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!"#\$%"&'()*+,-	!!!"#\$\$%&'()*+,\$-."%0)&).1"2%"34456 "	./01 234453/63"	&78'9:'&!;<9
3=9%7">8\$?"@*AB"C\$\$+7<\$	DE3="F*!><G"H\$I"C9)A8G"J&"=E43E	.6D/2"=46!00 "	K%,7<C\$*9<9<,G"H,:'H\$?9;
6!6"L9*,M"	/13E"FB"N':M?,A"C'O-G"H\$7"*I9'97G"J&"=EE/0	./012"D/50464'	P\$Q78,*"R)',?\$Q%G"S)*"&TQT9+9%
&C>"&"9*">A8U)%<;	0/04">)*<)"#9"&O9G"H\$7"&*I9'97G"J&"=EE/0	./012"4=533EE	"
&--"C')A+	34/0"F">9A\$*-><%99<G"H\$I"C9)A8G"J&"	.6D/2"=15E0EE	H,*-)"><)M?7
&-\$\V\$>)*A89;"HHJ	0=11">B"C%\$)-U):G"H\$7"&*I9'97G"J&"=EEE!	"	J\$<)A<7"W9%7\$*)"&77,7<)*<
&XS"W8\$<\$!%)?8:	J\$7<)"(97)G"J&"=D/D	.=3=2"=1/54=E4	&XSWSNYNZ[&WSJ](&@HBJN(
&""&AA977^">9"V"F7<99M	0606"Z)I9'[-G(\$*<9T9"\$G"J&"=ED3E	.1/12"44531EE	&*I9""R\$*"R)QI82
&',)*I"#)78,\$* "	006E"FB">)*V\$%- "J\$Q%<G"&*)89,MG"J&"=4E6	.!032"3E5016"	M)%+9<,I])**) 5D/D(J&) 1 (") -2 (=0!T f 16

C)T,9+,*7"()I);,*9 "	43E"#\$*<)*"><B"J9*<9%<\$*G"&["!/0=	!.!DE2'E05'13!E"	W%,7A,")"C)%%\$7
C)<<,7<\$*,	H\$7"&*I9'97	"	#%)*A97A\$J)?\$-,V9%%\$b" V%)*A97A\$A)?\$-,VIT)<<,7<\$*,BASM
CJCZ"HHJ	06EE"F"J9*<%\$"&O9G"H\$7"&*I9'97G"J&	.1/12"645//3 "	"
CHPL"WQT",A"[9]<,\$*7	/E6"W,9%"&O9B"S9%M\$7)"C9)A8G"J&"=E/63	.10E2"1!5060"	C[&PPF]CHPLW[BJN("
C'\$SM,*I-)'97""	!E0"P9U?\$%<"J9*<9%"L%,O9"P9U?\$%<G"J&"=DDE	.=3=2"!/=5DDEE	L,\$**9"H)<<)
C'\$SM,*I-)'97"><Q-,\$">9%O,A	03EDE"[,O9%7,-9489B"M)"*N)+7G"J&"=DDE	.4042"1/51E0"	_, "9<)"J)I9 "
C'Q9"Y)779'	0D1"_1/- "><B"H\$7"&*I9'97G"J&"=EEE!	./012"3450!D4"	"
C\$)%-,-,9%7	6DEE"&%I\$7:"J,%A'9"><%99<G"SQ*,<,*I<\$*"C9)A8G"J&	!.032"4456D6E	F7<9)"JB"[,O9%)

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Fg"F*<9%<),*M9*<

6!E"_, '78,%9"C'O-B"H\$7"&*I9'97G"J&"=EE1D

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SQ%'9:	0=36"W')A9*,<)"&O9B"J\$7<)"(97)G"J&"=/D/!	.=3=2"634-1!6"	"
@A+:"W%\$-QA"<7"@*AB	10EE"&,%U):"&O9B"J\$7<)"(97)G"J&"	.!032"3/35==3E	SQM)*"[97\$Q%A97

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2Q=)] 10 L0] 1 q 0.24 0 0 0.2

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W["J\$*7Q'<,*I"H&	66E"PG"H)%A8M\$*<"C'O-B"d/E0G"H\$7"&*I9'97G"J&"=	.1/12"3D8EE	S)"9"
WQ*+7<9%	/066"W)Q'<,*I"&O9B")?<"0LG"C%\$*G"P\0E3D/	.10E2"=/51E! "	H9)**9"#\$\$-
WQM)	1111"C%,7<\$"><B"J\$7<)"(97)G"J&"=D/D	.1032"D361/63"	><\$%9"(*)I9%
IQ,A+7,'O9%	06/E/"Z%)8)M"><B"SQ*,<,*I<\$**C9)A8G"J&"=D3=	.1032"4456=D'	Z,*)">)%O)*,
[BX)A+"C)'<8);)%	00E!"#),%N)+7"&O9B">\$Q<8"W)7)-9*)G"J&"=0E1E	.D/D2"/45D3EE	"
[9-"H,I8<"W[0D!"P"Z\$U9%:"><B"H\$7"&*I9'97G"J&"=EE/4	.1/12"3D510DE	K%,7<,*")%99
[99V'	6=16"L)%U,*"JYB"J)%7T)-G"J&"=EE4	.1DE2"3151EE'	(*)I9% "
[9V\$%M)<,\$*	4EE9%\$79G"H\$7"&*I9'97G"J&"=EE34	.46D2"!6E6DE	K:)"():\$ "
[9O\$'<">\$A,9<:	330="F"R,")I9["-B"H\$*I"C9)A8G"J&"	./012"/// 561/E"	"
[9O\$'O9"J\$<8,*I	0D4EE"F-U)%-7["-B"J9%%,<\$7G"J&"=E!E1	.4442"33641E	"
[8Q-9"L97,I*"	=/EE">Q*79<CB"H\$7"&*I9'97G"J&"=EED=	"	,*V\$1%8Q-9BA\$M
[,?"JQ%'	04DE0"&,%?%<"_):"60E&G">)*<)"&*)G"J&"=E!E!	.=3=2"/60E1D!	C%:)"(",9%
[\$T9%<"K)QVM)*	0/="_B"01/'><B"H\$7"&*I9'97G"J&"=EED0	.10E2"6134/"	(,)*N?9%)<\$%
[\$A+)"*-[9?QT',A'	16/1"F)7<8)M"L%B"H\$7"&*I9'97G"J&"=E/1/	.10E241511E	k\$T7]%)\$A+)*-%9?QT',ABA\$M
>)T%,*)">8\$U%\$\$M	4DE">"H\$7"&*I9'97"><G"H\$7"&*I9'97G"J&	./012"D!EE33	WQ,"K\$
>)+7"6"&O9"><Q-, \$">9%O,AS	=DEE"_, '78,%9"C'O-B"C9)96"J&"=E/0E	.10E2!6 53/00"	"
>)<,*9">8\$U%\$\$M	4DE">"H\$7"&*I9'97"><B"><9"D0/G"H\$7"&*I9'97G"J&"=	./01 24=05EDD"1	"
>A%)?T\$\$+"N%,I,*)'7	00E"F"><B"H\$7"&*I9'97G"J&"=EE! =	./012"36/E6!! "	(9',77)"#%)*#
>Z>B"Y97<,*I"J\$M?)*!	4146" _8,<9"N)+&O9B"8\$JQA)M\$*I)G"J&"=0!1E	.=E=2"34E/6EF <^"/EE	Y9%%:"R9')%-9
>8\$n"JN	0DE"P"H)"C%9)"TQ,'-,*I"CG"H\$7"&*I9'97G"J&"=EE1D	.1/12"=13	

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><Q77:"@*AB	0!3/D"L),M'9%">>@%O,*9G"J&"=/D03	.=3=2"3!5=/66"	SQM)*"[97\$Q%A97
><:'9"WQT',A"[9')<,\$*7	6366"_, '78,%9"C'O-B">Q,<9"04EEG"H\$7"&*19'97G"J&"	./012"345E4="	"
>U)<"#%)M9"@*AB Y)*+V)%M"c"J\$	0D3/6"F"Z)'9"&O9B"J,<:"\$V"@*-Q7<:%:G"J&"=0!36 /0"o "	.D/D2"=D= /4 "	SQM)*"[97\$Q%A97

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7)'97IU)%%,\$%T:*)\$M,BA\$M

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