

!

"#\$%!&&'(!

* +, -+./!0/#1+, #2!

"#\$%!3-45#+, !*#/-+!(6((!

37.+ +/#/8,9! : ,2/7; .</<4, !=++>\$2!, 7.+ +/#/8, ? \$#/>, !@<, -+5!</!A * B

B+7-4

9!b<4.,+!@E@+.,!%4,-!W+!-4./+5!#/!7<%@\$+-+!E/5!</!-#+N!BE-+!@E@+.,!=\$\$\$W+!
@+/E\$#J+5!L e !@<#/-,!@+!.5E2!\$E-+!I#/7\$45#/8!=\$++>+/5,MX!+\7+@-!#/-;+!7E,+!<K!. &*."&40!
'*3\$ - "+, "'!%+5#7E\$!+%+.8+/7#+,!<.!#\$\$/+,+,+!,I,++!W+\$<=MN!
!
9! * ++>\$2!\$+7-4.,!=\$\$\$W+!.+7<.5+5!#/!E51E/

83*%.*!/%6%+9!In+//+-.!:/8+.x!FYZ&x!(j!%#/NM!
_!

24%" + 6!IOE%+, !bE%+. </X!FYjZX!F&k!%#/NM!

ab : bc9!Q8, N!((&G('ZV! ' F6G' (k!
_!aA * Bc9!PE, >+.X!+\7+.@-, !K.<%!8. "3, /3\$4/&I I * "%6!!!!!!

!

I * &+ !%+ !J4/ - "6!IB#JJ#+!d<.5+ /X!FYj &X!Y6!%#/NM!

! _!K44\$6%*+6!IO4\$#+!DE, ;X!FYj (X!&' !%#/NM

! _!B*+9\$ "6!L+, %" 'I ` E.\$< /! ^#88, X!FYj YX!LL!%#/NM!

!

ab : bc9!Q8, N!('k

l

!

B7"!J4*&% '/15&*P"3,II3+E/!dE>+.X!(6FkX!FFF!%#/NM!

! !

aA * Bc9!Q<.-</X!1B#K+!</!-;+!` E.8#/ ,m!

! !

_!aA * Bc9!Q#%@E.+X!+\7+.@-;!K.<%!Q7", *6HlB&/ - .6Hl/+ 'l= "4N/&"!R\$" "+6l

! !

l

!

P;#,#/ ,-.47-<!.!.+,@+7-,!E/5!4@;<\$5,!0 /#1+.,#2!@<\$#7#+,!E/5!.+84\$E-#</ ,!@+.-E#/#/8!-<!-;+!
<W,+.1E-#</!<K!..+\$#8#<4,!;<\$#5E2,V!E, ,#,-E/7+!E1E#EWS+!-<!-;+!@;2,#7E\$2!5#,EWS+5X!1#,4E\$2!

,<4.7+!5<74%+/-,#!/-;+!.+K+.+/7+!5E-EWE,+!K<.!-;+!@4.@<,+!<K!5+-+7-#/8!@\$E8#E.#,%!<K!
@E@+.,!,4W,+]4+/-!\$2!,4W%#-+5!<-!-;+!,2,-+%N!0,+!<K!-;+!,+.1#7+!#,!,4WS+7-!<-!-;+!#7+/,#/8!
E8.++%+/-X!74..+/-!\$2!W+-=++/!P;+!0/#1+.,#-2!<K! * +,-./!A/-E.#<!E/5!P4./##/N7<%!
;--@9CC==N-4./##/N7<%N!
!

: \$\$!#/,-E/7+;!<K!@\$E8#E.#,%!=##\$!W+!.+@<.-+5!<-!-;+!b;E#.!<K!0/5+.8.E54E-+!3-45#+,N!
Q.<1+!/!7E,+;!<K!@\$E8#E.#,%!=##\$!.+,4\$-!#/!E!8.E5+!<K!J+.<K<.!-;+!E.,#8/%+/-N!34W,+]4+/-!
<KK+/7+,!=#\$!.+,4\$-!#/!KE#\$4.+!K<.!-;+!7<4.,+N!
!

^+8#,-.E.#E!\$3+.1#7+;!;--@9CC==N.+8#,-.E.N4=<N7E!
3-45+/-!34@@<.-!3+.1#7+;!;--@,9CC,-45+/-N4=<N7EC@,@C;+@.5=+Wc!7%5u\$<8#/
3+.1#7+!,@.<1#5+5!W2!-;+!03b!;--@9CC=+,-./4,7N7EC,+1#7+,C!
3-45+/-!D+1+\$<@%+/-!b+/-+;!;--@9CC==N,57N4=<N7EC!
!

!3-45+/-,! = ;<!E.+!#/!+%<#</ESC%+/-E!\$5#,-.,,!, ;<4\$5!.+K+.!< ` +/-E!
U+E\$-; T * +,-./K<.!E!7<%@\$+-\$#,!<K!<@-#</,!EW<4-!;<=<!<W-E#!;!+\$@N!
;--@9CC==N4=<N7EC4=<7<%C%+/-E\$;+E\$-;C!
!

![K!,-45+/-,!;E1+E!7<%@\$E#/-!7</7+./#/8!E!7<4.,+!#/!=;#7;!-;+2!E.+!+/.<\$+5X!!
-;+2!%4,-!K#.,-!5#74.,!-;+!%E-+!#!=#;-;+!#/,-.47<-!<K!-;+!7<4.,+N![K!,-45+/-,!E.+!,#\$\$!/<-!
,E-#,K#+5X!-;+2!;,<4\$5!-;+/-!E>+!-;+!7<%@\$E#/-!<-!;+!R/8\$#;!D+@E.-%+/-!7;E#.NP;+,+!
.+84\$E-#</,!E.+!#/!@E!7+W+7E4,+!E!KE#\$4.+!<K<\$<=<=;+,+!@.<7+54.+!,7.+E-+,-;+!@<-+/-#E!
K<.!#/S4,#7+;!<K!1E.#<4,!>#/5,!EKK+7-#/8!+#+;+!-;+!#/,-.47<-!<.!-;+!,-45+/-,-!+%;+!\$1+,X!<!.!
W<-;!@E.-#+,N!b</7+./,!,;<4\$5!/<-!W+!E!\$<=+5!<K+,-+!W4-!;,<4\$5!W+!.E#+5!=#;-;+!
#/,-.47<-!#/!E!#%+\$2!%E//+.X!,<!-;E-!+2!7E!W+!E55.,,+5!#/!-#%+!<!%E>+!E!5KK+./7+!
<-!;+!7<4.,+N!
!

P;+!

5E-E!7E@-4.+5!54.#/8!-;+,+!.+7<.5#/8,!%E2!#/7\$45+!2<4.!#%E8+X!1<#7+!.+7<.5#/8,X!7;E-!
\$<8,!E/5!@+.,</E!\$!5+/-#K#+.,!I/E%+!5#,@\$E2+5!</!-;+!,7.++/MN!P;+!.+7<.5#/8,!=#\$!W+!4,+5!
K<.!+547E-#</E!\$!@4.@<,+!,+SE-+5!<-!#;!,7<4.,+X!#/7\$45#/8!+1E\$4E-#</,N!P;+!.+7<.5#/8,!%E2!
W+!5#7\$<,+5!<-!<-;+!#/5#1#54E\$,!4/5+!.!,@+7#E!\$!7#.74%, -E/7+,N!Q\$+E,+!7</-E7-!-;+!
#/,-.47<-!#K!2<4!;E1+E/2!7</7+./,!.+SE-+5!<-!+,,#</!.+7<.5#/8,N!
!

:A' HBM!K/,%-E-7/*5!-*!%;-5!E&#,5\$!/,!\$!*&!7\$,F-%%\$.!&!,E&.,!%;\$!5\$55-&*5?!\$N\$7!
=;\$,\$!,E&.,-*I!-5!/!/77,&@\$.!/EE&F F&./%-&*?!&!,%;\$!7/,%-E-7/*!;/5!%;\$!7,-&!,
=,-%%\$*!7\$,F-55-&*!&0!%;\$!-5%,#E&!,2!
!

@\$+E,+!4,+!2<4.!7<%@4+-.!E/5C<.!\$E@<@!#K!@<,,#W\$+!IE,!<@<,+5!<!E!7+\$\$!@;</+!<.!
 -EWS+M!
 +/,4.+!-;E-!2<4!E.+!#/#E!@.#1E-+!\$<7E-#</!<@.<-+7-!-;+!7</K#5+/-#E\$#-2!<K!
 5#,74,,#</,!#/#!-;+!+1+/-!-;E-!E!7\$E,,!5#,74,,#</!5+E\$,!=#;!+/,#-#1+!<.!@+.,</E\$!
 %E+.#E\$!
 -<!%#/#%#J+!WE7>8.<4/5!/<#,+X!>#/5\$2!%4+!2<4.!%#7.<@;</+!K<.!-;+!+/-#.+!7\$E,,!
 4/-#!2<4!E.+!#/#1#+5!<!,@+E>X!4/\$+,.,!5#.+7+5!<-;+.=#,+!
 a,488+,-+5!K<.!7\$E,,+,\$E.8+.!-;E/!&6!, -45+/-,c![!/<.5+.!<!8#1+!4,!<@-#%4%!
 WE/5=#5-;E/5!+=W!]4E\$#-2!@E,+!-4./!<KK!2<4.!1#5+<!7E%+.E!K<.!-;+!+/-#.+!7\$E,,!
 4/\$+,.,!2<4!E.+!#/#1#+5!<!,@+E>!
 a,488+,-+5!K<.!7E,+,!=;+.+!1#5+<!#,!4,+5c!@E,+!W+!@.+@E.+5!<-!4./!2<4.!1#5+<!7E%+.E!
 <KK!E-!-;+!#/#,-.47-<.h,!+!4+,-!#K!-;+!#/#-./+!7</!+7-#</!W+7<%+,!4/,-EWS+!
 4/\$+,.,!#/#1#+5!W2!2<4.!#/#,-.47-<.X!5< !,;E.+!2<4.!7.+!+!#/#!-;+!%+!+!#/#8!

P;+!7<4.,+!#/#,-.47-<.!=#\$!E7-!E,!%<5+.E-<!K<.!-;+!7\$E,,!E/5!=#\$!5+E\$!=#-;E/2!]4+,-#</,!
 K.<%!@E.-#7#@E/-,N!!P<!@E.-#7#@E-+!@E,+!7</,#5+.!-;+!K<\$<=#/89!

#K!2<4!=#,;!<!,@+E>X!4,+!-;+!1.E#,+!;E/5m!K4/7-#</!E/5!E#-!K<.!-;+!#/#,-.47-<.!<!
 E7>/<=#\$+58+!2<4!W+K<.+!W+8#/#/#8!2<4.!7<%%+/-!<.!]4+,-#</!
 .+%+%W+.!<!4/%4+!2<4.!%#7.<@;</+!E/5!-4./!</!2<4.!1#5+<!7E%+.E!W+K<.+!
 ,@+E>#/#8!
 ,+\$KG#5+/-#K2! = ; + / ! , @ + E > # / 8 N !
 .+%+%W+.!<!%4+!2<4.!%#7!E/5!-4./!<KK!2<4.!1#5+<!7E%+.E!E!K-+.,@+E>#/#8!I4/\$+,.,!



!b\$+E.!5+1+\$<@%+/-!<K!E!,@+7#K#7X!7;E\$\$+/8

!

!^+E,</EW\$2!7\$+E.!5+1+\$<@%+/-!<K!E!-;+,#,X!=#-;!@.<@+!@E.E8.E@; ,N!dE,#7!
EW#\$#-2!-<!+ \ @<4/5!#5+E,X! = ; < , +!5+1+\$<@%+/-!%#8; -!W+!.E- ; +. !- ; #/N!RKK<.-!-<!,4@@<.-!
@<#/-,!=#-;!..+K+.+/7+,!-<!-; +!-+ \ -N!P+/5+/72!-<!.