! " # $ %& ' ($) * $ +# , # - , %!

#$%&'( ) $*(!+,!-*($'*&(.+*&/!#0/+%) $*(! ! ! ! 122!34564789: : 8 ; <96!
=+*>+*!?@A++/!+,!B@+*+) .@C!&*>!D+/.(.@&/!?@.$*@$! ! ! ! EFG+@AC($(/$' H /C$F&@FI J!
G+IKA(+*!?('$$(!
=+*>+*! L M6N!6NB!
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 # , ' . % , / (" ' / (# , ' . % , 0

64""8"2!?+@.&/!?@.$*@$C!&*>!GI) &*.(.$C!^$C$&'@A!M+I*@./!?(&*>&'>!^$C$&'@A!Q'&*(e!hMA&'(.*K!

0$>%"-$1#$.)+', -+%.%/2!"X3"5e!X482<F!

64"6! E&(A'S*!G+@AC($(/$'!&*>!B>I&'>+!1F!Z.+/&F!R'&_./!&*>!(A$!D+/.(.@C!+,!M/.) &($!MA&*K$e! R$S+*>!(A$!Q/+Y&/!M+)) +*CF!*0$*>%"-$1#$.)+', -+%.%/2!6"3:5e!7:X877"F!

64"6! M/.) &($!^.KA(C!&*>!^$C%+*C.Y./.(.$C!,+'!B) $'K.*K!?(&($Ce!dA$!M&C$C!+,!R'&_./!&*>!?+I(A! N,'.@&F!*9-/%)+'E#2#)"/<!79325e!9:789<6F!

64"6! dA$!Q770!RN?-M0!&*>!Q/+Y&/!M/.) &($!Q+0$'*&*@$e!N!T$U!B'&!.*!VI/(./&($'&/! B*0.'+*) $*(&/!T$K+(.&(.+*Cn!E#>%2.)'(")2%+#%")'8#'E#+)PQ#2'I$.#"$)/%-$)%2!::e!:X8;9F!!

64"6! M.0./!?+@.$(S!&*>!(A$!^$KI/&(+'S!?(&($!.*!(A$!?+I(A!g!N!M+)) $*(&'SF!E#&;+).%-$')$8' !->#"$)$/#!;3X5e!X;68X74F!

! !^$%'.*($>!.*!5<#'E%2#'-3'.<#'E#&;+).-"4'9.).#'-3'.<#'9-;.<6'I$3")2.";/.;"#')$8' A#>#+-B1#$.%$'01#"&%$&'0/-$-1%#20!$>CF!TF!#IY&CA!&*>!RF!V+'K&*F!64"XF!]W,+'>e!]W,+'>!P*.0$'C.(S!D'$CC0!6;7867:F!

64""! dA$!D+/.(.@C!+,!B*0.'+*) $*(&/!=.@$*C.*Ke!B*$'KS!D'+\$@(C!+,!(A$!D&C(!&*>![I(I'$!.*! R'&_./F!9.;8%#2'%$'F-1B)").%>#'I$.#"$).%-$)+'A#>#+-B1#$.!2;325e!X298X7"F!

64""! E&(A'S*!G+@AC($(/$'!&*>!#&0.>!?&) I$/CF!M'.C.C!&*>!^&%.>!^$8$kI./.Y'&(.+*e!dA$! M+*CkI*@$C!+,!D'$C.>$*(.&/!MA&//$*K$!&*>![&./I'$!.*!=&(.*!N) $'.@&F!F-1B)").%>#' ,-+%.%/2!2X365e!"678"2:F!

64""! dA$![&($C!+,!D'$C.>$*(C!.*!D+C(8d'&*C.(.+*!=&(.*!N) $'.@&e![' +) !^$K.) $!R'$&J>+U*!(+! -) %$&@A) $*(!(+!D'$C.>$*(.&/!R'$&J>+U*F!^$0.$U!$CC&S!.*!@-;")$)+'-3', -+%.%/2"%$'D).%$' =1#"%/)!X3"5e!"6:8"2"F!

6449! E&(A'S*!G+@AC($(/$'!&*>!V&'K&'$(!BF!B>U&'>CF![&./$>!D'$C.>$*@.$Ce!->$*(.,S.*K!&*>! BW%/&.*.*K!&!?+I(A!N) $'.@&*!N*+) &/SF!@-;")$)+'-3', -+%.%/2"%$'D).%$'=1#"%/)!"365e!X"8 :7F!

644<! E&(A'S*!G+@AC($(/$'!&*>!B/.C&Y$(A!l&S![' .$>) &*F!M&*!M.0./!?+@.$(S!] 'K&*._&(.+*C! ?+/0$!(A$!M'.C.C!+,!D&'(.C&*!^$%'C*(&(.+*!.*!=&(.*!N) $'.@&n!D).%$'=1#"%/)$', -+%.%/2')$8'9-/%#.4!:4365e!"8X6F!

644<! E&(A'S*!G+@AC($(/$'!&*>!B/.C&Y$(A!l&S![' .$>) &*F!^$%'$C$*(&op+0!D&'(.>+C!$!?+@.$>&>$! M.0./!*&!N'K$*(.*&!$!*+!R'&C./!b^$%'$C$*(&(.+*0!D&'(.$C!&*>!M.0./!?+@.$(S!.*!N'K$*(.*&! &*>!R'&_./cF!F)8#"$-'FEG!6"3:65e!278;;F!

644;! ^$(A.*J.*K!D'$C.>$*(.&/.C) e!MA&//$*K$C!&*>!D'$C.>$*(.&/![&//C!.*!?+I(A!N) $'.@&F! F-1B)").%>#', -+%.%/2!X<325e!24"82"<F!

! ^$%'.*($>!.*!D+'(IKIC!&C!^$%$*C&*>+!+!D'$C.>$*@.&/.C) +e!M+*($C(&oq$C!$! r I$>&C!>$!D'$C.>$*($C!*&!N) s'.@&!>+!?I/0!.*!D;)'M-›)!3R'&_./5!76e!982;0!644<F!

! ^$%'.*($>!.*!?%&*.CA!&C!^$%$*C&*>+!$/!D'$C.>$*@.&/.C) +e!#$C&,t+C!S!M&t>&C! D'$C.>$*@.&/$C!$*!$/!M+*+!?I'0!.*!=1S"%/)'D).%$)'G-4!3?%&.*50!29e!:"8760!644<F!

644X! [&>.*K!Q'$$*e!B*0.'+*) $*(&/!D+/.(.@C!.*!(A$!V$'@+CI'![' $$!d'&>$!NK'$$) $*(F!D).%$' =1#"%/)$', -+%.%/2')$8'9-/%#.4!2:325e!"8X6F!

! P%>&($>!&*>!'$%'.*($>!.*!L)"T#.J'9.).#J')$8'9-/%#.4'%$'F-$.#1B-")"4'D).%$' =1#"%/)0!$>CF!L FMF!?)(A!&*>!=F!Qa) $_8V$'&F!MA.@A$C($'e!L./$S8R/&@JU$//0! X2:8X;70!64"4F!

6446! B/.C&Y$(A!l&S![' .$>) &*!&*>!E&(A'S*!G+@AC($(/$'F!NCC$CC.*K!(A$!hdA.'>!d'&*C.(.+*i!.*! =&(.*!N) $'.@&*!#$) +@'&(._&(.+*e!M.0./!?+@.$(S!.*!R'&_./!&*>!N'K$*(.*&F!F-1B)").%>#' ,-+%.%/2!X:3"5e!6"826F!

6446! N,($'!(A$!R++) $'&*Ke!B*0.'+*) $*(&/!V+0$) $*(C!&*>!D+/.(.@C!.*!(A$!=&!D/&(&!^.0$'! R&C.*F!!+-?)+'0$>%"-$1#$.)+', -+%.%/2!6325e!X:8:7F!

644"! B/.C&Y$(A!l&S![' .$>) &*0!E&(A'S*!G+@AC($(/$'0!&*>!N**!V&'.$!M/&'JF!?+0$'$.K*!=.) .(C!

$>.(.+*!644;c0!$>F!VF!R$(C.//0!EF!G+@AC($(/$'0!&*>!#F!?($0.CF!!G&) %CA.'$e!D&/K'&0$!
V&@V.//&*0!7<8"42F!

64"2! V.@A$/$!VF!R$(C.//0!E&(A'S*!G+@AC($(/$'0!&*>!#.) .('.C!?($0.CF!-*('+>I@(.+*!&*>!
M+*@/IC.+*F!-*!=*8>)$/#2'%$'I$.#"$).%-$)+'0$>%"-$1#$.)+', -+%.%/2J'9#/-$8'08%.%-$!b,.'C(!
$>.(.+*!644;c0!$>F!VF!R$(C.//0!EF!G+@AC($(/$'0!&*>!#F!?($0.CF!!G&) %CA.'$e!D&/K'&0$!
V&@V.//&*0!"8"40!X<"8X94F!

64"2!

644"! B/!D'+Y/$) &!N) Y.$*(&/!@+) +!D'+Y/$) &!D+/t(.@+F!bdA$!B*0.'+*) $*(&/!D'+Y/$) !&C!&!
D+/.(.@&/!D'+Y/$) c!-*!*D)'F%#$/%)', -+^.%/)X''M;#>-2'F-$.#Y.-2J'M;#>-2'A#2)*3^-20!
bD+/.(.@&/!?@.$*@$e!T$U!M+*($W(C0!T$U!MA&//$*K$Cc!$>F![F!V&'.z$_!T&0&''+F!V$W.@+e!

A((%ejjUUUF,+'$.K*&,,&.'CF@+) j&'(.@/$Cj"2X67<jJ&(A'S*8A+@AC($(/$'j>$) +@'&@S8Y'&_./8 C(S/$F!

64" : ! E&(A'S*!G+@AC($(/$'!&*>! V&'t/.&!] /.0$.'&F!] />! L &SC!&*>!T$U!N/($'*&(.0$C!.*!R'&_./.&*! D+/.(.@CF!

^$K.+*&/!?@$*&'.+CF!D'C*(&(.+*!,+'!N) &_+*![I*>$'C!K'+I%0!64"7F!
M+*,/.@(C!R$(U$$*!?(&($!&*>!M.0./!?+@.$(S!^$/&($>!(+!-*,'&C('I@(I'$!D'+\$@(CF!d$W(+!%&'&!
#.C@ICCp+!b#.C@ICC.+*!D&%$'c0!%'+>I@$>!,+'!-DBN!^C&'@A!D'+K'&) !"<2"j] M8R^f!
R^=!"4;40!hD+/.(.@&/!&*>!-*C(.(I(.+*&/!M+*>.(.+*C!,+'!-) %/$) $*(&(.+*!+,!-*,'&C('I@(I'$!
D'+\$@(C0i!-*C(.(I(+!>$!D$CkI.C&!B@+*•) .@&!N%/.@&>&!&*>!-*($'8N) $'.@&*!#$0$/+%) $*(!
R&*J0!64";F!
!
49(7 :A;<(>E(3A:0A@<<(FE=(.E=@A(%@L>@M(3?$/$@($>5!
yAI0!V$*KS$0!Z&.YA&0!MA&(I'0$>.0!=$+*!M/&'J$0!E&(A'S*!G+@AC($(/$'0!T&(A&*!GI/( ) &*0!&*>!
N>'.$*!Z+K(8?@A./YF!R'.>K.*K!(A$!Q/+Y&/!?(+@J(&J$!Q&%!+,!M/.) &($!V.(.K&(.+*e!
V$&CI'.*K!D+/.(.@&/!B@+*+) S!D'+K'$CCF!P*>$'!'$0.$UF!
R&@JK'+I*>!D&%$'!+*!=$&'*.*K!,'+) !(A$!D+/.(.@&/!B@+*+) S!+,!(A$!B*$'KS!d'&*C.(.+*F!D'$%&'$>!
,+'!(A$![++>!?SC($) C!B@+*+) .@C!M+)) .CC.+*F!
B*$'KS!d'&*C.(.+*!.*!R'&_./!&*>!?+I(A!N,'.@&e!D+/.@S!?(&Y./.(S!0CF!D+/.(.@._&(.+*F!R++J!@A&%($'!.*!
%'$%&'&(.+*!,+'!.*@/IC.+*!.*!*9.)?%+%.4')$8', -+%.%/%*).%-$'%$'F+%1).#'! ->#"$)$/#0!$>CF!DF!
d+Y.*0!VF!D&($'C+*0!&*>!?F!Z&*#$0$$'F!P*>$'!@+*('&@(e!M&) Y'.>K$!P*.0$'C.(S!D'$CCF!
!
3%,+,'#"#2)'+(" '/(*)'6,%,'*,(3"%#2*23"#2)'!
"9(2EL>?@=(3A@<@E?F?>:E<(FE=(+@G>EFA<(3/&C(!,.0$!S$&'C5!
D+/.(.@&/!B@+*+) .$C!+,!B*$'KS!d'&*C.(.+*e!L.*>!&*>!?+/&'!D+U$'!.*!R'&_./!&*>!?+I(A!N,'.@&F!
! M$*('$!>{B(I>$!>$!/&!M++%s'&(.+*!-*($'*&(.+*&/$!$(!>I!#s0$/+%%$) $*(0!R$/K.I) 0!V&S!
646X!3C@A$>I/$>5!!
! P*.0$'C.(S!M+//$K$!=+*>+*0!-*C(.(I($!+,!(A$!N) $'.@&C0!PE0!V&'@A!646X!3C@A$>I/$>5!!
! P*.0$'C.>&>!#.$K+!D+'(&/$C0!MA./$0!V&'@A!646X!3C@A$>I/$>5!!
! M&) Y'.>K$!P*.0$'C.(S0!M$*('$!+,!#0/+%) $*(!?(I>.$C0!PE0!T+0$) Y$'!6466!
3C@A$>I/$>5!!
! R+C(+*!P*.0$'C.(S0!P?0!V&S!6466!
! P*.0$'C.(S!+,!BCC$W0!BCC$W!RIC.*$CC!?@A++/0!PE0!] @(+Y$'!646"!
! P*.0$'C.(S!M+//$K$!=+*>+*0!-DDDjm+I*K!?@A+/&'C!-*.(.&(.0$!@+*,$'$*@$0!h^$(A.*J.*K!
-**+0&(.+*i!J$S*+($0!PE0!?$%($) Y$'!646"!
! -*C(.(I(+!B1!d'&*C.op+!B*$'Ks(.@&0!R'&_./0!NIKIC(!646"!
! L$Y.*v'.+!-DBN!3-*C(.(I(+!>$!D$CkI.C&!B@+*•) .@&!N%/.@&>&50!R'&_./0!lI/S!646"!
! P*.0$'C.(S!+,!D$**CS/0&*.&0!D&*$/!+*!h#$) +@'&(._.*K!Q/+Y&/!Q'$$*!-*0$C( ) $*(e!
-*($'*&(.+*&/!D+/.@.$C!&'+I*>!Q'$$*!T$U!#$&/!D'.*@.%/$C0i!P?0!V&S!646"!
! P*.0$'C.(S!+,!M&/.,+'*.&0!?&*(&!R&'Y&'&0!D+/.(.@&/!?@.$*@$0!P?0!V&S!646"!
! BdG!y•'.@A0!M$*($'!,+'!M+) %&'&(.0$!&*>!-*($'*&(.+*&/!?(I>.$C0!?U.(_$'/&*>0!N%'./!646"!
! M&) Y'.>K$!P*.0$'C.(S0!PE0!V&'@A!646"!
! G&'0&'>!P*.0$'C.(S0!#^M=N?0!P?0![$Y'I&'S!646"!
! m+'J!P*.0$'C.(S0!M&*&>&0![$Y'I&'S!646"!
! P*.0$'C.(S!+,!] W,+'>0!=&(.*!N) $'.@&*!?(I>.$C0!PE0![$Y'I&'S!646"!
! =+*>+*!?@A++/!+,!B@+*+) .@C0!Q'&*(A&) !-*C(.(I($!&*>!-#0!PE0!l&*I&'S!646"!!
! P*.0$'C.(S!+,!V&*@A$C($'0!Q/+Y&/!#$0$/+%) $*(!-*C(.(I($0!PE0!] @(+Y$'!6464!
NC.&!?@A++/!+,!RIC.*$CC0!V&/&SC.&0!T+0$) Y$'!64"9!
! T$U@&C(/$!P*.0$'C.(S0!D+/.(.@&/!?@.$*@$0!PE0!] @(+Y$'!64"9!
! P*.0$'C.(S!+,!?ICC$W0!?D^P0!PE0!] @(+Y$'!64"9!
! P*.0$'C.(S!+,!V&*@A$C($'0!D+/.(.@C!&*>!-^0!PE0!V&S!64"9!

NCC$CC.*K!(A$!MA&//$*K$!+,!Q'$$*!d'&*C.(.+*!.*!#0/+%.*K!M+I*('.$CF!d64!,+'!-*>+*$C.&`C!Q64!
D'$C.>$*@S0!-*>+*$C.&0!?$%($) Y$'!6466!
^$C%+*C.Y./.(.$C!.*!d'&*C.(.+*e!B) $'K.*K!D+U$'C!.*!(A$!M/.) &($!MA&*K$!T$K+(.&(.+*C!
! E$**$(A!^+$) $'!=$@(I'$!+*! L +'/>!N,,&.'C0!?PTm!Q$*$C$+0!N%'./!64"9!
Q'$$*!0CF!Q'$$*e!M+)) I*.(S!^$C%+*C$C!(+!B/$@('.@.(S!-*C(&//&(.+*C!.*!R'&_./!&*>!?+I(A!N,'.@&F!!
! V@Q.//!P*.0$'C.(S0!V&'@A!64"9!
] !R'&C./!*&!D+/.(.@&!-*($'*&@.+*&/!>$!V I>&*o&!>$!M/.) &F![I*>&op+!Q$(I/.+!Z&'K&C0!R'&_./0!
#$@$) Y$'!64"<!
d'&*C*&(.+*&/!N@(.0.C(!T$(U+'JC!&*>!?+I(A8?+I(A![.*&*@$e!dA$!R'&_./.&*!T&(.+*&/!#0/+%) $*(!
R&*J!3RT#B?5!
! -*C(.(I(!R&'@$/+*&!>tBC(I>.C!-*($'*&@.+*&/C!3-RB-50!?%&.*0!T+0$) Y$'!64"<!
! =$.>$*!P*.0$'C.(S0!T$(A$'/&*>C0!V&S!64"<!
! ^+S&/!G+//+U&S!P*.0$'C.(S!+,!=+*>+*0!l&*I&'S!64"<!
NCC$CC.*K!B*0.'+*) $*(&/!&*>!GI) &*!^.KA(C!-) %&@(Ce!MA&*K$C!&*>!M+*(.*I.(.$C!,'+) !(A$!64!"!(+!
6"#!!M$*(I'.$CF!E$S*+($!&>>'$CC!&(!64"<!) $$(.*K!+,!(A$!T+'>.@!=&(.*!N) $'.@&!^$C$&'@A!
T$(U+'J0!] C/+0!] @(+Y$'!64"<!
dA$!^$*$U&Y/$!B*$'KS!['&) $U+'J!.*!R'&_./e!V+0.*K!R$S+*>!GS>'+%+U$'F!M&**.*K!G+IC$0!
=+*>+*0!l I*$!64"<!
?+I(A8?+I(A!^$/&(.+*C!&*>!B&'(A!?SC($) !Q+0$'*&*@$e!R'&_./.&*!-*($'*&(.+*&/!#$0$/+%) $*(!
M++%$'&(.+*F!Q$') &*!-*C(.(I($!,+'!Q/+Y&/!&*>!N'$&!?(I>.$C0!G&) YI'K0!N%'./!64"<!
Q'$$*!-*>IC('.&/!D+/.@S!&*>!(A$!^$*$U&Y/$!B*$'KS!d'&*C.(.+*e!M&*!-(!R$!Q++>!-*>IC('.&/!D+/.@Sn!!
! P*.0$'C.(S!M+//$K$!=+*>+*0!V&'@A!64"<!
!
8 9(* : EP@A@EC@(3FA?>C>KF?>: EQ(3FK@A(3A@<@E?@A5(* JF>A5(FE=R: A(/ ><C I<<FE?!3/&C(!,.0$!S$&'C5(
N) $'.@&*!D+/.(.@&/!?@.$*@$!NCC+@.&(.+*e!64"<0!6464!3@&*@$//$>5!
#0/+%) $*(!?(I>.$C!NCC+@.&(.+*e!64"9!
B&'(A!?SC($) C!Q+0$'*&*@$e!64"9!
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=&(.*!N) $'.@&*!?(I>.$C!NCC+@.&(.+*e!64"<!
^$>!>$!B@+*+) t&!D+/t(.@&!>$!N) s'.@&!=&(.*&e!64"<0!64"90!646"!
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 # , " * $2 ' 4(" ' /(" / S2+2 ' 4!
"9(* : IA<@<(**#F I0J**?!
I9='UdVh'F)"##"'F-;"2#!h#+.*K!&*>!PC.*K!B/.($!-*($'0.$UC0i!U.(A!D$($'!G&&C!
*!")8;).#*e!M+) %&'&(.0$!D+/.(.@Cf!M+) %&'&(.0$!B*0.'+*) $*(&/!D+/.(.@Cf!#$) +@'&@S!&*>!
#0/+%) $*(f!B) $'K.*K!D+U$'C!.*!(A$!Q/+Y&/!B@+*+) Sf!B*0.'+*) $*(&/!V+0$) $*(Cf!Q/+Y&/!
B*0.'+*) $*(&/!Q+0$'*&*@$f!=&(.*!N) $'.@&*!D+/.(.@Cf!D&'(.$C!&*>!V+0$) $*(Ce!=&(.*!N) $'.@&!.*!
M+) %&'&(.0$!D$'C%$@(.0$f!T+*8?(&($!N@(+'C!.*!Q/+Y&/!Q+0$'*&*@$f! r I&/.(&(.0$!V$(A+>C!
O$8#"&")8;).#*e!!?(&($!&>!T&(.+*f!?+I(A!N) $'.@&*!D+/.(.@Cf!Q/+Y&/!B*0.'+*) $*(&/!D+/.(.@Cf!*
=&(.*!N) $'.@&*!D+/.(.@Cf!PF?F8=&(.*!N) $'.@&*!^$/&(.+*Cf!D+/.(.@&/!#0/+%) $*(f!d$+'.&C!>$!
^$/&@.+*$C!-*($'*&@.+*&/$C!$*!N) s'.@&!=&(.*&!b=&(.*!N) $'.@&*!dA$+'.$C!+,!-*($'*&(.+*&/!
^$/&(.+*C0!(&IKA(!.*!?%&*.CAcf!B*0.'+*) $*(!&*>!#$0$/+%) $*(!.*!=&(.*!N) $'.@&f!-*('+>I@(.+*!(+!
M+) %&'&(.0$!D+/.(.@Cf!-*('+>I@(.+*!(+!-*($'*&(.+*&/!^$/&(.+*Cf!?$*.+'!?$) .*&'!+*!Q/+Y&/._&(.+*!
!
8 9(3J / (+ IK@AL><>: E!
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