

!

!"#\$%&'()*+,-./:;<=>@ABCDEFGHIJKLMNO

:"<A=@9A:>:B!

[\\$03-&GD4.8\\$054!](#)

@BB!LOT-G!N'\$U!N42'0!:BB@!

N(#030F)#!

9\$9\$0!%FF.*!G' -&5-#5GU!64250.2&0GU!POG'!F#-R'2ROGU! -&5!0G' -P.2G(05!F#)ROGGOG!#0.-'05!')!G-IO!
-&5!0IIOR'230! 8 052R-'2)&!4G0!
!

=\$. \$:!\50&'2I*!-&5!50I2&0!'(0!F#2 8 -#*!F#)P.0 8!
= \$. \$9! " 0I2&0!6) - .G!-&5!-.'0#&- '230!6) - .G!
= \$. \$W!\ 8 F.0 8 0&'! (0! 8)G'!32-P.0!G).4'2)&U!2&R.452&6! 8)&2')#2&6!F-#- 8 0'0#GU!')! 8 0-G4#0!!!!!!
2&'0&505!-&5!4&2&'0&505!R)&G0]40&ROG!
=\$9\$W!%5-F'!2&G'#4R'2)&!-&5!50.230#!')!'(0!2&'0&505!-4520&R0!
=\$9\$0!%GGGG!-4520&R0!R) 8 F#0(0&G2)&!
=\$0\$9!%R'230.*!..2G'0&!-&5!-G/!-FF#)F#2-'0!)F0&!-&5!R.)G05A0&505!]40G'2)&G!')!6-'(0#!

G)4&5!-&5!G-I0!I)#!F-'20&'!4G0\$! [-.R4.-'2)&!)I!F-'20&'AGFOR2I2R!&4'#2'2)&-.-!-&5!5#46!
5)G2&6`50.230#*!#0]42#0 8 0&'G\$!

!

H(-# 8 -R04'2RG` 1 2)F(-# 8 -R04'2RG!!

- H(*G2R)R(O 8 2R-.!F#)F0#20G!)I!5#46GU!0TR2F20&'GU!-&5!5)G-60!I)# 8 G!2 8 F)#' -&'!')!
'(0!#-'2)&-.!50G26&!-&5! 8 -&4I-R'4#0!)I!G'0#2.0!-&5!&)&AG'0#2.0!F#)54R'G\$!
%FF.2R-'2)&!)I!F(*G2R-.!R(O 8 2G'#*!-&5!5)G-60!I)# 8!

- [#2'2R-.!-&-. *G2G!-&5!-FF.2R-'2)&!)I!#0.03-&'!(0-.'(!GR20&ROG!.2'0#-'4#0!-&5!)'(0#!
2&I)#8-'2)&!#OG)4#ROG!')!-&GC0#!GFOR2I2R!F-'20&'AR-#0!-&5`)#!5#46A#0.-'05!
]40G'2)&G!-&5!F#)3250!03250&ROAP-G05!'(0#-F04'2R!#OR)880&5-'2)&G!')!(0-.'(R-#0!
F#)3250#G!)#U!C(0&!-FF#)F#2-'0U!'(0!F4P.2R\$!!

!

J 052R-'2)&' "2GF0&G2&6U! "2G'#2P4'2)&'!-&5!%582&2G'#-'2)&'!

- H#0F-#-'2)&U!52GF0&G2&6!-&5!-582&2G'#-'2)&'!IF#OGR#2F'2)&GF72(#2)0.27504501(#-)0.0#=#!)'(0#!

, 00/.*!.-P)#-')#*!0T0#R2G0G!-&5!-GG26& 8 0&'G!C2..!-RR)4&'!I)#!;W d!)I!'(0!I2&-!.-P!6#-50\$!!
e 42aa0G!R)&R0#&2&6!-GG26&05!F#0A.-P!0T0#R2G0G!-&5`)#!#0-52&6! 8 -'0#2-.G! 8 -*!P0!6230&!-'!
-&*!'2 8 0!'(#)46()4'!'(0!G0 8 0G'0#!-&5!C2..!P0!R)4&'05!-G!F-#!)I!'(0!C00/.*!.-P!6#-50\$!!\!
2G!0T'#0 8 0.*!2 8 F)#- &'!')!F#0F-#0!I)#!C00/.*!.-P)#-')#*!0T0#R2G0G!-G!'(0*!-RR)4&'!I)#!(0!
8 -S)#2'*!)I!'(0!')'-!.-P!6#-50\$!!!
!

! %!j!>MSW!k!:BB!
! 1!j!;MSW!k!>MS@!
! [!j!OMSW!k!;MS@!
! " !j!WMSW!k!OMS@!
! _!j!1!WMS@!
!

! "#\$%&'#(')\$*+,#-\$%+*&'#\$.* /,00*1\$23.)\$#*3"-0,"\$43%*.)(#\$").*)3*5,\$/*5,'*6'""\$%7*
8,#-\$%+*&'#\$.*,"#9')\$*'.)(#\$"):.*.)'(.*)'+,#-.\$+\$.)\$%3"0;*'"##3*3)*,"#9')\$*
<\$4,"'0*2\$43%+'9\$3()93+\$34*'.)(#\$")7**

[!"#\\$%&' ' ' \(\)*+\(, -\)&\\$" ./+ .01&0\)//, 2#3\("#+*!](#)

!

!

H#)IOGG)#G! G(-..! -RROF'! -&!)II2R2-.! b&230#G2'*! OTR4G0\$, 2'(! '(0! I..)C2&6!
OTROF'2)&GU! F#)IOGG)#G! -#0! ')! 50'0#82&0! C(0'(0#! -PG0&ROG! -#0! OTR4G05!)#!
4&OTR4G05K!:?!%PG0&ROG!-#2G2&6!I#) 8!-4'()#2a05!#2FG!-C-#!I#) 8!'(0!b&230#G2'*!)#!
I#) 8!GF0R2-!54'2OG!-'!'(0!b&230#G2'*!G(-..!P0!OTR4G05\$!9?!%PG0&ROG!-#2G2&6!I#) 8!-!
G'450&^G!R)&I2&080&!2&!-!()GF2'-!)#!)'(0#!2&A

[O&G4#OG!<H0&-.'20G?!

%R-50 8 2R!52G()&OG'!*!C2..!#OG4.'!2&!-!#OI0##-.'!)!(O!%R-50 8 2R!N'-&5-#5G!-&5!
V'(2RG! [) 8 8 2'00\$!|I'(O!G'450&'!2GI)4&5!642.'*!)I!V'(2R-.-&5!H#)IOGG2)&-.-!
8 2GR)&54R!'P*!(O!R) 8 8 2'00U!(O*!C2..!#OR0230!-!a0#)!)#!(O!-GG26&05!F)2&'G!
<6#-505!-GG26& 8 0&'!)#|OG'?!-&5!4F!')!-&!f_g!2&'! (O!R)4#G0!I#) 8 !'(O!R)4#G0!
R))#52&-')#|2&!-552'2)&'!)-&*!52GR2F.2&-#*!-R'2)&!#OR) 8 8 0&505!P*!(O!%R-50 8 2R!
N'-&5-#5G!-&5!V'(2RG! [) 8 8 2'00\$!!%R-50 8 2R!52G()&OG'!*!2&R.450GU!P4'!2G!&'!
.2 8 2'05!')U!(O!4G0!)I!2&I)# 8 -'2)&'!-/O&!I#) 8 !)(O#G^!C)#/!)#|250-GU!(O!F#)32G2)&
)I!(O.F!')!)(O#G!)&!&)&AR)..-P)#-'230!03-.4-'2)&G!<'OG'GU!]42aa0GU!O'RS?U!
R)..-P)#-'2)&'!&'!-/O!() 8 0!OT- 8 GU!)#!(O!4G0!)I!4&-FF#)305!2&I)# 8 -'2)&'!#!
O.OR#)&2R!5032ROG!')!-GG2G'!2&'!P'-2&2&6!-&GC0#G\$!!

!%!' 8 2&2 8 4 8 !U!G'450&'G!-#O!0TFOR'05!')!R) 8 F.0'0'!(O!
)&A.2&0!R)4#G0!03-.4-'2)&'!-G!C0..!-G!-&*!03-.4-'2)&'!-5 8 2&2G'0#05!2&R.-GG!P*!'(O!
[)..060!)I!H(-# 8 -R*\$!
!

\&I)# 8 -'2)&'!R)&R0#&2&6!G'450&'!G0#32ROG!2&'! (O! [)..060!)I!
H(-# 8 -R*!R-&!PO!I)4&5!2&'! (O! [)..060!)I!H(-# 8 -R*^G!N'450&'!X-&5P))/\$!|\&!
F-#'2R4.-#U!F-*!')! (O!NR()).^G!OR (&2R-.'!G' -&5-#5G!-&5!F).2R20G!
R)&R0#&2&6!G'450&'!G!C2'(!GFOR2-.'!&005G! !"#%&&&'()*'+,(-"/012%-"/+."#/012#_3 !
b + J !G'450&'!G0#32ROGU!G4R(!-G!N'450&'!N4RR0GG! [O&'0#!<('FK`4. 8 \$054`R-GG`?U!
[)4&G0.2&6! [O&'0#!<('FK`4. 8 \$054`R)4&G0.2&6R0&'0#`?U!-&5!N'450&'!X0-.'(!
N0#32ROGU!2G!-3-2.-P.0!-'! (O!I)..)C2&6!N'450&'!N0#32ROG!COP!G2'0!
('FK`4. 8 \$054`G'450&'-II-2#G\$!N'450&'!G!C2'(!GFOR2-.'!&005G!#0]42#2&6!
-RR) 8 8)5-'2)&G! J bNL!I)..)C! (O!F#)ROGG!50GR#2P05!-'!
('FK`#TCOP\$4. 8 \$054`F(-# 8 -R*`G'450&'`GFOR2-.'&005G\$F5I\$!
J O&'-.! , 0..&OGG!)&'! (O!b + J ! [- 8 F4G!
\I!*)4!-#0!(-32&6!F#)P.0 8 G!C2'(!0 8)'2)&'-.U!G)R2-.U!-&5`)#|P0(-32)#-.!2GG40G!

)I!2&-RROGG2P.O!R.-GG#)) 8 GU!FO# 8 2GG2)&!')!-452)'-FO!.OR'4#OGU!&)'OA'- /2&6!
-GG2G' -&ROU! -&5!R) 4#GO!G4PG'2'4'2)&G\$!

!

?,)0\$@A*34*)<\$*B#(9'),3''*C+\$''#+\$'').*34*DEFG*2%3<,I,).*\$H*#,.9%,+,''),3''*
'&',")*''; *2'%),9,2''''),''*''*\$#(9'),3''*0*2%3&%'+*3%*9),5,);*')<')*\$9\$,5\$. *
4\$#\$%'0*4("#.I*, "90(#, "&*4\$#\$%'0*03'' '*''#&%''").7*J(%<\$%+3%\$I*?,)0\$@A*
2%3<,I,).*\$H*#,.9%,+,''),3''*3*, "90(#\$. \$H('0*+, .93''#(9)I*. \$H('0*5,30\$ "9\$I*
. \$H('0*<'%'..+\$'')*''#%\$)'0, '),3''*7*4*;3(*\$ "93('')\$%*("0' /4(0*.\$H('0*<'%'..+\$'')*
3%*&\$''#%-1'. \$H*#,.9%,+,''),3''*I*20\$'. \$*93''')9)*=(#\$\$''*)=\$%5,9\$. *')*
KDL-KMG-NGK0*3%*)3*4,0\$*'93+20',")I*5,..)*// /7(0+7\$#(P).)0\$.H7!

!

!H.O-G0!#0320C!'(0!0 8 0#60&R*!OGR-FO!F.-&!2&!'(0!
R.-GG#)) 8 G!-&5!(-..C-*G!)I!'(0!120&32..0!P42.52&6\$!! J) 30!]42R/. *!-&5!)#50#. *!')!
'(0!-FF#)F#2-'0!G'-2#C0..!-&5!0T2!'(0!P42.52&6\$L(0!800'2&6!F.-R0!I)#!'(2G!R.-GG!
C2..!P0!'(0!I-#!0&5!)I!'(0!&#'(!F-#/2&6!.)!P0'C00&!120&32..0!-&5!1#)-58)#!
1.35\$!!b &50#!&!)R2#R4 8 G' -&ROG!2G!'(0!0.03-')#')!P0!4G05!I)#!0 8 0#60&R*!
03-R4-'2)&\$!!%&*!G'450&'!&0052&6!-GG2G' -&R0!G()4.5!&)'2I*!'(0!F#)IOGG)#!
28 8 052-'0.*\$!!_)#!0 8 0#60&R20GU!R)&'-R!'b &230#G2'*!H).2R0!P*!52-.2&6! AM: :!I#) 8!
.-&5.2&OG!-&5! I#) 8 !RO..!F()&OG\$!!!

!

!%..!RO..!F()&OG!G()4.5!P0!'4#&05!)II!54#2&6!R.-GG\$!!I!-'G'450&'!
(-G!-'!&005!')!P0!R)&'-R'05!54#2&6!R.-GGU!(0'G(0!G()4.5!.0-30!'(0!'0.0F()&0!&4 8 P0#!
)I!'(0!ZII2R0!)I!N'450&'!-&5!H#)IOGG2)&-!% II-2#GU! = :>A=@9A=>BBU!C2'(' (0!FO#G)&!
C()!8 -*!&005!')R)&'-R!'(08 !0 8 0#60&'.*\$! [0..!F()&OG!-#0!&)'!-...)C05!2&!'(0!
R.-GG#)) 8!

J 00'2&6! " - 'OG! n !L2 8 OGK! 8 3 "#'; I*Q\$#"\$.#'; *4%3+*LROO*'7+7*("), 0*DORNO*'7+7*