

!

"##!

UVV!

6=>! ? @A6! ABC\$%9 @ \$BADEA @!

WX+2;!YZ!

F+)*!<0+<20!*3<%5&223!8% '6!*407)02C0!2+)*!%'! *40!<&)*!+!*40!89*910;!!-8!3+9!
 =0!0!*+!5405>!%'*+!3+9! 7%'6!&*!&'3!<+%'*!%'! *40!6&3@!3+9.6!8%'6!3+9!028!
 10<2&3%'?!*40!<&)* [197%'&%'?!+!!=%)4%'?!3+9!4&6!6+'0!*4%'?!*6%88010' *23!
 +!+ /)0))%'?! &/+9!* *40! 89*910 [<2&'%'?! +! %7&?'%'?! *40! =+!)*A5&0!
)50' &1%+;!! (40' !+9! 7%'6)!*1&C02!*+!*40!<&)*!+!*40!89*910@! =0!*0'6!*+!8%'6!
 +9!02C0!2+)*!%'! !10?10*+!+!&'0%0*3;!!E'0%0*3!&'6!60<10))%'! !1&*0)!%'! *40!GH!
 &10!&*!&'!&22A%70!4%?4@! =%*4!&'0%0*3!&8805*%'?!YV!7%22%+ ' !&692*);!!F%'6892'0))!
 %) !00*107023!402<892!8+!+!>+%'?! =%*4!197%'&%'+')&'6! !0*91'%'?!+9! !&*0'%'+'!
 *+!*40!<10)0' *!7+70' *;!

F%'6892'0))!&2)+!402<)!9)*+!0'?&?0! =%*4!2%80!7+10!89223;! F+)*!+8!9)!
 00<0!0%'50!2%80!+'!&!>%'6!+8!&9*+7&%'5!<%2+*;! (0!&10!&22!)+! /9)3! =%*4!+9!
 10)<+ ')%/%2%*%0)!&'6!6&%23!2%80!) *19??20);!! : 40!0'6!+8!*40!6&3!5+70)@!&'6!2%80!
)007)!*+!4&C0!<&))06!9)! /3;!!M+=!7'3!*%70)!4&C0! =0!?'+'*0'!'!'! *40!5&1!&'6!
 +9*!&?&%'!&'6!4&C0!' +!%60!&=4*!4&<<0'06!%'! /0* =00'N! F%'6892'0))!&'!&'!
 %'C%'&%'+'! *+!%'4& /%*!+9!2%80)!7+10!89223 [*+!' +*!7%))!+9!2%80);!

F%'6892'0))! 5+9' *01&5*! *40)0! *0'60'5%0)]! 197%'&%'+')! &'6!
 &9*+7&%'5%*3;!! : 4+)0! =4+!<1&5*%50!7%'6892'0))!10<+1*!7+10!&/%2%*3!*+! =+!>!
 =%*4!54&220' ?%'?!)*&*0)!+8!7%'6!&'6!6!88%592*!07+'*%+');!! (%*4!7%'6892'0))!
 <1&5*%50@!*403!&2)+!10<+!%'!%'510&)06!<+)%*%C0!)*&*0)!+8!&2*19%)7@!>%'6'0))!8+!
 *407)02C0)!&'6!+*401)@!?'1&%'*960@!&'6!&<<105%&%'+'!+8!2%80;!

F%'6892'0))!%!*3<%5&223!60C02+<06!%'!706%'&%'+'@!&2*4+9?4!%*%!)!&ID9&2%*3!
 +8!&*0'%'+'! *4&!*5&'!&2)+! /0!<1&5*%506!&'!&'3!7+70' *%'! !6&%23!2%80;!! : 4+)0! =4+!
 =%)4!*+!20&1'!7%'6892'0))!&10!0'5+9!&?06!%+!706%'&%'0!6&%23@! =4010!*403!8+59)!
 +!' *40%1! /10&4%'?!8+! 8%8*00'!7%'9*0)!+!)+ [&2*4+9?4! -! =+926!)*&1*!&!
 /0?'%'01!+88! =%*4!%9)*18%C0!7%'9*0)!&!6&3;!!KC013+'0!4&)%%70!8+1!8%C0!7%'9*0);!
 -!6+'.'!5&10!%8!3+9!4&C0!*0'!*4+9)&'6!54%2610'\!3+9!4&C0!%70!8+1!8%C0!7%'9*0);!

: +!706%'&%'0@! /0?%'%'?!%'')*195%+')!0'5+9!&?0!*40!)*960'*)!*+!8+59)!+!
 *40!8002!+8!*40%1! /10&4%'?!%'! *40%1! /+63 [*40!1%)%'?!&'6!8&22%'?@!00<&'6%'?!
 &'6!5+'*1&5*%'?!+8!*40%1!&/6+70'!+!540)*@!+!*40!*%'2%'?!0')&%'+'!&)*40!&%1!
 7+C0)!*41+9?4!*40%1!' +)0;!

UV"#d!

$$F = C!AG! > 9\%EHECI \$ < ECJ / > \%CA66!$$

UV"!

?0*!&'0%+9)!% '!*40!5+91)0!+8!*40!6&3@!+1!*403!*>0!&!7% '6892!<&9)0!/08+10!*403!
)0'6!&!54&1?06!07&%2;!! I 1!*403!10707/01!*+!) *+<!&'6!&<<105%&*0!*40!/0&9*3!
+8! '&*910@!+1!*40%1!54%2610' @!+1!2%) *0' !89223!*+!&!81%0'6!=4+!'006)!*40%1!)9<<+1*;
(40'! -!)<0592&*0! &/+9*! *40! D90)*%+ ' [=43! 6%6! 7% '6892'0))! ?0*!)+!
<+<92&1N! ! -! *4% '>! *40! &')=01! %)! /05&9)0! %*! =+1>);! ! F &'3! <0+<20! 4&C0!
07/1&506! 7% '6892'0))! /05&9)0!*403!4&C0!<01)+ ' &223!8+9'6!102%08!81+7!*40!
7&02)*1+7!+8!07+*%+ ')@! 81+7!*40%1!004&9)*% ' ?!) *10))! 10)<+ ')0)!&'6!4&C0!

UVU!

6=>! ? @A6! ABC\$%9@ \$BADEA @!

WX+2;!YZ!

&60D9&*0! 5+ '*1+2! ?1+9<);! - '!)<0! +8! &22! *40)0! 2% 7 %&*%+ ')@! *40!)5%0 ' 50! +8!
7 % ' 6892' 0))!4&)/00 '!<1+7%)% ' ?@!& ' 6!*40!8%026!%)! ?1+=% ' ?;^!

F % ' 6892' 0))! 4&)/00 '!)4+= ' ! *! % 7 <1+C0! 40&2*4! +9*5+ 70)! 8+1!) *10))A
102&*06! 5+ ' 6%*%+ ')@! 106950! <&% '!)3 7 <*+ 7)@! % 7 <1+C0! 0 7 +*%+ ' &2! 10?92&*%+ ' @!
402<! =%*4! & ' 0%0*3! & ' 6! 60<10))%+ ' @! 106950! &66%5*C0! /04&C%+1@! % ' 510&)0! *40!

UV"#d!

F = C!AG! > 9%EHECI \$ < ECJ / > %CA66!

UVi!

F % ' 6892' 0))! B&)06! H*10))! Q0695*%+ ' ! SFBHQT!&10! /0% ' ?! *9?4*! % ' !4+)<%*&2)!
 & ' 6! 52% ' %5)! &51+))! *40! 5+9 ' *13! <1+80))%+ ' &2)! f<10)51%/0g! %! &)! &!
 5+7 <2070 ' *13!&<<1+&54!*+!40&2% ' ?!& ' 6!%*!4&)/00 ' !*9?4*! =%*4% ' !706%5&2!
)54++2!5911%59297 ; "U!-!4&!)&2)+! /00 ' !)%? ' %8%5& ' *23!&6<*06!& ' 6!9*2%h06% ' !*40!
 <)354+2+?3!8%026@!510&% ' ?!7 & ' 3!'0= !% ' *01C0 ' %*+ ')!8+!70 ' *2!40&2*4!)954!&)!
 F % ' 6892' 0))! B&)06! J+? ' %*%C0! :40!&<3! SFB J :T! +! E550<* & ' 50! & ' 6!
 J+77 %*70 ' *! :40!&<3!SE J :T!8+!60<10))%+ ' !& ' 6!& ' 0%0*3; "i!E! ?0' 0!&%+ ' !+8!
 70 ' *2!40&2*4!<1+80))%+ ' &2)!%)/0% ' ?!1&% ' 06!% ' !&!*40!7% ' %797@!%40!/&)%5)!+8!
 7% ' 6892' 0))!;

B9% ' 0))0)!4&C0! /1+9?4*! % ' !7% ' 6892' 0))! *+!&6610))!07 <2+300! /91 ' +9* "Y!
 & ' 6! % ' 510&0!<1+695*%C%*3 "j!S&2*4+9?4!*4%!)!5+ ')%60106!5+ ' *1+C0!%&2!*+!) +70!
 % ' !*40!7% ' 6892' 0))!8%026 "T;!!H+70! /9% ' 0))0)!4&C0! %7 <2070 ' *06!7% ' 6892' 0))!
 5+9!0)! 8+! *40%1! 07 <2+300)! +8*0 ' ! =+126=%60; "k! ! J+&540)! &10! /1% ' ? ' ?!
 7% ' 6892' 0))! % ' ! *+! =+1>! =%*4! /9% ' 0))! 52%0*); ! ! F % ' 6892' 0))! %)! /0% ' ?!
 %7 <2070 ' *06! &*! b+1*9' 0! jVV! 5+7 <& ' %0)! % ' ! H%2%5+ ' ! X&2203@! & ' 6!)7 &22!
 /9% ' 0))0)!+ ' !&! ?1&))1++*)!20C02; "Z!
 !

! "U;! F_ \$ bGP! P-X_ _m! RQImQE FH@ (ME :! -H! F_ \$ bGP_ KHHABEHK\$! H: QKHH! QK\$GJ : -I _N!
 SUV"1T@ \$ 4**<]cc==; 7% ' 68922% ' ?<1+?1&7);5+7c7/)1s/&5>?1+9' 6;<4<\$ S2&)*! C%)*06! F&!; "Y@!
 UV"#T0!

! "i;! e+4' ! \$; ! :0&)6&20! 0*! &2;@! 23#K#- 'k*-\$ *; \$ B#(:N4#(B#7033#-7# \$ k-\$ < : "3\$ J #N3#44k*-\$ QI\$
 <k-; ,O(-#44\$) :4#; \$F* . -k'kK\$! " #3:NI@ \$1Z!e;! J I_ HGP: -_m! t ! J P_ -JEP!RH a JM1P;! " j !SUVVVT;!
 ! "Y;! b+1!&!)*963!52&%7% ' ?!*4&*! 7% ' 6892' 0))!402<!) =%*4! /91 ' +9*!& ' 6! =+1>A102&*06!& ' 0%0*3!)00!
 n9/ % ' !Q;! F922&!0*!&2@! <k-; ,O(-#44\$) :4#; \$6'3#44\$B#; 07'k*-\$, *3\$AT#70'k#45\$B#40('4\$,3*MS : \$ /k#(; \$
 ATN#3dM#- "BGH;!RKQHRKJ : -XKH!QKH;!SUV"KT!4**<]cc^+91' &2);&?0<9 /;5+7c6+%"V; " "kkcUUKZj i ik
 "k1#U#V1;!;

\$ "j0\$ 6###\$ #0. 0@! F&***! :0' '03@! X\$ @ : 14\$ <k-; ,O(-#44\$EMN3*#K#4\$ Y*03\$ 23* ; 07'kK@!I@! MGbbR I H : !
 SE<1;! UV@! UV"1@! 1jii! RFT@! 4**<]cc==;4988% ' ?*+ ' <+)*;5+7c7 &***A' 0' 03cYA=&3)A7% ' 6892' 0))A
 %7 <1+C s / s#k i ZkUV;4*72;!
 \$ "10\$ 6### (%22%&7!P%**20@! <k-; ,O(-#44\$F*OT2(+)-3"Y

UV"#d!

F = C!AG! > 9%EHECI\$ < ECJ /> %CA66!

UVj!

-)!*4%)!00<2+)%)+'!+8!7%'6892'0))!=%*4+9*!51%*5)N!!I8!5+9!0!'+'*;^{U1}!!H+70!
 =+'60!!=40*40!)*4%)!?!1+=*4%)!=&*0!%'?!7%'6892'0))!6+=!'!&'6!9!%'?'!%*!%'*+!
 70!023!&!028!402<!*054'%D90;^{Uk}!!I*40!)*80&1!%*!%)!/0%'?!6%C+1506!81+7!0*4%5&2!
 *0&54%'?)!S=4%54! =&!)!%'*0?1&2! =40!'!%*! =&!)!*&9?4*!%'!B9664%)!5+9*!1%0)T!*+!
 9!'!7%2%&13!<01)+!'02!%'*+! /0**01!>%2201)^{@UZ!}*+!&'0)*40%h0!54%2610'@^{U#}!+1!
 70!023!7 &>0! =+1>01)!7+10!<1+695*%C0! =%*4+9*!&6610))%'?!*40!)3)*07%5!
 %)90)!*4&*!20&6!*+!/91'+9*;^{iV}!!H+70!+8!*4%)!7&3!/0!*190@!/9*!-.C0!<01)+ '&223!
)00'!*40!8%026!?!1+=! =%*4!&!2+*!+8%'*0?1%*3;!

(4&*!%)!10D9%106!&)*40!8%026!?!1+=)@!%'!73!+<%%'@!%)!+'?+%'?@!1%?+1+9!)
)9<<+1*!&'6!*1&%%'?!8+!*0&5401)! =4+!&10! /1%'?'?!7%'6892'0))!%'*+!*40)0!
)05*+1)!;-!*40!2&)*!30&1)!-.C0!/00'!<&1*!+8!&'!088+1*!*+!510&*0!&'!-'*01'&*%+'&2!
 F%'6892'0))! :0&5401)!E)))+5%&*%+'! *+! <1+C%60!2%50')%'?!8+!<1+80))%+'&2!
 7%'6892'0))!*0&5401!*1&%%'?'!<1+?1&7)!&'6!D9&2%8%06%'6%C%69&2);!! :4%)!%)!)*22!
 %'!%*)!0&123!<4&)0@!

UV1!

6=>! ? @A6! ABC\$%9@ \$BADEA @!

WX+2;!YZ!

40!% ' '+C&%+')@!&)!=022!&)*40!)%? '%8%5&' *!%)90)@!54&220' ?0)!&' 6!<+*0' *%&2!8+1!
7%' 6892' 0))!% '*40!8%026!+8!2&=;!-!& 7!602%?4*06!*+!)9<<+!*!4%)!<1+^05!*4&*!
=%22!891*40!*40!6%)5+91)0@!<1+C%60!*+2)!8+!*4+)0!% '*010)*06@!00<2+10!1020C&' *!
D90)*%+')!&' 6!5+' 501' @!&' 6!402<!*+!07 /06! 7%' 6892' 0))! 7+10!600<23!% '*+!*40!
20?&2!5+ 7 79' %*3;!