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"#%&! ' ()\$*!+%\$, -.*\$&/0 1 #2.\$2!3#45)*!
 6\$, *\$\$(%7!8)*\$%-*!#%2!" (9\$#!"9\$-%9-!*
 3 ().*-!%#4 -7! ; (.-\$<%!"-. , \$9-!=%&-.%*>\$5!
 ?.(@-**(!#%2!;#9):&/!3 ().*-!A2,\$*(.7!8#.#>! 1 \$B#C!
 =%&-.%*>\$5!3 ((.2\$%#&(!7!#&.\$9-!8).%*!
 D4#\$:7!E#.#>F4 \$B#\$:G*:)F-2)!
 3 ().*-!3 (2-7!H' "0IJKL!
 ?.-.M)\$*\$&-*7!6\$.-9&(!#55.(, #:#%2!#::!. -M)\$.-4-%&*!2-&#\$: -2!E-:(NF!
 3.-2&#O().*7!POQ!
 !

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R>\$*!9().*-!#22.-**-*!&>-!-%.\$9>\$%<S!>#%2*0(%!-T5-.\$-%9-*(@@.-2!&(!*&)2-%&O\$%&-.%*!#*!&>- /!9 (:::#E(.#&-!N\$&>!5)E:\$9!
 #%2!5.\$, #&-!*&.)9&).- *S!#<-9\$-!*!#%2!% (<(-.%4-%&#:#!(.<#%\$U#&\$ (%*!@ (9)*-2!(%!\$%&-.%#&\$ (%#:#!.-:#&\$ (%*F!!
 !

A!@ ()%2#&\$ (%#:#!)%2-.*&#%2\$%<! (@!=%&-.%#&\$ (%#:#!V-:#&\$ (%*!\$*!*&.(%<:/!-9 (44-%2-2!@ (!*&)2-%&*! -4E#.\$B\$<! (%!&>\$*!
 W().% -/F! =2-#::/S!&>\$*!>():2!E-!2-4 (%*%&.#&-2!&>.()<>!&>-!9 (45:-&\$ (%!@!#&!:-#*!&!(% -!9().*-!\$%&#>\$*!2\$9\$5:\$-S!-%*).\$%<
 &>-!\$%&-.%*!9#%19 (%&.\$E)&-!@-9&\$, -:/!&(!&>-\$!9>(*-%!(.<#%\$U#&\$ (%F!
 !

A9#2-4\$9!9.-2&#*!#.-!#N#.#2-2!E#* -2! (%!&>-!2).#&\$ (%!@!&>-!\$%&-.%!\$*!9 (44\$&4-%&\$!#:#<-%\$%<!KYP!>().*!@!N(.B!&(!I!
 #9#2-4\$9!9.-2&#*F!R>\$*!<-%-.#::/!4#%\$@- *\$*!#*!#*!9 (44\$&4-%&!@!KZOK[!>().*!5-!N--B!2).\$%<!&>-! ;#::!#%2!"5.\$%<!
 *-4-%&-.*F!
 !

R>-!#::(9#&\$ (%!@!#9#2-4\$9!9.-2&#*!\$*!9 (%&\$%<-%&!)5 (%!&>-!&(&#:#!>().*!9 (45:-&-2!E/!&>-!&*)2-%&O\$%&-.%\$!N\$&>!#!. -M)\$*\$&-!
 (@!KYP!>().*!@!N(.B!&.#%#:#&\$%<!&(!&>.-!#9#2-4\$9!9.-2&#*F!R/5\$9#::/S!2).\$%<!&>-! ;#::!#%2!"5.\$%<!*-4-%&-.*\$!#N(.B!
 9>-2):-!@!KZOK[!>().!5-!N--B!\$*!#%&\$9\$5#&-2F!
 !

"&)2-%&*!#:#!>#,-!&>-!(55 (&)%\$&!/&(!#99)4):#&-!9.-2&#*!&>.()<>!&N(!* -5#.#&-!\$%&-.%*>\$*S! -#9>!9 (%&.\$E) &\$%<!&>.-!
 9.-2&#*F!O(N- , - .S!&!\$*!- **-%&\$#:\$!\$%&#*!&>#*!-!&>#&!-#9>!\$%&-.%*>\$! (@@.-!*2\$@@-.-%&!:-#.%\$%<!-T5-.\$-%9-!*!#%2!9 (%&-%&F!
 !
 !

K\!H, -.#::!] ?A!(@!ZFQ[F!] ?A!(@!ZFY[!\$%!?H' "!"9().*- *
 Z\!^)%\$ (.!(!"-\$\$(.!*&#%2\$%<!
 I! ; :)-%&!D!%<:\$*>#%2!"5#%\$*>!. -M)\$.-2\!
 L! 1 -&!#::!\$%&-.%*>\$*!-M)\$.-4-%&*!#*!\$*!&-2!(%!&>-!3#.-.-!"-. , \$9-!*N-E5#<-!
 [!R>-!*&)2-%&!4)*!E-!#12-9:#.-2! ? (:&\$9#:#!"9\$-%9-!4#W(.S!#%2!#15.\$(.!*)99-***@):!9 (45:-&\$ (%!@!KZ!9.-2&#*!(@!H' "!"
 9().*-*\$!\$9:)2\$%<!?H' "OZPPPF!
 !

"&)2-%&*! 4)*&! *)E4 \$&! #::! .-M)\$.-2! 2(9)4-%&*! #*! ()&:\$%<-2! (%! &>-! 3#.-.-!"-. , \$9-!*N-E5#<-! &(! &>-! =%&-.%*>\$*!
 3 ((.2\$%#& (.F!"&)2-%&*!4)*!&>-!%(E&#%#!#%!\$%&-.%*>\$*!#%2!4 --&!N\$&>!&>-! ;#9):&/!6\$.-9&(!&(!9 (45:-&-!&>-! =%&-.%*>\$*!
 A<.-4-%&! ; (.4!#,#\$:#E:-!(%!&>-!3#.-.-!"-. , \$9-!*N-E5#<-!F! +5 (#99-5&#%9-!\$%!#%\$%&-.%*>\$*5!5 (*\$&\$ (%\$!*&)2-%&*!N\$::!
 E-!-%. (: -2!\$%!&>-!9().*-F!
 !

!" !"#\$\$%&'(")*+&&,'-./%0"+1%2!

6).\$%<!&>-\$.!@\$.*k!N--B!(%!&>!--W(ES!*k)2-%&*!4)*k!*E4\$&!&>-\$.!:-#.%\$%<!(EW-9&\$,-*!&!&>--!;#9):k/!3().*--!A2,\$*(.S!
#22.-**\$%<!&>-\$.!<(#:*!@(.!&>--!@ (:: (NS%<!#. -#*!\$#!#&N(05#<-!2()E:-!*5#9-2!` (.2!2(9)4-%&F!R>--!" 'H*!4)*k!\$%9:)2-!
&>--!@ (:: (NS%<7!

#F

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f!D, #:)#k-!k>-!*k)2-%k!*(%0k>-0W(E!5-.@(.4#%9-!
f! 1 --k!NSk>!k>-!*k)2-%k!#%2!5.(,\$2-!4-%k(.%<!k>.()<>)&!k>-!9().* -!#*!%--2-2!
f!")E4\$&!k>-!@%#:#!<.#2-!@(.!k>-!9:#**F!
!

f!3((.2\$%#k-!NSk>!k>-!*k)2-%k!#%2! ;#9):k/!3().* -!A2,\$*(.!k(!-%*).-!k>-!N(.B!\$*!9>#::-%<\$%<!#%2!k>#k!k>-!*k)2-%k!\$*!
@):@%:\$%<!>-!(.!>\$*!9(44\$&4-%k!
f! ` (.B!NSk>!k>-! ;#9):k/!3().* -!A2,\$*(.!k(!- ,#:)#k-!k>-!5-.@(.4#%9-!(@!k>-!*k)2-%k!#%2!<(#:*\$!W().%#:S!5.(<.-**!. -5(.k*!
#%2!k>-!@%#:#!.-5(.kF!
!
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R>-!N(.B!NS\$::!E-!*)5-., \$*-2!#%2!4(%\$&(. -2!E/!k>-! ;#9):k/!3().* -!A2,\$*(.!#%2!k>-!=%k-.%*>\$5!3((.2\$%#k(!

B93B193);7?2367;)=9)A5D3;)=B39;=61A)162)B9=@3;;5=61A)56738957: >162)7<393@=93)938192;)1A)C9310<3;)=10123450)56738957:)1;)4 17739;)=@; 395=?;)0=60396")

E<3)@?A)H65D39;57: ,A3D3A)/0123450)M6738957:)N=A50:)016)C3)@=?62)=6)7<3)N9=D=: 70;)P@503)"L3C;573"/22575=61A: >)FGH, Q12952)<1;)B=: 732)57;)10123450)56738957:)B=A50:)=6A563"/;)1)4 3 4 C39)=@7<3)H65D39;57:)0=4 4 ?657: >: =?)193)3RB30732)7=)S6=L)162)1C523)C:)7<3; 3)B=A5053;>)L<50<)>23715A)23@6575=6;)=@D5=A175=6;>)B9=03;; 3;)=9)93B=97568)D5=A175=6;> ; 16075=6;)162)1BB31A;")

T=?9)56; 79?07=9)L5A)93D53L)7<3; 3)4 17739;)2?9568)7<3)@9; 7)L33S;)=@7<3)7394")NA31; 3)259307)U?3; 75=6;)1C=?7)16:)@1037)=@10123450)56738957:)7=)7<3)56; 79?07=9>)7<3)0<159)=@7<3)23B1974 367)=@: =?9)10123450)B9=8914)=9)7<3) /0123450)V316)=@7<3)Q12952)W14B?;"

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8%D-"+%*(#&\$(<&1=>+%&/)F1567)G=?5;)H65D39;57:);0=4457732)7=)@=:739568)1)B=:575D3>560A?;5D3)162)L3A0=4568)
A3196568)162)L=9S568)36D59=64367")FGH,Q129520;)B=A5053;)B9=<5C57)25;095456175=6)C1;32)=6)9103>0=A=9>6175=61A)
=95856>)1603;79:>)93A585=6>);3R>)836239>)836239)5236757:>)836239)3RB93; ;5=6>);3R?1A)=95367175=6>)B9386160:>)183>
25;1C5A57:>)B<:;501A)1BB3191603>)@616051A)=9);=05=,30=6=450;717?;>)544589175=6);717?;>)B193671A)=9)419571A);717?;>
D373916);717?;)=9)16:)=7<39)B9=730732)0A1; ;5@0175=6)=@5236757:)"V5;095456175=6)560A?23;)16:)=@?63U?1A)
793174367);?0<)1;)23651A)=@=BB=97?65753;>)<191; ;4367>)162)D5=A3603)"F3R,C1;32)D5=A3603)560A?23;)91B3>);3R?1A)
1; ;1?A7>)26L16732)7=?0<568>);71A5568>)217568]56739B39;=61A)D5=A3603>)162);3R?1A)3RBA=57175=6")
M@: =?)3RB3953603)=9)L5763; ;)16:)S562)=@25;095456175=6>: =?)193)360=?91832)^C??)6=7)93U?5932_]7=)93B=97)7<3)
56052367)7=)7<3)FGH,Q129520;)V3B1974367)=@F7?2367)G5@3)^;7?2367A@3

H--\$+()-1>"%*(, #, -. -&, /F7?2367;)56)B39;=61A)=9)10123450)25;793;;)162]=9)L<=)41:)C3);B305@01A.:)3RB395360568)

D#9>!N--B!9>(*-!(%-!M)-*k\$(%!#4(%<!k>-!@ (:: (N\$%<!(-*!#%2!#%*N-.!\$&!\$%!2-&#\$:F!
k (&-7!/ (/) .!\$%&- .%*>\$5!#%2d (.!#9#2- 4\$9!*)5-. ,*\$ (.*!4#/#:*(!*)<<-*k!(k>- .!M)-*k\$ (%*!2-5-%2\$%<!(!N>#k!k>- /!*--!@. (4!
/ () .!-T5-. \$-%9-F!
!
f! 6-*9.\$E-!#!k\$ 4 -!N>-%/ ()!(.<#%SU-2!(. !5:#%-%2!#%!- ,-%k!k>#k!N#!, .- /!*)99-**@):F!
f! 6-*9.\$E-!#!*k\$)#k\$ (%!N>-%/ ()!2- 4 (%*k.#k-2!\$%\$&#k\$, -!#%2!k((B!#9k\$ (%!N\$&> ()&!N#k\$%<!@ (.!2\$. -9k\$ (%F! `>#k!N#!k>-!
()k9(4 -a!
f!R#:#E()&! / () .!4 (*k!2\$@9):&!*#:-*!-T5-. \$-%9-F!
f!] \$, -!#!*5-9\$@9!-T# 4 5:-!(@!#!k\$ 4 -!N>-%/ ()!>#2!k(!#22. -*!#%!#%<./!9 (:: -#<)-!(. !9)*k(4 - .F! `>#k!N#!k>-!5. (E:- 4!
#%2!N>#k!N#!k>-!()k9(4 -a!O(N!N():2! / ()!#*-* / () .! (: -!\$!2\$@) *\$%<!k>-!*\$&#)k\$ (%a!
f!R#:#E()&!#!k\$ 4 -!N>-%/ ()!k((B! . *5 (%*\$E\$:#&!@ (.!#%!- . . (!#%2!N- . -!>-:2!5- . * (%#:: /!#99()%&#E:-F!
f! 6-*9.\$E-!#!*k\$)#k\$ (%!N>- .-! / ()!@-:k! / ()!>#2!k(&!9(4 4)\$9#k-2!N-::F!O(N!2\$2! / ()!9(.-9k!k>-!*\$&#)k\$ (%a!
f! 6-*9.\$E-!#!k\$ 4 -!N>-%/ ()!9# 4 -!)5!N\$&!#9. -#k\$, -!* (:)&\$ (%d\$2-#d5. (W-9kd. -5 (.k!k(!#15. (E:- 4 !\$! / () .!5#*k!N(.BF!
f! 6-*9.\$E-!k>-! 4 (*k!*\$%\$@9#k!N. \$k&-%!2(9) 4 -%k\$! .-5 (.k\$! (.!5. -%*k#k\$ (%!N>\$9> / ()!>#2!k(!9(4 5:-&-F!
f! 1 -%k\$ (%!#! .-9-%k!*)99-**@):! -T5-. \$-%9-!\$! 4 #B\$%<!#15. -*%&#k\$ (%F!O(N!2\$2! / ()!5. -5# .-a! `>#k! (E*#9:-*!2\$2! / ()!
@#9-a!O(N!2\$2! / ()!>#2!k-!k>- 4 a!
f!] \$, -!kN(!-T# 4 5:-*(@!k>\$%<*! / ()! , -!2(%-\$! / () .!W(E!k>#k!2- 4 (%*k.#k-! / () .!N\$::%-%-*!k(!N(.B!># .2F!
f!R-:!) *!#E()&!#!k\$ 4 -!N>-%/#!*)5-. ,*\$ (.!9. \$k\$9\$U-2! / () .!N(.BF!] \$, -!#!*5-9\$@9!-T# 4 5:-F!
f! 6-*9.\$E-!#!*k\$)#k\$ (%!N>- .-! / ()!2- 4 (%*k.#k-2!\$%\$&#k\$, -!#%2!k((B!#9k\$ (%!N\$&> ()&!N#k\$%<!@ (.!2\$. -9k\$ (%F! `>#k!N#!k>-!
()k9(4 -a!
f! 6-*9.\$E-!#!*k\$)#k\$ (%!N>-%/ ()!4#2-!#!*)<<-*k\$ (%!k(!\$ 4 5. (, -!k>-!N(.B!\$! / () .! (.<#%SU#k\$ (%F!
f! 6-*9.\$E-!#!*k\$)#k\$ (%!N>- .-! / ()!@-:k! / ()!>#2!k(&!9(4 4)\$9#k-2!N-::F!O(N!2\$2! / ()!9(.-9k!k>-!*\$&#)k\$ (%a!
f! 6-*9.\$E-!#!*k\$)#k\$ (%!N>- .-! / ()!2- 4 (%*k.#k-2!\$%\$&#k\$, -!#%2!k((B!#9k\$ (%!N\$&> ()&!N#k\$%<!@ (.!2\$. -9k\$ (%F! `>#k!N#!k>-!
()k9(4 -a!
f! 6-*9.\$E-!#!k\$ 4 -!N>-%/ ()!N- .-!#E:-!k(!-@-9k\$, -:/!9(4 4)\$9#k-!#!2\$@9):&! (.!)%5:-#*#k!\$2-#!k(!#!*)5- .\$(.F!
f! 6-*9.\$E-!#!k\$ 4 -!N>-%/ ()!9# 4 -!)5!N\$&!#9. -#k\$, -!* (:)&\$ (%d\$2-#d5. (W-9kd. -5 (.k!k(!#15. (E:- 4 !\$! / () .!5#*k!N(.BF!
f! 6-*9.\$E-!#!k\$ 4 -!N>-%/ ()!k((B! . *5 (%*\$E\$:#&!@ (.!#%!- . . (!#%2!N- . -!>-:2!5- . * (%#:: /!#99()%&#E:-F!
f! 6-*9.\$E-!#!*k\$)#k\$ (%!N>-%/ ()!2- 4 (%*k.#k-2!\$%\$&#k\$, -!#%2!k((B!#9k\$ (%!N\$&> ()&!N#k\$%<!@ (.!2\$. -9k\$ (%F! `>#k!N#!k>-!
()k9(4 -a!
f! 6-*9.\$E-!#!k\$ 4 -!N>-%/ ()!%2- .k((B!#15. (W-9k!k>#k!2- 4 #%2-2!#!: (k(@!\$%\$&#k\$, -F!
f! 6-*9.\$E-!k>-!5. (W-9k(.!*\$&#)k\$ (%!N>\$9>!E-*k!2- 4 (%*k.#k-! / () .!#%#:#/ &\$9#:#E\$:#F! `>#k!N#! / () .! (: -a!
f!O(N!2(! / ()!& / 5\$9#:: /!2-#:#N\$&!9(%@:\$9ka! 3#% / ()!<\$, -! 4 -!#%!-T# 4 5:-a!
f! 6\$2! / ()!@#9-!*\$&#)k\$ (%*! (@!*\$:(! 4 -%&#:#& / a!DT5:#\$%F!
f!A. -!2-9\$*\$ (%!\$%!k>\$*! (.<#%SU#k\$ (%! 4 #2-! , - .k\$9#:: / (.!> (.SU(%&#:: / a! =*!k>\$*15. (9-**!-@9\$-%&a!DT5:#\$%F!
f! " (4 -15- (5:-19(%*\$2- .!k>- 4 * - , -!*k(!E-!IE\$<15\$9k) .-15- (5:-!#!#%2! (k>- .!*# .-!12-k#:#0(. \$-%k-2!F! `>\$9>!# .- / ()a!] \$, -!
#%!-T# 4 5:-!(@!#!k\$ 4 -!N>-%/ ()!2\$*5:# / -2!k>\$*F!
f! 6(! / ()!5. -@- .!k(!N(.B!\$%2-5-%2-%k: / (.! (%!#!k-# 4 a!
f! `>-%!#%2!>(N!# .- / ()!4 (*k!5. (2)9k\$, -a!
f! `>#k!2\$2!k>\$*!\$%k- .%*>\$5!-T5-. \$-%9-!9>#%<-!\$! / ()a!
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