

!"#\$%&'%%\$()"\$*+\$,#-./01"2,0++0&,0-10
3-0)%&-\$4(6478+89":1"<8)\$(-"=9\$+>0+07\$8"2(9)0-
"
"

5()&(-9\$0"?)\$@8-%\$+1"A\$%&()%)\$)**87&(689"#-./01"2,0++0&,0-10"+("\$+%"+,\$-9"0))'07"
B\$:8-+1C"D0\$+,C"0)9"= &()(6\$&% "<'66\$+"\$)">(@86:8-"EFG.#-."2,0++0&,0-10"18%&@8%10018%%(-"
(!"J89\$&\$)8"0+"<+0)I(-9"?)\$@8-%\$+1C"<8)\$(-"D877(*"0+"+,8"<+0)I(-9"K)%+\$+'+8"l(-"=&()(6\$&"H(7\$
L8%80-&,C"0)9"H-(18%%(-("l"=&()(6\$&%(7.9%8"0)"J#"0)9"H,#"\$)8&()(6\$&% "l-(6"<+0)I(-9"
?)\$@8-%\$+1"0)9",0%"4':7\$%,89"(@8-"GNE\$889"%+'9\$8%.

3("\$,\$P,7\$P,+**,"0+,"8"+,(P,+**0%"0"%8)%\$:78"4':7\$&,"807+,"-8%4()%)8"+(G,8"5QRK#
40)986\$&@."2,0++0&,0-10"l\$-%+"8T470\$)89"+,8"\$64(-+0)+"78%%(%)%"780-)89"l-(6,"\$%"4-\$(-"8%80
8T48-\$8)&8%."M8"%,"0-89C"UK)"JO-&,(("EFGHJK#,\$+C"K",09"9)8*(-V"MG>G)"EFFSC"
0)9"K")(+\$&89"\$)"+,0+"7\$+8-0,8"80-71"8%+\$60+8%"("l6(-+07\$+1"l-(6"+,8"MG>G"l7""84\$986\$&("l"
EFFS"*8-8"&0+0%+-(\$&07MX\$P,0%8"l0+07\$+1"48(478"*8-8":@\$('%71"@8-1"
&()&8-)89.Z"M8"09989C8L"*8-8"+,8%8%"+"9\$8%"+,0+"&08"l"880'-'89",(*"60)1"48(478"
\$)"+,8"4(4'70+\$()",09"MG>G"\$)l8&W\$(8-8"*0%"076(%+"GFF"+\$68%"6(-8"48(478"\$)l8&+89"+,0)"
*8-8"\$98)+\$l\$89"0%"&0%8%.Z

2,0++0&,0-10"98%&-\$:89"+,0+"0"SS.SSY"%'-@\$@07"-0+8"+-0)%l(-689"MG>G"4':7\$&"4(7\$&1
4-(4(%89"+,0+"0%"\$5\$70)%l(-60+\$()"%,(79",0@8":88)"&()%)\$98-89":1"+,8"?.<."P(@8-)68)+"
9'-\$)P"\$+%")\$+\$07"-8%4()%)8"+(,"G\$QRK#86\$&."K)"l0&+C"2,0++0&,0-10"0lI\$-689"+,0+"+,8"
A(-79"M807+,"Q-P0)\$[0+\$()%)%]AMQ^"8%+\$60+8"("l0"NYQRK#07\$+1"-0+8"*0%"0)"
8T0PP8-0+89)9"+,8-8l(-8"6\$%7809\$)P+8."L8l8-8)&\$)P"+*("70-P8"%8-(4-8@078)&8%"+"9\$8%"
&(6478+89"\$)"<0)+0"570-0"5(')+1"0)9"B(%!)P878%"5(')+1C"2,0++0&,0-10"%,"0-89"+,0+"+,8-8"*8-8"
`F"+("XF"+\$68%"6(-8"5QRK#"\$)l8&+\$()%"+,0)"-84(-+89"&0%8%C"-8l78&+\$)P":(470"SSaY"%'-@\$@
0)9"0"F.EY"\$)l8&+\$()%"6(-+07\$+1"-0+8."U3,\$%"*0%"8T+-86871"&()+-(@8-%\$07"0+"+,8"+\$68CZ"#-."

2,0++0&,0-10"09989C"U:'+')(*+,8-8"0-8"076(%+"GFF"(I"+,8%8"%+'9\$8%"+,0+"0@8"l()9"076(%+"
8T0&+71"+,8"%068"+,\$)P"('+%\$98"+,8)"'-%\$)P", (68%;"+,0+"Y,\$%-"@%@%\$%80%8.Z"#-."
2,0++0&,0-10"l'-+,8-"8T470\$)89"0"%0P"0988)+6(-+07\$+1"-578;"48(478"0-8"0+"6'&,"
,\$P,8-"-\$%V5QRK#"

84\$986\$(7(P1C"@\$(7(P1C"0)9"\$66')(7(P0+\%"\$+.">(")8"87%8",0%"0"-P,++"(%480Vg")(")8"87%8
,0%"0)1"-878@0)+"8T48/+9%8%"0768%"\$%"0"4(7\$&1"+,0+"0118&+%8@8-1"%\$)P78")8("I"%\$)"
\$)+\$60+8"*01%.Z"M8"&())&7'989"+,0+"U+,\$%"\$%"0"9\$%888"0,9"0)84\$8%"+,8"8T48-+\$%8"
(I"8@8-1:(91."K)%+809"* ,0+",0448)89"*0%" ,0+"48(478"* ,("%+0-+89"+("%480V""4"*\$+,"9\$118-8)+"
8T48-+\$%8"*8-8%",(+9(*)."3,81"*8-8"+(79"+,81"9(")(+)"98-%+0)9"+,8"9\$%80%8"0)9"+,81"+,8-81(-8"
9(")(+,"0@8"+,8"0'+,(-\$+1"+("%480V""*0%"0)"8)(-6("%6\$%+0V8"6098":1"+,8"689\$0C":1"
4(7\$+\$&\$0)%C"0)9"8)l(-&89"-'+,78%%71"+,-(P,"+,8"* ,(78"84\$986\$&."!)9"K"l()9"61%871"\$)"0"@8-1"
%+-0)P8"4(%\$W\$)187"+,0+"K",09"b+("%480V""4c.Z

3("099-8%%"+,8"+*("&(648+\$)P"%1%+86%"(I)"8-6\$807"%&\$8)+\$1\$&":8,0@\$(-C"#-."

2,0++0&,0-10"98%&-\$:89"+,8"IS-%+"%1%+86C"%01\$)PC"U<&\$8)&8"0:%(7'+871"9848)9%")"48(478
0:78"+("I-8871"%480V"+,8\$-V6\$)914(+,8%8%"+,0+"0-8"&)+-(@8-%\$07."!76(%+"077"(I"%&\$8)&8"\$%
I\$7789"*\$+,"-8%'7+%"+,0+"6(78"9\$8)4+":87\$8@8"0+"()8"4(\$)+.Z"M8"09989C"UD(-"%&\$8)&8"+("*(-VC
8",0@8"MP\$@8"-((6"l(-,"8-8+\$&%0)9"78+",8-8+\$&%"+,\$)V" ,0+"+,81"+,\$)V.Z"2,0++0&0.2 (%) -"+,

,09"0)1"&())%8)%%'(")\$+. "3,8"&())%8d'8)&8%("I"+,0+" ,0@8":88)"98001+(0+6)B"
%&\$8)+\$%+%*" ,("%\$P)80"+20--\$)P+("#8&70-0+\$()c"7(%+" ,8\$ "148"%()+)\$'89C"U(K-8"
0)"\$)I8&+\$('%"9\$%80%8"-8%80-&,"%&\$8)+\$%+"(-"\$66')7(B\$%#C("1-6)81"-6"+,8"
>0+\$()07K)%+\$+I\$778-P1"0)9"K)I8&+\$('%"#%\$18008)%&\$8)+\$%+% "98-\$@8"+,8\$-7\$@\$)P"-6"
I)9\$)P"-6"+,8">KMb>0+\$()07"K)%+\$+'+8%("I"16075%c'0)"0&+"(I":-0@8-1"+("%4800\$)%+"
+,8%8"\$)%+\$+'V\$4)26&())%8)%%"0%1(""%88"\$+"\$%)("+"0&+'0771"&())%8)%%;"\$+"\$)@(7@8%"60)1"
48(478"* ,("&8)%(-"+,86%87@8%":8&0%'8"+,81"*8-8"0I-0\$9"+,81"*('79"7(%8"+,8\$-8%80-&,"&0-88-%
+,81"%4(V8"4."J0)1"48(478",0@8"0&+'0771"7(%+" ,8\$-8%80-&,"&0-88-%I(-"%480V\$)P""4."A8"04
+,8\$"4':7\$& ",807+,")(-6("I")\$I(-6\$+1"\$)"68%%0P\$)P"* ,8)+,8"8+,\$&07":0%\$\$%I(-"\$+"9\$9")(+8T\$%+.Z
L8I78&+\$)P"()+,8"4':7\$& ",807+,"%+0)&8("I"80-71"EF EFC"2,0++0&,0-10"&()+)\$)'89C"UQ)&8"1(
%'44-8%%"+,8"98:0+8C"+,8-8"\$%)("7\$I+\$)P"("I"+,0+. "I(""%+\$77\$)88+\$68% (90"
)&8-+0\$)+1C"%&\$8)+\$I\$&"98:0+8"\$%)88989"6(-8I-88)09(48)"8T&,0)P8("I"\$980%"\$%"
)88989"6(-8"+,0)"8@8-8%48&\$0771"* ,8)+,8-8"\$%"0"40)986\$&."3,8-8"\$%"0"&(%+"+" ,0+;"48(478"*
%01"+,\$)P%"+,0+"0-8"*-)Pg"(+,8-%**\$77":87\$8@85+88c"*8",0@8%"44-8%%89"+,8"98:0+8"
:8I(-8"\$+"8@8)",0448)89.Z"2,0++0&,0-10"07%("98%&-\$:89"+,8"4':7\$& ",807+,"&())&84+"(I"4-8&0'+\$()0
4-\$)&\$478"\$)**,\$&,"%&\$8)+\$%+% "0%%'68"U+,8"*(-%+"0:('++,8"@-\$-%.Z"M8"870:(-0+89"+,0+"\$+"U
&(6478+871"-80%()0778"&0

P\$@8)":\$77\$()%(I"48(478"0-(')9"+,8"*(-79"*\$+,"-\$@8-":7\$)9)8%%"0)9"0"*,(78",(%+"(I"+,8-"40-0%\$+
9\$%80%8%"b+0V8"\$+c.Z"M8"98%&-\$:89"068)P",+18T,80'9\$8)&8C"4-(4(%\$)P"+,0+"U%(68"
%&\$8)+\$%+%&(68"4"*\$+,"+,8",14(+,8%\$%"+,0+"b\$@8-68&(\$)#-V-20H(68)+c"0)9"+,81"
,0@8"% (68"\$) "@\$+-("%W'9\$8%'PP8%+"b\$@8-68&+\$)c"6\$P,W:2'0%817,\$)P"*\$+,"
,19-(T1&,7(-(d'\$)8 Wb*\$+,"+,8%80-71",14(+,8%8%.Z"M8"870:(-0489C'L&,7(-(d'\$)8"\$%"
0)(+,8-"9-'P"+,0+"\$%"%89"l(-"6070-\$0"\$)+8-@8)+\$()0)9"+-80+68)+"0-(')9%88:(29"
&(68%"4"*\$+,"+,8",14(+,8%\$%"+,0+"b+,8%8"9-'P%c"(P,+)+"*(-V"b5QR&(\$)P",8-8"\$%"
):(:91" *\$+,"0)"\$)+8-8%+"\$)" +8%+\$)P"+,86."b5()@8-%871"+,8-8"\$%c"09+8)+,"\$+,\$0"()
&(640)1"+,0+",0%"0"@8-1"%+-(P"\$)+8-8%+"\$)" +8%+\$)P"b\$+c."R8-1"d'\$&V71"\$)+,8"84\$986\$&C"i\$
b*,\$&,c"\$%"0"4,0-60&8'+\$&07"&(640)1"\$)507\$1&068"4"*\$+,"+,8"\$9800+,8698%\$@\$-\$%"

%,('79",0@8"0)"0)%*8-":1")(*"b0%c"+(*,8+,8-"\$+"*(-

%W+,8"%&\$8)+\$!\$&"!0\$7'-8C"+,8"4(7\$&1"80\$078+8"+,8%8"80-71"+-80\$56)8)%6('%"
6\$%+0V8"9'-\$)P"+,8"80-71"40)986\$&C"0)9"\$+\%"0"6\$%40V8"-8&7)"0+"+,8"l88+"(!"+,8"
>K!K#"0)9"!)+,()1"D0'&\$\$.Z"
#-."2,0++0&,0-10"-8l78&+89C"UK"9()\++,\$)V"b#-."D0'&\$c"\$%"9-\$@8)":1"6()8+0-1"

M8"70+8-"%8,0"+,0+"Ub,8"+,\$)V%c"+,0+"@0&&\$)8%"0-8"+,8"%\$)P78"6(%+"\$64(-+0)+"%&\$8)+
b689\$&07c"9\$%&(@8-1"\$)",\$%+(-1g"+,81\@8"%0@89"&(')+78%%"7\$@8%C"0)9"K\6"0":\$P"09@(&0

,("P(+ 5QRK#0)9"-8&(@8-89)9c"+,8@0&&\$)8"60)90+8%"4'+"+,0+"(879)7%"('+"(I"(-V.Z"
M8"-870+89"+,0+"+,8"U@0&&\$)8"60)90+8",0%"&-80+89"0)"8)(-6('%"4-(:786"I(-"4':7\$&",807+,C"\$+\%
&-80+89"0",'P8")98'++\$)P"(I"+,8"+-'%+"\$7\$&",807+,.Z
M8"(48)71"%+0+89C"UK"%1640+,\$[8"*\$+,"48(478"*,"9()\+"+'%+"4':7\$&",807+,"0)9"\$+%
4-()("&868)+%W40-+\$&70-71"*\$+,"+,\$%"98)\$07"(I")0+'-07"\$66')\$+1"b&()I8--\$)Pc"4-(+8&+\$()."
H':7\$&",807+,"0%"P()8"('+"(I"\$+%*"01"+("98)1"(@8-*,876\$)P"%88\$96\$8"+,0+"+,8-8"
\$W&()%)\$98-0:78"b)0+'-07c"4-(+8&9\$()K"+,\$)V"+,8"@0&&\$)8"60)90+8%"\$)+,\$%"%8++\$)P")98-&'+"
+'%+"\$)"4':7\$&",807+,"0)9"9(")(+"%8-@8"+,8"4'-4(%8"+,0+"48(478"%01"+,81"*('79C"*,\$&,"\$%"+"("8)9
84\$986\$&."=@8)"I"GFFY"(I""%0-8"@0&&\$)0+0.2."=&+\$()

L8l8-8)&8%

"

28)90@\$9C"=.C"J'70)81C"2.C"<((9C">.C"<,0,C"<.C"B\$)PCC#700X06Z81"B0\$C"5.C"
A8\$%%:8-PC"n.C"<00@079/8-C"L.C"389-(*C"/.C"3@8-%V1C"#.C"2(P0)C"!C"j'4\$8&C"3.C"
=\$&,)8-C"#.C"i'4+0C"L.C"K(0))\$9\$%C"/."H."!C"o064g"2,0++0&,0-10C"/."JEFEF^."5(@\$9
0)+\$:(91"%8-(4-8@078)&8"\$)"<0)+0"570-0"5(')+1C"507\$I(-)\$0."
,++4%;pp9\$.(PpGF.GGFGpEFEF.F`.G`!EFFhE`hN

"

<((9C">.C"<\$6()C"H.C"=:)8-C"H.C"=\$&,)8-C"#.C"L81)(79%C"/.C"28690@2\$9C"e&C"
JEFEF^."<8-(4-8@078)&8"(I"<CQRQ%48&\$I&"0)+\$:(9\$8%"06()P"09'7+%")B("%
!)P878%"5(')+1C"507\$I(-)\$0C"("!4-\$C\$C"EFEF."/!J!C"NENJEN^C"E`EX."
,++4%;pp9\$.(PpGF.GFFGpe060.EFEF.aErS