SCT"*". - 3N!A/!"D(#$(/1!.$,B;$B,-!$),B!M)(;)!JH2!*(#$+,(-#!2%/!J-!"3&-00-0!(/!$)-! 2B,,(;B'B39!

0-"<E."MC9<0"[CP,@<A"ECY."<C,FE<"P5,89.9"5-"<E."B5@@.F.]9"E:9<58A"?5<E"C9":-<.8>.;:C<."E:9<58A" P5,89.9"S.\F\"$@@:5<"UE58.]9"I:9<58A"5["G8A-"#CH8T"C-;"C9"$U.>9"S.\F\"'@:P:C" J C@K.8]9"P5,89."5-" P5@@.F."C8PE:<.P<,8.T\"" '-"$U.>"<EC<",9.9"<E."B5@@.F.]9"E:9<58A"C9"C"P.-<8C@"g<.`<h"5[[.89"C-" 5MM58<,-:<A"[58"[CP,@<A"[85>"YC8:.;";:9P:M@:-C8A"?CPKF85,-;9"S.\F\"I:9<58A0"'8<"I:9<58A0" U5P:5@5FA0"$-F@:9ET"<5".-FCF."9<,;.-<9":-"G8A-"#CH8]9"MC9<\"

S?T"6,%D(#N!A/!"D(#$(/1!K+,G%&'-!.$,B;$B,-!$+!.B>>+,$!O-#-%,;)\"

%Y.8"<E."MC9<"9.Y.8C@"A.C890"<E."B5@@.F."EC9"P8.C<.;"C"-.H"[58>"5["78C`:9"000 D:.@;H58K" U.>:-C890":-"HE:PE"C"9:-F@."[CP,@<A"C;Y:958 >.-<589"9.Y.8C@"78C`:9"000"M85^.P<9"5-"8.@C<.;":99,.9" C-;">..<9"H:<E"9<,;.-<9"5-P."C"H..K"<5";:9P,99"8.@C<.;"8.C;:-F9"58"9<,;.-<"M85^.P<9\"4E:9" 9<8,P<,8."H5,@;"C@@5H"9.Y.8C@"M85^.P<9"<5"F5"[58HC8;":-"C-A"F:Y.-"9.>.9<.8"C-;"P8.C<."C"P5E58<"5[" [.@@5H"8.9.C8PE.890"HE:@.">C-CF:-F";.>C-;"5-"[CP,@<A"<:>.\ '-".`.>M@C8":-"<E:9"8.FC8;6" U<.ME.-"W:;.8]9 I:9<58A"1ej"S45M:P9":-"#5;.8-"*U I:9<58AT0"HE:PE"[5P,9.;",M5-"<E."B5@@.F.]9" E:9<58A\"

1\"0--5YC<:5-6.B>>+,$!7+,!K+,G=.$B05!6,+P-;$#!

c\"0--5YC<:5-6"QB/0-0!.$B0-/$!Q-''+M#)(>#!

''#$(3%$-0!;+#$#N!
_ 4E. E:8."5["C"-.H"9<C[["P5-Y.-58"5["E:9<58A"M85^.P<9 H5,@;"8.V,:8."C-".-;5H>.-<"5["C<@.C9<" l!>:@@:5-"
_ U,MM58<[58"H58KQ9<,;A"M85^.P<9 i "1"9<,;.-<9"
_ SU,>>.8T"D.@@5H9E:M96 la0222"M.8"C--,>"
_"78C`:9"[CP,@<A"9,MM58<6 la0222"M.8"C--,>"

L:Y.-"<E."9PC@."5["<E.9."P59<90"H."8.P5>>.-;"<EC<"<E."B5@@.F.",-;.8<CK."[,-;8C:9:-F".C8>C8K.;" <5"9,MM58<<E."P,88:P,@C8 8.P5>>.-;C<:5-9\"

5#!5& - 76(!8+&'()+ - &10*'(!*

!\".;,--/#!

J ."8.P5>>.-;"<EC<"<E."B5@@.F."P8.C<.d9,MM58<"<H5">,@<:>.;:C"9P8..-9<5"?.:-9<C@@.;"HE.8."<E." ?,@@.<:-"?5C8;9"C8."M8.9.-<@A":-"<E."C@P5Y.Q9MCP.",-;.8"<E.">C:-"9<C:89"5["%@;"X:?8C8A\"

4E."9P8..-9"H:@@"9.8Y."<E."9C>."M,8M59."C9"<E."C8.C9<E85,FE5,<"PC>M,9>C8K.;"[58" :>CF.d;5P,>.-<";:9M@CA9 _ C"[8.V,.-<@A",M;C<.;"9.<"5[":>CF.90";5P,>.-<90"C-;"<.`<"M85Y:;:-F" :-[58>C<:5-"C?5,<"<E."B5@@.F.]9"E:9<58A\"

I 5H.Y.80"<E.A"H:@@"?. > ,PE"> 58." i <E.A"5PP,MA C"P.-<8C@"85@. :-"<E."M85P.99"5["<8C-9[58>:-F"
<E."C@P5Y.Q9MCP."[85>"C"H.@@Q<8C[[:PK.;"MC99CF.HCA":-<5"C"M@CP."HE.8.">.>?.89"5["<E."
P5>>,-:<A"PC-".`M.P<"<5"9<5M"C-;"8.F,@C8@A"8.P.:Y."C-;"9EC8.:;.C9"C-;":-[58>C<:5-\"

(C>:-F"<E:9"MC8<"5["<E."?,:@;:-F"H:@@"?.":>M58<C-<":-".9<C?@:9E:-F":<"C9"C"M@CP. HE.8.">.>?.89"5["
<E."P5>>,-:<A"H:@@"?.".-P5,8CF.;"<5"<E:-K0"8.[@.P<0":-<.8CP<0"C-;".-FCF."H:<E".CPE"5<E.8\""

J E:@. <E."9MCP. EC9"?..-"PC@@.;"$)-!%';+<- E.8.0"<E."B5@@.F.">:FE< P5-9:;.8"-C>:-F"<E."9MCP."
C[<.8"C"9<C[[>.>?.8"58 C;>:-:9<8C<58"5["P5@580 C-;",9:-F"<E."-C>."P5-9:9<.-<@A"C9 M.5M@.]9"
C<<.-<:5-":9";:8.P<.;"<5"P5-<.-<0";:9M@CA90"C-;".Y.-<9"<EC<"CMM.C8"C-;"<CK. M@CP."<E.8.\"

D5@@5H:-F"<E.9."9C>."@:-.90"<E."L85,M"C@95"8.P5>>.-;9"<EC<"<E."U<C-;:-F B5>>:<<.. :-Y.9<:FC<."
5<E.8"9MCP.9 C-;"855>9"<E85,FE5,<"<E."B5@@.F."<EC<">:FE<"?. -C>.;"C-;">C8K.;":-"58;.8 <5"
.@.YC<. C-;"C>M@:[A"<E. .`M.8:..-P.9"5["n9<C[[HE5"ECY."P5-<8:?,<.;"<5"<E."@:[."5["<E."B5@@.F.\"

4E. @:9<"5["8.9.C8PE"<5M:P9":-P@,;.;"C9"C-" ' MM.-;:`"P5,@; M85Y:;. C"P5-<:-,:-F"95,8P."5[P5-<.-<"
[58"<E."9P8..-9\"

4C8F.<";C<.6 .>,*(/1!RSRS!*
"#$(3%$-0!(/($('!;+#$#N!I/($('!0-#(1/F&B('0!== TUVCSSSW!%//B%' 3%(/$-/%/;-!#$%77(/1!: J L9!

1\"*2+/7-,-/;-N!H2:FK+3-/X#!*(1)-,!"0N!6%#$C!6,-#-/$C!%/0!QB$B,-!*

' "P5-[.8.-P."?8:-F:-F"<5F.<E.8"C-":-<.8-C<:5-C@"F85,M"5["9PE5@C89"<5"M8.9.-<d9EC8. 9PE5@C89E:M"5-"
J 5>.-k9" I :FE.8"$;,PC<:5-\"

4E."[5@@5H:-F"<5M:P9"P5,@;"P.-<.8"<E. .Y.-<6"
_ J 5>.-]9 .;,PC<:5-C@ 8.[58>"C[<.8"<E."B:Y:@" J C8"
_ J 5>.-]9 .`M.8:..-P.9"C<" I :9<58:PC@@A"G@CPK"B5@@.F.9 C-;"*-:Y.89:<:.9"SUM.@>C-0"G.--.<<0"
4:@@5<95-0"C-;"GC8?.8QUP5<:C"B5@@.F.9T0"C-;"G@CPK"C;Y5PC<.9"[58"H5>.-]9".;,PC<:5-"9,PE"C9"
C8A" # PB@.5;"G.<E,-.0" (C--:." I .@.-"G,885,FE90" ' --C"+,@:C"B55M.80"C-;"X,PA") :FF9"U@5H.\"
_ 4E. 75@:P:.9"C-;"75@:<:P9"5["$`P@,9:5-"
_ 48C-9 U<,;.-<9"C<" J 5>.-]9"B5@@.F.9"
_ I .C@<Ed J .@@-.99"
_"BEC-F:-F" ' <<:<,;.9 45HC8;9"U<,;.-<9"H:<E") :9C?:@:<.9"

' "B5-[.8.-P."B5>>:<<.."H:@@"M85Y:;."C"[,@@.8";.9P8:M<:5-"5["<E."B5-[.8.-P.N ;8CH",M"<E.".Y.-<]9"
?,;F.<N ;.Y:9."C"PC@@"[58"MCM.89N"PE559."C"K.A-5<."9M.CK.8 C-;"P8.C<."C"@:9<"5["9PE5@C89"HE5"
9E5,@;"?.":-Y:<.;"<5"C<<.-;"C-;"M8.9.-<"<E.:8"H58KN C-;"C88C-F."[58"M,?@:PC<:5-"5["C"P5-[.8.-P."
Y5@,>.0"M8.[.8C?@A"5-@:-."C-;"5M.-QCPP.990"C9"MC8<"5["<E."B5@@.F.]9"E:9<58:.9"H.?"M8.9.-P.\"

' "H58K:-F".9<:>C<."[58"C">,@<:Q;CA"P5-[.8.-P.":9"<EC<":<"H:@@"P59<"l j 20222\"

4C8F.<";C<.6 .>,*(/1!RSRY!*

c\"*H-3*+,*(%'!*

BE8:9<5ME.8" ' @.`C-;.8k9"?55K9"5-"C8PE:<.P<,8.0"?,:@;:-F0"C-;"<5H-9 M85Y:;.":-9:FE<9 <E85,FE" HE:PE"H.">:FE<"P5-P.:Y."5[<E."%@;"X:?8C8A"C9"C"kH5,-;.;"?,:@;:-F0k"C-;",-;.89P58."5,8" P5>>:<>.-<<5"kE.C@k"C-;"<8C-9[58>"<E."9MCP.\"

0-"*:)- :(3-'-##!K%5!+7!JB('0(/1* S%`[58;"*70"!3/3T0" ' @.`C-;.8 H8:<.9"<EC<"gC"?,:@;:-F"\\\":9" F:Y.-":<9"PEC8CP<.80".99.-<:C@@A0"?A"<E59.".Y.-<9"HE:PE"K..M"5-"ECMM.-:-F"<E.8.">59<"5[<.-\h" SmmT" go$pCPE"\\\"?,:@;:-F"EC9"C"MC8<:P,@C8"9.<"5["\\\"MC<<.8-9"5[".Y.-<9"CPP58;:-F"<5":<9"M8.YC:@:-F" P,@<,8.\h"SmaT" g4E:9";5.9"-5<">.C-"<EC<"9MCP."P8.C<.9".Y.-<90"58"<EC<":<"PC,9.9"<E.>\h"S/1T" g0<" 9:>M@A">.C-9"<EC<"C"MC<<.8-"5[".Y.-<9"PC--5<"?."9.MC8C<.;"[85>"<E."9MCP."HE.8.":<"5PP,89\h"S/cT" g4E."@:[."HE:PE"ECMM.-9":-"C"?,:@;:-F"\\\":9"-5<">.8.@A"C-PE58.;":-"<E."9MCP."?,<">C;.",M"[85>" <E."9MCP.":<9.@[\h"S/eT"

0-"*A!6%$$-,/!@%/1B%1-N!:+M/#C!JB('0(/1#C!2+/#$,B;$(+/ S%`[58;"*70"!3//T0" ' @.`C-;.8"H8:<.9" <EC< gM.5M@.",-;.89<C-;"<E.:8"9,885,-;:-F9"C-;"58:..-<"<E.>9.@Y.9"\\\"?A">CK:-F">.-<C@" >CM9\" U,PE"C">CM"-..;9"C"M5:-<"5["8.[.8.-P.6"95>."M5:-<"\\\"HE:PE":9"Y.8A"5?Y:5,9"\\\"<EC<":<":9" M599:?@."<5"8.[.8"<5"C@@"5<E.8"MC<E9"C-;"?,:@;:-F9"<5":<\"\\\"D85>"<E."M5:-<"5["Y:.H"5["<E."F85,M"5[" ,9.89"QQ <E."H58K.89"58"<E.":-EC?:<C-<9 QQ <E."9.-9."5["P5>>,-:<A"C-;"P5--.P<:5-":9"E.:FE<.-.;" HE.-"5-."?,:@;:-F"58"MC8<"5["5-."?,:@;:-F":9"9:-F@.;"5,<"C-;"<8.C<.;"C9"C">C:-"?,:@;:-F0"P5>>5-" <5"C@@0"<E."E.C8<"5["<E.":-9<:<,<:5-\h"

J E:@." ' @.`C-;.8k9"Y:.H"<EC< C"PC>M,9">:FE<"ECY."C *#(/1'-!*E.C8< >:FE<"?."<55"8.9<8:P<:Y."QQ 95P:C@" H58K"9<,;.-<90"9P:.-<:9<90"C-;"H58K.89">:FE<"ECY.";:[[.8.-<">.-<C@">CM9"5["PC>M,9"H:<E" ;:[[.8.-<"S58"5Y.8@CMM:-FT"P.-<.89"QQ <E.8.k9"95>."<8,<E":-"HEC<dE5H"E."H8:<.9\"

' ">.>58:C@ >C8K.8":-"<E."C8.C"5["<E."MC<E @.C;:-F":-<5 <E."%@;"X:?8C8A"P5>M8:9.9 <E.">59<" -5<C?@."C-;"M.8>C-.-<"C@<.8C<:5-"<5"<E."PC>M,90"C-;"E5@;9"<E."M85>:9."<5"?."C"M5:-<"5["8.Q 58:.-<C<:5-"C-;"8.Q:-Y:F58C<:5-"[58"<E. PC>M,9\"0<"EC9"<E."M5<.-<:C@"<5"8.Q58:.-<"<E."9MCP.9"C-;" MC<E9"@.C;:-F"<5"%@;"X:?8C8A0 C-;"<E."P5--.P<:-F"M5:-<9"?.<H..-"4CA@580"BC-C;CA"X:?8C8A"C-;" %@;"X:?8C8A\"

4E.">.>58:C@ H:@@"?A -.P.99:<A ?."C">C8K.8"5["C?9.-P.90"8.M8.9.-<:-F"<E59.".`P@,;.;"[85>" >.>?.89E:M":-"<E."B5@@.F."P5>>,-:<A\"

$`.>M@C896 4E." J 5>.-]9"4C?@. C<"bC@.0";.9:F-.;"?A"#CAC"X:-N"*-:Y.89:<A"5[" (58<E"L.58F:C" EC9"C">.>58:C@"FC8;.-0"H:<E"8.>.>?8C-P."9MCP.9";.Y5<.;"<5"[CP,@<A0"C;>:-:9<8C<5890"9<,;.-<90" C-;"9<C[[\"

J ."8.P5>>.-;"<EC<"<E."U<C-;:-F"B5>>:<<.."?."PEC8F.;"H:<E"<E."<C9K"5[".9<C?@:9E:-F"C"?,;F.<0" :;.-<:[A:-F"C";.9:F-"M85P.990"C-;"9.<<:-F"[58<E"C"P5>>,-:<A".-FCF.>.-<M@C-"<5":-[58>"<E." P8.C<:5-"5["C">.>58:C@0":-P@,;:-F"C"&.V,.9<"[58"785M59C@9"?A"UM8:-F"121!\"

q,.9<:5-9"<5"?."C;;8.99.;6"
_ J EC< ?,;F.<"H:@@"?."CYC:@C?@.r"

_ I 5H ;5"H."; .Y.@5M"C"; .9:F-"M85P.99r"
_ I 5H C-;"HE.-";5"H. .-FCF."<E."P5>>,-:<A":-"<E:9"M85P.99r"

4C8F.<";C<."5["P5>M@.<:5-6"&.V,.9<"[58"785M59C@9":-"M@CP."?A".>,*(/1!RSRY*0"<5"P5:-P:;."H:<E"<E."
B5-[.8.-P.N"[:-C@"P5>M@.<:5- 4G)\"

"77.'/09!

0\"*O-#-%,;)!$+>(;#!M)(;)!#$B0-/$#!3(1)$!-/1%1-!<(%!".-3#C!6,%D(#!2+B,#-#C!M+,G=#$B05C!+,!7-''+M#)(>#*6"

B.-9,9"5["0>CF.90"7C:-<:-F90"UP,@M<,8."
I:9<58A"5["U<,;.-<"'P<:Y:9>"_"c29dm29d329d78.9.-<"
I:9<58A"5["7.88A"I5,9."
4E."$-:;"B55K"B.-<.8"
$`C>:-C<:5-"5["G#B"b.C8?55K9"
$`C>:-C<:5-"5["<E."G#B"P5@@.P<:5-"5[")F:<:R.;"0>CF.9"
$`C>:-C<:5-"5["<E."G#B"*A'B3/%-!O-;+,0!*
U.8Y:-F"7.5M@.d J 58K:-F"7.5M@."
4E."f0-<.8:58"L.5F8CME:.9]"5["<E."BC>M,9]"G,:@;:-F9"

00\" *?B$,-%;)!"<-/$#!*

Y9!H(/(!6+>=Z>#!

4E."B5>>:<<.."P5,@;".-FCF.<E."P5>>,-:<A"<E85,FE"9<CF:-F"C"YC8:.<A"5[".Y.-<9"C-;"H58K9E5M9"
<EC<">:FE<<CK."<E."[58>"5[6"8.[@.P<:5-"M85>M<9"[58"P5>>,-:<A">.>?.89"<5"C-9H.8"H:<E">C8K.89"