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! "#$%$& '#()&$+&*(, - , ./01(*

!"#$%&&#"' (%)'*+' (%"&, -'
' ' ' ' ' ' ' ' ' ' ' ' ' ' '
. -/&', 01&&' 2 /00'&3"4%5'6-%'7%4%0#8 9 %)6'#$'6-%' : 9 %"/, 1)', #)&6/636/#)10'#"7%";'$"# 9 '6-%'<#3)7/)='
6#'6-%'8"%&%)6+'''>#3"&%&'/)'?, #)&6/636/#)10'01 2 @'658/, 1005'$#, 3&'10 9 #&6'%A, 03&/4%05'#)'6-%' 9 1/)'
0/)%&'1)7'&3B60%6/%&'#$'0%=10C, #)&6/636/#)10'7#, 6"/)%'1&'%A8#3)7%7'B5'6-%'D+E+'E38"% 9 %'>#3"6+''
F %' 2 /00'61G%'1'B"#17%";'?7%4%0#8 9 %)610;@'8%"&8%, 6/4%+'' F -/0%' 2 %' 2 /00'&6375' 9 1)5'#$'6-%'&1 9 %'
6-% 9 %&'6-16'6-%'E38"% 9 %'>#3"6'177"%&&%&'/)'/6&' 9 1H#"', #)&6/636/#)10'7%, /&/#)&'I2 -/, -' 2 %' 2 /00'
"%17J''K'6-%'8#2%"&'#$'6-%')16/#)10'=#4%") 9 %)6;'6-%'"%016/#)&-/8'B%6 2 %%)'6-%')16/#)10'=#4%") 9 %)6'
6#'6-%'&616%&'1)7'/)7/4/7310&;'6-%'&%81"16/#)'#$'8#2%"&'I/), 037/)='6-%'8#2%"'#$'6-%' : "6/, 0%'***'
$%7%"10'H37/, /1"5J;'1)7'I6#'1'0%&&%"'%A6%)6J'/)7/4/7310'"'/=-6&'1)7'0/B%"6/%&'L6-%'$#, 3&'#$'1'&%81"16%'
, #3"&%'#)'>/4/0'M/B%"6/%&N'K'6-%'

#"
"

"%175'6#'7/&,3&&'6-%'"%17/)=&'1)7'6-%'O3%&6/#)&'6-%5'"1/&%'73"/)='#3"',01&&'9%%6/)=&+''*'"%&%"4%'6-%'
"/=-6'6#',100'#)'1)5'&637%)6'/)',01&&'16'1)5'6/9%+'
'
.-%"%'2/00'B%'**A;$2<D7;$;=$E7D9;$=98;=D7AB>**'#$'#3"',01&&'9%%6/)=&+''*$'&637%)6&'93&6'9/&&'1'
,01&&%&'#"',01&&%&'$#"'1)'%A,3&%7'1B&%),%;'6-%5'1"%'%A8%,6%7'6#'%A8%,6%7'6#'=%6'6-%')#6%&'$"#9'1'
$%00#2'&637%)6+''*'19'-1885'6#'9%%6'2/6-'&637%)6&'73"/)='#$$/,%'-#3"&'6#'7/&,3&&'6-%',#)6%)6'#$'
6-%',01&&'6-%5'915'-14%'9/&&%7+'
'
**F9>@=78@7;A>$;A$%;GH<@9=>$7A$%32>>?$**.#'9/)/9/Z%'7/&6"1,6/#)&;'&637%)6&'1"%'8"#-/B/6%7'$"#9'
3&/)='1)5'658%'#$',#9836%"'#"'8-#)%'/)6#',01&&'6-16'/&'1,6/4%C63")%7'#)'I6-/&'9%1)&'0186#8&;'
)#6%B##G&;'&91"68-#)%&;'%6,+J'5"2('+6(7827"9*("%:*2(%:'+(;2$+<$+<(87('99$<+*3(2*'3$+<9("+(%:*(
9&2**++''E637%)6'915')#6'B"#2&%'6-%'/)6%")%6;'%)=1=%'/)'&#,/10'9%7/1;',-16;'#"'3&%'6-%/"',#9836%"'
$#"'1)5'#6-%"'83"8#&%'6-1)'1,,%&&/)=',#3"&%'6%A6&+''.-%&%'"%&6"/,6/#)&;'1)7'6-/&'"30%;'1"%'
91)716#"5+$$$TA,%86/#)&'2/00'B%'917%'/)'/)7/4/7310',1&%&'$#"'0%=/6/916%;'7%1)R188"#4%7'"%1&#)&;'
/),037/)='7/&1B/0/65'I/)$#"916/#)'B%0#2J'1)7',#4/7RTjET.%2()5'#D20."#3()0.2(Z1(1)0.2(#'7/)0..2(0)0

"

6-16'/&')#6'/)'1'"%O3/"%7R$#"R83",-1&%'B##G'8#&6%7'/)'6-%'U#730%&'&%,6/#)'#$'6-%',#3"&%'>1)41&'
81=%+''
'

**(928I7AB$*** >>7>@**2A**@**?**''X'2/00'B%'6-%'.%1,-/)=':&&/&61)6'$#"'6-%',#3"&%+''T6-1)'2/00'B%'="17/)='100'
,#3"&%'1&&/=)9%)6&+''^%'2/00'B%'141/01B0%'$#"'#$$/,%'-#3"&;'1)7'6#'#6-%"2/&%'&8%1G'2/6-'&637%)6&+'
'

J=2D7AB?'_#3"'="17%'2/00'B%'7%6%"9/)%7'1&'$#00#2&]':'9/76%"9'%A19'I`abJc':'$/)10"%A19'
73"/)='6-%'6/9%'&,-%730%7'$#"'/6'B5'E637%)6&'E%"4/,%&'Idab Jc'W/&,3&&/#)'Q#1"7'!1"6/,/816/#)'
I%1,-'&637%)6'2/00'7/&,3&&'62#'IeJ'6#8/,&'#$'5#3"',-#/,%'#4%"'6-%',#3"&%'#$'6-%'&%9%&6%"J'Ifab Jc'
>01&&'!1"6/,/816/#)'I/),037%&'1665%)71),%'1)7'81"6/,/816/#);'B#6-'/)'6-%',01&&'/6&%0$;'1)7'/)'

"

- M3,1&':+'!#2%;'o"+;'*L:*()872*>*(?"82%('+3(%:*(=>*2$&'+(I#$%*%(1.MN/,00M'ITA81)7%7'E%,#)7'T7/6/#);'eaefJ+'
- o%$$"%5'i#&%);'*L:*()872*>*(?"82%B(L:*(!*29"+'#$%$*9('+3(O$D'#2$*9(%:'%(P*5$+*3(=>*2$&''I^#06;'eaakJ+

"

!"%$1,%]'>#)&6/636/#)10/&9'/)'6-%': 9%"/,1)'>#0#)/%&'Q%$#"%'fkkj'

[[F]'>-+'e'K'>#9 9#)'012'B1,G="#3)7c'%9%"=%),%'#$'1'Q"/6/&-',#)&6/636/#)10'7/&836%'
B%62%%)'M#)7#)'1)7'6-%': 9%"/,1)',#0#)/%&'

*)7%8%)7%),%'1)7'6-%'</"&6'E616%'1)7'V16/#)10'>#)&6/636/#)I&J'

[[F]'>-+'`;'dqRn`'K'6-%'$/"&6',#)&6/636/#)&'I&616%',#)&6/636/#)&c': "6/,0%&'#$'
>#)$%7%"16/#)Jc'7%B16/)='6-%')16/#)10'IfknkJ',#)&6/636/#)c'"16/$/,16/#)'

:")#07;'kRl`'L916%"/10'#)'?.-"%%'Q"1),-%&'#$'[#4%")9%)6;': "6/,0%'*'I>#)="%&&J@N+'

' ?$

ZS'$

-668&]CC,#)&6/636/#),%)6%"+#"=C7%B16%C8#7,1&6&C6-%R$%7%"10/&6&R4&R6-%R1)6/R$%7%"10/&6&'

>#)&6/636/#)10'W%&/=)]'' [#4%")9%)6'!#2%"&;'E%81"16%7''

[[F]'>-+'`;'n`Rqec': ")#07;'kdRkn'L#)'?M/9/616/#)&'#)'E616%'E#4%"%/=)65@N'K'
>#)&6/636/#)10'>#)4%)6/#)'W%B16%&c' i 16/$/,16/#)'W%B16%&c'>#)&6/636/#)10'>#)4%)6/#)'
W%B16%&c' i 16/$/,16/#)'W%B16%&c'o#-)': 719&;'.-#3=-6&'#)'[#4%")9%)6'I>mJc'.-%'
<%7%"10/&6;'V#+'dq;'lk'1)7'je'I>mJ'

.-%'o37/,/1"5'1)7'6-%'Q/00'#$'i/=-6&'

[[F]'>-+'`;'ljRjlc': ")#07;'jkRk`'L#)'?: "6/,0%'***'K'.-%'o37/,/1"5@N;'kqRfea'L#)'6-%'
: 9%)79%)6&;'38R6#'1)7'/),037/)='6-%'f`

'"

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i#&%);'>-+'f'I?. -%'m/"=/)/1' : "/&6#,"16&]'o#-)'U1"&-100'1)7'. -#91&'o%$$%"&#)@J'

["1B%";'?. -%'!"#B0%916/,'T&61B0/&-9%)6'#$'o37/,/10'i%4/%2@'I>mJ+''

(%"&,-;'?: '<"/%)7'6#'6-%'D)/#)@'I>mJ'

. -#91&'o%$$%"&#);'</"&6'*)13=3"10' : 77"%&&'IfnafJI>mJ'

E38%"4/&/)='6-%'E616%&'6-"#3=-'o37/,/10'i%4/%2''

[[F]'>-+'d;'ffeRffj]'' *T '2%$+(DG(V8+%*2W9(X*99**c'Y#*%&:*2(DG(!*&E'*I>mJc'*
:0=%")#)'E/7)%5'LE8%),%"' i#1)%N;'?P)'6-%'M#66%"5'W%,/&/#)&@'I>mJ'

>#)&#0/716/)='V16/#)10'!#2%"'

[[F]'>-+'d;'ffjRfde'K'E6"/,6',#)&6"3,6/#)'4+'B"#17',#)&6"3,6/#)c'o%$$%"&#)'1)7'
^19/06#)'7%B16%'6-%'Q1)Gc'*T&?8##"&:(DG(T '26#'+3'IfnfqJ;'1)7'6-%'E8%),%"'
i#1)%Ro#-)'U1"&-100'7%B16%'*T&?8##"&:*c'o19%&'U#)"#%'1)7'W1)/%0'F%B&6%"'
7%B16%'6-%'7"1$6c'6%""/6#"/10'%A81)&/#)'

. -%'E616%&'!3&-'Q1,G]'!#2%"&CE#4%"%/=)65'#$'6-%'E616%&'

[[F]'>-+'d;'fdqRfln'K'*?:$9:"#>(DG(C*"2<$'c'A$2<$+$'('+3(K*+%8&E6(
O*9"#8%$"+9c'W%B16%&'#4%"'/)6%")10'/98"#4%9%)6&+'

. -%'V16/#)10'!#2%"'6#'i%=3016%'>#99%",%'

[[F]'>-+'d;'fdeRfdk'I*C$;;"+9(DG(Z<3*+J'

' :)7'6-%'"%&/7310'&616%'8#0/,%'8#2%"&'6#'"%=3016%'-%106-;'&1$%65;'1)7'9#"10&'

[[F]'>-+'l;'eanReff'I*H$##9"+(DG(S#'&E;$23(?2**E(T '29:(?"c'?$%6("5(J*4(R"2E(DG(
T$#+[!'99*+<*2(?'9*9'I>mJc'?""#*6(DG(S"'23("5(H'23*+9J'

TA%,36/4%'!#2%"'/)'6-%'T1"05'i%83B0/,'

[[F]'>-+'d;'flnRfjn'K':88#/)69%)6'1)7'i%9#410'!#2%"c'."%165'!#2%"c'
TA%,36/4%'!"/4/0%=%'

>0%9%)6'<16#4/,;'?>#)&6/636/#)10/&9'1)7'!"%&/7%)6/10'!"%"#=16/4%]'o%$$%"&#)/1)'
1)7'^19/06#)/1)'!%"&8%,6/4%&;@'

)"

"

[[F]'>-+'j;'ekkReq`'K'U1"6/10'M12c'^1B%1&'>#"83&c'<#"%/=)' : $$1/"&'1)7' F 1"'!#2%"&c' T91),/816/#)c'*L:*(!2$]*(?'9*9c'IQ(!'2%*(T*226>'+'

>#)="%&&/#)10'!#2%"&]' F 1"'1)7' i%,#)&6"3,6/#)'

[[F]'>-+'j;'edeRele'RR'M%=10'.%)7%"'7%B16%'IV*7;82+(DG(C2$94"#3c'X*<'#(L*+3*2(?'9*9J+'

[[F]'>-+'j;'e`fRede;'eq`Reqj'K'>#)="%&&'1)7'6-%'H37/,/1"5'IIQ(!'2%*(T&?'23#*Jc' >#)="%&&'1)7'6-%'!"%&/7%)6'I:)7"%2'o#-)&#)'*98%1,-9%)6J+'

U/,-1%0'm#"%)B%"=;'?Q"/)=/)='6-%'>#)&6/636/#)'Q1,G'*)]':9%)79%)6;'*))#416/#);'1)7' !#8301"'W%9#,"1,5'W3"/)='6-%'>/4/0' F 1"'T"1;'/)'U%='o1,#B&;' F /00/19'o+'V#41G;'1)7' o30/1)'Y%0/Z%";'%7&;'L:*(P*>"&2'%$&(IQ7*2$>*+%B((J*4(P$2*&%$"+9($+(=>*2$&'+(!"#$%$&'#(V$9%"26(I!"/),%6#);'eaa`J'I>mJ+'

' ?$

^S$

-668&]CC,#)&6/636/#),%)6%"+#"=C7%B16%C8#7,1&6&C-/&6#"5R#$R/98%1,-9%)6R$"#9R1)7"%2R H#-)&#)R6#R6#715'

P--Q#$')'-C(-'?$

F9H<L3782A$/2=@K$,;G7A2A89$TRXUUWRYZ4S$

!#0/6/,10'>#)6%A6'

[[F]'>-+'k;'eqnR`al'

>#3"6&'1)7'o37=%&'1)7'6-%'>01/9&'#$'<3)7219%)610'M12'1)7'i/=-6&'4%"&3&'.-%'>01/9&'#$' T0%,6%7;'i%8"%&%)616/4%'M%=/&0163"%&'1)7'W/"%,6'W%9#,"1,5''

*"

"

F/00/19'[+'i#&&;'=(T8%*3(Y826B(!"78#$9%9@(!2"<2*99$D*9@('+3(X';"2(F+$"+9(?"+52"+%(%:*(?"82%9'I!"/),%6#);'fqq`J;'fRef'I>mJ'

o19%&'Q"170%5'.-15%";'?.-%'E,#8%'1)7'P"/=/)'#$'6-%':9%"/,1)'W#,6"/)%'#$'
>#)&6/636/#)10'M12'I>mJ'

!#2%;'>-&+'j's'k'I?*)73&6"/10/Z/)=':9%"/,1@c'?!"#="%&&/4/&9;'V#"910,5;'1)7'
W%8"%&&/#)@J+''

:")#07;'fdfRfdl'L!"#="%&&/4%'T"1':9%)79%)6&N'

<u>>#)="%&&'U#4%&'6#'i%=3016%'1)7'.1A'>#"8#"16/#)&'</u>

[[F]'>-+'k;'`eqR`lf'K':)6/6"3&6c'<%7%"10'8#0/,%'8#2%"&p'*),#9%'.1A'IFG)G(DG(IG?G(
K+$<:%c'?:'>7$"+(DG(=>*9c'V'>>*2(DG(P'<*+:'2%c'!"##'&E(DG(Y'2>*29W(X"'+('+3(L289%c'
S'$#*6(DG(P2*Q*#(Y82+$%82*'

>#)="%&&'1)7'>/4/0'i/=-6&'1$6%"'6-%'T)7'#$'i%,#)&6"3,6/#)'

"

.19/)='6-%'?PB&6"3,6/#)/&6@'>#3"6&'

[[F]'>-+'n;'`q`R'd

"

[[F]'>-+'q;'dqkRdqn;'>-+'fa;'lefRlel;'>-+'ff;'ljdRljl;'IV/A#);'>1"6%";'i%1=1);'
>0/)6#);'PB191J'

M/B%"10&'1)7'>#)&%"416/4%&'W%B16%'o37/,/10'!#2%"'

[[F]'>-+'fa;'lejRl`lc'>-+'ff;'lnaRlnl;'jl`Rjln'IU%%&%;'i%-)03/&6;'1)7'Q"%))1)'
7%B16%'#"/=/)10/&9'4+'0/4/)=',#)&6/636/#)10/&9c'H37/,/10'1,6/4/&9'1)7'H37/,/10'"%&6"1/)6c'6-%'
Q#"G'-%1"/)=&Jc'.-%'V#9/)16/#)'#$'U%""/,G'[1"01)7'6#'6-%'D+E+'E38"%9%'>#3"6'I>mJc'
W%B16%'"%'%0/9/)16/)='6-%'H37/,/10'$/0/B3&6%"+'

i#)107'i%1=1)'E8%%,-'#)'i#B%"6'Q#"G'V#9/)16/#)'6-%'E38"%9%'>#3"6'IfqnkJ]'

' -668&]CC222+5#363B%+,#9C216,-p4t.EGi6Wk_1MU'

U1&&1,-3&%66&'E%)16#"'.%7'(%))%75'#)'i#B%"6'Q#"G'IfqnkJ]'

' -668&]CC222+5#363B%+,#9C216,-p4tXZ1aU$WXY0T'

:'E0#2RU#4/)='<%7%"10/&9'i%&6#"16/#)p'

[[F]'>-+'q;'dqnRlal;'>-+'fa;'l`lRldj;'>-+'ff;'lnlRjfj;'>-+'fe'K'jlnRjjkc'jk`Rjn`'
IJ'%$"+'#(X*'<8*("5(?$%$*9(DG(F9*26c')"8%:(P'E"%'(DG(P"#*c'C'2&$'(DG()'+(=+%"+$"(L2'+9$%(
=8%:"2$%6c'!2$+%](DG(FG)GU'FG)G(DG(X"7]U(FG)G(DG(T"22$9"+U(C2'+:"#>(DG(V*'#3U(C"+]'#*9(*
DG(O'$&:c'=2$]"+'(DG(FG)G;'JY^S(DG();*#$89+'

>#)="%&&]'.##'F%1G;'#"'>#)&6/636/#)1005'D),#)&6"1/)%7p''

[[F]'>-+'ff;'jaaRjaj;'>-+'fe;'jjkRjk`'K'<%7%"10""%=3016/#)'#$'%0%,6/#)&'IFG)G(L*2>(*
X$>$%9(DG(L:"2+%"+c():#;6(?"8+%6(DG(V"#3*2J'

[[F]'>-+'fa;'ldnRljec'>-+'ff;'jfjRjea'K'E%81"16/#)'#$'8#2%"&c',#99%",%'8#2%"'

"

[[F]'>-+'n;'djjRdjn;'>-+'q;'lalRlffc'>-+'ff;'je`Rjda;'jn`Rjq`'K'U%9#'#)'D&%'
#$'<#",%'/)'(#"%1c'm/%6)19'1)7'6-%'F1"'!#2%"&'i%&#036/#)c'o#-)'_##'U%9#'#)'
!"%&/7%)6S&'136-#"/65'6#',#)73,6'9/0/61"5'#8%"16/#)&c'Q5B%%;'?:36-#"/65'#$'6-%'
!"%&/7%)6'6#'D&%'U/0/61"5'<#",%':=1/)&6'*"10@c'Q5B%%'?.#"63"%@'U%9#c'*V'>3$(DG(
O8>95#3c'("%&&'U%9#'#)'3&%'#$'$#",%'/)'M/B51c'T)=%0;':8"/0'eafn':/"&6"/G%&'
:=1/)&6'E5"/1)'>-%9/,10RF%18#)&'<1,/0/6/%&'
'
?.1G/)='>1"%@]'TA%,36/)='6-%'M12&'

[[F]'>-+'fa;'lldRlje;'>-+'ff;'jeaRjee'IT"22$9"+(DG(Z#9"+U(W%00/)=%"'U%9#J'

!"%&/7%)6/10'>#)&6/636/#)10'W365'^%1"/)=&'I6-%'?0120%&&@'PB191'!"%&/7%),5J'
I>mJ'

W%81"69%)6'#$'o3&6/,%CW%81"69%)6'#$'T73,16/#)'?W%1"'>#00%1=3%'M%66%"'#)'
."1)&=%)7%"'E637%)6&@'IU15'f`;'eafjJ'I>mJ'

o1)%6'V18#0/61)#;'?.-%'."36-':B#36'_#3)='*99/="1)6&'1)7'W:>:;@'J*4(R"2E(
L$>*9'IV#4+'`a;'eafjJI>mJ+'

' ?$

VS$

-668&]CC,#)&6/636/#),%)6%"+#"=C7%B16%C8#7,1&6&C7%,#)&6"3,6/)=R6-%R179/)/&6"16/4%R
&616%'

US$

-668&]CC,#)&6/636/#),%)6%"+#"=C7%B16%C8#7,1&6&C/&R6-%R8"%&/7%),5R6##R8#2%"$30'

TA%,36/4%'!"/4/0%=%'1)7'6-%'r3%&6/#)'#$'6-%'i30%'#$'M12'1)7'*993)/65'$"#9'
!"#&%,36/#)'

[[F]'>-+'q;'lffRlfj;'>-+'ff;'jddRjdk;'>-+'fe;'kfqRk`e'I

"

%;A83<>7;A$

''

>#)&6/636/#)10'i%&6#"16/#)'#"'>#)&6/636/#)10'Q"%1G7#2)p'."398/&9;'1)7':)':9B/6/#3&'
1)7'T98#2%"%7'i%83B0/,1)'W"%19'>#3"6'

'

' ' [[F]'>-+'fe;'jdqRjl`'

:")#07;'flqRfjd'L.-%':9%"/,1)'>"%%7N'

U/,-1%0':)6#);'?.-%'<0/=-6'q`'T0%,6/#)@'I?#'2*>"+%(O*D$*4("5(S""E9JI>mJ'

'

W#)107'."398S&'*)13=3"10':77"%&&'I>mJ'

'

!#2%;'>-&+'fe;'f`'I?.-%'(%))%75'>#3"6;@'?.-%'i%83B0/,1)'W"%19'>#3"6@J'

'

[[F]'kleRkl`'K'm/,%'!"%&/7%)6'U/G%'!%),%'U%9#'#)'>#3)6/)='T0%,6#"10'm#6%&'

'

./9#6-5'E