

"#\$%&'()*+,-*!
A#()*&8,-*)B8\$6\$#), \$&- ,C!
G@?@H!2I>JKI?1!
L -A;(:-3!+)*M);!
F::5;3NN8)*M);&8\$6\$#), \$&- ,CN!

!
. + / 0!11213!4556(-, !7 (8#\$-8\$*\$9 -:#(8;<!=)66!>?>@!
DE66)AC;!)*, !D8F-, C6-!
/ %% (8-!O\$C#;3!PPF!Q?32RJQQ32R!4 7!
. 8\$*\$9 (8;!>?1S!\$#!
F::5;3NN8CASC6, -#&T\$9&C;N9ENA#()*8), -*)!
=##!U\$\$93!56-);-!;8F-, C6-!);5-8(%(8!(9-!C;(*V!F(;!6(*W3!
F::5;3NN8)6-*, 6E&8\$9NA#()*J8), -*)N-8\$*J1121J\$%%(8-JFSC#;!
!

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!

D:C, -*.;!XF\$!)#-!;C88-;;%C6!(*!F(;!8\$C#;-!X(66!A-!X-66J5#-5)#- ,!;\$!8\$*, C8:- 95(#(8)6!#-;-)#8F!
)8#\$;;!A#\$), !#)*V-!\$%!(-6, ;<!)6:F\$CVF!F-!;\$6;!)-!C;- , !9\$;: !%#-YC-*:6E!(*!F-!)556(-, !
9(8#\$-8\$*\$9 (8;!%(-6, ;&!!PF-!8\$C#;-!5#\$M(-, ;!)!ZC;-#[;!VC(-\!:\$!9)*E!\$%!:F-!9\$;:!8\$9 9\$*6E!
C;- , !-8\$*\$9 -:#(8!:-8F*(YC-;<!X(:F!)!F-)ME!%\$8C;\$*!(956-9-*:):(\$*!)*, !(*:-#5#-):(\$*&!!L -!X(66!
A-V(*!F-!8\$C#;-!X(:F!)!DP4P4!A\$\$:!8)95<!YC(8W6E!A-8\$9(*V!%)9(6!)#!X(:F!F-!;\$%:X)#-!
5)8W)V-!(86C, (*V!5#\$V#)99(*V!:-8F*(YC-;!)*, !, :)!9)*V-9-*;!;W(66;&!!L -!X(66!F-*!9\$M-!
:F#\$CVF!)!#)*V-!\$%-8\$*\$

_\$C#!V#), -!X(66!, -5-*, !\$*!E\$C#15-#%\$#9)*8-!\$*!F-!);;(V*9-*;!6(;:-, !A-6\$X3!

!

4;:(V*9-*!;

L-(VF;! SC-!S):-!

"#\$A6-9!D-;:!

QR`! .M-#E!QJ>!X--W;!G1JQ?!:):6H!

")5-#!a-56(8):(\$*N.]:-*!(\$*!

@?`! D):C#,)E!Q>Nqb!23??!" 7 !G=(*)6!-]) 9!;6\$:H!

=(#;:!7(, :-#9!

>R`! PC-; ,)E!Q?N@Q!^*!+6);; !G:-*!:(M-!, ,):-H!

D-8\$*, !7(, :-#9!

@?`! PFC#; ,)E!Q>NK!^*!+6);; !G,):-!8-#:)(*H!!

!

!X(66!A-!5\$;:-, !\$*!+)*M);!X(:F!, -), 6(*-; !-M-#E!QJ>!X--W;!PF-; -!5#\$A6-9!; -; ;!X(66!
)66\$X!E\$C!:\$!V)(*!, (#-8:!]5-#(-*8-!X(:F!)66!\$%!:F-!-8\$*\$9-:#(8!:-8F*(YC-; !X-!8\$M-#&!!466!
) ; ;(V*9-*; !X(66!A-!D:):JA); - , <!):F\$CVF!:F-E!X(66!#-YC(#-!)*) ; X-#(*V!(*:-#5#-):(\$*NZ:F(*W(*V\
YC-; :(\$*!); !X-66&!(M-!5-#8-*)V-!5\$(*; !;\$*!E\$C#!\$M-#)66!V#) , -!X(66!A-!A); - , !\$*!XF-:F-#E\$C!
8\$956-:-!F-!); ;(V*9-*;!)*) , !:C#*!:F-9!(*!\$*!: (9-!&!^!X(66!)6;\$!8F\$\$; -!X\$!); ;(V*9-*;!)!;
#)*, \$9!:\$!V#) , -!(*, -5:F<!)*) , !:F-; -!V#) , -; !X(66!)88\$C*:%\$#!:F-!#-9)(* , -#!\$*!E\$C#!5#\$A6-9!; -:-!
V#) , -&!0\$:-!F):!F-!5#\$A6-9!; -; ;!)#-!%) (#6E!;F\$#!)*) , !; (956-!:\$!; :)#:!)*) , !A-8\$9-!9\$#-!, (%(8C6:!) ;!
X-!:)8W6-!9\$#-!8\$956(8):- , !9):-#()6&!_ \$C!9)E!X\$#W!X(:F!:F-#!; :C, -* ; ;!\$*!F-; -!); ;(V*9-*; <!
)*) , !:F-!8\$, -!9)E!A-!(, -*:(8)6!:\$!\$F-#!; :C, -* ; ;[!; CA9(; ;(\$* ; &!P\$!-6(9(*):-!F-!:-95:):(\$*!:\$!#- -!
#(, -<!-)8F!; :C, -*;!9C; :!; CA9(:!F(;NF-#!\$X*!8\$5E!\$%!:F-!5#\$A6-9!; -;!GM()!+)*M); H<!)*) , !E\$C!;F\$C6, !
(* , (8):-!-)8F!\$%!E\$C#!8\$66)A\$#):\$#; !\$*!-)8F!5#\$A6-9!; -:&!!

!

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F::5;3NNXXX&8\$6\$#), \$&- ,CN-8\$*\$9(8;N;(:-;N, -%)C6:N%(6-;N):)8F-,J
%(6-;N)8), -9(8(*:-V#(E)V#--9-*:&5,%!

!
!

X(66!8\$M-#!9):-#(6!%#\$9!F-!A-V(**(*V!\$%!F-!8\$C#;-!F#\$CVF!6-8:C#-!\$*!
/8:\$A-#!>2&!!PF-!-])9!X(66!:)W-!56)8-!,C#(*V!)!*\$9)6!86);;!9--:(*V!)*,!(;!:-*):-(M-6E!;8F-,C6-,!
%\$#! /8:\$A-#!@Q&!!_ \$C! "##\$!%&'!F)M-!:\$!, \$!) *E!DP4P4!5#\$V#)99(*V!%\$#!F-!9(, :-#9&!!^*;-), <!F-!
YC-;:(\$*;!X(66!%\$8C;!\$*!F-!(*:-#5#-):(\$*!)*,!(956-9-*):(\$*!\$%!: -8F*(YC-;!X-!F)M-!, (;8C;;-, &!
PF-!YC-;:(\$*;!X(66!FC;!A-!M-#E!;(9(6)#!\$!F-!(*:-#5#-):(\$*!YC-;:(\$*;!);W-, !\$*!F-!5#\$A6-9!;-;&!
_ \$C!9)E)6;\$!A-!);W-, !YC-;:(\$*;!A\$C:!:F-!5)5-#;:F):!X-!#-), &!

!X(66!A-!*\$9(*)66E!8C9C6):(M-<!AC:!(;!X(66!%\$8C;!F-)M(6E!\$*!9):-#(6!
8\$M-#-,!)%:-#!F-!%(#;:9(, :-#9&!!^:!X(66!A-!;(9(6)#!(*!%\$9):!:\$!F-!%(#;:9(, :-#9<!) * ,!(;!X(66!:)W-!
56)8-!,C#(*V!\$C#!*\$9)6!6-8:C#-!:(9-!(*!F-!5-*C6:(9):-!X--W!\$%!86);;-;&!

!

!X(66!A-!)!X-(VF:-,!)M-#)V-!\$%(-)8F!\$%!:F-!8\$95\$*-*:;!6(:- ,!)A\$M-&!!"#(\$#!

V(M-!*\$!X-(VF:!(*:F-!8)68C6):(\$*!\$%!:F-!%(*!V#), -!)*, !\$:F-#!);;(V*9 -*:;!X(66!A-!#-X-(VF:-,!
)88\$#, (*V6E!!
!

^!) 9!X(66(*V!:\$!\$%%-#!E\$C!);(;:)*8-!X(:F!)*E!);;(V*9 -*:;!\$#!:F(;!8\$C#;-<!

!!

P\$5(8!	P-*:):(M-!S):-;!
^*:#\$,C8:(\$*!)*,!DP4P4!');(8;!	1N>I<!1N@Q!
0\$!+6);;!e!"#\$%&!+),-*)!#-;-)#8F!:#)M-6!	INR!
4,M)*8-,!DP4P4!	!
"#\$V#)99(*V!e!f\$\$5;<!7)8#\$;!	INK!
f(*-)#!a-V#-; ;(\$*!a-M(-X!	!
=C*8:(\$*)6!=\$#9;!e!f\$V;<!"\$6E*\$9()6;<! +):-V\$#(8)6!h)#()A6-;<!^*:-#)8:(\$*!7\$,-6;!	INQ><!INQ2!
a-M(-X!\$%!=L f!)*,!F-!9-)*(*V!\$%! Z8\$*:#\$66(*V!%\$#\!	INQI!
PF-!.]5-#(9-*:)6^, -)6!	!

P#-):9-*:!.%%-8;;!e!"\$:-*:()6!/C:8\$9-;!
=#)9-X\$#W

PF(!8\$C#; -!(; !V\$M-#*- , !AE!) , , (:(\$*)6!5\$6(8(-; !:F):!)556E!:\$!)66!8\$C#; -; !):!
+ c ! ' \$C6, -#&!PF-E!)#-!6(; :- , !A-6\$X!%\$#E\$C#!#-%-#-*8-<!)6\$*V!X(:F!;\$ 9 -!; 5-8(%8!(%*\$#9):(\$*!\$%!
F\$X!:F-; -!5\$6(8(-; !X(66!A-!)556(- , !(*!F(:!8\$C#; -&!

D:C, -*:,!) * , !%)8C6:E!)#-!#-; 5\$*; (A6-!%\$#!9)(*)(*(*V!)*)!55#\$5#(-;!6-)*(*V!- *M(#\$* 9 -*:(*)66!
(*:#C8:(\$*)6!;-:>(*V;<XF-:F-#!(*!5-#;\$*!#- 9 \$:-<!\$#!\$*6(*-&!)=(6C#-!:\$!) , F-#-!:\$!; C8F!A-F)M(\$#)6!
;:)* , # , ; !9)E!A-!; CAd-8-!:\$! , (;8(56(*-&!"#\$%- ; ;(\$*)6!8\$C#;-;E!) * , !; -*:(M(:E!)#-!-; 5-8()66E!
(9 5\$#):*!X(:F!#-; 5-8-!:\$!(* , (M(, C)6;!)* , !:\$5(8;! , -)6(*V!X(:F!#)8-<!8\$6\$#!*):(*)6!\$#(V(*<:-]<!
5#-V*)*8E<!)V-<! , (;)A(6(:E!8#-- , <#-6(V(\$*!;-]C)6!\$#(-*):(\$*!V-* , -#!(, -*:(:E!V-* , -#!-]5#-; ;(\$*!
M-:-#)*!; :):C;<!5\$6:(8)6!)%%(6):(\$*!\$#!5\$6:(8)6!5F(6\$; \$5FE!
!
=\$#!9 \$#-!(%*\$#9):(\$*!;- -!F-!86); ;#\$9!A-F)M(\$#!5\$6(8E<:F-!D:C, -*:+\$, -!\$!+\$* , C8:<!) * , !F-!
/ %% (8-\$!\$!^* ; (:C:(\$*)6! . YC(:E!) * , !+\$ 9 56() *8-&!

7 - 9 A-#; !%!:F-!+ c ! ' \$C6, -#!8\$ 9 9 C*(E!) * , !M(;:\$#;!:\$!8) 9 5C;! 9 C; :!%\$66\$X!C*(M-#; (:E!
, -5)#: 9 -*:<!) * , !AC(6, (*V!F-)6:F!) * , !;)%-:E!#-YC(#- 9 -*:,!) * , !)66!5CA6(8!F-)6:F!\$# , -#;!:\$!#- , C8-!
:F-!#(;W!\$%;5#-), (*V!(%-8:(\$C;! , (; -); -;&!!

PF-!+ c ! ' \$C6, -#!8) 9 5C;!(!8C##-*:6E!9);W!\$5:(\$*)6&!O\$X-M-#<!(%!9);W;!#-!)V)(*!#-YC(#- , !(*!
86); ;#\$9 9 <;:C, -*:,!XFS!%) (6!:\$!) , F-#-!:\$!9);W(*V!#-YC(#- 9 -*:,!X(66!A-!);W- , !:\$!6-)M-!86); &!
D:C, -*:,!XFS! , \$!*\$!:6-)M-!86); ;!XF-*!);W- , !\$#!XFS!#-%C;-!:\$!8\$ 9 56E!X(:F!:F-; -!#-YC(#- 9 -*:,!
X(66!A-!#-%-##- , !:\$!D:C, -*:,!+\$* , C8;! j !+\$*%6(8;!a-;\$6C:(\$*!D:C, -*:,!XFS!#-YC(#-!)88\$ 9 9 \$,):(*\$!
A-8)C;-!)! , (;)A(6(:E!5#-M-*:,!F- 9 !%#\$9 !%C6(66(*V!;)%-:E!9-);C#-; !#-6):- , !:\$!(*%-8:(\$C;! , (; -); -!
X(66!A-!);W- , !:\$!%\$66\$X!:F-!; :-5; !(*!F-!Z488\$ 9 9 \$,):(*\$!\$#!S(;)A(6(:-; \;!;):- 9 -*:\$*!F(!;
;E66)AC;&!

=#F:\$; -!XFS!%-6!(66!)* , !F(*W!E\$C!9 (VF:F)M-!+ / h^S JQI!\$#!(%!E\$C!F)M-!-; :- , !5\$; (:M-!%\$#!
+ / h^S JQI<!56-); -!; :)E!F\$ 9 -!) * , !%\$66\$X!:F-!%C#F-#!VC(,) *8-!\$%!:F-!"CA6(8!O-)6:F! / %% (8-&!=\$#!

^%!E\$C!F)M-!)!:- 9 5\$#)#E! 9 -, (8)6!8\$*, (:(\$*!\$#!#-YC(#-, !9 -, (8)6!(;\$6):(\$*!%\$#!XF(8F!E\$C!#-YC(#-!
)88\$ 9 9 \$,):((\$*!56-);-!6-:!9 -!W*\$X!);!;\$*\$!);!5\$;;(A6-!F\$X!^!8)*!F-65k!46;\$!;--![P- 9 5\\$#\)#E!](#)
[7 -, \(8\)6!+\\$*, \(:\(\\$*!;\\$*!F-!S\(; \)A\(6\(:E!D-#M\(8-;!X-A;\(:-k!](#)

+ c ! ' \$C6, -#!#-8\$V*(T-;!F):!;:C, -*::k!6-V)6!(*\$%\$#9):(\$*!, \$-;*k:!)6X)E;!)6(V*!X(:F!F\$X!F-E!
(, -*:(%E!D:C, -*::!9)E!C5,):-!F-(#!5#-%-##-, !*) 9 -;!)*, !5#\$*\$C*;!M(!:F-!;!;C, -*::!5\$#:)6g!:F\$;-!
5#-%-##-, !*) 9 -;!)*, !5#\$*\$C*;!)#-!6(;:-, !\$*!(;*:#C8:\$#, k!86);; !#\$;:-#;k!^*!F-!)A;-*8-!\$%!;C8F!

;8F-,C6-,!-] 9 ;<!);(V*9 -*:;!\$#!#-YC(#-,!)::-* ,)*8-!^*!:F(;!86);;<!6-:!9 -!W*\$X!);!;\$*\$!);!
5\$;;(A6-!(%!ESC!%\$#-;--!)!8\$*%6(8:<!)*,!^!X(66!)88\$9 9 \$,):-!ESC#!)A; - *8-!\$:F-!A-;:;!\$%!9 E!)A(6(:E!
D--!:F-!8) 9 5C;!5\$6(8E!#-V)#,(*V!#-6(V(\$C;!\$A;-#M)*8-;!%\$#!%C66!, -:)(6;!

!

PF-!c*(M-#;(:E!\$%+!\$6\$#), \$! ' \$C6, -#!(;!8\$9 9 (:- ,!:\$!F-!X-66JA-(*V!\$%)66!;:C, -*:;!^%!ESC!)#-!
;:#CVV6(*V!X(:F!5-#;\$*)6!;#-; ;\$#;<!9 -*:)6!F-)6:F!\$#!;CA;:) *8-!C;-!8\$*8-#*;!:F):!)#-!(9 5)8:(*V!
)8), - 9(8!\$#!,)(6E!6(%-<!56-);-!8\$*:)8:!+\$C*;-6(*V!)*,!" ;E8F():#(8!D-#M(8-;!G+ 4 "DH!6\$8):-, !(*!
+2+!\$#!8)66!G@?@H!2I>J>>KK<!>2NK&!!

!

=#--!)*, !C*6(9(:- ,!:-6-F-)6:F!(;!)6;\$!)M)(6)A6-!F#\$CVF!48), - 9(8!f(M-!+)#-!PF-!48), - 9(8!f(M-!
+)#-!;(:-!)6;\$!5#\$M(, -;!(%\$#9):(\$*)ASC:!) , ,(:(\$*)6!X-66*-; ;!;-#M(8-;!\$*!8) 9 5C;!:F):!)#-!
)M)(6)A6-!:\$!;:C, -*:;!&!

!