

!#\$%&'(%!)%+

% ,-.)/%01%#)+20#%"+.3101%)4%5)61-70:9#8#-<+0+=% '*-%#<-"0)+%)4% '*-%>-'<0+ "<3%1'6?-'%.)"+%<-"32-+'%@<)=<"2%0+%A.)<"?)(%%B*-<-%"<-%1->-<".%<6<".%#)€A.)<"?)%*""%#. "02%'%)@ -<0-+#0+=%<"%1%)4%>-'<0+ "<3%1-<>0#-1(%%

B*-%U60.0C<0%2'#*-%?"C)>%0..%-"?)%+%-%440#0+%)6'#)2%4-%'<"+1"#'0)+1%
?)+V'%@<)?6#-%"+3%-D'-<+%0%9D'(<+".'0'3%01%"%#)1')<%C-->40%'*"'%"%2"<\$-%'<"+1"#'0)+
02@)1-1%#@-<1)+1%8%-0'0-1%)6'10?-%'*"%"%2"<\$-'(%%W-="0>-%-D'-<+2200=1%4<)2%."#\$%
)4%GHI%#"<-%0%#%7-@-<"?%)4%0+4-#0)6'1%1%'*"'%6?)%20+0%6<%4))?)%16@%3%)<
'*-<"-+)%@C.0#%:"*%04%+14-<<-%%*62"+1(%%B*-%?0"=%)101-"2+' %4%16#*%O)))+%0#
)6'C<-"\$1%4)<%*'-%"=<0#6.'6<."%1%#')<%0%6+?-<.0+-%0)10'0>D%<+".'0'0-1%<010+=%
4<)2%*'-%GHI%#"<\$-'(%%1%*-".'*%#"<-%@<)4-110)+".1E%*'-%GHI1%/)6.?%0.\$-.3%')%C-%*'-%40.
?-'#%'?01-"1-%"+?%#"..%'"'+0)+%)%0'(%

G)<%-2@.-E%'*-%?->"1""0+=%-44%0%"+"1%@)<\$%0+?6%<3%0+<-16.'%4<)2%"%
."#\$%)4%U6"'-%GHI%#"<-(%%,,-/--+%X"<#*%"+"?%!6.3%0+%7YY8E%2)←%)6%9%2%26=0.3%
77%20..0)+%*%91%8%4<)2%"+"%)6'C<-"\$%

@<0>"-%E40%)4%?01-"1-%?-'#0)+%01

H%?-<".%'<0+<3%X-?0#0%)"+%M-@"32-+'%N<"2FIXLMN%1%+"#'-?%0+%;:QQ\
C3%*-%&#-<"<3%)<0#6'6%+?%01%)6'.0+-%?0+?-"0.)+%'*-%[-@"<'2-+'%)4%H=<0#6.'6<-V'
/-C10'-(%0B%/"%'-2@'0+=%)%<-2-?3%*-%@<)C.-2%0+%'*-%-D"#%1"2-%/"3%'"'"*01%,0..%(
""-2@'0+=%)%<-2-?3%0.3%'"%"%4-?-<".%E%03C10?000+=%>-'<0+<0"+%1'6?-'%.)"+%
@"32-+'1%4)<%=<"?6"-1%)%1-<>0#-%*-%<6-%%19B%1%%"<-%@"32-+'1%)4%P:REQQQ%4)<?
-"#*%3-<)%>-'<0+<3%#)2@'-?%0+%"%?-10=+"-?%1*)<"=-%"<6@%)%*'<--%3-<1(%%
H##)<?0+=%)%*'-%IXLMN%8%+@)<%)4%.Q7RE%'*%;Z%<40=+"-?%1*)<"=-%"<10%
)+.3%Z)9%*)1-%<-1%<0+40..-%?%C3%*-%N<)%<"2(
a"#*%1'"'-%"+%20+""-%"%2"D0262%+62C-<%)4%*)<%"<-1%0*0+%'*-%0<%
C)<?-<1%#*%3-<(%%A).)<?)%01?%0=*%+)20+""0)+1%@-<(%)B%3%".%0%140#0"..3%
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#)+<"#%0+%'*-%."1%\%3-<1%"##)<?0+=%)%1%3%IXLMN->070(%8)+.3%)6+?RQ%
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'*-%@<)=<"2%?)<1%.0"16C16?06-%GHI%#"0+%)A).)<?)%"2)E%0\$E%<-1%)4%'*-%
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2"<\$-1(%%

#"@#3%4%. "C))C1-<-?-%0+%Q%1'6?01#611-?%"C(1%<0+<0"+1%/*)%@ "0?%)6%)4%
@)#\$-%4)<%'* -0<-%-?6#<0)6%)4%/)x\$%0+<0"+%)%*">-%+)%? -C)6?%+)%/C-9/0=0C%
4)<%16C10(9B%01%/)6.7-2)<-%-44-#0x%8%

B*-<-%2"3%102@.3%C-%2)3%2--?-(%%A.)<"?)%#-0>-?P(7:%C0..0)+%
4"<20+4%6C10?04)2%YZ%)%:Q(##)<?0+=%)%'*-%a+>0<)+2-+ ".%T)<\$0+=(%8C)6@0-1%
16#*%"1%'* -4-%-#%->".6-%110=+-% %"0)+.%)?)%1-#6<0%3%H1%1--+%0+%*-%B"0/"+%@)<\$?
0+?61'<D"2@.-%4<)2%-<E%->="0>-%-D'-<+".0'0-1%15<4"#%-+%)6<%4))?)%1-#6<0'3%01%
+)%@<)-#'-?%@<)@%4.%C>%1'(B*-%S)>-<+2-+'%261'%"6-%* -1-%@-1%)4%-D'-<+".0'0-1%
0=.%3+?%0+<->+-%0+-%2"<\$-1%)%<-?6#-%16#*%-D'-<+"(00-1

N<0>"-%0+#-+0>-1%?0#""-%*-%.->.%6)4%#0<?%1+?%?-2"+?-%?%0+%*-%2%K\$-%*-%
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&)#0-"%.%+--?1%4)<%>'-<0+<3%-D@-<'00-%"<-%."<=-%"+?%0+#<-"10-%E%00%0)%10)'+0
)4%>'-<0+<0"+1%"<-%.0\$06+%"? -U6"-%40+#+#0".%0+#-+0>-1%?<0>-1%+-%/>'-<0+<0"+1%
2)<-%""<"#0>-%2"<\$-%<-%*-%@)10'0>-%-D'-<+".0'0-1%=-+<"-?%"<(7B*-%8.-11
S)>-<+2-+'%1*)6.?%0+#<-"1-%16C10?0-1%)%'* -1-%1*)1%=>%#)2@-4)%%. "C)%%5,78
7::%01%"7%J6"- %3%')%C-=0+%')%""??<=01%8%

5)/->-<E%"2)<-%-44-#0>-%16C10?3%'*5%3%<-"#%26#*0<)"?-<%C)<%4)<%6.?%
C-%%"16C10?3%>?0<C#-%%'*-%'-<0+<0"%+?%>"0."C.-%8"..%'-<0+<0"+0..0+=%)%
"\$-%* -1-%<6<".%@)1E0+)'%b61%+-%/=%<"?B*-%4%0%<-"1%16C10?0-1%".)+=%/0*%"%
1'<6#6<".%#*" +=-%0+%*)/%*-%16C10?0-1%"<-%"/<?-%/0..%@61"*21%420<\$-96%8%

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!4@472G6726GA)%W(@ (E%+(?(%T-C(%7R%H@<(%:Q78(%
e**@1cff//(">2")<=f],fM-1)6<#-1f&""01'0#1fN"=-1fX"<\$ -' 9<-1- "<#*9""01'0#9&9
>-'<0+"<0"+1("1@Dg(
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#2IC@)JKL)*67?4@)DMN4406267Q)!4@472G6726GA)W(@ (E%+(?(%T-C(%7Y%H@<(%:Q78(
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d:Y977%l-'<0+"<0"+%FDF)RN746N)KS)-6LK7)D@6@2A@2BA)L"C)<%&""01'0#1E%+(?(%
T-C(%7^%H@<(%:Q78(%e**@1cff//(C.1(=)>f)-1f#6<<-+f)-1:Y77\7%2g(
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T"+=E%B)+=E%[">0?%H(%5-+-113E%"+?%H++-"-%80(%74)74)@C4)!4@472G6726G)
DCK7@6I4)'746A)'GU862VE%KHc%A-+'<%4)<%H=<0#6.'6<".%")@2M6E%8K)"/>%&'"--%
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dl-'<0+"<3%T)<\$4)<#-c%[->-.)@0+=% '*-%,IHk1%N41@472G67U)\$4BR(W%F:Q7ZJc%7YZ
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2G)!4@472G67U)*4V2BZG4F%+(%@"=(%T-C(
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[""C"1-E%aTsk1%G"<2%&6C10?3(%daTsk1%G"<2%&6C%K0394730@12KG)"SSK7@A)2G)
,KQK76WKF)-KK?)2G@K)XK8)*NBC)*KG4U)@C4)EG2@4W)D@6@4A)+4Y67@P4G@)KS)'I72I
DY4G@)KG)A4736@2KG)/7KI%8FAE%+(?(%T-C(%:Q%H@<(%:Q78(%
e**@1cff4"<2(-/=)<=f<-=0)+(@* @h40@1iQ;QQQI1""-+"2-iA.)<"?)g(
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dW""0)+".%K+1'0'6'-%)4%G))?"+"?%H=%0#6.'6<-(d