

!"#\$%&'()*+,*,-*
;(8*8<<1=\$*"<*8=82)*k2)8%>82)k"2*)8=(2k?@8A*B<% "C*, -.DE, -.FG@A8H*)")%81)*A868=)k>8*C@)kAC*

38k'(1228*(120*9@6k1*5 1678%*

I: !6:J=J3K*!12HkH1)8A*

L2k>8%Ak)\$* "<* 5 8A)8%2*M2)1%k"N*J=("6* "<* ! "CC@2k=1)k"2*J=k82=8A*12H*Oka"%H8%A*

,
*

;(kA*=%k)k=16*%8>k8P*8Q1C(k28A*)(8*8>kH82=8*%8'1%Hk2' *%8=82)*8=(2k?@8A*@A8H*k2*)(8*)%81)C82)* "<*A868=)k>8*C@)kAC*
BJ I G*; \$#8A*" "<k2)8%>82)k"2A*<"%*J I *k2=6@H8*R8(1>k"@%160)*#A\$=("H\$21Ck=0*#(1%C1=8@)k=160*A\$A)8CA0*12H*C@6)kC"H16*
1##%"1=(8A:*M>8%1660*)(8*8>kH82=8*1)(8%H*%<"C*)(kA*%8>k8P*A@' '8A)A*)(1*)(8*A)"2'8A)*H8'%88*" "<*A@##%"%kA*<"%
R8(1>k"@%16*

*
*
Y8(1>@%16: (8%1#\$)
. &/0(23\$4*5(637 &%4*+89:1(2#/\$3/1(

<"%*A(1#k2 '*A@==8AAk>8*1##% "QkC1)k"2A* "<*A#88=(*k2*
=(k6H%82*Pk)(*J I :.* \k<)882*=(k6H%82*Pk)(*J I *B1 '8A*TEXG*
P8%8*12H" C6\$*1AAk' 28H*)" *28* "<*f*R8(1>k"@%16* '% "@#AN*
A(1#k2 '*@Ak2 '*C"Rk68*1##A*Bk:8:0*]##68*kK1HG0*A(1#k2 '*
@Ak2 '*") (8%*)(8%1#8@k=*)" "6A0*" %*A(1#k2 '*@Ak2 '*
%8k2<"%=8C82):* ! (k6H%82*#1%)k=k#1)8H*k2*)P "TTECk2@)8*
)%81)C82)*A8AAk"2A.* ; %81)C82)*"@=" C8A*P8%8*C81A@%8H*
@Ak2 '*R8(1>k"@%16*%8A#"2A8A*"<*)(8*=(k6H%82*B' 16>12k=*
A7k2*="2H@=)12=80*)kC8*)1782*)" *=" C#68)8*)(8*A(1#k2 '*
(k8%1%=(\$0*=(k6H*12H*=1%8' k>8*%8#"%)A*"<*)(8*=(k6H[A*
A"=k16*12Qk8)\$0*12H*=1%8' k>8*%8#"%)A*"<*)(8*=(k6H[A*
A#817k2 ':*S8A@6)A*A("P8H*)(1)/f:f f g *")<*)(8*
#1%)k=k#12)A*=" C#68)8H*)(8*(k8%1%=(\$*12H*P8%8*A#817k2 '*

=@%82)*A)@H\$0*#%1C#8Q"68*P1A*8H">8%D*P887A0*
 &C##">8C82)*P1A*H8C"2A)%1)8H*RS*P887*f0*12H*
 %8A#"2A8*P1A*C1&2)1&28H*1)*P887*D0*F0*12H* . . :*Y""A)8%*
 A8AA&"2A*P8*8*2")8H)*"(86#*P&)(*C1&2)8212=8*"<%8A@6)A.*
 ;(8*C8H&=1)&"2*P1A*8#"%8H)*"%8A@6)*&2)*%12&82)*
 21@A81*2&)&166\$0*R@)*828%166\$(1H*(&'(*)"68%1R&6&)\$.*
 ;(8*A)@H\$*A1C#68*="2A&A)8H*"<*"26\$*28*
 #1%)&=#12)0*P(&=(8H=#81A8A*)(8*#"P8%*"<*)(8*A)@H\$:*
]@)("A*1%'@8H*)(1)*J I *P1A*1*C")&>1)&"216*H8<&=)0*12H*
 A&2=8*#%1C#8Q"68*(1H*882*A("P2)*"R""A)*H"#1C&28*
 12H*&2=#81A8*C")&>1)&"20*%)*P1A*1*6" ' &=16*C8H&=1)&"2*<"%*
 J I :.*^"P8>8%0*8Q#6121)&"2A*P8*8*2")*#%">&H8H*"2*("P*
 J I *12H*C")&>1)&"2*P8*8*861)8H:*]@)("A*1%'@8H*)(1)*
)(8*=(&6H[A*#8>&"@A*<1&6@%8*P&)(*")*(8*H%@'*)%&16A*8A*
 8>&H82=8*1'1&2A)*)(8*#61=8R"*8<<8=)0*R@)*1%12H"C&V8H*
 ="2)%6*%&16*P&)(*1*61%'8*A1C#68*A&V8*P"@6H*(1>8*R882*
 A)"2'8%8>&H82=8*1'1&2A)*)(8*#61=8R"*8<<8=):*M@)="C8*
 C81A@8A*P8*8*2")*#681%6\$*H8<&28H*R8\$"2H*)(8*=(&6H*
 %8#"%8)8H6\$*R8&2'8*"C"%8*82'1'8H*P&)(*")*(8%1#&A)*12H*
 ")*(8*1H@6)A0*A"*A)1)&A)&=16*1216\$A8A*P8*8*2")*#8%<"%C8H*
 <"%*"@)="C8*H1)1:*

M>8%1660*b1'@\$[A*B, -.XG*A)@H\$*#%">&H8A*12*

16)8%21)&>8*#(1%C1="6" ' &=16*#"&"2*<"%*)81)C82)*" < *
 =("%2&=J I 0*R@)*)(8*A)@H\$*288HA)*"R8*8H@#6&=1)8H*P&)(*
 =681%8%*"@)="C8*C81A@%8A*12H*1*61%'8*A1C#68*A&V8)*"
 #%">&H8*A)%"2'8%8>&H82=8*<"%*)(&A*1##%"1=(:*
 *

KA\$=("H\$21C&=#*
 S8A81%=(8%A*!&+&""&1(J"#0#31(&/=(2&+&(

>?@ABC(#%8A82)8H*1*A&2'68*=1A8*A)@H\$*&2*P(&=(*
 _%&=7A"2&12*^\$#2")*(8%1#\$*P1A*8H*1A*C1&2*)%81)C82)*
 <"%*J I :* ;(8*#1%)&=#12)0*1*XE\$81E"6H*' &6*P&)(*J I 0*
 ="C#68)8H*<&>8A8AA&"2A*"<*_%&=7A"2&12*^\$#2")*(8%1#\$*
 ">8%*)(8*=" @A8*"<*)(%88*C"2)(A.*; (8*8A@6)A0*1A*8#"%8H*
 R\$*)(8*=&682)[A*C")*(8%0*A("P8H*A&'2&&=12)*="12'8A*2*
)(8*=(&6H[A*R8(1>&"@%*%&C8H&1)86\$<"66" P&2'*)%81)C82)0*
 &2=6@H&2'*)(8*%8A"6@)&"2*"<A\$C#)"CA*12H*)(8*H&1'2" &A*A*
 "<*J I *R8&2'2"*6"2'8%1##6&=1R68:*
 ;(8*2)8%>82)&"2*8=(2&?@8A*8A*8H*R\$*)(8*
)(8%1#&A)*P8*8*P866EH8A=#R8H*2*1*21%1)&>8*<"%C1):*
 O8A#&8*)(8A8*H8A=#&#)&"20*)(8A8*C8)("HA*P"@6H*R8*
 &C#"AA&R68)*"%8=#81)80*1A*)(8*)(8%1#\$*A*2H&>&H@16&V8H*
 12H*2")*A)12H1%H&V8H.*; (&A*A)@H\$*16A*"="2)1&28H*A8>8%16*
 C8)("H"6" ' &=16*6&C&1)&"2A.*; (8*1@)("%"1=72" P68H'8H*
)(8*2(8%82)*6&C&1)&"2A*"<*)(&A*A)@H\$*H@8)*)(8*21)@%8*"< *
 1*A&2'68*=1A8*H8A&'2.*; (8*%8A81%=(8*%2"8H*)(1)*)(8*
 '828%16&V1R&6&)\$*"<%8A@6A)*"*)*(8*#1)&82)A*8A*8Q)%8C86\$*
 6&C&8H*<"C*)(&A*A)@H\$0*12H*)(1)*)(8*8<<8=&=&828AA*"<*)(8*
 &2)8%>82)&"2*C@A)*R8*)8A)8H*2*C"%8*C8)("H"6" ' &=166\$*
 A"@2H*A)@H&8A:*]2")*(8*%6&C&1)&"2*"<*)(&A*A)@H\$*P1A*)(8*
 61=7*"<*"C16&V8H*1AA8AA C82)*C81A@%8A.*; (8*%8A81%=(8%*
 ="@6H*(1>8*8@%&6&V8H*1*A)12H1%H*C81A@%8*"<*J I *1)*)(8*
 R8'&22&2'12H*82H*"<*)%81)C82)*&2*"H8%*)"*?@12)&<\$*)(8*
 =(12'8*2*)*(8*=(&6H[A*R8(1>&"@%0*2A)81H*"<%86&2' *
 ="C#68)86\$*2*2=1%8' &>8%*8#"%):**]A*1*8A@6)0*166<&2H&2' A*

R@)*(&A*#%"")="6*P 1A*2")*k2=6@H8H*k2*)(8*1%)k=68:*; (&A*
C 178A*)(8%8A@6)A*Hk<<k=@6)*"8#6k=1)80*=(16682 ' k2 ' <"%*
") (8%*-6k2k=k12A*)"681%2*<"C*)(8*#1#8%*12H*1##6\$%k)*"
) (8k%*P "70*12H*Hk<<k=@6)*<"%*-6k2k=k12A*"<*) (8%*
H&A=k#6k28A*)"72" P*P (1)*kA*k2>"6>8H*k2*)(8*)(8%1#\$*
A8AAk"2A:*

O@8*)"*(8A8*<1=)"%A0*)(&A*A)@H\$*"<<8%8H*1*
C"H8%1)86\$*A@ ' ' 8A)1R68*68>86*"<8>kH82=8:*; (&A*A)@H\$*
A@##"%)A*)(8*8<<8=)k>828AA*"<#A\$=("C")%k=k)\$*1A*1*
) (8%1#\$*<"%* J I 0*R@)*<@%) (8%*%8A81%=(*kA*288H8H*)"*=61%k<\$*
) (8*6"2 *)8% C*8<<8=A*"<*) (&A*)%81)C82):**
*

I @6&kC"H16&] ##"] I=(8A)N**
; *# /1(Q" 78\$"3/0!(F9#"&1(&/=(23"=3/(
>?@ANC*="2H@=)8H*1*=6k2k=16*)%k16*)(1)*k2>8A)k' 1)8H*J"=k16*
!"CC@2k=1)k"2*] 2Qk8)\$*; %81)C82)*BJE!] ; G*1A*12*
k2)8%>82)k"2*<"%*=(k6H%82*12H*<1Ck6k8A*P k)(*J I :*\ "%)\$*
=(k6H%82*P k)(*J I *1)82H8H*f*)(8%1#\$*A8AAk"2A*<"=@Ak2 *
"2*=" ' 2k)k>8*R8 (1>k"@%16*A)%1)8 ' k8A*12H*#1%82)*
8H@=1)k"2*(86H*"2=8*8>8%\$*f*P887A:*J8>8%16*1AA8AAC82)*
C81A@%8A0*k2=6@Hk2 * *) (8*J I d0*! Y! 30*12H*<1Ck6\$*
="C#6k12=8%1)k2 ' A0*P8*8*="C#68)8H*1)*R1A86k280*1)*81=(*
)%81)C82)*A8AAk"20*12H*1*)(8*="C#68)k"2*"<*)%81)C82):*
\ "66" Pk2 ' * /P887A*"<*)%81)C82)0*=(k6H%82*A (" P8H*
A& ' 2k<k=12)* ' 1k2A*k2*A#817k2 ' *%8?@82=\$*"2*166*J I d*
k)8C A*12H*H8=%81A8H*68>86A*"<*12Qk8)\$*12H*P k)(H%1P 16*1A*
%8#"%)8H*R\$*#1%82)A*"2*)(8*! Y! 3:.*

; (8*1@)("A*%)k6kV8H*1*2@CR8%*"<*<
C8[(; (I 222 5 (k)-2(2=6))T21T80*)-11 -@<TT21-2

= "CR&21)&"2A*"<?)%81)C82)*1##%"1=(8A0* ' "6H*A)12H1%H*
)%81)C82)*<%"*J I *=122")*R8*8A)1R6&&A (8H-:*
 U2*") (8%#1%)A*"<*)(8*P "%6H0*A@=(*1A*)(8*L2&)8H*
 i &2 'H" C0*JE3KA*#61\$*12*8AA82)&16*%"68*&2*)(8*)%81)C82)*
 "<*J I :*] = "%H&2 '*)"*9" (2A"2*12H* 5 &2)' 82A*B, - .TG0*JE
 3KA*12H*)(8%1#&A)A*#61\$*12*8AA82)&16*%"680*8&)(8%*H&8=)6\$*
 "%*="2A@6)1)&>86\$0*&2*)(8*1AA8AAC82)0*H&1 ' 2" A&A0*12H*
)%81)C82)*"<*J I :*9" (2A"2*12H* 5 &2)' 82A*B, - .TG*
 H8A=%&&R8*(" P*A#88=(*12H*612 ' @1 ' 8*A8%>&=8A*1=% "AA*)(8*
 L i *(1>8*#@)*&2*#61=80*%"*1%8*&2*)(8*#" =8AA*"<*
 H8>86" #&2 ' 0*8>&H82=8ER1A8H*J I * ! 1%8*K1)(P1\$A*P (&=(*
 8C#(1A&V8*81%6\$*&2)8%>82)&"2*12H*("C8EA=(" "6*6&1&A "20*
 681H&2 '*)"*12*8Q=86682)*#% " ' 2" A&A*<%"*=(&6H*82*P&)(*J I :*
] A*JE3KA*#61\$*A@=(*12*&C#"%)12)*%"68*&2*J I *=1%8*&2*
 ") (8%*=" @2)%&8A0*&)*&A*&C#"%)12*)(1)*JE3KA*&2* ! 121H1*
 1H>="1)8*<%"*) (8*>16@1R68*%"68*)(8\$*=" @6H*#61\$*"2*)(8*
 J I *&2)8%>82)&"2*)81C:*

*
 *
 *
 S8=82)*8>&H82=8*A@##"%)A*)(8*R8(1>&"@%16*1##%"1=(*1A*
 12*8<<8=)&>8*&2)8%>82)&"2*<%"*J I :*M28*"<*)(8*)(%88*
 R8(1>&"@%16*1##%"1=(8A*1216\$V8H*&2*)(&A%*8>&8P*"<<8%8H*
 1*=" C#866&2 ' *68>86*"<*&8>&H82=8:* ^ " P8>8%0*)(&A*
 1##%"1=(0*16"2 ' *P&)(*#A\$=("H\$21C&=12H*
 # (1%C1="6" ' &=16*1##%"1=(8A0*1%8*")@)A&H8*12*JE3K[A*
 A=" #8*"<*#%1=)&=8:*