

!

!
"#!\$%&' () *%+, - ./(00*.1&2!3&%45- .61 '!

! "#\$%&'(#7-#!,-&8962!:.09*# #)*, '(#!--./*%+'#01.2'--.1#

3"456/%+*.7%,#3%/891.675#

```
#
: '91'#####; '%1#####<7*='1-*+#####? %0.1!!!!!!!!!!!!!!      !
($6"#####5778"#####9:;%2)##<="4">",$'/*)%%:;*''?2*-$(')("@<%"&AB,C*<%"':*:'B'D2$*;%)"'
E(?#####5775"#####9:;%2)##<="4">",$'/*)%%:;*''?2*-$(')("@<%"&AB,C*<%"':*:'B'D2$*;%)"'
D6>#####5777#####D*:1*-)2'9:;%2)##<='
62:<#<='
```

A"#<7*='1-*+>#4BC'1*'7/'#

[illegible]

: "#D', '=07+#01.2'--*.7%,#4BC'1*'7/'#

0.~*+*.7## # # # # 474*+>### # # # :%+!'-#

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

:.1'"#)"H#:.09*#!,"H#31>%7"#A"H#4-&%+"#)"H#0.1+'1"#U"H#A%&CW',,"#3"#456/%+*.7%,#%75#
C1.2'--*.7%,#W%/891.675-#.2#U*7'-*...9>#91%56%+'-'##
\$%+*.7%,#Z./*%,#Z/*'7/'#R.617%,#0\#GQI#MXVMaH#XNXN"##
:.09*#!,"#:*-C%1*+'-#*7#-+1.8'#&.1+%,*+'-(#K.79*+65*7%,#-+65>#.2#675'1-'1='5#C.C6,%+*.7-#
7#<Z"#[7+'17%+.7%,#R.617%,#.2#!5=%7/'-#*7#Z/*'7/'#H#479*7'1*79%75#)'/F7.,.9>#P#G\I#0aVMXH#
XNQa"##
;%."#bH#:.09*#!,"H#AF%79"#A#YH#?/:.7%,5-"#A#H#)1%7"#RH# c F' ', '1"# c H# J .6"#Z"#!5=.%+*79#%#
7'`#%CC1.%/F#+.#9.='17\*79#`%+'1H#7'19>%75#2..5#-'/61*+>(#)'-+*79#F'#'22' /+-#.2#&'--%9'#
7./6,%+.7%75#/.7/,6-*.7#BC,*/*+7'--*7#F'#/#-'.2# c 4Y#7'B6-"#R.617%,#.2#[7+'17%+*.7%,#/1*-*#

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

:.09*!,"K*75,'>"K#K>&%7"#Z#S*7/'7+'#?'#D*-8>#-'B6%,#W'F%*=.1-#%75#%++*+65'-#%&.79#
!21*/%7#!&'1*/%7#;.6+F"#S%*+.7%,#Z./%*,#Z/*'7/'#R.617%,g#XNQNH#S.,6&'#LL#fXg#0%9'-'a_VQNO"#
:.1'"#)"K"#:.09*!,"#0F>-*/%,#!/*=*+>#K'=',-#.2#!+F,'+*/#)1%*7*79#Z+65'7+-"#S%*+.7%,#
)'%/F'1#456/%*+.7#R.617%,#G2.1&'1,>#Z4)4#R.617%,I#XNNa#S.,6&'#X#fL#0%9'-'Q#d#O"#
:.1'"#)"K"#:.09*!,"#!/%5'&*/#W%/891.675-#%75%-%,%1>#F%1%/+'1*-+*/-#.2#5./+.1%,#
C1'C%1'5#/'1+2*'5#%+F,'+*/#1%*7'1-'#S%*+.7%,#)'%/F'1#456/%*+.7#R.617%,#G2.1&'1,>#Z4)4#R.617%,I#
XNNa#S.,6&'#X#fX#0%9'-'_O#d#aN"#

:.09*!,"K>&%7"#Z"#:67/%7"#A"#K'3,%7/'#K"#A%*,.6'+"#0"#[&C,'&'7+*79#01./'--#
4=%,6%*+.7#*7#%#Z/F..,S*.,'7/'#01'='7+*.7#T1%7+'#S%*+.7%,#Z./%*,#Z/*'7/'#R.617%,g#XNNa#
S.,6&'#LQ#fXg#0%9'-'QNX#d#QQX##

K>&%7"#Z"#:.09*!,"#:67/%7"#A"#K'3,%7/'#K"#A%*,.6'+"#0"#01%/+*/%,[--6'-#*7#4=%,6%*+79#%#
Z/F..,S*.,'7/'#01'='7+*.7#T1%7+'#!&'1*/%7#R.617%,#.2#J'%,+F#Z+65'-'H#=#,XL#7.#X#GXNN_I#C'#
OPVMO##

Z%675'1-#D'0"#H#4=%7-#?'#J"#:.09*!,"#:'=',.C*79#!#01./'--#4=%,6%*+.7#0,%7#2.1#
!--'--*79#J'%,+F#01.&.*.7#01.91%&#[&C,'&'7+*+.7(#!#hJ.`V).#T6*5'i"#J'%,+F#01.&.*.7#
01%/+*/'#H#XNNO#M#G!C1*,#XNNOI(#QL\VQ\`P"#

S*7/'7+?'#K"#:1%7'#c"#H#:09*!,"#H#ZF%78%17%1%>%7#Z"#H#\$*&&.7-#?'#Z6-+%*7'5#D'56/+*.7#
7#!5.,'-/'7+01'97%7/>#D#+'-#)F1.69F#Z/F..,%#75#A.&&67+>V3%- '5#456/%*+.7#H#Qa_XVXNNN"#
!&'1*/%7#R.617%,#.2#J'%,+F#456/%*+.7#H#=#,"LOH#7.#X#G?%1/FV!C1*,#XNN\I#C"#PMV_L##

:.09*!,"#J'%,+F#01.&.*.7#*7#C1%/+*/'#j3..8#D'='*`k"#01'='7+*.7#.2#AF1.7*/#:*-'%-'#"#
S.,#L#7."#\#GE/+.W'1#XNNMI"#

:.09*!,"#K>&%7"#Z"#Y1'5'1'#U"#),&%7#U"#:*-C%1*+>#7#A%15*.=%-/6,%1#J'%,+F#D*-8#
Y%/+.1-#!&.79#A.&&67*+>#Z/1'7*79-#0%1+*/C%7+~#7#!75'1-.7#A.67+>#R.617%,#.2#Z.6+F#
A%1.,*7%#?'5*/%#!--./%*+*.7"#S.,#QNX#GR6,>#XNNMI#'Q_VQOX"#

:.09*!,"#S*7/'7+?'#K"#)F'#D',%+*.7-F#C#.2#K*/'7-'5#!W.1+*.7#A,*7*/-#%75#)1'75-#*7#
!W.1+*.7#01'=#,'7/'#!&.79#01'97%7+*)'7-#*7#Z.6+F#A%1.,*7%#QaaN#d#XNNL"#R.617%,#.2#Z.6+F#
A%1.,*7%#?'5*/%#!--./%*+*.7"#S.,#QNX#G\$=#XNNOI#'LOX#d#LOM"#

H#!=.1/(- (1%(!, - .%(('*150!!
#

.6+F#.09*!,"#:*-C%1*+~#*7#-+1.8'#]TJ E TQ9E TQq.24>1'5'1'#U#J#1'1' (.1)-02(')0.2000.24-0.2(*)0.2(!

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

K>&%7#Z"##:.09*!,#G!:67/%7#A"##K'3,%7/#K"##A%*,,.6'+#0"##K'3,%7/#)"##%75#Y1*'51*/F-#3"3'-+01%/+*/'##?''+F.5-#2.1#01'='7+*79#Z/F..,S*.,'7/'#%75#01.&.*79#Z%2'+>#*7#Z/F..,-(#01%/+*/%,#[--6'-#2.1#[&C,'&'7+%*.7#[7#: "K" c F*+'##?' "U"Y%W'1H#%75#3"A"T,'77#G45-I##01./''5*79-#.2#0'1'-+'7+,>#Z%2'#Z/F..,-#XNNM##MaVP\"# c %-F*79+.7#: A(#J%&*,+.7#Y*-F#[7-+*+6+'##)F'#T'.19'# c %-F*79+.7#<7*='1-*+>"##

#

I#!, -./(00*.1&2!, -(0(1J&J*.10K!

&L! ? &J*.1&2!, -(0(1J&J*.10K!

#

:.09*#!, #!06W,*/#0.,*/>#%75#A.C*79#`*+F#A.=*5VQa##7#Z.6+F'%-+#)'B%-"#\$%+*.7%,#Z./%*,#Z/*'7/'#! --./%+*.7#Z6&&'1#S*1+6%,#A.72'1'7/'"!696-+L#d#O##XNXN##

:.09*#!, #![&C,'&'7+*79#%#D61%,#J'%,+F#A%1'#A..15*7%+*.7#01.91%&##7#Z.6+F'%-+#)'B%-!\$%+*.7%,#)' /F7.,.9>#%75#Z./%*,#Z/*'7/'#A.72'1'7/'"#K%-S'9%-H#\$S##!C1*,#O#V#P#XNXN#GA.72'1'7'#/ .756/+ '5#=#1+6%,,>I"##

:.09*#!, "##3%'#"?'#[&C%/+##E2#Z/1' '7V)*&'#E7#?'7+%,# c ',,V3 '*79#!&.79#;.6+F"# \$%+*.7%,#Z./%*,#Z/*'7/'#! --./%+*.7#Y%,# #: '=',.C&'7+#A.72'1'7/'"! ,W616'116'##\$? ##E/+.W'1#QL#d#QO##XNqa"##

3%'#"?'#"#.09*#!,

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

Y*,,-#A"##:.09*#!,#!461.C'%7#-+%75%15-#.2#W'%6+>#%75#C->/F.,.9*/%,#'22'/+-#%&.79#>.679#`.&'7#.2#/.,.1"\$%+*.7%,#)' /F7.,.9>#%75#Z./*%,#Z/*'7/'#A.72'1'7/'"#K%-#S'9%-H#\$ \$H# ? %1/F#Xa#V#LQH#XNQO##

Y*,,-#A"##:.09*#!,#!Z./*%,#7.1&-#%75#C'1/'C+*.7-#%W.6+#J[S#%&.79#>.679#%56,+-"\$%+*.7%,#)' /F7.,.9>#%75#Z./*%,#Z/*'7/'#A.72'1'7/'"#K%-#S'9%-H#\$ \$H# ? %1/F#Xa#V#LQH#XNQO##

Y*,,-#A"##:.09*#!,#!A.&W%+*79#/F*,5F..5#.W'-*+>(#0,%/'&'7+##%75#&%18'+*79#.2#2..5-#*7#

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

:.09*!,##K>&%7#Z"H# : 67/%7#A"H#K'3,%7/#K"H#A%*,,.6'+#0"H#K'3,%7/#)"H#%75#Y1*'51*/F-#3"#
S*.,'7/'#%75#Z%2'+>#01.91%&-*7#Z/F..,-(#4=%,6%+*.7#Z+1%+'9*'-"#J%&*,+.7#Y*-F#[7-+*+6+'#.7#
Z/F..,#%75#A.&&67*+>#S*.,'7/'#0'1-*+ '7+,>#Z%2'#Z/F..,-#XNNM(#A.,,%W.1%+*79#`*+F#Z+65'7+-H#
Y%&*,*'-H#%75#A.&&67*+*'-"#c%-F*79+.7H#:"A"H#Z'C+'&W'1#QaVXQH#XNNM"##
K>&%7#Z"H#:.09*!,#G! : 67/%7#A"H#K'3,%7/#K"H#A%*,,.6'+#0"H#K'3,%7/#)"H#%75#Y1*'51*/F-#3"#
3'-+01%/+*/'#?'+'F.5-#2.1#01'='7+*79#Z/F..,#S*.,'7/'#%75##
AJ&J(!+D(5*.1&2!,-(0(1J&J*.10!#
01.&.+*79#Z%2'+>#*7#Z/F..,-(#01%/+*/%,#[--6'-#2.1#[&C,'&'7+%+*.7"#J%&*,+.7#Y*-F#[7-+*+6+'#
.7#Z/F..,#%75#A.&&67*+>#S*.,'7/'#0'1-*+ '7+,>#Z%2'#Z/F..,-#XNNM(#A.,,%W.1%+*79#`*+F#
Z+65'7+-H#Y%&*,*'-H#%75#A.&&67*+*'-"#c%-F*79+.7H#:"A"H#Z'C+'&W'1#QaVXQH#XNNM"##
:.09*!, "H#K'3,%7/#K"H#K>&%7#Z"#GXNNMH#Y'W"#QNI"#422' /+#.2#Z+1'--#K'=',-#!&.79#c.&'7#
.7#Z,'C#:*-.15'1-"#\$%+*.7%,#A.72'1'7/'#.7#T*1,-n#o#`.&'7n-#J'%,+F#0F>-*/%,#! /+*=*+>H#%75#
ZC.1+'#KZ<#ZF1'='C.1+'#

(*12'0'''4'35'

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

%L!AJ&J(!+!D(5*.1&2!,-(0(1J&J*.10K!
:.09*#!,#!

(*12'Q'''4'35'

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

Y.1'+#A"##:.1'#)"##T%+/F# c "##:.09*!,##Z/F'75',#R"##%75#AF%1,'-#R"#)F'#D',%+*.7-F*C#
3'+`''7#3.5>#Y%+##%75#0.75'1%,#[75'B#*7#E,5'1#!56,+-"#P\+F#A.7='7+*.7%75#4BC.-*+.7#.2#
Z.6+F'17#: *-+1*/+#! ! J 04D: ##AF%++%7..9%##) \$##Y'W#Q\VP##XNNP"##
K>&%7#Z"##: 67/%7#A"##:.09*!,#G!

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

7+'1='7'.7-#0*/%15#A'7+'1#2.1#AF*,5#:'=',.C&'7+##<7*='1-*>#.2#K.6*-.*%7%#%+#K%2%>'++'#XNN_V
XNNa#GY675'5#V#pQNX#QLaI##

A.V[7='-+*9%+.1(#[&C,'&'7+*79#+'-+*79#%75#'=,%6%+*.7#.2#Y*+7'--91%&#*7#K.6*-.*%7%#
-/F...-(#A..15*7%+'5#Z/F...#J'%,+F#01.91%&#A'7+'1#2.1#4%1,>#AF*,5F..5#:'=',.C&'7+##
<7*='1-*>#.2#K.6*-.*%7%#%+#K%2%>'++'#XNNPVXNN_#GY675'5#V#p_P#_#NI"##

4=,%6%+*.7#)'%&(h4=,%6%+*.7#.2#Z%2'#Z/F...-#]#J'%,+F>#Z+65'7+-#*7#K%2%>'++'#0%1*-F#d#
01.91%&#;'%1#Li#R.*7+:'C%1+&'7+*.2#456/%+*.7#]#:'C%1+&'7+*.2#R6-+*/'#]#:'C%1+&'7+*.2#
J'%,+F#%75#J6&%7#Z'1=/'-#G:.45#]#:.R#]#:JJZ#d#2'5'1%,I#=#%#/'7+1%/+#`*+F#K%2%>'++'#0%1*-F#
Z/F...#Z>-+'&#QN]NQ]XNNM#d#Na]LN]XNNP#pQa\#XON"NP"##

4=,%6%+*.7#)'%&(h4=,%6%+*.7#.2#Z%2'#Z/F...-#]#J'%,+F>#Z+65'7+-#*7#K%2%>'++'#0%1*-F#d#
01.91%&#;'%1#Xi#R.*7+:'C%1+&'7+*.2#456/%+*.7#]#:'C%1+&'7+*.2#R6-+*/'#]#:'C%1+&'7+*.2#
J'%,+F#%75#J6&%7#Z'1=/'-#G:.45#]#:.R#]#:JJZ#d#2'5'1%,I#=#%#/'7+1%/+#`*+F#K%2%>'++'#0%1*-F#
Z/F...#Z>-+'&#QN]NQ]XNNM#d#Na]LN]XNNM#pXN\#PON"NP"##

A.V[7='-+*9%+.1(#[%+%#A.,,'/+*.7#2.1#3'F%*=.1%,#D*-8#Y%/+.1#Z61='*,,%7/'#Z>-+'&#
G3DYZZI#XNNM#A'7+'1-#2.1#:'*-'%-'#A.7+1.,#%75#01'='7*'.7#GA:A#d#2'5'1%,I#=#%#/'7+1%/+#`*+F#
E22*/'#.2#06W,*/#J'%,+F#GE0JI#.2#F'#:'C%1+&'7+*.2#J'%,+F#%75#J.-C*+%,#G:JJVK.6*-.*%7%I##

N#!O(22.P09*80G!\$P&-'0G!>.1.-0K!
!

K!J04D:#Z/F...%1#.2#F'#;'%1#!`%15#GC1'-'7+'5#%+#\$.=#XNQN#%776%,#/.7='7*'.7I#XNQN##
475.`'5#01.2'--.1-F\*C#!`%15#A.,,'9'#.2#456/%+*.7#<7*='1-*>#.2#K.6*-.*%7%#%+#
K%2%>'++'#XNQN#d#XNQL##

K!J04D:.)#>,.1#:.5-.7#!`%15#G.6+-+*75*79#>.679#C1.2'--*.7%,#*7#K!J04D:I#XNN_#
475.`'5#01.2'--.1-F\*C#!`%15#A.,,'9'#.2#456/%+*.7#<7*='1-*>#.2#K.6*-.*%7%#%+#
K%2%>'++'#XNNP#d#XNQN"##

? '&W'1#.2#0F*#3'+%#:' ,+%#][7+'17%+*.7%,#J.7.1-#Z./'+>##<7*='1-*>#.2#K.6*-.*%7%#%+#
K%2%>'++'#XNNP##

!
"F#!A<DF"=<!
!

S*/'V01'-.5'7+*.2#F'#\$%+*.7%,#Z./%#Z/*'7/'#!--./%+*.7#GXNQa#V#I##
?'&W'1##!&'1'/%7#A.,,'9'#.2#J'%,+F/%1'4B'/6+*='-#Z.6+F'%-+#)'B%#-Z6WV/F%C+'1#GXNQO#
VI#

? '&W'1#.2#\$%+*.7%,#T.='17*79#3.%15#.2#F'#\$%+*.7%,#Z./%#Z/*'7/'#!--./%+*.7#GXNQO#V#
XNQaI##

? '&W'1#.2#Y%/6,+>#Z'7%+'%+#K%&%1#<7*='1-*>#GXNQ_#d#XQI#
?'&W'1#.2#!/%5'i&*/#!22%*1-#A.&*&+*' '#%+#K%&%1#<7*='1-*>#GXNQ_#V#XQI#?'&W'1#.2#AE4J:#
A611*/6,6&#A.&*&+*' '#K%&%1#<7*='1-*>#GXNQa#V#XQI##

D'-.*,*7'/>%75#D'/.'='1>#A.&*&+*' '#%+#K%&%1#<7*='1-*>#GXNQa#V#XQI##
Y.675*79#:'1'/'+.1#.2#Z.6+F'%-+#)'B%#-06W,*/#J'%,+F#[7-+*+6+'#GXNQa#V#XQI##
01'-.5'7+*.2#0F*#3'+%#:' ,+%#][3'+%#^*#AF#C+'1#%+#K%&%1#<7*='1-*>#GXNQa#d#XQI#

A.VAF%*1#.2#!/%5'&*/#!22%*1-#A.&&*++'#2.1#<Y!#%+>7*='1-*>#.2#\$`#479,%75#GXNQL#d#
Q\I##
AF%*1#.2#!/%5'&*/#!22%*1-#A.&&*++'#2.1#Z/F..,#.2#A.&&67*+>#%75#0.C6,%+*.7#J'%,+F##
<7*='1-*>#.2#\$`#479,%75#GXNQX#d#QLI##
?'&W'1#.2#[7-+*+6*+.7%,#D'='`#3.%15%#>7\*='1-\*>#.2#\$`#479,%75#GXNQX#V#Q\I##
?'&W'1#.2#Y%/6,+>#!22%*1-#A.&&*++'#2.1#Z/F..,#.2#A.&&67*+>#%75#0.C6,%+*.7#J'%,+F##
<7*='1-*>#.2#\$`#479,%75#GXNQX#V#Q\I##
?'&W'1#.2#!5&*--*.7-#%75#Z+65'7+#!22%*1-#A.&&*++'#2.1#Z/F..,#.2#A.&&67*+>#%75#
0.C6,%+*.7#J'%,+F#%#<7*='1-*>#.2#\$`#479,%75#GXNQX#V#Q\I##
S*/'V01'-'*5'7+2.1#J'%,+F#:#*=-*.7#K.6*-*%7%#!,,%7/'#2.1#J'%,+F#OF>-%/#456/%+*.7#
D'/1'%+*.7#%75#:#7/'#GK!J04D:I#GXNNA#V#XNQNI##
01'-'*5'7+H#OF*#3'+%#:#',+%#<7*='1-*>#.2#K.6*-*%7%#%+K%2%>'++'H#XNN_VNa##
06W,*/'#J'%,+F#AF%*1#.2#F'J'%,+F#:#*=-*.7#K.6*-*%7%#!,,%7/'#2.1#J'%,+F#OF>-%/#456/
%+*.7#D'/1'%+*.7#%75#:#7/'#GK!J04D:I#GXNPNV#XNN_I##
?'&W'1#Y%/6,+>#Z'7%+'H#<7*='1-*>#.2#K.6*-*%7%#%+K%2%>'++'H#XNNPVN_###
06W,*/'#J'%,+F#AF%*1#.2#F'J'%,+F#:#*=-*.7#K.6*-*%7%#!,,%7/'#2.1#J'%,+F#OF>-%/#456/
%+*.7#D'/1'%+*.7#%75#:#7/'#GK!J04D:I#GXNPNV#XNN_I##
?'&W'1#%?'#%+'1-#.2#Z/*'7/'#:#'91'#A.&&*++'#:#'C%1+&'7+2#U*7'-*..9>H#<7*='1-*>#
.2#K.6*-*%7%#%+K%2%>'++'H#GXNNO#V#XNQNI##
A%15%.=-%/6,%1#J'%,+F#Z+'1*79#A.&&*++'#H#ZA#:#'C+2#J'%,+F#%75#47=*1.7&'7+%,#
A.7+1.,H#A.,6&W*%H#ZA#GXNN\#V#XNNOI"##
4=,%6%+*.7#A.&&*++'#(Z.6+F#A%1.,*%#A%7/'1#A.%,*+*.7#:#*=-*.7#.2#A%7/'1#01'='7+*.7#
%75#A.7+1.,H#ZA#:#'C+2#J'%,+F#%75#47=*1.7&'7+%,#A.7+1.,H#A.,6&W*%H#ZA#GXNN\#V#XNNOI"##
:#'C+2#J'%,+F#%75#47=*1.7&'7+%,#A.7+1.,#4=,%6%+*.7#T1.6C#G:J4TI#[7=.,='&'7+*7#
C,%77*79#%75#=#,%6%+*.7#%/#+*+*'-g#%75#C1-'7+'5%#&+.7+F,>#-'&*7%1-#GXNN\#d#XNNOI"##
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0,%77*79#)%&(4=,%6%+*.7#c.18-F.C2.1#3%-*/#[&C,'&'7+*+.7#Z+*+'-H#A%15%.=-%/6,%1#
J'%,+F#01.91%&H#A'7+'1-2.1#:#*-'-#A.7+1.,#%75#01'='7+*.7#GA:AI##!+,%7+H#T!H#GXNNOI"##
0,%77*79#)%&(1#VZ+*+'Z+1.8'\$'+`.18#:#%#Z6&&*+H#AF%CC',#J*,H#\$A#GXNNOI##
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