

!"#\$%&'()\*\$\*+,"\$- . \*\*,)/0( . )/1,\*-'"2+,"3\*\$4567849

# \$ %&' '!( )! ) \* + , \*!-!47:85& ; . !

## \$ \* ) ' '!%&' ' !

;\$\*-\*/,:&+-/01!2 -3/456!7 -8/9!+ :/;;456!<945.=!7>=:5/06!2 =;/00-!<-9456!/?/@@ : -9. :!A-;=B: -6!C-.9/B/-!  
\*=D-;-@46!+-/01!C-@/;-6!<9/..5=1!E4;=F6!G-H-/9-!)9.=D-IJ>=9.-6! ) K=9!?: -L4496! ,>9/@/B=!?-5B:=FI  
2 -9./5=F6!' 155!A>6!&5./45=..!2 /;-546!2 -9./5!%-0./;46!( 1;=9!?B:4:6!2 -9D>=9/.=!J/59/B:06!2 /B: -=:!  
' =6!&5@9=M!G>5L=9!

<#,\*:&\*;/;=1!2 /; ;=9&&

=3-\*/,:& ,9/L!C/5;-B6!2 -9L!&;K=@-&

### \$ &%( #) N!#( , 2 !I! =>>\$"?#0&'&,A\*!&=0\*/%#!

. " ,)" /&.4!-0094P=! . :=!-D=5@-!81!B&( A)@"/6!0=B45@!81!<(D1&K4./45&E=FFGHI\$!

#A\$ &%( #) N!#( , 2 !I! =>>\$"?#0&'&,A\*!& . )/1,\*-'"2+,"3\*\$767849!

. " ,)" /! .4! -0094P=! . :=! K/5>.=0! 4Q! ) B.48=9! R6! RS" T! 81! I& D#@\*+A#6! 0=B45@! 81! <C& D1! K4./45!  
; =IIHI\$!!!

A\$ CU< '#%!) 2 2 , N(!V! ;13@)+&E" J J\*/ ,b)-&)/,\*/%%&#-&#&,) J\*!'"\$&#/K& J\* J3\*\$&'&,A\*!&>13@)+&,"&  
#%#\$\*-&,A\*!&3'"#\$%&' /&# /K&)--1\*-&#''\*+,)/0&=IG&#/%L"\$&,A\*!&E#&)' '\$/)#&I,#,\*&(M/)?\*\$-),K&H#-,&! #KC!  
N4!C>8;/B!%4KK=5.\$!

A# \$ UNW#N#? J , +!#( , 2 ?X!

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. ",)"/&4!0>00=5@!. : =!9>;=0!.4!. -L=!>O!&B./45!#. =K!#6!Z40 :>- !C=BL : -K! J 4549!\* =04;>./45!81!  
-;;6!K4./45!E=FFGHI\$!!

0:7P!

!&Q"@\*R!0.-.=0!. : -.!-BB49@/5D!.4!. : =!&?#!C4;/B1!&D=5@ -!45=!4Q!. : =!5/./- ./P=0!. : -.!M=!M-5.=@!  
0.-9.!M-0!. : =!&?#!-00;/B-./45!49!. : =!&?#!&00\$! ( : =!O>9040=!4Q!. : /0!K48;/=!-00;/B-./45!/0!.4!  
9-/0=!. : =!B-KO>0!B;/K-. =!0/5B=!%?U , <! : -0!;4M!0-9./B/O- ./45!9-. =!0!8=/5D!-!B4KK>.=9!0B : 44;\$!  
( : /0! -00! B-5! : =;0! =5D-D=! 4>9! 0.>@=5.06! 094K4.=! 0/45==9! 09/@=6! -5@! =;=P-. =! -! 8=..=9!  
B4KK>5/B-./45!010.=K!-B9400!- ;;!49D-5/F-./450!45!B-KO>0\$#!M-5.=@!.4!;=.!14>!-;;!L54M!. : -.!  
M=!-9=!K4P/5D!Q49M-9@!M/. : !. : =!5/./- ./P=\$#! : -P=!-;9=-@1!0.-9.=@!M49L/5D!M/. : !. : =!@=P=;40=96!  
<9/-5! 2 49-;=0!-5@!M=!-9=!40=5!.4!0>DD=0./4506! : 4M=P=96!<9/-5! 2 49-;=0! : -0!/50/0.=@!04;/.=;1!  
..-.!M=@45[.!84K8-9@!:/K!M/. : !4>9!/=@-0\$!#50.-=@6!14>!B-5!89/5D!14>9!0>DD=0./450!.4!K=\$!  
( & . #S)"/!-0L0!M : -.!-84>.! : =!B>99=5.!094D9=00\$! !&Q"@\*R!0.-.=0!. : -.!M=@=B/@=@!45!Q4>9!  
0>9040=0!4Q!. : =!-00!-5@!. : =1!M/;;!8=!>0=@!.4!-@P=9./0=!4>9!P=5.0!-5@!&?#!89-5@/5D\$#!M/;;!

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Q-B>;.1!-5@!0.-QQ!.4!54.!K4P=!\_>/BL;1!/Q!..:=!0.>@=5.0!-9=!K4P/5D!\_>/BL;1\$!#Q!0.>@=5.0!0=.!-!

8-0=6!./!0!P=91!:=;OQ>;!.4!M-5.!..:=!Q-B>;.1!.4!-;04!0.=0!/5!;/5=\$! . &!#\$'!/!

..=.4!0(-)0.29(.)0.2"/B-./5(.)0.2:"/9=;.45(\$!)JTJET00.24000.2412589.92cBT500050372.37

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0=5/49! ;=-@=90:/0\$! Y=! M/;;! @4! -! 04Q.! ;->5B:!/5! ..=! =-9;1! 009/5D! 0=K=0.=9\$! ( :/0! /0! .4!  
B4KO;/K=5!.4. :=9!P-;>=0!45!B-KO>0! -5@!4>9! :40=!/0!/!M/;;!8=! -5!40049.>5/.1! .4!@4!04K=!  
040!/P=! =@>B-./45! 049! 4>9! B-KO>0! B4KK>5/.1\$! Y : =5! . : =! 0>9P=1! /0! 9=;=-0=@6! 0;=-0=!  
=5B4>9-D=!0=40;=! .4! .-L=!/! -5@!B4KK>5/B-.!M/..!?\$!A-;=B : -!/Q!.. : =9=! -9=!4. : =9!P-;>=0!49!  
0/=B=0! . : .!M/;;!8=!/K049. -5!.!4!B450/@=9\$!N=3.!M==L6!M=!M/;;!8=!-..=5@/5D!. : =!\* J &!K==./5D6!  
04!M=!M/;;!8=!@4/5D!. : =!/0.=5/5D!0=00/450!/5!N4P=K8=9\$! Y=!M-5!.!4!K-L=!0>9=!..:/0!9=Q;=B.0!  
4>9!P-;>=0!-0!-5!/50./.>./45\$!!

49:P8&!

! , \$ +#?%U??#) N!#( , 2 !I! X\*\*Nk'''k=+,)' /!  
( : =! <4-9@!4Q! +/9=B.490!M/;;!@/0B>00!Q>5@/5D! -!M==L!4Q! -B./45!049!>5@4B>K=5.=@` +&%&!  
0.>@=5.0\$!!  
Yk 2 \$, \*0#Z [ 1\*\$, #!/5.94@>B=0! <=;=5! 2 =5H/P-9\$! !\*@\*/k . \*/\)?#\$!0.-.=0!.. : -!0 : =! /0! : =9=!45!  
8=: -;Q! 4Q! . : =! E&N&?! 094D9-K6! U5@4B>K=5.=@! ( -0L! W49B=6! -5@! E ' &?W&\$! #! @4! : -P=!  
9=09=0=5.-/P=0!094K!U?6!<NE!-5@!. : =!E-5-0!%;>8\$!( : /0!M==L!0!. : =!>5@4B>K=5.=@!0.>@=5!  
M==L!4Q!-B./45!-!-; ;!B4KK>5/.1!B4;;=D=0\$! Y=!-9!.. : /5L/5D!4Q!89/5D/5D!04K=. : /5D!0/K/;-9!.4!  
% -;/Q495/-!?. - .=!U5/P=90/.16! , -0.!<-1\$! Y=!-9! : 40/5D!4!@4!. : =!>5@4B>K=5.=@!0.>@=5.!M==L!  
4Q!-B./45!0.-9./5D!N4P=K8=9! \!a6!RS" T\$! ( : /0!P=5.!M/;;!8=5=Q/.!4>9!0.>@=5.0\$! ( : =9=M/;;!8=!  
-!754M!G4>9!\* /D : .0! Y 49L0 : 406!-5@!-!0/K>;-./45!4Q!M : -!.!4!@4!Q!#\$\$ , !L54BL0!45!14>9!@449\$!  
Y=!M4>;@!-;04!/L=.4!0 : 4M!>5@4B>K=5.=@!0.>@=5.!Q/K0!45!B-KO>0\$! ' -0.;16!M=!M4>;@!/L=!  
.4!@4! -!0.>@=5.!0-5=\$! ( : =!9=-045!M=! -9! : =9! .4@-1!/0! .4! -0L!Q49! &?#!0>0049.6!0>B : ! -0!  
0045049/5D!05-BL0!049! . : =!P=5.\$! &0! K-51! -9! -M-9=6!M=!@4!54!.! : -P=! -5!40Q/B-;!04/5!.!4Q!  
B45.-B.\$! ( : =9=049=6!M=!-9=!B4K/5D!.4D=. : =9!-0!/QQ=9=5.!B;>80!-5@!49D-5/F-./450!.4!K-L=. : /0!  
M==L!-!0>BB=00\$!Yk 2 \$, \*0#Z [ 1\*\$, #!0.-.=0!.. : -! : /0!0!-5!3-KO;=14Q!. : =!@/QQ=9=5.!-B./45!M==L0!  
.. : -!M/;;!094P/@=@! -94>5@! . : =! <-1! &9=-\$! Y : =! -P=! @/QQ=9=5.!0-9.5=90:/00! . : 94>D : 4>.! : =!  
B4KK>5/.1!B4;;=D=0! -5@! K-L/5D!>5@4B>K=5.=@!M==L!4Q! -B./45!0400/8;=!.. : 94>D : 4>.! : /0!

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M: 4!-9=!-0094-B :=@!81!#\$\$, \$! Y ==L!4Q!-B./45!@- 1!M4! . : 9==!M/;;!B450/0.!4Q!0: 4M/5D!-!Q/;K\$!  
( : =9=!M/;;!8=!@/Q0=9=5.!/K=!0;4.06!45=!M/;;!8=! : =;@!>9/5D!UI: 4>9!45! (>=@- 16! . : =!4. : =9!M/;;!  
8=!/5! . : =!-Q.=95445!45! Y=@5=0@- 1\$! + - 1!Q4>9!M/;;!B450/0.!4Q! -!0.>@=5.!B4KK>5/.!1!0-5=;!  
@/0B>00/45\$! Y=!-9=!-0L/5D!Q49!-!@45-./45!4Q!bcSSSS! . : -!M/;;!B4P=9! . : =!P=5.0!@>9/5D! . : =!  
M=L\$! ( : =!@45-./45!M/;;!8=!D4/5D!.4M-9@0!05-BL06!Q44@6! -5@!;/B=50=@!K4P/=0\$! =Ck . )@#/'!  
0.-.=0! . : -!14>!B4>;@!D=.!05-BL0!Q94K!+49/0!#5D9-K\$!#5!-@@/./456!J \$ ) \$C\$, !C-5.91!/0! : -P/5D!-!  
J>5D=9! -5@! J4K=;=005=00! , P=5.\$!#! -;04!M-5.!4!B4;;-849-.=!M/. : !14>!4M-9@0!%45B49@0!  
/5P4;P=K=5.!/5! . : =0! =P=5.0\$! <Ck D1!0.-.=0! . : -!9=B=5.;1! . : =! ?4B/-;!Z>0./B=!% ;>8!Q49! . : =!  
7/5=0/4;4D1! + =0-9.K=5.!@/!-!0/K/;-9! =P=5.\$! ( : =!1!0: 4M=@!-!K4P=!-84>.!>5@4B>K=5.=@!  
04BB=9!0; -1=90! -5@! : -@!45=!4Q! . : =!0=40;=!M: 4!K-@=! . : =!@4B>K=5.-9!1!0: 4M!>0\$! <=@/0=06!  
0: 4M/5D! . : =!K4P/=!M/;;!8=!04K=. : /5D!D4/5D!45!.4!9-/0=!K49=!-M-9=5=00\$!Yc 2 \$, \*0#Z [ 1\*\$,#!  
0.-.=0! . : -! : =9=!/0!./;;!04K=!@/0B>00/45!.4!8=!K-@=!9=D-9@/5D!M:/B: !K4P/=!M=!-9=!D4/5D!.4!  
0: 4M\$! !Ck Q"\*R!0.-.=0! . : -!0: =!;4P=0!0==/5D!-; ;! . : =! /K=!-5@!@=@/B-./45!.4M-9@0! : =;0/5D!  
>5@4B>K=5.=@!0.>@=5.0\$!&;046/0! . : /0!-5!& ?#! =P=5.!49!-!B4;;-849-.=!P=5.\$!Yc 2 \$, \*0#Z [ 1\*\$,#!  
. : -!./!0!-!B4;;-849-./45!M/. : !4. : =9!B;>80!-5@!49D-5/F-./450\$! ( Ck . #S)" /!0.-.=0! . : -! /Q!0: =! : -0!  
-51!4. : =9!04949/./=0!49!Q9-.=95/./=0! . : -!M4>;@! : =;06!4!;=. : =!<4-9@!L54M! . : =!K49! : -5@0!45!  
@=BL! . : =!8=. : =9\$! !Ck Q"\*R!0.-.=0! . : -!8=B->0!./!0!-!B4;;-849-./P=! =P=5.6!M4>;@!14>!8=!-0L/5D!  
Q49!0==@!Q>5@/5D!Q94K! 2 \$! <-945\$!Yc 2 \$, \*0#Z [ 1\*\$,#!0.-.=0! . : -!./!B4K=0!Q94K! . : =!<4-9@0!  
#5!./-./P=0\$! ( : /0!0!H>0!-!049./45!4Q!M: -!B;>80!-5@!49D-5/F-./450!M/;;! : =;0!>0\$! ( Ck . #S)" /!  
0.-.=0! . : -!Q49!05-BL06!M/;;!./!8=!Q94K!%40.B4!49!M: =9=\$!Yc 2 \$, \*0#Z [ 1\*\$,#!0.-.=0!1=06!./! : -0!  
.4!8!; ;=00! . : -5! bRSSSS\$! \* =09=0: K=5.0! Q49! . : =!0-5=;!M/;;!8!B44L/=0! -5@! ;=K45-@=\$! Bc  
( A)@"/!0.-.=0! . : -!Q49! . : =!05-BL0!-5@!9=09=0: K=5.06!#!M4>;@!9=B4KK=5@!M49L/5D!M/. : !79/0!  
+/0: -9445!49!?5=: !? : -9K-!45! . : -.\$!

79:4]k  
&

WS +#?%U?#?) N!# ( , 2 !I!M/'"+1=@@K&U\$#) /) /0k!  
( : =!<4-9@!4Q! +/9=B.490!M/;;!@/0B>00!K-L/5D!U5@4B>&;;1! (9-/5/5D!-P-/-; -8;=!4!0.>@=5.0!-5@!  
0.-QQ-Q-B>;.1!-!-5! =P=5.!/5!N4P=K8=9\$!!  
Yc 2 \$, \*0#Z [ 1\*\$,#!0.-.=0! . : -!-!754M!G4>9! \* /D: .06!&;;1! (9-/5/5D!-@@/./45!M/;;!8=! : =;@!45!  
N4P=K8=9! "T\$! Y=! : -P=!% -;/Q495/-! #KK/D9-5.! G4>. : !Z>0./B=! &;;/-5B=6! -! 545I094Q/!  
49D-5/F-./45\$! ( : =!1!M=9=!/5!B: -9D=!4Q!=@>B-.490!-D-/50!#\$\$, !9=B=5.;1\$! ( : =!1!-9! . : =!30=9.0!  
;44L/5D!.4!B4K=!/5! -5@!D/P=! =P=9145=!9-/5/5D\$! ( : =!1!-9!-0L/5D!Q49!b^SSSS6!-L=5!/5.4!  
B450/@=9-./45!09=0-9-./450!-5@!9-50049-./45\$! , P=9145=!-! . : /0!9-/5/5D!M/;;!8=!B=9./Q/=@!/5!  
&;;1! (9-/5/5D\$! ( : =!094D9-K!M/;;!8=!0.9>B.>9=!K49=!4M-9@0!4>9!0.>@=5.0\$!#M/;;!8=!B455=B./5D!  
: =9!M/. : !U5@4B>K=5.=@! ( -0L!W49B=.4!0==! /Q! . : /0!0!04K=. : /5D! . : =!1!0>0049!-0!M=;;\$! Bc  
( )-A#\$"" /&0.-.=0! . : -!M: =5!% =9P-5.=0!M-0! : =9=6! . : =!1!@/!-5!U5@4B>K=5.=@!&;;1! (9-/5/5D!



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Z\$ #NW) \* 2 & (#) N!# ( , 2 !I! ! )@&&G%\*#&V"\$J!  
( : =! +/9=B.49!4Q! ' =D/0; -./P=!&QQ-/90!M/;;!9=P/=M! . : =!094B=00!4Q! . : =!8/;;!/@=-!Q49K\$!!  
Y& 2\$,\*0#

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Q==0!M=9=IQ-B.49=@/5.4\$!\* =I94>./5D!Q94K!>./45!/0!54.!0400/8;=!-5@!..-!/0!M: 1!..=9=!-0!8==5!  
O>0:!.!4!8>1!Q9==IM=/D: .0!Q49!..=!944K!M:=9=!..:=!D-K=0!M4>;@!8=\$! ( :=!Q==!M-0!K=-5.!4!  
O>00;1!-!0=9P/B=!Q49!..:=! , -0.!<- 1!B-KO>0!Q49!-;!!0.>@=5.0\$! ( : =9=!-9=!%45B49@!0.>@=5.0!..-!  
@4!>0!..:=! \* & Y! -5@!00=-L/5D!Q49!%45B49@!0.>@=5.06!04K=!4Q!..:=K! : -P=!B;-00=0!45!..:/0!  
B-KO>0!-5@!M/;;!>0!..:=! \* & Y\$!B&k ( A)@@" /!0.-.=0!..-!..:=!M- 1!Q==0!M49L!45!..:/0!B-KO>0!0!  
..-!..:=9=!/0!-!%- KO>0!W==!&@P/0491!B4KK/..==!..-!P4.=0!45!..:=!Q==0\$#!- K!54.!0>9=!. :=9=!/0!  
-51!@-.-!Q49!..:=!%45B49@!B-KO>0\$#!./0! : -9@!.4!049!..:94>D: !Q==0!.4!0==!M: 4!/0!-! J - 1M-9@!49!  
%45B49@!0.>@=5.!8=B->0=-!..:=!5@!4Q!..:=!@- 16!M=-9=-!-;!!% -;!?.-.=! , -0.!<- 1!0.>@=5.0\$!#Q!Q==0!  
M=9!9=I94>.=@6!./!M4>;@! -QQ=B.!..:=! \* & Y! 8>@D=-! -5@!..:=9=!/0! 04.=5./-;!!..-!..:=!Q==! K- 1!  
/5B9=-0=\$! <@k D1! 0.-.=0!..-!..:=! \* & Y! Q==! B40.!bTSS\$!Q49!..:=!5./9=! 0=K=0.=9\$! !@k Q"\*@\*R!  
0>DD=0.0!..-!/Q#5I? : -O=!/0!M/;;/5D!.4!M49L!M/..! , -0.!<- 1!0.>@=5.06!..:=9=!0: 4>;@!8=-!@/0B4>5.!  
B4@=\$! =@k . )@#/"!0.-.=0!..-!0: =!0!M49L/5D!45!/\$! ( : =1!-0L=@!K=!4!89/5D!..:=!0>DD=0./45!- 5@!  
#!@=B/@=@!.4!89/5D!/.6!54.!L54M/5D!/Q!./!M4>;@!M49L!49!54.\$!!

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A###\$ ?C , %#& '!\* , C ) \* ( ?X!  
&\$ ?.-QQ!C9=0=5.-./45!I!&?#!C9=0=5.0!  
. " , )"/! .4! 040.045=!..:/0!/.=K!>5./;!. :=!5=3.! <4-9@!4Q! +/9=B.490! K==./5D! 81! B&k ( A)@@" /6!  
0=B45@!81!I&kD#@\*+A#6!K4./45!E = FFGHI\$!!

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# i \$ \* ) UN+!( &< ' , !\* , 2 & \* 7 ?!  
. @k E#- , )@@"!

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7=59/BL!&;/!-0!M=;;\$! ( : =9=!M/;;!8=!-!.4/;=.9/=0!@9/P=!/5!N4P=K8=9\$!#!0;-5!45!B4;;=B./5D!>5./;!Q/5-;0!  
M==L6!8>.!#!M4>;@!5==@!4!@/0B>00!/!.M/..!,\$!C/5;-B\$! ( : =!&?#!4Q0/B=!M/;;!8=!Q/;=@!M/. : !.4/;=.9/=0\$! ' =!  
K=!L54M!Q!14>!M4>;@!;/L=!4!;=;0!049!..:/5D0!4>.\$! ( : -5L!14>!4!7\$!+ : /;456!+!\$!%>=P-0!-5@!!=P=9145=  
..-./0! : =;0/5D!K=!M/. : !. : =!9=04;>./45\$!#!9=-B : =@!4>!.4!-.. : =./B0!0/5B=!.. : =!1!.9-P=;!-!;4.\$!#! : 40=!.. : =1!  
89/5D!8-BL!.9-P=;I0/F=!4/;=.9/=0\$!B&( A)@@" /&0.-.=0!.. : -!. : =9=!/0!-5!=0B-0=!944K!.45/D : !-!"SY^S!O\$K\$!  
/5! : =9=\$!N=3.!M==L6!+ -/016! ) K=96!-5@!K10=;0!M/;;!8=!K==./5D!M/. : ! ( 9>0.==! ' -991!&@-K045\$! ( : -5L!  
14>6!?\$!A-;=B : -!Q49!49D-5/F/5D!.. : =!0>/B/@=!09=P=5./45!.9-/5/5D\$!#5!9=D-9@0!.4!4Q0/B=! : 4>906!#!M/;;!8=  
B : =BL/5D!!=P=9145=[0! : 4>90\$!#Q!14>9! : 4>90!-9=!54.!-@@/5D!>0!-!. : =!5@!4Q!.. : =!M==L!-5@!.. : =9=!/0!54!  
K=K46!14>!M/;;!8=!D4/5D!.4!C=90455=;\$!Y& 2\$, \*0#Z [ 1\*\$, #&0-10!.. : -!.45!?->9@-1!./!/0! 2 -L=!&  
+/Q0=9=5B=!@-1!Q49!% -;!? . -.=! , -0.!<-1!0.>@=5.0!Q94K!aXSS!-\$K\$!.4!"XSS!O\$K\$!#Q!14>!M4>;@!;/L=!4!0/D5!  
>06!.. : =9=!M-0!-5!=K-;/!0=5.!81!C-.9/BL!C9>0/54P0L/\$! ( & . #S)" /&0.-.=0!.. : -!.0 : =!/0!094>@!4Q!!=P=9145=  
-5@!!=P=9145=! : -0!=3B==@=@! : =9!=30=B.-./450\$!Y=!-9=!D=../5D!-!;4.14Q!. : /5D0!@45=6!8>.!Q4B>0!45!0B : 44;!  
-5@!K=5.-; : =-; : \$! ! &Q" @\*R&D/P=0!B9=@/!.4!?0. 2 ( !C@ ) 0 ( & ) --0. 2 ( : \$ : 0.145= ) 0. 2 2 ( ! ) 6.T J E T > 6.9 ( 30= ) 0.

"S!