

! "#%&'(\$)*+,- (.\$, '/\$+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"OE, <:

!

!"#\$%#&'()*+,-./#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"OE, <:)

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"OE, <: 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:=<!P8>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!'<3>+!, '2'=:6!7+5;9>=<4!., >'!:=!
6:=2;:2>+<3>, <3:=!\$=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>=<!PH!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!., >!
<!8'5:66!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!' =<+!|IP.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;5B@74;2;#F#/=J2117G;7>=<4!9;4<!8:!!<3>!VW0!44=
,>?;=7:H6>!886'5:<+4!>>!<!<3>!<9>!+?!:886'5:<+4!X>!;,>!:=:H6>!<+!G:'N>!<3>!
:886'5:<+4!>>!?+!,>5;,<>,4/!!%+;!886'5:<+4!4'4<:=5>!4>>!
3<<84DJJGGG/5:64<:</>7;J:886!J'=<>,=:<+:=:6JU+5;9>4<4J886!K=<>,=:<+:=:K
:886'5:<+4;7>87!+,!5+=<:5<T54;>:4<H:l/>7;/

"!

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\$(!'3>!9+;=<+?!<3>!<!.;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!!
8:19>=<!/!X',>!'<:,:=4?>,!?'>4!>:8:'7!HI!<3>!Q='N>,4'<!/
- 5)! >2G3#8;'>\$(6#44B'Q\$(!G'66!8,+5>44!!+;,!.<7>=<!.:88+,<!%>>8:19>=<!G'<3'>!)0!7:14!+?!
,>5>'8<+?!:88,+N>7!'=N+'5>4/!!-!+,7>,'<+!8:!!=!!:2>=<L!P.Q\$(!9;4<13: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!7:14!?,+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!7:14L!,>5,;'<>,4!,4]!?'+,?'>'<2!:=!56:'9!<+!
<3>!.>,N'5>!'>C;>4'>#/=N+'5>4!9:!!+=6!H>14;H9'<>7!:'<>,!<3>H'>: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'>+!?'>>!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>!-!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\$O<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'>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!7:14!+?!<3>!+>=6'>=!:886'5:<'>+>=
!
- 8)! 92X#D!j+;!G'66!H>!,>48+>=4'H6>!?'+,!8:l'=2!:=!<:e>4!<3:<!9'23<!H>!+G>7!?'+,!>:88+,<!%>>4!<3:<!
!+;!3:N>!H>=>=8:'7!/!U>8>=7'>2!>+>=!+;,!5+;=<,!d4!<:e!<,>=<!G'<3!<3>!Q='<>7!.<:<>4L!<:e>4!

5>>-E:D^'. '

! KE<L:!" ;L.<L:!8;6!6<=<G.<! ;8!7L8;6MG:7;L !
!

M!(4&6#83-4&!3>-3!%5!M!-=!-&=%336&!-4&!64#"11!-3!U-1%5"#4%-!A3-36!K4%B6#8%3!P!H-8
3>6!56&6#,4+.0!1)(2,&+'%,.!3+45&#!,%)!67+*,20!82&!9!.;<=!" /136836238!3>6!,#%B-2!"5!
='!6&(2-3%"4!#62"##&89!;8!-,#"8,623%B6!83(&643P!M!-18"!=-!>-B6!#%@>38!(4&6#!3>6!1-G8!
K4%36&!A3-368P!3>6!A3-36!"5!U-1%5"#4%-!-4&:"#!="!2"(43#"!5!#68%&6426!,#"3623%4@!3>
"5!#62"##&8!M!@%B6!3"!UAKHC!-4&:"#!38%#82-"#3623%"4!G%3>!=!-.,1%2-3%"4!3"!64#"11!-8!
-!UAKHC!83(&6439!!

!
(!|4'2='=2!<3'4!?!+,9L!-L! ! ! ! ! ! ! ! ! ! ! L! 3>,>H!&2%"#=#!, '23<4!
7>45,'H>7!:H+N>!=7%"# 3G'6(84#8;+!P.Q\$(!:=7!<3>!+<3>,!8:,<!|=9>7!H>6+G!<+!7'456+4>!9!
:886'5:<'+=! :=7! :=! +<3>,! >7;5:<'+=! ,>5+,74! <+! >:53! +<3>,! ?+,! <3>! 8;,8+4>! +?! 7'45;44'=2! 9!
:886'5:<'+=!<+L!:79'44'+=!4<:<4!:=7!>7;5:<'+=:6!>e8>,'>=5>!:<!P.Q\$(D

!
O:9>!+?!B2>=5!D !!kkk!

B77,>44D ! !!kkk

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

