

!"#\$%&'()*+,-./:;<=>?@ABCDEF

!

"#\$%&'()*+,-./:;<=>?@ABCDEF

,

0, 1*2*- *#!"

!

7D#!*(, \$' .% (!, 5!.D#!<D#OD#*)!E(% (!%!*#?' *)#)! /!' (!, \$#*&D#4- %(?!/=++#//F!!
G' - 0=/!/. ' 9#D, 4)#*/!') - %*#!%/!' 00# ' *' (+#!')!*#/ , =*+#/F!!H%D!%/!&%(, &/')!
, 0#(!/O' +#/6!.D#!5' +%4% 2!%/!' *' (/O' *#(!#(' 14%(?!1=%4)%(?! , ++=O' (./! , !/##!')!5##4!
.D#!0=4/#!, 5!.D#!1=%4)%(?6!&D%+D!5=(+ , % (/!' /!.D#!/, +% 4!')!#- , .% (' 4!D=1!, 5!.D#!
+ ' - 0=/F!!I #+' =/#!, 5!%/!O*, J%- % 2! , !.D#!') - %//%, (/!, 55%+#!%(!.D#!<.=)#(!<#*\$%+#!
G#(.#*6!.D#!5' +%4% 2!%/!' !+, (\$#(##(!!\$#(=#! , !/D, &+' /#!.D#!=(%\$#*/% 2!')!/.=)#(!4%#F!!!

!

>!\$%1*' (./.=)#(!=(%, (!1=KK#/#!&%D!O#, 04#F!!L, 0=4' .%(?! !/ .=)#(!=(%, (!)#0#() /!, (!
.D#!*#/, =*+#/!')!' +.%\$%#%/!, 5!.D#!=(%, (!')!%/!4, +' .%, (!, (!+' - 0=/F!!7D#!<D#OD#*)!
E(% (!%?!?'*'+#)!&%D!' !+#(.' 4!+' - 0=/!4, +' .%, (!('#' *!.D#!=(%\$#*/% 2!4%1*' *26!' !4' *?#!
+4' //*, , - !5' +%4% 26!')!.D#!<.=)#(!<#*\$%+#!G#(.#*F!!7, !.D#!#J.#(!.D#!=(%\$#*/% 2!+' (!
+, (%(=#!.D%!. *#()!, 5!%/%(?!5' +%4%#%/!/#*\$%(?!')!D, =/%(?!/%? (%5%+' (.= - 1#*/!, 5!
/.=)#(!/#' *!.D#!+' - 0=/!+#(.' 6!.D#!<D#OD#*)!E(% (!')!/.=)#(!4%#!&%4!.D*\$%#!' !
H#1#*!<.' .#F!!

!

7D#!<D#OD#*)!E(% (!D' /!' !(=- 1#*!, 5!/. *#(? .D!/(+4=)%(?! .D#!5, 44, &%(?M

↓

- >!+#(.' 4!' . *%=- !&D%+D!+' (!1#!=#)!5, *!%(5, * - ' .%, (!.' 14%(?!')!#\$\$(./6!
-

.D#!=(%, (!/D, =4)! =0?*')#!.D#!&%*#4#//!(#. &, *9!%(!.D#!5' +%4% 2!., !#4%- %(' .#!)#')!
 K, (#/!' ()!0*, \$%)#!/#' .%(?!' ()!&, *9!/ =*5' +#/!%(!4, =(?#/!/= %.' 14#15, *!4' 0., 0!
 +, - 0=.#*! =/#*/#!7D%/!(+4=)#/!4, =(?#/!' .%(?!&%D!.' 14#./!' ()!. ' 14#/' ()!+D' %* /!
 &%D!/#' .%(?!5, *!U!., !V!O#, 04#f!
 !

<.=)#(. /!%(+*#' /%(?42!/. =) 2!%(!?* , =0/f!!7D%/!%/!#/O#+% 442!.D#!+' /#!%(!+4' // #/!&D#*#!
 5' +=4.2!#- OD' /%K#!+, 44' 1, *' .%\$#!4#* * (%(?!' ()!%(!' +')#- %+' 442!+D' 44# (?%(?!5#4) /!
 &D#*#!/. =)#(. /!+, - - , (42!/. =) 2!., ?#.D#*!., !4#* * (!5*, - !, (#!' (, .D#*f!!7, !5' +%4%' .#!
 ?*, =0!/. =) 2%(?!+, (/%)#*!.D#!+*#' .%, (!, 5!/- ' 44!?* , =0!/. =) 2!* , , - /!5, *!U!., !V!O#, 04#!
 &%D!' !.' 14#6!+D' %*/6!#4#+. *%+!, =.4#./!' ()!' !&D%#!1, '*')f!
 !

*6? =5@3' / 9BC;78;7>*7<;83':D3'!:A837:'(7;57'

7, !' //%/ !\$/%, * /!&%D!(' \$%?' .%(?!.D#!/. =)#(. !=(%, (!+, (/%)#*!%(/.' 44%(?!)*#+. , *2!
 9%, /9/!' !.D#!- ' W, *!# (. '*' (+#/f!!7D#!9%, /9/!/D, =4)!%(+4=)#!54, , *!O4' (/!, 5!.D#!5' +%4% 2!
 ' ()!D%?D4%D!.D#!4, +' .%, (/!, 5!O, 0=4' *!*#/, =

*74=39<3':A837:'+=>97;J9:;57'?943'

! , .D!/.=)#(!4#')#*!'()!+'*##*!/. '55!, +=02!/0' +#!%(!.D#!<.)#(!Q(\$, 4\$#- #(!'()!
; #')#*/D%O!, 55%+#!/= %.#F!!<.)#(!/'()!/. '55!#JO*##//#)!.&, !+, (+#*(/!' 1, =.!D#'/0' +#!!!
N%*/.6!')%., (' 4!/0' +#!%/(##)#)I5, *!/.=)#(!=#/6!5, *!#J' - 04#6!/ =00, *.(?!/.=)#(!
, *?' (%K' .%, (/F!!7D%!/0' +#!+, =4)!.' 9#!.D#!5, * - !, 5!' !/D' *#)!&, *9*, , - !&%D!*#/, =*+#!
/=+D!' /!+, - 0=#*/6!0*(. #*/6!&, *9!/ =*5' +#/6!' ()!*#/#*\$' 14#!/. , *' ?#!+ ' 1%(#./!., !
/=00, *!/.=)#(!, *?' (%K' .%, (/F!!>!0, *.% (!, 5!.D#!I #44., &#*!; , =(?#!+, =4)!1#!=/#)!., !
+*#'.#!.D%/!&, *9*, , - F!!<#+, ()6!.D#'/0' +#!1#. &##(!+ *##*!/. '55!' ()!/.=)#(!/0' +#!
+, =4)!1#!/#0' *'.#)!- , *#F!!HD%4#!%!/1# (#5%+% 4!, !1#!')W' +#(!., !, (#!' (, .D#*6!/. '55!
' ()!/.=)#(!/D' \$#!)%55#*#(!/.' ()' *) /!*#?' *)%(?!D, &!. , !=/#!' ()!#+, *'.#!.D#%*!
/0' +#!F!!<, - #.%- #/!.D#/#!/. ' ()' *) /!+' (!+, (54%+ .F!!!

!

, 443<<':5':D3!'D3?D3=8'

!
 % # 1 + K K #) & , - * +) ! "
 !
 + ? 3 = 9 : 3 ' 9 ' ! B < : 3 6 9 : ; 4 ' , << 3 << 6 3 7 : ' \$ = 5 > = 9 6 ' % 3 6 9 : 3 8 ' : 5 ' : D 3 ' ! : A 8 3 7 : ' (7 ; 5 7 ' 0 5 5 8 '
 ! 3 = @ ; 4 3 '
 !
 > ! - , * # ! + , (/ % . # (. ! 0 * , ? * ' - ! , 5 ! ' // # // % (? ! . D # ! = / ' ? # ! , 5 ! 5 , ,) ! / # * \$ % + # 6 ! 0 * # 5 # * # (+ # / 6 !
 % (. # * # / . / ! ' () ! / ' . % / 5 ' + . % , (! 4 # \$ # 4 / ! , 5 ! / . =) # (. / 6 ! 5 ' + = 4 . 2 ! ' () ! / . ' 5 5 ! / D , = 4) ! 1 # ! + , () = + . #) ! 1 2 !
 . D # ! / . =) # (. ! = (% , (F ! ! ! G , (/ . * = + . % , (! , 5 ! . D # ! ' // # // - # (. / 6 ! + , 4 4 # + . % , (! , 5 ! . D # !) ' . ' 6 ! ' () ! % / !
 ' (' 4 2 / % ! / D , = 4) ! 1 # ! 0 # * 5 , * - #) ! 1 2 ! / . =) # (. ! = (% , (F ! ! > // # // - # (. / ! / D , = 4) ! 1 # !) # \$ # 4 , 0 #) !
 % (! 0 ' * . (# * / D % ! & % D ! < ,) # J , ! . , ! # (/ = * # ! < ,) # J , ! % ! % (\$ # / . #) ! % (! . D # ! * # / = 4 . / ! ' () ! & % 4 % (? ! . , !
 * # / 0 , () ! . , ! . D # - F ! ! !
 !
 7 D # ! ' // # // - # (. ! 0 * , ? * ' - ! / D , = 4) ! % (+ 4 =) # ! ' (! ' ((= ' 4 ! / = * \$ # 2 F ! ! 7 D # ! / = * \$ # 2 ! % ! ' (!

!
157@37;3743':5=3'!;J3'

!
b#'/=*#)!%(!/' 4#/'!)!+=/., - #*!+, =(.#.D#!<D#OD#*)!E(%,(!+, (\$#(%#(+#!/. , *#!%/.D#!
- , /!O, O=4' *!*#.' %!#*!/#44%(?!5, ,)!')!1#\$**' ?#/!%(!.D#!=(%, (F!!G, (\$#(%#(+#!/. , *#!/
+' #*!. , !/.)#(./!&D, !' *#!%(!' !D=**2!')!), (P.!D' \$#!' !4, .!, 5!- , (#2![!' !O#*5#+. !- ' .+D!
. , !H#1#*!<.' #!/.=)#(./!&D, !' *#!.D*%5.2!')!/D, *!.!, (!.%- #F!!3%\$#(!.D%!' 4%?(- #(!, 5!
(##)/!. , !/#*\$%+#!D, &#*\$%#.#.D#!5, , .O*(.!, 5!.D#!<D#OD#*)!E(%,(!+, (\$#(%#(+#!/. , *#!%/
/- ' 44!#/O#+% 442!+, - O' *#)!. , !/.)#(./!=(%, (/!, 5!/%- %! *!/%K#F!!

!
<.)#(./!=(%, (/!&%D!4' *?#*!+, (\$#(%#(+#!/. , *#!/' *#!' 14#!. , !/' .%/52!/.=)#(./P!)#- ')/!
5, *!\$' *%#.#2!')!D# 4.D2!5, ,)!, O.%, (/F!!7D#2!' *#!' 14#!. , !/., +9!' !1*, ')#*!/#4#+.%, (!, 5!
5, ,)!O*,)=+./!')!1#\$**' ?#/!/=+D!' !/=O#*0O*#- %=- !W=%+#!D# 4.D0, *%#(.#)!# /!D
5*#D!O*,)=+#!')!' !\$' *%#.#2!, 5!O*#O' *#)!')!&%+D#/#(4=)%(?!\$#??%#!/')!&%+D#/#F!!
>)!.D#2!' *#!4#//!#JO#(/%\$#!. , !, O#*' .#!.D' (!*#/' .=' (.!)=%*(?!4, &!.' *55%+!O#*%,)/!
/+D!' !/!	#)/!')!#\$#(%?F!!Q(!- ' (2!*#O#+./!#!'+ - O=!/+, (\$#(%#(+#!/. , *#!
/D, =4)!1#!)%5#*#(.!5*, - !' !a084#\$(F!!8J#+=#)!,!.D#%*)!c+, *!+' (!1#14#//!
%(/.%=.%, (' 4!')!- , *#!D%O!&%D!+D' 491, ' *)!/%?(/')!' !/, =()!/2/.#- !04' 2%(?
/.)#(./P!5' \$, *%#.#!- =/%+F!!

!
K9=I 3:;7>'0558'! 3=@;43<''

!
<, - #!O' *.%+O' (./!%(!.D#!*\$%#&!&#*#!(, .!' &' *#!, 5!.D#!/O#+% 4/!\$' 4=#!%#- /!')!(#&!
, 55#*#)!%(!.D#!5, ,)!+, =*!')!+, - - #(.#)!D' .!- , *#!')\$#*.%/%(?!+, =4)!, ++=*F!!

!
2#, !#%!' '*\$',)&'! - , 00*)O''

7D#!<D#OD#*)!E(%,(!%!+, - O, /#)!, 5!/' 55!&D, !, \$#*#/#!, O#*' .%, (/!)!1=/%(##//!
' +.%\$%##/!')!/' 55!&D, !O*, ?*' - !#\$#(./!)!')\$%#/#!/.=)#(./?*, =O/F!!7D#/#!/.D#!
, O.%- =- !O' %%(?! , 5!/' 55F!!8' +D!+, - O4#- #(./!.D#!, .D#*!. , !+*#' .#!' !/.)#(./+#!(.#*#)!
/.)#(./!=(%, (F!!L * , ?*' - - %(?!')!')\$%/%(?!/' 55!' +.%\$' .#!.D#!=(%, (!&%D!' +.%\$%##/F!!
XO#*' .%, (/!/' 55!/#.!=O!#\$(./!)!9##O!.D#!=(%, (!+!.D5O1(O!.D)1(#)190272.6cB750T- 0.0002Tc50-

') - % (% / . * ' . , * ! % (! + D ' * ? # ! , 5 ! 1 = / % (# / / ! ' 5 5 ' % * / ! , \$ # * / # # / ! + = / . ,) % ' 4 ! ' () ! 1 = %) % (? !
, O # * ' . % , (/ ! / . ' 5 5 F ! ! 7 D # ! = (% , (!) % * # + . , * ! , \$ # * / # # / ! + ' - O = / ! * # + * # ' . % , (F ! !
!
! 7 D # ! 5 , 4 4 , & % (? ! / # . ! , 5 ! * # + , - - # () ' . % , (/ ! 5 , + = / ! , (! . D # / # ! - = 4 . % O 4 # ! * , 4 # / ! ' () ! * # O , * . % (? !
* # 4 ' . % , (/ D % O / !

b' *9#.(?!%/' (!#//# (.% 4!5=(+.%, (!?%\$# (!.D#!\$' *%#.2!, 5!/#*\$%+##/' (!)!0*, ?*' - /!.D#!
 =(%, (!0*, \$%)#/' (!)!.D#!(##)!. , !1=%A)!/.=)# (.6!/. '556!5' +=4.2!' (!)+, - - =(%.2!
 '&' *#(##/!, 5!.D##/#!0*, ?*' - /!' (!)!/#\$%+##/#!L *##/## (.426! - ' *9#.(?! , 5!.D#!/.=)# (.!
 =(%, (!' (!) !%./!5' +%A%.%#/' (!) !/#*\$%+##/!%/' !5=(+.%, (!.D' .!, ++=0%#/' !' !0, *.%, (!, 5!' !/.' 55!
 - # - 1#*P/!*#/O, (%1%4%.%#/' !1#+ ' =/#!, 5!5= (%?)!4%- %.' .%, (/F!!!7D#!5=(+.%, (!), #/!(, .!
 '00#' *!%(!.D#!W, 1!.%4#!, *!, *?' (%K' .%, ('4!+D' *.F!!!7D#!5=(+.%, (!%/' ///?(#)!. , !.D#!
 >

.D#!<.)#(!Q(\$,4\$#-#(!'())!;#')#*/D%O!)#O'*. -#(!&D%+D!D' /!- , *#!/. '55!' (!!
+, =4)!+, (+#%\$' 142!O#*5, *- !.D#!.' /9!O#*5, *- #)!12!=(%, (!O*, ?*' - - %(?F!!
!
!
O*),) 1*, 2'%#! + (%1#!RH(&O#-'
!
%345663789:;57<'
!
*7<:::A:3'9'HA8>3:'\$G97'C5='%3?G37;<D;7>'%3<3=@3<'
!
0(!4%?D.!, 5!.D#!5' +!.D' !.D#!<D#OD#*)!E(%, (!D' /!*#+# (.42!+, (+4=)#!' !- =4.%02#' *!
1=/(%///!O4' (6!%!%!/!.%- #42!' (!)O*=)#(!.5, *!.D#!/. =)#(!.= (% (!., !)#\$#4, O!' !(#&!
1=/(%///!O4' (!.D' !&, =4)!# (/=#15= (!) /!' *#!/#.!' /%)#!' ((=' 442!' !.)#/?(' .#)!4#\$#4!., !' !
#/##\$#15= (!)F!!
!
2;7! '0;7974;9G*7437:;@3<:5'%3:9;G', 4:;@;:B';7':D3'(7;57''
,
0.!%/' !?# (#*' 4!* =4#!, 5!.D=- 1!%(!/. =)#(!.= (% (!.D' !/.' '55!%(\$#/!.%- #!' (!) !# (#*?2!., !
%- O*, \$%(?!*#.' %#!' +.%\$% %#/!D, =/#)!%(!.D#!5' +%4% 2!&D# (!' !5%(' (+% 4!%(+# (.%\$#!#J%/./F!!!
H% D(!, !5%(' (+% 4!%(+# (.%\$#6.D#!'

/.=)#(.!4#'*(%(?f!!!7D#!<D#OD#*)!E(%(!-'2!'4*#')2!1#1+, ()=+.%(?!D#/#15, *- /!, 5!
 ' //##// - #(.!1=.)%)!(, .!%(+4=)#!.D#!*#/#4./!%(, !.D#!/#450/.=)2f!!!

!

%345663789:;57<'

!

!3:'#E?34:9:;57<'C5='15GG34:;7>'(<9>3R, ::3789743'&9:9'C5='#94D'&3?9=:637:'

,

0)#(.%2!.D#!-%(%-=-!)'. '!D' !/D, =4)!1#!.*'+9#)!+, (/%/.#(.42!+, (+#*(%(?!/#\$%+#!
 =.%%K' .%, (!' ()!0*, ?*' -!' ..#())' (+#f!!8JO#+.!)#0' *. - #(.!., !- '9#!' ((='4!