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!..-12*3*,-34!"#\$%'56&7/%+9%"#%(/ 86&7/;%%-=-<%&%;.%"8>;=-%*+%8%\$?@ "%;.%ABC@%D<8+%

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

0\$(2!3%4(,56#2)#*#(1!!

V2--+W3%X+*=-.3*,O%*3%3*,28,-9%;+%,F-%,-..,;O%;H%,F-%Y829-+;382+-%8+9%Z+*3F*+88>-T

C-%V2--+W3%X+*=-.3*,O%-W,F;%+[+4E-%+*T8+[+F3;,-%,3*%+[+4E-%+-%Y829-+;382+-%,\F+;+%

Z+*3F*+88>-T%, -F8,*F3+;+F3\|F-.%-+-%;+FE%&,3O87

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@*G88TE-%@JRF*+;;G88R-R8G*R%8,-G8R89%C889;E-%G**+E88%Z+*3F*%88>-%8T*+R7

78-'19!:;'<#./'19:!\$((2!=(%6-/'<'19!!

^8NF%;H%23%E*<<%>-%N;G*+R%,;%N<833%E*,F%;2%;E+%*+9*="928<%<*-9%-_D.-.*-+N-3%8 .8N-S%-,F+*N*,OS%R-+9-.S%9*38>*<*,OS%3-_28<%;.*-+,8,*;+S%H8*,FS%3;N*;-N;+;G*N%3,8,23S 3,8.,%>O%8NT+;E<-9R*+R%,F8,%9*.N,S%*+9*.N%698N9%308,*;G%_3%E*,F*+%2+*=-.3*,O% 3,.2N,2.-3%8+9%D;<*N*-37%UF-3-*+3,*2,*;+8<%8+9%N;GG2+*,O%>8..*-3%N8+%E;.T%,;%9*HH `9*3a89=8+,8R-%N.,8*+%3,29+-,3%;.%R.;2D37%BB%8<3%;E8+,%;,%8NT+;E<-9R-%,F-%*GD;,.8N *+,-3-N,*;+8<,O%*+%2+9*.N%698N9%308;E%8+%*+9*="928<W3%G8+O%*9-+,*,-3%N8+%N;+,*>2,-%,;%,<*-9%-_D.-.*-+N-3%8+9%-_D.-.*-+N-3%;H%9*3N.*G*+8,*;+7%BB%,F*3%N<833S%BB%8G%83T*+R% 3F;E%.-3D-N,%H;.%;+-%8+;,F-.S%8+9%,;%.-N;R+*b%,F-%9*=-.3*,O%;H%-_D.-.*-+N-3S%>8NTR.;2 >-<*-H3%F-<9%>O%H-<<E%3,29+-,37%BB%E*<<%E;.T%,;%D.;G;,-%8%N<833.;;G%--+=*.+G-+,%;F 9*3N.*G*+8,;.OS%18N*3,S%8+9%8NN;2+,8><-%H;.%8<<%3,29+-,37%

>-'62'()!\$!+6\$///.,,*!+,**-('19 !

X+*=-.3*,O%*3%8%D<8N-%,;%3F8.-S%12-3,*;+S%8+9%NF8<<-+R-%*9-837%#;2%N8+.%F-<D%,;% .-3D-N,H2<%N<833.;;G%N;GG2+*,O%H;.%<-8.-.3%>O%H;<<E*+%,F-3-%R2*9-<*+34

- c8T-%8%D-.3;+8<%N;GG*,G-+,%;%;<-8.+%8>;2,S%2+9-.3,8+9S%8+9%DD;,,%O;2.%D--.3
- Z332G-%,F-%>-3%;H%;,F-.3%8+9%-_D-N,%F%>-3%;H%,F-G
- M-N;R+*b%-8+9%=8<2-%,F-%-_D.-.*-+N-3S%8>*<*,*-3S%8+9%T+;E<-9R-%-8NF%D-.3;+%> N;2.3-%
- ZNT+;E<-9R-%,F-%*GD8N,%;H%;DD.-33*;+%;+%;,F-.%D-;D<-d3%<*Θ;2%EF,998%8T-%32.-% 8+9%,;+-%8.-%.3D-N,H2<%8+9%*+N<23*=-7
- ^+N;2.8R-%;,F-.3%,;%9-=-<D%8+9%3F8.-%F%*9-837
- !8O%N<3-%8,,-+,*;+%,;%EF8,%O;2.%D--.3%38O6E.*,-%>-H;.-%O;2%.-3D;+97%UF*+T%,F; .- J.-89%EF8,%O;2%F8=-%E.*,-+>-H;.-%O;2%D;3,%;+<*+-%;.%3+9%O;2.%N;GG-+,%;%
- I-%;D-+%,;%F8=*+R%O;2.%*9-83%NF8<<-+R-9%8+9%NF8<<-+R-%;F-.3%E*,F%,F-%*+,-+, A;T%H;.%;DD;,,2+*,*-3%,;%8R.--%E*,F%;+-%8+;,F-.S%>2*<9*+R%;+%8+9%*+,-*,+8<<O% .-H-.-+N*+R%D--.3W%,F;2RF,3%8+9%*9-83%9*38R.--%E*,F%*9-83%E*,F;2.%G8T*+R%D-. 8,,8NT3S%9-G-8+*+RS%;.%-G>8..833%R%;,F-.37

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+,-./#!H1.-%1-.# !

B+%R-+-8<S%,F-%H*.3,%8%2E%6%D.;=*9-%8%>,;89%*+,;92N,*;+%N;=-.9%*+%,F-%,-_,>;T7%
UF-%3-N;+9%-<-N,2.-%E*<<,8.R-,%8%D8.,*N2<8.%8.-8%;H%*+,.-3,%;.%N;+,.:-.3O%E*,F*+%,F8%
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7"8# A#####	A8+R28R-%h=-<;DG%#, A8+R28R-%ZG;+R% \$;+R-+*,8<<O%h-8H%\$F%	\$F8D,-.%K <u>Z..,*N<%</u>	?#8#0@%A,20
7"8# B#####	6'&(\$;%h=-<;DG-+,%;H% A8+R28R-%h=-<;DG%#, \$;+R-+*,8<<O%h-8H%\$F%	% <u>Z..,*N<%</u>	%
7"8# C#####	6'&(\$;%*<-*+R28<*3G%8+ A8+R28R-%h=-<;DG%#, \$;+N-D,28<%h=-<;DG%#, X+9-.3,8+9*+R%;H%@-.1 8+9%\$;+,8R%#	<u>Z..,*N<%</u>	%
7"8#9D###	"';N*8<%\$;R+*,*%%	%	%

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|#8-'.#2!J\$1#. '\$6/! !

UF--%8.-%,E;%T*+93%;H%.-12*. -9%.-89*+R3%H;.% ,E*3%,N~~T2/3~~4988833*R8t;9%<-37%B+%

R+- .8<S% E-% E*<<%.-89%;+-%, -_,>;T%NF8D,.-%8+9%;+-%R+- .8<%8.,*N<-%D-.%E--TS%,F;2RF

-_N-D,*;+3%G8O%8DD<O%`-7R7S%*+%)--T%5%E-%E*<<%.-89%,E;%, -_,>;T%NF8D,.-3a7%Z33-3

N;=-.%>;F%,F-%, -_,>;T%8+9%,F-%32DD<-G-,8.O%. -89%2RBS%Q%2B%N;GD<,-.%>;F%

3-3%,H%.-89%R37

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#;2%N8+%NF;;3-%,F-%. -89*+R%3NF-92<-,F8,%E;.T3%>-3,%H;.%O;2S%8<,F;2RF% B%.-N;GG-+<

,F%.-12*. -9%.-89%*R%8,,+9*+R%,F8,%98OW3%<-N,2.-%EF-+-=.%D;33*><-7%UF*3%E*<<%8<<

>-, -.%+R8R-%*+%N<833%9*3N233*;+3%8+9%F-<D%,;%H8N*<,8,-%O;2.%2+9-.3,8+9*+R%;H%<-

#;2%G8O%8<3;%E8+,%,%>.*+R%8%9*R*,8<%;.%E-9P%BB%P%9%3F*N<-%E*,F%O;2%,;%

N<833%3%;,F8,%O;2%N8+%. -H.-+N-%,F-%D8D-.%92.*+R%N<833%9*3N233*;+37%

+,-./#!# K#L1C,,4!!

"*-R<- .S%M7%g%Z<*>8<*S%c7%`((/a7%\$F*<9%+W9%aJF%+T%3;R%^92N8%;+7%

%

UF-,-_,>;T%H;.% ,F*3%8%8=8*<84<%D2.NF%83%8+%;T7%818+%->-.;9.-.9%,F.;2RF%,F-%

H;<< ;E*+R%6%TF-%\$8GD23%I;;T3,;.-7%UF*3%<3+7%2*3%0%;+%,F-%N;2.3-%F;G-D8R-%2+9-.%

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",>)&%-#%!:)%2%o=*:23%*,-.8,*;+3%;H%,F*3%N;2.3-%F83-*6239%8%*,<-9%,-.%>;T4

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Ik;.T<2+9S%h7%l7S%g%\$823-OS%Q7%l7%`(/5fa7%\$F*<9.-+W3%UF*+T*+R4%\$%R+*,*=-%9=-<;D

+9=%928<%9*HH-.-+N-3%`K,F%-9*,*;+a7%"Z@^7%"IC4%nef5'/K&&0&'K%

%

UF-%N;+,-+,%*+%Ik;.T<2+9%8+9%\$823-OW3%,-_,>;T%E*<<%+;,%>-%N,*2\$9%*%0%8%3%N<8337

-(:%8"#\$%8*D8-%E5%

E1&#.B//')(#2 !!#\$2'()!/ !

)-%E*<<%;H,-+%23-%8N89-G*N%8.,*N<-3%,;%32DD<-G-+,%,F-%, -_,>;T%.-.89*+R37%M-89*+R%k

8.,*N<-%R%+>-%982+,*+R%H;.%3;G-~~%3,29%+3,7%~~-D-N,%O;2%,;%.-G-G>-.%=-.O%9-,8*<%8>;2,%

-8NF%8.,*N~~%3,29%+3,7%~~-89S%O;2%G8O%H*+9%*,%F-<DH2<%;,%H%10%,F%9,2%~~%3,29%+3,7%~~-F-3-%

N;.-%12-3,*;+34%

-)F8,%.-3-8.NF%12-3,*;+83%82,F;.3%8.-%,.O*+R%,;%d8+3E-.i%
-)FO%0;%,F-%82,F;.3%,F*+T%,F8,%*,%*3%*GD;,.8+,%;,%8+3E-.i;%3%12-3,*;+i%
-)F8,%G-,F;93%9*9%,F-%82,F;.3%23-%;,%8+3E-.i;%3%12-3,*;+
-)F8,%N;+N<23*;+3%9*9%,F-%82,F;.3%9.8E%>83-9%;+%,F-*%. -32<,3i

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U;%833*3,%O;2%*+%R-,,*+R%3,8,-9S%B%F8=-%8,,8NF-9%3;G-%.-3;2.N-3%4;%%6F%E%,;%. -89%8.,N;2.3-%+V%*+%,P%82#%!D2\$)'&(26N,*;-7%/%E*<%<3%-%R;*+R%;=-.%-8NF%8.,*N<-%*+%N<833S%EF*NF%3F;2<9%F-<D%,;%N<-8.%2D%8+O%N;+H23*;+%O;2%G8O%H8N-%EF*<-. -89*+R7%#;2E-<N;G-%,;%8,, -+9%GO%;HH*N-%F;283%H12%0,2%8%8>;2,%8+O88,31%+F9%8.,*N%37%

0'1!,M!3//')(#2!3.1'%6#/!!

57 I8*<<8.R-;+S%M7S%"D-<T-S%^7%"7S%g%)833-.G8+S%"7%`5mf'a7%?>I-N,%D-.G8++N-%
G;+,FJ;<9%*+H8%370#8#56GHIJ5m5/f7%,,D34669;*7;.R65/75/5K6//5/
/(ee`f'am///f J&!

(7 c2+b-.S%U7%@7S%c*<<.S%Z7%c7S%)--T3S%Y7%c7%Q8N*.;,*S%C7%g%M89-3TOS%o7
;,99<-.3;N*8<%.-N*D.;N*,O%92.*+R%.-89*+R%H.;G%<-N,.;+*N%,8%K3M%6%3D.*+,%>;T3
A*.#28)#&\$K%6N51p5/f&7%,D34669;*7;.R65/75//56k8G8D-9*8.,*N37(/%67&0f/

&7 h-A;8NF-S%o7%"7S%X,,8<S%h7%Y7S%g%M;3+R.-+S%Q7%"7%`(/0a7%"N8%%-..;3%;HH
D.-N-D,*;+8N,*;+9*33;N*8,*;+%-8.<O%&#%6&%HK%5C%P%Kp5/(m7%
F.,D34669;*75R65(K63N*-+N-75/m8%e

07 ?,R88.S%Y7S%Y;E-S%c7%A7S%c-.NT->8NFS%Y7S%g%c2.*3S%!7%`(/5fa7%)F;%*3%,F-%
-O-E*,+-33i%";G-*G-3%892<,3%>2,%8%;,F-%,*G-3%,N%8%Q#7%8#0\$%#0%
A\$:&"',@#&2,%9&#*0&S%8%50'7%,D34669;*7;.R65/755ee6/mK&e(505fe%mmf

'7 "=* .3TOS%c7%Z7S%U;:FS%52%2C-2>2.R.-S%Y7%`(/0a7%h=-<DG-+,%;H%<8+R28R-%8+9
3D--NF%D-.N-D,*;+%*+%N;+R-+*,8<<OS%D.;H;2+9<O%9-8H%NF*<9.-+%83%8%H2+N,*;+%
N;NF<-8.%*GD<8+,8M(#7%@:%R%S*()T8','@:K%40p

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\$;2.3-%G8,-.*8<3%N.-8,-9%>O%,F-%N;2.3-%*+3,.2N,;.S%*+N<29*+R%8<<%3<%9-3S%D.-3-+8,*;+3
,;3S%-.8G3S%8+9%;,F-.%3*G*<8.%N;2.3-%G8,-.*8<3S%8.-%,F-%*+,-<<-N,28<%D.;D-,O%;H%,F
*3%8%9-D8.,2.-%H.;G%8N89-G*N%*+,-R.* ,O%,,%9NB,O%2D\$%8Y23-<<%;,%;,F-.E*3-%9*33-G*+8,-%
8+%*+3,.2N,;.W3%N;2.3-%G8,-.*8<3%;.%,,;%D.;=*9-%8+%*+3,.2N,;.W3%N;2.3-%G8,-.*8<3%;.%8+C
9*3,.*>2,*;+S%D;3,*+RS%38<-%;.%,,F-.%G-8+3%;H%9*33-G*+8,*;+S%E*,F;2%,F-%*+3,.2N,;.W3%
N;+3-+,7%Z%3,29F,%E R8R-3%*+%32NF%N;+92N,%G8O%>-%32>k-N,%,,;%D-+8<,O%H;.%8%9-D
8N89-G*N%*+,-R.* ,O%8+9%G8O%8<3;%H8N-%89=-.3-%<-R8<%N;+3-12--N-3%H;.%*+H.*+R-G-+,
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B%8G%G;.-%,F8+%F8DDO%,;%G--,%E*,F%3,29-+,3%,;%9*3N233%12-3,*;+3%8>;2,%<-N,2.-%N;+833*R+-9%-.89%¹⁸³%O;2%F8=-%12-3,*;+3%8>;2,%833*R+G-+,%9-,8*<3%`-7R7S%9-89<*-3S%H;.%N;2.3-%D.;N-92.-3S%¹⁸³B%83T%¹⁸³,%N¹⁸³<,%,F*3%3O<<8>23%8+9%,F-N;2.3-%?+V7%#;2%G,F8,%G8+O%;H%O;2.%12-3,*;+3%8.-%8<.-89O%8+3E-.9%*+%,FB%N899%6%,;%8G8% E--T<O%;HH*N-%F;2.3S%3,29-+,3%8.-%-+N;2.8R-9%,;%9*.N,%12-3,*;+3%8>;2,%833*R+G-+,3%`9H;.G8,3S%-,N7aS%,F-%.89%¹⁸³R;2S%8N;+,-+,%,;PAGGS%9%H.;G%12N%"O<<¹⁸³S%8P%,F-%-G8*<4M-G;=-9P%

#;2.%, -8NF*+R%833*¹⁸³G%9P% E*<<%>-%N;GD3*¹⁸³R+P%8P% ,%8G;2+,%;H%R.89*+R%H;%;F*3% N;2.3-7%¹⁸³BH%O;2%F8=-%12-3,*;+3%8>;2,%R.89-3%;.%-12*.-%899*,*;+8<%H-9>8NT%;+%8+;%833 ,F8,%O;2%H*.3,%9*.N%,F-3-%12-3,*;+3%,;%O;2.%, -8NF*+R%833*¹⁸³M3,8+-%8P%N,-%*OB*< 8%<;EJ,F8+J_D-N,-9%R.89%;+%8+;%833*R+G-+,%N8+%->-3,.33H2<7%!<-83-%2+9-.3,8+9%,F8,%-8NF*+R%833*¹⁸³F8DDO%,;%9*3N233%H-9>8NT% E*,F%3,29-+,3S%,F-O%8.-%+;,%;><*R8,-9%8%3,29-+,W3%¹⁸³8DD.;8NF*+R%,F-%,-8NF*+R%833*3,8+,%H;.%899*,*;+8<%H-9>8NT%;+%833*R+G-+,%;%_-8GS%D<-83-%G8*+,8*+%8%.-%D-N,H2<%;,+7% % BH%O;2%F8=-%12-3,*;+3%8>;2,%8+;%8NN;GG;98,*;+%;.%8N89-G*N%N;+3*9-.8,*;+%. -12-3,S%D<,F-3-%,1M-G;=-9%H.;G%12N%"O<<¹⁸³NN;GG;98,*;+3%833*3,8+,%8%,!EM%GG-9P%

O-##(R!7*\$'6 !

UF-%2+*=-.3*,O%N;GG2+*N8,-3%E*,F%3,29-+,3%-*8%V2--+W3%-G8*<7%!<-83-%NF-NT%O;2.%-;.%-+32.-%O;2%9;%+;,%G*33%*GD;.,8+,%*+H;.G8,*;+%.<8,-9%%;%O;2.%N;2.3-7

+,-./#!3((,-(%#*#(1/ !

BGD;..8+,%*+H;.G8,*;+8+9%N;2.3-%2D98,-3%G8O%8<3;%>-%N;+=-O-9%=*8%,F-%Z++;2+N-G-+?+V7%¹⁸³B%83T%,F8,%3,29-+,3%D<-83-%-+32.-%,F8%,F-O%F88(%?%V%4%;,FNB%N;2%8-S%3%;,F8,%O;2%9;%+;,%G*33%8+O%*GD;.,8+,%*+H;.G8,*;+7%

57 A;R%*+%,;%?-%7%
(7 B+%,F-%,;D%.*RF,F8+9%N;.+-.S%N<*NT%;+%O;2.%,%8+8G-%8#%3%,3%N%
9.;D9;E+%G-+2%
&7 "N.;<<%,"%-%#%!;)%.1.(-%).8%3-<-N%,F-%N;2.3-%2D98,-3%O;2%E8+,%;%>-%+;,*H
8>;2,7%

+,-./#!B##2C\$%4!!!!

Z,%=8.*;23%D;*+,3%92.*+R%,F-%N;2.3-S%O;2%G8O%>-%83T-9%,;%8T-%D8,%*+;%8%=8.*-,O%8N,*=*,*3S%32NF%83%32.=-O3%8+9%12-3,*;+8*.37sUF*3%H-9>8NT%--+8><-3%,F-%,-8NF*+R

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GD.;=-%,F-%N;2.3-7%Z<<%32.-=O3%8.-%8+;+OG;23%8+9%8.-%9. -N,<O%..-<8,-9%,;%8N,*=*,*-38+9%;,F-.%N;2.3-%G8,%*8<7

+6\$/!/311#(2\$(%#!

#;2.%D.-3-+N-%8+9%D8.,*N*D8,*;+%*+%N<833%N;+,.*>2,-3%,;%,F-%T+;E<-9R-%8+9%3T*<<3%,F9-=<;D%,F.;2RF;2,%F*3%N~~12.3%899*~~,*DS%N*D8,*;+%F*-%N<833%H;.G8,*=-%833-3%G-+3E*<<%G8T-%2D%D8.,;%H%O;2.%R.89-%B%%,B*%N%N,F83%O;2%8,,+9%N<833%. -R2<8.<OS%D8.,*%N<833%N;+=-.38,*;+3%8+9%<-8.+*+R%8N,*=*,*-37%UF-3-%,OD-3%;H%8N,*=*,*-3%D.;=*9-%8-+R8R-G-,S%D.;G;,-%8%9--D-.%2+9-.3,8+9*+R%;H%,F-%N;2.3-%N;+,-,S%8+9%N;+,.*>2,-%,;%C32NN-33%*+%,F*3%N;2.3-7

3%\$2#*'!H-DD,.!

Z<<%2+9-.R.8928,-%3,29-+,3%H8N-%+-E%<-8.+*+R%8+9%E.*,*+R%NF8<<-+R-3%83%,F-O%D.;R2+*=-.3*,O4%-338O3%8+9%.-D;,.3%>-N;G-%G;.-%N;GD<-:_-HH-N,*=-<O%*+N;D;8,*+R%.-3-8.NE.*,*+R%>-N;G-3%G;.-%*GD;,.8+,:%F-%,OD-3%;H%833*R+G-+,3%>3N%G%CBR%4%R%O;2.%,*G-%8+9%9-=-<:D*+R%,F-%3T*<<3%O;2%+-9%,;%.-89%8+9%,F*T%N.*,*N8<<O%R-,3%G;.-%N-+N;2.8R-%3,29-+,3%,;%N~~128N~~,%ZN89-G*N%"2NN-33%"-.=*N-3%`"Z""a7%"Z""%;HH-.3%G8+O%E8O3%,;%.-N-*=-%32%DD;,.4%

%

- I.--%;+<*+-%;.%DD+.3;+%DD;*+,G-+,3

!"#\$ %'(%

%

) *+,-.%(/(0 %

!

!<-83-%3--%,F-%U-8NF*+R%U-8G%D8R-%H;.N;+,8N,%*+H;.G8,*;+%H;.O;2.%*+3,.2N,;%8+9%
.=-8+,%

BH%O;2%+-9%,;%.-12-3,%8N89-G*N%N;+3*9-.8,*;+%H;%F*3%N;2.3-S%O;2%E*<<%>-%. -12*. -9%
+8G-%8+9%-G8*<%899.-33%;H%,F-%N;:9*+8,;.7%!<-83-%23%,F-%H;<<;E*+R%N;+,8N,%*+H;.G8%
%

\$;2.3-%B+3,.2N,%M-G;=-9%H.;G%12%N%"O<<8%23P

\$;2.3-%\$;;.9*+8,;%C8G-%M-G;=-9%H.;G%12%N%"O<<8%23P

\$;2.3-%\$;;.9*+8,;%-G8*<%899.%M-G;=-9%H.;G%12%N%"O<<8%23P

O-##(R!/A,6'9!H1\$1#*#(1!,(!3%\$2#*%'=(1#).!19

V2--+W3%X+*=-.3*,O%*3%9-9*N8,-9%,;%N.-8,*+R%8%3NF;<8.<O%N;GG2+*,O%H.--%,;%-_D<;-%
9-83S%,;%>2<9%8+9%89=8+N-%T+E<-9R-S%8+9%,;%3F8.-%,F-%*9-83%8+9%T+E<-9R-%,F8,
.8+R-%;H%*+,-<<-N,28<%D232W37%3,29-+,3S%H8N2<,OS%89G*+*3,.8,;.3%8+9%3,8HH%,F-.H;-
F8=-%. -3D;+3*>*<,*-3%H;%32DD;,.+R%8+9%2DF;<9*+R%,F-%H2+98G-+,8<%=8<2-3%;H%8N89

!"#\$ %&(' %

!

%

)*+,.-.%(/(0 %

%

!"#\$ %'(%

!

%

)*+,.-.%(/(0 %

!<-83-%.-89%U2.+*%,%*WNO%!;<*S%