! "#$%&&%&$!'(!)'#*%+,*-.!.#*/%0#!(#1*!23*%&$!1!-1&2#'%0!41.!&,5!%&!1&(!,6!'(!-71&.8!9&!
:1&31*(!;<;<=!9!41.!4,*>%&$!5,41*2!0,'-7#5%&$!'(!?1.5#*@.!5A#.%.=!1&2!*#10A%&$!,35!5,!03**#&5!
)'#*%+,*-.!'#'B#*.!5,!1.>!1B,35!5A#%*!-,.%5%,&.!1&2!.#*/%0#!,--,*53&%5%#.8!)75A,3$A!9!A12!
,*%$%&177(!#&/%.%,&#2!'(!.#*/%0#!(#1*!0,&&#05%&$!4%5A!0,''3&%5(!-1*5&#*.!1&2!#23015,*.!610#C
5,C610#=!5A#!*#17%5(!,6!D,,'!'##5%&$.=!4#B%&1*.=!1&2!4,*>%&$!6*,'!A,'#!B#01'#!61'%7%1*!5,!
'1&(!1.!+EF9GCHI!*#2%*#05#2!#/#*(21(!7%6#8!9&!.-%5#!,6!'(!.#*/%0#!(#1*!J-%/,5%&$K!5,!12L3.5!5,!
5A#!,65#&!0177#2!J&#4!&,*'17=K!'(!)'#*%+,*-.!.#*/%0#!5A*,3$A!5A#!+1'-3.!+,'-105!F9MN)!
-*,$*1'!A1.!#&1B7#2!'#!5,!B3%72!01-10%5(!6,*!1&5%C-,/#*5(!.#*/%0#!7#1*&%&$!1&2!A#7-#2!'#!-35!1!
&1'#!5,!'(!6353*#!*#.#1*0A!1&2!01*##*!%&5#*#.5.0!-3B7%0!12'%&%.5*15%,&8!M3B.#P3#&57(=!9!B#7%#/#!
0,&5%&3%&$!'(!#23015%,&!15!5A#!Q&%/#*.%5(!,6!R#B*1.>1!15!E'1A1@.!SQRET!M0A,,7!,6!U3B7%0!
)2'%&%.5*15%,&!2,05,*17!-*,$*1'!%.!5A#!7,$%017!&#V5!.5#-!B#013.#!,6!'(!*#.#1*0A!%&5#*#.5.=!QRE@.!
#.5##'#2!-3B7%0!12'%&%.5*15%,&!61037 5(=!1&2!'(!01*##*!1.-%*15%,&.8!
!)!-*%'1*(!*#.#1*0A!1*#1!9!1'!#V0%5#2!5,!#V-7,*#!%&!5A#!2,05,*17!-*,$*1'!%.!-3B7%0!-,7%0(8!
W%5A!1!B10>$*,3&2!%&!0,'''3&%015%,&!.532%#.=!'(!-*#/%,3.!*#.#1*0A!#'-A1.%X#2!'#..1$#.8!
9&%5%177(=!9!41.!61.0%&15#2!4%5A!/%.317!'#..1$#.=!1&2!A,4!-%053*#.!1&2!-A(.%017!,BL#05.!
0,''3&%015#2!'#1&%&$!5A15!0,372!B#!.532%#2!5A*,3$A!5A#!3.#!,6!*A#5,*%017!5A#,*(!1&2!0*%5%0.'8!
95!A#7-#2!'#!*#0,$&%X#!5A15!1*$3'#&5.!0,372!B#!'12#!5A*,3$A!105%,&.!1&2!%'1$#.!4%5A,35!1&(!
/#*B17!,*!4*%55#&!71&31#8!Y*,'!5A#*#=!'(!%&5#*#.5!%&!'#..1$#.!#V-1&2#2!5,!-,7%5017!
0,''3&%015%,&=!4A#*#!'(!''#&5,*=!G*8![redacted]=!#&0,3*1$#2!'#!5,!A,&#!'(!*#.#1*0A!.>%77.!1.!9!
6,03.#2!,&!-,7%5017!%2#&5%5#.!1&2!A#$#',&(8!9&!.532(%&$!-,7%5017!1&2!.,0%17!-*,5#.5!*A#5,*%0=!'(!
*#.#1*0A!2#7/#2!%&5,!4A%5#!.3-*#'10(!1&2!5A#!.(.5#'.!5A15!#&1B7#2!%58!NA#&!%&!;<H\!4A#&!1!61*C
%$A5!0,'-1&(!B#$1&!$#55%&$!&15%,&17!'#2%1!155#&5%,&!6,!%5.!&#4!0A%72*#&@.!'#*0A1&2%.#=!
J?)])!"3%72%&$!"7,0>.=K!9!>&#4!9!A12!2%.0,/#*#2!'(!?1.5#*@.!5A#.%.!5,-%08!NA#!-*,2305!15!5A#!

0#&5#*!,6!5A%.!67##5%&$!'#2%1!0,/#*1$#!41.!1!B3%72%&$!B7,0>.!.#5^.%'%71*!5,!_`]E^0177#2!

J"3%72!5A#!W177=K!6#1533*%&$!1!U*#.%2#&5!G,&172!N*3'-!6%$3*%&#!B3%72%&$!1!$*#(!B*%0>!4177!,&!5A#!

Q8M8C?#V%0,!B,*2#*8!NA#!-10>1$%&$!,6!5A#!5,(!17.,!2#-%05#2!1!*10%.5!01*%0153*#!,6!1!_15%&!

)'#*%01&=!4%5A!4,*2.!B#7,4!5A#!6%$3*%&#!*#12%&$=!J977#$17!%''%$*1&5!&,5!%&0732#28K!NA#!

%''%$*15%,&!-,7%0%#.!N*3'-!A12!B##&!12/,015%&$!6,*!.%&0#!5A#!1&&,3&0#'#&5!,6!A%.!-*#.%2#&5%17!

01'-1%$&!4#*#!%''*517%X#2!%&!5,(.!12/#*5%.#2!6,*!0A%72*#&!1$#.!6%/#!1&2!,72#*8!?(!5A#.%.!

A#7-#2!'#!*#0,$&%X#!A,4!-,7%0%#.!01&!2*%/#!1&2!%&673#&0#!-,7%5%017!%2#&5%5%#.=!013.%&$!'(!

%&5#*#.5.!5,!#V-1&2!%&5,!.,0%17!-,7%0(8!).!1!*#.375=!.-#0%17%X%&$!%&!-3B7%0!-,7%0(!4%77!A#7-!'#!6,.5#*!

'(!-,7%5%017!*#.#1*0A!%&5#*#.5.!1&2!$*,4!1.!1!.0A,71*8!

!)!.#0,&21*(!*#.#1*0A!1*#1!9!1'!%&5#*#.5#2!5,!7#1*&!',*#!1B,35!%.!&,&-*,6%5!'1&1$#'#&58!

F,73&5##*%&$!6%*.5!.-1*>#2!'(!%&5#*#.5!%&!4,*>%&$!4%5A!&,&-*,6%5.8!9!B#$1&!/,73&5##*%&$!%&!

NA#!.>%77.!1&2!>&,47#2$#!5A15!1*#!-*,/%2#2!5A*,3$A!5A#!2,05,*17!-*,$*1 ' !4%77!-*#-1*#! ' #!

6,*!1!7%6#7,&$!01*##*!%&!-3B7%0!12 ' %&%.5*15%,&8!M-#0%6%0177(=!4,*>%&$!%&!A%$A#*!#23015%,&!,*!5A#!

&,&-*,6%5!.#05,*!1*#! ' (!375% ' 15#!01*##*!$,17.8! ? (!-*%,*!#V-#*%#&0#!1.!1!$*12315#!5#10A%&$!

1..%.51&5!A#7-#2! ' #!*#17%X#! ' (!-1..%,&!6,*!4,*>%&$!%&!#23015%,&=!B,5A!%&.%2#!1&2!,35.%2#!5A#!

071..*,, ' 8!9!#&L,(#2!4,*>%&$!4%5A!.532#&5.=!$1%&%&$!5A#%*!%&.%$A5.=!1&2! ' 1>%&$!.-#0%6%0!0A1&$#.!

B1.#2!,&!5A#%*!%&-358

"#6,*#!'(!.#*/%0#!5#*'!4%5A!)'#*%+,*-.=!9!A12!5A#!'%.-#*0#-5%,&!5A15!%&!,*2#*!5,!B#!-*#-1*#2!6,*!1!2,05,*17!-*,$*1'=!1!.532#&5!'3.5!A1/#!-*%,*!3&2#*$*12315#!1&2!$*12315#!#V-#*%#&0#.!%&!5A#!.1'#!1012#'%0!2%.0%-7%&#8!a,4#/#*=!9!&,4!B#7%#/#!1!.532#&5!4%5A!1&!#23015%,&17!B10>$*,3&2!,35.%2#!5A#!2%.0%-7%&#!01&!0,&5*%B35#!5,!5A#!-*,$*1'!%&!3&%P3#!41(.!5A*,3$A!2%/#*.#!/%#4-,%&5.!1&2!1&!,-#&&#..!5,!7#1*&!&#4!0,&0#-5.8!9&!1!5%'#!4A#&!6105.!1*#!71B#7#2!J61>#!&#4.K!1&2!3&0#*51%&5(!A1.!B#0,'#!5A#!&,*'=!%5!01&!B#!1!$*#15!12/1&51$#!%&!5A#!6%#72!,6!-3B7%0!12'%&%.5*15%,&!5,!A1/#!>&,47#2$#1B7#!-#,-7#!4%5A!#V-#*%#&0#!%&!07#1*!0,''3&%015%,&!1&2!-3B7%0!'#..1$%&$8!9!&,5!,&7(!B#7%#/#!5A15!9!A1/#!5A#!2*%/#!&#0#..1*(!5,!-3*.3#!1!01*##*!%&!-3B7%0!12'%&%.5*15%,&=!B35!9!1'!17.,!0,&/%&0#2!5A15!5A#!2,05,*17!-*,$*1'!15!QRE!M0A,,7!,6!U3B7%0!)2'%&%.5*15%,&!-,..#..#.!5A#!P317%5(!,6!.3--,*5=!0,771B,*15%,&=!1&2!2%/#*.%5(!5A15!01&!B#.5!A#7-!'#!6376%77!'(!$,17.!

!