

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

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"#\$%&'(#)!*+!, -# (. /'&0!12*/*)! , *33#4#!
, -#/')A!B.33!CD!E=?8:!
H#I7!-'\$7JJ6%\$&.6*&)KI6K#LAJ3/OJ\$AI3.6M-' (3J!

5++.6#7!89:;<<=>><?@!
F%G7!89:;<<=>=:E<!
N; (%.37!/-.-0A%)K3.AOI6K#LA!

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

9PP<Q9PP:! R.#))%!S).T#&/. '0!*+!U#6-)*3*40!9 !" .S3* (%!.)! , -# (. /'&0!V2KWK!#XA.T%3#)'!
9PP>Y!

9PP:Q9PP>! S).T#&/. '0!*+!Z*&'!-, %&*3.)%! , -%\$#3!B.33K!S)L#&4&%LA%'#!NG6-%)4#!W'AL#)'!
! A)L#&'!-#!UDWWN[![&*4&% (!V, -# (. /'&OY!

9PP>Q=EE@!

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

[%4#!=)

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=EEP! 1*6%3!,*;*4%).d#&!eBOL&*4#)!`*%L!U*A&!mEPg!NA4#)#!W'*\$!
=EE>Q=E9@! D6%L# (.6!DLT./*!%)L!1#%L!,*)%6!'!'!S).T#&/.!O!*+!5 *)!U&%)!D'3%)'.6!!
!! W6.#)6#!W'AL#)!NG6-%)4#![&*4&% (!VUDWWN[Y!
*

5 6%, '1*

!

=E9E! ZWF!, %&##&!Db%&L!VL#63.)#L!LA#!'!*T#&3%\$!b.'-!Z\B!+A)L.)4Y!
=E9=! c*A&)%3!*+![-0/.6%3!5&4%).6!, -# (.!&O!Db%&L!+*&!N%&3O!NG6#33#)6#
=E9=! , % (.33#!" �+A!/!U#%6-#&;W6-*3%&!Db%&L!
=E9?! D, W!5&4%)* (#%33.6/!n*A)4!\)T#/' .4% '*&!F#33* b

!'#\$%&'()*+,-.:/

[%4#@]

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, &+3(4%-%(4%(.+5)26*.78+

V !L#)*#/#A)L#&4&%LA%#!6*%A' -*&Y!

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PPK!1.)!Bko!n%)4!hko!1.A!WK;nK!cpk3#!FK!e`..)4!5\$#).)4!C#%' -#/.! [*30 (#&.d%'.*)!V` 5 C [Y!
+!' -#! "#b%&!/ (#&!*+!9!|=;Dd%I*&.)#1!%2;Z!/*!/#&!*+!2#)d#)#g!, !' & 45)6(d
7#1!%&/0/1!89!|=9;=:K!" 5\!9EK9E=9J%6/ (%6&*3#'K@6EE8E9K!

P>K!N%*)!Cko!q-%)4!nko!1.A!WK;nK!r2*%&%%3k#)#/!)L! -#!#%#;=;2!,!,**&L.)*'.*)!C*L#!.!)!
,**&L.)*'.*)!, -# (. /'&O!)L!, %'30/./r! !"# \$%&' ()%&*#+%&/0/1!:9!9P9<;9P@<K!" 5\!
9EK9E@PJ" @ , WEE: @EBK!

P:K!N%*)!Cko! "%.!nko!H%)4!qko!1.!2ko!1% (.)#1!Hko!C.XA#A!sKo!1.A!WK;nK!rWO)' -#/.!/*+!
D33#)#/!IO!BOL&*%3k03%'.*)!*+!9!@;N)0)#/!b.'-!s#'*)#/!N)%I3#L!IO!,**\$#&%'.T#!
,%'30/./r!;,%&,\$%&! "#\$%&' ()%&/0/2!8<:!=98@>;=98?<K!" 5\!9EK9E=9J%6/K@6E>9<9K!

P8K!1##!Bko!D3T%&%L*!Cko!)4&% (1WK o!1.A!WK;nK!e=;FA)6'*)%3.d%'.*)!*+!9!|=;Dd%I*&.)#/#g!
'>-?#1!&/0/2!9<!|=98P;=9?K!" 5\!9EK9E<<J%;=9E>;P>P<K!

P<K!q-%)4! , Ko!, -&*/' * b/k%!Dko!1.A!WK;nko!s%&% (%)/1t! [ko!5'#&*!ZK!e2#'b##)!N3#6'&*)!
"#3*6%3.d%'.*)!%)L!1*b;10.)4!NG6.'#L!W%'#/#!+!2Z; " *\$#L!D&* (%'.6!BOL&*6&I*)/g! !"# \$%&
@ ">A%&7#1!%&/0/2!9?E89<%&" 5\!9EK9E98Jk6\$3#"K=E=@K9?E89<K!

P?K!\/- .I%/- .!cK!WK!Dko!1% (.)#1!Hko!C.XA#A!sKo!1.A!WK;nK!rU-#!D&* (%'.6!, 3%./#)!
`#%&&%)4# (#)!*+!%9!|=;Dd%I*&.)#g!B6.%&CD(\$ (?&! "#\$%&/0/2!E8!@!: :>;@:>@%&" 5\!
9EK9E@PJ" =5 2E=9>82K!!

! t!\)T.'#L!%/\$%&'!'+! -#/#\$#6.%3!//A#!r , #3#I&%'.)4!' -#!=E' -!%)).T#&/%&O!*+!5&4%).6!%)L!
2.* (*3#6A3%&! , -# (. /'&OrK!

P@K!H%)4!qko!q-%)4! , Ko!HA!cK o!1.!2ko!1.A!WK;nK!r/65-A;BOL&*%3k0)O3%'.*)!*+!\)'#&)%3!9!@;
N)0)#/!N)%I3#L!IO!,**\$#&%'.T#!,%'30/./g!;,%&,\$%&! "#\$%&' ()%&/0/2!8<:!=<8=?;<8@EK!" 5\!
9EK9E=9J%6/K@6EE<9?K!

P=K!H%)4!qko!1% (.)#1!Hko!C.XA#A!sKo!1.A!WK;nK!rD!WO)!5A'#&;W\$-#&#!5G.L%'T#!DLL.'*)7!
U-#!`#%6'*)!C#6-%)/ (!.)![LJW#)\$-*/; , %'30d#L!, %&I*I*&%'.*)!*+!9!@;N)0)#/r! !"# \$%&')D%&
/0/2!8<!|=E>;=EPEK!" 5\!9EK9E@PJ" =W , E<>=>FK!

P9K!q-%)4!nko!H%)4!qko!1% (.)#1!Hko!hA!WKo!1.!2ko!, -&*/' * b/k%!Dko!C.XA#A!sKo!1.A!WK;nK!
rC#6-%)/ (!*+![LJW#)\$-*/; , %'30d#L!'&%)/

!''#''

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?>K!\/- .I%/- .!cK!WK!Dko!C%&/- %331!cK!1Ko!C%#&#!Dko!1*T.)4#&!]K!cKo!1 .!2Ko!q%k-%&*T!1K!ZKo!
" %&4#3*/!Dko!] &%6.%%1!Dko! , -&*/'*b/k%1!Dko!1.A!WK; nK!eU b*!2Z!\/*/'#&#/'*+!D)' -&%6#)#7!
W0)'-#/./!%)L! , -%&%6'#&.d%'.*)g!;%& , \$%&! "#\$%&' ()%&/031!89G!9<?9?;9<?=9K! " 5\7!
9EK9E=9Jj%<E>>9@TK!

? :K! , -&*/'*b/k%1!Dko!hA!WKo!C%#&#!Dko!2*k)#T.'d! s ko!1 .!2Ko!DI I#0!NK!` ko! " %&4#3*/!Dko!
] &%6.%%1!Dko!1.A!WK; nK!eSR; [- '*#3#6'&*)!W\$#6'&*/6*\$O!*+!2Z!\)L*3#/7!NG\$#&. (#)'%3!%)L!
, * (\$A%' .*)%3!N3#6'&*) .6!W'&A6'A&#D)%30/./g!;%& , \$%&! "#\$%&' ()%&/031!89G!99>9@;99>=EK!
" 5\7!9EK9E=9Jj%<E8@>PPK!

?8K!2&*b)!DK!ZKo!q%k-%&*T!1K!ZKo!C.kA3%/!Uko! ".G*)!" K!Dko!1.A!WK; nK!r` -*L.A (; , %'30d#L!
2QB!D6'.T%' .*)!+!9! =;Dd%I*&)#/#W0)'-#/./!%)L! , -%&%6'#&.d%' .*)!+!2Z!\/*/'#&#/'*+!
W'.3I#)#/r!B6. %&7#1!%/031!8G!@!@?E;@?@?@K! " 5\7!9EK9E=9J*3<E9@8=bK!

?<K!hA!WKo!B%#++)#&!Fko!1 .!2Ko!q%k-%&*T!1K!ZKo!1.A!WK; nK!rC*)*I#)d*+A/#L!9!?:Dd%I*&)#/#!
W0)'-#/./! , -%&%6'#&.d%' .*)!%)L! "./6*T#&O!*+!%S).XA#! , **&L.)%' .*)!C*L#r! , - .#/%&! "#\$%&
0-1%&23%/031! : 9!8 : P<;8 : PPK! " 5\7!9EK9EE=J%).#K=E9?E@PE@K!

??K!B%&3* b1!]K! [K o!q%k-%&*T!1K!ZKo!HA!]Ko!1.A!WK; nK!eU-#& (*LO)% (.6%330! , *)'&*33#L!
"0)% (.6!2.)L.)4!*+! ".*3/'*!%9! =;

! t!B.4-3.4-#L!.)!; , ! 'd 'T(1?D. "lA&v,%d , \$%d ! "#\$%d '()!/03/1!89<1!99E<9;99E<=YK!
! @?K!2%44#''!DK!Hko! , *A&).%1!qko!B%)!!CK!Wko![%'%4.%/!] ko!] 3%/!1!DK! , ko!1 .A!WK; nko!Z*3#)!2K!cK!
rW'A&6'A&3! , -%&6'##&.d%' *)!%)L! , * (\$A'##&;D.L#L!5\$'. (.d%'!*)!*+!%W (%33; C*3#6A3#!
\)-.I.'*!&*+!'-#!D&\$=J@! , * (\$3#G!%!s #0!` #4A3%'*!&*+!'-#!D6'.!)! , 0'*/k#3#')r!
! "#\$ 4#3! "#\$!/03/1!L!9=>8;9=P?K!" 5\7!9EK9EE=J6 (L6K=E9=EE9E?K!
@@K! , % (\$I#331![K!] ko!C%&b.'d!DK!cK!Rko!1.A!WK; nK!e` #6#)'!DLT%)6#/.!)!Dd%I*%&.)#! , -# (./'0g!
, -.#/%&! "#\$%&0-1%&23%&/03/1! : 8!18E : ?;8EP=K!" 5\7!9EK9EE=J%)#K=E9=EEE8@K!
@=K!hA!Wko!q%k-%&*T!1K!Zko!1.A!WK; nK!rD!9!@; , -.0L&*;9!@;%d I*%&.)#! "#IA'/r!;,%d , \$%d ! "#\$%d '()!
/033!899!!=E9<=>=E9<<K)" 5\7!9EK9E=9Jj%=EP:E>PK!
@9K!IA*!1!Hko! , % (\$I#331![K!] ko!q%k-%&*T!1K!Zko!1.A!WK; nK!eD!W.)43#; , * (\$*)#)'!1.XA.L; [-#/#!
BOL&*4#)!W*%&4#!C%#&.3g!;,%d , \$%d ! "#\$%d '()!/033!899!19P@=8;9P@=P%&" 5\7!
9EK9E=9Jj%=E>>@?TK!
& t!B.4-3.4-#L!.)!! "#\$D)5?&U&2-.D-##6D-.&=#/A!V , i NZY!V=E99!Z*T# (I#&!>!\$%4#!@<Y!
, i NZ!*)3.)#!V=E99!-'\$7J6#)K%6/K*4J%&'.63#/J>PjB#IJ=E99J99J1.XA.L;FA'A&#;BOL&*4#);
FA#3K-' (3Y1!.)!=5!P6#&! "#\$DA16>d/03/1!<1!<1%)L!.)!=5!P6#&! ?D\$5!#&! "5-.#/03/1!E1!=@K!
@EK!C%&b.'d!DK!cK!Rko!1% ((!DK!Zko!q%k-%&*T!1K!Zko!R%/3.A!Cko! ".G*)! "K!Dko!1.A!WK; nK!e2Z;
WAI/'.'A'#!L! ".S-#)03%6#0#3#)#7!D!2%/6!C*L#3!+*%&! , *)jA4%#L![:;WO/'# (/! , *)'%.).)4!-#!
2Z!2*)L![:&g! ! "#\$%d ')D%!/03/1!9!>=<;>=PK!" 5\7!9EK9E@PJ , 9W , EE<EEFK!
! t!B.4-3.4-#L!.)!' I=J , ! K 'd /03/1!FM:NI! ?P:K!
=PK!IA*!1!Hko!q%k-%&*T!1K!Zko!1.A!WK; nK!e9! =; 2Z! , 063* -#G%)#7!WO)'-#./!W'A&6'A&#!'0%) (.6/!
%)L!`#%6'.T.'0g!;,%d , \$%d ! "#\$%d '()!/033!899!19@EE8;9@EPEK!" 5\7!9EK9E=9Jj%=E8?P:GK!
=>K!DII#0!NK!`ko!q%k-%&*T!1K!Zko!1.A!WK; nK!e2*%&!)! "./4A./#7!U-#! [%&#]'leFA/#Lg!2Z!
\)L*3#g!;,%d , \$%d ! "#\$%d '()!/033!899!199<E>;99<99K!" 5\7!9EK9E=9Jj%=E< : PIK!
! t!B.4-3.4-#L!.)!' I=J , ! K 'd /033!8H!19E: =K!
=:K!1% ((!DK!Zko!] %&)#&!NK!2K!!\o!" .G*)! "K!Dko!1.A!WK; nK!eZA63#*\$-.3.6!D&* (%'.6!
WAI/'.'A'*)!`#%6'.*)/!+!9! =; " .-0L&*;9! =; Dd%I*%&.)#g! , -.#/%&! "#\$%&0-1%&23%&/033! : H!
>9<;;>98EK!" 5\7!9EK9EE=J%)#K=E99E@9P=K!
=8K!C%&b.'d!DK!cK!R!c#)k.)/!1cK!UK o!q%k-%&*T!1K!Zko!1.A!WK; nK!e , %'.*) .6!9! =; Dd%I*%&.)#!
DLLA6'/!+!U&. (#'-03\$-*/\$-.)#!U&.\$-#)03\$-*/\$-.)#!5G.L#!%)L! [O&.L.)#; =; 5G.L#g!
B6.5- (\$#15??D)A&/033!9H!<=><?K!" 5\7!9EK9E=9J* (9E9E>@\$K!
=<K! , % (\$I#331![K!] ko!DII#0!NK!`ko!Z#.)#&! "ko!] %&)'! "K!cKo! ".G*)! "K!Dko!1.A!WK; nK!e`#/*%)6#!
W'%I.3.d%'*)!N)#&40!*+!9! =; Dd%I*%&.)#7!D!_A%)'.%'.T#!NG\$#&. (#)'%3!W'ALO!IO!`#%6'.*)!
, %3*%&. (#'0g!;,%d , \$%d ! "#\$%d '()!/030!89E!19>E?;>9>E<E%&" 5\7!9EK9E=9Jj%9EP<P8 (K&
=?K!DII#0!NK!`ko!q%k-%&*T!1K!Zko!1.A!WK; nK!eN3#6'&*\$-.3.6!D&* (%'.6!WAI/'.'A'*)!*+!%2Z!
\)L*3#g!;,%d , \$%d ! "#\$%d '()!/030!89E!198@?E;98@?=K!" 5\7!9EK9E=9Jj%9E: @9=AK!
! t!B.4-3.4-#L!.)!! "#\$D)5?&U&2-.D-##6D-.&=#/A!V , i NZY!V=E9E!Z*T# (I#&!9<1!\$%4#!@8YK!

!

9PK!C%'A/!|Cko!l.A!|WK;nKo!" .G*)!|"K!DK!e"#-0L&*4#)%'.*)!`#%6'.*)/!*+!,063.6!,2ZB!%)L!
 ,2ZB!|/*(#&/g!;%d@>A%&! "#\$%&,+/030V&88<1!=8???=8<?K!"5\7!9EK9E=9Jj\$P9E=>@>K!
 9>K!U%)j%&**!)!,Ko!"%30!|DKo!C%&b.'d!|DK!cK!Rko!l.A!|WK;nKo!sAk*3.6-!|WK!Jk!eC.6&*b%T#!
 (#%/A&#(#)'/!%)L!%I;.)'.*!6%36A3%'*)/!*+/'&A6'A&%3!%)L!#3#6'&*) .6!\$&*\$#&'./!*+!Z;N';9|=;
 %d%I*&)#g!;%d!"#\$%&@>A%!/004!|898!|=??@9=K!"5\7!9EK9E8@J9K@=:E9<:K!
 9:K!C%&b.'d!|DK!cK!Rko!C6,3.)'*6k!|WK![ko!q%k-%&*T!|K!Zko!l.A!|WK;nK!e2Z!|I#)d*).'&.3#7!%)!
 #3#6'&*);L#+.6.#)'!9|=;L.-0L&*;9|=;%d%I*&)#!+##'A&.)4!3.)k%4#!./*(#&./ (g!!"#\$%&! (\$ \$P-%!
 ! /030!|<G!|: :P; :>9K!"5\7!9EK9E@PJ2P9P8@=,K!
 98K!l.A!|lKo!C%&b.'d!|DK!cK!Rko!C%' -#b/!|2K!Hko!l.A!|WK;nK!e2*&)!C.(.6/7!9|=;" .-0L&*;9|=;
 %d%I*&)#/(2.)L!)/.L#!%|Z*);\$*3%&! ,%T.'O!*+!U?!|O/*dO (#g!, -.#/%d!"#\$%&0-1%&23%&/004!
 <F!|8>9:;8>9PK!"5\7!9EK9EE=J%).#K=EEPE@@PEK!

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

[%4#!9E)

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@K! 1.A!WK;nko!l*!lCK!CK; ,ko!FA!]K! ,K!e9! =;Dd%I*!*303/!!\/*#3#6'&*) .6!D)%3*4A#/*+!' -#!

!'#\$%&'()*+,-.:/:;<=>?@<A'(#B)C''=;#DE<F-!!U-./!./!%!6*A&/#!L#T#3*\$#L!+*&!/*\$-*(*&#;3#T#3!

[%4#!99)

‡

+0%\$8')-!*!340,'0)\$0)

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!9:"9;9<=) *=>=?) @<A'(#B)C''=;#DE<F-!!U-./!./!%!6*A&/#!L#T#3*\$#L!+*&!/*\$-*(*&#;3#T#3!

}

!3&0,) %2*7010%, \$8*; #44(, &*

!

|!<N!DLT%)6#L!C%#&. %3/1!\)6k!! =E==;=E=@!

!Z%' .*)%3!\)/'. 'A'#/!*+!B#%3' -!V`E9;Z\] CWY! =E=E;=E=?!

! \!) '#&)' .*)%3!] A#/'! , -% .&!N=W!\) .'.%'.T#!S).T#&/.'O!*+! [%A!%)L! [%O/!L#!3^DL*A&! =E9P;=E=?!

!Z%' .*)%3!\)/'. 'A'#/!*+!B#%3' -!V`E9;Z\] CWY! =E9E;=E=E!

&

!Z%' .*)%3!W6.#)6#!F*A)L%' .*)!! =E98;=E9P!

&

W&U-#! , % (.33#! i !B#)&O! " &#O+A/!F*A)L%' .*)!\)6k! =E9=;=E9:!

&

W&! " # \$%&' (#) '!*+!N)#&40!NN`N! =E9=;=E98!

!Z%' .*)%3!W6.#)6#!F*A)L%' .*)!! =E9=;=E9<!

! " #+##) /#!U- &#%' ! ` #LA6' .*)!D4#)60! =E99;=E9?!

!Z%' .*)%3!\)/'. 'A'#/!*+!B#%3' -!VWUU`Y! =E9=;=E9@!

!5 *)!Z%)*/6.#)6#!%)L!C .6&*' #6-) *3*4.#/!\)/'. 'A'#! =E9=;=E9@!

! " # \$%&' (#) '!*+! " #+##) /#!Q!U%6'.6%3!N)#&40!WO/ '# (/! [&*4&% (! =E99;=E9=!

W&! " # \$%&' (#) '!*+!N)#&40!NN`N! =EE>;=E9=!

!D (#&.6%)! , -# (.6%3!W*6.#'O! [#'&*3#A (! ` #/#%&6-!FA)L! " Z\! =EEP;=E99!

!C#L.6%3! ` #/#%&6-!F*A)L%' .*)!*+!5 *)! =EE: ;=EE>!

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

[%4#!9@)

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;0<')%,1*%)''* .,010)&%&'()1*

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3(1'.%4+;%2.6''%&+

+

W!!S).T#&/.'O!*+!L%-*!C*/6*b!\ " !=EE:!

!D)%6*&![-%& (%6#A'.6%3/1!\)6K1![%3*!D3'*!,D!=EE:!

!S).T#&/.'O!*+!H%/-.)4'*)!W#%'3#!HD!=EE>

!

! S).T#&/. 'O!*+!D&.d*)%1!UA6/*)!Dq1!=E99!

! S).T#&/. '~!L#! [%A! [%A!F&%)6#!!=E99!

! S).T#&/. '~! [%A3!W%I%' .#&1!U*A3*A/#!F&%)6#!!=E99!

! 8 !0-1#6-5!D(-5?& \ 6##-&2?# \$#-!A&')D#-)#&'> \$T(ADP \$!5k%0% (%!S).T#&/. 'O!*+!W6.#)6#!!

! 5k%0% (%!c%\$%)!!=E99!

! Z%4*0%!S).T#&/. 'O!Z%4*0%!c%\$%)!!=E99!

! U*k0*!S).T#&/. 'O!*+!D4&.6A3'A&#!%)L!U#6-)*3*40!U*k0*!c%\$%)!!=E99!

! S).T#&/. 'O!*+!U*k0*!U*k0*!c%\$%)!!=E99!

! s 0*!*!S).T#&/. 'O!s 0*!*!s %'/A&#! , % (\$A/!c%\$%)!!=E99!

! s 0*!*!S).T#&/. 'O!s 0*!*!Sj.!, % (\$A/!c%\$%)!!=E99!

! 5 /%k%!S).T#&/. 'O!5 /%k%!c%\$%)!!=E99!

! B.&* /-. (%!S).T#&/. 'O!B.4% /-.&* /-. (%!c%\$%)!!=E99!

! s 0A/-A!S).T#&/. 'O!FAkA*k%!c%\$%)!!=E99!

! , \$ #6D)5-&! "#\$D)5?&' ()D#1>&=5!D(-5?& 4 ##!D-. &E<9&' #AAD(-&eD , W!D b&&L!+*&!, &##%!T#!H*&k!

! .)!W0)'-#'.6!5&4%).6! , -# (./&07!W0 (\$*/.A (!.)!B*)*&!*+!] *&0! , K!FAg!W%)! ".#4*! , D!

! =E9=!

! =5!D(-5?& 4

!

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Wđ 2?#\$#-1(đB6.5-D)đ!''#\$DA16>đ '>\$T(ADP\$!!sA)/-%)!!,-.)%!=E9?!

Wđ W-%)4-%.!)\)!'A'#!*+!5&4%).6!, -#(./'&0!W-%)4-%.1!, -.)%!=E9?!

Wđ H#/'!R.&4.)%!S).T#&/.!0!C*&4%)*b)!HR!!=E9?!

Wđ 89 đ0-1#6-51D(-5?đ '>\$T(ADP\$đY(6đ!''D-#A#đB6.5-D)đ!''#\$DA1A&M0'!B!J89N1!h.%(#)!!,-.)%!
=E9?!

|!B6.5-(\$#15??D)đ!''#\$DA16>đ \ (63(-đ*#A#56)''đ!(-Y#6#-)#

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

[%4#!98)

!

| @5)DYD) "#\$&EHE8&'>\$T(ADP\$&ZEE&eS)A/A%3!W'&A6'A&#!%)L!`#%6'.T.'0!.)!'-#!C%..)!]@