

!"#\$%&'(")*+,#"-./0."\$&%"/)\$ (1)!\$(-"
2(34"%53&6)*+)0\$#\$)
,*7&.\$%1)8\$'396):73913(;<**)=>?)
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5D%*D\$E7&F"17)

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+,-#-!%/001234563/2!761839:!
!"#\$%&'()*'+%,*"-(#\$.%

G7;75&)=C?HIJ\$%-.)=C=C)
J*%;,\$(&*K(/)LM)

N#.\$5"5)3()O(5&%7-&3*(\$9)P**7(3-\$&3*(/)8\$'396)P**7(3-\$&3*(/)\$ (1)Q7\$(&3&\$&34")R)
Q7\$93&\$&34")>+,-#4&34")>+,-#4&329 -1.14 Td (!"#\$%&'5.14 Td (,*7+.3 Td (N#.\$5"5)3()5/2!76

:*9D\$(/),F)V**1W*6/)GF)UF/R)H</0I5.!7-!;-!T=C=CXF),&71"(&)\$55"55"(&)*+)(%%&34"S)0"993(;
5&*%3"5)3()&.)-9\$55%**F)<4BB6*'3+\$'4*%1:63+\$'4*E%FGE%Z^IBYF)
1*3S?CF?C^C_CABAZ>=AF=C?YF?B==H>?)

V**1W*6/)GF)UF/):*9D\$(/),F)U(*5&"%/)UF)PF/R)H</0I5.!7-!;-!T=C?YXF)O(5&%7-&3*(\$9)1355"(&)\$5
" `#%"553*(*)+5&71"(&5a)-9\$55I%"9\$&"1)\$-.3"4""(&)"<4BB6*'3+\$'4*%H"#"+(30%
H"A4(\$#E%IF/)=B>I=HZF)1*3S?CF?C^C_C^=ZCYBF=C?YF?BAZ>AZ)

H</0I5.!7-!;-/)R)V**1W*6/)GF)UF)T=C?YXF)P9\$55%**1)5&*%6&"993(;S)253(;)3(5&%7-&*%)(%%&34"
\$7;"(&)\$5&71"(&)\$9"\$%(3(;/)\$\$+-&/)\$(1)\$&&"<4BB6*'3+\$'4*%1:63+\$'4*E%FJE%=CIZAF)
1*3S?CF?C^C_CABAZ>=AF=C?^F?>=YAAC)

<3&&"(*7%/)PF)NF/)H</0I5.!7-!;-/),\$7(1"%5/)<F)UF/)!\$435/)UF/)V\$%93&b/)UF/)c#\$&b/),F)\F/
,7&."%9\$(1/)GF/R)0.*'\$5/)JF)J^C?^XF),*-3\$93b3(;&.)"539"(&)&%"\$&"(&S)[\$%")(&)\$1)\$179&
-.391)-**7(3-\$&"1)135#9"\$57%"/)31"(&3+3-\$&3*(/)\$1)5\$&3546"88%72%L+B'8.%
<4BB6*'3+\$'4*E%MG/)HHIYAN%1*3S?CF?C^C_?>=BHZA?F=C?^F?>ZA?^H)

<3&&"(*7%/)PF)NF/)H</0I5.!7-!;-/)[3&&5/),F)0.*%K\$%&/)JF/)M3-D"%5/)]F/R)L.6&"/)UF)T=C?^XF)
P**7(3-\$&3*(/)\$57%%*7(13(;)"5&%\$(:""(&S),&%"*%&6#"5/)\$&&3&71"5/)\$1)T(*X)
\$--**1\$&3*(/)\$5&%\$&";3"5F)O"0+-'4(+8%73""*3"#E%J)?I?BF)1*3S?CFAAYC_W5^?CCCYB)

J6"%5/),F)GF/):\$D"%/)]F)[F/):\$%*(")dF/)H</0I5.!7-!;-/)R)[3&&5/),F)T=C?^XF)253(;)
;)3"(&)&%"\$&]F-13.!:;-!

H</015.!7-!;-/)V**1W*6/)GF)UF)R):\$(D5/)JF)T=C?Y)*4"W"%XF)/"+30*)%T'\$0%("8"-+*\$%U+*:%
'(("8"-+*\$%V%#\$4(.\$"88'*)%*'0%"0%3488")"%0858#748N(\$9)!"4"9*#"(&!34353*(/)
!\\$&3*(\$9)P**7(3-\$&3*(/))G55*-3\$&3*(/):\$9&3*%"/)J!F)

P*."(/)NF)G&K"99),"&"/)GF)H</015.!7-!;-/),7&."%9\$(1)GF/)3-.*95*(/GF/)0.*\$5/)JF)R)
,D"%1\$/)UF)T=C?Y)*4"W"%XF)7A"+W%6A%4(%844W%\$0"%4\$0"(%T+.X%/0"%48"%42%
B":!+%*286"*3"E%04#"\$8"%B":!+%A"(3"A"\$4*#E%+*:%#43'+8%:"*\$\$.%\$0("+\$%!'0T'88'*)"##
.*46*3"%2+W"%*T#%4*%L+3"D44WN%J\$55)P**7(3-\$&3*(/)!34353*(/)\\$&3*(\$9
P**7(3-\$&3*(/))G55*-3\$&3*(/):\$9&3*%"/)J!F)

H</015.!7-!;-/):\$(D5/)JF)R)V**1W*6/)GF)UF)T=C?Y)G#%39XF)<8+##(44B%#\$4(.\$"88'*)>%1@A84('"
("8"-+*\$%+*:%'("8"-+*\$%*#\$(63\$4(%*+((+\$'-'#%*'0%"0%3488")"%38+##(44BN%/J!+5J9<M!
(2:6<1463/25A!%/001234563/2!(269<9:6!O</1J)N\$5&"%)P**7(3-\$&3*(/))G55*-3\$&3*(/)
[%*431"(-)/<OF)

H</015.!7-!;-/)R):**&.!7&&"%+3"91/)JF)T=C?Y)G#%39XF)=+6)0*)%+\$%4*#"82>%Y6\$34B"#%42
#\$(63\$4(%#"829:#A+(+)%06B4(%6#"%"0%"0%38+##(44BN%/J!L!+5J9<M!(2:6<1463/25A!
%/001234563/2!(269<9:6!O</1J)N\$5&"%)P**7(3-\$&3*(/))G55*-3\$&3*(/)[%*431"(-)/<OF)

H</015.!7-!;-/)R)V**1W*6/)GF)UF)T=C?Y)*4"W"%XF)<8+##(44B%#\$4(.\$"88'*)>%,#*)%*'#\$(63\$4(
*+((+\$'-'#%\$4%+6)B**\$%#6:"*\$%8"+(**)E%+22"3E%O(5&%7-&3*(\$9)P**7(3-\$&3*(/))G55*-3\$&3*(/)
!34353*(/)\\$&3*(\$9)P**7(3-\$&3*(/))G55*-3\$&3*(/),(\$9&@)\$D")P3&6/)20F)

H</015.!7-!;-/)R)J6"%5/),F)GF)T=C?Y)G#%39XF)7\$6:"*\$#;%+3+:B'3%4("*\$+\$4*%+*:%A"(3"-:%
#\$(63\$4(%3("D'8'\$.%'0%"0%3488")"%38+##(44BN%O(5&%7-&3*(\$9)P**7(3-\$&3*(/))O(&"%"
V%*7#/N\$5&"%)P**7(3-\$&3*(/))G55*-3\$&3*(/)[3&&5W7%;./)(GF))

<3&&"(*7%/)PF)NF)H</015.!7-!;-/)[3&&5/),F)0.*%K\$%&/)JF)GF)M3-D"%5/))JF)R)L.6&"/)UF)MF)T=C?
G#%39XF)7\$6("4\$.A"#E%+\$\$6:"#E%+*:%U*4*V%+334BB4:+\$'-%#\$(+\$)"#%24(%34BB6*3
T'\$0%#\$(+)*:%+68\$%30'8:("N%O(&"%#%"0%5*(\$9)P**7(3-\$&3*(/))O(&"%5&)V%*7#/N\$5&"%
P**7(3-\$&3*(/))G55*-3\$&3*(/)[3&&5W7%;./)(GF))

J6"%5/),F)GF):\$D"%/))F):\$%*(/))dF)H</015.!7-!;-/)R)[3&&5/),F)T=C?Y)G#%39XF),#*)%
(0"\$4(3+8Z("8+\$4*+8%)4+8%\$0"4(.\$4%"@+B'"%"0%3488")"%#6:"*\$#;%BA("##4*#%42%\$0'
*#\$(63\$4(#N%P**7(3-\$&3*(/))N17-\$&3*(/))O(&"%5&)V%*7#/P"(&%\$9),&\$&"5)P**7(3-\$&3*(/))
G55*-3\$&3*(/))J39K\$7D"/)LOF))

J6"%5/),F)GF):\$D"%/))F)H</015.!7-!;-/)R)[3&&5/),F)T=C?H)*4"W"%XF)5*#\$(63\$4(9#6:"*\$%
A"(3"A"\$4*#%42%"22"3\$'-%\$"+30*)%D01584#748N(\$9)!"4"9*#"(&!34353*(/)\\$&3*(\$9)
P**7(3-\$&3*(/))G55*-3\$&3*(/)!\$99\$5/)0f))

<3&&"(*7%/)PF)NF)H</015.!7-!;-/),\$7(1"%5/)<F)G(1%"K5/UF)G(b7%/)PF)UF)V\$%93&b/)UF)0F/)!\$
UF/)&7*)eF/)\3-.*95*(/GF)c#&\$&b/),F)<755"99/)<F/),D"%1\$/)UF/),3&./):F/),7&."%9\$(1)GF)R)
0.*\$5/)JF)T=C?H)*4"W"%XF),*3\$93b3(;&.)539"(&)&"\$&'(&S)[\$%(&)\$1)G179&-.391)
-*"7(3-\$&3*(/))135#9"\$57%"(\$1)3&5)-*%%"9\$&"5)K3&.)31"(&3+3-\$&3*(/))(\$1)%"9\$&3*(\$9)g7\$938
8\$'396)P**7(3-\$&3*(/)!34353*(/)\\$&3*(\$9)P**7(3-\$&3*(/))G55*-3\$&3*(/)!\$99\$5/)0f))

>"7"&>%F!D&?7!

#<-!&A52!H-!O//8P/=Q:!/001234563/2!;/89A32B!528!;95:1<90926!D5P!
0.35)g7\$(&3&\$&34")%"5"\$%-.)9\$W)35)-(&"%1)*()#&3'3b3(;)5&71"(&)9"\$%3(;&.%*7;.)"++-
-9\$55%**)P**7(3-\$&3*(/))T3F"")3(5&%7-&3*(\$9)P**7(3-\$&3*(/))XF)L")*1"9&.)"-"(\$35'5)
&.\$&)"#9\$3(.*K)3(5&%7-&*)P**7(3-\$&3*(/))W".43*%5)%"579&3(5&71"(&)-*;(3&34)"(\$1)

W".\$43*%\$9)9"\$%(3(;;\$3(5F)L")\$95*)1"&%"3(")K.3-.)&6#"5)*+)5&71"(&5)W"("+3&)+%*"1
13+++"%(&)"#1\$;*;3-\$9)5&%\$&";3"5)W6)31"(&3+63(;)W*7(1\$%6)-*(13&3*(5)*+)&"\$-.3(;)\$ (1)
9"\$%(3(;)#%*- "55"5F)L")\$95*.\$4")\$(3(&%"5&)3()"\$57%""(&)-*(5&%7-&3*())\$ (1)4\$931&\$3*(
\$(1)*#"%\$&3*(\$93b")-*"7(3-\$&3*()-*(5&%7-&5)3(&.)-9\$55%**F)0*\$--*#935.)&."5");*\$95/
K")75")\$4\$%3"&6)*+)1\$&\$)(\$96535)&-.(3g7"5)57-.)\$5)-*(13&3*(\$9)#%*- "55)(\$96535/
-*(+3%'\$&*%6)+\$-&*)\$(\$96535/)9\$&(";&);%*K&.)-7%4")*1"93(;/)\$'(;)*&."%5&\$&35&3-5/)&*)
g7\$(&3+6)-\$75\$9)9"\$%(3(;)"++&\$ KKKF\$9\$(*1W*6F-*' _9\$W)

+&*D!+>"7"*'&'()*7!

H</0I5.!7-!;-!T=C=C/)*4"W"%XF)S*:#)0\$%[\[\>%](+;6+\$"%A""(%+:-'3"%24(%A6D8'#0*)N%
\\$&3*(\$9)P**7(3-\$&3*())G55*-3\$&3*(/)O(13\$(\$#*935/)OF)

H</0I5.!7-!;-!T=C=C/)G#%39XF)?##"##"*)%#6:"*\$#%;%6*:"(#\$+*.'*)%42%34*3"A\$#%'*%A"(#6+#'4*^%
,#*)%<8+###(44B%?##"##B"*\$%/"30*_6"#%U<?/#V%\$4%+##"##%#6:"*\$%8"+(*')N%O(5&%
P**7(3-\$&3*())O(&"%"5&)V%*7#/)N\$5&"%()P**7(3-\$&3*())G55*-3\$&3*(/):\$9&3*%'/)J!/
TP*(+"%(")-\$(-"9"1XF)

H</0I5.!7-!;-!T=C?^)G#%39XF)S4T%#6:"*\$#%8"+(*>%/0"4("\$'3+8%A"("#A"3\$'-'#%2(4B%":63+\$'4*+
A#.30484).%\$4%*34(A4(+ \$"%'*4%!*#\$(63\$'4*+8%34BB6*3+\$4'5&?#7-830\$9)
P**7(3-\$&3*())O(&"%"5&)V%*7#/)N\$5&"%()P**7(3-\$&3*())G55*-3\$&3*(/)[3&&5W7%;/][GF))

+&*D!>"7+)*#"*7!

H</0I5.!7-!;-!T=C?^)*4"W"%XF)73048+(%422'3"%046(#F)\\$&3*(\$9)P**7(3-\$&3*())G55*-3\$&3*(/)
,9&)\$@D")P3&6/)20F)

)F">!%)*K"*)*!&%'(K('R!

H</0I5.!7-!;-!T=C?Y/)G#%39XF)`/"88%B"%+%#4(.a>%/0"4(.%+AA8'3+\$'4*%A+A"(%+3\$'-\$N%V%"
8*%)0"\$-.3(;),&71"(&5)TVFOF8F0F,FX),"553*(/)N\$5&"%()P**7(3-\$&3*())G55*-3\$&3*(/)
[%*431"(-)/<OF)

H</0I5.!7-!;-!T=C?^)*4"W"%XF)S4T%\$4%B+W"%#A+(W#%28.b>%C8+'.*)%T\$0%//*:"(%A(42'8"#%
\$"+30%2"+\$6("#%42%"*\$"(A"("#4*+8%34BB6*3+\$'4*#N%V%"\$&)O1"\$5)8*%)0"\$-.3(;),&71"(&5)
TVFOF8F0F,FX),"553*(/)\\$&3*(\$9)P**7(3-\$&3*())G55*-3\$&3*(/),9&)\$@D")P3&6/)20F)

"&%F(*O!"E+>("*%!"

%/1<:9!&80323:6<56/<!
!"#\$%&'()*+%,*-'(#\$.%

G7;75&)=C?HI[%5"(&
J*7;(#\$80F,FX),"553*(/)&\$:M

>)

0.35)-*7%5")K\$5)W739&)K3&.)\$)h(\$%%\$&34")\$##%*\$-.i)3()K.3-.)5&71"(&5)K"%)\$5D"
-*(("-&)3(&"%#"5*(\$9)-*"7(3-\$&3*()-*(-#&5)\$1)&."*%3"5)&*)&."3%)*K()
3(&"%#"5*(\$9)%"9\$&3*(5.3#5)&.*%7;.)"\$(5)57-.)\$5)-\$5")5&713"5)\$1)#"%5*(\$9)
5&*"6&"993(;F)

O<581569!954,32B!&::3:6526!V+<305<=!(2:6<146/<Z!
!"#\$%&'()*+%,*-'(#\$.%
!"#\$%&'(&)*+P*"7(3-\$&3*(),&713"5)

G7;75&)=C?HI[%"5"(&
J*%;\$(&*K(/LM)

B)

0.35)3(&%*17-&*%6)-*7%5")3(4*94"1)&.)5&716)*+)*(-"#&5)\$ (1)&."*%3"5)*+)
3(&"%#"5*(9\$)-*"7(3-\$&3*)\$(1)+*-75"5)*()%"9\$&3*(5.3#5)W"&K""()+%3"(15/
-*K"%D"%5/)+\$'396/)\$ (1)%*\$(&3-)#\$%&("%5F)0.35)-*7%5")7&393b"1)\$)-\$5")5&713"5)
&"&W**D)\$ (1)75"1)\$)(\$%%\$&34)"\$##%*\$-.)&*)9"\$%(3(;F))

);;!STM!(26</81463/2!6/!;5::!;9835!V71009<!UTUTZ!

0.35)3(&%*17-&*%6)-*7%5)"\$'3("1)&.)-\$%\$-&"%35&3-5)*+)"13\$&"1)-*"7(3-\$&3*)
\$(1).*K)-*"7(3-\$&3*)&".(*9*;3"5).\$4)-.\$(;1)&.)K\$65)3(K.3-.)K")
-*"7(3-\$&")3(\$);9*W\$9)5*-3"&6F)P*7%5");*\$95)3(-971")3(-%"\$53(;)"13\$)93&"%\$-6/
1"-*(5&%7-&3(;)"9"-&%*(3-)"13\$)'6&.5/)\$ (1)1"*"(5&%\$&3(;).*K)("K)"13\$)-\$()
#%*"&")9"\$%(3(;)\$ (1)W7391)3(&"%#"5*(9\$)"9\$&3*(5.3#5F)

O<581569!954,32B!&::3:6526!'"##\$#&') *\$+, *-(./#%01%2*3(
!"#\$%&'()*+%, *-"#\$%.%
!"#\$%&'(&)*+P*"7(3-\$&3*),&713"5)

G7;75&)=C?BIJ\$6)=C?H)
J*%;\$(&*K(/)LM)

PcJJ)AC>S)?AA("3'+\$'4*%42%Q4\$'4*%C'3\$6("#>%`/0"%<8+##'3#a%T,#%3(;)=C?HX)
PcJJ)?C>S)5*\$'(4.63\$'4*%\$4%Q+##%Q':+%T,#%3(;)=C?HX)
PcJJ)?CZS)C6D8'3%<4BB6*'3+\$'4*%T8\$99)=C?BX)
PcJJ)AC>S)?AA("3'+\$'4*%42%Q4\$'4*%C'3\$6("#>%]4"#%\$4%!(+a%T8\$99)=C?BX)

&::3:6526!94,2345A!#3<946/<!528!%A5::!(2:6<146/<!
,*-"#\$%.%42%C'\$#\$D6()0%
!"#\$%&'(&)*+0."\$&"%)G%&5)

!"-"W")=C?ZIJ\$6)=C?>)
[3&&5W7%;./][G)

'F"&!XLUM!(26</81463/2!6/!765B9!%<5]6!

0.35)K\$5)\$#%*17-&3*(I*%3"(&"1)-*7%5"&.\$&)3(4*94"1)&.)5&716)\$ (1)\$##93-\$&3*()*+
&.)5D3995)7&393b"1)3(\$&.)%"\$93b\$&3*()*+)&."\$&%3-\$9)5-"("%6/)#%*"5/)\$ (1)93;.&3(
3(-971"1)5&\$'(1\$%1)5-"(3-)*"(5&%7-&3*(*)&".(3g7"5/)'\$&"%3\$95)\$ (1)"g73#"(&)*+)&."
5-"(")5.*#/)\$(3(&%*17-&3*(*)&)*5-"(3-)#\$3(&3(/)1%\$+&3(/)W\$53-93;.&3(;)#%\$-&3-"5/
\$(1)#%*"#"%&3"5)1"53;()\$(1)-*(5&%7-&3*(F))

O>&#\$&'!%)\$>7"7!'&H"*!

PcJJ)BCCS)<4BB6*'3+\$'4*%!*%\$0"%<8+##(44B%
PcJJ)BC?S)5*#\$(63\$'4*+8%<4BB6*'3+\$'4*%
PcJJ)BC=S)5*\$"(A"("#4*+8%<4BB6*'3+\$'4*%
PcJJ)BCBS)Y()+*'c+\$'4*+8%<4BB6*'3+\$'4*%
PcJJ)B?CS)L+B'8.%<4BB6*'3+\$'4*%UQ+#\$"(V%
PcJJ)B?CS)L+B'8.%<4BB6*'3+\$'4*%Ud43\$4(+8V%
PcJJ)B??S)5*\$"()(46A%<4BB6*'3+\$'4*%
PcJJ)B=AS)="+."(#0'A%<4BB6*'3+\$'4*%
PcJJ)B=>S)<4BA6\$"(%Q":'+\$":%<4BB6*'3+\$'4*%
PcJJ)BA=S)S6B4(%+*:%<4BB6*'3+\$'4*%
PcJJ)BZ>S)Q+##A"("#4*+8%<4BB6*'3+\$'4*%
PcJJ)BYA8S)C(42"##'4*+8%C("A+(+\$'4*%
PcJJ)BYA]S)Q4:"(+)\$'4*9Q":'+\$'4*%7"B'+(+)

PcJJ)HCCS)76(-. %42%S6B+*%<4BB6*3+\$'4*/0"4(.%
PcJJ)HC?S)](+:6+\$"%H"#"+(30%Q"\$04:#%
PcJJ)H?=S)<4BB6*3+\$'4*/Q"+#6("B"*\$%
PcJJ)H?AS)e6+8'\$+\$'-%H"#"+(30%Q"\$04:#%
PcJJ)H?YS)?:-+*3":%5*#\$(63\$'4*+8%<4BB6*3+\$'4*%
PcJJ)H==S)d+(W%7'."%42%5*\$"(A" (#4*+8%<4BB6*3+\$'4*%
PcJJ)HYBS)](+:6+\$"%7"B"*+(%
P!8,)BYAGS)L+B'8.%5*\$"(+3\$'4*+*:%<4BB6*3+\$'4*%
N![]B?AS)7\$+\$'#\$'3+8%Q"\$04:#%M%
N![]B?ZS)7\$+\$'#\$'3+8%Q"\$04:#%[%
N![]HCCS)C#.30484)'3+8%L46*:+\$'4*#%42%="+(**)%
d!8,)HYAGS)d'-4(3"%+*:%H"B+((+) "%
dON!)B>)<488")"%7\$6:"*\$%d"-84AB"*\$%
O!0)BYAGS)Y*8'""%/"+30*)%+*:%="+(**)%
,P8!)B?>S)e6+8'\$+\$'-%H"#"+(30%Q"\$04:#%
PcJJ)HYCS)/"+30*)%C(+3\$'36B%
PcJJ)HY>S)5*:"A"*:"*\$%7\$6:.%
PcJJ)HYHS)H"#"+(30%

F*)>7!&*#!&^&>#7!

<"(")U35("%)[""P*99";3\$93&6)GK\$%1/)!#\$%&"(&)*+P**7(3-\$&3*(),&713"5)/L"5&)M3%;3(3\$)
2(34"%53&6)T=C=CX)
]71""UF):7%;**(<"5"\$%-.)GK\$%1/)!#\$%&"(&)*+P**7(3-\$&3*(),&713"5)/L"5&)M3%;3(3\$)
2(34"%53&6)T=C=CX)
0*#)Z)[\$#"%/O(5&%7-&3*(\$9)!4"9*#"(&!34353*(/)\\$&3*(\$9)P**7(3-\$&3*())G55*-3\$&3*())T=C=CX)
0*#)Z)[\$#"%/O(5&%7-&3*(\$9)P**7(3-\$&3*())N\$5&"%)P**7(3-\$&3*())G55*-3\$&3*())T=C=CX)
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0*#)Z)[\$#"%/O(5&%7-&3*(\$9)P**7(3-\$&3*())N\$5&"%)P**7(3-\$&3*())G55*-3\$&3*())T=C?YX)
:5&)0"-.(3-\$9)!3%"-&*/)!#\$%&"(&)*+0."\$&"%)G%&5/2(34"%53&6)*+)[3&&5W7%;..)T=C?ZX)

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