!"##$%&'()'*$%"'
+,$-".#$/0'12'314/5'671.$8&''
9177":"'12';"5&-$1.&7'&,8'91<<4,$/0'3%$",%"#''
'=">&./<",/'12'95$78'?'6&<$70'3/48$"#'
=$-$#$1,'12'95$78'&,8'6&<$70';"5&-$1.&7'@"&7/5''
A@9'BCDE'
FDDGF';.4%"';)'=1H,#';7-8)'I&<>&J'6('DDKFBLDMEE!
NO"<>5 P 4#2)"84!

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

'	A&0'BGBF''		Q5)=)J'94..$%474<'&,8'R,#/.4%/$1,'H$/5'&'3>"%$&7$S&/$1,'$,''
'	'	'	T84%&/$1,&7'Q#0%5171:0' '
	'	' '	+,$-".#$/0'12'314/5'671.$8&'
	'	' '	U.&84&/"'9"./2%&/"'$,'95$78.",V#'A",/&7'@"&7/5'
'	A&0'BGFB'	' '	A)W)'*"5&X7/&/$1,'&,8'A",/&7'@"&7/5'914,#"7$,:'
'	'		+,$-".#$/0'12'314/5'671.$8&' '
		'	U.&84&/"'9"./2%&/"'$,'A&..$&:"'&,8'6&<$70'I5".&>0'
	=%"<X".'BGGE''		;)3)'6&<$70J'Y14/5J'&,8'91<<4,$/0'3%$",%"#' ''
'	'		+,$-".#$/0'12'671.$8&'' '
	'		A$,1.'$,'("&8".#5$>'
	'		

$-'./00&'($)*"12/-&/(#/!

	'		' '
'	BGBD'Z'Q."#",/''		W##$#/&,/'Q.12"##1.'12'R,#/.4%/$1,J'95$78'&,8'W817"#%",/''
		'	;"5&-$1.&7'@"&7/5'A3'Q.1:.&<J'95$78'&,8'6&<$70'3/48$"#J'9177":"'
			12';"5&-$1.&7'&,8'91<<4,$/0'3%$",%"#J'+,$-".#$/0'12'314/5'
			671.$8&'
'			
'	BGBF'Z'BGBD''		[$#$/$,:'R,#/.4%/1.J'95$78'&,8'W817"#%",/';"5&-$1.&7'@"&7/5'A3''
'	' '		Q.1:.&<J'95$78'&,8'6&<$70'3/48$"#J'9177":"'12';"5&-$1.&7''
'	'		&,8'91<<4,$/0'3%$",%"#J'+,$-".#$/0'12'314/5'671.$8&'
'	'		
'	BGFE'Z'BGBF'		97$,$%&7'I.&$,".%'W."&'@"&7/5'T84%&/$1,'9",/".J'R,%)J'+,$-".#$/0''
	'	'	12'314/5'671.$8&J'+36'@"&7/5'A1.#&,$'9177":"'12'A"8$%$,"''
	'		
	BGF\'Z'BGBF'		*"#"&.%5'W##$#/&,/J'=">&./<",/'12'A",/&7'@"&7/5'(&H'&,8'Q17$%0J''
	'	'	(14$#'8"'7&'Q&./"'671.$8&'A",/&7'@"&7/5'R,#/$/4/"J'9177":"'12''
	'	'	;"5&-$1.&7'&,8'91<<4,$/0'3%$",%"#J'+,$-".#$/0'12'314/5'671.$8&''
	'		
	BGF\'Z'BGFE''		W8N4,%/'R,#/.4%/1.J'=">&./<",/#'12'A",/&7'@"&7/5'(&H'&,8'Q17$%0''
	'	'	&,8'95$78'&,8'6&<$70'3/48$"#J'9177":"'12';"5&-$1.&7'&,8''
	'	'	91<<4,$/0'3%$",%"#J'+,$-".#$/0'12'314/5'671.$8&''
	'		

BGFB'Z'BGF\' 6&<$70'I5".&>$#/J'95$78.",V#'9.$#$#'3/&X$7$S&/$1,'+,$/']993+^J''
' ' U.&%">1$,/'_"77,"##J'I&<>&J'671.$8&'
'
BGGE'Z'BGFB' 97$,$%&7'9&#"'A&,&:".J'95$78.",V#'9.$#$#'3/&X$7$S&/$1,'+,$/''
' ']993+^J'U.&%">1$,/'_"77,"##J'I&<>&J'671.$8&''
'
BGG`'Z'BGGE'' 9.$#$#'914,#"71.J'W7&%54&'914,/0'9.$#$#'9",/".J'U&$,"#-$77"J''
' ' 671.$8&' '
' '
9"./2%&/$1,#''
'
' BGBF'Z'Q."#",/'' 9"./2"8'a,7$,"'T84%&/1.J'+,$-".#$/0'12'314/5'671.$8&'
'
' BGFE'Z'Q."#",/'' A1/$-&/$1,&7'R,/".-$"H$,:'91&%5J'A1/$-&/$1,&7'R,/".-$"H$,:''
' ' '

I&,J'I)'c)J'g$<J'T)'3)J';&:::".70J'!)J'A&51,"0J'T)'T)J'?'*$%"J'!)'()']BGF`^)';"01,8'&81>/$1,''
#/&/4#d'Q1#/L&81>/$-"'>&.",/&7'$,-17-"<",/'&,8'%5$78.",V#'."&8$,:'&,8'<&/5'>".21.<&,%"'
2.1<'O$,8".:&./",'/1'2$.#/':.&8")' J']D^J'DD`LDCK)'
81$d'FG)FGD`f1./GGGGBFK''
'
I&,J'I)'c)J'A&51,"0J'T)'T)J'!&%O#1,J'W)'()J'?'*$%"J'!)'()']BGFK^)'T&#/'<""/#'_"#/d'W81>/"8''
95$,"#"':$.7#V',$:5//$<"'#7"">'>.1X7"<#'&,8'&81>/$-"'>&.",/#V'#"72L№48:<",/'1,'
>&.",/$,:)']D^J'BCBLB\\)''
81$d'FG)FGMGfF\CGBGGB)BGF\)FFBGBGC'
'
I&,J'I)'c)J'*$%"J'!)'()J'?'A&51,"0J'T)'T)']BGF\^)'="-"71><",/&7'8"7&0#'&/'&..$-&7'&,8''
>1#/<",&.%5"&7'95$,"#"'&817"#%",/#V'&8№4#/<",/)'
]F^J'EDLFGG)''
81$d'FG)FGD`f1./GGGGGC\'
'
;110'95&>/".#''
!
*$%"J'!)'()J'!&%O#1,J'W)'()J'A&51,"0J'T)'T)J'?'I&,J'I)'c)']BGFK^)'Q."&81>/$1,'#/."##J'&8-".#$/0J''

*"#"&.%5'W##$#/&,/']W4:4#/'BGFM'Z'W4:4#/'BGBG^)'=">&./<",/'12'A",/&7'@"&7/5'(&H'&,8'Q17$%0J'
+,$-".#$/0'12'314/5'671.$8&J'(14$#'8"'7&'Q&./"'671.$8&'A",/&7'@"&7/5'R,#/$/4/")'Q&/5T='
%177&X1.&/$-"d';4$78$,:'&'<47/$L#/&O"5178".'."#"&.%5'%177&X1.&/$-"'21%4#"'8'1,'%.$#$#'#".-$%"#'$,'
014/5)'I5$#'>.1N"%/'#14:5/'/1'$<>.1-"'014/5'&,8'014,:'&847/'>&/5H&0#'/1'%&."J'21771H$,:'1,#"/'
12'#".$14#'<",/&7'$77,"##'X0'#""O$,:'<47/$L#/&O"5178".'$,-17-"<",/'&,8'7"&8".#5$>)'64,8$,:'
W:",%0d'Q&/$",/'9",/"."8'a4/%1<"#'*"#"&.%5'R,#/$/4/"']Q9a*R^)'WH&.8'W<14,/d'hB\GJGGG)'
'
*"#"&.%5'W##$#/&,/']3">/"<X".'BGF`'Z'3">/"<X".'BGFE^)'=">&./<",/'12'A",/&7'@"&7/5'(&H'&,8'
Q17$%0J'+,$-".#$/0'12'314/5'671.$8&J'(14$#'8"'7&'Q&./"'671.$8&'A",/&7'@"&7/5'R,#/$/4/")'_5&/'
%1<"#'&2/".'"&.70'$,/".-",/$1,i'97$",/'/.&N"%/1.$"#'21771H$,:'8$#%5&.:"'2.1<'#>"%$&7$S"8'"&.70'
>#0%51#$#'#".-$%"#)'I5$#'>.1N"%/'#14:5/'/1'5"7>'014,:'>"1>7"'8"-"71>'#O$77#'&,8'."7&/$1,#5$>#'/5&/'
%1478'#4#/&$,'/5"<'14/#$8"'12'"&.70'$,/".-",/$1,'$,'>#0%51#$#']TRQ^'&,8'2$.#/'">$#18"'>#0%51#$#'
]6TQ^'#".-$%"#'&,8'21771H$,:'8$#%5&.:")'64,8$,:'W:",%0d'b&/$1,&7'R,#/$/4/"'12'=$#&X$7$/0J'
R,8">",8",/'($-$,:'?'*"5&X7/&/$1,'*"#"&.%5']bR=R(**^'3H$/S".'*"#"&.%5'6"771H#5$>)'
WH&.8'W<14,/d'h`GJGGG)'
'
*"#"&.%5'W##$#/&,/']3">/"<X".'BGF`'Z'3">/"<X".'BGFE^)'=">&./<",/'12'A",/&7'@"&7/5'(&H'&,8'
Q17$%0J'+,$-".#$/0'12'314/5'671.$8&J'(14$#'8"'7&'Q&./"'671.$8&'A",/&7'@"&7/5'R,#/$/4/")'T-&74&/$1,'
12'@$77#X1.14:5'914,/0'6&<$70'=">",8",%0'I."&/<",/'914./']6=I9^':.&,/)'I5$#'>.1N"%/'
>.1-$8"8'."#$8",/$&7J'$,/",#$-"'14/>&/$",/J'&,8'14/>&/$",/'/."&/<",/'/1'>&.",/#J'H51#"'%5$78.",'
H"."'$,-17-"8'$,'%5$78'H"72&."J'84"'/1'/5"$.'#4X#/&,%"'4#"J'4/7S$,:'"'-$8",%"LX&#"8'<18"7#']$)")J'
jb4./4.$,:'Q&.",/#k'&,8'j3""O$,:'3&2"/0k^)'I5"':1&7'12'/5"'>.1:.&<'H&#'/1'",:&:"'>&.",/#'$,'
/."&/<",/'."7&/$1,#5$>#J'#1'/5"0'%1478'47/$<&/"70'X"%1<"'#4X#/&,%"'2.""'&,8'8"-"71>'X"//".'
>&.",/$,:'#O$77#)'64,8$,:'W:",%$"#d'34X#/&,%"'WX4#"'&,8'A",/&7'@"&7/5'3".-$%"#'W8<$,$#/.&/$1,'
]3WA@3W^'&,8'9",/".'21.'34X#/&,%"'WX4#"'I."&/<",/']93WI^)'WH&.8'W<14,/d'hBJFB\JGGG)'

*"#"&.%5'W##$#/&,/']3">/"<X".'BGF\'Z'3">/"<X".'BGFM^'=">&./<",/'12'A",/&7'@"&7/5'(&H'&,8'
Q17$%0J'+,$-".#$/0'12'314/5'671.$8&J'(14$#'8"'7&'Q&./"'671.$8&'A",/&7'@"&7/5'R,#/$/4/")'T-&74&/$1,'
12'@$77#X1.14:5'914,/0'A&.%5<&,'W%/'=Tf40.2(,'W)-0.2(%)0.2(/)0(,02('14JETQq.24000.240f0.2('12W@)-0.2]0

A@3'KGE`d'I5"'; 4#$,"##'12'; "5&-$1.&7'@"&7/5)'U.&84&/"'914.#"J'95$78'&,8'W817"#%",/'
; "5&-$1.&7'@"&7/5'A&#/".V#'12'3%$",%"'Q.1:.&<J'9177":"'12'; "5&-$1.&7'&,8'91<<4,$/0'
3%$",%"#J'+,$-".#$/0'12'314/5'671.$8&)'I&4:5/d'34<<".'BGBBl'6&77'BGBB)''
'
A@3'CG`Cd'95$78'="-"71><",/'&,8'I.&4<&)'+,8".:.&84&/"'914.#"J'=">&./<",/'12'A",/&7'
@"&7/5'(&H'&,8'Q17$%0J'9177":"'12'; "5&-$1.&7'&,8'91<<4,$/0'3%$",%"#J'+,$-".#$/0'12'314/5'
671.$8&)'I&4:5/d'3>.$,:'BGFKl'3>.$,:'BGF`l'6&77'BGF`l'3>.$,:'BGFMl'6&77'BGFMl'3>.$,:'BGFEl'6&77'
BGFE)'
'
A@3'DGKDd'947/4.&7'=$-".#$/0J'@"&7/5J'&,8'; "5&-$1.&7'@"&7/5)'+,8".:.&84&/"'914.#"J'
=">&./<",/'12'A",/&7'@"&7/5'(&H'&,8'Q17$%0J'9177":"'12'; "5&-$1.&7'&,8'91<<4,$/0'3%$",%"#J'
+,$-".#$/0'12'314/5'671.$8&)'I&4:5/d'6&77'BGFMl'3>.$,:'BGFE)'
A@3'\CMGd'@4<&,'U.1H/5'&,8'="-"71><",/)'U.&84&/"'914.#"J'97$,$%&7'*"5&X7/&/$1,'&,8'
A",/&7'@"&7/5'914,#"'7$,:'Q.1:.&<J'9177":"'12'; "5&-$1.&7'&,8'91<<4,$/0'3%$",%"#J'+,$-".#$/0'
12'314/5'671.$8&)'I&4:5/d'3>.$,:'BGF`)'
'

o&<1.&J'W7"$:5,&']BGBD^)'
)'+,$-".#$/0'12'314/5'671.$8&J'9177":"'12';"5&-$1.&7'&,8'91<<4,$/0'3%$",%"#'
]A)3)'$,'95$78'&,8'W817"#%",/';"5&-$1.&7'@"&7/5^J'3"%1,8'91<<$//"'"A"<X".)
'
=&0J'9&/50']BGBB^)'
+,$-".#$/0'12'314/5'671.$8&J'9177":"'12';"5&-$1.&7'&,8'91<<4,$/0'3%$",%"#'
]A)3)'$,'95$78'&,8'W817"#%",/';"5&-$1.&7'@"&7/5^J'3"%1,8'91<<$//"'"A"<X".)
'
A&,,$,:J'I&,$#5&']BGBF^)' '+,$-".#$/0'12'314/5'671.$8&J''
9177":"'12';"5&-$1.&7'&,8'91<<4,$/0'3%$",%"#']A)3)'$,'95$78'&,8'W817"#%",/'
;"5&-$1.&7'@"&7/5^J'3"%1,8'91<<$//"'"A"<X".)'
'
a∀;.$",J'I$22&,0']BGF`^)'
'+,$-".#$/0'12'314/5'671.$8& @1,1.#'9177":"'
]+,8".:.&84&/"'I5"#$#^J'91<<$//"'"A"<X".)'

/-5&#/'

'
+,$-".#$/0''
'
3">/"<X".'Z'="%"<X".'BGBD''3"&.%5'91<<$//"'"A"<X".J'A&..$&:"'&,8'6&<$70'I5".&>0'
Q.1:.&<J'9177":"'12';"5&-$1.&7'&,8'91<<4,$/0'3%$",%"#J'
+,$-".#$/0'12'314/5'671.$8&''
'
' BGBD'Z'Q."#",/'' R,/".$<'Q.1:.&<'=$."%/1.J'95$78'&,8'W817"#%",/''
' ;"5&-$1.&7'@"&7/5'A3'Q.1:.&<J'95$78'&,8'6&<$70'3/48$"#J'9177":"'
12';"5&-$1.&7'&,8'91<<4,$/0'3%$",%"#J'+,$-".#$/0'12'314/5'
671.$8&'
'
BGBD'Z'Q."#",/' 6&%47/0'*"#"&.%5'A",/1.J'34<<".'*"#"&.%5'R,#/$/4/"']3*R^'&/'/5'TT21Tf[(3)-0.2