

!"#\$%&' (&' ")(!5: 2+(: G(DC<1@; +(D: L+./!">#!
\$" 0,*' #.4,.9.*8) -0,030,8) \$' .&: ' \$; - !
\$" 0,*' #.4,,.5.%#%&#" -+,!.",6+0- !
\$" 0,*' #.4,,.5.#' #*0,8) .!" 8*##/,) 6- !
!"#\$%&' (&' ")(
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" #!%&#!'%)#*% !+,-+. ' +*!/*01#2'0%3\$!)#020*4!%+!52#'#21#!. 0%&0*!%&#!/*01#2'0%3!6*!6%7+'5#!+!,
,2##!)0'8('0+*!0*9(023\$!6*)!'#:;#<52#''0+*!%+!#*' (2#!%&#!5#2'+*6!:2##)+7!6*)!4#*#26:!. #:62#!+!,
%&#!'%)#*%!(=+)3\$!%+!52+7+%#1520*805:#'!+!6::!6'5#8% !+!)01#2'0%3\$!6*)!%+!8+*%*(#10*!+(2!%26)0%+*!+!,
2#'5+*'0=#!' #:;4+1#2*6*8#\$!) +! #=#!' %6=:0'&! %&0'! 8+*'0%(%0+*! +,! %&#! >%)#*% ?+1#2*7#*%
@''+806%0+*!A>?@B!+!,!-+. ' +*!/*01#2'0%3C!!

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)#%* +, -. \$!%* /!+-0-1\$* ., -"!

. \$+0-2*!2*\$!3!&4564789; ;!
@:;! ,##;5630*4! (*)#2426) (6%#!'%)#*% !#*2+::#)!0*! -+. ' +*!/*01#2'0%3D!760*!8675('!'&6:!!&61#!%&#!
204&% %+!1+%#!0*!%&#!>%)#*% ?+1#2*7#*% @''+806%0+*!E:#8%0+*'!6*)!%+!562%08056%#!0*!%&#!>%)#*%
?+1#2*7#*% @''+806%0+*!#0*6,%#2!2#,#22#)!%+!6'!%&#!>?@C! -&0'!204&% 763!*+% =#!8(2%60:#)!+2!
2#7+1#)C!F#7=#2'&05!'&6:!=#!)%#60:#)!0*!@2%08:#!GHCI!

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. \$+0-2*!0<2!3!2=:>: ?@* ?54!A!BCD47E?E>4!
-&#!+ ,0806:!*67#!+!,%&0'!4+1#2*7#*%!(=+)3!'&6:!=#!%&#!>%)#*% ?+1#2*7#*% @''+806%0+*!+!,!-+. ' +*!
/*01#2'0%3C! ! #2#6,%#2!2#,#22#)!%+!6'!%&#!J-+. ' +*!/*01#2'0%3!>%)#*% ?+1#2*7#*% @''+806%0+*!K!+2!
J-+. ' +*!>?@CK! -&#!>?@!'&6:!=#!8+75+'#)!+!,%&2##!=26*8&#!!E<#8(%01#\$!M#40':6%01#\$!6*)!
N()0806:C!!

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. \$+0-2*!0, #\$\$!3!#48:FE?G:CE8!?EH!! ?>?E>:48!E!. GJH4EG!BCD47E54EG!" C8:G:CE8!
-&+'#!. &+!. 0'&!%+!2#'04*!,2+7!%!2#5#8%01#!=26*8&#!7 ('%401#!6!,+276:!. 20%#*!O+%08#!+!,
P#'04*6%0+*!%+!%!'5#80Q8!:060'+*C!G*!6))0%+*!%!7 ('%6:'+!6**+(*8#!%!2#'04*6%0+*!6%&#!
'(=#9(#*% ?#*#26:!!@''#7=:3!7##%0*4

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5+'0#0+*C!-&#!U&0#,!+,>%6S!6*)!+!)# '04*6%#)!E<#8(%01#!V26*8&!7#7=#2!'&6::!0*%#210#. !6::!
86*)0)6%#'+,!%&#!E<#8(%01#!V26*8&C!-&#!W08#!X2#*0)#*%#6*)!%&#!>#*6%#!>#:#8%0+*!U+770%###!'&6::!
0*%#210#. !6::!86*)0)6%#'+,!%&#!M#40':6%01#!V26*8&C!-&#!N('08#!>#:#8%0+*!U+770%###!)#)! =3!%&#!
@%#2*#3!?'*#26:!'&6::!0*%#210#. !6::!86*)0)6%#'+,!%&#!N()0806:!V26*8&C!
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@!% +;%&02)'!YZR[!\76]+20%3!1+%#!+,%&#!>%()#*%#>#*6%#!7 ('%#8+*Q27!%&#!655+0*%7#*%#+,!6::!
86*)0)6%#'+>&+(:)!%&#!>#*6%#!6552+1#!%&#!*+70*##A'BS!%&#!3!7 ('%#077#)06%#3!' . #62!+6%&\$!'04*!%&#!
U+)#!+;!E%&08'\$!U+)#!+;!U+*) (8%#16*)!6'' (7#!+S08#C!
!

. \$+0-2*!)2K#!3!0475!+CEH:G:CE8!LC7!. GJH4EG!BCD47E54EG!%88C>:?G:CE!" C8:G:CE8!
@::!7#7=#2!'!+,%&#!>%()#*%#?+1#2*7#*%#@''+806%0+*!7 ('%#=#!#*2+::#)!6'!6!, (::;%07#!)#42##!'##T0*4\$!
,##;5630*4! (*)#2426) (6%#! '%()#*%#!6%# -+. ' +*! / *01#2'0%3! 760*!8675('\$!6*)!6! 70*07 (7!+;!6! ZC^!
U(7 (:6%01#!?X@!6%#%&#!%07#!+,%!#:#8%0+*!+2!655+0*%7#*%#C!@::!7#7=#2!'7 ('%#2#760*!#*2+::#)!6'!
, (::;%07#!)#42##!'##T0*4\$! ,##;5630*4! (*)#2426) (6%#! '%()#*%#!0*!%&#! (*01#2'0%3!6*)! 760*%60*!4++)!
686)#708!6*)!%&086:!'%6*)0*4!,+2!%&#!) (26%0+*!+,%!%#27!0*!+,,08#C!
!

-&#!%#27!+,%&#!#:#8%#)!7#7=#2!'0*!%&#!>%()#*%#?+1#2*7#*%#@''+806%0+*!'&6::! =#40*!077#)06%#3!
!

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@:!:7#7=#2'!0*!%&#!>%()#*%?+1#2*7#*%@''+806%0+*!7('%'04*!6!U+)#!+,!E%&08'!_!U+)#!+,!U+*) (8%
(5+*!%!6'' (75%+*!+,!+,,08#C!

%

! "#%@,,)\$(#4%A#(#\$0%+ - ,%)**#1,%0(3%+0&(,0&(%0%&:(#3%0)54%)/% "#%?)3#%)/%6,"&1'0(3%?)3#%)/%?) (3-1,%B&,"&(%

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I C @'' (7#!%&#!) (%0#!'!6*)!2# '5+ *'0=0:0%0# '!,!%&#!/*01#2'0%3!>3'%# 7!+,!F 623:6*)!>%()#*%#
U+ (*80:!P#52# #' *%#6%01#C!G,!%&#!3!86**+ %!6' ' (7#!' (8&!) (%0# '\$!%&#!3!7 ('%!)#:#46%#!0%#%+!
6*+%&#!2!>%()#*%#?+1#2*7#*%#@''+806%+*!7#7=#2!. 0%&!6!% .+;%&02)'!YZR[!\!76]+20%3!
6552+16:!,2+7!%&#!>%()#*%#>#*6%#a!

GC E* ,+28#!6*)!#*68%#6:!:#40' :6%+ *!%&6%#0' !6552+1#)! =3!%&#!>%()#*%#>#*6%#a!

NC I 61#!%&#!5+. #2!%+!1#%+!6*3!:#40' :6%+ *!%&6%#0' !6552+1#)! =3!6!'075:#; 76]+20%3!1+%#!+,!%&#!
>%()#*%#>#*6%#!. 0%&0*!,01#!A^B!=('0*#' '!)63'!6,%#2!2#8#010*4!%&#!V0:!:+2!P#'+:(%0+ *a!

eC O+%0,3!%&#!W08#!X2#'0)#*%#6*)!%&#!>#*6%#!. 0%&0*!% .+!AZB!=('0*#' '!)63'!,2+7!#<#280'0*4!
1#%+!5+. #2a!

MC @))2#' '!%&#!>%()#*%#>#*6%#!'6'!*#8#' '623C!>&+ (:)!%&#!X2#'0)#*%#) #'02#!%+!8&624#!%&#!
>%()#*%#>#*6%#!. 0%&!6!562%08 (:62!76*)6%#!+2!6' T!%&#!3!7 ('%#*+%0,3!%&#!W08#!X2#'0)#*%#6*)!
X2#'0)#*%#X2+!-#75+2#!. &+!'&6:!:!%&#!8+77 (*086%#!%&6%#%+!%&#!>#*6%#!. 0%&0*!% .#*%3;

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. \$+0-2*!. -N!3!074?8J747!" CQ478!A!#48; CE8:6:@G:48!

-&#!>?@!-2#6' (2#2!' &6:!!

@C U+750:#!6*)!2#8+2)!6:!!0*%#2*6:#!<5#*'#!'+, !%&#!>%()#*%?+1#2*7#*%@''+806%0+*a!

VC X2#562#!6*)!' (=70%+%!%&#!>%()#*%>#*6%#!%&#!6** (6:!!>%()#*%?+1#2*7#*%@''+806%0+*!
+5#26%0*4!=()4#%a!

UC >#21#!6'!%&#!U&6025#2'+*!,+2!%&#!>%()#*%?+1#2*7#*%@''+806%0+*!V()4#% @: :+806%0+*!
U+770%#a!

bC >#21#!6'!6*!#<;+, ,080+!7#7=#2!+, !%&#!>%()#*%?+1#2*7#*%@''+806%0+*!?26*%P#10#. !
U+770%#a!

EC I 61#!%&#!5+. #2!%+!#<670*#!%&#!,0*6*806:12#8+2)!'+, !6*3!6*)R+2!6:!!%()#*%+246*0F6%0+*!
%&6%162#!=()4#%#)!%&2+(4&!%&#!>%()#*%?+1#2*7#*%@''+806%0+*a!

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I C I 61#!%&#!5+. #2!%+!' ('5#*)!'%()#*%+246*0f6%+*'D!, (*)0*4!%&6%#10*!10+:6%+*!+,!%&#!>%()#*%
?+1#2*7#*%@''+806%+*!c0*6*806:!X+:083!

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. \$+O-2 * !O, #\$\$!3!. GJH4EG!. 4E?G4!+C5 ; C8:G:CE!
- &#!>%()#*%>#*6%#!' &6::!=#!8+ 7520' #)!+,!% #*%3;#04&%AZi B!%+6: !>#*6%+2' C!E68&!>#*6%+2! ' &6::! #21#!
6' !6!2#52# #*%6%01#!+, !+*#!+, !%&#!' 0<!Aj B!U+::#4#!'. &08&!0*8: ()#!U+::#4#!+, !V ('0*#' ' !6*)!E8+*+ 708' \$!
U+::#4#!+, !E) (86%+* \$!U+::#4#!+, !c0*#!@2% ' !6*)!U+ 7 7 (*086%+* \$!U+::#4#!+, !I #6:%&!X2+, #' ' 0+* '\$!
U+::#4#!+, !M0=#26: !@2% \$!6*)!c0' !U+::#4#!+, !>80#*8#!6*)!F 6%&# 76%08' C!- &#!76<07 (7!* (7=#2!+, !
' #6% !, +2!#68&!U+::#4#!0' !, + (2!AdBC! - &#!' %()#*%&=#) 3!+, !-+. ' +*! / *01#2' 0%3!86*!#: #8%&*+! 7+2#!%&6*!
% #*%3; , + (2!AZdB!>#*6%+2' C!` (%&+, !%&#!2# 760*0*4!, + (2!AdB! ' #6% \$!% . +!AZB!62#!2# ' #21#)! , +2!%26* ' , #2!
' %()#*%' \$!6*)!% . +!AZB!62#!2# ' #21#)! , +2!, 2# ' & 76*!' %()#*%' C!@*3!>#*6%+2!. &+!0' !655+0*%#)! 7 ('%&=#!
0*%#210# . #)! =3!%&#!>#*6%#!>#: #8%+*!U+ 7 7 0%#/#!6*)!655+0*%#)! =3!%&#!>%()#*%&? +1#2* 7 #*%&
@' ' +806%+*!W08#!X2# ' 0)#*%&!

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. \$+O-2 * !) 2K#!3!. GJH4EG!. 4E?G4!+C5 5 :GG448!
- &#!% #*%3; 01#!AZ^B! 7 # 7 =#2' !+, !%&#!>%()#*%&#>#*6%#!' &6::!=#! 010) #)!0*%+!% . +!' %6*)0*4!8+ 7 7 0%#/#! !
- &#!@552+5206%+* ' !U+ 7 7 0%#/#!6*)!%&#!? +1#2* 7 #*%&` 5#26%+* ' !U+ 7 7 0%#/#! C!

!

- #!' &6::!=#!6!P (: #' !U+ 7 7 0%#/#!8+ 7520' #)!+, !>0<!Aj B!>#*6%+2' C! !
- #!' &6::!=#!6!>#*6%#!>#: #8%+*!U+ 7 7 0%#/#!8&602#)! =3!%&#!W08#!X2# ' 0)#*%& - &0' !8+ 7 7 0%#/#! ' &6::!=#!
8+ 7520' #)!+, !>#*6%#!M#6) #2' &05C!

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F # 7 =#2' !+, !%&#!>%()#*%&#>#*6%#! 763!, +27!' 5#806: !@)! ! +8!U+ 7 7 0%#/#!+2! -6' T!c+28# ' !0*!%&#!#1#*%&
&6%&6! 76%#2!+, !8+*8#2' 0' !*+ %&. 0%&0*!%&#!] (20') 08%+*!+, !%&#!>%6*)0*4!U+ 7 7 0%#/#! C!

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601''%F, 0(3&(:%?) + + &, ###+ - , %+ 0&(, 0&(%, '%5#1&G1%5-\$5)' #0(3%# '5) ('&. &&, &#'%&(% ''#%?) (' , &, - , &) (0*%<4*0B' =%@**%
1) + + &, ##'%0(3H)\$%0' ! %)\$1#'+ - , %+ 0&(, 0&(#+##, &(:%+ &(-, #'%0(3%# (3% ''#+%)%0**%+##. #'\$%0(3% ''#%J &1#%K\$#' &3#(,%
B&,"&(%B)%LE% - '&(#' '304'%)/%+ ##, &(:%0(3% &2#%0\$#5)\$, %0, %''#% - . '#M-#(, %A#(#\$0*%@' ' #+ . *48%

%

%#O-+ (\$!---!3!RK / -+-% (!' #%* + , !

. \$+O-2 * !2 * \$!3!RJH:>: ?@' 7?E>9!%JG9C7:GP!
- &#!N()0806: !V+62)! . 0: !=#!%&#! 760*!655#: :6%#! =+) 3! (%0:0F#) !0*!86' #' !+, !) 0' 642## 7 #*%&. 0%&! 76*) 6%# ' !
, 2+ 7!%&#!E<#8(01#!!V26*8&!6*)!%&#!>%()#*%&#>#*6%#C!@*3!-+. ' +*! / *01#2' 0%3! 760*!86 75 ('! '%()#*%&

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VC W08#!X2#'0) #*%!G,!%&#!>?@!W08#!X2#'0) #*%0'!2#7+1#)! ,2+7!+ , ,08#!+2!:#61#!'+ , ,08#! ,+2!
6*3!2#6' +*\$!%&#!X2#'0) #*%X2+!-#75+2#!' &6::!68%0*!%!5:68#!(*%0:!%&#!>?@!X2#'0) #*%!
655+0*%!6!*#. !>?@!W08#!X2#'0) #*%C!!

UC -2#6' (2#2;!G,!%&#!>?@!-2#6' (2#2!0'!2#7+1#)! ,2+7!+ , ,08#!+2!:#61#!'+ , ,08#! ,+2!6*3!2#6' +*\$!
%&#!U&602!+ ,!%&#!@552+5206%+*'!U+770%###!' &6::!68%0*!%!5:68#!(*%0:!%&#!>?@!
X2#'0) #*%655+0*%!6!*#. !>?@!-2#6' (2#2C!!

bC @%+2*#3! ?*#26:;!G,!%&#!>?@!@%+2*#3! ?*#26:0'!2#7+1#)! ,2+7!+ , ,08#!+2!:#61#!'+ , ,08#!
 ,+2!6*3!2#6' +*\$!%&#!U&602!+ ,!%&#!?+1#2*7*%#`5#26%+*'!U+770%###!' &6::!68%0*!%!
5:68#!(*%0:!%&#!>?@!X2#'0) #*%655+0*%!6!*#. !>?@!@%+2*#3! ?*#26:C!!

EC U&0# ,!+ ,!>% , ,;!G,!%&#!>?@!U&0# ,!+ ,!>% , ,!0'!2#7+1#)! ,2+7!+ , ,08#!+2!:#61#!'+ , ,08#! ,+2!6*3!
2#6' +*\$!%&#!>?@!X2#'0) #*%&6::!655+0*%6*!0*%#207!U&0# ,!+ ,!>% , ,!(*%0:!6!*#. !U&0# ,!+ ,!
>% , ,!0'!655+0*%#)C!!

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. \$+0-2*!0<2!3!. J>>488:CE!:E!G94!. 4E?64!(4?H4789:;!)

G,!%&#!?+1#2*7*%#`5#26%+*'!U&602!+2!@552+5206%+*'!8&602!0'!2#7+1#)! ,2+7!+S08#!+2!:#61#!'+S08#!
 ,+2!6*3!2#6' +*\$!%&#!W08#!U&602!' &6::!68%0*!%!5:68#!(*%0:!6!*#. !8&602!. 0:!=#!#:8%#)!%&2+(4&!6*!

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%#O-+(\$!! !k!-&"\$%+, &\$* O!

.\$+O-2*!2*\$!3!.

%#O-+(\$!-N!k!#%O-)-+%O-2*!A!%&\$*/&\$*O.!02!O,\$!.OK/\$*O!

B2I \$#* &\$* O!%. . 2+-%O-2*!+2* .O-OKO-2*!

@::!67#*)7#*%!%+!%&#!-+. ' +*!/*01#2'0%3!>?@!U+*'0%(%0+*'!'&6::!2#9(02#L!!

@C @!% +;%&02)'!YZR[\!76]+20%3!1+%#!+,%&#!>%())#*%&!>#*6%#a!!

!

VC @)70*0'%26%01#!2#10#. !=3!%&#!@''+806%#!W08#!X2#'0)#*%&, +2!>%())#*%&@,,602'\$!U675('!M0,#\$!
%&#!W08#!X2#'0)#*%&, +2!>%())#*%&@,,602'\$!6*)R+2!%&#!>?@!>%,,!@)10'+2a!!

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UC @*!6552+16:!=3!6%& :#6'%& +*#!%&+('6*)!A!\$hhb! ,(:!%07#!)#42##!'##T0*4\$! ,##;5630*4!
(*#2426)(6%#!-+. ' +*!/*01#2'0%3!760*!8675('!'%())#*%&C!!