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!"#\$%&'()*+,-./0^!"1&234*

!"#\$%&'()*+##*,-./(.01"2+#!/&\$#23&'(45/#%(67*'"&18(9::#%/(#3(;2/\$*"#3<(=2%#&'(!20053#%&\$#23(=>#'/(#3(
!7#'"*3(,\$7(@5\$#/0(=1*%\$'50(A#/2'"*B(
(
3565778*!"1&2&***
94!14:7*:;<!*82=k=8)5**

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!"#\$%&'()*+,-./:0123456789

G8)8*!"1157)&"20**
H(5*%5@F1)@* "A*)(5*1k5%8)F%5*%58%7(*\$&51=5=*@&J*8%)k715@4*
H(5*8%)k715@*k271F=5=*)(%55*%82="E&P5=7"2)%1*)%k81@0*
"25*"6@5%78)&"281"1'2'k)F=k281=-5@k'20*82=*)I"*E&J5=
E5)("=@*=-5@k'20*6")(*"A*I(k7(*k271F=5=8*E&F1)k#15*
68@51k2502["A[. *=5@k'2*82=*8*78@5*)F=\$4**

3.0'4#0*

382="E&P5=!"2)%1*H%k81@**
382="E&P5=7"2)%1*)%k81@*L3!H@M*8%5*7"2@k=5%5=*)(5*
(k'(5@*15?51*"A*5?k=52750*8@*)(5\$*1&E&k*)(5*5AA57)@*"A*
5J)5%281*%8%k8615@*"2*)%58)E52)4*Q578F@5*"A*)(k@0*3!H@*
8%5* @F&k)8615* A"%* =5)5% E&k2k2'*)%58)E52)* 5AA57)@* k2* 8*
##"F18)k'24*a" I5?5%0*)(5\$*782*65*=-kAA&k7F1)*"7"2=F7)*8@*
(5\$*E8\$*%5]F&k%5*8*18%'5*2FE65%*"A*#8%)k7k#82)@*(82*
) (5*)@F=k5@*82=*8*5*186"%&"F@*k2*28)F%54***

C#**3#3#>D(E**/*\$/*<<*"D(42//**"D(@//05/D(
67201/23(E5/\$&+2(F(E2'? (GHJJKL' 7"2=F7)5=82*
3!H*)" *k2?5@)k'8)5*)(5* kE#87)*"A* K9H*"2* @E\$#)"E*
@5?5%k)S\$*k2*7(kl=52* I&)(*8F)k@E4<8%)k7k#82)@*k271F=5=
bcd*7(kl=52*65)I552*)(5*8'5@*"A*d0-*82=*cD... I ("*E5)*
7%k)5%k8*A"%*8*=-k8'2" @k@*"A*8F)k@E*F@k2'*)(5*2K)5%28)k'281*
!18@&kA&78)k'2* "A* G&k@ "%=5%@4* :7"%5@* "2*)(5* OF)k@E*
G&k'2"@k7* C6@5%78)k'2* :7815* 82=*)(5* OF)k@E*
G&k'2"@k7* K2)5%?k5I[35?k@5= I5%5* F@5=8* 68@51k25*
8@5@5@E52)@4* <8%)k7k#82)@* I5%5* %57%F&k)5=* A%"E*
k2)5%28)k'281*7(kl=52U@*752)k%5@4*!(kl=52*I5%5*82="E1\$*
@#1k)*k2'*)(%55*k2)5%?52)k'2* '%F#@0* k271F=k2'*(k'(*
k2)52@k)S\$K9H*L)(%55*kE5@*8*I55NM*"k1" I*k2)52@k)S\$K9H*
L'275*#5* I55NM*#1F@*@82=8=-78%50*82=*@)82=8=-78%5*
81"25*k2)5%?52)k'2* I8@*#%"?k=5=*"?5%*S*E"2)(@*82=*
A"11" I*F#* I8@*8@5@5@5=*8)*, *82=* ., *E"2)(@*#")@*
k2)5%?52)k'24* <k&E8%\$*"F7"E5*%5@F1)@* I5%5*7817F18)5=*
6\$*7"E#8%k2'*)(5*68@51k25*OGC*:*@*7&81*8AA57)@*7"5%)"*
(5*#")@*k2)5%?52)k'2* @7"5%4*35@F1)@*k2=k78)5=*)(8)*6")(*
K9H* "%F#@* =k=2")* @("I*82\$* @&'2&k&782)*7(82'5*
7"E#8%5=*)*)(5* @82=8=-78%5* '%F#@* "2*)(k@*E58@F%54*
:E811'@k'2&k&782)*=kAA5%5275@* I5%5* A"F2=65)I552*)(5*
'%F#@* I(52'1"N&k2'*8)*@57"2=8%\$*"F7"E50*@F7*8@*
(5* K9H* "%F#@* @7"5=* (k'(5%* "2* OGC* : "7&81*
35@#*2@k?525@* :7815@*L:3:M*"A*@ "7&81*E")k'78)k'2*82=*
@7"5=*1" I5%5*"2*:3:*@7815@*"A*8F)k@k7*E8225%k@E4**

H(5%5*8%5*E82\$*%52')(@*"A*)(k@*@)F=\$4*:5157)k'2*7%k)5%k8*
k2*)(k@*@)F=\$4*I8@*I511=5A&k25=4*!(kl=52*I&)(*8F)k@E*8%5*
82*k2(5%52)1\$*(5)5%"'525"F@*#"#F18)k'20*6F)*%5@58%7(5@*
8))5E#)5=*)*7"2)%1*%"*%*(k@*8@*#8%)k7k#82)@* I5%5*811*8'5[
E8)7(5=0* I&)(F)* @52@%"\$* =k@ "%=5%@0* 82=* (8=*2")*
%575k?5=* EF@k7*)(5%8#\$*k2*)(5*18@* ., *E"2)(@*(K2*
8=)k'20* #8%)k7k#82)*7(8%87)5%k@k7@* I5%5* =5@7%k65=*k2*
'%58)=5)8&1*)"52@F%5*)(5* "%F#@* I5%5*%5#%5@52)8)k?5*"A*
(5*#"#F18)k'24*H(5*?5%\$*18%'5*2FE65%*"A*#8%)k7k#82)@0*
8##%"#%k8)5*A"*82*3!H0*k27%58@5@)(5*525%81&P86&k)S\$*"A*
k&2=k2'@*"A*)(5*)@F=\$4**

Q&5152k2&N* 5)*814* L, -.ZM* 7158%1\$* =5&k25=*)(5* #%&E8%\$*
"F7)E5*"A*)(5k%*@)F=\$4* 958@F%5E52)*"A*%5@F1)@* I5%5*
7"2=F7)5=* F@k2' * "1=* @82=8=-*)5@)@4* O###"##k8)5*
@8)k@k781* 8281\$@5@* I5%5* F&k1&P5=@* @F7(*8@*8* E&k2&E81*
71k2&7811\$*&E#%"82)*=kAA5%5275@7"5%*"A* . *65)I552*)(5*
K9H* "%F#@*82=*)(5* @82=8=-78%5* '%F#@*L7"%5@#"2=@*
)"*8*!"(52*?81F5*"A*-4,0* I(k7(*k@*8*@E811*5AA57)@&kP5M*
H(5*)@F=\$4*F@5=6")(*)I*" "%F#@*82=*)(%55* "%F#@*
7"E#8%k@*2@*)" * @5#8%8)5*)(5* (k'(k'2)52@k)S\$*82=*1" I*
k2)52@k)S\$K9H* "%F#@*O*I58N25@*@"A*)(5*)@F=\$4*(8)*"A*
(5* @57"2=8%\$*"F7)E5@*"A*)(k@*@)F=\$4* I5%5*2")*7158%1\$*
l&@)5=* "21\$*)(5* "25@*)(8*)(5%5* I8@* @k'2&k&782)*7(82'5*
=5E"2@)k)5=* 6\$*)(5* K9H* "%F#@* I5%5* E52)k'25=4*
VF%)(50* F@k2'*)(5* :3:* @7815@*)" *E58@F%5* @57"2=8%\$*
"F7)E5@* k@*82")(5% I58N25@* 8@*)(5\$*8%5* #8%52)*
%5#"%)5=*82=*2")*61k2=5=4* O@5@@"%@* I5%5*8=5]F8)51\$*
)k&25=4* Q1k2=k2' * "A* 8@5@5@@"%@* I8@*8))5E#)5=*82=*
%5#"%)5=* I(52*F2k2)52)k'2811\$*6%"N524* C?5%811@*)(k@*
@)F=\$4*#%"?k=5@*7"E#511k2'5?k=5275*)(8)*K9H*"5@*2")*
#%"E"5)*E"%5* @k'2&k&782)*7(82'5* k2* @7&81*
7"E&F2k78)k'2*)(82@)82=8=-78%54**

M#0D(N#<"&0(&3?(E2'? (GHIIOL' 7"2=F7)5=8*
%82="E&P5=7"2)%1*)%k81* k2?5@)k'8)k2' * ("I* K9H*
&E#%"?5=*^&2*8)52)k'2*65(8?k"F@*k2*7(kl=52*H(5@5*
8%5* "A)52* @552*8@*A"F2=8)k'281* @ "7&81*7"E&F2k78)k?5*
65(8?k"F@*4*<8%)k7k#82)@*k271F=5=* .-6"\$@0*8'5@*bbb")**
SD. .@* I ("*E5)*G:9[k e*82=*!(kl= ("=*OF)k@E*38)k2' *
:7815*!LO3:M*7%k)5%k8*A"%*OF)k@E*H(5*7(kl=52* I5%5*
%57%F&k)5=*A%"E*)(5*G5#8)E52)*"A*<@7(k8)S\$A%"E*:5"FI*
'8)k'281* a"@#k)814* <8%)k7k#82)@* %575k?5=*6")(*) (5*
5J#5%kE52)81*)(5%8#\$*LK9H)*82=*)(5*7"2)%1*)(5%8#\$*
L#18\$*)(5%8#\$*k2*2*5#8%8)50* ., [I55N*61"7N@4*H(5*)(5%8#\$*
#8%)k7k#82)@* %575k?5=* A&k@)* I8@* %82="E&P5=4* H(5%8#\$*
@5@@"2@* I5%5* "275*8* I55N*82=*b-*E&k2F)5@*k2*152')(4*
H(5*8%)k715*#" ?k=5=*8*7158%=-5@7%k#)k'2*"A*)(5*87)k?k)k5@*
"77F%k2'k2*6")(*#18\$*82=*EF@k7*)(5%8#\$*82=*@FA&k7&52)*
7"2)%1@* I5%5* #F)*k2* #1875")* 52@F%5*)(5%8#\$* I8@*
=51k?5%5=k2*)(5*8E5*I8\$)*587(*7(kl=4**

H(5*8F)("@"*A*)(5*)@F=\$4*#%"?k=5=*7158%k2A%"E8)k'2*"2*
%57%F&k)E52)*82=*5J71F@k'2*7%k)5%k84* <8%)k7k#82)*
7(8%87)5%k@k7@*65\$"2=* I(5)(5%*7(kl=52* I5%5*?5%681*"%"
2")* I5%5*2")*%5#%"%)5=0*@"* @kE&18%k)S\$*"A*)(5* "%F#@*82=*
%5#%5@52)8)k?525@@"A*)(5*#"#F18)k'2*7822")*65*AF11\$*
52@F%5=4**

H(5* <5*?8@k?5* G5?51"#E52)81* G&k@ "%=5%* Q5(8?k"F%81*
K2?52)%"\$* L<GGQK#*82=*)(5* W8%1\$* : "7&81*
!"E&F2k78)k'2* :7815@*LW:!:M* I5%5*F@5=8@*68@51k250*
#"%)%58)E52)0*82=*k2*65)I552*#18\$*82=*K9H*E58@F%5@*
"A*@ "7&81*7"E&F2k78)k?5*65(8?k"F@*4*H(5* <GGQK* k@*8*
#8%52)*"%*)587(5%*7"E#15)5=*E58@F%5*)"*=5)5%E&k25*)(5*
%5@#"2@5")*k2)5%?52)k'2*k2*7(kl=52* I&)(OF)k@E4H(5*

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! "#\$%&'()*+,-./0*!"1&2345

k)* I 8@* 1" I * Lk2)%8718@* 7"%%518)k"2* 7"5AA&7k52)* "A* -4. / [
 -4cZM0* I (k7(* E 8\$* 1&E k)* %51&86k1k)\$* "A* %5@F1)@4* ` "*) (5%*
 %51&86k1k)\$* "%* ?81k=k)\$* "A*) (5*)5@)* I 5%5* %5#"%5=0* I (k7(*
 81@* " 1&E k)5=* 8##1k786k1k)\$* "A* Ak2=k2' @4* O##"##k8)5*
 @)8k@)k781* 8281\$@5@* I 5%5* F@5=*) " k2?5@k' 8)5* %5@F1)@*
 L%5#58)5=* E58@F%5@* O` C e O@M* * 35@F1)@* k2=k78)5=*) (8)*
 6") (* #8%52)@* 82=* #%"A5@k"281@* 2")k75=* @ " E5*
 kE##" ?5E52)* 8A)5%* K 9 H4* a " I 5?5%0*) (k@* =k=* 2")* \$k51=*
 @k' 2k&k782)* 5AA57)* @kP5@* L=f -4. cM0* @F' '5@)k2' *) (8)* K 9 H*
 E 8\$* 2")* #%"E")5* @k' 2k&k782)* 7(82'5* k2* @ "7k81*
 7" E EF2k78)k?5*65(8?k"F%@*7" E#8%5=*) "#18\$*)(5%8#S4**

H(5* W: ! : * k@* 8* 2"2[?5%681* @)%F7)F%5=* #18\$* 8@5@E52)*
 I (k7(* 1" "N@* 8)* 6") (* 35@#"2=k2' *) " g" k2)* O)52)k"2*
 65(8?k"F%@*82=K2k)k8)k"2* "A* g" k2)* O)52)k"2* 65(8?k"F%@4*
 K)* k@* k2)52=5=* A " %* k2A82)@* c[b- * E "2) (@* 6F)*) (5* 8F) (" %@*
 @)8)5*k)* (8@*6552*8=8#)5=*A "%*7(k1=%52* I k) (*8F)k@E0*6F)*="*
 2")* 5186"%8)5* AF%) (5%4* e k=5"@* "A* b- h " "A* W: ! : *
 8@5@E52)@* I 5%5* %8)5=* 6\$*) I " * k2=5#52=52)0*) %8k25=*
 7"=5%0* I k) (* k2)5%8)5%* %51&86k1k)\$* E "@)* "A)52* %82' k2' *
 A%"E* * -4T/[-4/Z0* @F' '5@)k2' *) (k@* k@* 8* %51&8615* E58@F%54*
 ` "%* ?81k=k)\$* k2A"%E8)k"2* I 8@* %5#"%5=0* I (k7(* E 8\$* 1&E k)*
 8##1k786k1k)\$* "A* Ak2=k2' @4* 35@F1)@* "A*) (5* O` C e O*
 k2=k78)5=*) (8)* K 9 H* I 8@* @k' 2k&k782)l\$* E "%5* 5AA57)k?5* k2*
 k27%58@k2' * @ "7k81* 7" E EF2k78)k"2* 65(8?k"F%@* 1&N5* ^"k2)*
 8)52)k"2*) (82*#18\$*)(5%8#S0* I k) (*8* E5=kFE *5AA57)*@kP5* "A*
 =f -4cS4*

k2* 8=k)k"20* 6") (*)F%2()8Nk2' * 82=* 5\$5* 7"2)87)* =F%8)k"2*
 I 5%5* E58@F%5=0* 82=* 8* @k' 2k&k782)* k27%58@5* I 8@* 2")5=*
 8A)5%* #8%k7k#82)@* 7" E#15)5=* K 9 H4* H(5* @)F=\$* k@* 1&E k)5=*
 6\$* k)@* @E811* @8E#15* @kP50* 187N* "A* k2A"%E8)k"2* %5' 8%=k2' *
 '525%81kP8)k"2* 82=* 187N* "A* %51&86k1k)\$* 82=* ?81k=k)\$*
 k2A"%E8)k"2* %5' 8%=k2' *) (5* 8@5@E52)@* F@5=4* a " I 5?5%0*
 " ?5%8110*) (5* @)F=\$* #%" ?k=5@* @ " E5* @F' '5@)k?5* 5?k=5275*
) (8)* K 9 H* E 8\$* #%"E")5* E "%5* @k' 2k&k782)* 7(82'5* k2* #5[
 @ "7k81* 7" E EF2k78)k?5* 65(8?k"F%@* k2* 7(k1=%52* I k) (*
 OF)k@E*)(82*#18\$*)(5%8#S4**

=7&'?&(*\$(&'P(GHIJOL* 81@* " 7"2=F7)5=* 8* %82=" E&kP5=*
 7"2)% "1*)%k81* @)F=\$k2' * (" I * K 9 H* kE#%" ?5@* @ "7k81*
 7" E EF2k78)k"2* 82=* 8F=k)"%S[E") "%* 7"2257)k?k)\$* k2*
 7(k1=%52* I k) (* OF)k@E4* V&A)\$["25* !828=k82* 7(k1=%520*
 65) I 552*) (5* 8'5@* "A* cD- * 82=* . ,D-0* I (" E5)* G: 9 [K e*
 7%k)5%k8* A "%* OF)k@E* I 5%5* %57Fk)5=4* <8%)k7k#82)@* I 5%5*
 %82=" E1\$0* 61k2=l\$* 811"78)5=*) "%* %575k?5* 5k) (5%* K 9 H* "%*
 @)82=8%=* 65(8?k"F%81*)(5%8#S* A "%* . * dS* E&k2F)5* @5@k"2*
 #5% I 55N0*A "%* T[. , * I 55N@4**

H(k@* @)F=\$* k2?'1?5=* 8* %518)k?51\$* 18% '5* 2FE65%* "A*

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