!

! "##$%"&" ' ( ) $*+,(
-./0.1213(

4,5+#* ' ,6*(78( ) $9"+&(: #*9;(! 7&&,<,(78(*=,(>7&?(! #799(
/(! 7&&,<,(@*#,,*;(A 7#%,9*,#;(B :(2/C/2(
D02-E FGHIH2G-
+8$69*,$ J =7&?%#799K,L"(

" # $ %& ' ( ) *!

M=K4K(4,5+#* ' ,6*(78(: #%=$*,%*"#+&(>$9*7#?;(N6$O,#9$*?(78( ) $#<$6$+;(! =+#&7**,9O$&&,;( ) : ;(122G(

4$99,#*+*$76P(QR78*?( ) $9$769P(S=,(: #%=$*,%*"#+&(T6*,6*$769(+6L(! 76*#+#?(U,+&$*$,9(78(
V&,O+*,L(N#W+6(>$<=X+?9($6(: ' ,#$%+;(/G22I/G0GKY(! 7 ' ' $**,,P(U$%=+#L(Z"?(A $&976(
D4$#,%*7#E;(R7"$9([,&976;(4+5=6,(@5+$6;(\ &$O$,#( ] "6^(

BK : K(4,5+#* ' ,6*(78(: #%=$*,%*"#+&(>$9*7#?;(N6$O,#9$*?(78( ) $#<$6$+;(! =+#&7**,9O$&&,;( ) : ;(1221

_K : K(4,5+#* ' ,6*(78(: ' ,#$%+6(@*"L$,9;(_#+6L,$9(N6$O,#9$*?;(A +&*=+ ' ;(B : ;(/GG-(
@" ' ' +(%" ' (&+"L,;(M=$(_,*+(` +55+(

+ ,) - " . . ( ) * & / !&++) (* ' 0 " * ' .!

%122343!15!673! 8 129!%:1;;<!#3=>:6 ? 3@6!15!AB;C>2!&:6;!
: 997%$+*,(M#78,997#;(1213I(
: 99$9*+6*(M#78,997#;(12/GI1213(
) 9*$6<(: 99$9*+6*(M#78,997#;(12/-I12/G(
) 9*$6<(R,%*"#,#;(12/FI/-(

0 >;;>D7C;366;!%122343!15!&:6!>@E!#3;B4@<! 8 B;61:9!15!&:6!#3=>:6 ? 3@6!
) 9*$6<(R,%*"#,#;(122GI12/-(

+ $ F / (%& ' ( ) * .!

F11G;!H!F11G!%1@6:BIC6B1@;!

$6(5#,5+#+*$76(a$69*,$6;(: ' ?(4K;(QT6*#7L"%*$76Y(*7(*! "#$"#%&'(&) *+&, (-."(/0&W?(B +#b(Uc ' $9%=K(
_,#&$6P(>+*d,(! +6*^;(,e5,%*,L(@5#$6<(1210K&

1212(*12/*3(&124'.'56&7.2859&,.*:"5*/&;'-$+"6%0&73<$'5*<5#3*0&"(/&=34"(&*
>$"(-*&'(&?3*@A(5*3%5"5*&7B*3'<"K(M=$&+L,&5=$+P(S,' 5&,(N6$O,#9$*?(M#,99;(1212K(
DU,%5,6*(78(121/(a#,L(_K(`6$88,6(_77b(M#$^,(87#(W,9*(W77b($6(' +*,#$+&(%"&*"#,;(
T6*,#6+*$76+&(@7%$,*?(87#(R+6L9%+5,;(M&+%,;(+6L(B +*,#$+&(! "&*"#,f(+6L(>767#+W&,(

' ,6*$76(87#(121/(` ,66,*=(g+%b976(M#$^,(87#(W,9*(W77b($6([7#*=(: ' ,#$%+6("#W+6(
=$9*7#?;(N#W+6(>$9*7#?(:997%$+*$76KE&

12/G(a$69*,$6;(: ' ?(4K;([+6%?(@K(@,+9=7&,9;(+6L(!=+#&,9(_+=6,;(QN5L+*$6<(>$<=X+?9(
+6L(M"W&$%(S#+6957#*+*$76;(/GCFI12/C;Y($6(*75.''%&28&!2%52(&;'%5236;(,LK([+6%?(@K(
@,+9=7&,9K(!=$%+<7P(N6$O,#9$*?(78(!=$%+<7(M#,99;(12/GK(/33I/30K(

DU,%5,6*(78(1212(>$9*7#$%([,X(V6<&+6L(_77b(M#$^,E(

&:6BD23;!

$6(5#,99(QA7#%,9*,#;(B+99+%="9,**9Y(%$*?(5#78$&,;($6(QB+55$6<(T6,h"+&$*?;Y(*7B*3'<"(&
?"(23"B";(,LK(U7W,#(`K([,&976(+6L(VLX+#L(RK(:?,#9;(
=**59P..L9K#$%=' 76LK,L".5+67#+' +.#,L&$6$6<.K(

121H(a$69*,$6;(: ' ?;(!"#$%&' ()#*+,&-./*&0/**/%,&0(12$//*&' 34()12%,&56$#(&4$()7/,&(*8&
' (99#/&:()1*/11,&;</.&=1+)#/>&?)+"&_,87#,(4$95&+%,' ,6*P(:6(N#W+6(>$9*7#?;Y(
_&7<(+#*$%&,;([7#' +6(_K(R,0,6*=+&(B+5(+6L(VL"%+*$76(!,6*,#(+*(*=,(_79*76(
M"W&$%(R$W#+#?;(B+#%=(3;(121HK(=**59P..XXXK&,0,6*=+&' +5K7#<.+#*$%&,9.W,87#,I
L$95&+%,' ,6*I5+#*I*X7.(

121H(*C*:(Z#75$"9I_#,",#(>7"9,(R$b,([7*+W&,(*=,#9P(!769" ' ,#$9 ';(!75?$6<;(+6L(
!7667$99,"#9=$5($6(+6(N69"6<(!7 ' ' $99$76KY(*D'(5*35$#3&?23582.'2*(0CK/(D@5#$6<(
1211EP(HIHCK(D5+6L,' $%IL,&+?,L(5"W&$%+*$76;(g+6"+#?(/1;(121HE(

121/(a$69*,$6;(: ' ?;(M+$<,(V55;(@?L6,?(a$9=,#;(V&?9,(!7*,;(U,6+*+(M+&+";(+6L(`#$9*,6(
A,W,#;(Q_,87#,(4$95&+%,' ,6*P(:6(N#W+6(>$9*7#?;Y(_&7<(+#*$%&,;([7#' +6(_K(
R,0,6*=+&(B+5(+6L(VL"%+*$76(!,6*,#(+*(*=,(_79*76(M"W&$%(R$W#+#?;(g"6,(/-;(121/K(
=**59P..XXXK&,0,6*=+&' +5K7#<.+#*$%&,9.W,87#,IL$95&+%,' ,6*.(

1212(Q[,X(i7#b(75,69(*#+88$%I%&7<<,L(9*#,,*9(*7(5,75&,(L"#$6<(5+6L,' $%;(*=,(%$*?j9(
&+*,9*(#,L,9$<6($6(*$' ,9(78(L#+' +*$%(%=+6<,;Y(*E$*&>2(:*3%"5'2(;(g"6,(10;(1212K((
=**59P..*=,%760,#9+*$76K%7' .6,XI?7#bI75,69I*#+88$%I%&7<<,LI9*#,,*9I*7I5,75&,I
L"#$6<I5+6L,' $%I*=,I%$*?9I&+*,9*I#,L,9$<6I$6I*$' ,9I78IL#+' +*$%I%=+6<,I/32/1F(
U,5"W&$9=,L($6P(=FGF&)*+%%H&D23./&I*J235;(g"6,(1C;(1212f(K"%5&>2BJ"(6;(g"6,(
1C;(1212K(

12/0(Ca#7' (k!,99577&j(*7(kS=,(Z#,+*,9*(T' 5#7O,' ,6*(78($*9(`$6LjP(A+%b,#(4#$O,(+6L(
*=,(U,%+9*$6<(78(*=,(!=$%+<7(U$O,#8#76*;(/G2GI/G1C;Y(*L2#3(".&28&?."((('(-&
;'%5236(/3K3(D[7O,' W,#(12/0EP(1-FIH2-K(

1220(

,3JB3K;!
(
$65(#,99(_77b(#,O$,X(E$*&M3*"5&7B*3'<"(&E3"(%'5&N'%"%5*39&7&>*(5#36&28&@#%5*3'560&7
>*(53'<&?."(('(-0&"(/&D$'5*&K.'-$(5$%=7&+9(4+<,6(_&7K(2#3(".&28&?."(('(-&
;'%5236(
(
1213(_77b(#,O$,X(7&?*2J.*O%&;'%5236&28&

1221(a+%"&*?(_77b(: X+#L;(4 ,5+#* ' ,6*(78(: #%=$*,%*"#+&(>$9*7#?;(N6$0,#9$*?(78( ) $#<$6$+(
(
122/I21(4 ,+6j9(a7#" ' (@%=7&+#;(N6$0,#9$*?(78( ) $#<$6$+(@%=77&(78(: #%=$*,%*"#,(
(
122/(

12/-(
QB$LI!,6*"#?(B7L,#6(4,9$<6($6(!76*,e*;Y(!"##$,#(B"9," '(78(:#*;(B+6%=,9*,#;(
[>;([70,'W,#(H(
(
12/C(
QA=,6(T'$*+*$76($9(*=,(_,9*(a7#'(78(a&+**,#?P(S#+%$6<(a7#'9(+6L(R,<+%?($6(*=,(
Z#75$"9I_#,",#(M+#*6,#9=$5;Y(>$9*7#$%([,X(V6<&+6L;(_79*76;(B:;(@,5*,'W,#(/3(
(
12/C(
Qa#7'(:O+6*IZ+#L,(*7(*=,(>7"9,([,e*(477#P(Z#75$"9;(_#,",#;(+6L(B7L,#6(
>7"9,(a7#'9;(/GH-I3/;Y(4,5+#*',6*(78(:#%=$*,%*"#,;(B+99+%="9,**9(!7&&,<,(78(
:#*(+6L(4,9$<6;(_79*76;(B:;([70,'W,#(1G(
(
12/0(
QZ#75$"9(!75?$6<(Z#75$"9pP(S=,(:W,&,(>7"9,(+6L(*=,(@5#,+L(78(@"W"#W+6(
B7L,#6$9';Y([,X(V6<&+6L(!=+5*,#(78(*=,(@7%$,*?(78(:#%=$*,%*"#+&(>$9*7#$+69;(
_79*76;(B:;(B+#%=(10(
(
12/H(
Q>$<=X+?9;(@=755$6<;(+6L(*=,(@"W"#W+6(@=$8*;Y(a#+'$6<=+'(>$9*7#?(!,6*,#;(
a#+'$6<=+';(B:;([70,'W,#(/F(
(
12//(
QB,L$%+&(!$*?;(!$*?(_,+"*$8"&P(:#%=$*,%*"#,(+6L(R,<+%?(+*(>+#O+#L(B,L$%+&(
@%=77&;Y(>+#O+#L(B,L$%+&(@%=77&;(_79*76;(B:;(\%*7W,#(10(
(
12//(
QS=,(R,69(78(*=,(!,6*#+&(:#*,#?P(T'+<$6<([$6,(4,%+L,9(78(!=+6<,($6(_79*76;Y(
_79*76(@7%$,*?(78(:#%=$*,%*9;(:#%=$*,%*"#+&(M=7*7<#+5=?([,*X7#b;(_79*76;(B:;(
B+#%=(1-(
(
12/2I12//(
A+&b$6<(S7"#P(QS,%=67&7<?(+6L(!=+6<,(+&76<(_79*76j9(A+*,#8#76*;Y(@+&O,(
U,<$6+(N6$O,#9$*?;(47%*7#+&(M#7<#+'($6(>"'+6$*$,9;([,X57#*;(UT;(B+#%=(/-;(
12//f([70,'W,#(/H;(12/2f(B+#%=(1;(12/2(
(
12/2(
Q_79*76j9(>$<=X+?($6(*=,(@b?P(N*75$+6()$9$76(7#(Z#,,6(B769*,#p;Y(a#+'$6<=+'(
M"W&$%(R$W#+#?;(a#+'$6<=+';(B:;(g+6"+#?(/H(
(
122G(
Q4#O6<($6(*=,(@b?P(_79*76j9(@b?X+#L(M#,&"L,(*7(*=,(_$<(4$<;Y(A7#%,9*,#(@*+*,(
!7&&,<,;(A7#%,9*,#;(B:;(B+#%=(C(
(
122C(
QS=,(!+#(+6L(*=,(!$*?($6(a&"eP(4$<<$6<($6*7(_79*76j9(_$<(4$<;Y(@+O+66+=(!7&&,<,(
78(:#*(+6L(4,9$<6;(@+O+66+=;(Z:;(\%*7W,#(/G(
(
(
%)*-",",%"!+&+",.!H!+,".",**'&'()*.!**
(
1211(
QS=,(R+L?(7#(*=,(>$<=X+?P(S=,(M#7'$9,(+6L(M,#$&(78(M&+66$6<(N6L,#(V&$^+W,*=(
B+?(>,#&$=?;Y(@7%$,*?(87#(:',#$%+6(!$*?(+6L(U,<$76+&(M&+66$6<(>$9*7#?(n(
[+*$76+&(!768,#,6%,;([,X(i7#b;([i;(\%*7W,#(11(
(
121/(
Q4$95&+%,',6*(+6L(*=,(T6*,#9*+*,9(U7"6L*+W&,;Y(N#W+6(>$9*7#?(:997%$+*$76;(
\%*7W,#(/0(

(
121/(Q[,X(_77b(U7"6L*+W&,;Y( ) ,#6+%"&+#(: #%=$*,%*"#,(a7#" ' ;( ) $#*"+&(: 66"+&(
B , ,*$6<;(B +?(1/(
(
121/(>$9*7#?(@" ' ' $*(121/(_77b(a ,9*$O+&;(>$9*7#?9" ' ' $*K%7 ' ;(B +#%=(/1(
(
12/G(QS=,(B +%=$6,(: <,(*=#7"<=(*=,(A $&976(R,69;Y(: #%=$*,%*"#+&(>$9*7#?(+*(*=,(
N6$O,#9$*?(78( ) $#<$6$+P(U$%=+#L(Z"?(A $&976(@? ' 579$" ' ;(! =+#&7**,9O$&&,;( ) : ;(

1223(
Q_,87#,(*=,(_$<(4$<P(_79*76j9(!,6*#+&(:#*,#?(+9(+(!769*#"%*(78(B$LI!,6*"#?(
B7L,#6$9';Y(@7%$,*?(78(:#%=$*,%*"#+&(>$9*7#$+69(n(@7"*=,+9*(U,<$76+&(
!768,#,6%,;(`67eO$&&,;(S[;(\%*7W,#(1G(
(
122/(
Qa#7'(a7#*8,L(!+9*&,(*7(B7L,#6$9*(>+0,6P(_#+6L,$9(N6$O,#9$*?(+6L(!#,+*$6<(+(
B7L,#6(TL,6*$*?;Y(A7&*^(@?'579$"';(N6$O,#9$*?(78()$#<$6$+(@%=77&(78(
:#%=$*,%*"#,;(!=+#&7**,9O$&&,;()::;([70,'W,#(1(
(

' "&%8(*O!"P+" ,("*%"!

(

%122343!15!673!8129!%:1;;<!#3=>:6?3@6!15!AB;C>2!&:6;!

(

T6*#7L"%*$76(*7()$9"+&(:#*9(D@5#$6<(12/G;(a+&&(12/GE(

(

>$9*7#?(78(Z&7W+&(:#%=$*,%*"#,(TP(M#,=$9*7#?(*7(/F22(Da+&&(12/F;(a+&&(12/-;(a+&&(1212;(a+&&(121/;(@5#$6<(1211;(a+&&(121HE(

(

>$9*7#?(78(Z&7W+&(:#%=$*,%*"#,(TTP(/F22(*7(5#,9,6*(D@5#$6<(1212;(@5#$6<(121/;(@5#$6<(1213;(a+&&(1213E(

(

:',#$%+6(:#%=$*,%*"#,(D@5#$6<(12/-;(@5#$6<(1212;(a+&&(121/;(@5#$6<(1213E(n([,X(%7"#9,;(+55#70,L(@5#$6<(12/G(

(

>$9*7#?(78(B7L,#6(:#%=$*,%*"#,(Da+&&(12/F;(a+&&(12/-;(a+&&(12/G;(a+&&(1212;(a+&&(121/;(a+&&(121H;(a+&&(1213E(

(

B+b$6<(*=,(B7L,#6(!$*?(Da+&&(12/-;(@5#$6<(121/;(a+&&(1211E(

(

S=,(B7L,#6(>7',(9,'$6+#(D@5#$6<(12/-;(@5#$6<(121/;(@5#$6<(1213E(n([,X(%7"#9,;(

:#%=$*,%*"#+&(+6L(N#W+6(@*"L$,9(:&" ' 6$(!+#,,#(M+6,&;(X$*=(B$%=+,&(_,+**?(+6L(
!,6*,#(87#(!+#,,#(4,0,&75 ' ,6*;(a+&&(1211(
@,+#%=(!7 ' ' $**,,;()$%,IM#,9$L,6*(87#(B+#b,*$6<(+6L(!7 ' "6$%+*$76;(a+&&(1211(
!7&&,<,(>767#9(M#7<#+ ' ($6*,#O$,X,#;(a+&&(1211(
T6O$*,L(a+%"&*?(M+#*$%$5+6*;(!+ ' 5"9(B+9*,#(M&+6(X7#b9=75(9,99$769;(1211(
a+%"&*?(#,9,+#%=(5#,9,6*+*$76(*7(_7+#L(78(S#"9*,,9;(:5#$&(1G;(1211(
!T@(N#W+6(@*"L$,9(5#7579+&;(X$*=(4+O$L(`+# ' 76;(4+$6+(>+#0,?;(R7#,&&,(@,'&,?;(
@+#+=(R"#$+;(121/(
V[ )@(T6*,#69=$5(U7"6L*+W&,(%77#L$6+*7#;(B+#%=(10;(121/(
a+%"&*?(!788,,(S+&b;(Qg+ ' W7+#L;Y(!,6*,#(87#(A#$*$6<;(g+6"+#?(/G;(121/(
a+%"&*?(:LO$97#;(V[ )@(@*"L,6*(:LO$97#?(Z#7"5;(1212I121/(
(
@,#O$%,(*7(*=,(4,5+#* ' ,6*(78()$9"+&(:#*9P(
:#*(>$9*7#?(' +d7#(:LO$97#;(1212I(
@,+#%=(!7 ' ' $**,,;(:99$9*+6*(M#78,997#(78(@%"&5*"#,(+6L(H4(B,L$+;(a+&&(1211(
@,+#%=(!7 ' ' $**,,;(:99$9*+6*(M#78,997#(78(Z&7W+&(B,L$+&(:#*;(a+&&(121/(
R$W#+#?(R$+$976;(4,5+#* ' ,6*(78()$9"+&(:#*9;(121/I1211(
Z#+L"+*,(@%=77&(:LO$97#;(4,5+#* ' ,6*(78()$9"+&(:#*9;(1212I121/(
@*"L?(:W#7+L(:LO$97#;(4,5+#* ' ,6*(78()$9"+&(:#*9;(1212I1/(
(
0 >;;>D7C;366;!%122343!15!&:6!>@E!#3;B4@<!8B;61:9!15!&:6!#3=>:6?3@6!
(
>$9*7#?(78(B7L,#6(:#%=$*,%*"#,(D@" ' ' ,#(122-;(@5#$6<(122G;(@" ' ' ,#(122G;(@" ' ' ,#(
12/2;(@5#$6<(12/0;(a+&&(12/0;(@5#$6<(12/FE(
(
: ' ,#$%+6(:#%=$*,%*"#,(Da+&&(122G;(@5#$6<(12//;(@" ' ' ,#(12//;(a+&&(12/3;(@5#$6<(12/CE(
(
N*75$+9;(4?9*75$+9;(+6L(N#W+6(4,9$<6(8#,9=' +6(9,' $6+#((
D

(

>$9*7#?(78(: #%=$*,%*"#,(+6L(4 ,9$<6P(M#,=$9*7#?(*=#7"<=(_+#7h",(Da+&&(1220;(@5#$6<(122CE(

(

L 73>61@!%122343<!*1:61@<! 0 &<!AB;B6B@4!(@;6:CD61:!15!&:6! 8B;61:9!R->22!STTUV!

(

Z#,+*(A 7#b9(78(: #*(>$9*7#?(D*,+ ' I*+"<=*(9"#O,?(%7"#9,E(

(

[$6,*,,6*=I%,6*"#?(: ' ,#$%+6(: #%=$*,%*"#,(

(

F1;61@!&:D7B63D6C:>2!%122343<!

12/ /(

121/(M,,#(U,O$,X,#;(*E$3*%$2./%&L2#3(".;(BTS(M#,99(
(
121/(Ve*,#6+&(M,,#(U,O$,X,#;([+*$76+&(>$9*7#$%(R+6L ' +#b(M#7<#+ ';([+*$76+&(M+#b(
@,#O$%,(
(
12/3((Ve*,#6+&(U,O$,X,#;(A,9*O$,X(M#,99(
(
1220I122C(M&+<$+#$9 ' (a+%"&*?(S+9b(a7#%,;(_79*76(:#%=$*,%*"#+&(!7&&,<,(
(
(
' 1!673!%1 ? ? C@B69!
(
121/I1213(!=+$#;(>$9*7#$%(4$9*#$%*(!7 ' ' $99$76;(a#+ ' $6<=+ ';(B:(
(
1212I121/(