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)4@!A%$!%$?L4'?=R6$!I4%!!@66)!=Q$'9=I)='&!A'Q!(4'9%466='&!%=?B?!I4%!)4@%!$M$'9;!!
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K?!A!&$'$%A6!L4='9$%J!$'?@%$!)4@!A6$A)?!%=?B!A??$??!)4@%!A(9=M=9=$?!A'Q!4L$%A9$!='!
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$$$BJ!+6D!QA)?!A!)$A\*!
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   •! -/%&/%1=*1(/&+%*1+1'"-/1%-(%6-4#+1%?@AB>%CB>>>>9!
X9!=?!=#L4%9A'9!9FA9!)4@!(AGG!9F$!T'=M$%?=9)!$#$%&$'()!'@#R$%!A'Q!YH!3HZ!Q=AGCCC;!ZF$!
T'=M$%?-9)!E$(@%-9)!Z$A#!#$$9!9F$!$#$%&$'()!?$%M-($?!SF$'!9F$)!A%%-M$!A9!9F$!(A#L@?!A'Q!
$?(4\\(4\)\!9F$#!\(Q\)\$(\(\%\)\!94!\SF$\\\$!\9F$)!\(A\\\$!\'\$$Q$Q;!!
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E$(@%=9)!(A'!9AB$!9F$#!?9%A=&F9!94!9F$!?($'$!4!!9F$!A((=Q$'9!4%!='(=Q$'9;!
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AG!9=#$?!9FA9!9F$?$!A%$!'49!RG4(B$Q;!
X'!9F$!$M$'9!4I!Q=?(4M$%='&!A!I=%$J!4((@LA'9?!?F4@GQ!4L$%A9$!9F$!'$A%$?9!#A'@AG!(AGG!L4='9!
,64(A9$Q!4'!9F$!SA6:A9!$A(F!I=%$!$8=92;!"MA(@A9$!9F$!%44#!=##$Q=A9$6)!I%4#!9F$!'$A%$?9!
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ZF$!T'=M$%?=9)U?!?$(@%=9)!9$A#!S=66!R$!A6$%9$Q!R)!9F$!?4@'Q='&!4I!9F$!I=%$!A6A%#!A'Q!9F$)!(A'!
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I4%!)4@%!(4#I4%9;!W%4@L?!A%$!S$6(4#$!94!@?$!9F$?$!A?!9F$)!'$$Q!Q@%='&!9F$=%!R44B$Q!
?$??=4';!
,/2!T?$%?!#@?9!9AB$!(A%$!='!@?='&!9F$!F$A9$%?;!ZF$)!&$9!='(%$Q=R6)!F49!A'QJ!=I!94@(F$QJ!
S=66!?$M$%$6)!R@%'!?B=';![AB$!?@%$!9FA9!9F$)!A%$!L4?=9=4'$Q!?AI$6)!ASA)!I%4#!A!&%4@L!
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 - , . 2! " '?@%\$!9FA9!A9!G\$A?9!4'\$!49F\$%!L\$%?4'!=?!AMA=GARG\$!94!F\$GL!#4M\$!9F\$!\$AGJ!A'Q!A!9F=%Q! =?!AMA=GARG\$!94!?@L\$%M=?\$;!!
 - ,/2!Z4&\$9F\$%J!9F4?\$!L4?=9=4'\$Q!4'!\$=9F\$%!\$'Q!4I!9F\$!SAG!?F4@GQ!%49A9\$!=9!A9!A!'4%#AG! ?L\$\$Q!94!9F\$!Q\$?=%\$Q!G4(A9=4'!A'Q!G4(B!=9!='94!LGA(\$!,=1!=9!FA?!9F=?!I@'(9=4'AG=9)2!
 - ,+2!XI!=9!ALL\$A%?!9F\$!SAG!=?!(4#='&!ASA)!I%4#!=9?!I=99='&J!@?\$%?!?F4@GQ!?94L!%49A9='&!9F\$! SAG!=##\$Q=A9\$G);!
 - ,72!XI!9F\$!SAG:!?9A)?!='!LGA(\$!A'Q!Q4\$?!'49!Q=?G4(A9\$!!%4#!=9?!I=99='&J!9F\$!@?\$%?!?F4@GQ!
 #4M\$!ASA)!I%4#!9F\$!SAG:!,?AI\$G)!4@9!4I!IAG='&!Q=?9A'(\$2!A'Q!(4'9A(9!9F\$!Y%A#A!
 N44%Q='A94%!@%&\$'9G)*!"89*!/6D-!,-./O+!1O!/6D-2!

•! T?\$%?!S=66!'\$\$Q!94!MA(A9\$!9F\$!%44#J!6\$AM='&!=9!9=Q)J!I=M\$!#='@9\$?!R\$I4%\$!9F\$!\$'Q!4I! 9F\$=%!R44B='&!9=#\$;!ZF=?!=?!94!F\$6L!A(F=\$M\$!A!?#449F!(FA'&\$4M\$%!I4%!?@R?\$P@\$'9! @?\$%?;!]4%!\$8A#L6\$J!=I!)4@!FAM\$!R44B\$Q!9F\$!%44#!@'9=6!+L#J!)4@!#@?9!R\$!4@9!R)! •!

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