

! "#%&'(\$)*+,- (.\$, '/\$+0)2"/+3"0)4! *-235)6&'7/)6\$+8)". ""\$, +0)&%', 9': \$+; , (+)9& (+''9+&' /)"' &: (<)+8,)
6&'#<)+&)'& ; &+,)' , 9': \$+; , (+)" (<), ('&##; , (+)&%>: "#\$%, <)\$(+, ('+\$&("#)/+<, (+/)&'&): '): (<, '?'<: "+,)" (<
?'<: "+,)'&'&'"; /)" /)6, ##)" /)@(+, (/\$. ,)2(?#\$/8)" (<)A&(BC, ?' , ,)D'&'&'"; /E)F8, /,)?<: #\$(, /)', #'+,)+&
' , 9': \$+; , (+)&%>: "+'\$9: #'+, <)/+<: (<+)&'&')))0&:)8". ,)" (0)>: , /+\$& (/)"G&: +
' , 9': \$+; , (+)&'&)+8,)H#&G"#)I 9"<, ; 0)4%&' ; , '#0)I JD51)=#, "/, /, ,)+8,)H#&G"#)I 9"<, ; 0)6, G/\$+,)&')9& (+''9+
[?#&G"#"9"<, ; 0K9/: , "/+G"0E, <:](#)

!

!"#\$%&'()*+,-./#0\$##'1\$(0\$234 '

! *-23)&%%, '/)LMM)% , #</)&%/+: <0)4\$(9#: <\$(?); "N&' /)" (<); \$(&' /5)\$(&: ')9&##, ?, /OP)

[! &##, ?, \)&%3: /\\$\(, /\)" \(<\)29& \(&: \\$9/\)](#)

[! &##, ?, \)&%2<: 9"+\\$&\(\)" \(<\)I ##, <\)*+: <\\$, /\)](#)

[! &##, ?, \)&%J, ++, '/\)I '+/\)" \(<\)*&9\\$"#*9\\$, \(9, /\)](#)

[! &##, ?, \)&%*9\\$, \(9, \)](#)

0)"%&+8)! &##, ?,)&%Q, "#+8)\$ /)98, <: #, <)+&)"#: (98)\$ (R"#)SMST)

@(%&' ; "+\$&()"G&: +, "98)&%&: ')UMV): (<, '?'<: "+,)" (<)ST)?'<: "+,)<, ?' , ,)='&'&'"; /)9" (G,)%&: (<)&(#(,)" +P)
[8++=/PWW9"+"#&?E9/: , "/+G"0E, <:\)](#)

562/#3%6'*27#8/2\$

!

■! !"#%&'(&)*+&(-,./&(0(- E)F8,)98""+G, #&6)?\$. , /)0&:)"G'&"<)&. , '. \$, 6)&%+8,)+\$; , #\$(, /)&'&): ')
\$(+''7, /E)* =, 9\$%9)" =#9"+\$&()" (<)&9: ; , (+)<, "<#\$(, /)&'&', "98)+, ' ;)" ,)=&/+, <)&(#(, P)
[8++=/PWW666E9/: , "/+G"0E, <: W\\$"&W8&6B+&B](#)

5+=4'7>,>7!5+986><>!3+G>N>,!;=<'6!:5:7>9'5!,>5+,74!:=7!<>4<!45+,>4!\'?!,>C;',>7^!.,>!64+!
,>5>'N>7/!!

!
U+5;9>=<4!G'66!H>!,>C;>4<>7!'=:!;='C;>!6'='!4>=<!<+!<3>!886'5:='!P!>9:'6/!!
-=<>,='<'+='6!B79'44'+='4!#?'35>!!4>!,='+?'?'5':6!<,='45,'8<4!7;',='2!<3>'='<'6!,>'N>G!:=7!
+?'?'5':6!,>5+,74!G'66!:=<!H>!,>C;',>7!;=<'6!:'<>,!<3>!4<;7>=<'4!:79'<<>7/!.;H9'<+!,2'='6!
6:=2;2>!<,='45,'8<4^!:=7!\$=26'43!6:=2;2>!<,='46!'<2>+!,2'='6!7+5;9>=<4!.,>'='!:
6:=2;2>+<3>,43:=\$=26'43',7!8:;<!>N:6:;<'+='4!5:='H>!:55>8<>7!?'+,!8;,8+4>4!+?!\$=26'43!
<,='46:'<'+='!!<.7>=<4!:64+!3:N>!:=!+88+,<,'='<6>5<,+='5:66!+N'7>!<3>P+4>=2+!,
_>6>:4>+?!-=?+,9:<'+'='<+!6><!;4!]='+G!<3>!.;>!G+,'=2!G'<3!:=!:2>=</!!-?!<3>!!?'6!<+!4;H9'<!<3>'!
,!5+=4>=<!>6>5<,+='5:66!G>!5:='!:64+!:55>8<^<3'4!7>=<!5+=4>=<!P!>9:'6/

!
.>>!7+5;9>=<!4;H9'44'+='!2;'7>6'=>4!3>,3D!84DJJGGG/54;>:4<H:/>7;J'+J8+6
[:886!J7+5;9>=44;H9'44'+=42;'7>6'=>4/3<96](#)

!
5.! ,8/#\$0\$2/=2;#'5117%62;%(8J5/3%44%(8':#6%4%(8'>\$ (6#445%80B2!<9>!N:,'>4!
7>8>=7>=<!;8+=!+;,!5;,;>=<!N+6;9>!+?!:886'5:<'+'=4/!!Q=7>,2;7;:<>!886'5:<'+'=4!.;>!<!
<18'5:66!8,+5>44>7!G'<3!G>>]4!:'<>,!,>5>'8<+?!:66!,>C;',>7!7+5;9>=<4/!!<.7>=<4!5:='!
53>5]!<3>',!:79'44'+='!4<:<4!+'='6'=>!H!16+22'=2!'='<+!|P.Q\$(!
[\GGG/54;>:4<H:/>7;J9!54;>H!](#)

o! -2363 Tm /TT35 1 Tf (!) Tj ET Q Q q 80 32 470 13 47 510 Tm 510 Tm /TT302 197011

9:!!:886!!?!<3>!3:N>!;!9:4<>,R4!7>2,>>!?:<>,<3>!<4>,>7>2,>>+!,!?!!=+<3>!G+;67!
3:N>!<+!:886!!:4!<:,=4?>,!4<;7>=<!<+!:=!:=7>,2,:7;:<>!8,+2,:9!<+!5+986><>!;!Q/./!
(:53>6+,R4!7>2,>>!3>,>!<!P.Q\$(!H>?+,>!886!:=2!?!+!,2,:7;:<>!4<;7>4/
!

PP'E!9-B'9H(=0H+,.-!/(#4'8(;())#\$ '6(8/%;%(827'2/3%44%(8')(\$'0\$2/=2;#1\$(0\$234T'&#'
628())#\$'2'UV#;,\$#\$(!)+=11(\$;W')(\$'1\$(41#6;%"#0\$2/=2;#4;=#8;4'&H('H2"#1##8'2/3%;;#/'
;(!;H#>\$#K=4%8#44'5827G;%64'(\$'D8;#84%"#'-807%4H'3'8!0\$235,!G'66!4<:<>!<3:<!<3>!<
4<;7>=<!3:4!:886'>7!<+!;!2,:7;:<>!8,+2,:9!:=7!3:4!9><!<3>!9'=9;9!5:7>9'5!
,>C;,>9>=<4!H;<!:=!+??>,!+?!:79'44'+=!5:==<!H!>!e<>=7>7!;=<'6!<3>H#<;7>4<3>!<
,>C;,>7!@[B"!:=7J+,!#\$%&J-\$&"!.!45+,,43+;23!<3>!6><<>+!74!+=<!2;,:=<>>!
:7'9'44'+=L!<!G'66!5+=?!9!<3:4!H>>=!44;>7!?,+9!<3>!@6+H:6!B5:7>9!!:=7!<3:<!<3>!<
2,:7;:<>!5:7>9'5!7>8;,<9>=<!G'66!,>N>G!<3>!4<;7>=<R4!:886'5:<+!:=7!9:]>!?!?':=6!
7><>,9'=:<+!:=!+?!:79'44'+=!+=5>!@[B"!:=7J+,!#\$%&J-\$&"!.!>e:9!,>4;6<4!;,>!N>6:H6
!

2)! <\$2/=2;#5/3%44%(8*(8;26;4B@,:7;:<>!B886'5:<+!4!?,+9!:=<>,=<+!:=6!4<;7>=<4!;,>!<
,>N>G>7!H!!H+<3!<3>=<+!:=6!B79'44'+=!#??"52!<3>5:7>9'5!7>8;,<9>=<!<+!G3'53!
<3>!4<;7>=<!4!:886!:=2/!!%+!,!79'44'+=!,>C;,>9>=<4!?+!,!48>5'?5!8,+2,:9L!5+=<:5<!<3>!<
7>8;,<9>=<!7',>5<D!GGG/54;>:4<H:l/>7;J2,:7;:<>K<;7>4J2,:7;:<>8,+2,:9 K
7,>5<+,!3<96!+,!5+=<:5<T54;>:4<H:l/>7;!G'<3!2>=>,:6!C;>4<+!:=4!H+;<!:=N>,4<!<
:79'44'+=!,>C;,>9>=<4/!

RO<\$2/=2;#5117%62;%(84'28/':#2/7%8#4B'

"! P.Q\$(!3:4!:=!(87%8#2117%62;5B874;2;#F#/=J2117G;7>=<4!9;4<!8:!!<3>!VW0!44=
,>?;=7:H6>!886'5:<+!?!>>!<!<3>!<9>!+?!886'5:<+!?!X>!,>!,:=H6>!<+!G:'N>!<3>!<
:886'5:<+!?!>>!?+!,>5;,<>,4/!!%+!,!886'5:<+!:=44'4<:=5>!4>>!<
3<<84DJJGGG/5:64<:</>7;J:886!J'=<>,=<+!:=6JU+5;9>4<4J886!K=<>,=<+!:=K
:886'5:<+!K;7>87?+,!5+=<:5<T54;>:4<H:l/>7;/

"!

123452(3162(7!54+58139423!+6235(+365 ;;!)

5^!_>5,;'<9>=<!5+=<,;5<+,4!G3+!,>8>:<>76!4;H9'<!886'5:<'+=4!G'<3!?'.,;7;6>=<!<,;:=45,'8<4!+,!?'64'?'>7!H:=]!4<:<>9!<=4!

7^!_>5,;'<9>=<!5+=<,;5<+,4!G3+!,>2;6:,6!4>=7!4<;7>=<4!G3+!5:==+<!?'?+,7!<+!8:!!66!+?!<3>',!>7;5:<' +=:6!>e8>=4!>4!

>^!_>5,;'<9>=<!5+=<,;5<+,4!G3+!'=N+'5>!?'+,!<3>!4:9>!4<;7>=<!9;6<'86>!'<9>4/

?^!46>:7'=2!4<;7>=<4!H+;<!G3:<!?'>>4!<3>!9;4<!8:I/!

D?>!@95E9B'+,-.'\$#4#\$"#4';H#'\$%0H;(';#3%82;#%;4#\$72;%(84H%1'&%;H'28G'20#86G'
;H2;""%(72;#4'(\$*(/#')*(8/=6;F''

]Q @#02\$/%80',4%80'+,-.'24'2'@#)#\$#86#B''

" ! P.Q\$(!4!3:88!!<+!8,+N'7>!,>?>,>=5>4!?'+,!2>=5'>4!G'<3!G3+9!G>!3:N>!G+,]>7!?'+,!:<!6>:4<+!>=!!>:,!:=7!G3+!3:N>!,>?>,,>7!:<!6>:4<!?'N>!4<;7>=<4!<+!+;,!8,+2,:94/

+;=#8;' +=11(\$;[##>2G3#8;4!

1)! +;=#8;' +=11(\$;[##'53(=8;B'' P+=<,;5<+,4!:,>!>=<'<6>7!<+!,>5>'N>!<!.<;7>=<!.;88+,<!%>>!?'+,!>:53!:=7>,2,:7;:<>!+,!2,:7;:<> k6>N>6!4<;7>=<!G3+!>=,+664!:<!P.Q\$(/!!"3>!9+;=<+?!<3>!<.<;7>=<!.;88+,<!%>>'4!4><!:=7!7>+>4!>+<!N:,!7>8>=7'=2!>+<3>!>=9H>,!+?!4<;7>=<4!4>=<+<+!P.Q\$(/!!<;7>=<!.;88+,<!%>>!8:I9>=<4!>:8!'7!:4!?'+66+G4D!

P.Q\$(!G'66!8:!!V)00!8>,!4>9>4<>,!\?+,!>:9:e'9;9!+?!F!4>9>4<>,4^!?'+,!>:53!4<;7>=<!.79'<<>7!<+!<3>!P.Q\$(R4!,>2;6:,!5:7>9'5!8,+2,:9!G3+!5+986><>4!>:66!5+;,4>!+?!4<;7!7;,'=2!>:53!+?!<3+4>!4>9>4<>,4/!!P.Q\$(!8:I4!>:9:e'9;9!+?!V*LF00!8>,!9:<,'5;6:<>7!4<;7!>4/,>4+6;<' +=!+?!55+;=<!4!7+>=!:?'<>,!<3>!:77J7,+8!7:<>!+?!<3>!4>5+>7!4>9>4<>,!+?!4<;7!L!>2:,76>44!+?!G3'53!4>9>4<>,!<3:<!9:!!!H>/

2)! >2G3#8;' +6H#/=7#8'+,!4<;7>=<4!G3+!>=,+66!:<!P.Q\$(L!5+=<,;5<+,4!9:!!'=N+'5>!?'+,!

- 4)! >2G3#8;'?#;H(/B" #N>,4>:4!5+=<;5<+,4!>:8:'7!'=Q/./!7+66:,4!N'!'=<>=:'<+':6!G',>!
 <,:=4?>!,\+;!HI!53>5]!+,!7',>5<!7>8+4'<+!H:]=]:55+;=<4!'=<3>!Q/./^!<+!>=4;,>!'<9>6!!
 8:I9>=<!/!X',>!'<,:=4?>,!?'>4!>:8:'7!HI!<3>!Q='N>,4'<!/
- 5)! >2G3#8;'>\$(6#44B'Q\$(!G'66!8,+5>44!!+;,.<7>=<!.:88+,<!%>>8:I9>=<!G'<3'=!>0!7:I4!+?!
 ,>5>'8<+?!:88,+N>7!'=N+'5>4/!!=+!,7>,'<+!8:!!=!!:2>=<L!P.Q\$(!9;4<I3:N>!;!4'2=>7!
 ,>5,;'<9>=<!5+=<;5<!:=7!,>C;',>7!:55+;=<'=2!7+5;9>=<4!G3'53!9:!!'=56;7>!:!K\$O!\$!'+,!
 5+98:='>4!,>2'4<>,>7!+;<4'7>'<3>!Q.!,!;!Xh!:'7+!,!U:<:!'_>5+,7!NiU_^!'+,!,QK:4>7!
 5+98:='>4/!!
- 6)! +;=#8;'+=11(\$;[##'-X1%\$2;%(8B'5,;'<>,4!3:N>!h0!7:I4!?,+9!,>5>'8<+?!<3>!.<:<>9>=<+?!
 B55+;=<+!4>=7!:=!'=N+'5>!:=7!:=!,>C;',>7!4;88+,<'=2!7+5;9>=<4^!+,'<+!+=<'?!P.Q\$(!+?!
 :=!>,,+4!'=<3>!.<:<>9>=<+?!B55+;#B'<>,!h0!7:I4L!,>5,;'<>,4!,4]!'+,?'>'<'=2!:=!56:'9!<+!
 <3>!.>,N'5>!%>C;>4'+#/=N+'5>4!9:!!+=6!H>I4;H9'<<>7!:'?<>,'<3>H7>:76'=>!?!
 :66+G>7!HI!8,'+!G,'<<>=!:2,>>9>#Q'7>,'+=+5',5;94<:=5>!G'66!:=!'=N+'5>!H>!:55>8<>7!
 9+,>!'<3:=!+=>!5:6>=7:,!>:,!?'<>!,!>5>'8<+?!!>!.<:<>9>=<+?!B55+;=</
- 7)! *(8/%,%(84B'0+!?'>>!4!+G>7!<+!<3>!,>5,;'<9>=<!5+=<;5<+,!G3>,>D
 :/!!!!B!.<7>=<G'<37,:G4!?,+9!3'4!+,!3>,!B5:7>9'5!A,+2,:9!H>?+,>!'<3>!_>?;=7!U:<+!>!
 :=!!2'N>=!:886'5:H6>!<>,9Z!
 H/!!!!B!.<7>=<!?'64!<+!8:!!<3>!?'66!";<'<+!:=7!%>>4!'+,!'<3>!8,+2,:9Z
 5/!!!!B!.<7>=<!7>+4!+=<+!H<'!:=!:88,+8,;'<>!N'4:Z!
 7/!!!!B!.<7>=<!4!>6'2'H6>!<+!,>5>'N>!'<6>!'-i!8,+2,:9!?'=74!:=7>,'<3>!1'23>,\$7;5:<'<+!>B5<!
 +?!*h) Z
 >/!!!!B!.<7>=<!3:4!8,>N'+;46!<:<>=7>7!P.Q\$(!+!=!:K%96<7!H:4'4!+<3>,'<3:=!
 @6+H:6!B5:7>9!<4!>5+=7'<'<+:=:66!>6'2'H6>!4<7>=<Z!+,!8,'+,'<+!<3>!4;H9'44'+=+?!>:=!
 B886'5:<'<+!>L!<3>!.<7>=<!3:4!>64+!H>>=!,>5,;'<>7!<3,+;23!P.Q\$(d4!+G=!,>5,;'<9>=<!
 >??+,<4L'6>7=2!:=!P.Q\$(!7'4<:=5>!>7;5:<'<+!>5+,4!>/
 ?/!!!!B!.<7>=<!3:4!2'N>=!+=!'=7'5:<'<+!>=!'<3>!:886'5:<'<+!>8,+5>44!+?!3:N'=2!H>>=!,>5,;'<>7!
 HI!<3>!:2>=<!\G3'53!43+;67!H>7!+>=!HI!4;H9'44'+=+?!>!:4'2=>7!.<7>=<P+>4>=<!%+,9!
 G'<3'!=E0!H;4'>=44!7:I4!+?!<3>!+=6'=>!:886'5:<'<+!>
 !
- 8)! 92X#D!j+;!G'66!H>!,>48+=4'H6>!'+,!8:l'=2!:=!<:e>4!<3:<I9'23<I!H>!+G>7!'+,!,:88+,<!%>>4!<3:<!
 I+;!3:N>!H>=>=8:'7!/U>8>=7'=2!+=!+;!,!5+;=<,!d4!<:e!<,>=<!G'<3!<3>!Q='<>7!.<:<>4L!<:e>4!

5>>-E:D^* '

ZDLLMUM;W!UDYX;S[!WHIIH?\\H;\$]
DB6#86-8!M436#4-3%"4-1!?62#(%36#8
;@642'!;&ʰ!1%46!^
;@642'!;&ʰ!1%46!_
;@642'!2%3'P!2"(43#'
;@642'!,>"46!4(=E6#!
;@642'!6=-%1
;@642'!G6E8%36

!
!

7LN;7"<

!

\$-36`!!Y-#2>!^P!_0!a
M4B"%26!4(=E6#`!!^_bc[d

!

I"!W-(#!X6##'
!M436#4-3%"4-1!X-#346#8>%,8!U""#&%4-3"#
M436#4-3%"4-1!X#"@#-=8
U-1%5"#4%-!A3-36!K4%B6#8%3'P!H-83!C-'
ef00!U-#1"8!C66!C1B&9P!AL^0

