

!"#\$%&' (&' ")(!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!

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. \$+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#!+,!%&#!02!#: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+*!+,!%&#!02!%#27!0*!+, ,08#C!

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-&#!%#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!

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! "#%@,,)\$(#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**+ %d6'' (7#!' (8&!) (%0# '\$!%&#!3!7 ('%d)#:#46%#!0%#%+!
6*+%&#!2!>%()#*%#?+1#2*7#*%#d@'' +806%0+*!7#7=#2!. 0%&#!6!% +;%&02)'!YZR[\!76]+20%3!
6552+16:!,2+7!%&#!>%()#*%#d>#*6%#a!

GC E*, +28#!6*)!#*68%#d6::!:#40':6%0+*!%&6%#d0'!6552+1#)! =3!%&#!>%()#*%#d>#*6%#a!

NC I 61#!%&#!5+. #2!%+!1#%+!6*3!:#40':6%0+*!%&6%#d0'!6552+1#)! =3!6!'075:#; 76]+20%3!1+%#!+, !%&#!
>%()#*%#d>#*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)#*%#d6*)!%&#!>#*6%#!. 0%&0*!% +!AZB!=('0*#' '!)63'!,2+7!#<#280'0*4!
1#%+!5+. #2a!

MC @))2#' '!%&#!>%()#*%#d>#*6%#!6'!*#8#''623C!>&+ (:)!%&#!X2#'0)#*%#d)#'02#!%+!8&624#!%&#!
>%()#*%#d>#*6%#!. 0%&#!6!562%08 (:62!76*)6%#!+2!6' T!%&#!3!7 ('%#*+%0,3!%&#!W08#!X2#'0)#*%#d6*)!
X2#'0)#*%#dX2+!-#75+2#!. &+!'&6:;!%&#!8+77 (*086%#!%&6%#d%+!%&#!>#*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+*a!
+5#26%#4!=()4#%#!

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

bC >#21#!6'!6*!#<;+, ,080+!7#7=#2!+, !%&#!>%()#*%#?+1#2*7#*%#@''+806%#0+*a!?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+*a!
%&6%#62#!=()4#%#)!%+(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#!+,! ! #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;Q1#!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!
!
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)'#%D(3%#5)('&.&#%'%(%''#%?)(',&,-,&)(0*%<4*0B'=%@**%
1)++&,##'%D(3H)\$%0'!%)\$1#'+- ',%+0&(,0&(%+##,&(:%+&(-,##'%D(3%#(3%''#+%)%D**%+##. #'\$%D(3%''#%J &1#%K\$#'&3#(,%
B&,"&(B)%LE% - '&(#''304'%)/%+##,&(:%D(3%&2#%D\$#5)\$,%''#%- . '#M-#(,%A#(\$0*%@''#+. *48%

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

. \$+O-2 * !2 * \$!3!RJH:>: ?@' 7?E>9!%JG9C7:GP!
-&#!N()0806:!!V+62)! . 0:!!=#!%&#!760*!655#::6%#!=#) 3!(%: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*!8675 ('!')#*%&

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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+ 7 70%###!' &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+ 7 70%###!' &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!!

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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*)!Al\$h\$hhB!,(::!%07#!)#42##!'##T0*4\$!,##;5630*4!
(*#2426)(6%#!-+. '+*!/*01#2'0%3!760*!8675('!'%())#*%&C!!