

!"#\$%&'()\*+,-./012.  
,-.% '223'  
4566'7879''

!'#\$%&'\$(%  
":;<5=>' / 5: ?@>AA'BAC>DC>:E' '  
FG>HIG>@=IJI>GK'

\*+, '-.!' /) 0##.#\$, "\$#)  
FG>HIG>@=IJI>GK'

)5@G' !L?@MN6>GO>P>@=  
QR>>@SA'IA'AI=R5=>G'M@'=:5GI=IM@56' ! @IACI@55T>'5@G' / 5RG>@MA5R@>>'>: :I=M:U; 'V>'5:>'O:5=>JR6'=M'  
T>'5T6>'=M'T>'6IW>'X'6>5:@'5@G'Y65U'M@'='C>A>'65@GA; 'Z' 4MR:' " I:>L=IM@A'+@GIO>@MRA' -=RG>@='%>@=:>X'  
QR>>@SA' ( @IW>:AI=U'

%MR:A>' " >AL:IY=IM@'  
'C5W>'T>>@'A=RGUI@O'='C>'>=IM6MOUX'Y5=CM6MOUX'5@G'=:>5=P>@='MJ' P>@=-56'I66@>AA'JM:'=C>'Y5A='7 [ 'U>5:A'  
5@G'+5 P'W>:U>\LI=>G'=M'AC5:>='CIA'?@MN6>GO>'NI=C'UMR;' V>'NI66'T>'LMW>:I@O'5'NIG>':5@O>'MJ'  
P>@=-56'C>56-C'LM@GI=IM@A'Z'

MJ'Y:M@MR@A'=C5='GIJJ>:'J:MP'='CMA>'=C5='5YY>5:'I@'UMR:'MJJIL56'QR>>@SA':>LM:GAX'Y6>5A>'6>='P>'?  
?@MNa'

+ 'B6I?>' P5@U'Y>MY6>E'5 P'A=I66'I@'='C>'Y:ML>AA'MJ'6>5:@I@O'5TMR='GIW>:A>'Y>:AY>L=IW>A'5@G'  
IG>@=I-I>A;'+J'AMP>>CI@O'N5A'A5IG'I@'L65AA'BTU'5@UM@>X'I@L6RGI@O'P>E'='C5='P5G>'UMR'J>>6'  
R@LMPJM:='5T6>X'Y6>5A>'=56?'='M'P>'5TMR='I=';B ! @M@U'PMRA'J>>GT5L?'IA'56AM'5@'MY=IM@E; ! A'5'  
Y5:='ILY5@='I@'LMR:A>'GIALRAAIM@AX'UMR'ACMR6G'56AM'A=:IW>'=M'CM@MR:'='C>'GIW>:AI=U'MJ'UMR:'  
L65AAP5=>A;'

b>65=>G6UX'PMA='MJ'='C>':>5GI@OA'I@'='CIA'LMR:A>'N>:>'N:I==>@'2H3'U>5:A'50M;'V>'C5W>'P5G>'5'6M='  
MJ'A=:IG>A'AI@L>'=C>@X'>AY>LI566U'I@'='>:P'A'MJ'MR:'RA>'MJ'I@L6RAIW>'5@'@M@HP5:OI@56IJI@O'65@OR50>;'  
+J'UMR':>5G'AMP>>CI@O'I@'='C>':>5GI@OA'='C5='UMR'JI@G'MJJ>@AIW>'M:'RYA>==I@OX'Y6>5A>'6>='P>'?@MN;''  
+'NI66'=:U'PU'T>A='M'LM@=>\=R56IJ>'=C>'I@JM:P5=IM@'I@'='C>':>5GI@OAX'TR='+'PIOC='PIAA'AMP>>CI@O;'  
,6>5A>'T>'5AAR:>G'='C5='PU'G>LIAIM@'='M'5AAIO@'='C>A>'Y5:='ILR65':>5GI@OA'GM>A'@M='P>5@'='C5='+'  
5LL>Y='5@GDM:'50:>>'NI=C'566'MJ'='C>I:'LM@=>@=;''

+PYM:='5@=' (@IW>:AI=U'' 5=>A''

<>U'G5=>A'BJI:A'G5U'MJ'L65AA'='RI=IM@'GR>'G5=>X'65A'G5U'='M'5GGDG:MY'LMR:A>AE'5:>'IPYM:='5@='='M'UMR:'  
5L5G>PIL'ARLL>AA;'' ,6>5A>'JI@G'='C>P'5='+PYM:='5@=''' 5=>A;'

+@=>@G>G'-'=RG>@=' )>5:@I@O'OR=LMP>A'

\*M'LMPY6>=>'='CIA'LMR:A>X'A=RG>@=A'NI66'G>PM@A=:5=>'='C>I:'5TI6I=U'='Mc'  
d; (@G>:A=5@G'='C>'G>JI@I=IM@A'MJX'5@G'5AA>AA P>@='P>='CMGA'JM:X'YAULCMY5=CM6MOU'  
7; +G>@=IJU'5@G'G>AL:IT>'='C>'P5`M:'>=IM6MOIL56' PMG>6A'MJ'YAULCMY5=CM6MOU'  
5; " >AL:IT>'='C>'P5`M:'>WIG>@L>HT5A>G'=:>5=P>@=' PMG56I=I>A'JM:'YAULCMY5=CM6MOU'  
2; ! YY6U'='C>'?@MN6>GO>'MJ'>=IM6MOIL56'=:>5=P>@=' PMG>6A'JM:'YAULCMY5=CM6MOU'='M'G>W>6MY'  
@MW>6':>A>5:LC'^R>A=IM@A'

b>^RI:>G'b>5GI@O'B5W5I65T6>'5'='C>'L5PYRA'TMM?A=M:>E'  
, - . %223'%MR:A>', 5L?'

e >='CMGA'MJ' ! AA>AA P>@='5@G' 1 :5GI@O' -LC>P>'



5=>@=IM@'MJ'=C> '\* ! A;'+J'UMR'NMR6G'6I?>'5GGI=IM@56'N:I=>@'J>>GT5L?'M@'UMR:'5AAIO@P>@='I@'M:G>:'  
=M'IPY:MW>'UMR:'Y>:JM:P5@L>'I@'=C>'JR=R:>'Y6>5A>'5A?'=C>'\* ! 'NCM'O:5G>G'UMR:'5AAIO@P>@=;''

+J'UMR'T>6I>W>='C5='UMR:'5AAIO@P>@='N5A'@M='O:5G>G'J5I:6U'5@G'UMR'NMR6G'6I?>='M'C5W>'I='>H  
O:5G>GX'Y6>5A>'ARTPI'5':>^R>A='M'P>'B''; / 5: ?>AAE'I@'N:I@O'=C5='G>=5I6A'UMR:'5:ORP>@='NI=C'  
>J>:>@L>'=M'=C>'5AAIO@P>@='I@A=:RL=IM@A'5@G'=C>'P5:?'I@O':RT:IL;', 6>5A>'@M=>'=C5='IJ'+':>HO:5G>'  
UMR:'5AAIO@P>@='=C>:>'IA'5'YMAAITI6I=U'=C5='=C>'P5:?'P5U'@M='LC5@O>'M:'LMR6G'LC5@O>'>I=C>:'RY'M:'  
GMN@;'

&AA>@=I56'b>^RI:>P>@=A'

+@'M:G>:'=M'Y5AA'=CIA'LMR:A>'A=RG>@=A'PRA='LMPY6>=>'! \*')& ! - \*'d'>\5PI@5=IM@'BPIG=>:P'M:'  
JI@56E;' \$M=>'=C5='IJ'M@6U'd'>\5P'IA'N:I=>@'X'=C>'P5:?'A'M@'=C>'M=C>:'5AA>AAP>@=A'NI66'T>':>H  
N>IOC=>GX'5A'G>=5I6>G'5TMW>;'

+@'M:G>:'=M'Y5AA'=CIA'LMR:A>'A=RG>@=A'PRA='LMPY6>=>'=C>'O:MRY'5AAIO@P>@='B:>A>5:LC'

d

'%#(d) d\*+, \$-+\$d. \$##\$%d /%!O\$d1-23#d\*+4\$5\$d

!AAIO@P>@='P5:?'	\$RP>:IL56'W56R>'JM:' L56LR65=IM@'MJ'JI@56'P5:?'
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!k



5L5G>PIL'I@=>O:I=U'5@G'P5U'56AM'J5L>'5GW>:A>'6>O56'LM@A>^R>@L>A'JM:'I@J:I@O>P>@='MJ'I@=>66>L=R56'  
Y:MY>:=U':IOC=A;'

!LLMP PMG5=IM@A'JM:' " IA5TI6I=I>A&&  
QR>>@0A' (@IW>:AI=U'IA'LMP PI=>G'=M'5LCI>WI@O'JR66'5LL>AAITI6I=U'JM:'Y>MY6>'NI=C'GIA5TI6I=I>A;','5:='  
MJ'=CIA'LMP PI=P>@='I@L6RG>A'5::5@OI@O'5L5G>PIL'5LLMP PMG5=IM@A'JM:'A=RG>@=A'NI=C'GIA5TI6I=I>A'  
=M'>@AR:>=C>U'C5W>'5@>^RI=5T6>'MYM:=R@I=U'=M'Y5:=ILY5=>'I@'566'=C>I:'5L5G>PIL'5L=IWI=I>A; '\*C>'  
->@5=>',M6ILU'JM:' !LLMP PMG5=IM@A'JM:' -RG>@=A'NI=C' " IA5TI6I=I>A'N5A'5YY:MW>G'5=' ->@5=>'I@'  
[\\$MW>PT>:78d3;](#)+J'UMR'5:>'5'A=RG>@='NI=C'5'GIA5TI6I=U'5@G'=CI@?'UMR'P5U'@>>G'5L5G>PIL'  
5LLMP PMG5=IM@AX'UMR'5:>'A=:M@O6U'>@LMR:5O>G'=M'LM@=5L='=C>pQR>>@0A' -RG>@=' !LL>AAITI6I=U'  
->:WIL>A'BQ- !-Ep5@G':>OIA=>:'5A'>5:6U'5A'YMAAIT6>;pp4M:'PM:>'I@JM:P5=IM@'I@L6RGI@O'IPYM:=5@='  
G>5G6I@>AX'Y6>5A>'WIAI='=C>'Q- !-'N>TAI=>:'

+@A=:RL=M:D%MR:A>'%MM:GI@5=M:'>P5I6'5GG:>AAc'YAU;5LLMP q ^R>>@AR;L5'

-=RG>@=A'5:>'>@LMR:5O>G'=M'ARTPI=':>^R>A=A'5A'AMM@'5A'=C>'@>>G'T>LMP>A'5YY5:>@='5@G'=M'LM@=5L='  
P>'



.,AULCM6MOU'223c'%MR:A>'OR=6I@>t'

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" 5=>' \*MYIL'  
->Y=;' [' +@=:MGRL=IM@'5@G' " I50@MA=IL'+AAR>A"  
->Y=;'\_ ' f>UM@G'GI50@MA=IL'L5=>OM:I>Ac'\*C>'b>A>5:LC' " MP 5I@'%:I=>:I5"  
->Y=;'d7' !@ \I>=U' " IAM:G>:A'd'  
->Y=;'d3' !@ \I>=U' " IAM:G>:A'7c', 5@IL' " IAM:G>:'  
->Y=;'d\_ ' !@ \I>=U' " IAM:G>:A'2c' -MLI56' !@ \I>=U' " IAM:G>:'5@G'\*>:5=P>@='  
->Y=;'72' OTA>AAIW>H%MPYR6AIW>' " IAM:G>:'d'  
->Y=;'73' OTA>AAIW>H%MPYR6AIW>' " IAM:G>:'7'  
**1 '\$2)3) 4 (#\$\$, & 5 ,\$.')6\$%+##)7.#(%8+%0)3)9 : (\$+)\* ; <67 0=)**  
"0L-;'2' ,MA=:5RP 5=IL' -=:>AA' " IAM:G>:'7

)): (D2)NO @+##,%' -)7 ,L)3)994 1 6\* <@)0 66! J : ? < : \* ) 7 ; < ) 6 & ' 8 , L ) ' . / - \$ ) ME 5 ) P : (D2)NQR

)): (D2)NS @+##,%' -)7 ,L)N

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