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&9 ; -<0230????((, .82:8(3-08(0720(@AA(/3B-<9 20/-3(1-302/384(/3(07/:(:C..265:D(8E18;0(078(;2<0(
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-078<(J-<4:l)(23C07/3=(B<-9(07/:(:C..265:(1-5.4K234(J/.L(05<3(5;(-3(2(M5/N(-<(8E29?(((

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&3:0<510-<0("##\$%&'()*+!
#BB/180((, - . /!01! !
!P92/.0(2'()*+345\$5(6758'79! , 26##!#+:%!6(!<'!:'!)=6%!5!45*)64)!2'8!>!4<'4?!2%!26#\$(
6*7!('+@5*7!A#;!)#2'B!C'(%!DEF!6*7!25+)!&E!GEH!:')=' '*!IJKL!6*7!M628!>!>!)<' (!#+!*5)! '*59N<!)#2 '!
)5!('+@5*7!)5!6\$\$!' 26##+!79(#*N!)<6!)#2'E!<' *!>!=#\$\$!('+@5*7!#*!)<'!'C'***N8!!!!

Q860((46*C6+845\$5(6758'79! !
#BB/18(R-5<:0((DE!DO!01JOPQJRP!S!KJOPQKJRP@2E!6*7!:%!6@5#*)2'*)!AN#C'!1!= ' '?+T!*5)#4'B8(
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"-5<:8(#S8<S/8J0!
U5\$#)#46\$!6*7!@9:\$#4!4<5#4!'!45*52#4+!46*!:'!7';#*7!6+!)<'!6*6\$%+##+!5;!7'4##+5*Q26?#*N!#*!*5*Q
(67#)#5*6\$!26(?')!+'))#*N+E!+@'4#;#46\$\$#!@5\$#)#46\$!26(?')!+'))#*N+E!9+*N!'45*52#4!

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A82<3/3=(C:089:0((

08 ` '4)9(#*NJ!'V@\$6#***N!7#;;#49\$)!26)'(#6\$!*5)!'6+#\$%\$'6(*'7!5*!%59(!5=*!=#<!)'V)E!N(59@+E!')48!
18 ,V62+J!'V62+!+<59\$7!:'!\$'6(*#*N!)55\$+!6+!='\$\$!6+!6++'+2'*)!)55\$a!!G'!=#\$N5!5C'(!'64<!
'V62!#*!7'@)<!#*!4\$6++8!!F'C#'=#*N!'V62+!#!5*!'

677!)5!)<6)!7#+49++#5*8!!D<#+!#+!6!^: '!<'('_!4\$6++!f!#;!%59!@9)!#*!)<'!';;5()E!%59!=\$\$!75!=\$\$8!>;!
%59!@(';'(!6!4\$6++!=<'(!%59!46*!Y9+)!N')!<'!*5)' +E!+?#@!6!\$5)!5;!4\$6++'+!6*7!)6?'!+5 2 '!)' +)+E!
)<'!*!6*5)<'(!459(+ '! =59\$7!: '! 2 5(!!6@@(5@(#6)'8!

R8 c(59@!6++#N* 2 '*)+!=\$\$!64459*);5(!@6)!5;!%59(!N(67'!A+' '! : '\$5=B8!

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

!E29:0((D<'(!=\$\$!: '!)=5!A49 2 9\$6)#C' B!' V6 2 +!6*7!6!49 2 9\$6)#C'!;#*6\$

H5()9*6)'\$%E!<'!;#'\$7+!5;!@9:\$#4!4<5#4'!6*7!@5\$#)#46\$!'45*5 2 %!<6C'!+5 2 '!Y59(*6\$+!)<6)!6('!C'(!
j('676:\$'T!6!)<'!9*7'(N(6796)'!\$'C'\$8!!] 59(IN56\$!=#)<!)<'!N(59@Q\$'7!7#+49++#5*+!#+!)5! 2 6?'!5*'!6()#4\$'
5;!%59(!4<55+*#N!C'(%!9*7'(+)*6*76:\$'!)5!<'!4\$6++8!!D<'!4\$6++!=#\$<6C'!('67!)<'!6()#4\$'!A)<'('!=\$\$!: '!6!
+<5()!X9#W!5*!)<'('67#*N+!)<6!=\$\$!459*!)5=6(7!)<'!;#*6\$N(67'BE!+5!#)!#+!%59(!Y5:!)5! 2 6?'!<'!@6'(!
'C'*! 2.5('!4\$'6(E!6*7!@(# 2 6(#\$!)5! 2.5)#C6)'!6!+944'++;9\$!7#+49++#5*!6:59!)<'!6()#4\$'8!] 59!+<59\$7!)(%!
6*7!6*+=('!X9'+)#5*+!6+!)<'!69)<5(!=59\$78!!>)!#+!*5)!%59(!Y5:!)5!4(#X9'!)<'!6()#4\$'!f!6\$\$5;!)<'!6()#4\$'+!
<6C'!6\$('67%!: ' '*!4(#X9'7!:%!U<d!(';(' '+!:';5('!:'#*N!@9:\$#+<'78!!O5='C'(E!#;!%59!;#*7!;5\$\$5=Q9@!
6()#4\$'+!)<6)!4(#X9'!)<'!@6'(!#)!#+!;#*!A6*7!'C'*!' *459(6N'7B!)5!4#')!<5+'!6()#4\$'+8!D<'!N(59@+!
\$'67#*N!<'!7#+49++#5*!=\$\$!<6C'!+97#7!<'#(!@6'(!#!N('6)!7')6\$E! :9)!>'V@'4)!<'('+)!5;!)<'!4\$6++!)5!
<6C'!('67!6\$\$5;!)<'!@6'(+!6*7!: '!('67%)5!7#+49++!)<' 2 !f!(97'!6*7!459*')(Q@(5794)#C'!: '<6C#5(!+94<
6+!)'V)#*N!6*7!<6C#N!%59(!\$6@)5@!5@ '*!79(#*N!4\$6++!7#+49++#5*!=\$\$!I*8*)*6L 2 6N'!%59(!

=#)<7(6=E!%59!+<59\$7!=#)<7(6=aa!Z!+#N*Q#*!+<'')!=\$\$: '!4#(49\$6)'7!76#%!30*-#-*0*11!)&8!!&0/:(C-5<(<8:; -3:/6/.J0C(0-(92W8(:5<8(0720(C-5(72S8(:/=384(/3(B-<(8217(1.2:::(K72S/3=(;-98-38(8.:8(:/=3(C-5<(3298(/:(2(S/-..20/-3(-B(078(7-3-<(1-48LI((((]58(0-(38J(; -./1CD(&(72S8(24484(-3(0-(078(42C:(C-5(123(9/:(68125:8(Q2<48365<=(J-5.4(<2078<(3-0(72S8(C-5(H5:0(0-;(6C(0-(:/1W(5;(23(8E15:8(B-<9I((V78(24484(42C:(2<8(98230(0-/(31.548(26:8318(458(0-(2(F-38P-BBG(/..38::D(B29/.C(898<=831/8:D(801I((&B(C-5(95:0(9/:(23(8E083484(;8</-4(-B(0/98(K8I=(458(0-(8E083484(/..38::LD(;.82:8(.80(98(W3-J(@'@,D(234(J8(J/..(92W8(2<<23=89830:I((((&3(244/0/-3)C-5(J/..(68(249/3/:0<20/S8.C(4<-; ;84/B(C-5(4-(3-0(200834(8217(K2..L(-B(078(B/<:0(T(42C:(-B(1.2:::I(!

!E29 ;.8:(-B(2008342318(; -./1C(S/-..20/-30(08 >;!%59!2##+!25('!)<6*!5*!'76%+!#*!)<'!;#(+)!P!= ''?+E!%59!=59\$7!: '!#*!C#5\$6)#5*8! 18 >;!%59!2##+!25('!)<6*!)=5!76%+!#*!)<'!;#(+)!!= ''?+E!%59!=59\$7!: '!#*!C#5\$6)#5*8! K8 >;!%59!2##+!25('!)<6*!)<'!76%+!#*!)<'!;#(+)!OL!= ''?+E!%59!=59\$7!: '!#*!C#5\$6)#5*8! R8 >;!%59!2##+!25('!)<6*!;#C!'76%+!#*!)<'!+ '2 '+'(E!%59!=59\$7!: '!#*!C#5\$6)#5*8!

! ! ^<24/3=0((c(59@!Z++N*2 '*)+! ! ! !\ i! Z()#4\$'!g9#WW'+!A\$!U6()#4#@6)#5*B! 1R i! c(59@Q`'7!d#+49++#5*! ! ! ! 0L i! ,V62!0!! ! ! ! 0\ i! ,V62!1!! ! ! ! 1L i! H#*6\$!V62! ! ! ! 11 i! !

>|67<'('!+)(#4)\$%!5!)<'!h*#C'(+)%!N9#7'\$*'+!5*!>*452@\$')'+!A^Z*!>#!N#C'*!5*\$%!=<'*!+97'*)+E! 2*&' -7#.0*,)#9'-.)'6

@44/0/-32.(\$-08:0(
!""#\$%&'(#)*#,-.&/0'(1.!



+5!)<6)!>2 6%!2 6?'!6@@(5@(#6)!4<6*N'+!)5!2%!('45(7+8!!H5(!2 5('!#*;5(2 6)#5*E!+' '!)<'!@5\$#4#' '+!5*!
4\$6++(552!:'<6C#5(!6*7!)<'![]97'*!)-57'!5;:-5*794)8!
0*:(!6#>,19'-7(9.5#P,19),/, -!., '-5#D!)!11/*-.#!-7Q')#M*6!. *7#M*!.!6,!. , '-#
D<'!h*#C'(+%)!5;:-5\$5(675!"59\$7'(!A-h!"59\$7'(B!#+!45 2 2#))'7!)5!2 6#*)6#*#*N!6!@5+)#C'!\$6(*#*NE!
=5(?#*NE!6*7!\$#C#*N!*C#(5*2 '**)8!-h!"59\$7'(!=#\$!*5!)5\$'(6)'!64)+!5;!'V96\$!2#+45*794)E!
7#+4(#2 #*6)#5*E!<6(6++2 '**)!5(!('\$6)'7!(')6\$#6)#5*!6N6#+)!5(!:%!6*%' 2 @\$5%'!5(!+)97 '**)8!!-hT+!['V96\$!
&#+45*794)!U5\$#4%!@(5<#: #)!+'V96\$!6++69\$)E!+'V96\$!'V@\$5#)6)#5*E!+'V96\$!<6(6++2 '**)E!#*#)2 6)'!@6()*'(!
6:9+'!A76)#*N!5(!75 2 '+')#4!C#5\$ '*4'BE!+)6\$?#*N!5(!('\$6)'7!(')6\$#6)#5*8!-h!"59\$7'(T+d#+4(#2 #*6)#5*!6*7!
O6(6++2 '**)!U5\$#4%!@(5<#: #)!+7#+4(#2 #*6)#5*E!<6(6++2 '**)!5(!('\$6)'7!(')6\$#6)#5*!:6+'7!5*(64'E!45\$5(E!

