! "#$%$%&'$%( ) * +$, %-' ! $. " / +$01-'

!@4CQ8;EP'43)(:(+-7&()+(%;;-)(<"%;=>)5&)#&9+7$"'9#7&)97)?(-)'7&'(*93)#&)37'#%;)@"39#'()($"'%9#7&P'
08<7N8:9'(E;;8Q8'S:899-'Z[\]P'HP'^_'3'\[\6'
'
A";*"-/;&4EE-+E-#/*#+(3&F I N8C'?8?K8:9'EG'<'>E?@C<C='7D;=D:8'=<J8'8;8?8C=9'G:E?'<'7D;=D:8'EG'
H8EH;8'MNE'N<A8'K88C'9B9=8?<=@7<;;B'EHH:8998>'KB'=N<='>E?@C<C='Q:EDHPX'5`ENC9EC-'a<@9N<'bP'
U I N<=c9' I :ECQ'M@=N'(D;=D:<;'4HH:EH:@<=@ECd'0N898'e'4C9M8:9'/8A8<;'@=9'f<:?PX'"A8:B><B'
#8?@C@9?P'N==H9LO08A8:B><BG8?@C@9?P7E?0Z[\^0[g07D;=D:<;T<HH:EH:@<=@ECTM:ECQ0'<778998>'
,7=EK8:'g-'Z[\eP6'
'
4$$2))#G#;#*93&F&@A@CQ'8FD@=<K;8'<77899'=E'8A8:BEC8'<;ECQ'=N8'7EC=@CDD?'EG'ND?<C'<K@;@=B'<C>'
8WH8:@8C78P'477899@K@;@=B'8C7E?H<9989'=N8'K:E<>8:'?8<C@CQ9'EG'7E?H;@<C78'<C>':8G8:9'=E'NEM'
E:Q<C@R<=@EC9'?<J8'9H<78'GE:'=N8'7N<:<7=8:@9=@79'=N<='8<7N'H8:9EC'K:@CQ9PX'5N==H9LOOMMMP<<?T
D9PE:QOH:EQ:<?9O>@A8:9@=BT8FD@=BT<77899@K@;@=BT<C>T@C7;D9@ECOG<7@CQT7N<CQ8T>8G@C@=@EC96'
'
:(*2-(/;#H21& I EE-2))#+(&
UON8'hKDB@CQ'@C=Ec'=N8'8;8?8C=9'EG'EHH:899@EC'KB'=N8'=<:Q8='Q:EDHP' I N8C'=<:Q8='Q:EDH'

?2(12-3%0N8'9E7@<;;B'<C>'7D;=D:<;;B'7EC9=:D7=8>'7N

R O#*23'\6'US:89D?8>'h"D:EH8<C-c';@QN='9J@C'<99E7@<=8>'M@=N'<'7E;;87=@EC'EG'HN8CE=BH@7'G8<=D:89'
7EC9@>8:8>'=E'K8'<'hHD:8c'<C>'9DH8:@E:':<7@<;'7<=8QE:B'EG'ND?<C@=B'5S<@C=8:'Z[\[6k'Z6'<'DC@A8:9<;@R8>'
9=<C><:>'KB'MN@7N'E=N8:':<7@<;'Q:EDH@CQ9'<:8'YD>Q8>'5#:<CJ8CK8:Q'\ee]6ppk'q6'<'Q:EDH'EG'7D;=D:<;'A<;D89'

&

R0#*2(2))3&S@&0N@9'=8:?'U:8G8:9'=E'9=:D7=D:<;'<::<CQ8?8C=9'<C>'@>8E;EQ@89'EG':<78'>E?@C<C78P'/<7@<;'
HEM8:'<C>'@C8FD@=@89'

R0#*2&B"E-2．/$9&A";*"-23&'=N8'@>8<'5@>8E;EQB6'=N<='MN@=8'H8EH;8'<C>'=N8'@>8<9-'=NEDQN=9-'K8;@8G9-'<C>'<7=@EC9'EG'MN@=8'H8EH;8'<:8'9DH8:@E:'=E'S8EH;8'EG'(E;E:'<C>'=N8@:'@>8<9-'=NEDQN=9-'K8;@8G9-'<C>'<7=@EC9P'

^6P'5!8;Q<>E-'/P'3'+=8G<C7@7-'`P'IZ[\]mP'6+#9#'%;)+%'()9B(7+-›)5&)#&9+7$''9#7&P'%8M'1E:J-'%1L'%8M'1E:J'
*C@A8:9@=B'S:899PG'
'
<*0(+$2(*-#).3'=N8'8?E=@EC<;'<==@=D>8'=N<='EC8n9'EMC'8=NC@7'Q:EDH-'C<=@EC-'E:'7D;=D:8'@9'9DH8:@E:k'<C'
8W7899@A8'E:'@C<HH:EH:@<=8'7EC78:C'GE:':<7@<;'E:'8=NC@7'?<==8:9P''
&
Z+.+E0+G#/3'N<=:8>'E:'G8<:'EG'NE?E98WD<;9'E:'<99D?8>'NE?E98WD<;@=BP''
'
C+P2-3&=N8'<K@;@=B'=E'7EC=:E;'E=N8:9k'<D=NE:@=B-'9M<B-'@CG;D8C78k'<'H8:9EC'E:'=N@CQ'N<A@CQ'Q:8<='@CG;D8C78-'
GE:78-'E:'<D=NE:@=BP''
'
K/$#).3&<'>E7=:@C8'E:'=8<7N@CQ-'M@=NED='97@8C=@G@7'9DHHE:=-'=N<='7;<@?9'=E'G@C>':<7@<;'>@GG8:8C789'@C'
7N<:<7=8:-'@C=8;;@Q8C78-'8=7Pk'=N<='<998:=9'=N8'9DH8:@E:@=B'EG'EC8':<78'EA8:'<CE=N8:'E:'E=N8:9-'<C>'=N<='
988J9'=E'?<@C=<@C'=N8'9DHHE98>'HD:@=B'EG'<':<78'E:'=N8':<789k'<CB'H:EQ:<?'E:'H:<7=@78'EG':<7@<;'
>@97:@?@C<=@EC-'98Q:8Q<=@EC-'8=7P'K<98>'EC'9D7N'K8;@8G9P''
'
B2O#).3'>@97:@?@C<=@EC'<Q<@C9='H8EH;8'EC'=N8'K<9@9'EG'98Wk'

a[& & I EE-2))#+ (b3&ON8'9B9=8?<=@7'9DK\DQ<=@EC'EG'<'Q:EDH'EG'H8EH;8'KB'<CE=N8:'Q:EDH'EG'
H8EH;8'M@=N'<77899&=E'9E

'

H% , 7+)1 ' ' "*%9#7&%;)A(%;9B)E+7F+%8)IH1AEJ)

)

0N8'$, a'5f<BC89'3'+?8>;8B-'8>9P-'\eee6'

'

I 8K9=8:n9'%8M' I E:;>'!@7=@EC<:B'EG'4?8:@7<C'"CQ;@9N-'0N@:>'">@=@EC'5\ee\6'

'

%"4'/89ED:78'S<7J8=k%<=@EC<;'+8:A@78' , :Q<C@R<=@EC9k' a88=@CQ'4H:@;'Zg-'Z[\g'

'

(<9=<QCE-'4CQ8;<P'Z[\rP'0$" '%9($)#&)KB#9(&(33>)!77$)4&9(&9#7&3)%&$)/#:(+3#9-)#&)L'B77;3M) a@CC8<HE;@9-'

*C@A8:9@=B'EG' a@CC89E=<'S:899P''

'

#:<CJ8CK8:Q-'/D=NP'\eeqP'KB#9()K78(&G)N%'()O%99(+3>)PB()L7'#%;)67&39+" '9#7&)7D)KB#9(&(33M)

a@CC8<HE;@9-'*C@A8:9@=B'EG' a@CC89E=<'S:899P''

'

MMMP>@9?<C=;@CQ:<7@9?PE:Qk' , JDC-'Z[\^'

'

N==H9LOOMMMP9NEM@CQDHGE::<7@<;YD9=@78PE:Q0MN@=8T9DH:8?<7BT7D;=D:8PN=?;'