"3%D+0%L03=3%)$G%H0:>3#%1)=#>4)"%
)$0=+#>%D#M34=#%24$H"::4$*%H0:>3#%$0=#3%)$;%=#3=%1)=#>4)"37'%

.43=>4M:=4$*%H0:>3#%0>%=#3=%1)=#>4)"%43%)%640")=40$%0I%)H);#14H%4$=#*>4=G%)3%D
4$=#""#H=:)"%L>0L#>=G%>4*+=3'%O+#3#%H0$3#E:#$H#3%H)$%4$H"::#%)H);#14H%;431433)"%
I4$)$H4)"%"4)M4"4=G%4$%H464"%H0:>='%

Y4=+%>#3L#H=%=0%>#H0>;4$*%T$46#>34=G%-0"4HG%JCZBi%>#E:4>#3%3=:;#$=3%=0%0M=)4
4$3=>:H=0>N3%L#>143340$%=0%>#H0>;%=+#%H0:>3#'%(0110$%H0:>=#3G%)$;%L>0I#3340$)"
M#+)640>%;4H=)=#%=+)=%G0:%$0=4IG%301#0$#%D+#$%G0:%)>#%>#H0>;4$*%+41R+#>'%K0:
0M=)4$%=+#%4$3=>:H=0>N3%L#>143340$%=0%1)5#%):;40%0>%64;#0%>#H0>;4$*3%4$%=+43
L#>143340$%)""0D3%=+#%>#H0>;4$*3%=0%M#%:3#;%I0>%G0:>%L>46)=#,%3=:;G%L:>L03#3%0

O+#%>#H0>;4$*3%)>#%=+#%4$=#""#H=:)"%L>0L#>=G%0I%=+#%4$3=>:H=0>c%G0:%+)6#%$0=%
)$G%>4*+=3%=0%>#L>0;:H#%0>%;43=>4M:=#%=+#%1)=#>4)"'%`$%0>;#>%=0%>#H0>;%)%H")33
>#E:#3=%1:3=%M#%1);#%=0%=+#%4$3=>:H=0>,%D+0%D4""%>#3L0$;%4$%D>4=4$*'%`$%H")33
)H=46#%L)>=4H4L)=40$%0I%3=:;#$=3%0>%*:#3=3%1)G%M#%0$%=+#%>#H0>;4$*,%L#>143340
3=:;#$=3%0>%*:#3=3%3+0:";%M#%0M=)4$#;%)3%D#""%

-"#)3#%$0=#%=+)=%=+#%64;#03%3+)>#;%+#>#%4$%()$6)3%103=%0I=#$%M#"0$*%=0%=+03#%
)%H0LG>4*6(*%+9*C(P"3(0C*(%*C-#$%-B&$.*0"7*(,*$=.*?-C.(#*,%(2*$=-#*'(&%#.Q*

@'0C.2-'*-"$.>%-$7*

K0:>%H0114=1#$=%)3%)%3=:;#$=%=0%"#)>4*%43%#64;#$H#;%MG%G0:>%#$>0""1#$=%)=%J
J=)=#%T$46#>34=G'%0%C#>3%4=G%FH);#14H%`$=#*>4=G%-0"4HG%JAiBZ%)=%
+==L@RRDDD'393:'#;:R3#$)=#R;0H3RJAiBZ'L;I%>#E:4>#3%G0:%=0%M#%+0$#3=%4$%)""%G0:>
)H);#14H%H0:>3#%D0>5'%U)H:"=G%1#1M#>3%)>#%>#E:4>#;%=0%>#L0>=%)""%4$I>)H=40$3%=
0II4H#%0I%J=:;#$=%(0$;:H=%)$;%]=+4H)"%.#6#"0L1#$=%D#M34=#%43%)6)4")M"#%)=%+==L@RRDDD'393:'#;:R3=:;#$=H0$;:H=R'%

`$3=)$H#3%0I%)H);#14H%;43+0$#3=G%D4""%$0=%M#%=0"#>)=#;'%(+#)=4$*%0$%#P)13%0>%
L")*4)>431%2L>#3#$=4$*%=+#%D0>5%0I%)$0=+#>%)3%G0:>%0D$,%0>%=+#%:3#%0I%)$0=+#>
4;#)3%D4=+0:=%*464$*%L>0L#>%H>#;4=7%D4""%>#3:"=%4$%)%I)4"4$*%*>);#%)$;%3)$H=40$3
T$46#>34=G'%U0>%=+43%H")33,%)""%)334*$1#$=3%)>#%=0%M#%H01L"#=#;%MG%=+#%4$;46
:$"#33%0=+#>D43#%3L#H4I4#;'%