!

!"#$%&'($!)")*$+#,-*.',)/$ 0*1".)2*#)$&3$%4'),5*$!)46,*'$ %!7889:8;$0.4<'$"#6$!&5,*)/;$=>??$8:8:$

" # $%&'()*!+,-./-0!12!3.45-!607-08!94:!19;45/!0-86<05-8!4=41.4>.-!62!549;<8!427!968/! ,4=-!>--2!562=-0/-7!/6!=10/<4.!455-881>1.1/:!

!"#$%&'$(%)*	+<81-!?@!A1=-04B!C@&@B!?@+@B!"3""!
+,,-'.*/('0$-(")*	,//;8*DD8E8<@F669@<8D9:D8<81-01=-04!! !
1.2.34(".)*	GHI'JHK'LMMK!!
5 6 0-2)*	+<81-@A1=-04N8E8<@-7<!

!

M# : +40$&"'+, . $+$- (<4$ (%$+ . 4$") * +,#$: ,'2$+ . $+00,1 . * " . '$+''+-2"=$+0$<& ((%$ (%$03> * ,00, (. A$M##$ +00,1 . * " . '0$: ,##$>"$03> * ,'"'=$ (. $-+ . /+0$3 . #"'00$, . 0'&3-' (&$1,/"0$ ('2"&$, . 0'&3-', (. 0A$

@&#$-' . *A$&B-. #*9 . 30%$ 6 . "$*C . 0B-"D*0"B* E %-$-"D*<4-2(#(34:*

] , -!&- ; 40/ 9 -2/!6W!C<8/15-!+/<71-8!18!56 9 9 1//-7!/6!85 , 6.40. : !-^5-..-25-@!] , -0-W60-B!/ , -!

Q;62!8<55-88W<.!569;.-/162!6W!/,18!56<08-B!8/<7-2/8!T1..!>-!4>.-!/6*!

/+**L**!⊩/<7-2/8!8,6<.7!R412!4!/,-60-/154.!<27-08/42712R!6W!/,-!86514.!5628/0<5/162!6W!7-=1425-B!2609 4.5:B!427!5019-@!],-:!8,6<.7!>-!4>.-!/6!7-W12-!427!4;;.:!/,-8-!5625-;/8!12!/,-!12/-0;0-/4/162!6W!5<00-2/!-=-2/8!427!86514.!;,-269-24@!

/+**M**!⊩/<7-2/8!8,6<.7!R412!4!0-48624>.-!_-9;10154.`!<27-08/42712R!6W!/,-!7-=-.6;9-2/!6W!/,-!Q+!427!R.6>4.!eT40!62!70<R8@f!+;-51W154..:B!8/<7-2/8!8,6<.7!>-!4>.-!/6!7185<88!427!0-56R21F-!/,-![-:!e9604.!-2/0-;0-2-<08Bf!;01=4/-!12/-0-8/8B!427!;<>.15!8/4[-,6.7-08!12=6.=-7!12!/,-!50-4/162!427!;-0;-/<4/162!6W!/,-!70<R!T40@!

/+**N**!⊩/<7-2/8!8,6<.7!>-!4>.-!/6!-^;.412!/,-!,18/60154.!427!562/-9;6040:!5622-5/1628!>-/T--2!5019124.1F4/162!6W!1..151/!8<>8/425-8!427!/,-!6;;0-881=-!_>:!7-W121/162`!8:8/-98!6W!04518 9!427!54;1/4.18 9@!

C.=&-%.B*1.0$#;C.0B-"D#**

C.=&-%.B*1.0$J((P !"#$%&$'&()$*)*+(),-$.*$/)01123*1.(4)5,0 67)89:;<8<<=>?>=@)

g<,2B!"@B!+T40/FT-.7-0B!+@!h!O1.862B!O@!_JH()`!

U-T!Z60[B!UZ*!O@O!

U60/62!427!"69;42:!!!!

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820##%((6*<%($('(2*,(%*-"*'20##Q0332:*033%(3%-0$.2:*$(*("2-".*'20##.#*

!**820##%((6*<%($('(2***

(@ +/<7-2/8! 40-! -^;-5/-7! /6*! 4//-27! 4..! 5.488! 9--/12R8B! 4001=-! 62! /19-B! 8/4:! W60! /,-! 7<04/162! 6W! /,-! 5.488! ;-0167B! 569;.-/-! 4..! 0-4712R8! 427! 4881R29-2/8! 12! 455607425-! T1/,!/,-! 74/-8! 62! /,-! 56<08-! 85,-7<.-@! \0-Y<-2/.:! 8,6T12R! <;! .4/-! /6! 5.488! 427D60! .-4=12R!-40.:!18!4!7180<;/162B!427!4!=16.4/162!6W!/,-!8/<7-2/!567-!6W!5627<5/@!

J@

!

7>R-2D2400D54/4.6RD0-5'(JJLG@(JMHK@,/9.@!%2!R-2-04.B!1/!18!0-56 9 9-27-7!/,4/!8/<7-2/8!>-R12!
>:!8--[12R!5.401W154/162!60!7185<8812R!5625-028!T1/,!/,-10!128/0<5/60@!!%W!8<5,!562=-084/162!18!
26/!;6881>.-B!60!1W!1/!76-8!26/!8-0=-!/6!4770-88!/,-!188<-B!1/!18!0-56 9 9-27-7!/,4/!/,-!8/<7-2/!
562/45/!/,-!&-;40/9-2/!",410!48!4!2-^/!8/-;@!

+/<7-2/8!40-!0-8;6281>.-!W60!<27-08/42712R!/,-!;6.151-8!427!;065-7<0-8!4>6</!477D706;B!R047-!
W60R1=-2-88B!-/5@!!A-W-0!/6!/,-!5<00-2/!8-9-8/-0l8!"4/4.6R!36.151-8!8-5/162!4/!
,//;*DD12W6@8E8<@-7<D8/4/15D54/4.6RD;6.151-8@,/9.@!!V77D706;!7-47.12-8!542!>-!W6<27!62!/,-!
5<00-2/!4547-915!:-40!54.-27408!765<9-2/!62!/,-!V547-915!"4.-27408!T->;4R-!4/!
,//;*DDTTT@8E8<@-7<D;06=68/D8-0=15-8D4547-915n54.-27408D@!!],-!j4/-!&06;!36.15:!18!
4=41.4>.-!4/!,//;*DDTTT@8E8<@-7<D4408D;6.151-8D.4/-706;8D;6.15:D$*+/<7-2/8!8,6<.7!>-!4T40-!6W!
/,-!5<00-2/!7-47.12-8!427!;-24./1-8!W60!706;;12R!5.488-8@!!
!
%2W60 9 4/162!4>6</!/,-!.4/-8/!5,42R-8!427!2-T8!18!4=41.4>.-!4/!/,-!V7=1812R!i<>!4/!
,//;*DDTTT@8E8<@-7<D47=1812RD@!

Q21=-081/:!36.15:!+(J'PB!,//;*DDTTT@8E8<@-7<D8-24/-D7658D+(J'P@;7WB!0-Y<10-8!8/<7-2/8!/6!
6>/412!128/0<5/60l8!;-0 9 188162!/6!0-5607!/,-!56<08-!427!/,-!W6..6T12R!1/-98!/6!>-!125.<7-7!12!
/,-!8:..4><8*!
!

e"6 9 9 62!56<0/-8:!427!;06W-881624.!>-,4=160!715/4/-!/,4/!:6<!26/1W:!86 9-62-!T,-2!
:6<!40-!0-560712R!,19D,-0@!Z6<!9<8/!6>/412!/,-!128/0<5/60l8!;-0 9 188162!/6!9 4[-!
4<716!60!=17-6!0-560712R8!12!/,18!5.488@!+<5,!;-0 9 188162!4..6T8!/,-!0-560712R8!/6!>-!
<8-7!W60!:6<0!;01=4/-B!

!

%W!:6<!2--7!56<08-!474;/4/1628!60!4556 9 9 674/1628!>-54<8-!6W!4!7184>1.1/:B!60!1W!:6<!2--7!/6!

!

3--0!"622-5/1628!18!.654/-7!12!/,0--!.654/1628*!++"B!A669!KHH!_(H/,!+/0--/!b404R-!62!/,-!5602-0!6W!(H!"!427!+42!\-024276!+/0--/`B!4/!/,-!(8/!W.6601-2/0425-!6W!".40[!i4..B!427!12!/,-!j1=12R!j-40212R!"-2/-0!_jj"`!12!"49;<8!$1..4R-!i6<812R!k<1.712R!k@!!$181/!3--0!"622-5/1628!T->81/-!4/!,//;*DD;--05622-5/1628@8E8<@-7<!W60!960-!12W6094/162@!

A@AR*E%-$-"D*8."$.%**

]
,-!+C+Q!O01/12R!"-2/-0!18!.654/-7!12!".40[!i4..B!+<1/-!(JK@!V..!O01/12R!+;-514.18/8!,4=-!R62-!/,06<R,!4!01R606<8!,1012R!;065-88B!427!/,-:!40-!T-..!/0412-7!/6!48818/!4..!8/<7-2/8!4/!4..!.-=-.8!T1/,12!4..!71851;.12-8!/6!>-569-!>-//-0!T01/-08@!%2!4771/162!/6!62-'62'62-!/</6012R!8-0=15-8B!/,-!O01/12R!"-2/-0!4.86!6WW-08!T60[8,6;8!-=-0:!8-9-8/-0!62!4!=401-/:!6W!T01/12R!/6;158@!]6!94[-!42!4;;612/9-2/!60!/6!0-W-0!/6!/,-!2<9-06<8!62.12-!0-86<05-8!6WW-0-7!/,06<R,!/,-!O01/12R!"-2/-0B!=181/!/,-!O01/12R!"-2/-0!T->81/-!4/!,//;*DDTTT@8E8<@-7<DT01/12R5-2/-0@!

8(&%#.*C.=&-%. 6."$#*0"B*F##-D" 6."$#**

!

+C+Q!5.488-8!40-!7-81R2-7!8<5,!/,4/!12!607-0!/6!>-!8<55-88W<.B!1/!18!-^;-5/-7!/,4/!8/<7-2/8!T1..!
8;-27!4!9121 9<9!6W!W60/:'W1=-!,6<08!W60!-45,!<21/!6W!50-71/!_260 9 4..:!/,0--!,6<08!;-0!<21/!
;-0!T--[`B!125.<712R!;0-;4012R!W60!5.488B!;40/151;4/12R!12!56<08-!45/1=1/1-8B!56 9 ;.-/12R!
4881R2 9 -2/8B!427!86!62@!?60-!7-/41.8!4>6</!8/<7-2/!T60[.647!542!>-!W6<27!12!Q21=-081/:!
36.15:!+(J'L!4/!,//;*DDTTT@8E8<@-7<D8-24/-D7658D+(J'L@;7W@!

!

F##-D" 6."$#*0"B*H%0B-"D*<(2-':*

A& 6 6 0%:*(,*F##-D" 6."$#*

F##-D" 6."$*	*	*	**9&.*90$.***	*	**<.%'."$0D.*(,*T-"02*H%0B.***
b-/!/6![26T!:6<!8.17-!!	!		V<R!J(#!!	!	]k&!
\1.9!A-=1-Tr(!	!		+-;/!JI!"!!!!	!	(J@Ms!!
d884:!r(!_L'M!;4R-`!	!		#5/!)!"!!!!!!	!	K@JMs!
d884:!rJ!_L'M!;4R-`!	!		#5/!LH!"!!!	!	K@JMs!!

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& ' %#%()88=&@&*"&#"$&"AA%(&>?$()&0(%*+$&"B$+"#:C&2"D%6%(C&+A&)#&"BB"($.#+$=&
0" ; %:&.B&):&),""*&%?$()&0(%*+$&"B$+"#&E%F,F&5##&9.0):&9%0$.(%&3%(+%:GC&@&D+88&
B("6+*%&$2%&+#:$(.0$+"#:&)#*&"BB"($.#+$=&$"&)88&:$.*%#$:F&&

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b-2-04.!W60 9 4//12R!0-Y<10- 9 -2/8!W60!T01//-2!4881R2 9 -2/8!125.<7-!4!56=-0!;4R-B!;4R-!
2<9>-012RB!(f!9 40R128B!76<>.-'8;4512RB!427!]1 9 -8!U-T!A6 9 42!W62/@!V..!4881R2 9 -2/8! 9 <8/!
>-!T01//-2!12!W60 9 4.!d2R.18,B!T1/,!56..-R-'.-=-.!T01/12R! 9 -5,42158!427!V3V'

!

!PH@H!/6!PJ@)!!	"!912<8!
KI!/6!K@)!!	&!;.<8!
KL!/6!KP@)!!	&!

!

/.0%"-"D*F##-#$0"'.*C.#(&%'.*8."$.%*

],-!j-40212R!V8818/425-!A-86<05-!"-2/-0!_jVA"`!18!.654/-7!12!A669!KHH!12!/,-!+/<7-2/!+-0=15-8!"-2/-0@!%/!18!7-81R2-7!/6!48818/!8/<7-2/8!12!/,-!7-=-.6;9-2/!6W!/,-10!W<..!4547-915!;6/-2/14.!427!/6!96/1=4/-!/,-9!/6!>-569-!8-.W'710-5/-7!.-402-08@!],-!5-2/-0!;06=17-8!8<;;60/!8-0=15-8B!8<5,!48!8[1..8!488-889-2/B!1271=17<4.!60!R06<;!/</6014.8E!8<>E-5/!47=1812RB!.-40212R!48818/425-B!8<999-0!4547-915!;0-;404/162!427!>4815!8[1..8!7-=-.6;9-2/@!],-!jVA"!T->81/-!18!.654/-7!4/!,//;*DTTT@8E8<@-7<D.405D@!

%!7889:8;$0.4<'$"#6$!&5,*)/;$="@@$8:

!

E . . P*	9 0 $. *	1 (3 - ' # G * C . 0 B - " D # G * F # # - D " 6 . " $ # G * 9 . 0 B 2 - " . # *
		T - % # $ * < 0 3 . % * 9 & . * L ^ ; \ * *
I! !	(H D (J ! h ! (H D (G !	1 (3 - ' Y # Z) * % 2 , 4 . 4 2 / 8 D + / - 0 6 1 7 8 ! ' V . . ' V 0 6 < 2 7 - 0 8 D j + & D 3 " 3 D " . < > ! & 0 < R 8 D d 5 8 / 4 8 : * C . 0 B - " D Y # Z * ! & 0 < R 8 B ! + 6 5 1 - / : ! 4 2 7 ! i < 9 4 2 ! k - , 4 = 1 6 0 ! " , ! (K @ ! ! k < F F - 7 ! " , ! K ! h ! ((@ ! & 0 < R 8 B ! + 6 5 1 - / : ! 4 2 7 ! i < 9 4 2 ! k - , 4 = 1 6 0 ! " , ! (G @ ! ! k < F F - 7 ! " , ! L B ! G ! h ! M ! 9 - # ' & # # - (" * X (0 % B * V [* 9 & . * L ^ ; L _ *
) ! !	(H D ( ) ! h ! (H D J (! !	1 (3 - ' Y # Z) ! A - = 1 - T ! 6 W ! 1 / - 9 8 ! / , 4 / ! T - ! 7 1 7 ! 2 6 / ! , 4 = - ! 4 ! 5 , 4 2 5 - ! / 6 ! 5 6 = - 0 ! C . 0 B - " D #) * ` (" . * A . ' (" B * W - B $. % 6 * L ^ ; M L ? L ^ ; M N *

(H !

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