! "#$"%&'!"#$%& ' ' ())##$&*$+,-./)(&*/0$1&0(.(#2$/*,$10/**(*3$4%+1150$'&6#2$/,&7)(&*$&8$/$7&0(.9$
3&6#:*(*3$)"#$.:#/)(&*$/*,$)"#$'(2-2#$&8$:#.&:,(*32$&8$.0/22$2#22(&*2;$$
$
()#$"%)*+&'<=(, '&:#$%&00#3#>$-*0(=#$'/*9$&8$()2$7##:$/*,$/27(:/*)$(*2)()-)(&*2>$,&#2$*&)$.-::#*)09$"/6#$/$
7&0(.9$)"/)$,#2.:(?#2$@"#*$:#.&:,(*32$&8$.0/22$2#22(&*2$./*$?#$'/,#>$&:$"&@$2-."$:#.&:,(*32$./*$?#$
-2#,;$!"(2$2()-/)(&*$,#7:(6#2$)"#$.&00#3#$&8$/*$/,A-,(./)&:9$7/)"@/9$(*$)"#$#6#*)$)"/)$/$:#.&:,(*3$(2$
2"/:#,$@(,#09$&:$,(2):(?-)#,$)&$)"#$'#,(/$8&:$)"#$7-:7&2#2$&8$"/:/22'#*)$&:$7&0()(./0$)/:3#)(*3;$B)$/02&$
.:#/)#2$.&*8-2(&*$/?&-)$"&@$/*,$@"#*$:#.&:,(*32$./*$?#$'/,#;$$
$
!"#$7:&7&2#,$7&0(.9$2##=2$)&C$D5$+2)/?0(2"$,#8/-0)$##E7#.)/)(&*2$/?&-)$"&@$/*,$@"#*$:#.&:,(*32$&8$.0/22$
'/)#:(/0$./*$?#$'/,#;$F5$+2)/?0(2"$/$7:&.#22$8&:$:#27&*,(*3$)&$)"#$'(2-2#$&8$:#.&:,(*32;$
$
B)$(2$('7&:)/*)$)&$*&)#$)"/)$%+11$(2$*&)$7:&7&2(*3>$*&:$(2$()$/-)"&:(G#,$)&$'/=#>$."/*3#2$)&$<=(, '&:#H2$
,(2/?(0()9$/..&' '&,/)(&*$7:&.#,-:#2;$I#$/:#$:#J-(:#,$?9$)"#$8#,#:/0$3&6#:*'#*)$)&$'/=#$:#/2&*/?0#$
/..&' '&,/)(&*2$*#.#22/:9$)&$:#'&6#$?/::(#:2$)&$2)-,#*)$0#/:*(*3;$K&@#6#:>$)"#$7:&6(2(&*$&8$/./,#'(.$
/..&' '&,/)(&*2$"/77#*2$)":&-3"$/*$(*,(6(,-/0(G#,$7:&.#22$)"/)$.&*2(,#:2$)"#$#22#*)(/0$#0#'#*)2$&8$
7:&3:/'2$/*,$.&-:2#2$&8$2)-,9;$!"(2$/..&' '&,/)(&*$2&'#)('#2$(*6&06#2$/-,(&$:#.&:,(*3$&8$.0/22$
2#22(&*2;$B*$./2#2$@"#:#$')#:(/0$?#(*3$,(2.-22#,$(*$/$.0/22$(2$7/:)(.-0/:09$2#*2()(6#>$7#:2&*/0>$#).;>$<L<$
@(00$@&:=$@()"$2)-,#*)2$/*,$8/.-0)9$)&$8(*,$/$?/0/*.#$?#)@##*$)"#$*##,$8&:$/..&' '&,/)(&*$/*,$
#22#*)(/0$.&-:2#$:#J-(:#'#*)2;$$
$
%+11$/88(:'2$)"#$/-)"&:()9$&8$8/.-0)9$)&$'/*/3#$)"#$.0/22:&&'$#*6(:&*'#*)>$/*,$27#.(8(./009$)"#$-2#$&8$
:#.&:,(*3$)#."*&0&3(#2$/*,$)"#(:$7:&,-.)2;$M&:$(*2)/*.#2$&8$:#.&:,(*3$*&)$3&6#:*#,$?9$/./,#'(.$
/..&' '&,/)(&*2>$%+11$#*.&-:/3#2$8/.-0)9$)&$7:&6(,#$2900/?-2$2)/)#'#*)2$,#2.:(?(*3$)"#(:$:#.&:,(*3$
7&0(.(#2$/*,$&-)0(*(*3$.&*2#J-#*.#2$8&:$6(&0/)(&*2;$N#./-2#$)"#2#$7&0(.(#2$@(00$6/:9$/..&:,(*3$)&$
7#,/3&3(./0$*##,2$/*,$8/.-0)9$7:#8#:#*.#2>$%+11$"/2$#0#.)#,$)&$*&)$'/*,/)#$2-."$/$2)/)#'#*);$%+11$
/*,$)"#$O#/*$&8$)"#$M/.-0)9H2$&88(.#$/:#$"/779$)&$7:&6(,#$2/'70#$2)/)#'#*)2;$%+11$(2$'(*,8-0$)"/)$?:&/,$
0('()/)(&*2$&*$:#.&:,(*3$.&-0,$"/6#$)"#$-*(*)#*,#,$.&*2#J-#*.#$&8$&-)(*3$2)-,#*)2$@()"$,(2/?(0()(#2$/*,$
."/**#0(*3$2)-,#*)2$@"&$'(3")$&)"#:@(2#$(*,#7#*,#*)09$'/*/3#$0#/:*(*3$?/::(#:2$)&@/:,$(,#*)(89(*3$/2$
/$2)-,#*)$@()"$/$,(2/?(0()9;$
$
!"(2$7&0(.9$/02&$/88(:'2$)"#$/-)"&:()9$&8$)"#$8/.-0)9$)&$,#)#:'(*#$3:/,(*3$.&*2#J-#*.#2$8&:$-*/-)"&:(G#,$
:#.&:,(*32$/*,$)"#(:$'(2-2#;$P)"#:$.&*2#J-#*.#2$/:#$2-?A#.)$)&$)"#$2)-,#*)$.&*,-.)$7:&.#22$/*,>$(8$
/77:&7:(/)#>$)"#$/,A-,(./)&:9$7/)"@/9$,#2.:(?#,$?#0&@$8&:$(*6&0-*)/:9$@()",:/@/0;$B*$,:/8)(*3$)"(2$
7&0(.9>$%+11$.&*2-0)#,$@()"$%L<>$%LMQ>$L./,#'(.$%&-*.(0>$/*,$@()"$)"#$O#/*$&8$)"#$M/.-0)9H2$&88(.#>$
@"#:#$)"#$(,#/$8&:$)"(2$7&0(.9$&:(3(*/)#,;$!"#$7:&.#22$8&:$(*6&0-*)/:9$@()",:/@/0$(2$?/2#,$&*$)"#$%L<R
%LMQ$7&0(.9$&*$,(2:-7)(6#$2)-,#*)2;!
$
B8$('70#'#*)#,>$)"#$7&0(.9$@(00$?#$"&-2#,$/2$/*$/77#*,(E$)&$%+11H2$&7#:/)(*3$.&,#;$B)$@(00$/02&$?#$
(*.0-,#,$&*$)"#O#/*$&8$)"#$M/.-0)9H2$1&0(.(#2$/*,$S-(,#0(*#2$7/3#>$/*,$(*$)"#$<)-,#*)$K/*,?&&=;$L*9$
8-)-:#$."/*3#2$&:$/'#*,'#*)2$)&$)"(2$7&0(.9$@(00$3&$)":&-3"$%+11$/*,$@(00$?#$'/,#$(*$.&*2-0)/)(&*$@()"$
)"#$8/.-0)9;$
$
,-".")/+0',"*$12&'
$
L-,(&$/*,$6(,#&$:#.&:,(*3$&8$.0/22$2#22(&*2$(2$&*09$7#:'())#,$@"#*$/-)"&:(G#,$?9$)"#$#E7(.()$.&*2#*)$&8$
)"#$(*2):-.)&:>$&:$@"#*$/-,(&$:#.&:,(*32$"/6#$?##*$/77:&6#,$)":&-3"$)"#$,(2/?(0()9$/..&''&,/)(&*$
7:&.#22;$

$
M&:$2)-,#*)2$@()"&-)$/-,(&$:#.&:,(*3$/..& ' ' &,/)(&*2C$
%&-:2#$(*2):-.)&:2$./*$7:&6(,#>$,#*9>$&:$2#0#.)(6#09$0(' ()$:#.&:,(*3$7#: ' (22(&*$8&:$2)-,#*)2$@()"&-)$
/..& ' ' &,/)(&*2;$!"#$.&00#3#$#*.&-:/3#2$8/.-0)9$)&$7:&6(,#$2)-,#*)2$@()"$2900/?-2$2)/)# ' #*)2$
,#2.:(?(*3$)"#(:$:-0#2$2-::&-*,(*3$:#.&:,(*32;$L2$@()"$/./,# ' (.$ ' (2.&*,-.)$7&0(.(#2>$(8$/$8/.-0)9$ ' # ' ?#:$
@(2"#2$)&$(*.0-,#$8/(0-:#$(*$)"#$.&-:2#$/2$/$7&22(?0#$.&*2#J-#*.#$8&:$-*/-)"&:(G#,$:#.&:,(*3$&:$ ' (2-2#$
&8$:#.&:,(*32>$)"#9$/:#$#*.&-:/3#,$)&$2/9$2&$&*$)"#(:$2900/?-2;$
$
M&:$2)-,#*)2$@()"$/-,(&$:#.&:,(*3$/..& ' ' &,/)(&*2C$
<)-,#*)2$./*$?#$/-)"&:(G#,>$)":&-3"$)"#$,(2/?(0()9$/..& ' ' &,/)(&*$7:&.#22>$)&$ ' /=#$/-,(&$:#.&:,(*32$&8$
.0/22$2#22(&*2$8&:$)"#(:$7#:2&*/0$/./,# ' (.$-2#;$<)-,#*)2$@()"$/-,(&$:#.&:,(*3$/..& ' ' &,/)(&*2$/:#$
:#J-(:#,$)&$2(3*$.&*):/.)2$@()"$)"#$8&00&@(*3$7:&6(2(&*2C$

- L-,(&$:#.&:,(*32$&8$.0/22$2#22(&*2$/:#$&*09$8&:$)"#$2)-,#*)H2$7#:2&*/0$-2#$(*$2)-,9$/*,$
  7:#7/:/)(&*$:#0/)#,$)&$)"#$.0/22;$$
- !"#$2)-,#*)$ ' /9$*&)$2"/:#$)"#2#$/-,(&$:#.&:,(*32$@()"$/*9$&)"#:$7#:2&*>$@()"&-)$)"#$.&*2#*)$
  &8$)"#$0#.)-:#:;$$
- T7&*$:#J-#2)>$)"#$2)-,#*)$@(00$.#/2#$:#.&:,(*3$&8$)"#$.0/22$2#22(&*$@"#*$/-,(&$:#.&:,(*3$ ' /9$
  6(&0/)#$&)"#:2H$:(3")$)&$7:(6/.9;$
- !"#$2)-,#*)$/3:##2$)&$,#0#)#$/*,$U&:$,#2):&9$/*9$/-,(&$:#.&:,(*32$)"/)$@#:#$ ' /,#$@"#*$)"#9$
  /:#$*&$0&*3#:$*##,#,$8&:$"(2U"#:$/./,# ' (.$@&:=;$$
- !"#$0#.)-:#$/*,$/*9$(*8&: ' /)(&*$.&*)/(*#,$(*$)"#$:#.&:,#,$0#.)-:#$/:#$7:&)#.)#,$-*,#:$
  .&79:(3")$0/@2$/*,$ ' /9$*&)$?#$.&7(#,>$,(270/9#,>$?:&/,./2)>$7-?0(2"#,>$&:$J-&)#,$@()"&-)$)"#$
  .&*2#*)$&8$)"#$0#.)-:#:$/*,$@()"&-)$3(6(*3$7:&7#:$/))(?-)(&*$)&$)"#$0#.)-:#:;$!"#$7:&"(?()(&*$
  (*.0-,#2$70/.(*3$)"#$:#.&:,(*3$&*$/*9$@#?$7/3#$&:$&*0(*#$8&:$-2#$?9>$&:$/..#22$)&>$/*9$7#:2&*>$
  (*.0-,(*3$)"#$2)-,#*);$

V(2-2#$&8$Q#.&:,(*32C$
<=(, ' &:#$:#.&3*(G#2$)"/)$)"#$(*/77:&7:(/)#$-2#$&8$/-,(&$&:$6(,#&$:#.&:,(*32$4@"#)"#:$)"#$(*()(/0$
:#.&:,(*3$@/2$/-)"&:(G#,$&:$*&)5$./*$(*8:(*3#$-7&*$)"#$/./,# ' (.$8:##,& ' $&8$?&)"$(*2):-.)&:2$/*,$
2)-,#*)2>$/*,$.&*2)()-)#2$/$?:#/."$&8$.&*,-.);$%&*2#J-#*)09>$<=(, ' &:#$%&00#3#$#E70(.()09$7:&"(?()2$)"#$
2"/:(*3$&:$7-?0(./)(&*$&8$.0/22$2#22(&*$:#.&:,(*32$@()"&-)$)"#$@:())#*$.&*2#*)$&8$)"#$(*2):-.)&:;$$
$
T*/-)"&:(G#,$:#.&:,(*3$/*,U&:$)"#$ ' (2-2#$&8$:#.&:,(*32$ ' /9$:#2-0)$(*$/$:#8#::/0$)&$2)-,#*)$.&*,-.)$&:$/$
0&@#:#,$.&-:2#$3:/,#>$/)$)"#$,(2.:#)(&*$&8$)"#$(*2):-.)&:;$