

!

!

!
"\$%&'()*'+!,%*&'(-!.*/0!12&3%!
1'(*+!4%\$2&!
!

5\$&'!6789!

!

#\$%!&'(%)*+,*-.!/%-)+*+0!#-12!34)5%!54+6%+%7!*+!,%!8-..!48!9:";!--+7!<-1!5\$-)0%7!>=!,%!(?)4641,!<*,%!,%!84..4<*+0!84@)!, -121A!

!

"B C%8*+%!D%'(%)*+,*-.!.%-)+*+0E!84)!F-G-(4!H4..%0%B!
9B F%8*+%!,%!*+1,*,@,*4+-!.%-)+*+0!04-.1!--+7!4@,54G%1!84)!%'(%)*+,*-.!.%-)+*+0B!
;B

!

"

!

!
!

F-G-(4!H4..%0%!V,)-,%0*5!?.-+!

U4-.!"A!!S76-+5%!S5-7%G*5!&' 5%.%+5%!-+7!&+0-0%G%+,!!

F-G-(4!H4..%0%!-76-+5%1!-5-7%G*5!%' 5%.%+5%!-+7!1,@7%+,!%+0-0%G%+,!*+!, \$!

@+7%)0)-7@-,%!' (%)^+5%!, \$)4@0\$!,1!U%+%)-.!&7@5-, *4+!?)40)-G!-+7!G-_4)!

-+7!G*+4)!()40)-G1!54+, *+@%7!845@1!4+!*+,%)7*15* (. *+-)>!-+7!' (%)^+%, *-.!

.%-)+*+0!-+7!*+,%)+-, *4+-.-!-+7!*+,%)5@.,@)-.!@+7%)1,-+7*+0!-+7!*+5)%-1%7!

*+,%0)-, *4+!48!, \$%!H4@)1!&+)*5\$G%+,!H4G(4+%+,!PH&HQB!!+!-77*, *4+!%, \$%!H4..%0%!

488%)1!-!1G-..!+@G=%)!48!0)-7@-,%!()40)-G1!*+!-)%-1!48!' *1, *+0!@+7%)0)-7@-,%!

%' (%) , *1!-+7!-+, *5* (-,%7!\$*0\$!7%G-+7B!#4!, \$%1%!%+71!%, \$%!H4..%0%!1@((4), 1!-!

!

!

! "\$%&% ' (# (**, ++. ' +/0+1"0%*#+%/101, #02#%# 3/' (2+43*# / (5+22#(4#+1, %, +6-#%5"07+#+%/101, #%16# /+4*+5"0(1#, 306+6#89#4%53"9#%16#2"%44#01#: ; 05; #' ; +#2"36+1"#6+7+* (' 2#<1(: *+6, +-#2<0**2-#%16=(/# 7%*3+2-#4/(</+5"#+. ' +/0+15+2#01#; %162>(1#2+""01, 2!##@1#%**#5%2+2#+. ' +/0+1"0%*#+%/101, #2; (3*6#8+# +. "+16+6-#4(/&%*0A+6-#%16#015*36+##1#%' ' *05%"0(1#(4#'; + (/9#' (# /%5"05+?##

!

#\$*1!7%8*+*, *4+!*+84)G1!, \$%!V, -+7-)7!84)!&' (%)%+, *-.!/%-)+*+0!S5, *6*, %1!, \$-, !- ((%-)1!-1! -((%+7*' !S!-+7!, \$-, !<%)%54GG%+7!-1!, \$%!=-1*1!84)!7%, %)G*+*+0!<\$%, \$%)!-!%-)+*+0!-5, *6*, *>

!

;

!

I+!-77)%11*+0!,\$%,\$*)7!(-,!48!4@)!5\$-0%M-+7!=-1%7!*+!(-),!4+!,\$%!(%)6*4@1!1,@7*%1!48!
%'(%)*%+,*-!.!%-)+*+0!-,!,%\$!54..%0%M<%!-0)%%7!,\$-!,,\$%!84..4<*+0!%-)+*+0!-5,*6*,%1!5(3*6!G%%,!
,\$%!04-.!-+7!4@,54G%1!48!%'(%)*%+,*-!.!%-)+*+0M(-)46*7%7!,\$-!,,\$%!-5,*6*,>!8@..>!G%,!,,\$!
7%8*+,*4+!-4@,M-+7!,\$!&'(%)*%+,*-!.!/%-)+*+0!S5,*6*,>!V,-+7-)7A!

!

S.,%)+-,*6%!1(-)*+0!)=%-2!	!	!	V%)6*5%!%-)+*+0!	!	!
H-(1,4+%!54@)1%1!	!	!	V,@7%+,b8-5@.,>!)%1%-)5\$!	!	!
H.*+5-.1!	!	!	V,@7*4!54@)1%1!	!	!
H404(1!	!	!	V,@7>!-)=)4-7!!	!	!
3*.7<4)2!54@)1%1!	!	!	#)-*+*+0!	!	!
I+7%(%+7%+,!1,@7>54@)1%1!!	!	!	g((%)0.%6%.!.-=4)-,4)>!54@)1%1!	!	!
I+,%)+1\$*(1!	!	!	!	!	!
!	!	!	!	!	!

S+>!(.-+!,\$-!,<4@.7!%+ -=.%!K: L!48!@+7%)0)-7@-,%!(%)40)-G1!,4!)%M@*)%!-+!%' ,%+7%7!
%'(%)*%+,*-!.!%-)+*+0!-5,*6*,>!>9: "Z!<4@.7!+%7!,4!-77)%11!,\$)%%G-*+!-)%-1B!
!!!

3*)1,M,\$%!(.-+!<4@.7!\$-6%!4!%1,-=*1\$!-!(%)45%11!84)!(-)40)-G1!,4!*7%+,*8>!--+7!)-,*8>!--<\$*5\$!48!
,\$%*)!5@))%+,!.!%-)+*+0!-5,*6*,%1!G%%,!,,\$%!7%8*+,*4+!--+7!.!%-)+*+0!4@,54G%1!*+7*5-,%7!-=46%#4!
74!,\$*1M<%!)%54GG%+7!,\$-!,%5\$!G-4)!(-)40)-GM-+7!,\$!#%-5\$%)!&7@5-,*4+!(-)40)-GM7%,*!
%-5\$!48!*1!.!%-)+*+0!-5,*6*,%1!,\$-!,!%G!,4!8@.8*..!,\$%!5)*%)*-!-+7!.!%-)+*+0!4@,54G%1!48!
%'(%)*%+,*-!.!%-)+*+0!S8,%)!,\$*1!*+,*-!.!7%+,*8*5-,*4+M-!+%<!@+*,0.%6%.!&'(%)*%+,*-!.!/%-)+*+0!
H4GG*,,%!<4@.7!)%6*%<!-5\$!1@GG-)>!,4!54+8*)G!,\$-!,,\$%!1,-+7-)71!-)%!-5\$*%6%7B#\$%!
54GG*,,%!<4@.7!,\$%+!54GG@+*5-,%!*1!8*+7*+0!1!,4!,\$%!(%)4(-,%!C-+!-+7!,\$%F%0*1,)-)B!
#\$*1!54GG*,,%!<4@.7!-.14!=%!)%1(4+1*=%!84)!%+1@)*+0!,\$-!,8@,@)%!%-)+*+0!-5,*6*,%1!
P*+5.@7*+0M84)!%' -G(.%M+%<!54@)1%1Q!-)%!1*G*-).>!%6-.@-,%7!,4!G%%,!,,\$%!1,-+7-)71B#4!0@*7%!
,\$*1!<4)2M<%!(%)4(41%!,,\$!&'(%)*%+,*-!.!/%-)+*+0!S5,*6*,>!V,-+7-)7M<\$*5\$!-(%)1!-1!
S((%+7*!SB!
!

!

V%54+7M*,!<4@.7!\$-6%!4!(-)46*7%!84)!-!54GG4+!G%-+1!84)!%54)7*+0!-+>!%'(%)*%+,*-!.!%-)+*+0!
-5,*6*,>!@+7%),-2%+!>!--!1,@7%+,!,4!G%%,!,,\$%!(%)40)-G!)%M@*)%G%+,B!R%5-@1%!,,\$%!1,)-,%0*5!(.-+!
5-..1!84)!G-4)!(-)40)-G1!,4!)%M@*)%!-+!%' ,%+7%7!%'(%)*%+,*-!.!%-)+*+0!-5,*6*,>M*,!1*G(4),-+!,
,\$-!,,\$*1!-5,*6*,>!=%!)%54)7%7!*+!,,\$%!1,@7%+,!7%0)%%!%6-.@-,*4+B!,!G*0\$,-.14!=%!=%+8*5*-.!,4!
,\$%!1,@7%+,!,4!\$-6%!,,\$*1!-5,*6*,>!)%54)7%7!4+!,,\$%!,)-+15)*(,!--1!<%.!B!a@)!%54GG%+7-,*4+*1!
,\$-!,,\$%!7%0)%%!%6-.@-,*4+!*+5.@7%!-!+%<!D&'(%)*%+,*-!.!/%-)+*+0!S5,*6*,>E!

!

!

(%)14++%.N*+5)%-1%7!8@+7*+0!84)!*+7%(%+7%+,!1,@7>!-+7!5404 (!1@(%)6*1*4+M-+7!-+!*+5)%-1%!+!
D*+0.4-7E!8-5@.,>!1@(%)6*1*4+!48!1,@7%+,!%' (%)%+,*-.!.%-)+*+0!

!

R%84)%!,\$*1!+%<!*+*,*-,*6%!*+!%' (%)%+,*-.!.%-)+*+0!-,!F-G-(4!*!.-@+5\$%7M<%!)%54GG%+7!,\$-,!
5.%-)(4.*5*%1!-+7!()45%7@)%1!

!

!

5\$\$\$('#! ; !

! "#\$\$&' (#)(*+&, \$(
(

. <'!-+2//*&=!'/!>*%/: !2(!' (?2&@*)'2 (!A!<*B!>%(!* >+%)2!-*)<%&!?&2@!)<%!4* @* \$2!
C2+%-!A%>'!%)!*(: !?&2@!:' /3D//'2 (!A')<!?*3D+)=E!/) *??E!* (: !*: @' ('/)&*)2&/F!G)!'/!
'()(: %: !)2!>%!: %/3&' \$)'B!&*)<%&!<*(!32@\$&%<%(/'B%F!!

!

5+)%% (*)'B%!!>&%*O!H!#\$%!H*6*5!i !H4GG@+*,>!&+0-0%G%+,!H%+,%)!\$41,1!-,%)+-,*6%!)%-21!84)!
=4,\$!<*+,%)!-+7!1(*)+0B!V,@7%+,1!5-+!<4)2!74*+0!54GG@+*,>!1%)6*5%!1@5\$!-1!5-)*+0!84)!
-+*G-.1!G-*+, -*+*+0!-0)*5@.,@)-.18*%.71!(-.,*+0!%)%1!*+!6*..-0%1!-+7!-!.45-.!15\$44.1!(-*+,*+0!
()4_%5,1!%+0-0*+0!*+!+6*)4+G%+, -!-+7!145*-!.!11@%1!-+7!!=@*.7*+0!\$4@1%1!84)!,\$41%!*+!+%7B!
?-1,!-,%)+-,*6%!)%-21!\$-6%!, -2%+!(. -5%!*+!S)-+_%\NH41, -!F*5-!S1\$6*..%!\XH!S.=@M@%)M@%!i !
S=*M@*\XTM-+7!V%-!R)*0\$, \X[B!

!

C*\$/)2(%!32D&/!/H!S!5-(1,4+%!54@)1%!*1!,\$%!5@.G*+*,*+0!5.-1!48!-!7%0)%%M@1@-..>!, -2%+!
7@)*+0!,\$!1%+4)!>%-B)!+!-15-(1,4+%!54@)1%!-!1,@7%+,!*+,%0)-,%!12+4<.%70!0-*+7!7@)*+0!,\$!
1,@7%+,Y!154@)1%!48!1,@7>M*+54)(4)-,*+0!,\$!7*15*(.*+%!1!())*G->!G47%1!48!*+M@)>!*+,4!-!8*+-.!
G_4)!(-(%!4)!()4_%5,!, \$-,!*!154+1*1,%+,!<*, \$!,\$%=1,!() -5,%5!1!48!,\$!7*15*(.*+%!S,!F-G-(4M
5-(1,4+%!54@)1%!-)%!7*1,*+0@*1\$%7!>!--!J: : 0.6%.!54@)1%!+@G=%)!7%1*0+-,*4+B!

C+' ('3*+/!j !H.*+*5-.1!-)!)!M@*)%7*+!, \$%!X@)1*+0!?)40)-GB!V,@7%+,1!*+!, \$%!0%+)%*5!+@)1*+0!
()40)-G!1 (%+7!-!-)0!-G4@+,!48!,\$%)*5.*+*5-.!, *G%!, -!#\$\$!^-.%>!W41 (*, -!<\$*5\$!1*7%1*0+-,%7!
-1!-!T-0+%,!W41 (*, -!>!, \$%!SG%)*5-+!X@)1%1!H)%7%+, *-.*+0!H%+,%)B!H.*+*5-.!-88*.-,%1!*+5.@7%!
4,\$%)!.45-.!G-0+%,!\$41 (*, -!-!1!<%..!-!1.45-.!54GG@+*,>!-0%+5*%1B!V,@7%+,1!*+!, \$%!FX!,4!RVX!
-+7!,\$%!TVX!()40)-G!1!54G(.,%!, \$%)*5.*+*5-.!)!M@*)%G%+,1!-!-!6-)*%,>!48!\$41 (*, -!1!-+7!
5.*+*5-.!1%, , *+0!1,\$)4@0\$4@,!, \$%!1, -, %B!&-5!\$5.*+*5-.!1*, %!1!5\$41%+!,4!()46*7%!, \$%=1,!
%7@5-, *4+-.!%' (%)*)%+5%!(411*=%B!

C2!2\$/!j !PV%!!- .14!!+,%) +1\$*(1Q!H404(1!j !1\$4),!84)!H44(%)-,*6%!%7@5-, *4+!()40)-G!1!j !)%8%!)!,4!
(-*7!8@.0,*G%!<4)2!4((4),@+*,%1!,\$-,!-1,!8)4G!,\$%)%!,4!,<%6%!G4+,\$1!7@)*+0!<\$*5\$!
1,@7%+,1!74!+4,!-,,%+7!5.-11%1B!#\$%!04-.1!84)!5404(1!-)%!84)!1,@7%+,1!,4!0-*+!)%-.0<4).7!
' (%)*)%+5%!*+!<4)2!(41*,*4+1,\$-,!-)!)%!.%6-+!,4!-+7!1@((.%G%+,!, \$%)*!-5-7%G*5!1,@7*%1M
+,%)%1,1M-+7!5-)%%)!04-.1B!H404(1!5-+!!=!4,\$!+!, \$%!(@=*5!-+7!()*6-,%1!%5,4)1B!H404(1!-)%!9!
4)!J05)%7*,!84)G-.-!5-7%G*5!54@)1%1!*+!<\$*5\$!1,@7%+,1!54G(.,%!,%!, \$%)*!'9: !4)!9J: !\$4@)1!48!
<4)2!%' (%)*)%+5%M)%1(%5,%6%.>M-!,!, \$%!)*+,%) +1\$*(!4)!540

!

d

!

G(: %\$(: %(!)/)D: =!32D&/%/!H!S+!*+7%(%+7%+,!1,@7>!*1!-!5)%7*,0=%-)*+0!54@)1%!, \$- ,!*1!
 845@1%7!4+!4)*0*+-.!15\$4.-).>!)%1%-)5\$B!#\$%!*+7%(%+7%+,!1,@7>!*1!-)))+0%7!4+!-+!*+7*6*7@- .!
 =-1*1!=%, <%%+!1,@7%+,!-+7!()48%114)B!#\$%!,4(*5!48!,\$%!*+7%(%+7%+,!1,@7>!*1!=-1%7!4+!-!
 1,@7%+,!1!.%-)+*+0!,)-52B!g1@-..>!1,@7%+,!1!<*.!54G(.%,%!,%!*+7%(%+7%+,!1,@7>!*+!,%\$*)!_@+*4)!
 4)!1%+*4)!>%-)B!#\$%!'(%5,-,*4+1!<*.!6-)>!-5)411!7*15*(.*+%1N=@,!-..!*+7%(%+7%+,!1,@7>!
 1,@7%+,!1!<*.!<4)2!5.41%.>!<*,%\$,%\$*)!()48%114)1!,4!()47@5%!-!G-_4)!(*%5!48!15\$4.-)1\$*(B!
 !

G()&(/<'\$/!j !PV%-%!-.14!H404(1Q!+,%)+1\$*(1N<\$*%!1*G*.-)!,4!5404(1N-)%!@1@-..>!74+%!*+!
 54+_@+5,*4+!<*,%\$!5.-11%1!7@)*+0!,\$%!1%G%1,%N4)!1%(-)-,%.>!7@)*+0!,\$%!1@GG%)B!+,%)+1\$*(1!
 5-+!=%!(-*7!4)!@+(-*7N-+7!@.!.!4)!(-),0,*G%B!#\$%!04-.1!84)!*+,%)+1\$*(1!-%!84)!1,@7%+,!1,4!0-*+!
)%-0<4).7!%'(%)*%+5%!*+!<4)2!(41*,*4+1!,\$-!-!-%)!%6-+!,!4!-+7!1@((.%G%+,!,%\$*)!-5-7%G*5!
 1,@7*%1N*+,%)%1,1N-+7!5-)%%)!04-.1B!+,%)+1\$*(1!5-+!=%!4,\$!*+!,%\$!(@=. *5!-+7!() *6-,%1!5,4)1B!
 S,!F-G-(4N*+,%) +1\$*(1!-%)!54+1*7%)%7!*+84)G-.-+7!1%.807*)%5,%7!>!,%\$!1,@7%+,N-+7!,%\$>!74!
 +4,!54@+,!84)!54@)1%!5)%7*,B!
 !

J%&B'3%+!*&('(-!H!V%)6*5%!.-)+*+0!*1!-+!*+,%0)-.!(-),!48!F-G-(4!H4..%0%Y1!54GG*,G%+,!,4!
 1,@7%+,!%+0-0%G%+,!-+7!54GG@+*,>!+*+64.6%G%+,B!#\$%!H*6*5!-+7!H4GG@+*,

!

!

54@+,) *%1!4+!-..!54+, *+%+, 1!a ((4), @+*, *%1!-) %!-6-*. -=.%!84)!%6%)>!G-_4)!-+7!0%+%)4@1!
15\$4.-)1\$*(1!-) %!-6-*. -=.%!84)!%6%)>!G-_4)!-+7!0%+%)4@1!

!

. &*(' (-!j !#)- *+*+0!*1!+4,%7!*+!, \$%54..%0%Y1!V,) -, %0*5!?. -+!-1!-+!%' -G (.%!48!%' ,%+7%7!
%' (%) *%+, * -.!.%-) +*+0!#) - *+*+0!*1!-+!*+\$%)%+, !-+7!*+, %0)-.!(-), !48!G-+>!%' (%) *%+, * -.!.%-) +*+0!
-5,*6*, *%1!*+5.@7*+0!5404(1M*+,%) +1\$*(1M1%)6*5%!.-) +*+0M-+7!1, @7%+, !, %-5\$*+0!

! ! ! !

L\$\$%&!+%B%+!*>2&*)2&=!32D&/%/!H!#\$%1!-) %!@ ((%)!.%6%.!; : : !i !J: : !.-=!15%+5%!54@)1%1!S..!48!
,\$%1%!54@)1%1!*+!#SV!*+64.6%!%' (%) *G%+, 1!

!

K