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*&\$&+) -!%&+O'!

&' ()*+, -. /0*1), 234567!2/8!9++54)264* /!*0!9: 1, , ; , /6!

''

<, 04/464*/=!

>'

?* ; ; , /), ; ; , /6-!<@1264* /!2/8!A, 1; 4/264* /!

B'

.C@25!D++*16@/464, =!

E'

9/6#F@574/: !2/8!G212==; , /6!

\$'

FF?!?H458! I 1*6,)64* /! ! *54)7!2/8!?*8, !*0!?* /8@)6!

%'

(, 665, ; , /6!*0!<4=@6, =!

J'

I 27; , /6!2/8!K9A!!

L'

9==4: /; , /6

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! ; <=>?@!R!B!SHC>; =T!) <=D!

! "E!

! "&! Q4/4; @; !. /: 2: , ; , /6!R, , =!

! ; <=>?@!U!B! =M@=!""?9?CG>@H=?CD!H@G!(; CP?CI ; CD!

! "\$!

! >'&! Q4/4; @; !. /: 2: , ; , /6!R, , =!

! >'""!!!!!!!!!!!!FF?!(6@84*!=!11*8@)64*/=X!. +4=*84)!I 27; , /6=!2/8!; 2/826*17!+1, #+@1)H2=, !!
!!!!!!!!!!!!!!!!!!!!*0!988464*/25!W=, =!

! >'>! Q4=), 552/ , *@=!

! ; <=>?@!V!B!"Q?C; ?FCHLQ; CD!H@G!. H@<; CD!C; WM>C; G!=?!HDD>D=!<Q?C; ?FCHLQ; CD!

! "%!

! B'&! Q4/4; @; !. /: 2: , ; , /6!R, , =!2/8!U*1T!. /6465; , /6![U*1T!<27=]!

! B'""! Q4=), 552/ , *@=!

! X: %&+O' !%3) %!) ((-4!%#!) --!) +% , ' %' !,\$!() +%!#\$&!9!) :!

! E'&!



!	!	\$'>! U, , T57!. /: 2: , ; , /6!	>E!
!	!	\$'&'B! (4: /26@1, !A@/, -!08, /64074/: !06, ; =!*1!^264*/25!9/6H, ; =!	>\$!
!	\$'!"!	(@++5, ; , /6217!966, /82/), =!	!
!	\$'>!	DN, 18@334/:!	>\$!
!	\$'B!	. Z+, / =, =!	!
!			>%!
!			
		() +%!%3+&&	



!

&E'B!!!!!!G*54827!2/8!)*; +, /=264*/10*1!5, 2N, !/*6!62T, /!
!
&E'E!!!!!!I, /=4*/!

)((&\$.,"&'!
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!"J! 9!1, 0, 1, /), !6*!6H4=!9: 1, , ; , /6!*1!6*!2/7!*6H, 1!2: 1, , ; , /6!*1!8*)@; , /6!1, 0, 11, 8!6*!4/!46!4=!2!1, 0, 1, /), !
6*!6H4=!9: 1, , ; , /6!*1!=@)H!*6H, 1!2: 1, , ; , /6!*1!8*)@; , /6!2=!N214, 8!*1!/ *N26, 8![4/!, 2)H!)2=, -!*6H, 1!6H2/!
4/!31, 2)H!*0!6H, !+1*N4=4*/=!*0!6H4=!9: 1, , ; , /6]!
!
U! "?! | | ;@<; | ;@=6!. MCH=>?@!H@G!%; C| >@H=>?@!!



! ; =K; I ; @=!?! . >DLM=; D!

!&! AH4! ?52@=, !=, 6=!*!6!6H, !+1*), 8@1, !0*!1!6H, !=, 665, ; , /6!*0!84=+@6, =!, 46H, 1X!

%'&! 3, 6S, , /!6H, !FF?!2/8!. C@467!4/!1, 5264*/!6*!6H, !6, 1; =!*1!*+, 1264*/!*0!6H4=!9: 1, , ; , /6f!*!

%'&'! 3, 6S, , /!6H, !FF?!2/8!2!* /6143@6*1[=]!, /: 2: , 8!@/8, 1!2!* /6143@6*1!* /612)6!

!&'! 0/!6H, !)2=, !*0!2/7!84=+@6, !3, 6S, , /!FF?!2/8!. C@467-!/*64), !; @=6!3, !: 4N, /!6*!FF?!G, 28!*0!` 4: H6=!*!6*!

. C@467!G, 28!*0!` ,) *18, 8!Q, 842!2=!2++1*+1426, !S46H4/!" J!827=!*0!6H, !84=+@6, !214=4/: '!

%'>! 9!84=+@6, !3, 6S, , /!2!* /6143@6*1*1!* /6143@6*1=12/8!6H, !FF?!S455!4/!6H, !041=6!4/=62/), !3, !8, 256!S46H!

3, 6S, , /!6H, !?* /6143@6*1[=]!2/8!6H, !FF?!*!13, 6S, , /!2/!



EQUITY

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! XX" !>(KHT; C!

! 6H, !FF?P=!*/5!/ , #!=, 1N4) , -!SH4)H!4=!+216!*0!6H, !FF?! ! @354)!(, 1N4) , =!)@11, /657!312/8, 8!
FF?!4! 527, 1!SH4)H!, /235, =!2)), ==!6*!FF?!?*/6, /6!26!2!64; , !)H*=, /!37!6H, !@=, 1![S46H4/!
6H, !S4/8*S!6H26!6H, !)* /6, /6!4=!; 28, !2N245235, !N42!6H, !FF?!4! 527, 1-!SH4)H!S4/8*S!
N214, =!8, +, /84

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&E<; CL=!	6H, !04; 4/:!*0!2!+216!*0!2/*6H, 1!+1*8@)64*/![+1*8@), 8!37!6H, !FF?!*1!2!6H4!8!+2!67)! SH45, !6H26!+1*8@)64*/!4=!3, 4/: !1, H, 2!-, 8!*1!+, 10*1; , 8!
&E<; CL=!1;; !	6H, !2; *@/6!+27235, !6*!2/!9!64=6!0*!1!6H, !1,) *184/:!*0!2/!. Z), 1+6! !
&E<; CL=!1;; !/D; D!	@=, =!2)C@41, 8!@+*/!+27; , /6!*0!6H, !. Z), 1+6!R, , ! !
&E=CH<=!	2!+*164*/!*0!; 26, 1425!SH4)H!H2=!3, , /!1,) *18, 8!37!*1!*/!3, H250!*0!6H, !FF?!
1H<=MHK! (C?FCHI I ; D! !	+1*: 12; ; , =!SH, 1, !6H, !0@/84/:!0*!1!6H, !1 1*: 12; ; , !)*; , =!01*; !2!02)6@25!)*; ; 4=4*/ , !12/8!SH, /!6H, !1 1*: 12; ; , !+14), !0255=!S46H4/!6H, !)*; ; 4=4*/ , 1P=!02)6@25! 621400!)=25, '!!!
1>CD=! "HK!	6H, !+, 14*8!8@14/: !SH4)H!6H, !9!64=6!1, /8, 1=!6H, 4!!=, 1N4), =!6*!6H, !FF?!! !

1KHDOZH<JY
1KHDOQP?CdHCG

<p>\$>FQ=17?CJ!</p>	<p>2] 4/!6H,!)2=,!*0!9164=6=!S*1T!3,6S,,/!; 48/4:H6!2/8!%2; !SH4)H!4=!,46H,1!=)H,8@5,8! [,Z)5@84/:!DN,164; ,]!6*!,Z6,/8!3,7*/8!; 48/4:H6!*1!6*!3,:4/!01*;!; 48/4:H6! 3] 4/!6H,!)2=,!*0!(@++*164/:!9164=6=!2/8!U25T#D/=-!S*1T!3,6S,,/!&M+; !2/8!%2; ! SH4)H!4=!,46H,1!=)H,8@5,8![,Z)5@84/:!DN,164; ,]!6*!,Z6,/8!3,7*/8!; 48/4:H6!*1!6*! 3,:4/!01*;!&M+;! ;</p>
<p>\$?@9'(HT>@F!)MG>;@<;! ; !</p>	<p>6H,!14:H6!*0!,ZH43464*/!6*!2@84,/),=!/6*!; 2T4/:!2/7!+=,404)!+27; ,/6!6*!=,;!*1!H,2! 6H,!11*:12; ;,!*1!; 26,1425!01*;!6H,!11*:12; ; ,!4/X! 2] ,8@)264*/!4/=64@64*/=![,':!@/4N,1=464,=-!)*55,: ,=-!)H**5=-!,N,/4/:!4/=64@6,=-!,6)']! 3] ,8@)264*/!52==,!2/8!:26H,14/:=H,58!37!)*)* ; +2/4,=!2/8!*6H,1!3*84,=!/6!3,4/:! ,8@)264*/25!4/=64@64*/=! ;)5@3=!*1!*6H,1!*1:2/4=264*/=!*0!2/!,8@)264*/25!)@56@125!1,54:4*@=-!)H2146235,!*1! =*425!/26@1,![,':!812; 2!=6@87!:1*@+=-!045; !=*)4,64,=-!)H@1)H,=-!+1*0,=-4*/25! 2==*)4264*/=-!,6)']! !</p>
<p>\$?@9'=H@GHCG! %;K;aD>?@! .>D=C>ZM=>?@!</p>	<p>6H,!14:H6=!6*!,Z+5*46!6H,!11*:12; ; ,!37!255!0*1; =!*0!6,5,N4=4*/!612/=; 4=-4*/!SH,6H,1! ,Z4=64/:!/6*!S!*1!8,N,5*+,8!4/!6H,!0@6@1,![*6H,1!6H2/!(62/8218!A,5,N4=4*/!^*/# AH,2614)]! !</p>
<p>\$?@9%Q;H=C>!</p>	<p>^*/#1274/:!9@84,/),!2/8!A12+++,8!9@84,/),!</p>
<p>#L;@>@F!f!''K?D>@F! ' ;WM;@<;D! !</p>	<p>=H*16!=,C@,/),=!26!6H,!6216!*1!,/8!*0!2!!1*:12; ; ,!4/6,:126,8!S46H!6H,!11*:12; ; ,! *1!(,14,=! ;</p>
<p>#a;CGMZZ>@F!</p>	<p>6H,!1,) *184/:!*0!2!4/: ,1P=I+,10*1; 2/),!*N,1!*6H,1!4/: ,1=P!+,10*1; 2/),=!S46H!6H,! 4/6,/64*/!0!527,14/:!6H,!4/: ,1=P!+,10*1; 2/),=! ;</p>



! _____
 ! (X' !' T@G<H=>?@!
 !
 !

! 2!+@354)!31*28)2=64/:!, /6467!312/8, 8!2=!*1!54), /=-, 8!6H1*@: H!6H, !! @354)!F1*28)2=64/:!
 ! (, 1N4), '!



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/8!(C>I HCT!%S! "QH@@; KD! !	FF?!D/, -!FF?!AS*-!0AK!D/, -!H2//, 5!R*@1b(B?-!H2//, 5!E!
------------------------------------	---

/8!' ; <?@GHCT!%S! 95!Wa!6, 5, N4=4* /!)H2//, 5=!, Z), +6!Wa! 14; 217!A, 5, N4=4* /!H2//, 5=!
"QH@@; KD!
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4. 56)789):)695; <)6=. 6). 44>?)67)6=9)98@. @9; 986)7A). 56B<6<))

! !

!&+O'!%3)%!) ((-4!%#!' (&" ,1,"!")%&*#+,&' !#1!) +%,'% '!

! !

'&"%,\$\$!A!B!) "%#+ ' !&5&+" , '\$*!. +) O)%,"!' 8,--' 6!(/((&%&&+' 6!.) \$"&+'!) \$. !' 8)%&+' !N' #-#!#+!

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



! A:A O,\$,O/O!1&&'!1#+!&\$*)*&O&\$%'!#1!#\$&!#+!O#+&!7&&8'!)\$.!7#+8!&\$%,%-&O&\$#!

! A:A:A: 7;;JKT!1;;D!HGG>?@HK!7?CJ!.HTIP;;IH@G!7?CJ!&@=>K;I;@=!

9)6*1



X:!/DL; <P>; G!GH=; D!

UH, /!826, =!)2//*6!3, !=+,)404, 8!2/8!6H, !9164-6!4=!1, C@41, 8!* /!R41=6!?255!0*1!6H, !, /641, !+, 14*8!
6H, !2164=6!; @=6!3, !+248!/*!5, ==!6H2/!6H, !; 4/4; @; !. +4=*8, !R, , !2/8!0*!1!+1*8@)64*/!827!
+27; , /6=! [=, !&'!0*1!126, =]!0*1!, 2)H!)*/=,)@64N, !=, N, /!827=!+, 14*8'!!00!6H, !9164=6!4=
1, C@41, 8!0*1!; *1, !6H2/!04N, !827=!!S*1T!6H, /!288464*/25!+1*8@)64*/!827!+27; , /6=[!21, !8@, '!

":!' J; =<Q!DQ?dDYZC?J; @!<?I ; GT!

R*1!, /: 2: , ; , /6=*0!@+!6*!6S*)*/=,)@64N, !S, , T=!*1!2!; 2Z4; @; !*0!E!827=!*N, !!6H, !, /641, !
+1*8@)64*/!6H, !9164=6P=!0, , !)2/!3, !84N48, 8!37!6H, !/@; 3, !1*0!, +4=*8, =!4!SH4)H!6H, 4!
+, !0*1; 2/), !4=!4/)*1+*126, 8!=@3!,)6!6*!2!; 4/4; @; !+27; , /6!*0!q&E>!+, !!, +4=*8, '!

A:A:U!! &>FQ=id;; JD! ?C! I ?C; !<?@=>@M?MD!; @FHF; I ; @=!

R*1!)* /64/@*@=!, /: 2: , ; , /6=*0!, 4: H6!S, , T=!*1!; *1, !6H, !2164=6!)2/!3, !, /: 2: , 8!0*1!2!
; 4/4; @; !*0!%EC!*0!6H, !+, 14*8!*/!2!R41=6!?255!32=4=!!AH, !%EC!; @=6!3, !1*8/8, 8!@+!6*!6H, !/, Z6!
0@55!S, , T! [=, , !, Z2; +5, =!4/!)H216!3, 5*S!@/8, !1e. /: 2: , ; , /6!1, 14*8P!'!

AH, !2164=6!; @=6!3, !: 4N, /!26!5, 2=6!4Z!827=!S1466, /!/*64), !*0!6H, !=6216!2/8!, /8!826, !*0!, 2)H!
31, 2T'!!00!S1466, /!/*64), !4=!/*6!=", 1N, 8-!6H, /!6H, !2164=6!4=!+248!0*!1!6H26!+, 14*8'!

AH, !; 4/4; @; !+27; , /6!4=!25)@526, 8!2=10*55*S=X!

&@FHF; I ; @=!(; C?G!!	NH0!O>@>I MI !7;; JKT! P; ; !NLHCHFCHLQ!A:A:AQ!	NZ0!O>@>I MI !&L>D?G>!1;; ! NLHCHFCHLQ!A:A:R6!XO!
^!N] [h!i !\!d; ; JD0!	\$!Z!q\$BM!s!q>-JBM!	\$!Z![qEB\$t!t! [B!Z!q\$M'EM]]!s!qB-%" J'MM!!
A`!N] [h!i !^!d; ; JD0!!	J!Z!q\$BM!s!qE-&"M!	J!Z![qEB\$t!t! [B!Z!q\$M'EM]]!s!q\$->MB'MM!!
AR!N] [h!i !!_!d; ; JD0!	L!Z!q\$BM!s!qE-%\$M!	L!Z![qEB\$t!t! [B!Z!q\$M'EM]]!s!q%-ML "'MM!!
AV!N] [h!i !AA!d; ; JD0!	&&!Z!q\$BM!s!q%-MBM!	&&!Z![qEB\$t!t! [B!Z!q\$M'EM]]!s!qJ-\$J'MM!!
A\!N] [h!i AR!d; ; JD0!	&"!Z!q\$BM!s!q%-\$JM!	&"!Z![qEB\$t!t! [B!Z!q\$M'EM]]!s!qL-BE\$'MM!!

A:R!! O,\$,O/O!1&&'!1#+!#&\$&!.)4!&\$*) *&O&\$%!!)\$. !7#+8!&\$%,%-&O&\$%!!

A, 1; =!0*1!*/ ,!827!* /57!*N, 1!6H, 18@1264* /!*0!2!+1*8@)64* /!2/8!SH, 1, 16H, !+, 10*1; 2/), !)2/!3, !
1, 2=* /2357!1, H, 21=, 8!2/8!1,) *18, 8!S46H4/!6H4=!+, 14*8'!!(, +2126, !(@+5, ; , /6217!
966, /82/), !=[=, !?52@=, IE''']!; 27!2++57!6*!6H, =, !, /: 2: , ; , /6!6, 1; =!

%Q; C; !HC; !=d?!! ; =Q?GD!?!; @FHF; I ; @=!!%Q; !<QHC=>@!<Q; !, @<C?GM<=>?@!NLHF; !A_0!DQ?dD!
dQ<Q!<=; C! D!<?!HLLKT!H@G!dQ; C; !=>D!! H@GH=?CT!<?!LC; 9LMC<QHD; !) GG>=>?@HK! /D; D!ND; ; !
"KHMD; !AA:R:R:ANHON>>0!B!LHF; IV^0:!

A:R:A! !' >@FK; !. HT!1; ; D!!

(, , !9++ , /84Z!>!0*1!0@16H, 1!4/0*1; 264* /!23* @6!<4/:5, !827!, /: 2: , ; , /6!0, , =-!; @564+5, !=4/:5, !
827!, /: 2: , ; , /6=!2/8!) *; 34/264* /!=*0!<4/:5, !827=!2/8!S, , T57!, /: 2: , ; , /6=!

1H<=MHK9=TL; !LC?FCHI I ; D!N<@<KMG>@F!; GM<H=>?@6!C; K<F>?MD6!G?<MI ; @<HCT6!P; H=MC; D6! >@D<CM<=>?@HK6!<C>>HK!H@G!! HFHj>@; !LC?FCHI I ; D0!H@G! 7 ?CJ!&@=>K; I ; @<=!	
!! ^FX!^@; 3, 1!*0!, +4*8, =\! /!1, =614)64* /! !	q" J&!
! / , 6H!*0!U*1T!<27X!E!G* @1=!*0!U*1T!4/!2/! *N, 1255!+, 14*8!*0!\$!H* @1=!	
)KK!<?Q; C!(C?FCHI I ; !F; @C; D!<?C!PH<=MHK9=TL; !LC?FCHI I ; D!C; WM>C>@F!HK!<?@F; C! 7 ?CJ! &@=>K; I ; @<=!<QH@!HZ?<a; !	
D/, !, +4*8, !	! qB&% 'MM!
AS*!*1!; *1, !, +4*8, !=	! q\$BM'MM!

A:R:R! &L>D?G<I1; ; D!

)KK!(C?FCHI I ; !F; @C; D!!	
D/, !, +4*8, !	! q>BE'EM! !
AS*!*1!; *1, !, +4*8, !=	! 93*N, !0, , !; @564+54, 8!37!/@; 3, 1! *0!, +4*8, != !
! 956, 1/264N, !6, 1; !0*1=T, 6)HI=H*S=b31*T, /!) *; , 87X! 6H, !9164=6P=10, , !4=!84N48, 8!37!6H, !/@; 3, 1!*0!, +4*8, != 4/!SH4)H!6H, 4!+, 10*1; 2/), !4=!4/) *1+*126, 8!<=3\,)6! 6*!2!; 4/4; @; !+27; , /6!*0!q&E>!+, 1!, +4*8, '! !	! 93*N, !0, , !84N48, 8!37!/@; 3, 1!*0! , +4*8, !=[=3\,)6!6*!2!; 4/4; @; ! 0, , !*0!q&E>!+, 1!, +4*8,]! !



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!A:R:U!! O,' '&--)\$&#/'!

A:R:U:A' !AH, !0*55*S4/: !6, 1; =!2++57X!

[2] 2/!2: : 1, : 26, !*0!&M!; 4/@6, =!; 26, 1425!; 27!3, !31*28)2=6!*1!; 28, !2N245235, '!!
DN, 164; , !; 27!/ *6!3, !@=, 8!6*!, Z6, /8!6H, !; 2Z4; @; !2; *@/6! *0!612/=; 466, 8!
; 26, 1425'!!UH, 1, !6H, !; 2Z4; @; !612/=; 466, 8!64; , !4=, Z) , , 8, 8!6H, !6, 1; =!2/8!
)*/8464*/=!4/!(,)64*/!&'!2++57'!

[3] /*!9164=6!S45!3, !*00, 1, 8!; *1, !6H2/!*/ , !=@)H!*/ , !827!. /: 2: , ; , /6!R, , !+, 1!
+1*8@)64*/'!!AH, !6, 1; =!2/8!)*/8464*/=!*0!(,)64*/!&'!2++57!6*!. /: 2: , ; , /6=!*0!

!



! A:U!! S#,"&9#\$\$-4!(&+1#+O)\$"&'!

A, 1; =10*1!N*4), #*/57!+, 10*1; 2/), =-!/)5@84/: !8@334/: !2/8!812; 264=, 8!1, 284/: !0*1!02)6@25#67+, !
+1*:12; ; , =![4/)5@84/: !, 8@)264*/-!1, 54: 4*@=-!8*)@; , /6217-!0, 26@1, =-!4/=61@)64*/25-!)1464)25!2/8!
; 2: 2o4/, !+1*:12; ; , =]!

! A:U:A!! O,\$,O/O!&\$*) *&O&\$%!1&&!7 #+8!&\$%,%-&O&\$%)\$. !#S&+%,O&!

Q4/4; @; !. /: 2: ; , ; /6!R, , !	! q'&%!MM! !
! (, =-4*/!_, /: 6HX!B!G*@1=!*0!U*1T!4/!2/!*N, 1255!+, 14*8!*0!E!H*@1=! !	
DN, 164; , X!0, , !4=!+, 1!H*@1!*1!+216![@+!6*!"!H*@1=]!	! q>E!MM! !
! 988464*/25!G*@1=!*0!U*1T![*N, 1!"!)*/=,)@64N, !H*@1=]X! ()H, 8@5, !2!/, S!K*4), #*/57!+=, ==4*/-!1, +52)4/: !*N, 164; , -!01*; !6H, !, /8!*0!6H, !+1, N4*@=! =, ==4*/! !	

! A:U:R:!! O,' "&--)\$&#/'!

AH, !0*55*S4/: !6, 1; =!2++57X!

!
[2]



!&'%,#\$(R!B!S)+,&%4!)''%'

R:A!!! O,\$,O/O!&\$*)*&O&\$%!1&&'!)\$.!7#+8!&\$%,%-&O&\$%!

!AH,!Q4/4; @; !./: 2: ,; ,/6!R, ,=!,/6465, !6H, !+1*8@)64*/!6*!6S*!827=!S*1T'!

&!9164=6!	!q\$\$J'MM! !
"!9164=6=!	!qJ&J'MM! !
>!9164=6=!	!qLEJ'MM! !



!&'%,#\$!U!B!' %/\$%!' #9#+. , \$)%#+'!)\$. !(&+1#+O&+'!
 !
 U:A! O,\$,O/O!&\$*) *&O&\$%1&&'!
 !

"?@=C>ZM=?C!	1; ;!	\$MI Z; C!?! . HTDY3?MCD!
! 7?CJ!. HTD!		
(6@/6!?*#*184/26*1!	! qB&M'MM!	! D/, !827!
	! q&-\$BM'MM!	R4N, !U*1T!<27=IS46H4/!2!U, , T!
(6@/6! , 10*1; , 1! ! !	! q>EE'MM!	! D/, !827!
	! q&-B''M!	R4N, !U*1T!<27=IS46H4/!2!U, , T!
! 'MLLK; I ; @-HCT!) ==; @GH@<; D! !		
(6@/6!?*#*184/26*1!2/8! (6@/6! , 10*1; , 1! !	q&%>! q&%>!	D/, !827!S246/: -!612N, 5!*1!=, 50#4=*5264*/!827! W+!6*!J!H*@1=X!1, 28#6H1* @: H-! +H*6*: 12+H4)b)*=6@; , !04664/: b; 2T, #@+bH241! =, ==4*/=-!, 6)'



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! ! !
 (! + % ! # \$ & ! 9 ! X 2 ! % & + O ' ! % 3) % !) ((- 4 ! % # !) - - !) + % , ' % ' ! , \$! () + % ! # \$ & ! B !) ! : !
 !
 AH , ! 6 , 1 ; = ! 3 , 5 * S ! 2 + + 5 7 ! 6 * ! 2 5 5 ! 9 1 6 4 = 6 = ! 4 / ! ! 2 1 6 ! D / , ! Y ! 9 ' ! @ / 5 , = ! S H , 1 , ! * 6 H , 1 S 4 = , ! = + ,) 4 0 4 , 8 ' !
 !
 [: A ! ! (& + , # . ' ! # 1 ! 7 # + 8 !
 !



! [:R!) . . , % , # \$) - ! & & ' !

! # S & + % , O & !

! 1 1 , # 1 ,) * 1 8 4 / : = ! [= , , ! E ' & ' & ' &] X ! + , 1 ! > M ! ; 4 / @ 6 , = ! * 1 ! + 2 1 6 ! [@ + ! 6 * ! " ! H * @ 1 = ! * N , 1 6 4 ; ,] !	q " & ' M M !
! 1 1 , # 1 ,) * 1 8 4 / : = ! [= , , ! E ' & ' & ' &] X ! + , 1 ! > M ! ; 4 / @ 6 , = ! * 1 ! + 2 1 6 ! [* N , 1 ! " ! H * @ 1 = ! * N , 1 6 4 ; ,] !	q B M ' M M !

! 1 1 , # 1 ,) * 1 8 4 / : = ! [= , , ! E ' & ' & ' &] X !



! ! !
 [:U!! 3#-.) 4!) \$. !"#O(&\$')%,\$\$!1#+!-&)S&!\$#%!) 8&\$!

9/!9164=6!=H255!3, !, /6465, 8!6*!+248!H*54827!)25)@526, 8!26!E'\$!S, , T=!2!7, 21!* /!2!+1*!1262!32=4=16*!6H, !
 5, /: 6H!*0!6H, !, /: 2: , ; , /6!2/8!/*6!5, ==!6H2/!2!H250!827=!5, 2N, !; 27!3, !=)H, 8@5, 8'!!!

AH, !+1*8@), !; 27!/*; 4/26, !+, 14*8=1*0!H*54827!2/8!S45!+1*N48, !26!5, 2=6!6S4), !2=!; @)H!/*64), !2=!6H, !
 5, /: 6H!*0!6H, !/*; 4/26, 8!+, 14*8!, ': !26!5, 2=6!6S*!827=!!/*64), !0*1!* /, !827!*0!H*54827*!0/!288464* /-!
 =@3\,)6!6*!6H, !2: 1, , ; , /6!*0!6H, !+1*8@), 1-H*54827!; 27!3, !62T, /!26!64; , =!1, C@, =6, 8!37!6H, !9164=6'!AH, !
 9164=6!; @=6!; 4N, !26!5, 2=6!6S4), !2=!; @)H!/*64), !2=!6H, !5, /: 6H!*0!6H, !+, 14*8!1, C@, =6, 8'!<27=!*0!H*54827!
 62T, /!8@14/: !6H, !+, 14*8!*0!6H, !, /: 2: , ; , /6!=H255!3, !+248!26!6H, !=2; , !126, !2=!40!6H, 7!S, 1, !827=!*0!
 S*1T'!

UH, 1, !+*==435, !5, 2N, !=H*@58!3, !255*)26, 8!8@14/: !6H, !)*@1=, !*0!6H, !, /: 2: , ; , /6!2/8!SH, 1, !6H, !
 . /: 2: , ; , /6!1, 14*8!4=10*1!2!7, 21!*1!5* /: , !16H4=!H*@58!3, !6H, !)2=, '!!AH, !9164=6!=H255!3, !+248!0*1!5, 2N, !
 62T, /!26!6H, 4!10@55!*1!+216!U*1T!<27=!126, ![2=!2++1*+1426,]!!UH, 1, !6H4=14=!/*6!+*==435, !6H, !0*55*S4/: !
 +27; , /6=!2++57X!!

! ! !>0! (HTI ; @=IP?CIQ?K6GHT!IGM; IZM=!@?!=HJ; @!9!CH=; IP?CI; H<Q! 7 ?CJ!.. HT!	!
! ! W+!6*!E!) * / =,)@64N, !H*@1=S*1T!4/!2/7!*/ , !U*1T!<27!!	! ! q%'BM!



6H4=!, 14*8!6H4=!S455!/*6!200,)6!6H, !1, 624/, 1!0, , !+248!37!6H, !FF?'



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E'&>'%R*1!=, 14, !=@)H!2=!)*/64/@4/:!812; 2!=, 14, !=SH, 1, !6H, !=)14+6!4=!/ *6!2N245235, !26!+ *4/6!*0!)* /612)6-!
2/7!=), /, =!1, C@414/:!^@8467!2/8b*1!(4; @526, 8!(, Z!9)6=!S455!3, !84=)@==, 8!S46H!6H, !9164=6'!

(; CP?CI H@<; !H@G!P>XI >@F!

E'&>'J!UH, 1, !2/!9164=6!H2=!2:1, , 8!2!/@8467!148, 1!2/8!4!=!@3=, C@, /657!@/S455!/:!*1!@/235, !6*!+, 10*1; !4/!

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! !
\:A:R!! ! #M=9?P9S>D>?@!+; <?CG>@F!' ; DD>?@!

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! \:A:V!! ' >F@H=MC; !%M@; 6!,G; @=>PT>@F!,=; I D! ?C!\$H=>?@HK!)@=Q; I D!
!

' ; DD>?@!%TL; ! !	7?CJ!&@=>K; I ; @=Y&@FHF; I ; @=1; ; !	
I , 10*1; 2/), !2/8b*1!1, H, 21=25r!	>!H*@1=!	! q>>&'MM! !
DN, 164; , !	.2)H!>M!; 4/@6, =!*1!+216!6H, 1, *0!	! qE'''EM! !
` , H, 21=25!	.2)H!>M!; 4/@6, =!*1!+216!6H, 1, *0!	! q&''''M! !

! +>FQ=D!H<WM<C; GX!255!14: H6=I4/I255!; , 842!6H1*@: H*@6!6H, !S*158!4/!+, 1+, 6@467!, Z), +6!0*1!Wa!
I 14; 217!A, 5, N4=4*/! ?H2//, 5=ISH, 1, !14: H6=I21, !2)C@41, 8!0*1!2!6, 1; !*0!E!7, 21='!988464*/25!E!



4. 56)6=599)G)59E75D8@<)7A)457DFE6878<). >59. D?)59=9. 5<9D)

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]:R! -#")%,# \$!%+) S&-!) \$. !7 #+8!&\$%,%-&O&\$%!
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^ ,) *184/: !=S455!/*1; 2557!3, !; 28, !26!6H, !9164=6p=+52), !*0!S*1T!!UH, 1, !6H4=!4=!*6!6,)H/4) 2557!+*==435, !2!
1,) *184/: !*0!2!1, H, 21=25! *1!2!+, 10*1; 2/), !; 27!3, !, =+,)42557!2112/: , 8!37!6H, !FF?!26!2!FF?!=6@84!*1!
6H, 1!5) 264* /'!!AH, !FF?!S455!6H, /-!2=12++1* +1426, X!

! !
]:R:A! +1*N48, !1, 6@1/!6!2/=+*16!3, 6S, , /!6H, !9164=6p=!*1; 25!+52), !*0!S*1T!2/8!6H, !FF?!=6@84!*1!
5*) 264* /!2/8!+1*N48, !1, 2=* /235, !1, 0!, =H; , /6!02)45464, =f!2/8!

]:R:R! , /=@1, !6H26!6H, !9164=6!1, 6@1/=!6*!H4=bH, !!/*1; 25!+52), !*0!S*1T!/*!526, !16H2/!>M!; 4/@6, !=
3, 0*1, !6H, !9164=6p=+1, 10*1; 2/), !4=18@, !6*!3, :4/f!2/8!

]:R:U! , /=@1, !1,) *184/: !=121, !)*; +5, 6, 8!S46H4/!6H1, , !H*@1=[4/]5@84/: !A12N, 5!A4; ,], Z), +6!SH, 1, !
, 46H, !16H, !U, , T57!*1!D/, !<27! ./: 2: , ; , /6!R, , [=]!21, !+248!SH, 1, !6H, !U*1T!. /6465; , /6=
8, 6245, 84/!! 216!D/, !2++57!

! !
]:U!) *+&&. !+&' %+, "%, # \$' !
!

]:U:A! AH, !+14*1!) * /-, /6! *0!255!6H, !9164=6=1,) *18, 8!4=1, C@41, 8'!

]:U:R! AH, !FF?!2: 1, , =!6H26!/*!+216!*0!46=1,) *184/: !=H255X!
!

[2] 4/)5@8, !6H, !8, /*@, ; , /6! *0!2!+527!@/5, ==!6H, !8, /*@, ; , /6!4=!) *; ; * /57! *1!S48, 57!T/*S/
[=@)H!2=14/!6H, !)2=, !*0!6H, !546, 126@1, !*0!2/)4, /6!i 1, , , !2/8!` *; , -(H2T, =+, 21,]f!

[3]) * /-4=6! *0!6H, !)*; +5, 6, !+1*8@)64* /f!

[]] 4/6, 10, 1, !S46H!6H, !+1, =, /6264* /! *0!6H, !+1*8@)64* /-!0*1!, Z2; +5, -!)H2/: , !6H, !841,)64* /! *0!6H, !
+1*8@)64* /! *1!6H, !2)6*1=!



! ! !

X:!' , \$ * & + ' ! B ! & \$ % , + & ! (+ # . / " % , # \$ ' !) \$. ! & 5 " & + (% ' ! # 1 ! + & 3 &) + ') - ' !) \$. ! (& + 1 # + O) \$ " & ' !

! ^: A ! ' ; DD > ? @ ! H @ G ! " Q ? C M D ! ' > @ F ; C D !

! AH , ! + 1 4 * 1) * / = , / 6 ! * 0 ! , 2) H ! (4 / : , 1 ! 1 ,) * 1 8 , 8 ! 4 = ! 1 , C @ 4 1 , 8 ! 0 * 1 ! 6 H 4 1 8 ! + 2 1 6 7 ! + 1 * 8 @) 6 4 * / = ! 2 / 8 ! . C @ 4 6 7 ! H 2 = !

2 : 1 , , 8 ! 6 * ! = , , T ! 6 H , !) * / = , / 6 ! * 0 ! 6 H , ! (4 / : , 1 ! 4 0 ! 1 , C @ , = 6 , 8 ! 3 7 ! 6 H , ! F F ? ' !

! Q @ 5 6 4 + 5 , = ! * 0 ! 6 H , ! 0 , , = ! 3 , 5 * S ! ; 2 7 ! 3 , ! + 2 4 8 ! 2 = ! 2 + + 1 * + 1 4 2 6 , ! 0 * 1 ! 2 ! = , 1 4 , = ! * 0 ! 1 ,) * 1 8 4 / : = ! ; 2 8 , ! * N , 1 ! 2 ! + , 1 4 * 8 !

* 0 ! 6 4 ; , ! 6 * ! 0 * 5 5 * S ! 6 H , ! + 1 * : 1 , = ! * 0 ! 2 ! + 2 1 6 4) @ 5 2 1 ! + 1 * 8 @) 6 4 * / - !) * ; + 2 / 7 ! * 1 ! ; 2 / 2 : , ; , / 6



! #L; CH! (C?GM<=>?@D! !				
D+, 12!?H*1@=!	qLB''MM! !	q\$LB'MM!	qBLE'MM!	q>%\$'MM!
! D+, 12!?H*1@=[=6, +!@+!1*5,]! !	9!=@++5, ; , /6!6*!6H, !23*N, !0, , =!S45!3, !2: 1, , 8!			
!) <=?CD!H@G!' =HF; !OH@HF; CD!B!XHKK; =Y. H@<; !H@G!#L; CH! (C?GM<=>?@D! !				

9)6*1=!



! 4. 56)A7F5:;)457@5. ; ; 9). 8D)9I 65. E6)F<9<

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AA:R!! 1/+%3&+!/' &!() 4O&\$%' !!

AH, !0, , =!3, 5* S!2++57!6*!@=, =!*6H, 1!6H2/!6H*=, !2)C@41, 8!4/!6H, !. /: 2: , ; , /6!*1!. Z), 1+6!R, , ![=, , !
+212: 12+H!&&'&!23*N,]'!

+; D>GMHK!H@G!+?THK=T!LHTI ;@=D! !

Wa! I 14; 217!A, 5, N=4* /! ?H2//, 5!1, +, 26!0, , =!2/8!*6H, 1!1, =48@25!0, , =!21, !, Z+1, ==, 8!4/!6H=!9: 1, , ; , /6!2=!
2!+, 1), /62: , !*0!6H, !` , =48@25!F2=4)!R, , ![e` FRP]!SH, 1, 2=!1*72567!+27; , /6=!21, !

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%&!



!>0!/8!' ; <?@GHCT!%; K; a>D>?@!"QH@@; KDIH@G!XX"!%QC; ; !!

I 1*: 12; ; , =!; 27!3, !1, +, 26, 8!*/!2!Wa!(,)*/8217!A, 5, N4=4*/!H2//, 5!*1!*/!FF?!AH1, , !*/!+27; , /6!*0!
2!1*72567![=, , !=,)64*/!&&'""""! [2]]!SH4)H!4=!2++54, 8!2=!0*55*S=X!

! [2] FF?!(,)*/8217!H2//, 5=!2/8!FF?!AH1, , X!6*!2!/*64*/25!+1*: 12; ; , !+14), ![=, , !9++, /84Z!%]!

[3])*; ; 4=4*/4/: !31*28)2=6, 1P=!*S!/Wa!(,)*/8217!A, 5, N4=4*/!H2//, 5=X!2=!2: 1, , 8!37!6H, !
31*28)2=6, 1!2/8!. C@467!*1!SH, 1, !/*!2: 1, , ; , /6!, Z4=6=!3, 6S, , /!6H, !2++1*+1426, !+2164, =!

! R@16H, 1!6, 1; =!2++57!6*!/, S!FF?b?F, , 34, =!)*; ; 4=4*/=!01*; !(, +6; ; 3, 1!"M"MSH, 1, !2/!288464*/25!
+27; , /6!*0!EC!*0!6H, !`FR!255*S=!@/54; 46, 8!612/=; 4=4*/=!*/!FF?b?F, , 34, =!AK!0*!12!6, 1; !*0!E!7, 21=





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N<0!\$?@9GCHI HYK>FO=;!; @=; C=H>@I ; @=!LC?FCHI I ; DI<?@=H>@>@F![` h!?C!K; DD!&WM>T!<?@=; @=!

AH, !6, 1; =!3, 5*S!2++57!6*!/*/#812; 2b5!; H6!, /6, 1624/; , /6!+1*:12; ; , =!)* /624/4/:!EMC!*1!5, ==!
)*/6, /6!)* /612)6, 8!@=4/:!6H, !FF?b. C@467!A, 5, N4=4*/!9:1, , ; , /6'!!AH, =, !+27; , /6=!)2/!3, !; 28, !, 46H, 1!
 26!+*4/6!*0!)* /612)6!*1!, Z+5*46264*/*!

! UH, 1, !+27; , /6[=]!H2=!3, , /!; 28, !0*!12!=, 5,)6, 8!0*1; !*0!, Z+5*46264*/!2/8!=@3=, C@, /657!255!14: H6=!21, !
 1, C@41, 8!2!6*+#!@+!+27; , /6!)2/!3, !; 28, ![, ': '&'Ec!S*@58!3, !+248!0*!1!255!14: H6=!4/!255!; , 842!
 6H1*:@: H*@6!6H, !S*158![, Z)5@84/:!FF?!D/, !2/8!FF?!AS*]!40!U*158!^*/#1 274/:!9@84, /), !H2=!3, , /!
 +1, N4*=@=57!2)C@41, 8!2/8!+248]!

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N<0!' ?M@G=CH<JDIB!) MG>?! (MZK-DQ>@F!+>FQ=D!

I H7=4)25! I 1*8@)6!6H, !1*72567!+27; , /6!S455!3, !32=, 8!* /!i 1*==!` ,) , 4+6=14/!1, =+,)6!*0!6H, !=25, !*0!6H, !
1,)*184/: =!5, ==!1, 6@1/, 8![4, '!@/=*58]!1,)*184/: =!

!

D6H, !1! 1*8@)6![, ': '!8*S/5*28#6*#*S/]!6H, !1*72567!+27; , /6!S455!3, !32=, 8!* /!i 1*==!` ,) , 4+6=14/!
1, =+,)6!*0!6H, !=25, !*0!6H, !1,)*184/: =!5, ==!1, 6@1/, 8![4, '!@/=*58]!1,)*184/: =!1!0/!1, =+,)6!*0!1,)*184/: =!
; 28, !2N245235, !01*; !2!FF?*1!FF?!(6@84*!=!

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&'!



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! ! ! !
(!) +%!V!9!X:!(+##*+) OO&!&5%+) "%' 2!" # \$%+,X/%# #+! !&5" &(%!7) -89# \$' !) \$. !' / ((# +%,\$ *!) +%,' %' !

R*1!U25T#* /=!)* /612)6, 8!* /! *1!3, 0*1, !>&! " !12/@217!"M" B! =, , !9++ , /84Z!%!0*! , Z612)6!0, , =!0*1!Wa! I 14; 217!A, 5, N4=4* /! ?H2//, 5='!

AR:A!) --!(+##*+) OO&' !&5" &(%!" # O(,-) %,\$ \$(+##*+) OO&' !

AH, !)* / =, /6! *0!6H, !9164=6!4=l1, C@41, 8!0*1!6H, !@=, !*0!2/!. Z612)6!SH4)H!)1464)4=, !=*1!1484)@5, =!6H, !9164=6P= !+, 10*1; 2/), !*1!0*1!2/!. Z612)6!SH4)H!4=! *0!2/!, Z+5!)4657! =, Z@25! /26@1, !*1! SH4)H!0, 26@1, =!0@55!01* /625!/@8467!

"# \$%+,X/%# #+!

*&\$+&!) \$. Y# +!&5%+) "%!/' &' !

N&5" &(%!7) -89# \$' !

-&\$ *%3

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

) +%,' %' 0!

EQUITY





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AR:R!! "#O(-)%,\$!

EQUITY

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 4. 56)AB" 9)G)695; <). 44>8E. H>9)67)C. >J:78<). 8D)<F4475688@). 56B<6<)

)
 AH, !6, 1; =!2++54)235, !6*!S25T#*/=!2/8!=@++*164/:!2164=6=!21, !8, 6245, 8!3, 5*S'!AH, 1, !21, !6H1, , !=, 6=!*0!6, 1; =!2/8!
 6H, 7!2++57!6*!6H, !0*55*S4/:!+1*:12; ; , =b)* /6, /6-!2=!0*55*S=X!

!
 | 212: 12+H!&>'&X!?* /64/@4/:!<12; 2!(, 14, =[e



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N>0! (; G>?GD! ?P! 7 ?CJ!



!
AU:R:U! . HT!"HKK!

9!827!)255!4=18, 04/, 8!2=!S*1T!64; , !3, 6S, , /!M%MM!2/8!; 48/4: H6'!!00!6H, !827!)255!-6216=!3, 6S, , /!MBMM!
2/8!M%MM!6H, !1, 5, N2/6!*N, 164; , !126, !4=!+248!0*1!, 2)H!H250!H*@1!*1!+216!6H, 1, *0!0*1!S*1T!3, 6S, , /!
6H, =, !H*@1=!
!

AU:R:U! \$>FQ=! "HKK!

9!/4: H6!)255!4=18, 04/, 8!2=!S*1T!H, 8@5, 8!6*!62T, !+52), !206, 1!; 48/4: H6!*1!S*1T!6H26!)*; ; , /), =!
3, 0*1, !MBMM'!!!

4. 56)<B1 ,)) . DDB6B78 . >)DB. >7@F9)59E75D8@)!M. D5!B)!

9<` !#ISH, 1, !), 1624/!8425*: @, !2/8!=*@/8=21, !1,) *18, 8!37!2/!9<` !9164=6!8@14/ : !+*=6#+1*8@)64* /!!AH, !9<` !
9164=6!S45!@=, !6H, 4!52/ : @2: , -!2)), /6-!; @=4)25! =T45=12/8! =+,)425=6!T/*S5, 8: , !6*)1, 26, !2@6H, /64)!8425*: @, !2/8!
=*@/8=10*1!6H, !!1*: 12; ; , '!

A[:A!&\$*) *&O&\$%!1&&'!)\$. !7#+8!&\$%, -&O&\$%!\$

&@FHF; I ; @=IP; ; DIP?C!V!Q?MCD!D; DD>?@!	
&'!, +4=*8, !	q&L\$!
".)!, +4=*8, !4/!2! =, =4* /!	q\$E'EM!
>0!2/8!=@3=, C@, /6!, +4=*8, !4/!2! =, =4* /!	q>L'MM!+, !!, +4=*8, !

A[:R!+, *3%'!) "k /, +&. !, \$!&\$*) *&O&\$%!1&&'!)\$. !1 / + % 3&+! / ' &! () 4O&\$%'!

`4: H6=!8, 6245, 8!4/!&&'&!	R, , =8, 6245, 8!4/!&E'&!23*N, !
955!14: H6=!6H1* @: H* @6!6H, !S*158! [, Z)5@84/ : !6H, !Wa]!	&MCI!Z!` , =48@25!F2=4)!R, , !
AS*!612/=; 4=4* /! =* /!2!Wa! I 14; 217!A, 5, N4=4* /! ?H2//, 5!2/8!255! R@16H, !1W=, =4/!6H, !Wa!, Z)5@84/ : !0* @16H!2/8! =@3=, C@, /6! 612/=; 4=4* /! =* /!2!Wa! I 14; 217!A, 5, N4=4* /! ?H2//, 5!	"MCI!Z!` , =48@25!F2=4)!R, , !
R* @16H!2/8! =@3=, C@, /6!612/=; 4=4* /! =* /!2!Wa! I 14; 217! A, 5, N4=4* /! ?H2//, 5!	(, !&&' "'&'&'! [2]!

R*!16H, !0, , =! * @65A/ , 8!23*N, !6H, !9<` !9164=6!; 27!0*1X!

=* @/8! =7/)H1* /4=, 8!6*!; 26)H! * /# =)1, , /!04: @1, =!; *N, ; , /6=X!!)1, 26, !8425*: @, !*1!+, 10*1; !=)14+6, 8!
; 26, 1425! [=, , !e988464* /25!A, 1; =P!3, 5* S!0*1! I * =6#=7/)P4/ : !2/!9164=6P=!5A/ , !*0!8425*: @,]!
=* @/8! =7/)H1* /4=, 8!6*!; 26)H! * /# =)1, , /!+4)6@1, X!!+1*N48, !: , /, 125!8425*: @, !2/8b*1!N*)25=!!
[, ': !)1*S8!1, 2)64* /-!32)T: 1* @/8!) * /N, 1=264* /]!
U458!612)T=X!+1*N48, !: , /, 125!8425*: @, !2/8b*1!N*)25=!!

A[:U!) . . , % , # \$) -!%&+O' !!

AH, !9<` !9164=6!; 27X!!

I * =6#=7/)!2/!9164=6P=!5A/ , !*0!8425*: @, X! =, , !! * =6#=7/)!(, =4* /!6, 1; =!#?52@=, !&'>'!!
,) *18!S458!612)T=!2/8! @+!6*!6, /!S*18=! =+*T, /!1, 5264/ : !6*! * /# =)1, , /! =, /, =X! =, , !! 216!R4N, !Y!A, 1; =!
6H26!2++57!6*!U25T#D/=!2/8!(@++ *164/ : !9164=6!

A[:V!3#- , .) 4!)\$. !"#O(&\$') % , # \$!1# +! -&) S&!\$#%!) 8&\$!!

(, , !I 212: 12+H!E'>![+2: , !>M]!0*!18, 6245=!

A[:!&k /, %4! (&\$' , # \$! " 3&O&! !

(, , !I 212: 12+H!E'>![+2: , !>M]!0*!18, 6245=!



)((&\$.,5!A!

(+#*+)OO&!73,"3!")\$!X&! "#\$%+" "%&. !/\$. &+!7&&8-4Y.)4!1&&!%&+O'!) \$. !"#\$. ,%,#\$'!

AH, !0*55*S4/: !+1*: 12; ; , =!)2/!3, !)* /6!2)6, 8!@/8, 1!S, , T57b827!0, !6, 1; =![, , !?52@=, !=&'&-!&'&'>[2]!2/8!
&'!'&'!!AH, 1, !4-!/*!1, C@4!, ; , /6!6*!+27!6H, !Q2/826*17!988464*/25!W=, =!1, #!@1)H2=, '!!

"#\$%,\$/,\$*!. +)O)! '&+, &'!

?2=@2567!

. 2=6. /8, 1=!

! *3*5!g!?S; !

`4N, !! ?467!

+&%/+,\$,\$*!' &+, &'!

00!6H, 1, !4-!2!1, 6@1/4/: !=, 14, !=!/*6!54=6, 8!3, 5*S!6H, !FF?!S455!84-)=!!46=!4/)5@=4*/!S46H!. C@467'!!!

UH, 1, !6H, 1, !H2=!3, , /!2!=4: /404)2/6!31, 2T!4/!6H, !+1*8@)64*/!*0!2!=, 14, =![, ': !'=H*@58!2!=, 14, !=@)H!2=!D/57!R**5-!
2/8!G*1=, =!1, 6@1/!]!46!4-!2/64)4+26, 8!6H26!6H, !, +4=*84)!0, , !=6!@)6@1, ![, , !?52@=, !=&'&'-'&'>! [3]-!&'"""]!2/8!
Q2/826*17!988464*/25!W=, !1, #!@1)H2=, !+27; , /6![?52@=, !&&'""''''&' [2][4]]!S455!2++57!@/5, =!*6H, 1S4-, !2: 1, , 8!
S46H!. C@467'!

9!g, 21!4/!6H, !_40, !*0!!2!g, 21!

?4640, /!aH2/!

?54C@, !

< *)6*1!UH*!

< * @35, !F@=7![(, 14, !=!&!]

R2; 252; !

R26H, !!F1*S/!

G*58!6H, !(@/=, 6!

0/=48, !^*!'!L!

_@6H, !!

Q*6H, 1R26H, 1(*/!

Q1!U4//, !!

Q1=!F1*S/P=!F*7=!



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)((&\$. ,5!RY"#\$\$,\$/&. !

[:!!XX"!%CH>X; CD!H@G!>G; @=D!

!

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)((\$\$. ,5!V!

+&' ,. /) -!X)' , " !1&&2!1&&' !%3)%!) %%)+" "%!) \$. !. #!\$#%!) %%)+" "%!1/+%3&+!/' &!() 4O&\$%'!

A: 1; ; D!dO<Q! I MD=!Z; !>@<KMG; G!>@!<Q; !+; D>GMH!XHD<!1; ; !H@G!H=CH<=!1MC=Q; C!/D; !(HTI ; @=D!

. /: 2: , ; , /6!R, , [=]!Y!U , , T57b. +4*84)b<27b(, ==4* /!
I 1*8@)64* /!<27! I 27; , /6=!
. Z), 1+6!R, , [=]!
?*; +45264* /!R, , =!
, 527!R, , [=]!
(4/ : , 1=!! I 27; , /6!0*1! I , 10*1; 2/) , !1,) *18, 8!8@14/ : !2!1, H, 21=25! =, ==4* /!

R: 1; ; D! ; E<KMG; G!PC?I !<Q; !+; D>GMH!XHD<!1; ; !H@G!<H=CH<?!@?<H=CH<=!1MC=Q; C!/D; !(HTI ; @=D!

I 27; , /6=!/ *6!1, 0, 1, /), 8!4/!6H4=!9: 1, , ; , /6-!2/8!

988464* /25!R, , =!!

o DN, 164; , !!

988464* /25!U *1T!<27=4/!2/7!U , , T!23*N, !6H, !U *1T!. /6465; , , /6!

988464* /25!U *1T!<27=!

A12N, 5! * /57!<27=!

, ,), !<27=!(6@/6! I , 10*1; , 1=]!

U 2464/ : !<27=!(6@/6! I , 10*1; , 1=]!

988464* /25!G *@1=! *0! U *1T!4/!2/7!U *1T!<27!23*N, !6H, !U *1T!. /6465; , , /6!

G *@1=! * /!_*)264* /!

G *@1=!4/!(6@84*!

. ; , 1: , /)7! . Z6, /=4* /!

o (@++5; , /6217!966, /82/), =!

, 28#6H1* @: H=!! H*6* : 12+H4)b? * =6@; , !R4664/ : bQ2T, #W+!G24! (, ==4* /=-! , 6)!

A1245, 1=!

')!



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 ! ! !
)((&\$. ,5![!
 /8!(+,O)+4!%S!"3)\$&&-'2!+&(&)!1&&!&'")-%#+!1#+!) +%,'% !\$)O&. !,\$!() +% '!#\$&!%7#!) \$. !%3+&&!

(C?FCHI I ;D!P>CD=!
 =CH@DI >=; G!>@!



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)((&\$. ,5!\Y"#\$\$,\$/&. !

) +%, ' %' 2!+& (&)%1&&' !1#+!\$) O&. !(+#+) OO&' !#\$!

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)((&\$. ,5!\Y"#\$\$,\$/&. !

7) -89#\$!) +%, '% ' 2!+&(&)%!1&&' !1#+!\$) O&. !(+ # * +) OO&' !#\$!XX"!#\$&!)\$. !XX"!% 7 #!
B!+&(&)%!1&&!&' " -) %#+!
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)((&\$.,5]!

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7) -89# \$!) +%, '% ' !"# \$%+) "%&. !X&1#+&!A !1&X+ /) +4!R` RV!9! /8!(+,O) +4!%&-&S,' ,#\$!" 3) \$\$&-!+&9/' &! 1&&' !

!

AH4=!2++ , /84Z!) * /624/ =!+1*N4=4* / =!2++54)235, l6*!S25T#* /!2164=6=!) * /612)6, 8!3, 0*1, !&!"IR, 31@217!"M"BX!!!

!

- [4] 1, +, 26=!*0!+1*: 12; ; , =!*/!2!Wal+14; 217!6, 5, N4=4* /!)H2//, 5f!!
- [44] 0, , =!0*1!, Z612)6=!@=, 8!4/!255!+1*: 12; ; , =!, Z), +6!) *; +45264* / =f!
- [444] 0, , =!0*1!, Z612)6=!@=, 8!4/!) *; +45264* /!+1*: 12; ; , =!

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(\$!



!>>0 1&&'!1#+!&5%+) "%' !/' & . !,\$!" #O(-)%,#\$(+##*+) OO&' !

! -; @F=Q!?! &E=CH<=ND0! !	! 1; ;!!	! +>FQ=D!) <WM>C; G!
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!
^*!54; 46=!

!
AH, !*/ , #827!
, /: 2: , ; , /6!0, , !4/!
0*1), !26!6H, !64; , !*0!
+1*8@)64*/![=, , !U25T



! ! !
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 !
)+%, '%!)\$. !, \$*&+'2!XX"! '& "#\$.)+4!"3)\$\$\$&-'!,\$"-/., \$*!XX"!%3+&&!
 1&&'!1#+!1/+%3&+!/'&'!)\$. !%&+O'!1#+!\$&5!&(' #. &!(+&O,&+&'!m!"#9"#OO,'',#\$'!
 !
 AH, !+14), =!21, !+, 1!H*@!2/8!; 27!3, !+1*#126, 8!6*!6H, !5, /: 6H!*0!6H, !+1*: 12; ; , '!AH, !+1*: 12; ; , !2:, !4=!)25)@526, 8!
 01*; !6H, !826, !6H, !+1*: 12; ; , !4=!04!-6!6!2/=; 466, 8!*1!; 28, !2N245235, '! ! 14), =!21, !28\@=6, 8!37!` 1 0!, 2)H!04/2/)425!
 7, 21!AH, !+1*: 12; ; , !+14), =!8, 6245, 8!3, 5*S!2++57!@+!6*!>&'!Q21)H! "M"E!2/8!S45!3, !@+826, 8!SH, /!` 1 0!4=!
 +@354=H, 84!/9+145!"M"E!

	\$#%,#\$)-!(+,"&'!!
*&\$+&Y' &+S,"&!	(+&O,/O! *&!
	N



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)((&\$. ,5!_!

"#--&"%,S&!-, "&\$"&'!XX"! "#\$%&\$%!B!#S&+S,&7!

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AH,!)*55,)64N,!5A),/),=!255*S!+1*:12; ; ,=!: 28,!37!*1!0*1!6H,!FF?!6*!3,!@=, 8!2=!8, 6245, 8!3, 5*S'!

!

! 27; , /6!2/8!1, +*164/:!4=!: 28,!6*!. C@467P=!/*; 4/26, 8!84=6143@6*1!2/8!. C@467!, =62354=H, =!6H, !84=6143@64*/!
+*54)7!0*1!6H, !+27; , /6=!: 28,!6*!6H, !1, 5, N2/6!)* /6143@6*1=!

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A:A! XX"!(/X-, "! ' &+S, "&!/' &!

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)((&\$.,5!A`!

/8%St'!) *+&&O&\$%!7,%3!&k/,%42!+,*3%'!) \$. !1&&!

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EQUITY

)((\$\$. ,5!AA!



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)((&\$. ,5!AR!

&\$&+)%,S&!)+%,1,")-!,\$%&--,&\$"&!!

AH,!FF?!2/8!. C@467!21,!84=)@=-4/:!6,1; =!0*1!: , / , 1264N,!90!SH4)H!S45!, N*5N,!*N,1!64; , '!!!

AH,!6,1; =!2:1, , 8!S46H!. C@467!S45!2++57!6*!)* /6!2)6=!, /6,1, 8!4/6*!@/8,1!6H4=!9:1, , ; , /6'!

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! ! !
)((&\$. ,5!AU!

7)-89#\$\$!)\$. !' /((#+%,\$*!) +%,'% '2!+) %&'!) ((-,")X-&!1+#O!A !1&X+ /)+4!R`R[!

! NHO "?@=>@M>@F!. CHI HI' ; C> D!

!&\$*) *&O&\$%1&&' !B!#\$&! 7 #+8!.) 4! !	!7)-89#\$\$!	! ' /((#+%,\$*!) +%,'% '!
./: 2: ; , , /6!R, , X!*/ , !, +4*8, ! [<27!U*1T]!!	q&&B'LM! !	qL>'LM!
./: 2: ; , , /6!R, , X!*/ , !, +4*8, ! [^4: H6!U*1T]!	q&>L'&M! !	q&M&'JM! !
) . . ,%,\$) -!1&&'!		
AU:R:A!' /((-&O&\$%) +4!) %&&\$.) \$' &' !B!() 4O&\$%1# +!3# / + '# +!.) 4' !#1! 7 #+8!# /% ' ,. &!%3&! 7 #+8! &\$%,%-&O&\$%! . &%) ,-&. !,\$!AU:A!) \$. !AU:U!		

` , H, 21=25!Y!<27!U*1T!

qL>'LM!
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