

! "#\$%&' (())%*+,-.%(' (&%
/ 012+,034%'5,2-52%7+% 2+74*052%#-. ,-22+4%
%

I 4 T'&*-&!A-&!E. A#!M#&)&##&@!)A''!/* 3&J D&/!E. A!>. (/!CD&!i . . 3!-&--(. /\$!' . !/. C!A-&!*/E!A-&#/* 3&-!
. #!k/(+, /* 3&-!ICD*CI@. /fci#&M#&-&/C!E. A#!#&*!/* 3&\$!
; 4 T'&*-&!3AC&!E. A#-&')!J D&/!E. A!*&!/ . C!C*', (/G!C. !*0. (@!@(-C#*+C(/G!CD&!#&-C!.)!CD&!+*--\$!
Z 4 U)!E. A!)&&'!+. 3). #C*N'&!CA#/(/G!E. A#!+* 3&#*!. /!@A#(/G!.)(&+!D. A#-!*/@!'*NX!E. A!#&!&/+. A#*G&@!
C. !@. !-. \$!1. J&O&#X!-CA@&/C-!J('!/. C!N&!#&[A(#&@!C. !-D. J!O(@&. !.)!CD&3-&'O&-!@A#(/G!*/E!M*#C!.)!
CD&!+*--\$!U)!E. A!+D. . -&!C. !D*O&!E. A#!+* 3&#*!CA#/&@!.))X! J&!J. A'@!'*MM#&+(*C&!E. A!MACC(/G! *!
M(+CA#&!.)!E. A#-&')!*-!E. A#!i . . 3!M#.)('&!M(+CA#&!C. !D&'M!A-!+. //&+C!E. A#!)*+&!C. !E. A#!/* 3&V!
\ 4 m. A!J('!N&!*N'&!C. !)A''E!M*#C(+M*C&!(/CD&!+*--!J (CD. AC!D*O(/G!*!J &N+* 3\$m. A!J('!N&!*N'&!C. !*-, !
[A&-C(./-!@A#(/G!.)(&+!D. A#-!*/@!'*N!C#D. AGD!O. (+&!ONE!A-(/G!CD&!k9*(-&!1*/@!))&*CA#&!(/!i . . 34!
. #!CD#. AGD!+D*\$!!
=4 WD(-!+. A#-&!(-!*!M#.)&--(. /*!-M*+&\$!U)!E. A!*&!/ . C!(/!*/!.)(&+&Y'(&!-&CC(/GX!J &!#&+. 3 3&/@!CD*CI
E. A!A-&!*!O(#CA*!N*+, G#. A/@!)!E. A#!+. 3MAC&#*!'. J-\$!T'&*-&!J &*#!*CC(#&!CD*CI E. A!J. A'@!J &*#!C. !
+*--!Q)!J &!J &#&!3&&C(/G!/*M#&- . /\$!
] 4 n&!/G*G&@!*/@!#&-M. /-(O&!@A#(/G!CD&!3 &&C(/G\$!' . /fciN&!*)#*(@!C. !-M&*, !. #!A-&!+D*CX!&-M&+(*''E!
Q)!CD&!3 &&C(/G!(-!-3**\$!m. A#!)&&@N*+, !*/@!&/G*G&3 &C!#&!&-&/C(*'!C. !CD&!+. 3 3A/(+*C(./!CD*CI
C*, &-!M*+&!(/!/*!3 &&C(/G\$!

!
N2519+2:WVD&!)#-C!CJ . !J &&, -!.)!CD&!-&3&-C&#!J('!D*O&!O(#CA*!'&+CA#&-!i . . 3!(/, !*-!). ". J-:%%

oooo!

%
O9,P%, C24%O-F%#H73,5,24!
U/-C&*@!.)!&h* 3-X!-CA@&/C-!J('!C*, &!)! [A(cc&-!&O&#E!. CD&#!^#(@*E!CD#. AGD. AC!CD&!-&3&-C&#&\$!8*+D! [A(c!J('!
+. /-(C!.)!*!)&J!3A'C(M'&Y+D. (+&! [A&-C(./-!*/@!! J . #, Y. AC!M#. N'&3\$bA(cc&-!J('!N&!G(O&/!@A#(/G!CD&!+*--!
M&#(. @!\$!

- # L *C&#(*'-!HC#A+CA#&X!'')A-(. /X!*/@!TD*-&!'' (*G#* 3!bA(cc&-!
bA(c!I 6!!oo!
bA(c!; 6!!oo!
bA(c!Z6!!oo!
L &+D*/(+!-.)!L *C&#(*'-X!L *C&#(*'-!^*(A#&-!L . @&-X!*/@!L *C&#(*'-!T#. +&--(/G!bA(cc&-!
bA(c!\6!!oo!
bA(c!=6!!oo!
bA(c!]6!!oo!

!
! 4%#19F2-14%COO%#942%>2%, -03%2GOC%#7%2*3052%#*%#7%R%# 9,PP24S%-7%COE2)9*%# 9,PP24%D,33%A2% +0-12FT%
%

U,-03%#GOC%
WD&!(/*!&h* 3!(-!. MC(. /*'6!-CA@&/C-!#&!/ . C!#& [A(#&@!C. !C*, &!CD&!)(/*!&h* 3!*/@!CD&!)(/*!&h* 3!J('!/. C!
N&!+. A/C&@!C. J *#@-!E. A#!G#*@&! . /!C-!. J /\$!WD&!)(/*!&h* 3!J('!N&!A-&@!C. !#&M*+&!AM!C. !Z! [A(c!G#*@&-!
WD&!)(/*!&h* 3!J('!+. /-(C!.)!J! [A&-C(./-X!&*+D!. /&+!. O&#(/G!3 *C&#(*'!)#. 3!#!@())&#&/C! [A(c!\$m. A!J('!
+D. . -&!AM!C. !Z! [A&-C(./-!C. !*/-J &#&\$!U)!E. A#!+. #&!. /!*!G(O&/!)(/*!&h* 3! [A&-C(./!(-!D(GD&#!CD*!/!E. A#!

WD&!)/*'!&h* 3!J('!'C*, &!M*+&!@A#(/G!CD&!A/(0&#-(CEY-+D&@A'&@!)/*'!&h* 3!C(3&X!JD(+D!(-6!
5MC(. /*'^(/*'!8h* 36!F &@-!L *E!\ !)#. 3!_6Z<!C. !Q!TL!LW!
!

J66,52%B79+4:%HCA@&/C-!+*/!*-, ![A&-C(. /-!*N. AC!+. /+&MC-X!&h* 3M'&!M#. N'&3-!G(0&/!/!CD&!&+CA#&!
0(@&. -X!*/@!D. 3&J. #, !*--(G/3&/C-!@A#(/G!.))(+&!D. A#-\$!HCA@&/C-!*#&!-C#. /G'E!&/+. A#*G&@!C. !
M*#C(+ (M*C&!(/!.))(+&!D. A#-X!&0&/!()!CD&E!@. /fC!D*0&!-M&+())(+![A&-C(. /-!*N. AC!CD&!3*C&#(*'!. #!CD&!
D. 3&J. #, \$!5/'(/&!R*/0*-!@(-+A--(. /!N. *#@-!3*E!*'- . !N&!A-&@!). #!*/E![A&-C(. /-!*C!*/E!C(3&!*/*@!J('!'N&!
3. @&#*C&@!NE!CD&!(/-C#A+C(. /*'!C&* 3\$!WD&!.))(+&!D. A#!-+D&@A'&!*/@!c. . 3!(/, !J('!'N&!#&'&*-&@!. /!
R*/0*-!CD&!-&+. /@!J&&, !.)!+*'--\$!

_____!WD&! " &M*#C3&/C! .)! 7&#. -M*+&! 8/G(/&&#(/G! H+(&/+&-! D*-! *@. MC&@! *!M. '(+E! .)!
--(G/(/G!G#@&-!*++ . #@(/G!C. !&0*'A*C&@!. AC+. 3&-!05h4!(/!&*+D!+. A#-&\$!8*+D!*--(G/3&/C!@&-(G/&@!*/*@!
G#*@&@!C. !*--&--!-. 3&!+. 3N(/*C(. /!.)!-&0&#*'!. #!*)&J!.)!CD&!. ". J(/G!. AC+. 3&-6!
J&!

IQX!E. A!-D. A'@!-C*E!D. 3&!*/@!). ". J!CD&!A#CD&#GA(@*/+&!.)!CD&!TAN'(+1 & *CD!5))(&+!
0+. /C*+CC#*+(/G?+. '. #*@. \$&@A4\$!U)!E. A!#&!A''E!O*++(/*C&@!*/@!D*O&!N&&/!(/!+'. -&!+. /C*+C!J(CD!
-. 3&. /&!JD. !D*-!R5t!''Y!OQ!E. A!@. !/. C!/&&@!C. !-C*E!D. 3&d!#*CD&#X!E. A!-D. A'@!-&!)Y3. /(C. #!). #!
-E3MC. 3-!*/@!). ". J!CD&!A#CD&#GA(@*/+&!.)!CD&!TAN'(+1 & *CD!5))(&+!0+. /C*+CC#*+(/G?+. '. #*@. \$&@A4\$!

! 557CC7F01,7-%7+%=,40A,3,1,24%

U)!E. A![A*'E!). #!*++. 33. @*C(. /-!N&+*A-&!.)!*!@(-*N'(CE!M'&*-&!-AN3(C!E. A#!*++. 33. @*C(. /!'&CC&#!
)#. 3!''(-*N'(CE!H&#O(+&-!C. !E. A#!)*+A'CE!3&3N&#!(/*!C(3&'E!3*//&#!-. !CD*CI.E. A#!/&&@-!+*/!N&!
*@@#&-&@&\$!!''(-*N'(CE!H&#O(+&-!&C(/&-!)*++. 33. @*C(. /-!N*-&@!. /!@. +A3&/C&@!@(-*N'(C(&-!/*!CD&!
+@&3(+!&/O(#. /3&/C\$!U!U). #3*C(. /!. /!#&[A&-C(/G!*++. 33. @*C(. /-!(-!'+*C&@!. /!CD&!''(-*N'(CE!
H&#O(+&-!J & N-(C&\$!R. /C*+C!''(-*N'(CE!H&#O(+&-!*C!Z<ZY\Q; YP]_!!. #!@-(/). ?+. '. #*@. \$&@A!). #!)A#CD&#!
--(-C/+&\$!U)!E. A!D*O&!*C&3M. #*#E!3&@(+*!'+. /@C(. /X!-&&W&3M. #*#E!L&@(+*!R. /@C(. /-!/. /!CD&!
''(-*N'(CE!H&#O(+&-!J & N-(C&\$!

H+262++2F%'19F2-1%\$0C24%0-F%#+7-79-4%

RS!n. A'@&#!#&+. G/(c&-!CD*CI-CA@&/C-r!&G*!(/). #3*C(. /!@. &-/r!C!*J*E-!*(G/J(CD!D. J!CD&E!(@&/C)E\$!
HCA@&/C-!3*E!AM@*C!CD&(#!M#&)&##&@!/*3&-!*/@!M#. /A/-!O(*!CD&-CA@&/C!M. #C*!d!CD. -&!M#&)&##&@!
/*3&-!*/@!M#. /A/-!#&!(-C&@!. /!(/-C#A+C. #-r!+*--!#. -C&#-\$!U!/*!CD&!*N-&/+&!). -A+D!AM@*C&-X!CD&!/*3&!
CD*CI*MM&*#-!. /!CD&!+*--!#. -C&#!(-!CD&-CA@&/Cr-!&G*!/*3&\$!

B7-7+?7F2%

7!''-CA@&/C-!&/#. ''&@!(/*!S/(O&#-(CE!). !R. '. #*@. !n. A'@&#!+. A#-&!#&!#&-M. /-(N'&!). #!, /J(/G!*/*!
@D#(/G!C. !CD&!1. /.#!R. @&!+@&3(+!(/C&G#(CE!M. '(+E\$!t(. '*C(. /-!). !CD&!1. /.#!R. @&!3*E!(/+'A@&X!NAC!
*#&!/. C!(3(C&@!C. 6!M'*G(*#(-3X!+D&*C(/G!)*N#(+*C(. /X!E(/GX!N#(N&#EX!CD&*CX!A/*ACD. #(c&@!*+&--!C. !
+@&3(+!3*C&#(*'-X!+'(+, &#!)*#A@!-AN3(CC(/G!CD&-*3&!. #!-(3(*#J. #, !(/!3. #&!CD*/*!. /&!+. A#-&!
J(CD. AC!M(--. /!)#. 3!''!+. A#-&!(/-C#A+C. #-!(/O. 'O&@X!/*!@!*(/G!*+*@&3(+!@(-D. /&-CE\$7!''!(/+@&/C-!
)!+*@&3(+!3(-+. /@A+C!J('!N&!#&M. #C&@!C. !CD&!1. /.#!R. @&!0D. /.#?+. '. #*@. \$&@A4d!Z<ZY\Q; Y===<4\$!
HCA@&/C-!). A/@!#&-M. /-(N'&!). #!O(. '*C(/G!CD&!+*@&3(+!(/C&G#(CE!M. '(+E!J('!N&!-AN>+C!C. !/. /*+*@&3(+!
-*/+C(. /-!)#. 3!CD&!1. /.#!R. @&!*!J&'!'+*+*@&3(+!-*/+C(. /-!)#. 3!CD&!)*+A'CE!3&3N&#\$!7@@C(. /*!
(/). #3*C(. /!#&G*#@(/G!CD&!1. /.#!R. @&!+*@&3(+!(/C&G#(CE!M. '(+E!+*/!N&!). A/@!. /!CD&!1. /.#!R. @&!
J & N-(C&\$!

T'&*-&!, /. J!CD*C!) *+A'CE!* /@!G#*@A*C&!(/-C#A+C. #-!D*O&!*!#&-M. /-(N'(CE!C. !(/). #3!5U8R!JD&/!CD&E!*#&! 3*#@&!*J*#&!.)!(/+@&/C-!).!-&hA*!3(-+. /@A+CX!@*C(/G!* /@!@. 3&-C(+!O(. '&/+&X!-C*', (/GX!@(-+#(3(/*C(. /X! D*#*--3&/C!* /@2. #!#&'C&@!#&C*(*C(. /X!C. !&/-A#&!CD*C!(/@O(@A*'-!(3M*+C&@!#&+&(O&!(/). #3*C(. /!*N. AC! CD&(#!(GDC-X!-AMM. #C!#&- . A#+&-X!* /@!#&M. #C(/G!. MC(. /-\$!W. !'&*# /!3. #&!*N. AC!#&M. #C(/G!* /@!-AMM. #C! . MC(. /-!). #!*!O*#(&CE!.)!+. /+&# /-X!O(-C!". /fC!UG/. #&!UC\$!

!

9&'(G(. A-!1. '@*E-!

R*3MA-!M. '(+E!#&G*#@(/G!#&'(G(. A-!. N-&#O*/+&-!#&[A(#&-!CD*C!) *+A'CE!3*, &!&O&#E!&)). #C!C. !@&*! #&*-. /N'E!* /@!)*('E!J(CD!*''!-CA@&/C-!JD. X!N&+*A-&!.)!#&'(G(. A-!. N'(G*C(. /-X!D*O&!+. /)'(+C-!J(CD! -+D&@A'&@!&h*3-X!*--(G/3&/C-!. #!#&[A(#&@!*CC&/@* /+&\$!

H&&!CD&!+*3MA-!M. '(+E!#&G*#@(/G!#&'(G(. A-!. N-&#O*/+&-!). #!A''!@&C*('--\$!

U/!CD(-!+*'--X!&h+A-&@!*N-&/+&-!). #!'*N-!. /!#&'(G(. A-!D. '@*E-!/&&@!C. !N&!+. 33A/(+*C&@!C. !CD&!(/-C#A+C. #! O(*!&3*(!; !J&&, -!*D*#@!.)!CD&!&hM&+C&@!*N-&/+&\$!H&&!CD&!+*3MA-!M. '(+E!#&G*#@(/G!#&'(G(. A-!. N-&#O*/+&-!). #!A''!@&C*('--\$!

!