

!"#\$%&#'

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\$%&'!(%)*!%+, - ./0!'12'!3/42%!2%1!5/6&7&1'8!419: &41; 1, 2'8!+, -!1<5172+2&/, '!3/4!2%1!=/; 5: 214!
>7&1, 71!(%)*!?!=>!(%)*@54/A4+; !+2!2%1!B1, , 1'+C!>2+21!D, &E14' &2F!?B>D@!G66!'2: -1, 2'!1, 4/661 -!

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\$%1! = /; 5: 214! > 7&1, 71!(%)*)!54/A4+; !&'!+, !&, , /E+2&E1!54/A4+; !2%+2!. 61, - '!2%1!%&A%1' 2!61E16!
/3!2%1/412&7+6!3/: , -+2&/, '!C&2%!2%1!54+72&71!/3! = /; 5: 214! > 7&1, 71)!XF!: '&, A!' 2+21P/3P2%1P+42!
7/; 5: 2&, A!217%, /6/A&1'!2/!; 112!7: 441, 2!+, -!54/K1721-!; +4012!-1; +, - '!3/4! = /; 5: 214!
>7&1, 71!1<5142'!&, !+7+-1; &+8!&, -: '24F8!+, -!A/E14, ; 1, 2!' 172/4'8!2%1!54/A4+; !C&6!54/-: 71!
7: 22&, AP1-A1!41' 1+47%14'!+, -!C166P5415+41-!1-: 7+2/4')!!

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\$%1!' 2: -1, 2'!C&6!. 1!&, E/6E1-!&, !&, , /E+2&E1!41' 1+47%!54/K172'!+, -!A+&, !1<5142&' 1!&, !+-E+, 71-!
7/; 5: 214!' 7&1, 71!+41+'!': 7%!+'!'+42&3&7&+6!&, 2166&A1, 718!-+2+!1, A&, 114&, A[' 7&1, 718!7/; 5: 214!

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36&014%':!?' &' *+/\$!@!=/, -: 72!&, , /E+2&E1!41'1+47%!54/K172'!2+&6/41-!2/!'2: -1, 2^!
'517&3&7!54/31'' &/, +6!A/+6'8!C%12%14!&, !+7+-1; &+!/4!2%1!+556&1-!41'1+47%!, 11-'!/3!
&, -: '24F)!

706: A!<B' C#%0A!@!I +&, !E+6: +. 61!1<5142&'1!&, !+-E+, 71-!+41+'!/3!'2: -F8!&, 76: -&, A!+42&3&7&+6!
&, 2166&A1, 718!&; ; 14' &E1!217%, /6/A&1'8!7//; 5: 214!+, -!, 12C/40!'17: 4&2F8!9: +, 2: ; !
7//; 5: 2&, A8!&, 3/4; +2&/, !217%, /6/AF8!' /32C+41!1, A&, 114&, A8!-+2+!1, A&, 114&, A['7&1, 71!+, -!
54/K172!-1E16/5; 1, 2)!

D80' +8&\$%5&!@!C/: !C&6!%+E1!; +, F!/55/42: , &2&1'!2/!A+&, !%+, -'P/, 8!41+6PC/46-!1<514&1, 71!
. F!5+42&7&5+2&, A!&, !&, 214, '%&5'!-: 4&, A!F/: 4!2&; 1!&, !2%1!54/A4+; 8!5415+4&, A!F/: !2/!

<p>G6A/4&2%; !*1' &A, !+, -!G, +6F' &'!/3! e12C/40'! G42&3&7&+6!J, 216&A1, 71! G: A; 1, 21-!\1+6&2F[f&42: +6!\1+6&2F! X&A!*+2+!G, +6F2&7'! X&/; 124&7'! =6/: -!=/; 5: 2&, A! =/: 5: 214!f&'&/, ! =/: 5: 2&, A!T-: 7+2&/, ! =4F52/A4+5%F! =F. 14!(%F' &7+6!>F'21; '! *+2+!Y&, &, A! X&/&, 3/4; +2&7'! =/: 5: 2+2&/, +6!>7&1, 71'!</p>	<p>*115!g1+4, &, A! T-A1!=/; 5: 2&, A! a&A%(143/4; +, 71!=/; 5: 2&, A! J, 214, 12!/3!\$%&, A'!h!J/\$! Y+7%&, 1!g1+4, &, A! V514+2&, A!>F'21; '! (+4+6616!=/; 5: 2&, A!>F'21; '! (4&E+7F! i : +, 2; ; !=/; 5: 2&, A! >17: 4&2F! >1, '/4!e12C/40'! e+2: 4+6!g+, A: +A1!(4/71''&, A! J, 3/4; +2&/, !\124&1E+6! !</p>
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\$%1!=/; 541%1, '&E1!T<+; &, +2&/, 8!' /; 12&; 1'!+6' /!7+661-!9: +6&3F&, A!1<+; &, +2&/, 8!&'!/, 1! /3!
2%1!; /' 2!&; 5/42+, 2!; &61' 2/, 1'!&, !+!' 2: -1, 2^!- /72/4+6!54/A4+; !K/: 4, 1F)!d/4!7%/42'! 2+42&, A!
d+66!#O#M8!2%1!7/; 541%1, '&E1!1<+; &, +2&/, !3/4!2%1! =>! (%)*!' 2: -1, 2'!+2!B>D!7/, '&' 2'! /3!2C/!
7/; 5/, 1, 2'! !

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H;<;<; I "*"%. ,4'-#&C#/*/, ' !

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d: 66P2&; 1! 2: -1, 2'!; : ' 2!7/; 56121!2%1!. 41+-2%17/; 5/, 1, 2! /3!2%1!7/; 541%1, '&E1!
1<+; &, +2&/, !. F!2%1!1, -! /3!2%1&4! 17/, -!' 1; 1' 2!4!&, !2%1!54/A4+; !?1<76: -&, A!' : ; ; 14@!
(+42P2&; 1! 2: -1, 2'!; : ' 2!7/; 56121!2%1!. 41+-2%17/; 5/, 1, 2! 1%2'' -%3&4%53! '' # \$,%&%3&4%' -3
\$-'' \$'' 6+,30%2%*6%)! !

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\$/!' : 771'' 3: 66F!7/; 56121!2%1!. 41+-2%17/; 5/, 1, 28!+! =>! (%)*!' 2: -1, 2!; : ' 2!2+0!M! /: 2! /3!
]!7/41!7/ : 4' 1'!+, -! / . 2+&, !+2!6!+' 2!SG'!&, !2%1;)! !

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78!%\$&'' '*9!G!' 2: -1, 2!3+&&, A!2/!' : 771'' 3: 66F!7/; 56121!2%1!. 41+-2%17/; 5/, 1, 2! /3!2%1!
7/; 541%1, '&E1!1<+; !?1)A)! / . 2+&, '!#G'!+, -!#X'@; +F!512&2&/, 8!C&2%&, !/, 1!C110! /3!
4171&E&, A!2%1!A4+-1' 8!2/!2%1!G==!3/4!+!C4&221, !1<+; &, +2&/, !&, !+2!; /' 2! /, 1! /3!2%1!7/ : 4' 1'!
&, !C%&7%!' %!1%+'! / . 2+&, 1-!+!X! /4!6/C14!A4+-1)!\$%1!C4&221, !1<+; &, +2&/, !C&66!. 1!
+-; &, &' 2!41-! /, !+!-+2!+, -! /E!4!2%1! 2: -F!; +2!4&+6!+' '&A, 1-!. F!2%1!G==)!\$%1!1<+; !&'!
' 12!+, -!A4+-1-!. F!3+7: 62F!; 1; . 14?'@C&2%1!<5!42&' 1!&, !2%1!2/5&7!+41+)! !

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H;<;:; (*C,4'-#&C#/*/, ' !

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=%4' B%8' G!G! =>! (%)*!' 2: -1, 2!; : ' 2!7/; 56121!2%1&4!-152%1!<+; &, +2&/, !# ' 2!+. 2(/)0. 5(*)-0. 1/201

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&4'6364"/,031%3! "#\$,%%03" *%36%#%6&%-3\$-'")!\$%1!7/; ; &2211!; : '2!7/, ' &' 2!/3!+2!6!+ ' 2!
2%411!==>T!A4+-: +21!21, : 41P24+70!/4!21, : 41-!3+7: 62F!; 1; . 14' !C&2%!C/406/+ -!C&2%&, !
\1' 1+47%!+, -!=41+2&E1!+72&E&2F)!G!' 2: -1, 2!C&6! , 11-!2/!C/40!C&2%!2%1!G==!+, -!2%1!
(4/A4+; !* &4172/4!2/!3&, +6&H1!2%1!7/; ; &2211!+, -!' : . ; &2!2%1!_G556&7+2&/, !3/4!* 152%!
T<+; &, +2&/, `!3/4; !3/4!+554/E+6)!

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e/21!2%+2!F/: 4!-152%!7/; ; &2211!; +F!. 1!-833141, 2!34/; !F/: 4!-&' 142+2&/, !7/; ; &2211)!

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JC* 4%8*0%18!)+1: 6/0&FN1: ' G!\$%1!2: -1, 2!C&6!%+E1!Q!2/!N!C110' !2/!7/; ; 56121!2%1!
1<+; &, +2&/, !2+ ' 0')!\$%1!2: -1, 2!&' !1<51721-!2/!54/-: 71!+!%&A%P9: +6&2F!; +, : ' 74&528!
7/; 5: 2&, A!+42&3+728!+, -!7/; 56121!+!%&A%P9: +6&2F!541' 1, 2+2&/, !+' !+!5+42!/3!2%1&4!
1<+; &, +2&/,)!<4%3\$-%6%*&+&' '*3'63"\$%*3&' '3&4%3\$/1, !3+ *O3#/6&31%3+ *"*/*!%O3+&3,%+6&3
"*%=>%%?'*3+O(+*!%&<4%3\$-%6%*&+&' '*3#/6&31%3'*3%-6"*&

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'? &680!12!. ' 50\$!JC* 4%8*0%18G!\1': 62'!/3!(+' '[d+&6!; : '2!. 1!7/; ; : , &7+21-!2/!2%1!
(4/A4+; !* &4172/4!. F!2%1!=%+&4!/3!2%1!* 152%!G' ' 1''; 1, 2!=/; ; &2211!. F!2%1!' 8: !12!0\$'!
&' 4' &0' +!&06: ' 80!&!0* (%89!0\$' !' C* 4!%8)!\$%1!5+' '[3+&6!&' !-1214; &, 1-!. F!+!; +K/4&2F!E/21!
/3!2%1!7/; ; &2211)!

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H;<;H; J#,'C%66)/\$',4*' -#&C"*4*/6)K*'AL%&)/%,)#/'

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\$/!5+'!'!2%1!="/; 541%1, '&E1!T<+; &, +2&/, 8!+'!2: -1, 2!; : '2!5+'!'!. /2%!2%1!X41+-2%!+, -!
*152%!7/; 5/, 1, 2'!/3!2%1!1<+;)!J3!2%1!'2: -1, 2!3+66'!/ , 1!/4!. /2%!/3!2%1!7/; 5/, 1, 2' 8!2%1F!
+41!, /!6/, A14!16&A&. 61!2/!/. 2+&, !+!>!(%)*)!-1A411!+2!B>D)!

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\$%1!*&' '142+2&/, !=/; ; &2211!/E14' 11' !2%1!

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d: 66F!3: , -1-!3: 66P2&; 1!'2: -1, 2'!+41!-%. /'-%O!2/!7/; 56121!2%1!7/; 541%1, '&E1!1<+; &, +2&/, !
C&2%&, !2C/!'1; 1'214'!/3!K/&, &, A!2%1!54/A4+; !?1<76: -&, A!': ; ; 14@)!(+42P2&; 1!'2: -1, 2'!'%/: 6-!
+&; !2/!3&, &'!+66!2%1&4!7/41!7/: 4'1'!. 13/41!1, 4/66&, A!&, !16172&E1')!!

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G!' : AA1'21-!2&; 1&, 1!3/4!2%1!54/A41''&/, !/3!+!3: 66P2&; 1!(%*)!'2: -1, 28!K/&, &, A!&, !2%1!d+66!
'1; 1'2148!&, !2%1!=>!(%*)!54/A4+; !&'!'%/C, !. 16/C)!

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DEFG', 'H'\$FII'	&GEJKLM'	DEFG', 'H'4NGKOP'	&GEJKLM'

5QLFI'4EREMLEG'&GEJKLM'

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5QLFI'4EREMLEG'&GEJKLM'

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\$%1!3/66/C&, A!2&; 16&, 1!1

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=%4' !0%4%0&!

d: 66P2& ; 1!' 2: -1, 2' 8!3: , -1-!. F!2%1!D, &E14' &2F8!+41!2F5&7+66F!3: , -1-!3/4!M!F1+4')!G66!' 2: -1, 2' 8!
&441' 5172&E1!/3!3: , -&, A8!; : ' 2!7/; 56121!2%1&!- /72/4+6!-1A411'!C&2%&, !2%1!; +<& ; ; !2& ; 1!
&& ; &2!' 2&5: 6+21-!. F!2%1!A4+-: +21!7/661A1)!!

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D5/, !': 771'' 3: 66F!7/; 5612&/, !/3!(4/5/' +6! * 131, ' 1!+' 2: -1, 2!; +F!+556F!3/4!7+, -&- +7F!3/4!

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"N!

=/: 4' 1C/40!; +F!/ , 6F!. 1!24+, '31441-!+'!>=!16172&E1'!+, -!, /2!=/41!7/: 4' 1')!
G66!24+, '314!741-!&2!C&66!. 1!+554/E1-!&, !+-%141, 71!C&2%!: , &E14' &2F!5/6&7F)!

!

T&A&. &6&2F!/3!24+, '314!741-!&2' !&!3&4' 2!1E+6: +21-!. F!2%1!(4/A4+; !* &4172/4!+, -!2%1, !2+01, !2/!2%1!
G==!3/4!41E&1C!+, -!+554/E+6)!\$%1!' 2: -1, 2!; : '2!3&66!/: 2!+, -!' : . ; &2!2%1!24+, '314!741-!&2!
419: 1' 2!3/4; !2/!2%1!(4/A4+; !* &4172/4)!

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\$%1!>!(%)*)!54/A4+; !+2!B>D!+66/C'!' 2: -1, 2' !2/!1<56/41!, : ; 14/: '!/55/42: , &2&1' !C&2%&, !2%1!
D, &E14' &2F!+' !C166!+' !/: 2' &-1!2%1!D, &E14' &2F!/E14!2%1!' : ; ; 14!' 1; 1' 2!14!-151, -&, A!/, !
' 2: -1, 2!&, 2!41' 2')!>=, ' 19: 1, 2&F8!2%1!54/A4+; ; +2&7!1<5172+2&/, '!-: 4&, A!2%1!' : ; ; 14!
' 1; 1' 2!14!+41!0152!2/!2%1!; &, & ; ;)!J, !A1, 14+68!

>2: -1, 2' !; : '2!-&' 7: '' !C&2%!2%1&4!+-E&' /4!2%1&4!' : ; ; 14!56+, '!+, -!+, F! \G!/55/42: , &2&1' !
2%+2!; +F!. 1!+E+&6+. 618!+' !1+46F!+' !5/' '&. 61)!

>2: -1, 2' !C%/!+41!/, !+, !G' ' &' 2+, 2' %&5!-: 4&, A!' : ; ; 14!; : '2!7/; 56F!C&2%!41A&' 24+2&/, !
419: &41; 1, 2' !416+21-!2/!' : 7%!+, !G' ' &' 2+, 2' %&5)!

J, 2!4, '%&5!&' !+!419: &41; 1, 2!3/4!2%1!>!(%)*)!-1A411)!J3!+' 2: -1, 2!C&' %1' !2/!-!/+ , !
&, 2!4, '%&58!2%1F!6/!0!3/4!+, !&, 2!4, '%&5!/, !2%1&4!/C, !+3214!7/, ' : 62&, A!C&2%!2%1&4!+-E&' /4)!
>2: -1, 2' !+41!1, 7/: 4+A1-!2/!5+42&7&5+21!&, !7+41!4!3+&4' !/4A+, &H1-!+2!2%1!D, &E14' &2F!2/!
' 110!&, 2!4, '%&5!/55/42: , &2&1' !+, -[/4!A12!&, !2/: 7%!C&2%!2%1!>=T!&, 2!4, '%&5!7//4-&, +2/4)!

J3!' 2: -1, 2' !C&' %!2/!2+01!+, !&, 2!4, '%&5!3/4!741-!&28!2%1F!7/, 2+72!2%1!(4/A4+; !* &4172/4!3/4!
+554/E+6!+' !1+46F!+' !5/' '&. 61!+, -!, /!6+214!2%+, !+!; /, 2%! . 13/41!2%1!' 2+42!/3!' 1TJETQq0. 24000. 2412589. 92c

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\$%1! =>!(%)*)!54/A4+; !+2!B>D!&'!%&A%6F!7/; 512&2&E18!. /2%!3/4!+-; &'&/, !+'!C166!+'!3/4!
 3: , -&, A)!G-; &221-!'2: -1, 2'!C%/!419: 1'2!3: , -&, A!; +F!. 1!16&A&. 61!3/4!+! 4+-: +21!\1'1+47%!
 G' '&'2+, 2'%&5!?! \G@/4!+! 4+-: +21!\$1+7%&, A!G' '&'2+, 2'%&5!?! \$G@!d: , -1-!'2: -1, 2'!4171&E1!
 ': 55/42!&, !2%1!3/4; !/3!+! 4+-: +21!G' '&'2+, 2!+55/&, 2; 1, 2!+, -!+!2: &2&/, !C+&E14)!d: , -&, A!&'!
 +E+&6+. 61!34/; !; : 62&561!' /: 471')!(4/'5172&E1!(%)*)!'2: -1, 2'!+41!1, 7/: 4+A1-!2/!-&41726F!
 41+7%!/: 2!2/!2%1!(4/A4+; !d+7: 62F!/3!2%1! =>!(%)*)!54/A4+; !2/!&, 9: &41!+. /: 2!+E+&6+. 61!
 41'1+47%!3: , -&, A!34/; !1<214, +6!' /: 471'm!+, -!2/!41+7%!/: 2!2/!2%1!(4/A4+; !*&4172/4!41A+4-&, A!
 &, '2&2: 2&/, +6!3: , -&, A)!J, !+-&2&/, 8!7%/6+4'%&5'!; +F!. 1!+E+&6+. 61!2%4/: A%!31-14+6!+A1, 7&1'!+'!
 C166!+'!&, -: '24F!2%+2!+!54/'5172&E1!'2: -1, 2!; +F!'110)!

!

d: , -&, A!'2+2: '!&'!41E&1C1-!+, , : +66F!+'!5+42!/3!2%1!+, , : +6!5143/4; +, 71!1E+6: +2&/, 8!+, -!

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"Z!

N;: ::; OD9'D*6C#/6B)2,)*6'

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I \G!41'5/, '& 8&2&1'!E+4F!A41+26F!+, -!; +F!&, 76: -18!. : 2!, /2!6&; &21-!2/L!
 X1&, A!+. 61!2/!54/2/2F51[&; 561; 1, 2!; /-16'!3/4!54/. 61; !' /6E&, A!
 =/, -: 72&, A!6&214+2: 41!41E&1C'!/4!6&. 4+4F!41'1+47%!
 (415+4&, A!; +214&+6'!3/4!' : . ; '&'&/, !2/!3: , -&, A!+A1, 7&1'!+, -!3/: , -+2&/, '!
 k 4&2&, A!415/42'!+, -[/4!5+514'!
 =/66172&, A8!7/-&, A8!+, -[/4!+, +6FH&, A!-+2+!
 *1E16/5!-1; /'!+, -!41+6P6&31!+556&7+2&/, '!
 (415+4&, A!; +214&+6'!3/4!J\X!41E&1C!
 \$&; 16F!41'5/, '1!2/!3+7: 62F!' : 514E&' /4!+, -!%/6-&, A!41A: 6+4!; 112&, A'!

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=\$'!" : K%&' ' !
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I : &-+, 71!/, !7+4114!

G-E&71!/, !+-E+, 7&, A!54/31''&/, +6!A/+6'!&, !2%1!-&4172&/, !; /'2!-1'&41-!. F!2%1!

&, -&E&-: +6!'2: -1, 2!

V55/42: , &2&1'!2/!5+42&7&5+21!&, !7+4114!-1E16/5; 1, 2!+72&E&2&1'!

a165!. : &6-&, A!54/31''&/, +6!, 12C/40'!

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920,#-(#+34516\$+7(-! +920,#11:+

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\1'5172!

\1'5172!. /2%!+'!54/31''/4!+, -!514' / , 8!417/A, &H&, A!2%1!E+6: 1!/3!2%1&4!2&; 1!+, -!

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K %1, !A4+-: +2&, A!/4!61+E&, A!2%1!21+; 8!61+E&, A!. 1%&, -!2%1!/4A+, &H1 -!41' 1+47%!
; +214&+6'!+, -!+554/54&+21!-/7: ; 1, 2+2&/, !
(415+41!+, , : +6!415/42'!

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e12C/40&, A8!=/66+. /4+2&/, 8!+, -!\$1+; C/40!
a165&, A!2/!1' 2+. 6&' %!7/, , 172&/, '!C&2%!/2%14!41' 1+47%14'!
K /40&, A!C166!C&2%!/2%14' m!': 55/42&, A!+, -!; 1, 2/4&, A!/2%14' !&, !2%1!21+; !
=+44F&, A!+!3+&4!' %+41!/3!2%1!41' 5/, ' &. 8&2F

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#S!

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\$%1! =>!(%)*)! \$G!7//; 1'!C&2%!+8!

J, 214, '%&5)!>2: -1, 2'!C+, 2&, A!2/!2+01!&, 214, '%&5'!3/4!741-82!+41!419: &41-!2/!/ . 2+&, !54&/4!
+554/E+6!34/; !2%1!G==!+, -!2%1!(4/A4+; !*&4172/4)!

!

>2: -1, 2!; : '2!' : . ; &2!2%1!3/66/C&, A8!+2!61+'2!+!; /, 2%! . 13/41!2%1!'2+42!/3!2%1!'1; 1'214!&, !
C%&7%!2%1!'2: -1, 2!C&'%1'!2/!2+01!2%1!&, 214, '%&58!2/!2%1!(4/A4+; !*&4172/4)!

!

") =/5F!/3!2%1!&, 214, '%&5!/3314!612214!2%+2!&, 76: -1'8!

+) \$%1!, : ; . 14!/3!%/ : 4'!C/401-!+, -!2&; 1P

F) G9#H>#&3#7'A"&4, 83%9'

!

!

=/, 36&72'!+41!&, 1E&2+. 61!&, !+!C/4056+718!+, -!&2!&'!. 1'2!2/!+-41''!2%1; !+'!'//, !+'!5/' '&. 61)!J3!
+!7/, 36&72!+4&' 1'!. 12C11, !+, !G-E&' /4!+, -!+, !G-E&' 11! /4!. 12C11, !G-E&' 11' !&, !+, !G-E&' /4^!
41' 1+47%!A4/: 58!41' 51723: 6! /51, !-&+6/A: 1!; : '2!2+01!56+71!2/!4: 61!/: 2!+, F!
; &' 7/; ; : , &7+2&/, !+, -!+221; 52'!; : '2!. 1!; +-1!2/!41' /6E1!2%1!7/, 36&72!&, 214, +66F!C&2%!
7/, ' : 62+2&/, !/3!F/: 4!G-E&' /4)!!

!

J3!2%1!7/, 36&72!7+, , /2!. 1!41' /6E1-!&, 214, +66F8!+'!+!3&4' 2! '2158!+' 2: -1, 2!; : '2!+554/+7%!2%1!
(4/A4+; !* &4172/4!3/4!%165)!\$%1!* &4172/4!C&66!7/, ' : 62!C&2%1!5+42&1' !&, E/6E1-!2/!A12!+!3: 66!

!

#R!

!

#Z

I) J %k*""A%48#8'\$*""=497/9+'23*>>%+#'%97!' "*+"%, '@/8, /88%L'
!
g/'!'!3!A4+-: +21!+' '&' 2+, 2'%&5

(M) A2'! ;)@)'=*", 8'

!

\$%1!! 4+-: +21!=/661A1!(4/E&-1'!+!, : ; . 14!/3!3/4; '!3/4!/: 4!: '18!C%&7%!7+, !. 1!3/: , -!%141!

!

S"