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#\$\$!&'(!)\*+\*, - ./0'(!&'(!)\*+\*"!!#\$%123%%\$456!  
78&9!"\*+,;+<!7(0!./!0='! - '60!>(?!7/0.@5.03!0?!A?B'(/.03!

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CD2&8EF&G8!H#\$%&'(!)I<J(?>'66?(!E/!\$KLM%.\$!  
MA7CN<!B'%. \$5O@5''/65;P\$!  
QC8&E7N!G##CFM!9GE82<! - 'B/'6B\$36R!"<S+1\*<S+!T)!HU??) !%./V!T?60'B!/?!/?/WI!

!

CD2&8EF&G8!H - ./0'(!&'(!)I<X7!

!

F7NMDK78!KM2F8CJ&CGD<!  
7!65(Y'3!?!>!)?56!\$/B!'66'(1V/?Z!/Z?(V6!?!T\$. /0./[R!6P5%T05('R!\$(P=.0'P05('R!\$/B!  
?0='(!\$(0!>?)6!>(?!7/0.@5.03R!0='!A.BB%'!7['6R!0='!8'/\$.66\$/P'R!0='!X\$(?@5'R!\$/B!0='!  
A?B'(/!7[';!&=')'6!./P%5B'!T?%.0.P6R!(%'%. [./R!)30=?%?[3R![ '/B'(!(?%'6R!0'P=/.@5'6R!  
P?/6'(Y\$0.?!\$/B!./0'(6'P0.?/6!Z.0=!!/?/1Z'60'(!P5%05('6;!

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2 'T0;!\*"1\*e!`!&='!f(' 'V!A.(\$P%'!!

8 '@5.('B!('\$B./[<!a\$/6?/R!f(' 'V!7(0!6'P0.?/6!e;"!e;:!HT(. /0!'B.0.?/R!TT;"!"+S1"d\I;!!

!

2 'T0;!\*\_1GP0;!\*!11&='!7(0!?!M) T.('<!7%' ]\$/B'(!\$/B!8?) '!

8 '@5.('B!('\$B./[<!a\$/6?/R!f(' 'V!7(0!6'P0.?/!e;\!\$/B!8?) \$/!7(0!\;"1\;\*!\$/B!0='!

6'P0.?/6!?!;\;S!?!J?(0(\$05('R!8'%. '>!2P5%T05('R!\$/B!K?) '60.P!7(0!\$/B!

7(P=.0'P05('!HT(. /0!'B.0.?/R!TT;"!d\1:SR!"\_"1"b:R!\*+S1eR!\*+\1\_R!\*" :

M5(?T'!\$/B!&='!M\$(%3!8'/\$.66\$/P'!.!/#.>0''/0=1F'/05(3!C0\$%3!6'P0.?/6!"e;\*1"e;S!  
HT(/0!'B.0.?/R!TT;!d:ble+SR!eS+leeI;!

!

D?Y;!\*\$S1\*\!1!&='!9.[=!8'/\$.66\$/P'!!  
8'@5.( 'B!( ' \$B./ [ <!a\$/6?/R!&='!9.[=!8'/\$.66\$/P'!.!C0\$%3R!"dbe1"e\*+HT(/0!  
'B.0.?/R!TT;lee\le\_bI;!

!

D?Y;!S+!'&M2&!\*H?/!G/WR!B'0\$.%6!4'%'?ZI!

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D?Y;!S+IK'P;d`!G/'!J\$. /0. / [ <!&.0.\$/h6! I#. %'0-203 "4k. -0

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A 7 8 j CD f!

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#\$\$\$!&'(<!<  
20(.V'!\$!J?6'!766.[ / ) ' /0!! !!! e l!  
&'%. / [ !?5(!20?(. '6!766.[ / ) ' /0! "e l!  
&'60!"! ! ! ! "+ l!  
&'60!\*!! ! ! ! "+ l!  
J\$(0.P.T\$0.?/!. /!K.6P566.?/!#?(5) ! "+ l!

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- ./0'(!&'(<!<

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766.[ / ) ' /0!S!! ! ! e l!  
766.[ / ) ' /0!d!! ! ! "e l!  
&'60!S!! ! ! ! "+ l!  
&'60!d!! ! ! ! "+ l!  
J\$(0.P.T\$0.?/!. /!K.6P566.?/!#?(5) ! "+ l!

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&'\$P=.[ /!60(5P05('<!  
!#?(!'\$P=!Z' 'VR!0='('!Z.%%!4'!?'!/?(!0Z?!'P05('6!T?60'B!\$6!Y.B' ?6!?!?/!W;!m?5!  
) \$3!Z\$0P=!0='6'!. /!3?5(!?Z/!0. ) '!450!3?5!6=?5%B!Z\$0P=!0=' ) !4'>?( ' !3?5!Z(.0'!3?5(!  
( '6T?/6'6!0?!0='!B.6P566.?/!>?(5) !\$/B!4'>?( ' !3?5(!050?(. \$%!>?(!0=\$0!Z' 'V;!N.V'Z.6'R!T%' \$6!  
B?!0='(' @5.( 'B!( ' \$B./ [ 6!>?(!0=\$0!Z' 'V!4'>?( ' !Z(.0. / [ !3?5(!('6T?/6'6!0?!0='!B.6P566.?/!  
>?(5) ;!&='!0'60!\$/B!\$66.[ / ) ' /06!\$( ' ![' \$('B!0?Z\$(B6!0='!) \$0'(. \$%' ) T=\$6.g' B!./!%'P05('6!  
\$/B!B.6P566' B!./!050?(. \$%6;!C ) .66!0='!./0'(\$P0.?/!. /!0='!P%\$66(??) R!\$6!Ch) !65('!3?5!B?c!  
\$) !Y\$.%\$4% '!?'!') \$.%\$/B!Z.%%!=?%B!\$!Y.(05\$?!>>.P'!=?5(6,W!n!7!6'66.?/!'\$P=!Z' 'V!  
HU??) !%. /V!T?60'B!?!?/!W

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d

%?/[('!0=\$/!S!6'/0'/P'6R!\$/B!0!)560!\$BB!0?!=!'!B.6P566.?/R!/?!^560!('T'\$0./[!Z=\$0!=\$6!  
 4''/IT('Y.256%3!T?60'B;!2?!3?5(!('6T?/6'!6=25%B!\$BB!\$/ 'Z!.B'\$!\$4?50!\$/!.) )\$[!'!?)\$V'!  
 ('>'('P'!0?!\$!/'Z!.) )\$[!'!m?5!\$('\$%6?!( '@5.('B!0?!( '05(/!0?!0='!>?(5) )!\$/B!Z(.0!\$!  
 !?/!\$0!%'\$60! ?>!3?5(!P%\$66) )\$0'6h!( '6T?/6'6!'\$P=!Z' 'V!43!#(.B\$3!\$0!  
 e<+T) ;!&='6'!)560!4'!( '6T'P0>5%!\$/B!P?/60(5P0.Y'!( '6T?/6'6R!\$BB./ [!0=?5[ =06!\$/B!.B'\$6!  
 0?P(' \$0'!B.6P566.?/!'!/?0!?'Y'(%3!P(.0.P\$%!/ ?(16.) )T%3!T(\$.6';!J%'\$6'!56'!P%'\$(!\$/B!  
 60(\$.[ =0>?(Z\$(B!%\$/ [5\$[ '!>?(14?0=13?5(!./0.\$%!( '6T?/6'!\$/B!>?(13?5(!P? ) )'/06;!H#.%%./ [!  
 3?5(!('6T?/6'6!Z.0=!>\$/P3!%\$/ [5\$[ '!=.B'6!3?5(!.B'\$6R!Z=.P=!Z?5%B!4'!4'00'(!' ]T('66'B!./!  
 60(\$.[ =0>?(Z\$(B!T(?6';!J%'\$6'!/ ?0'!0=\$0!T\$(0.P.T\$0.?!./!0='!B.6P566.?/!>?(5) )!.6!  
 )\$/B\$0?(3!\$/B!\$!T\$(0!?'>!3?5(!) )\$(V;!  
 !

7!DG&M!GD!A 7 8 j CD f <!

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A\$(V./[!Z.%%!4'!B?/'!43!050?(\$%!' '\$B'(6R!./!P?/65%0\$0.?!/Z.0=10='!'P05('6;!!J%'\$6'!/ ?0!  
 0=\$0!050?(\$%!' '\$B'(6!Z.%%!6Z.0P=!\$66.[ / )' /06R!./!(B'(!0?' /65('!'Y'!) )\$(V./[;!&'606!\$/B!  
 \$66.[ / )' /06!Z.%%!4'!654) .00'B!Y.\$! H>?(!Z=.P=16'!'!4'%'ZI;!&5(/.0./!=\$6!\$!  
 >5/P0.?!/0=\$0!\$%%?Z6!3?5!0?P='PV!3?5(!Z?(V!\$=' '\$B!?'>!0. )'R!0?!) \$V'!65('!0=\$0!\$%%!?'>!3?5(!  
 Z(.0./ [!6!?(./!\$%;!C!Z?5%B!60(?/[!3!' /P?5(\$ [!3?5!0?156'!0=.6!>' \$05(' ;!C>!3?5!=\$Y'!\$/3!  
 @5'60.?!/6!(P?/P'(/6!\$4?50!3?5(!) )\$(V6R!>'%'>('!0?IP?/0\$P0!0='!'P05('!>?(!0='!0' ) ;!&='!  
 %'P05('6!\$('!Z.%%./ [!0?!( '1[(\$B'!\$66.[ / )' /06R!450!Z'!P\$/[(\$B'!0=' ) !5T!?(!B?Z/R!\$/B!?'5(!  
 ) \$(V6!\$('!>./\$%;!C>!3?5!B?/' ?0!Z\$/0!0?!( '@5'60!( '1[(\$B./ [R!0='!'P05('6!\$('!\$%6?Z.%%./ [!0?  
 [.Y'!>5(0='!>' 'B4\$PV!?'!\$66.[ / )' /06R!./P%5B./ [!?'!Z(.0./ [ ;!  
 !

8M7KCD f 2!

m?5(!('@5.('B!( '\$B./ [6!\$('!./!\$!0' ]04??VR!\$Y\$.%\$4%'!>?(!T5(P=\$6'!./!\$!B.[.0\$%'B.0.?!>?(!  
 T5(P=\$6'!Y.\$!0='!F\$) T56!X??V60?('HZZZ;P\$) T564??V60?(';P?) I;G/P'!3?5!=\$Y'!  
 \$P0.Y\$0'B!0='!\$PP'66!P?B'R!3?5!P\$/!6.[ /!./!0?!?5(IP?5(6'!\$0!0=.6!\$BB('66<  
 !

=00T6<.,P?/6?%;T'\$(6?;/P?) ,./(?%) /0,'Ye0P!

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8'Y'%'!>?(!a\$/6?/h6!9.60?(3!?'>!7(0!

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J%'\$6'!/ ?0'!0=\$0!0=.6!6!0='!6\$) '!'0' ]0!\$6!\$!T(. /0!'B.0. ?/R!\$/B!6?!0!6!>./!0?!56'!'!0='(!0='!  
 B.[.0\$%!(?0='!T(. /0!'B.0. ?/!H?>!Z=.P=13?5!) )\$3!4'!\$4%'!0?!>./B!\$!P=' \$T'(!P?T3!?'./ 'I<  
 56. '-.7'08&'(-'90-20: "(0<=#0>#'#'#'.0<'6?&(&- .@!'\_'!B;!ETT'(!2\$BB%'!8.Y'(R!Da<!J'\$(6?/!  
 MB5P\$0. ?/R!\*+"" ;!H&='!\_'!'B.0. ?/!\$/B!\_'!'B.0. ?/!( '.665' B!\$('!B' /0.P\$%R!\$/B!0='!0' ]0!./!0='!  
 T(. /0!'B.0. ?/!6!B' /0.P\$%!0?10=\$0!./!0='!B.[.0\$%'B.0. ?/R!0=?5[ =10='!B.[.0\$%'B.0. ?/!6' ) 6!0?  
 =\$Y'!6? ) '!' ]0(\$!>' \$05('6;I!  
 !

oD?/'!?'>!0='!\$66.[ / )' /06!>?(10=.6!P?5(6'!\$('!0=(?5[ =!8'Y'%'R!\$/B!Z'!B?/h0!\$P05\$%3!605B3!  
 'Y'(3!) )\$[!'!./!0='!B.[.0\$%!0' ]04??VR!\$/B!6?!3?5!P\$/!56'!0='.(!>%\$6=P\$(B!\$/B!?'./!@5.g!  
 >' \$05('6!>!0='3!\$('!=\$T>5%!0?!3?5!./!605B3./ [R!450!0='6'!\$('!/?0!( '@5.('B;!  
 !

G/W!

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&=.6!63%%\$456R!Y.B'?6!?'>!0='!'P05('6R!\$/B!\$/3!\$/ /?5/P' ) '/06!?'(!>5(0='(!) \$0'(.S%6!Z.%%!4'!  
T?60'B!?'!W5' '/!6!P?5(6!'Z'46.0'R!?'/W;!m?5!Z.%%!\$%6?!654 ) .0!3?5(!Z(.00' /!P? ) ) '/06!0?!  
0='!B.6P566.?'!>?(5 ) R!0'606R!\$/B!\$/66. [ / ) '/06!'P0(? /.P\$%%3!?!? /WR!\$/B!3?5!Z.%%!4'!\$4%'

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( 'Y' \$% 'B! \$4?50!0='!6P5%T05(' ;!X' !6T' P.>.PR!\$Y?.B./ [!Y\$[5'!. ) T('66.?/6!?'>!=?Z!0=.6! ) \$V' 6!  
 3?5!>' %;!C/60' \$BR! [ .Y' !B' 0\$.% 'B'! ?46'(Y\$0. ?/6!\$4?50!0='! ) 'P=\$/.P6!?'>!0='!T?6'R!60('66'6!\$/B!  
 60(\$./6R! ]T%\$. /./ [!Z=.P=!T\$(06!?'>!0='!4?B3!\$( '!'>>'P0' B!./!Z=.P=!Z\$36;!E6' !0=.6!  
 ' ]T'(. ) '/0!./!?'(B' (10?! ) \$V' !6T' P.>.P! ?46'(Y\$0. ?/6!\$4?50!0='!6P5%T05(' ;!G([\$/ .g' !3?5(!  
 0=?5 [=06!./0?! [(\$ ) ) \$0.P\$%3!P?(( 'P0!6' /0' /P' 6!\$/B!T\$( \$(T=6;!X' !P?/P.6' !\$/B! 'B.0!  
 (. [?(?56%3!>?(!03T?6!\$/B!( 'T' 0.0. ?/ ;!C0!.6! ?4Y. ?56%3!\$TT(?T(.\$0' !0?!56' !0='!>.(60!T' (6?/!>?(!  
 0=.6!\$66. [ / ) ' /0;!!!

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& '%%./ [! ?5(!20?(. '6!766. [ / ) ' /0! ! !! ! KEM!D?Y;! "S!  
 254 ) .00' B!' %' P0(?/ .P\$%3!  
 56. / [! ?/WR!43!e!T ) !

!

J.PV!\$!T=?0? [(\$T=!?'>!\$( 'P' /0! 'Y' /0!./!0='! /' Z6;!!F? ) T\$( ' !0=\$!T=?0? [(\$T=!0?!\$!T\$. /0. / [R!  
 ) ?6\$.PR!( ' %.' >!6P5%T05('R! ) 4(? .B' (3R!.%5 ) ./ \$0' B! ) \$/56P(.T0!?(!Z?(V!./!\$/ ?0=' (! ) ' B.5 ) !  
 0=\$0!Z' !=\$Y' !605B. 'B'?(!Z.%%!605B3!6? ?/!./!0=.6!P?5(6' !H>(?) !0='!M\$(%3!F=(.60.\$/R!C6\$ ) .PR!  
 X3g\$/0. / 'R!M\$(%3!A 'B. 'Y\$%R!8? ) \$/ '6@5'R! f ?0=.PR!M\$(%3!8' /\$.66\$/P' !?'(9. [=!  
 8' /\$.66\$/P' !6' P0. ?/6!?'>!3?5(!0' ]04??VI;J.PV!\$!=.60?(.P\$%! . ) \$[ ' !0=\$0R!% .V' !3?5(!  
 T=?0? [(\$T=R!0' %6!\$!60?(3R! '.0=' (!\$/! 'Y' /0!>(?) !P%?6' !0?!0='!0. ) '!0!Z\$6! ) \$B' !?'(!60?(3!  
 >(?) !%?/ [!4' >?( ;!m?5!P?5%BR!>?( ' ]\$ ) T% 'R!P=??6' !0?!P? ) T\$( ' !0='!X\$00' !?'>!9\$60. / [6!>(?) !  
 0='!X\$3' 5 ]!&\$T' 60(3!0?!\$!T=?0? [(\$T=!?'>!('P' /0!Y. ?% /P' ;!F? ) T\$( ' !0='!T=?0? [(\$T=!0?!3?5(!  
 P=?6' /!=.60?(.P\$%! . ) \$[ 'R!V' 'T. / [!./! ) ./B!0=\$0!0='!T=?0? [(\$T=!6! / ?0!\$/! ?4^ 'P0.Y'!. ) \$[ ' !?'>!  
 0='!0(50='! 'T=?0? [(\$T=6!\$( ' !0\$V' /!60(\$0' [ .P\$%3R!0?!0' %!T\$(0.P5%\$(!60?(. '6;19?Z! .6! ' \$P=  
 60(5P05('Bq!!9 ?Z!B?! [ '605('6R!0='!\$((\$/ [ ' ) ' /0!\$/B!6.g' 6!?'>!0='!>. [5('6R!=?Z!0='! ) \$[ ' !.6!  
 P(?TT' BR!\$/B!\$/3!6' 00. / [!?(! ?0=' (!?4^ 'P06!\$BB!0?!0='!60?(3q!! - =\$0!\$4?50!P?%(!\$/B!% . [=0!  
 \$/B!B\$(V/ '66q!7( ' !0=' (!\$/3! '%?@5' /0! ) T03!6T\$P' 6!?(!.6!0='!P? ) T?6.0. ?/!?'>! '\$P=IT\$PV' Bq!  
 7/3!^5 ]0\$T?6.0. ?/6!?'>!4^ 'P06!?'>!B.>>' ( ' /0!6.g' 6!?(!B.>>' ( ' /0!0' ]05('6q!9?Z!B?!\$%%!?'>!0='6'!  
 6' T\$( \$0' !6T' P06!P? ) ' !0? [ '0=' (!0? !0' %!\$!60?(3!./!3?5(!T=?0? [(\$T=!\$/B!./!3?5(!=.60?(.P\$%!  
 . ) \$[ 'q!J' '\$6' !./P%5B' !.%560(\$0. ?/6!?'>!3?5(!P=?6' /!T=?0? [(\$T=!\$/B!=.60?(.P\$%! . ) \$[ ' !0!0='!  
 ' /B!?'>!3?5(!'66\$3;!m?5(!'66\$3!6=?5%B!4' ! !

!./!% / [0=!H"\*!T0;!>?/OR!Z.0="!./P=! ) \$(./6R!6?!\$TT(?). ) \$0' %3!\e+1  
 "+++!Z?(B6!./!% / [0=IR! / ?0!./P%5B. / [!\$!0.0% !T\$[ ' !/?(!.%560(\$0. ?/6;!!7!4(.'>!. /0(?B5P0. ?/!  
 6=?5%B!60\$(0! . ) 'B. \$0' %3!Z.0=!3?5(!T=?0? [(\$T=!\$/B!Z=.P=!=.60?(.P\$%!Z?(V!3?5!\$( ' [ ?./! /!  
 0?!P? ) T\$( ' !0?!0! `!B?! / ?0!Z\$60' !6T\$P' !Z.0=!\$/3! [ ' /' (\$%.g\$0. ?/6!?(!4(?B!( ' ) \$(V6!\$4?50!\$(0!  
 ?(!=.60?(3;!J% '\$6' !B?P? ) ' !0?!\$!P?/P%56. ?/!\$4?50!0='!Y' (\$%%!B.>>' ( ' /P' !./!>( ) !\$/B!  
 >5/P0. ?/ ;!m?5(!'66\$3!6=?5%B!4' !4\$6' B! ?/!B. ( 'P0! ?46' (Y\$0. ?/!(\$0=' (!0=\$/!( '6' \$(P=R!450!>!  
 3?5!B?!P\$(3! ?50!\$/3!( '6' \$(P=R!3?5! ?4Y. ?56%3! / 'B!0?!>? ?0/ ?0' !3?5(!6?5(P'6;!J' '\$6'!  
 3;!!C0



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&=.6!P?5(6'!) \$V'6!56'!?'>!&5(/.0./R!\$!0=(BIT\$(03!\$TT%.P\$0.?/!0=\$0!='%T6!) \$. /0\$. /!60\$/B\$(B6!  
 ?>!' ]P'%%' /P'!. /!\$P\$B' ) .P!. /0' [(03;!D?( ) \$%%3R!605B' /06!Z.%%!4'!( '@5.( 'B!0?!654 ) .0!0=' .(!  
 P?5(6'!\$66. [ / ) ' /06!0=(?5 [=!/?/W!0?!&5(/.0./;C/!B?./ [!6?R!605B' /06h!Z?(V!Z.%%!4'!. /P%5B' B!  
 \$6!6?5(P'!B?P5 ) ' /06!. /!0='!&5(/.0./!( '>' ( ' /P'!B\$0\$4\$6'R!Z=' ( '!0='3!Z.%%!4'!56' B!6?'%3!  
 >?(!0='!T5(T?6'!?'>!B'0'P0. / [!T%\$ [ .\$(.6 ) ;!  
 &5(/.0./!.6!\$!65.0'!'?>!0??%6!0=\$0!T(?Y.B'6!. /60(5P0?(6!Z.0=!. />?( ) \$0. ? /!\$4?50!0='!  
 \$50=' /0.P.03!?'>!654 ) .00' B!Z?(V!\$/B!>\$P.%.0\$0'6!0='!T(?P'66!?'>![(\$B. / [ ;!&5(/.0./!P? ) T\$( '6!  
 654 ) .00' B!>.%'6!\$ [ \$. /60!.06!' ]0' /6.Y'!B\$0\$4\$6'!'>P?/0' /OR!\$/B!T(?B5P'6!\$!6. ) .%\$(.03!( 'T?(0!  
 \$/B!\$!6. ) .%\$(.03!6P?( '!'>?( ' \$P='!\$66. [ / ) ' /0;!7!6. ) .%\$(.03!6P?( '!.6!0='!T'(P' /0\$ [ '!'>!\$!  
 B?P5 ) ' /0!0=\$0!.6!6. ) .%\$(!0?!P?/0' /0!='%B!Z.0=.. /!0='!B\$0\$4\$6';!&5(/.0./!B?'6!/?0!B'0' ) . / '!  
 .>!\$/!. /60\$/P'!'>T%\$ [ .\$(.6 ) !=\$6!?'PP5(( 'B;!C/60' \$BR!.0! [ .Y'6!. /60(5P0?(6!0='!. />?( ) \$0. ? /!0='3!  
 / ' B!0?!B'0' ) . / '!0='!\$50=' /0.P.03!?'>!Z?(V!\$6!\$!T\$(0!?'>!\$!%\$( [ '(T(?P'66;!!  
 J%'\$6'!( ' \$B!&5(/.0./h6!J(.Y\$P3!J%'B [ 'R!J(.Y\$P3!J?%.P3R!\$/B!&' ) 6!?'>!2'(Y.P'R!Z=.P=!  
 [ ?Y' (/6!56' (6h!( '%\$0. ? /6=.T!Z.0=!&5(/.0./; !7%6?R!T%'\$6'!/?0'!0=\$0!&5(/.0./!56'6!P??V. '6!\$/B!  
 ?0=' (!0(\$PV. / [ !0'P=/??%? [ . '6i!=?Z'Y'(R!. /!.06!6'(Y.P'!P?/0(\$P0!Z.0=!W5' ' /h6!&5(/.0./!=\$6!  
 \$ [ ( ' B!0=\$0! / ' .0=' (!&5(/.0./!/?(!.06!0=(BIT\$(03!T\$(0/ ' (6!Z.%%!56' !B\$0!P?%%' P0' B!0=(?5 [=!  
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