!"##$%&$'($#

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

1"##%'"2"/34%530'6)7.'7.'89/.)9##':%";'9<5'⇒&'()"'"57(%/'%?'()"'*"+',%%-.'*"(+%/-;'9<5'3%@›/"'
#7.("<7<A'(%'9<'"B7.%5"'7<'()"':/7<$"(%<'C<72"'/.7(3':/"..'=5"9.'B%5$9.(0

D<5'(%593'+"')92"'E"&&9'!95)

()9('+9.'B/%494#3'%<'(/9$-'(%'-7##'&";'+)7$)'=')95'<%'75"9'+9.'()"/"0'D<5'9.'=+9./"$%2"/7<A'?/%&'
()9(;'=')95'94%@('.7R'&%<().'%??'+%/-'?@##W(7&"'9<5'()"<'(%%-'9<%()"/'3"9/'(%'$%&"'49$-'B/%B"/#3'
9<5'=')7<-'()9('B"/7%5'=+9./"9##3'A"((7<A'49$-'7< (%@$)'+7()'&3."#?'9<5'+)9('=/"9##3'$9/"5'94%@('
9<5'=+9<("5'(%'5%'.%&"()7<A'9<5'=.(9/("5'+/7(7<A'

,@('9#.%'&9<3'A#9$7"/.')92"'+9("/'9('()"7/'4"5.;'3%@'-<%+;'4"(+""<'()"'4%((%&'%?'()"'A#9$7"/'9<5'()"'/%$-'9<5'()9('#@4/7$9(".'()"'7$"'9<5'9##%+.'7('(%'.#7B'5%+<'()"'&%@<(97<'9.'+"##0'D<5'()"<'.%&"'A#9$7"/.;'()"3'"/%5"'()"7/'4"5/%$-.;'()"'/%$-'4"<"9()'()"&;'B9/(7$@#9/#3'.%?('/%$-.;'9<5'()"3')92"'()7.'#93"/'%?'&@5'4"<"9()'()"&'9<5'()9('&@5'9#.%'A"(.'.X@9.)"5'9<5'5"?%/&"5'@<5"/'()"'B/"..@/"0''

S%'()"'A#9$7"/.'$9<'9#.%'/75"'5%+<'()"'&%@<(97<'%<'()7.'-7<5'%?'$%<2"3%/'4"#('%?'5"?%/&7<A'&@50'S%'()"/">.'()/""'+93.'A#9$7"/.

+9("/'$%&7<A'%??'7(.'.@/?9$"'%/'$%&7<A'%??'7<(%'()"'%$"9<'7<'7$"4"/A.'9<5'()"<'()"'A#9$7"/'$9<'
9529<$"0'=?'()"'%BB%.7("')9BB"<.'9<5'7(›.'#%.7<A'&%/"'&"#(+9("/;'()"<'7(›.'94#"'(%'-7<5'%?'4@7#5@B'
5@/7<A'+7<("/'5@"'(%'.<%+?9##;'()"<'7('/"(/"9(.0'D<5'9$(@9##3;'A#9$7"/.')92"'29/7"5')@A"#3'7<'"R("<('
%2"/'()"'\9/()›.'.@/?9$"'%2"/;'3%@'-<%+;'()%@.9<5.'(%'&7##7%<.'%?'3"9/.'9.'%@/'$#7&9("')9.'<9(@/9##3'
$)9<A"50'S%;'3%@'-<%+'()9('()"'.%/('%?'#9.('(+%'&7##7%<'3"9/.;'3%@')95'()".'"'3#".'%?'-7<5'%?'#%<A'
$%#5'A#9$79#'B"/7%5.'9<5'.)%/(;'+9/&'7<("/A#9$79#'B"/7%5.0'D<5'9$(@9##3;'5@/7<A'9'A#9$79#;'3%@'&7A)('
)92"'9'47A'7$"'.)""('%2"/'B9/('%?'*%/()'D&"/7$9'9<5'9'47A'7$"'.)""('%2"/'\@/%B"'9<5'9$(@9##3'()"<'
()"3'/"(/"9('49$-'5@/7<A'()"'+9/&'B"/7%5.0'D<5'()%."'<9(@/9#'3#".'9/"'."('43'()"'+93'7<'+)7$)'()"'
\9/()'%/47(.'()"'S@<'9<5')%+'()9('9??"$(.')%+'&@$)'+9/&()'7.'$%&7<A'7<(%'()"'\9/()'9<5'9??"$(.'()"'
A#9$7"/.;'4@('+)9('+"›/"'"<("/7<A'<%+'7.'9'.%/('%?'@<B/"$"5"<("5'B"/7%5'%?'+9/&7<A'7<'()"'."'<."'()9('
7(›.'5/72"<'43'9(&%.B)"/7$'A/""<)%@."'A9.'$%<$"<(/9(7%<.0'D<5'%<$"'9A97<;'()"'A#9$7"/.'9/"'
&7&7$-7<A'+)9(›.'A%7<A'%<'+7()'%@/'$#7&9("0

! "'#$%"'&&'()*
S%'+"›/"'7<'()"."'$

9'-7#%&"("/;'4@('7(')9.'9#.%'.%/('%?'9#&%.('#%.('%<"'%?'7(.'#7&4.'?/%&'()"'Y@<$#"9/Z0=(›.'()7<<"5'.%'
&@$)0'=(›.'4"$%&"'5"(9$)"5'?/%&'()"'&97<'4%53'%?'()"'A#9$7"/0'=?'3%@'#%%-'9('()7.'A#9$7"/'<%+;'7(›.'
9$(@9##3'X@7("'.)%$-7<A'(%'.""'()9('$)9<A"'7<;'3%@'-<%+;'+)9('7.'/"9##3'9'X@9/("/"%?'9'#7?"(7&"'%?'9'
)@&9<0

! "#$%"&&'()*
6)"3'29/3'A/"9(#3'7<'.7N";'7.'()9('$%//"$(I'6)"/"›.'.%&"'2"/3'47A'%<".'9<5'.%&"'.%&"+)9(WW'H9<'3%@'
.B"9-'(%'()"'29/79(7%<I'!)9('9/"'+"'(9#-7<A'94%@(')"/"'(%'.B"9-'7<'.(9(7.(7$9#'("/&.I

+*,,"'-".%",
D'.&9##'A#9$7"/'$9<'4"'.%&"()7<A'()9(›.'%<#3'9'?"+'-7#%&"("/.'.X@9/"5'7<'9/"90'S%;'3%@'-<%+;'9'-7<5'
%?'9'.%/('%?'.&9##'27##9A"W.7N"'A#9$7"/;'3%@'-<%+;'9'#%('%?'%@/'#9/A".('A#9$7"/.'9/"'9$(@9##3'7$"'.)""(.'9<5'
()"3'$%2"/'()"'#9<5.$9B"0'6)"3'$%2"/'()"'(%B%A/9B)3;'()"3'9/"'()".""47A'5%&".'%?'7$"'9<5'()"3')92"'
()".""A#9$7"/.'()9('B/%(/@5"'%@('%?'()"&;'%@('%?'()"7/'&9/A7<.'$9##"5'%@(#%%-'A#9$7"/.;'9<5'()"3›/"'
)@A"0'='&"9<'()"3'9/"'$%<(7<"<(W.7N"5'/"9##30'S%'()"'.$9#""7.')@A"'9<5'29/794#"0

! "#$%"&&'()*
6)7.'7.'-7<5'%?'.7##3'X@".(7%<0',@('='5%'+9<('(%'9.-'7(0'!)"/"'9/"'()".""A#9$7"/.I'='&"9<;'+"'5%<>(')92"'
%<"')"/"'7<'89..9$)@."((.'+)"/"'='9&;'9('#"9.('='5%<>('()7<-'+"'5%;'4@('+)"/"'9/"'()"3'#%$9("5'7<'
()"'+%/#5I

+*,,"'-".%",
='&"9<;'A#9$7"/.'(%'?%/&;'()"3'<""5'(%'4"'7<'B#9$".'+)"/"'()"/"›.'.<%+'?9##;'.%'()"/"7.'"<%@A)'
B/"$7B7(9(7%<'$%&7<A'%@('%?'()"'9(&%.B)"/"'(%'<%@/7.)'()"&0'D<5'()"3'9#.%'<""5'(%'4"'7<'B#9$".'
+)7$)'9/"'$%#5'.%'()9('.<%+?9##'5%".<0('&"#('9+9330'S%'9$(@9##3'&%.('%?'%@/'A#9$7"/.'9/"'7<'%@/'7$"'
.)""(.0'='&"9<;'()"'&9F%/7(3'%?'7('7.'7<'D<(9/$(7$9;'4@('%@(.75"'%?'()"'(+%'7$"'.)""(.'%?'G/""<#9<5'9<5'
D<(9/$(7$9;'3%@›2"'A%('2"/3'#9/A"'"RB9<."'%?'A#9$7"/.'B9/(7$@#9/#3'9$/%..'()"'17&9#9390 6)9(›.'9'2"/3'
#9/A"'A#9$79("5'/"A7%<0'J%@'9#.%'A%('()"&'7<'*%/()"/<'H9<959;'B9/(.'%?'()"'CS;'5%+<'()"'D<5".;'
49.7$9##3'+)"/"'()"/"0.'"<%@A)'B/"$7B7(9(7%<;'3%@'A"('A#9$7"/.0

,@('3%@'$%@#5'A%'(%'.%&"+)"/"'#7-"'H"<(/9#'S74"/79'+)"/"'7(›.'"R(/"&"#3'$%#5'9<5'3%@'5%<>(')92"'
A#9$7"/.'4"$9@."'()"/"'F@.('7.<>(""<%@A)'B/"$7B7(9(7%<0'=(›.'(%%'5/3'?%/'()"&'()"/"0 S%'()"3'<""5'4%()'
()%."'()7<A.;'()"3'<""5'()"'$%#5;'9<5'()"'-7<5'%?'()"'+"('.<%+?9##'$%&7<A'7<'(%'9BB"9/00
'

! "#$%"&&'()*
6)9(›.'9'A%%5'9<.+"/0'!"'(9#-"5'9'#7((#"'47('94%@('&7$/%%/A9<7.&.'()9('#72"'7<'9<5'9/%@<5'A#9$7"/.;'
4@('3%@'(9#-"5'9'#%('94%@('4"9/.'7<'()"'4%%-0'!)9('-7<5'%?'9/A"/'9<7&9#.'.@4.7.('<"9/;'%<;'%/'9/%@<5'
A#9$7"/.I

9<%() "/'%<"'4@('()7.;'3%@'-<%+;'3%@'5%<>('?7<5WW'7(>.'<%('#7-"'A%7<A'%<'9<'D?/7$9<'.9?9/70'6)"/"'7.'#".."/"'?%/'()"'?%%5'$)97<'(%'-7<5'%?'$%B"'/"'9##3;'='.@BB%."0

! "'#$%"'&&'()*
='5%<>('-<%+'7?'3%@'$9<'9<.+"/'()7.'X@".(7%<0',@(')%+'&@$)'%?'()"'\9/()>.'+9("/'7.'#%$-"5'@BI'=.'()9('()"'/7A)('"RB/"..7%<I'[%$-"5'@B'7<'A#9$7"/.I'[7-";'7.'()"/"'9'B"/$"<(9A"'()9('+"'$9<'.93`'()7.'B"/$"<('%?'+9("/'7.'7<'A#9$7"/.I'
'

'

'

'

! "#$%"&&'()*

J"9);'='$9<'7&9A7<"'()9(›.'(/@"0'H)"&7.(/3'7.'4".('5%<"'7<'9'#940'6)9(›.'&3'7&B/"..7%<0'

'

+* , , "' - ".%",

J"9);'3%@')92"'(%'4"'/"9##3'$#"9<0'=(0.'.%'"9.3'(%'$%<(9&7<9("'3%@/'.9&B#".0'D<5'.%'+"'(/3'(%'-""B'

()7<A.'9.'.7&B#"'9.'B%..74#"'7<'()"'?7"#5'9<5'+"'.B"<5'9'#%('%?'(7&"'F@.('.@/2727<A'9.'&@$)'9.'5%7<A'

+%/-0''

'

! "#$%"&&'()*

='$9<'7&9A7<"0'J".;'='&"9<'9<5'+"'.)%@#5'.93'()9('3%@'(%%-'(7&"'(%'5%'()7.'7<("'/27"+'5@/7<A'9<'9$(@9#'

"RB"57(7%<;'/7A)(I'J%@›/"'+%/-7<A'<%+0''

'

+* , , "' - ".%",

^);'3"9)0'='9&0'⇒&')9#?+93'@B'7<'*%/()"/<'*%/+93'9('()"'&%&"<('9<5'⇒2"'4""<'5%7<A'9'2"/3'#%<A'

.#%+'(/7BTJT0/7'?7//'/7<A(&)2(B(%<;')-')-1(/7#

! "#$%"&&'()*
J"9);'='?7<5'()9('9<.+"/;'+)7$)'=>&'.@/"'7.'$%//"$(;'()9('7('7.'".."<(79##3'@B'(%'@.;'(%'4"'4%()'
"<$%@/9A7<A'9<5'57.$%@/9A7<A'4"$9@."'+"›/";'='5%<>('-<%+0'='&"9<;'7(›.'9'$%&B#7$9("5'X@".(7%<'9.'(%'
)%+'+"›/"'A%7<A'(%'/"5@$"'()".'"A/""<)%@."'A9.".0'6)"<'9.'3%@'&"<(7%<"5;'()"/"'9/"'#%(.'%?'#7((#"'
4"9.(7".'7<'()".'"A#9$7"/.0

6)"3'B/%5@$"'&"()9<"'+)"<'()"3'57";'9<5'()"<'()9('9##'A"(.'/"#"9."50'!)9(')9BB"<.'(%'()9('
&"()9<"I"
'
+*,,"'-".%",
J"9);'+"##'()"3'9/"'B/%5@$7<A'7('9.'()"3'9/"'9#72"0'6)9(›.'+)9('()"3'5%0'6)9(›.'()"7/'43B/%5@$('%?')%+'
()"3'$/"9("'"<"/A3;'7(Q.'9'47('#7-"'9'#9<5?7##".7(";'()"3')92"<Q('A%('9<3'%R3A"<0'6)"3›2"'A%('.%&"'47(.'%?'
$9/4%<'(%'#72"'%??'9<5'()"3›/"'B/%5@$7<A'&"()9<"'A9.0

D<5'()"<;'+"'()7<-'()9('&7A)('4"'(/9BB"5'4"<"9()'7$"'.)""(.'7<'9'.%#75'?%/&'$9##"5'&"()9<"'
$#9()/9(";'9<5'+"'5%<>('-<%+')%+'&@$);'+"'5%<>('-<%+'9$(@9##3'7?'7(Q.'()"/";'4@('+"'-<%+'()9('()".""'
A#9$7"/.'9/"'B/%5@$7<A'&"()9<"0'S%;'3%@'-<%+;'()"/"›.'F@.('9'#%('%?'47A'@<-<%+<.'9/%@<5'()"'#7?"'9<5'
B9/('%?'()9('7.'4"$9@."'+"'%<#3'-<"+'7('+9.'()"/"'7<'()"'#9.('(+%'5"$95".0'!"')92"<>('A%('()7.'
)@<5/"'5W3"'9/')7.(%/3'%?'-<%+7<A'A#9$7"/.'9/"'9#72"'9<5'9##'()"'/"."9/$)'()9(›.'A%<"'7<(%'()9(0'S%'7(›.'
-7<5'%?'9'(/37<A'(%'$9($)'@B'/"9##30'!"'-<%+'()"3›/"'9#72"0'!)3'5%".'7('&9(("/'9<5')%+'&@$)I"
'
! "#$%"&&'()*
! "##;'()7.'B/%&B(.'9'()%@A)(;'9<'"57(%/79#'()%@A)('%<'&3'B9/(0'6)"'B"%B#"'+)%'?@<5'E"&&9›.'
/"."9/$)'.)%@#5'?@<5'7('&%/"'4"$9@."'+"'<""5'(%'9<.+"/'()"."'X@".(7%<.0 D<5'+"›2"'%<#3'-<%+<'?%/'
(+%'5"$95".0'G%5'-<%+.'+)9('+"›/"'A%7<A'(%'57.$%2"/'7<'()"'<"R('(+%'5"$95".'94%@('()7.'.(@??0
'
+*,,"'-".%",'
S%'7(›.'9$(@9##3'.@/B/7.7<A;'3%@'-<%+;'3%@'??<5'<"+'()7<A.'()9('$%&"'%@('%?'<%+)"/"'.%&"(7&".'9<5'
3%@')92"'(%'?%##%+'()"&0'S%;'4@('3"9);'+"'.(7##)92"'9'#%('%?'@<-<%+<.'%<'()"'47%#%A7$9#'7&B9$(0'
'
! "#$%"&&'()*

! "'#$%"'&&'()*
! "'##;'='+7.)'3%@'#@$-'+7()'()9(0'D<5'=')92"'()"'A/"'9(".('$%<?75"'<$"'()9('3