#$%&'(!)*++,-%'!
./01(&'02*!$3!#$+$&,4$!5$%+4(&!
6/2&$4%720$/!2$!)2,20'207'!8029!#$:;%2(&!<;;+07,20$/!
=7$/$:07'!>?"?@A>A!
B,++!CAC>!

!

!

D&$3(''$&E!F079$+,'!=G!B+$&('!
H3307(E!!=7$/!"AI!
=:,0+E!F079$+,'GB+$&(' J #$+$&,4$G(4%!
!
K(72%&(!#+,''&$$:E!!=7$/!""I!
#+,''!L((20/M!N0:(E!!L OB!PEAQ!,G:G!R!PEQQ!,G:G!
!
H3307(!S$%&'E!=7$/!"AIT!L O!CE>A!;G:G!R!UEAA!;G:G!,/4!-*!,;;$0/2:(/2!
V$$:!6W!$/!#$%&'(!#,/1,'!)02(!
!
X(702,20$/!A>"!!
#+,''&$$:E!!#+&(!CA?!
L((20/M!N0:(E!L!CE>A!;G:G!R!>ECA!;G:G!
!
X(702,20$/!A>C!
#+,''&$$:E!!=77&!">"!
L((20/M!N0:(E!O!UEUA!;G:G!R!QE>A!;G:G!
!
!"#$%&"'
#,/1,'!0'!$%&!7+,''!8(-'02(E!
K$M0/!%'0/M!*$%&!./01(&'02*!$3!#$+$&,4$!5$%+4(&!04(/20Y(*!,/4!;,''8$&4!
922;'EZZ7,/1,'G7$+$&,4$G(4%Z!
./4(&!#$%&'(!K0'2T!7+07Y![=#HF!>?"?E!6/2&$4%720$/!2$!)2,20'207'\!!

N9(!7$%&'(!7$/'0'2'!$3!301(!7+$'(+*!&(+,2(4!;,&2'G!!N9(!30&'2!;,&2!$3!29(!7$%&'(!0/2&$4%7('!
8,*'!2$!(^;+$&(!4,2,!%'0/M!10'%,+!,/4!/%:(&07,+!:(,'%&('G!!_$%!80++!+(,&/!,-$%2!
'%::,&*!:(,'%&('!3$&!'0/M+(!1,&0,-+('!,/4!8(!80++!7$/'04(&!&(+,20$/'90;'!-(28((/!
1,&0,-+('G!!N9(!'(7$/4!;,&2!$3!29(!7$%&'(!0/2&$4%7('!*$%!2$!-,'07!;&$-,-0+02*!29($&*T!
;$;%+,&!;&$-,-0+02*!40'2&0-%20$/'T!,/4!:,29(:,207,+!(^;(72,20$/G!!N9(!290&4!;,&2!$3!29(!
7$%&'(!0/2&$4%7('!*$%!2$!',:;+0/M!40'2&0-%20$/'!,/4!29(0&!;&$;(&20('T!;&$;(&20('!$3!
('20:,2$&'T!7$/304(/7(!0/2(&1,+'T!,/4!9*;$29('0'!2('20/MG!N9(!3$%&29!;,&2!$3!29(!7$%&'(!0'!
,++!,;;+0(4!'2,20'207,+!0/3(&(/7(!0/7+%40/M!0/3(&(/7(!,-$%2!29(!:(,/!$3!,!;&$-,-0+02*!
40'2&0-%20$/T!0/3(&(/7(!,-$%2!4033(&(/7('!0/!28$!;$;%+,20$/!:(,/'T!0/3(&(/7(!,-$%2!,!
'0/M+(!;&$;$&20$/!3&$:!,!;$;%+,20$/T!,/4!0/3(&(/7(!,-$%2!4033(&(/7('!0/!28$!;&$;$&20$/'G!!
N9(!30329!,/4!30/,+!;,&2!$3!29(!7$%&'(!3%&29(&!(^;+$&('!7$&&(+,20$/!,/4!'0:;+(!&(M&(''0$/!
,/,+*'0'!,/4!29(/!,44'!0/3(&(/7(!,-$%2!'0:;+(!&(M&(''0$/G!!
!

()*+$"'/)012%&3!

!"#$%#$%&'%#'()*+$,'%-,.+$*/!!_$%!80++!-(!&(]%0&(4!2$!7$:(!2$!7+,''!,/4!&(702,20$/G!!F$!
;,&2!$3!290'!7$%&'(!0'!&(:$2(!8029!29(!(^7(;20$/!$3!'$:(!V$$:!$3307(!9$%&'G!!O(!,&(!
9$;0/M!29(!0/@

)2%40$!6/2(&3,7(!2$!4$!X!(^(&70'('G!!O(!80++!';(/4!'$:(!$3!$%&!7+,''Z&(702,20$/!20:(!
8$&Y0/M!$/!29('(G!!X!9,'!M$$4!'(+3@7$/2,0/(4!4$7%:(/2,20$/!0/!29(!-,'07!X!0/'2,++,20$/G!!
H/!*$%&!30&'2!X!(^(&70'(T!*$%!80++!M(2!'$:(!-,'07!2&,0/0/M!$/!9$8!2$!0/'2,++!,/4!4$!'$:(!
-,'07!$;(&,20$/''!0/!XG!!6!80++!9(+;!*$%!29&$%M9!29(!'(:('2(&G!!</!,44020$/,+!3&((!&('$%&7(!
0'!29(!-$$Y!L$4(&/!X!802912 9(!204*1(&'(!-*!5&%/$!X$4M&0M%('E!
!
922;'EZZ-@&$4&0M%('GM029%-G0$Z:$4(&/eXZ!
!!!
N90'!3&((!(!(-$$Y!;&$104('!0/'2&%720$/!$/!;&$M&,::0/M!0/!XG!!5%2!:,0/+*!8(!,&(!M$0/M!2$!
0:;+(:(/2!29(!290/M'!8(!+(,&/!3&$:!29(!-$$Y!0/!XG!
!
(21$$';*<<)**+&=>"2<'?@2$)'A)*90')9'(19-1$B'
f"g!N9(!;&0:,&*!9(+;!$;20$/''!3$&!29(!7$%&'(!,&(!29(!;&$3(''$&!,/4!2(,790/M!,''0'2,/2!89$!
9,1(!&(M%+,&!$3307(!9$%&'G!!!
!
fCg!N9(!4(;,&2:(/2!$33(&'!,!3&((!4&$;@0/!2%2$&0/M!+,-G!!6/3$&:,20$/!7,/!-(!3$%/4!-*!
7+07Y0/M!9(&(G!
!
f>g!N9(&(!,&(!;&01,2(!2%2$&'!29,2!;&$104(!$/(

L $4%+(!U!

#9,;2(&!?!),:;+0/M!

#9,;2(&!P!=^;(&0:(/2'!

L $4%+(!Q!

#9,;2(&!"C!6/2&$4%70/M!D&$-,-0+02*!

#9,;2(&!">!d(/(&,+!X%+('!$3!D&$-,-0+02*!!

L $4%+(!h!

#9,;2(&!"U!50/$:0,+!W0'2&0-%20$/'!!

L,29(:,207,+!=^;(72,20$/!

L $4%+(!I!

#9,;2(&!"A!W,2,!=2907'!!

#9,;2(&!"Q!),:;+0/M!W0'2&0-%20$/'!

L $4%+(!?!

#9,;2(&!"h!#$/304(/7(!6/2(&1,+'E!N9(!5,'07'!!

#9,;2(&!"I!N('2'!$3!)0M/0307,/7(E!N9(!5,'07'!!

L $4%+(!P!

#9,;2(&!"?!6/3(&(/7(!0/!D&,7207(!%

#9,;2(&!CA!6/3(&(/7(!,-$%2!,!D$;%+,20$/!L(,/!!

L $4%+(!"A!

#9,;2(&!C"!6/3(&(/7(!#$:;,&0/M!N8$!L(,/'!!

#9,;2(&!CC!6/3(&(/7(!,-$%2!,!D$;%+,20$/!D&$;$&20$/!!

L $4%+(!""!

#9,;2(&!C>!6/3(&(/7(!#$:;,&0/M!N8$!D&$;$&20$/'!!

#9,;2(&!CU!6/3(&(/7(!,-$%2!i,&0,-+('E!D,&2!6i!X(10(8!

L $4%+(!"C!

#9,;2(&!Ch!6/3(&(/7(!3$&!X(M&(''0$/!

!!

***C**+"+"**D*%$%&"$**E!!=7$/!CA"A!,/4!=7$/!CACA!,/4!(029(&!=7$/!"A??!$&!L,29!"A?"!$&!L,29!

">AA!$&!L,29!">"A!$&!<DDL!">QA!f,++!:0/0:%:!M&,4(!#@gG!!X('2&072(4!2$!'2%4(/2'!8029!

CC@"?A!%/02'!7$:;+(2(4G!!

!

( ) *+$"'E-12*1&%)9'

d$,+!)(220/M!)%&1(*'!! ! !!> j!

#+07Y(&Z<22(/4,/7(! ! ! !!h j!

K(,&/0/M!#%&1(! ! ! "A j!

#9,;2(&!S$:(8$&Y!=^(&70'('! ! "Q j!

c%0``('! ! ! ! "A j!

X!=^(&70'('! ! ! ! "A j!

=^,:!"! ! ! ! "C j!

=^,:!C! ! ! ! "C j!

=^,:!>! ! ! ! "C j!

X(702,20$/! ! ! ! "A j!

!

FG<)+&19&'H1&"$'

<%M%'2!C?!R!

)(;2(:-(&!U!R!K,-$&!W,*!F$!#+,''!
)(;2(:-(&!CI!R!=^,:!"!
F$1(:-(&!>!R!=^,:!C!
F$1(:-(&!CA!R!CU!R!!B,++!,/4!N9,/Y'M010/M!5&(,Y!!
W(7(:-(&!">!R!K,'2!W,*!$3!#+,''!
W(7(:-(&!CA!R!=^,:!>T!=7$/!""IT!IE>A!R!"A!;G:G!
'

I 9%-"+$%&3'C)2%7%"$!

#K<))XHHL!5=S<i6HX!

)2%4(/2'!,/4!3,7%+2*!,&(!&(';$/'0-+(!3$&!:,0/2,0/0/M!,/!,;;&$;&0,2(!+(,&/0/M!(/10&$/:(/2!
0/!,++!0/'2&%720$/,+!'(220/M'T!89(29(&!0/!;(&'$/T!&(:$2(T!$&!$/+0/(G!B,0+%&(!2$!,49(&(!2$!'%79!
-(9,10$&,+!'2,/4,&4'!:,*!-(!'%-k(72!2$!40'70;+0/(G!D&$3(''0$/,+!7$%&2('*!,/4!'(/'020102*!
,&(!(';(70,++*!0:;$&2,/2!8029!&(';(72!2$!0/40104%,+'!,/4!2$;07'!4(,+0/M!8029!&,7(T!7$+$&T!
/,20$/,+!$&0M0/T!'(^T!;&(M/,/7*T!,M(T!40',-0+02*T!7&((4T!&(+0M0$/T!'(^%,+!$&0(/2,20$/T!M(/4(&!

$%&!,77$: : $4,20$/!+(22(&!3&$: !W0',-0+02!)(&107('!2$!*$%&!3,7%+2*! : (: -(&!0/!,!20 : (+*! : , / /(&!'$!*$%&!/((4'!7,/!-(!,44&(''(4G!#$/2,72!W0',-0+02*!)(&107('!,2!>A>@UPC@?hI"!$&! 4'0/3$ J 7$+$&,4$G(4%!3$&!3%&29(&!,''0'2,/7(G!!!

63!*$%!9,1(!,!2(:;$&,&*!:(407,+!7$/4020$/!$&!&(]%0&(4!:(407,+!0'$+,20$/!3$&!89079!*$%! &(]%0&(!,77$: : $4,20$/T!7$/2,72!*$%&!;&$3(''$&!2$!(/'%&(!29,2!*$%!Y((;!%;!29(!&(]%0&(4! 8$&Y!3$&!29(!7+,''G!<+'$!'((!N(:;$&,&*!L(407,+!#$/4020$/'!$/!29(!W0',-0+02*!)(&107('! 8(-'02(G!

DX=B=XX=W!)N.W=FN!F<L=)!<FW!DXHFH.F)!

#.!5$%+4(&!&(7$M/0`('!29,2!'2%4(/2'!+(M,+!0/3$&:,20$/!4$('/2!,+8,*'!,+0M/!8029!9$8! 29(*!04(/203*G!)2%4(/2'!:,*!%;4,2(!29(0&!;&(3(&&(4!/,:('!,/4!;&$/$%/'!10,!29(!'2%4(/2!

D+(,'(!Y/$8!29,2!3,7%+2*!,/4!M&,4%,2(!0/''2&%72$&'!9,1(!,!&(';$/'0-0+02*!2$!0/3$&:!H6=#!
89(/!29(*!,&(!:,4(!,8,&(!$30/704(/2'!&(+,2(4!2$!29('(!;$+070('!&(M,&4+(''!$3!89(/!$&!
89(&(!'$:(290/M!$77%&&(4G!N90'!0'!2$!(/'%&(!29,2!0/40104%,+'!0:;,72(4!&(7(01(!,/!
$%2&(,79!3&$:!H6=#!,-$%2!29(0&!$;20$/'!3$&!,44&(''0/M!,!7$/7(&/!,/4!29(!'%;;$&2!
&('$%&7('!,1,0+,-+(G!N$!+(,&/!:$&(!,-$%2!&(;$&20/M!,/4!'%;;$&2!&('$%&7('!3$&!,!1,&0(2*!$3!
0''%('T!10'02!W$/a2!6M/$&(!62G!

X=K6d6H.)!SHK6W<_)!

#,:;%'!;$+07*!&(M,&40/M!&(+0M0$%'!$-'(&1,/7('!&(]%0&('!29,2!3,7%+2*!:,Y(!(1(&*!(33$&2!2$!