!"#$%&'($!)")*$+#,-*.',)/$
!"#$%&'!#$()#(*+,-*.$#('!.-/$(*'
,!'0123'4" 5 6%7%.$8('47$5$)%&',-*.$#('!9*.(5*3'!(#.$")':;'<%&&'0;0;'

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

!

"#$%&'(%)&*! +,,-$)#!./&%-#0!1234 3!

5)(/%-)#*! 6(7/#$-870!9+!

:;/-,*! /,,-$)#3;/&%-#<$-$'378'!

6>>-(7!?)'&$*! .)#8/@!AB/;!%2&)'C2!D));!2%%E$*FF$-$'3G));3'$F=FHAIJJKBHL!

9,/$$!4/@$FM-;7*! +$@#(2&)#)'$!)#,-#7!

1&7&7N'-$-%7$*! +#@!ABBO!

!"#$%&'1&%,$02+0")'

M27)&@P

-#!='$%-(7!$%'8-7$0!/!bT!-#!>)&7#$-(!$(-7#(7!/#8!;-#)&$!-#!='$%-(7!$%'8-7$0!>)&7#$-(!$%'8-7$0!/#!.T!-#!9&-;-#),)C@0!,7C/,!$%'8-7$!/#8!2';/#!&-C2%$3!+;)#C!)%27&!%)E-($0!)'&!U-87,@!&7C/&878!>/('',%@!()#8'(%!&7$7/&(2!-#!%27!/&7/$!)>!2';/#!&-C2%$0!-;;-C&/%-)#0!R-),7#(7!/C/-#$%!U);7#0!$7V!)>>7#87&!Q72/R-)&0!>/;-,@!R-),7#(70!/#8!4 c +!E&)>-,-#C3!T%'87#%!C&)'E$!/#8!(,'Q$!-#(,'87!+,E2/!12-!T-C;/0!92-!1-!T-C;/!/#8!%27!Z)&7#$-(!T(-7#(7!9,'Q3!6'&!C&/8'/%7$!U)&]!-#!/!;',%-%'87!)>!$7%%-#C$!-#(,'8-#C!E&)Q/%-)#0!E/&),70!()&&7(%-)#$0!,/U!7#>)&(7;7#%0!(&-;7!,/Q$0!/#8!#)#E&)>-%!/C7#(-7$0!)&!%27@!()#%-#'7!%27-&!78'(/%-)#!-#!,/U!$(2)),!)&!)%27&!C&/8'/%7!E&)C&/;$3'

M2-$!87C&77!E&)C&/;!-$!2)'$78!-#!%27!47E/&%;7#%!)>!_'$%-(7!T%'8-7$3!.)&7!-#>)&;/%-)#!-$!/R/-,/Q,7!/%!UUU3$-$'378'F='$%-(7$%'8-7$F!

!"#$%&';&($)0)9'<#+," /&%'=!;<>''

SE)#!$'((7$$>',!();E,7%-)#!)>!%2-$!()'&$70!$%'87#%$!U-,,!Q7!/Q,7!%)*!

956!A3!-87#%->@!$)(-/,0!(',%'&/,0!7()#);-(0!-87),)C-(/,0!/#8!E),-%-(/,!R/&-/Q,7$!U2-(2!()#%&-Q'%7!%)!%27!R/&-/%-)#!)>!(&-;7!E&)Q,7;$!/(&)$$!#/%-)#$!

956!Y3!'#87&$%/#8!%27!$%&'(%'&7!/#8!>'#(%-)#!)>!%27!(&-;-#/,!='$%-(7!$@$%7;$!-#!)%27&!()'#%&-7$!

956![3!87R7,)E!/#!/EE&7(-/%-)#!/#8!'#87&$%/#8-#C!)>!%27!7%2-(/,!8-,7;;/$!()#>&)#%-#C!(&-;-#/,!='$%-(7!$@$%7;$!U)&,8U-87!

956!H3!'#87&$%/#8!%27!&7N'-&7;7#%$!);/-#%/-#!8-R7&$-%@!-#!/C7#(-7$!)>!%27!(&-;-#/,!='$%-(7!$@$%7;!

956!I3!();E/&7!;7%2)8$0!E&)(78'&7$!/#8!%27)&-7$!7;,)@78!Q@!)%27&!()'#%&-7$!%)!%27!+;7&-(/#!9&-;-#/,!_'$%-(7!$@$%7;3!!

?&@#0$&*'A&B+%C?&(*0)9%''

Z-7,8$0!93!b3!/#8!.))&70!`3!?30!_&3!W78$X3!WYBBIX3!!"#$%&%'()*+%-;+<-'*&-%'("-%.+=01'(,*?+A&%;('("-%.+%-;+
B"-'&%;('("-%.+>21'*#1+"7+C%D+%-;+!"-'&".3+E-;+78-%-)#3!5)#C!g&)R70!"5*!O/R7,/#8!1&7$$0!"#(3!!

!

c/%/&/=/#0!.3!WYBBIX3!<-'&";0,'("-+'"+<-'*&-%'("-%.+!&(#(-%.+=01'(,*3!c7U!^)&]0!c^*!.(g&/UP?-,,3!

1/]7$0!Z3!WYBBHX3!!"#$%&%'()*+!&(#(-%.+=01'(,*3!g,)'(7$%7&0!Sf*!O-,,/#!1'Q,-$2-#C3!!

!

`7-(27,0!13!WYBALX3!!"#$%&%'()*+!&(#(-%.+=01'(,*+>21'*#10!J!"!78-%-)#3!SEE7&!T/88,7!`-R7&0!c_*!17/&$)#3!!

!

M7&&-,,0!`3!WYBAYX3!F"&.;+!&(#(-%.+=01'(,*+>21'*#1?+9+!"#$%&%'()*+>0&)*20!L%2!78-%-)#3!9-#(-##/%-0!6?*!
+#87&$)#!1'Q,-$2-#C3!!

!

O-#%7&8@]0!_3!WYBBYX!=0)*-(.*+=01'(,*+>21'*#1?+<-'*&-%'("-%.+5*&1$*,'()*10!Y#8!78-%-)#3!M)&)#%)0!9/#/8/*!
9/#/8-/#!T(2),/&$!1&7$$3!!

)"/012"-()"3-1,4.(5&.$"-($&(63,73.(

+8/;$0!:3b3!/#8!h7&/!T/#(27G0!93g3!WYBALX3!.'&87&!-#!/!%U-#!-$,/#8!E/&/8-$7*!M&7#8$!/#8!$%&/%7C-7$!
-;E,7;7#%78!%)!/88&7$$!(&-;-#/,!2);-(-87!-#!M&-#-8/8!/#8!M)Q/C)3!>",("."2+"7+!&(#*3+C%D+%-;+
G*)(%-,*3+EH0!YHAPYII3!

!

+,Q&7(2%0!?3!WYBA[X3!T7#%7#(-#C!-#!g7&;/#@*!:VE,/-#-#C!,)#CP%7&;!$%/Q-,-%@!-#!%27!$%&'(%'&7!)>!(&-;-#/,!
$/#(%-)#$!/#8!$7#%7#(-#C3!C%D+%-;+!"-'*#(-%.(C+!&.*YII3Q6#-9()9'20.2e02TT101Tf(7)0.#.92eB%g#C3!

4 4 4 4 4 , 265,

; /%7&-/,$ k $ ' (2!/$!=) ' &#/,!$7/&(2!7#C-#7$X0!$%' 87#%$!/&7!$%&)#C,@!7#( ) ' &/C78!%)!( )#%/(%!%27!_ ' $%-(7!T%' 8-7$! 5-Q&/&@!5-/-$)#*! c @,7!9&/-C! .)#8/@0! . 5 f !5-Q&/&-/#!WHBLX!LBLPYBHA!)&! c @,73 .)#8/@ < $=$ ' 378 ' !

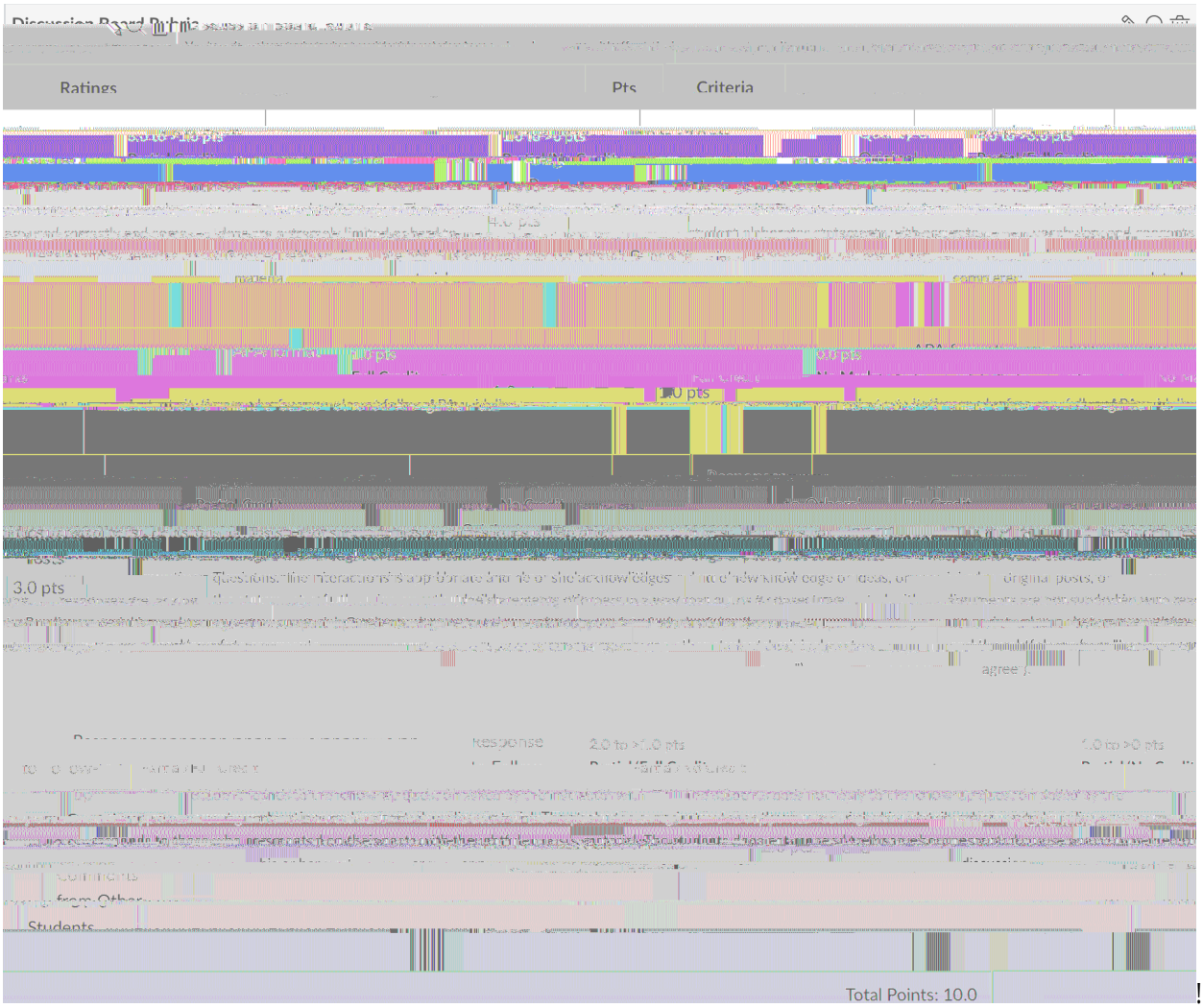
! "#$%&'? &@#0$& / &) +%'( ) *'F%%09) / &) +%'

'$7!&7>7&7#(7$!%)!&7/8-#C!;/%7&-/,!-#!/,,!%27!E)$%$!@)'!(/#0!7$E7(-/,,@!U27#!/C&77-#C!U-%2!)&!&7>'%-#C!E)-#%$!
;/87!Q@!/'%2)&$3!`7$E)#7!()#$-$%-#C!)>!/!,/(]!)>!%2)'C2%!/$!-#!m"!/C&77n!)&!mC&7/%!%2)'C2%n!U-,,!#)%!()'#%!/$!/!
N'/,-%@!&7$E)#$73!
!
">!"!E)$7!/!N'7$%-)#!%)!@)'&!E)$%0!-%!U-,,!Q7!T/%'&8/@0!$)!Q7!$'&7!%)!(27(]!%)!$77!->!"!2/R7!E)$%78!)#!@)'&!
8-$('$$-)#!Q)/&8!/#@%-;7!)#!T'#8/@3!"!;/@!/,$)!E)$7!/!>),,)UP'E!N'7$%-)#!>)&!%27!7#%-&7!(,/$$I!%27$7!>),,)UP'E!
N'7$%-)#$!U-,,!Q7!$7#%!%2&)'C2!9/#R/$!7;/-,!;7$$/C7$0!$)!Q7!$'&7!%)!(27(]!@)'&!'#-R7&$-%@!/(()'#%!&7C',/&,@3!
`7N'-&78!&7$E)#$7$!%)!)%27&!$%'87#%$!;'$%!Q7!)#!%27-&!)&-C-#/,!E)$%0!#)%!)#!%27!N'7$%-)#!%27@!E)$7!%)!@)'3!M2-$!
-87/!27&7!-$!%)!]77E!%27!()#R7&$/%-)#!C)-#Cl!@)'!U-,,!8-$('$$!U-%2!)%27&!$%'87#%$0!/$!U7,,!/$!U-%2!%27!-#$%&'(%)&3!!
!
1)$%$!%2/%!7V(778!7VE7(%/%-)#$!WC&/87!)>!/#!m+nX!U-,,!Q7!&7$7&R78!>)&!%2)$7!U2)!2/R7!-#%7C&/%78!;/%7&-/,!
%2)'C2%>',,@!/#8!2/R7!$2)U#!/!%&'7!-#%7&7$%!-#!%27!%)E-(!>)&!%27!U77]!W73C30!&7$E)#8$!%)!)%27&!$%'87#%$!U2)!2/R7!
();;7#%78!)#!%27-&!)&-C-#/,!E)$%$!/#8!(27(]$!)%27&!()#R7&$/%-)#$!-#!%27!8-$('$$-)#!Q)/&8!%2&7/8X3!1,7/$7!]77E!
-#!;-#8!%2/%!/!C&/87!)>!/#!m+n!-$!87>-#78!/$!m7V(7E%-)#/,!N'/,-%@!U)&]3n!O27#!(,)$-#C!)'%!@)'&!%2)'C2%$!>)&!%27!
U77]0!-%!-$!Q7$%!%)!,)C-#!,/%7&!)#!T'#8/@!%)!$77!->!)%27&!$%'87#%$!2/R7!U&-%%7#!)#!@)'&!E)$%$!8'&-#C!%27!U77]7#83!
M2-$!U-,,!C-R7!%27!(2/#(7!>)&!7R7&@)#7!%)!Q7!-#R),R78!-#!%27!()#R7&$/%-)#$!/$!;'(2!/$!E)$$-Q,73

4>#(<4$*G'-5#1%%/#$L*;'2*%0#*12&3&(4.$A*] (1#*%0#*'-5#1%%/#$*42#*3#%*-,*%0#*'2>4(&[4%%'(9*%0#*12&3&(4.*3''/#$*'(*%'*1'38.#%#*%0#*(#@%*$#%*';*'-5#1%%/#$*';*%0#*(#@%*'2>4(&[4%%'(9*"(%%.*4..*'2>4(&[4%%'(M$*'-5#1%%/#$*42#*3#%A*] (1#*4..*%0#*'-5#1%%/#$*42#*3#%*43'(>$%*%0#*'2>4(&[4%%'($9*%0#*1'33'(*>'4.*&$*3#%A*

Q0#*+#842%3#(%*';*^''/#2(3#(%*4(<*_"$%%1#*`%"<&#$*;2'3*E884.410&4(*`%4%#*a(&/#2$&%,*>&/#$*4*1.#42*<#$12&8%%'(*';*%0#*12&3&(4.*5"$%%1#*82'1#$$A*b 04%*R''"%04(*<'#$(M%*<#$12&-#*1.#42.,*&(*0&$*<#$12&8%%'(*&$*%0#*1'(1#8%*';*:&.%#2&(>A*Y'3#*12&3&(4.$*='(M%*4</4(1#*%'*%0#*(#@%*$%#8*&(*%0#*12&3&(4.*82'1#$$*-#14"$#*%0#,*42#*;&.%#2#<9*'2*$12##(#<*''"%*GE884.410&4(*`%4%#*a(&/#2$&%,9*HIJKLA*F#4CM$*GHIJKL*O&>"2#*JAJ9*$0'=$*%0#*<&;;#2#(%*=4,$*%04%*12&3&(4.$*42#*;&.%#2#<*''"%*<"2&(>*%0#*82'1#$$*G8A*KLA*Y2&3&(4.$*42#*"(4882#0#(<#<9*('*1'38.4&(%$*42#*;&.#<9*%0#*411"$4%%'(*&$*<&$3&$$#<9*%0#,*42#*41T"&%%#<9*'2*%0#,*42#*>&/#(*4(*"($"8#2/&$#<*;&(#*G8A*KLA*Y2&3&(4.$*1''.<*4.$'*-#*;&.%#2#<*;2'3*%0#*12&3&(4.*5"$%%1#*82'1#$$*-,*=04%*R''"%04(*GJUVWL*<#$12&-#$*4$*1'38.&4(1#*4(<*4%%%"'<#$*%'=42<$*'%0#2*1'38'(#(%$*G8A*XXLA*O'2*#@4338.#9*%0#*1''2%$*04/#*<#1&<#<*%04%*=0#(*12&3&(4.$*42#*4882#0#(<#<9*%0#,*42#*>&/#(*%0#&2*c&24(<4*2&>0%$*G8A*XXLA*F'.&1#*04/#*%'*1'38.,*=&%0*%0&$*2".#*&(*'2<#2*%'*$"11#$$;"..,*3''/#*12&3&(4.$*%02''">0*%0#*2#$%*';*%0#*82'1#$$A*D;*%0#,*04/#*(#>4%%/#*4%%%"'<#$*%'=42<$*2".#$*4(<*8'.&1&#$9*%0#,*42#*.#$$*.&C#.,*%'*;'..'=*%02''">0A*

**



!

A23-1,4(B&2(C21$$",(D..14,+",$.(

m+n*!+#!m+n!/$$-C#;7#%!-$!)#7!%2/%!-$!U7,,!U&-%%7#0!(,7/&,@!)&C/#-G780!/#8!();E&727#$-R7!-#!-%$!()R7&/C7!)>!%27!/$$-C#;7#%3!M27!E/E7&!-$!$%&'(%'&78!%)!E&);)%7!&7/8/Q-,-%@!W73C30!(,7/&!-#%&)8'(%-)#0!$'EE)&%-#C!$%/%7;7#%$0!()#(,'$-)#X!/#8!;/-#!-87/$!/&7!(,7/&,@!$'EE)&%78!WQ)%2!-#!$'Q$%/#%-R7!/&C';7#%!/#8!-#!&7$7/&(2!(-%78X!/#8!7VE,/-#783!M27!E/E7&!-$!)'%$%/#8-#C!%)!7V(7,,7#%!-#!-%$!N'/,-%@0!$'CC7$%$!%2/%!27!$%'87#%!%))]!%27!/$$-C#;7#%!$7&-)'$,@!/#8!U/$!%2)'C2%>',!-#!();E,7%-#C!-%3!M27$7!E/E7&$!(,7/&,@!8-$('$$!%)E-($!()R7&78!-#!(,/$$0!/((''&/%7,@!/#8!/EE&)E&-/%7,@!'$7!%27!()&&7(%!&7>7&7#(7$!%)!%)E-($!()R7&78!-#!%27!E/E7&0!/#8!%27!(-%/%-)#$!/&7!()&&7(%,@!>)&;/%%783!M27!>',,!&/#C7!/#8!$()E7!)>!%27!%)E-(!/&7!/88&7$$783!M27!E/E7&!>)&;/%!W$E/(-#C0!E/C7!,-;-%0!7%(3X!-$!()&&7(%3!!

!mbn*!+!mbn!/$$-C#;7#%!-$!)#7!%2/%!-$!>/-&,@!)&C/#-G78!/#8!()#%/-#$!;/#@!C))8!-87/$0!Q'%!()','$7!-;E&)R7;7#%!-#!%7&;$!)>!)&C/#-G/%-)#0!(,/&-%@0!/#8F)&!U&-%-#C!$%@,7!W73C30!$%&)#C7&!%)E-(!$%/%7;7#%$0!(,7/&7&!-#%&)8'(%-)#F()#(,'$-)#0!>7U7&!C&/;;/%-(/,F%@E)C&/E2-(/,!7&&)&$X3!M27$7!/$$-C#;7#%$!%@E-(/,,@!()#R7@!,7$$!;/$%7&@!)>!/!%)E-(!)&!$%'8@0!/$!7R-87#(78!Q@!#)%!(,7/&,@!)&!();E,7%7,@!/!88&7$$-#C!%27!%)E-(FN'7$%-)#39)R7&/C7!)>!%27!/$$-C#;7#%!-$!C7#7&/,,@!();E,7%7!/#8!;)$%,@!/(('&/%70!Q'%!C&7/%7&!87E%2!/#8F)&!7VE,/#/%-)#!-$!#77878!-#!E/&%-('/&!/&7/$!%)!Q7%%7&!$'EE)&%!;/-#!E)-#%$!)&!7#2/#(7!(,/&-%@3!M2-$!E/E7&!)>%7#!/EE7/&$!/$!->!-%!#778$!;-#)&!%)!;)87&/%7!&7R-$-)#!/#8F)&!E&))>&7/8-#C0!8-C&7$$7$!$,-C2%,@!)>>!%)E-(0!)&!8)7$!#)%!>',,@!/88&7$$!%27!E)$78!N'7$%-)#W$X3!9-%/%-)#$!/&7!$);7U2/%!,/(]-#C0!-#/EE&)E&-/%70!)&!#)%!(-%78!()&&7(%,@3!M27!E/E7&!-$!C))8!%)!E&7%%@!C))8!/#8!-%$!N'/,-%@!$'CC7$%$!%2/%!27!$%'87#%!%))]!%27!/$$-C#;7#%!$);7U2/%!$7&-)'$,@!/#8!

U/$! ;)87&/%7,@!%2) 'C2%>',!-#!( ) ; E,7%-#C!-%0!Q'%!( ) ',8!2/R7!8)#7!2-C27&!N' /,-%@!U)&]!U-%2! ;)&7!%- ; 7!/#8F)&!
7>>)&%3!T%'87#%$!C7#7&/,,@!'$78!/(('&/%7!/#8!/EE&)E&-/%7!&7>7&7#(7$!%)!%)E-($!( )R7&78!-#!%27!E/E7&0!Q'%!
/88-%-)#/,!)&! ;)&7!&7,7R/#%!(-%/%-)#$!$2) ',8!2/R7!Q77#!'$780!/#8F)&!%27!(-%/%-)#$!U7&7!#)%!( )&&7(%,@!
>)& ; /%%78F&7>7&7#(783!M27!>',,!&/#C7!/#8!$( )E7!)>!%27!%)E-(!/&7!#)%!/88&7$$78!>',,@3!M27!E/E7&!>)& ; /%!
W$E/(-#C0!E/C7!,- ; -%0!7%(3X!-$! ;)$%,@!( )&&7(%3!!

m9n*!+!m9n!/$$-C# ; 7#%!-$!)#7!%2/%! ; /@!2/R7!/!>7U!C))8!-87/$0!Q'%!C7#7&/,,@!,/( ]$!)&C/#-G/%-)#!/#8!(,/&-%@3!
T-C#->-(/#%!- ; E&)R7 ; 7#%!-$!#77878!-#!%7& ; $!)>!)&C/#-G/%-)#0!(,/&-%@0!/#8!U&-%-#C!$%@,7!W73C30!$%&)#C!%)E-(!
$%/%7 ; 7#%$0!(,7/&!-#%&)8'(%-)#F( )#(,'$-)#0!>7U7&!C&/ ; ; /%-(/,!)&!%@E)C&/E2-(/,!7&&)&$X3!9)R7&/C7!)>!%27!
/$$-C# ; 7#%!-$!2/E2/G/&8!/#8!C&7/%7&!87E%2!/#8F)&!7VE,/#/%-)#!-$!#77878!%2&)'C2)'%!%27!E/E7&3!M2-$!E/E7&!
)>%7#!/EE7/&$!/$!->!-%!#778$! ;)87&/%7!%)!$-C#->-(/#%!&7R-$-)#!/#8F)&!E&))>&7/8-#C3!M27!E/E7&!Q/&7,@! ; 77%$!
; -#- ; ' ; !7VE7(%(,)0 . 2/99951T6(;)!$T f (!)T31000 . 2((,)(#%)0 . 2(!&7)0 . 2(R-)0 . 2($)-0)#!/#7>!%-))>&7%$8-C#-C3!

! O77]!I*! ! KFAH!j!KFYB!	! +>%7&!9)#R-(%-)#*!T7#%7#(-#C!	• `7/8!4/;;7&!u!+,Q/#7$7*!92/E%7&!L! • T'EE,7;7#%/,!`7/8-#C$!E)$%78!%)!9/#R/$*!! o :U/,8!WYBABX! o g/&Q7%%!WYBA[X! o +,Q&7(2%!WYBA[X! o +#(]/&!WYBAHX! o c)R/]!WYBAJX! • 4-$('$$-)#!b)/&8!vH!
! O77]!d*! ! KFYA!j!KFYJ!	! +>%7&!9)#R-(%-)#*!1&-$)#!	• `7/8!4/;;7&!u!+,Q/#7$7*!92/E%7&!K! • T'EE,7;7#%/,!`7/8-#C$!E)$%78!%)!9/#R/$*!! o `7-(27,!92/E%7&!L! o 17#&)$7!WYBAdX! o 47&R/#!WYBAAX! o T/#87&!7%!/,3!WYBAdX! 4-$('$$-)#!b)/&8!vI!
! O77]!J*! ! KFYL!j!ABFH!	! TE7(-/,!M)E-($*!M7&&)&-$;0! 6&C/#-G78!9&-;7!/#8!_'R7#-,7! _'$%-(7!	• `7/8!4/;;7&!u!+,Q/#7$7!92/E%7&$!AB0!AA0!u!AY! • T'EE,7;7#%/,!`7/8-#C$!E)$%78!%)!9/#R/$*!! o `7-(27,!92/E%7&!K! o 47>,7;!WYBBdX! o ?/&>-7,8!WYBBLX! o 12/;!WYBA[X! •