

!" !#\$"

!!" " !#\$"

"#\$%&&'(!)*+,%, -, '!. /(!)*, '0(1, '2!"##'##'!1*2!"/##',3!
4 '51(, 6 '*,!/.!71(\$!1*2!7*8%(/*6 '*,1&!"##'##'+!

9 /+, /*!: /&&'0'!

: \$ '+, *-, !; %&&< != >! ?@ABC!

7D!E%F = %*0GH#F'2-!ID!JBKCL!MM@NOCBO"

"

%&'()'+, -"

"

. /010!%*! : %8&&!1*2!7*8%(/*6 '*,1&!7*0%*' '(%*0<!. 2+- (3*, -"4 -+5326+*7"#####@??0!
832+9+)*3"%"! "#% '##'!1*2!7*8%(/*6 '*,1&!I /&!
I(%*#', /*!"#\$ /&!/.!I-H*2!)*, '(*1,%/*1&!>..1%(+<" .2+- (3*, -"4 -+5326+*7"#####@??0!
:0%0!%*! : \$ '6%#1&!7*0%*' '(%*0!JP%, \$!1!63(, -&" :0%0!%*!7*8%(/*6 '*,1&!7*0%*' '(%*OL!
;6+< / ')"4 -+5326+*7<"9 '%Q%*0< : \$%*1! ! ! ! ! !!!!!KRRS"

%=>?, 7=3-*

"

9 /+, /*!: /&&'0'!
!-6*+*' *3". 2, 9366, 2", 9"8?+=)*3"@(+3-(3") -&"@, (+3*7<!"#\$%&&'(!)*+,%, -, '!. /(!
)*, '0(1, '2!"##'##'!1*2!"/##',3!! ! ! ! ! ! !!!!!RT@NI('+'*!,
. 2, 9366, 2<!4 '51(, 6 '*,!/.!71(\$!1*2!7*8%(/*6 '*,1&!"##'##'+!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!RT@NI('+'*!,
!
UV>>TW' /5\$3+##1&!X&-%2!43*16%#+!Y1H/(1, / (3!JWX4YL"
@3-+, 2"@(+3- *+6*!! ! ! ! ! ! !!!!!!!CTKRN?ST@!
A3)&32B"1+5+6+, -", 9"C*= ,6>/32+(" . /76+(6! ! ! ! !!!!!MT@?N?ST@!
13>' *7"A3)&32B"1+5+6+, -", 9"C*= ,6>/32+(" . /76+(6!! !!!!!!! !!!!!ATKSN

!

!" !#\$"

M3=N32<! : / 6 6%, ' '!

!

!" !#\$"

.)6*!@*' &3-*6k.,6*&,(6"@ '>325+63&"

!

I\$F4F!+, -2 '*,+D!!

W' ',1!I '(+12!JI(%*#', /*<!128%+/(<!0(121, '2!%*!@?KB!P%, \$!I\$F4F!>+%%+, 1*,!I(/. '++/(!1,!, \$'!

Z*%8'(+%,3!/.!` 'j1+!1,!>-+,%*L!

"5 '*#'(!; %&&!JI(%*#', /*<!128%+/(<!0(12-1, '2!%*!@?KB!P%, \$!I\$F4F!>+%%+, 1*,!I(/. '++/(!1,!, \$'!

: %,3!Z*%8'(+%,3!/.!U' P!E/(aL!

k\$1/3%!"\$ '*!JI(%*#', /*<!128%+/(<!0(12-1, '2!%*!@?KS!P%, \$!I\$F4F!>+%/#1, '! ['+'1(#\$!

"#\$/&1(!1,!: 1&, '#\$L!

h%*! [/ *0! : \$-1!JI(%*#', /*<!128%+/(<!0(12-1, '2!%*!@?KR!P%, \$!I\$F4F! ['+'1(#\$!"#%* ,%,!1,!

: '*,(!/(! : && 61, '! ['+'1(#\$!"%*015/('L!

"5 '*#'(!: &1(a!JI(%*#', /*<!128%+/(<!0(12-1, '2!%*!@?KR!P%, \$!I\$F4F!41,1!"#%* ,%,!1,!

g -*L!

=%#\$' &&'X(1)'(JI(%*#', /*<!128%+/(<!0(12-1, '2!%*!@?K<I /+,2/#1, ! [#%'!Z*%8'(+%,3L!

c1*!'! " 63,\$!JI(%*#', /*<!128%+/(<!0(12-1, '2!%*!@?@K! : && 61, '! "#%* ,%,!1, !=1*!W(/-5L!

!

I /+,2/#+D!!

= 1+%% 6 /!9 /&&1+%%*1!J" ' *%/(!Y'#,- ('(!1,!, \$'!Z*%8'(+%,3!/.!72%*H-(0\$<!, \$'!('#%5%*', !/.!,\$'!

@?K0!>WZ!c1 6 '+! [F! ; /&, / *!c- *%/(! "#%* ,%,!> P1(2L!

I -!Y%*!J>+%/#%1, '! ['+'1(#\$!"#\$/&1(<!I(%*#', /*L!

>*0' &!>21 6 '+!J>+%%+, 1*,!I(/. '++/(!1,!, \$'!Z*%8'(+%,3!/.! \ %+#/*+%%*<!, \$'!('#%5%*', !/.!,\$'!

@?KS!>WZ!c1 6 '+! [F! ; /&, / *!c- *%/(! "#%* ,%,!> P1(2L!

\ '*\$1/!4 / *0!JI(/Q'#, !"#%* ,%,<!Z*%8'(+%,3! : /(5/(1,%/*!./(!>, 6 /+5\$'(%#! ['+'1(#\$!

U1+'(!= 1\$. /-]!JI /+,2/#<!I1#%.#%U/(, \$P '+, !U1, %/*1!Y1H/(1,/(3L!

E /-, / *0!k\$ *0!J>+%%+, 1*,!I(/. '++/(<!Z*%8'(+%,3!/.! ; /-+ ,/*L!

>a+\$131!U%a- 6H\$!J>+%%+, 1*,!I(/. '++/(<)*2%1*)*+, %, -, '!/.!` '#\$*/&/03!9 / 6H13L!

g ' '+\$1*!U1(%*+*%0\$!JI\$3+%%#1&!"#%* ,%,<!UV>>TWX4 YL!

!

" - 6 6 '(!%*', '(+D!

W' ',1!I '(+12!J", 1*./ (2<!W' /5\$3+%%#<!c- *%/(L!

"5 '*#'(!; %&&!JZ : Y><!>, 6 /+5\$'(%#!1*2!V# '1*%#!"#%* #' +!1*2!>55&&'2! = 1, \$' 61, %#+<!

c- *%/(L!

I(1*13!U12' &&1!J \ '+, ! \ %*2+/(NI&1%*+H/(/! ; %0\$!"#\$//&!" /- , \$<!c- *%/(L!

: /&&*! [13 6 / *2!J : /(*' &&<!>, 6 /+5\$'(%#! "#%* #'<!c- *%/(L!

=%#\$' &&'X(1)'(J : '21(8&&'<!I\$3+%%#<!c- *%/(L!

Y'%!E%*!JZ` N>-+,%*!W(12-1, '!', -2 '* ,L!

I1, (%#a!9(/P*!J4 -a'<!W(12-1, '!', -2 '* ,L!

c1*!'! " 63,\$!JE1&'<!W' /&/03!1*2!W' /5\$3+%%#<!c- *%/(L!

9(%20', '!9'./(!,

!

!" !#\$"

c%1j%! ; -!J` 'j1!> f =L!
h%1/3-1*!Y%JI(%*#',/*L!
c' **3! : \$1*0!JI(%*#',/*L!
"\$%8!I(%316! [10\$(-161*!JI(%*#',/*L!
: %*23! \ 1*0!JI(%*#',/*L!
g ' '+\$1*!U1(%*'+%*0\$J` \$'!: %3!Z*%8'(+%,3!/.!U' P!E/(aL!
`%1*+\$-!1/*0!J9 :L!
"

.332I235+3J3&". 'N?+()*+, -6"

!
mX%(+,N1-,,\$/('2!H3!+, -2' *,+!/(!5/+,2/#+!+-5'(8%+'2F!
KF M+<-<B"O0!1*2!YF=F! [-++' &&!@??KD!I('2%#, '2! ; 30(/+#+/5%#W(/ P,\$!/.!'" 1!>' (/+&F!
<!K?B<!@S@MRN@S@CAF!
@F I(' **%<!>FcF<!IFcF!4' = /, <!"F=F!1 ('%2' *P' %<+!4F7F!" \$' (61*!<YF=F! [-++' &&!1*2!O0" M+<-<!
@??KD! ` \$'!7.. '#, !/./!Y/P! = /& '#-&1(! \ '%0\$,!4%#1(H/j3&#>#%2+!/*! : &/-2!X/(61,%/*<!
<!K?M<!KK@A?NKK@ASF!
OF M+<-<B"O0!1*2!YF=F! [-++' &&!@??@D! ` \$' (6/23*16%#!7e-%&&H(-6!/.!>e- ' /-+!"/&-,%/*+!
/./!V(O1%*#N7&#,(/&3, '!=%j, -('+!%*!>' (/+&!I1(,%#&' +F! !AS<!KOOK !
AF [-++' &&! YF=F! 1*2! O0" M+<-<@??@D! 4' &&e- '+# '*#! /./! " 61&&! I1(,%#&' +<!
<!KKB<!OKKNO@KF!
MF M+<-<B"O0!1*2!YF=F! [-++' &&!@??AD!V(O1%*#>' (/+&!7.. '#,+!/*X/O!4(/5&' ,!"5'#,(1<!
K?R<!K?FK?@RT@??Oc4??AA@CF!
BF M+<-<B" O0! WF! Y1%< : F! `/*0< [F \ F! \ //2< 1*2! 4FcF! 4/('*< @??AD! X(' '!'7*' (O3!
I'(-, (H1,%/*!', -23!/.! \ 1, '(!4%6 '(!4%+/#1,%/*!1%*', ##+<!
K@K<!CCONCCCF!
CF M+<-<B"O0!YF=F! [-++' &&!1*2!4FXF!9(12./ (2!@??MD! ; '1&,\$!1*2! : &&61, 'I /&!)651#,+!
/*!' -&. -(76%+/#/*! : /*, (/&! AO<!2/%DK?FK?@RT@??A [W??KBCF!
SF M+<-<B"O0!gF! [161+P163<!IF>F!W%*/ -j!1*2!YF \ F! ; /(/ P%,]<!@??MD!W' /5\$3+*#1&!
X&-%2!43*16%#Y1H/(1,/(3!W'*'(1& : %(-&1,%/*! = /2'&)*8'+,%01,%/*!/.!,\$'!) *2(' #,
[12%1,%8!'7.. '#,+!/.!>*, \$(/5/O' *%#!" -&.1, '!>' (/+&<!
KK?<!2/%DK?FK?@RT@??Mc4??BKBKF!
RF M+<-<B"O0!gF! [161+P163<!IF>F!W%*/ -j!1*2!YF \ F! ; /(/ P%,]<!@??MD!4%(' #,[12%,%8'!
X/(#%*0!/.!>*, \$(/5/O' *%#!V(O1%*#>' (/+&+<!
KK?<!2/%DK?FK?@RT@??Ac4??MMCOF!
K?F M+<-<B"O0!gF! [161+P13<!YFcF!4/**' (<!1*2!gF` FcF!I\$&&&5+<!@??BD!>!U' P!
I1(16' ,'(%)1,%/*!/.! : &/-2!4(/5&' ,!>#,%81,%/*!>55&H&' ,/!W'*'(1& : %(-&1,%/*!
= /2' &+<!
!BO<!KOASNKOMB!
KKF M+<-<B"O0!gF! [161+P163<!YFcF!4/**' (<!gF` FcF!I\$&&&5+<!"F>F!1&' %*<!IF>F!W%*/ -j<1*2!
YF \ F! ; /(/ P%,]<!@??CD! = /2' &&*0!,\$'!) * , '(1#, /*+!H' , P' '*!>' (/+&+!1*2!Ye-%2! \ 1, '(!
: &/-2+!P%, \$!1!" ' &.N#/*+%, '*! : &/-2!"#\$' 6' !%*!1!W'*'(1& : %(-&1,%/*! = /2' &+<!
BA<!KKS RNK@?RF!
K@F Y' '<!"F!"F!YF!cf!4/**' (<!gF` F!cf!I\$&&&5+<!1*2!O0" M+<-<@??SD!7j16%*1,%/*!/.!1!(/+&&!
'.. '#,+!/*15('#%5,1,%/*!*%2' '5!#/*8'#,%8'!#&/-2+!2-(%*0!,\$'!KRRC!> [=!+-66' (!
'j5'(%6' *,F!
<!KOA<!K@?KNK@?F!

!

!" !#\$"

KKN?K@FKF!

@SF 9 /&&1+%*1m< = F>F<1*2!O0"M+<-<!@?K@D!I('##5%,1,%/*!9%1+!/8'(!,\$'!\ '+, '(*)*2*1*!
V# '1*!%*!1*!>, 6 /+5\$'(%#!W : = D! [/&'!/.!,\$'!= '(2%/*1&!""`!W(12%'*,F!

<2/%DK?FK??CT+??OS@N?K@NKOACNCF!

@RF ; %&&m<!"F<1*2!O0"M+<-<!@?K@D!U/*&* * 1(!#&& 61, '!('+5/*+'!,/!('0%/*1&H(%0\$, '*%*0!/.!
,(/5%#1&! 61(%*'!+, (1,/#- 6 -&-+F! <!

2/%DK?FK?@RT@?K@WY?M@?BAF!

O?F k\$/ -<! : F<1cF!7F!I '* * '(<!O0"M+<-<!1*2!hF! ; -1*0<!@?K@D!> '(+/&!X/(#%*0!91+'2!/*!
: > = M!1*2!> = O! = ', '/(&/O%#1&!X% ' &2+F!

!K@<!K?BCRNK?C@C!2/%DK?FMKRAT1#52NK@NK?BCRN@?K@F!!!

OKF ; -1*0<!hF! ; F! : \$-1*0<!>F!4 '++&'(<!hF! : \$ '*<!1F! = %*+ # \$P1* '(<!gF! [1 6 1+P 1 6 3<1*2!
O0"M+<-<!@?K@D!>!(12%1,%8'N#/*8'#,%8'!'e-%&&H(%- 6!5'(+5'#,%8'!/./!,\$'!P'1a' *%*0!/.!

,(/5%#1&! \ 1&a'(!#%(-&1,%/*!*!'(+5/*+'!,/!O&/H1&!P1(6 %*OF! <!

2/%DK?FKKCMtc : Y)N4NK@N??@SSFKF!

O@F V#a/<!F<!gF! [1 6 1+P 1 6 3<!IF!W%* / - j<!O0"M+<-<!1*2!YF! ; /(/P%,]<!@?K@D!" '*+,%8%,3!/.!
, \$'!1'(/+/&!2%('#,!(12%1,%8'!./(#%*O!H1&1*#'!,/!5\$3+##1&!#&& 61, '!.1#,/(+F!

<!KKC<2/%DK?FK?@RT@?K@c4 ?KS?KRF!

OOF

!

!" !#\$"

= /*+// *!%*!, \$'!&1, '!@?, \$!# '*, -(3D!` \$'!(/ &'!/.!1*, \$(/5/0' *%#1' (/+/&+F!
<!2/%D!K?FK??@TO(&FM?CKRF!

A@F 9 /&&1+%*1m< =F>F<!O0"M+ -<<!gF! [1 6 1+P1 6 3<!4F!"#\$P1(J)a/5.<!1*2!gF!U1%a<!@?KOD!

: /*, (%H-, %/*!/.!Y/#1&!1*2! [' 6 /, '!>*, \$(/5/0' *%#1!> '(+/&+!, /!, \$'!@?, \$! : '*, -(3!
\ '1a' *%*O!/.!, \$'!' /-, \$!>+%1*! = /*+// *F! <!AK<!BS?d

BSC<!2/%DK?FK??@T@?KOWY?MSKSOF!

AOF ; %&&m<!"F<!O0"M+ -<<!1*2!)F = F! ; '&2<!@?KAD! = '#\$1*%+ 6+!/.!./(#'2!, (/5%#1&! 6' (%2%/ *1&!

'*(O3!.&- j!#\$1*O'F! <!2/%DK?FKKCMTC : Y)N4NKAN??KBMFKF!

AAF I' (+12m<!WF<!O0"M+ -<

!" !#\$"

KBN?MS?FKF!

MBF I1*!<XF!hF! ; -1*0<!"F"FY'(/3<!IF!Y%*<YFYF!,"(/P<O0"M+<-!1*2!gF! [161+P163<!
@?KCD!`\$'!+(,/+5\$'(%#!#\$1*0'+!%*.'((!2!./6!K?3'1(+!/.!>)["!1*2!>= "ZN>!
(12%1*#' +F! <!O?JKML<2/%DK?FKKCMtc : Y)N4NKN?OCFKF!

MCF Y' ' <cf7R!>F!' \$' * <!9F!X/ jN1 ' 65' (<!1*2!O0"M+<-D! ; ' 6%+5\$' (%#!+!1!# '!2%+, (%H-, %/ *!
+', +!, \$' !O&1#%1&!, ' 65/F! <!AAJ@L<!
2/%DK?FK??@T@?KBWY?CKO?CF!

MSF ; %&&m<!"F<O0"M+<-<!)F=F! ; '&2!1*2!=F!k\$1/<!@?KCD!A a c e e g b dge -
ba ed a a f he Sahe a fa e e f cea c a gF!
<!O?JKML<2/%DK?FKKCMtc : Y)N4NKN?CSMFKF!

MRF I' (+12m<!WF!4FcF!I13*,' (<O0"M+<-!1*2!gF! [161+P163<!@?KCD! : / 65', %*0!
>, 6 / +5\$' (%#!1*2!" - (.1# 'N4 (%8' *) 651#, +! / .!>H+ / (H%*O!> ' (+ / &+! / *!, \$' !71+, !>+ %1*!
"- 6 6' (% 6' !: &% 61, 'F! <!O?J@L<2/%DK?FKKCMtc : Y)N4NKN?SB?FKF!

B?F 9(/P*m<!IF`F<O0"M+<-<! \ F!Y%1*2!"F>F! ; %&&<!@?KCD! : \$1*0'!%*!, \$' !610*%, -2'!1*2!
6 '#\$1*%+6+! / .! - * . / (#'2!&/PN. ('e - '*#3!+- (.1#', ' 65' (1, - ('!81(%1H%&&, 3!%*!1!P1(6' (!
#&& 61, 'F! <!C<2/%DK?FK?OST*#&& 61, 'OOSKF!

BKF \ 1*0<!EF!EF!h%<! \ F!4 / *0<!1*2!O0"M+<-<cf! \ 1*0!1*2!YF!" \$' * <!@?KCD!>28' (+!
7.. '#, +! / .!) *# ('1+*%0!4(-0\$, !/ *!>%(n-1&, 3!8%1!U1, -(1&I(/# '++' +F!
<!2/%DK?FMKRAT1#5N@?KCN@OAF!

B@F "\$%*m< ; F<O0"M+<-<= F!k\$1/<lcFN : F!W/&1] <!9F!h%1*0!1*2! ; F!W- /<!@?KSD!781&-1, %/ *! / .!
I&1* ', 1(3!9 / - *21(3!Y13' (!" % 6 -&1, %/ *! *! WX4Y!>, 6 / +5\$' (%#!W' *' (1&! : %(#-&1, %/ *!
= /2' &<! F!OKJKOL<4V)DK?FKKCMtc : Y)N4NKN?MAOFKF!

BOF h%1*0<!9F! = F!k\$1/<O0"M+<-<! \ F!E-!1*2!"F!11*0<!@?KSD! : / *, (1+, %*0!) 651#, +! / .!
(12%1, %8' !. / (#%*0!%*!, \$' !' / - , \$' (*!V# '1*8' (+-+! " / - , \$' (*!` (/5%#+! / *!) ` : k!5 / +%, %/ *!
1*2!' *' (03!, (1*+5 / (, !%*! / *! WX4Y!#&& 61, '! 6 / 2' &F! F!OKJKAL<!
4V)DK?FKKCMtc : Y)N4NKN?MBBFKF!

BAF >216 '+m<!>R!1*2!O0"M+<-<!@?KSD! = /%+, -('1*2!6 / %+, !+, 1, %#!' *' (03!H-20', +! / .! " / - , \$!
>+ %1*! 6 / *+ / / *! &/ P!5('++-(' !+3+, ' 6+!%*!WX4Y!> = AF?F!
F!CMJBL<4V)DK?FKKCMtc> "N4NKN?O?RFKF!

BMF >216 '+m<!>R!1*2!O0"M+<-<!@?KSD!) * , (1#, %/ *+!H', P' ' *!P1, '(815 / (!1*2!5 / , ' * , %1&!
8 / (, %#, 3!%*!+3* / 5, %N+ #1& '! 6 / *+ / / *1&2%+, -(H1*#' +D) = /%+, -(' !8 / (, ' j !%*+, 1H%&&, 3F!
F!CMJBL<4V)DK?FKKCMtc> "N4NKN?OK?FKF!

BBF k\$1/<! = F!k\$1/<1*2!# / 1-, \$ / (+!@?KSD! ` \$' !WX4Y!W&/H1&!>, 6 / +5\$' ('!1*2!Y1*2! = /2' &!
> = AF?TY = AF?!N! I1(,!)D!" % 6 -&1, %/ *! : \$1(1#, '(%, %#+!P%, \$!I('+#(%H'2!" " ` +F!
F!K?JOL<4V)DK?FK??@T@?KC = "??K@?SF!

BCF

!" !#\$"

4', '#, 1H&'!% 651#, !/!.!&/#1&!1*2!(' 6/, '1*, \$(/5/0'*%#1'(/+&+!/!*!, \$'!@?, \$!# '*, -(3!
#\$1*0'+!/.! \ '+, !>.(%#1*!1*2!" /-, \$!>+%1*!6/*+//!*!5('#%5%, 1, %/*F!

!" !#\$"

SAF Y%<!EF<EF!4 '*0<!"F!E1*0<! ; F!k\$1*0<!O0"M+ -<<!1*2!kF!"\$ '*<!@?KRD! = -&, %N+#1&'!
, ' 65/(1&N+51, %1&!81(%1H%%, 3!/.!, \$ '!71+, !>+%1*!+ - 6 6 '(!6/*+//*!.(/*, 1&!+3+, ' 6D!
/H+'(81, %/*!8'(+ -+!%, +!('5('+'* , 1, %/*!%*!, \$ '!WX4 Y! ; % [> = F! <!
M@JKKL<!4 V)DK?FK??CT+??OS@N?KSNAMABNJF!

SMF 1 - /<!EFN ; R!1*2!#/N1- , \$ /(+<!@?KRD! : /*8'#, %8'!, (1*+%, %/*!+, 1, %, %#+!/8'(!, (/5%#1&!
/#'1*+!./(!#&% 61, '!6/2'&!2%10* /+, %#+D!W : =!'81&-1, %/*F
<CCJKL<!4 V)DK?FKKCMTC> "N4NKRN?KO@FKF!

SBF m : &1(a!"<!O0"M+ -<<!1*2!>FXF!>21 6 '+<!@?KRD! = /*+//*!&/P!5('++-('!+3+, ' 6!&a'!
81(%1H%%, 3!%*!1*!%2' 1&] '2! : &1(aF! <!OOJBL<!4 V)DK?FKKCMTC : Y)N4NKRN
?@SRFKF!

SCF

!

!" !#\$"

RRF >, &1+<! [FYF<! : F"F!9(',\$'(/*<!IFUF!9&/++'3<!>F!W',, '&61*! : F!91(2' '*<!IF!Y%*!O0"
M+-<<!@?@?D! ; /P!P '&&!2/!&1(O'

!" !#\$"

KKOF U1(%*'+%*0\$<!gF!cFXF!9//,\$<!1*2!O"M+ -<!@?@@D!9&/#a%*0!1*2!0'*(1&!#%(#-&1,%/*!
%*!WX4Y!#/ 65('\$'+%8'!#&% 61,'!6/2'&+F! <!OMJK@L!
4V)DK?FKKCM!c : Y)N4N@KN

!" !#\$"

!

!"

!" !#\$"

= V : >N?R<! = /*, ('1&<! : 1*121!JCT?RL!
mW/(2/*! ['+'1(#\$: /*. ('*#!/*! [12%1,%/*!1*2! : &% 6 1, '!JCT?RL!