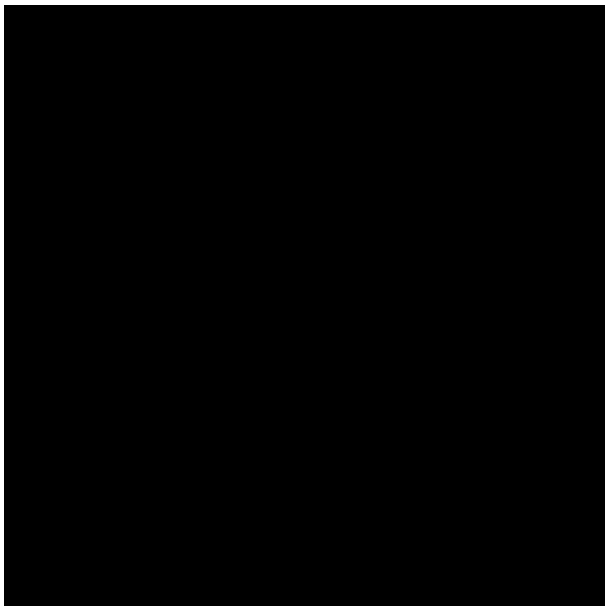
! ""#$%&''"("$%')*$+,&-./$012#*&&3$



31$&'&%(*-,.*321'%.02%(*

?"(""%$.)

!""&'D3«">"'D<;C'N7396%'$%'61"'7;9#$"@'35'61"'=3«">"F'01"'=3«">"'9"%"9#"%'61"'9$>16'63'
9"#$"@'84&'87793#"'*&$%87793#"'6"82'482"%A'=3<39%A'<3>3%'84&'361"9'7"96$4"46'
9"79"%"4686$34%F'

Q"=8;%"'61"'=3«">"'5;4&%'=<;C'%7396'793>9826%A'7896$=$7846%'89"'%;CY"=6'63'!""&'D3«">"'
9;<"%'84&'9">;<86$34%'8%'73%6"&'$4'61"'=<;C'%7396'84&'58=;<6B'184&C33G%A'8%'@"«'8%'8«'
9"<"#846'=3«">"'73<$=$"%'84&'793="&;9"%F'

D<;C'N7396'2"2C"9%1$7]'D<;C'6"82%'=34%$%6'35'7<8B"9%'@13'2;%6'C"'=;99"46<B"'493«"&'
!""&'%6;&"46%'$4'>33&'%684&$4>'84&'=38=1$4>'%6855A'@13'2;%6'18#"'C""4'1$9"&'39'87793#"&'
CB'61"'^$9"=639

T61"9'%;77<" 2 "468<'=3%6%'$4=<;&$4>'" : ;$7 2 "46A'=<361$4>A'7"9%348<'6984%73968 6$34A'"6=F'89"'
61"'%6;&"46%'9"%734%C<$6BF'

a3'7"9%348<'7<8B$4>'>"89'V1"<2 "6%A'=<"86%A'%1$4'>;89&%A'%3=G%A'%6$=G%A'78&%A'"6=FW' 2 8B'C"'
7;9=18%"&'@$61'D3<<">"'5;4&%'"?="76'$4'"?6"4;86$4>'=$9=;2 %684="%A'@1$=1' 2 ;%6'C"'
87793#"&'CB'61"'=38=1'V$F"F]'B3;9'6"8 2 '&3"%4E6'18#"'8'>38<$"'84&'4""&%'63'C"'8C<"'63'93686"'
7<8B"9%'$4'61"'73%$6$34'84&'61;%'4""&%'6"8 2 '>38<$"'>"89WF'

a T'8<=313<'39'361"9'&9;>%F'
'
S33&'$%'8'<3@'79$39$6B'$6" 2 '539'9"$2C;9%" 2 "46'"?="76'@1"4'$6'$%'7896'35'8'<"8>;"'9" : ;$9" 2 "46'
63'5""&'61"'#$%$6$4>'6"8 2 F'S33&'539'6"8 2 '&$44"9%A'>8 2 "%*63;948 2 "46%A'%48=G%A'"6=F'89"'436'
>;89846""&'63'C"'=3#"9"&'CB'RSTUF'X?="76$34%' 28B'C"' 28&"F'U<"8%"'79"%"46'84B'9" : ;"%6'63'
61"'^$9"=639'35'R61<"6$=%A'S$64"%%'84&'T;6&339'U93>98 2 %'$4'8&#84="'539'87793#8<F'
'
RSTU'S33&'N7"4&$4>'b;$&"<$4"%]'
'
-8?$2;2'c,)'7"9' '<$#(-7-&$#' '
87793#"&'539'533&'9"$2C;9%" 2 "46'539'"8=1'UX'%7396'6"8 2 F'X?F'+)'%6;&"46%'d'+'=38=1"%'e'
++'7896$=$7846%' J'c,)*"8=1'e'cPP)'6368<'"<$>$C$<$6B'539'533&'9"$2C;9%" 2 "46'539'
F'
'
T61"9'%3;9="%'35'533&'%7396'6"8 2 %'%13;<&'=34%$&"9'84&'=133%"'63'68G"'9"%734%C<$6B'539'
533&'%;77<" 2 "4686$34' 28B'$4=<;&"]'
N6;&"46'N"486"*S;4&$4>'U3<<F'
N7396'O"8 2 'S""%'=3<<"=6"&'84&' 2848>"&'CB'"8=1'6"8 2 '%6;&"46' 2848>"9%*=38=1"%F'
S;4&'98$%$4>'"#"46%["=89'@8%1A'C8G"'%8<"%A'"6=F'
Q3?$4>*U8=G$4>';7'533&'593 2 'D3 2 2 34%*D3<<">"'533&'%"9#$="%F'
\4&$#$&;8<'%6;&"46%'=3#"9$4>'533&'=3%6%'539'"#"46%F'

- 8G"'%;9"'8<'=<;C'7896$=$7846%';%"'8779379$86"'7936"=6$34'>"89'&;9$4>'=3468=6'798=6$="'84&'
=327"6$6$34F'

_8#"'8'5$9%6'8$&'G$6'34%$6"'&;9$4>'798=6$="'84&'=327"6$6$34F'

- 8G"'

3$-<%2*=1,.0'"*-,.*>?7%'"-"&1,(*

01"'C8%$='=34="76';4&"9<B$4>'61"'=3<<">"E%'%684&89&%'35'=34&;=6'$%'6186

9 / (*%)/ (+%$0&/ * (1)

X?8 2 7<"%'35' 2 $439'$4598=6$34%'$4=<; &"'C ; 6'89"'436'<$ 2 $6"&'63'61"'53<<3@$4>'%$6 ; 86$34%]'

S8$<; 9"'63'%; C 2 $6'9" : ; $9"&'539 2 %'84&'&3=; 2 "4686$34F'
a 34H; %"'35'C<3=G'C33G"&'58=$<$6$"%F'

\5'61"'#$3<86$34'$%'61"'=<; CE%'5$9%6'&; 9$4>'61"'=; 99"46'8=8&" 2 $='B"89'84&'61"'=<; C'$%'436'; 4&"9'

U3%%$C<"'&$%=$7<$489B'8=6$34%'6186' 2 8B'C"'68G"4'$4=<; &"A'C ; 6'89"'436'<$ 2 $6"&'63]'

!

U93C86$34F'
S ; 4&%'89"'593Z"4F'
. 3%%'35'58=$<$6B'
9"%"9#86$34%F'
. 3%%'35'5 ; 4&$4>F'

F""4);*.."8")

! 77% , . &?*=*

F" "4) ; *.."8"0 , .&"%($&/>")A%$(1#*%&$&/* ()P/$</./&H)Q$/>"%)

! "#$%"&
\'#3‹ ; 4689$<B'=133%"'63'&9$#"'8'#"1$=‹"'35'2B'3@4'793= ; 9" 2 "46'$4%6"8&'35'698#"‹$4>'$4'
=3‹‹">"H793#$&"&'6984%739686$34'63'61"'53‹‹3@$4>'"#"46*=3 2 7"6$6$34*798=6$="]'

!_____!539'61"'53‹‹3@$4>'&86"%]!_____F' \'9"79"%"46'6186'\'

!""#$%&'"("

, 0&/>$&/(8)&-")@ 9 :)1H1&" ')

, (-#*+&./%&0(112&
T4'!""&'D3<<">"'=827;%]'D322;4$6B'N85"6B'VK)/W'LPPHOOOO'39'`H(H(F'
T55'=827;%]'`H(H(F'

!

''3$#4#*+&5*63"7(.#3*2&
482"A'8&&9"%%A'6"<"7134"'4;2C"9'35'61"'=8<<"9''
4;2C"9'35'861<"6"%'
=34&$6$34'35'861<"6"V%W'
5$9%6'8$&'69"862"46'$4$6$86"'&'CB'5$9%6'9"%734&"9'
%7"=5='&$9"=6$34%'8%'4""&"&'63'<3=86"'61"'"2"9>"4=B'%="4"''
361"9'$45392 86$34'8%'9":;"%6"'&'CB'&$%786=1"9'

M1"4'5392$4>'61"'"2"9>"4=B'6"82A'$6'$%'$2739684 6'63'8&8 76'61"'6"82'63'"8=1'%$6;86$34'39'
%7396F'\6'28B'C"'8&#8468>"3;%'63'18#"'239"'6184'34"'$4(")0.5(9) - 0.5('3) - 0.3(5)0.2(')]TJETQq6cmBT

\4'61"'" 2 "9>"4=B'"#8<;86$34A'61"'79$2 89B'%;9#"B'8%%$%6%'61"'" 2 "9>"4=B'=89"'793#$&"9'$4'
$&"46$5B$4>'" 2 "9>"4=$"%'9":;$9$4>'=9$6$=8<'$46"9#"46$34'84&'$4'&"6"9 2 $4$4>'6984%7396'&"=$%$34%F'
\4'84'" 2 "9>"4=B'%$6;86$34A'61"'861<"6"'%13;<&'C"'6984%7396"&'CB'8 2 C;<84="A'@1"9"'61"'
4"="%%89B'%6855'84&'":;$7 2 "46'$%'8#8$<8C<"'63'&"<$#"9'8779379$86"'=89"F'X 2 "9>"4=B'=89"'
793#$&"9%'%13;<&'9"598$4'593 2 '6984%7396$4>';4%68C<"'861<"6"%'$4'$48779379$86"'#"1$=<"%F'D89"'
2 ;%6'C"'68G"4'63'"4%;9"'61"'8=6$#$6B'89"8%'9" 2 8$4'%;7"9#$%"&'%13;<&'61"'" 2 "9>"4=B'=89"'
793#$&"9'<"8#"'61"'%$6"'$4'6984%7396$4>'61"'861<"6"F'T4'!""&'D3<<">"'=8 2 7;%A'D3 2 2 ;4$6B'
N85"6B'%6855'@$<<'8%%$%6'$4'&$9"=6$4>'X - N'63'61"'%="4"F'

!;*(0.61/*()

01"'$2 739684="'35'C"$4>'7937"9<B'79"789"&'@1"4'861<"6$='" 2 "9>"4=$"%'89$%"'=8443 6'C"'
%69"%%"&'"43;>1F'R4'861<"6"t%'%;9#$#8<' 2 8B'1$4>"'34'13@'@"<<'698$4"&'84&'79"789"&'861<"6$='
1"8<61=89"'793#$&"9%'89"F'\6'$%'79;&"46'63'$4#"%6'861<"6$='&"7896 2 "46'u3@4"9%1$7u'$4'61"'
" 2 "9>"4=B'7<84'CB'$4#3<#$4>'61"'861<"6$='8& 2 4%6986$34'84&'%7396'=38=1"%'8%'@"<<'8%'%7396%'
2 "&$=$4"'7"9%344"<F'01"'" 2 "9>"4=B'7<84'%13;<&'C"'9"#$"@"&'86'<"8%6'34="'8'B"89'@$61'8<<'
861<"6$='7"9%344"<A'8<34>'@$61'DU!'84&'9"59"'%1"9'698$4$4>F'0193;>1'&"#"<37 2 "46'84&'
$2 7<" 2 "4686$34'35'61"'" 2 "9>"4=B'7<84A'!""&'D3<<">"'1"<7%'"4%;9"'6186'61"'861<"6"'@$<<'18#"'
61"'C"%6'=89"'793#$&"&'@1"4'84'" 2 "9>"4=B'%$6;86$34'&3"%'89$%"F'

>5%24%,'<*=1,"-'"(*

\5'34"'35'61"'53<<3@$4>'%13;<&'3==;9A'^"861'35'8'N6;&"46A'N"9$3;%'R==$&"46%'39'\4Y;9$"%'
$4#3<#$4>'N6;&"46%A'39'R%%8;<6'35'8'N6;&"46A'7<"8%"'=8<<'`((A'84&'61"'4'61"'7"9%344"<'C"<3@'$4'
61"'39&"9'<$%6"&A';46$<'34"'7"9%34'$%'9"8=1"&F'D8<<'86'84B6$2"F'\5'&;9$4>'PF))82HKF))72A'=8<<'
61"'"2"9>"4=B'K)/HLPPHOOOO'4;2C"9F'

5();$'#61)F"1*6%0"1)

!""&'D322;4$6B'N85"6B'V434HX2"9>"4=BW'		K)/*LL(H(((+'?)'
!""&'D322;4$6B'N85"6B'VX2"9>"4=BW'		K)/*LPPHOOOO'
-$=18"<'.32C89&3'	K)/*LLLHLK,+'Mv'	'`L(*,),HP,K/'D"<<'
M$<<'NB22%'	K)/*LLLHL+/+'Mv'	K)/*``P*)P(+'D"<<'

5++);$'#61)F"1*6%0"1)

!

R2C;<84="* -"&$=8<'N"9#$="%'	`H(H('
U3$%34'D3469 3<'	P))*+++H(+++'
aM'a86;98<'b8%'	P))*PP+H//LL'
UbX'	P))*L,/HK)))'

5&-"%)N'#*%&$(&)I6'<"%1)

^"84'35'N6;&"46%'N"9#$="%'	K)/*LLLHLK+('
_"8<61'N"9#$="%'	K)/*LLLHL+P('
S8=$<$6$"%'N"9#$="%'	K)/*LLLHL+P/'

!"#$%&'(')$'*%+)#,'-*%).%0./''1.#23%#$%'4'562'/%78-%2"'%9'.'7#2%87%!"''%&''/%0.$2#262'*%)%58-:8-)2#8.%
8-;).#<'/%).%'4#$2#.;%6./'-%2"'%()=$%87%2"'%>2)2'%87%?-';8.%@A&''/%B8((';'CD*%).%2"'%82"'-%#./#,#/6)($%
).%'.2#2#'$%$:'5#7#'/%9'(8=%)./%#$%;#,'.%#.%58.$#/'-)2#8.%78-%2"'%78((8=#.;%#./#,#/6)(E$%9'#.;%)((8='/%28%