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

6<?B898789<?CDD>! Q5=A9BB9bD5e! - ;9B! #=896D5! A<:5B! 8<! C?BP5=! 8;5B5! c75B89<?B! C?J! A<=5!
b5D<PF!!

***F! 0 , T 3 0 T 1 K , H ! T 0 , K * H , . - * # \$! T 1) , O K !

- ;5!T=5B9J5?8!9B! : 5B85J!P98 ; !?7A5=<7B! =<785B!8<!C665BB!B7bB8C?89 : 5!Cb9D98>!8<!B85Q!9?!8<!
8 ; 5 ! 5 ? 5 = @ > ! C = 5 ? C I ! J 5 B Q 9 8 5 ! 8 ; 5 ! 5 4 8 5 ? B 9 : 5 ! = < D 5 ! < N ! B 8 C 8 5 ; < 7 B 5 B ! 9 ? ! 8 ; 5 ! 6 = 5 C 8 9 < ? ! < N ! = 5 @ 7 D C 8 < = > !
= 5 @ 9 A 5 B F ! M 5 D < P I ! 8 ; 5 ! N < D D < P 9 ? @ ! B 5 6 8 9 < ? B ! 5 D 7 6 9 J C 8 5 ! < N ! 8 ; 5 ! C b 9 D 9 8 9 5 B ! D > 9 ? @ ! P 9 8 ; 9 ? ! 9 ? ! 8 ; 5 ! 1 : C D !
1 NN965I!A5C?8!N<=!<8 ; 5=!C=5CB!b78!CbD5!8<!b5!=5Q7=Q<B5J!<=!5AQD<>5J!9?!C?!5?5=@

! , 456789:5!#78 ; <=98>!9?!, ?5=@>!, A5=@5?695B!

'&!)*\$##+,--,! ,./*01.+ ,.-#\$\$#!\$#)!2130.#\$! "\$\$\$!%&'(
!
!

E=9896B!C?J!NC?B!CD9X5!;C:5!@9:5?!8;5!A<?9X5=!i-P5585=!9?!E;95Nj!8<!T=5B9J5?8!
--7AQI%&!@9:5?!;9B!Q=<6D9:98>!N<=!6C?J9JI!;Cb987CD!8P5589?@F%!'!T5=;CQB!8P5589?@!9B!h7B8!C!
A<J5=?!JC>!AC?9N5B8C89<?!<N!T=5B9J5?8!O<<B5:5D8dB!M7DD>!T7DQ98I%!'!<=!8;5!B56<?J!T=5B9J5?8!
O<<B5:5D8dB!"9=5B9J5!E;C8BL%R!?!5:5=8;5D5BBI!98!J9BB5A9?C85B!C!A5BBC@5!9?B8C?8C?5<7BD>!C?J!
7B5B!8;5!Cb9D9895B!8;C8!8;5!A<J5=?!JC>!Q=5B9J5?6>!;CB!8<!J9B8=9b785!9?N<=AC89<?!C?J!
6<AA7?96C85!C=<7?J!8;5!P<=DJF!E<?659:Cbd>!C!B9AQD9B896!8<<DI!8;5!T=5B9J5?8dB!:C?8C@5!
Q<9?8!6C?!b5!7?9c75D>!CQQD95J!9?!C?>!@9:5?!5A5=@5?6>F! -;5!T=5B9J5?8!6<7DJ!B9?@D5W
;C?J5JD>!B8C=8!C!6=<PJWB<7=65J!J<?C89<?!C@@=5@C8<=!B76;!CB!i@<WN7?J!A5Ij%0!C?J!8P558!C!
D9?X!8<!98!CD<?@B9J5!C!B>AQC8;5896!A5BBC@5! =5@C=J9?@!8;5!Q<85?89CD!J9BCB8=<7B!56<?<A96!
=5Q5=67BB9<?B!<N!C!8;5<=5896CD!P9?JWNC=AdB!ACDN7?689<?9?@I!6C7B9?@!bDC6X<78B!C?J!8;5!?!55J!

! ,456789:5!#78;<=98>!9?!,?5=@>!,A5=@5?695B!

"#\$\$!%&'(!) *\$\$#+, --,!, . / *01 . +, . - #\$\$#) !2130 . #\$\$! ''
!
!

E

! ,456789:5!#78;<=98>!?! ,?5=@>!, A5=@5?695B!

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

8 ; C8 ! < b d 9 @ C 8 9 < ? ! B ; < 7 D J ! ? < 8 ! < 7 8 Q C 6 5 ! 6 C Q C 6 9 8 > ! 8 ; 5 ! T = 5 B 9 J 5 ? 8 ! B ! 7 ? 9 c 7 5 ! = 5 B Q < ? B 9 b 9 D 9 8 5 B ! A C > ! B 7 @ @ 5 B 8 ! 6 < A Q C = C b d > ! 7 ? 9 c 7 5 ! Q < P 5 = B F j R & ! !

K < ! P ; C 8 ! 5 4 C 6 8 ! B 8 5 Q B ! B ; < 7 D J ! b 5 ! 8 C X 5 ? ! 9 N ! 8 ; 5 ! Q = 5 B 9 J 5 ? 8 9 C D ! < C 8 ; ! < b d 9 @ C 8 5 B ! C ! J 7 8 > ! 8 < ! J 5 N 5 ? J ! C ? J ! A C 9 ? 8 C 9 ? ! 8 ; 5 ! @ < : 5 = ? A 5 ? 8 C D ! A 5 6 ; C ? 9 B A B ! C ? J ! B 8 = 7 6 8 7 = 5 B ! 5 A C ? C 8 9 ? @ ! N = < A ! 8 ; 5 ! E < ? B 8 9 8 7 8 9 < ? I ! b 7 8 ! < ? 5 ! < N ! 8 ; 5 ! b = C ? 6 ; 5 B ! < N ! @ < : 5 = ? A 5 ? 8 ! 9 B ! A C D N 7 ? 6 8 9 < ? 9 ? @ ! 9 ? ! C ! 8 9 A 5 ! < N ! 6 = 9 B 9 B e ! * N ! 6 < ? B 8 9 8 7 8 9 < ? C D ! < = @ C ? B ! b 5 @ 9 ? ! 8 < ! N C D 8 5 = I ! J 7 5 ! 8 < ! C ? ! 5 ? 5 = @ > ! 5 A 5 = @ 5 ? 6 > ! < N ! B 7 6 ; ! A C @ ? 9 8 7 J 5 ! 8 ; C 8 ! 9 8 ! 6 = 9 Q Q D 5 B ! b = C ? 6 ; 5 B ! < = ! B 7 b @ = < 7 Q B ! < N ! @ < : 5 = ? A 5 ? 8 ! 8 ; 5 ! T = 5 B 9 J 5 ? 8 ! ; C B ! C ? ! < b d 9 @ C 8 9 < ? ! 8 < ! B 8 5 Q ! 9 ? I ! P 9 8 ; I ! < = ! P 9 8 ; < 7 8 I ! 5 4 Q D 9 6 9 8 ! C 7 8 ; < = 9 8 > F ! - ; 5 = 5 ! 9 B ! C ? ! C = @ 7 A 5 ? 8 ! 8 < ! b 5 ! Q < B 9 8 5 J ! 8 ; C 8 ! 8 ; 5 ! T = 5 B 9 J 5 ? 8 ! 6 C ? ! 7 B 5 ! 5 4 8 = C D 5 @ C D ! A 5 8 ; < J B ! C ? J ! 8 < < D B ! C 8 ! ; 5 = ! J 9 B Q < B C D ! 9 ? ! C ? ! 5 N N < = 8 ! 8 < ! Q = < 8 5 6 8 ! C ? J ! J 5 N 5 ? J ! 8 ; 5 ! E < ? B 8 9 8 7 8 9 < ? ! C ? J ! 8 ; 5 ! @ < : 5 = ? A 5 ? 8 C D ! b < J 9 5 B ! 9 8 ! @ 9 : 5 B ! b 9 = 8 ; ! 8 < F ! * N ! C ! Q < P 5 = ! 5 A 5 = @ 5 ? 6 > ! b 5 6 < A 5 B ! B < ! 5 4 8 = 5 A 5 ! 8 ; C 8 ! C ! B 8 C 8 5 ! @ < : 5 = ? A 5 ? 8 ! 6 C ? ? < 8 ! N 7 ? 6 8 9 < ? ! Q = < Q 5 = D > ! N < = ! C ! Q = < D < ? @ 5 J ! Q 5 = 9 < J ! < N ! 8 9 A 5 o B 8 C 8 5 ! < N N 9 6 5 B ! 6 D < B 5 J I ! B 6 ; < < D ! J < < = B ! D < 6 X 5 J I ! 8 C 4 5 B ! ? < 8 ! D 5 : 9 5 J I ! ? < ! < 8 ; 5 = ! 9 ? ; 5 = 5 ? 8 ! C 6 8 9 : 9 8 9 5 B ! < N ! 8 ; 5 ! B 8 C 8 5 ! @ < : 5 = ? A 5 ? 8 ! 6 C ? ! < 6 6 7 = o 6 C ? ! 8 ; 5 ! T = 5 B 9 J 5 ? 8 ! B 8 5 Q ! 9 ? e ! * B !

! , 4 5 6 7 8 9 : 5 ! # 7 8 ; < = 9 8 > ! 9 ? ! , ? 5 = @ > ! , A 5 = @ 5 ? 6 9 5 B !

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

/F! #H+.*K-0#-*/,!#.H!T01K,E3-10*#T0,K*H,. - * # \$! T 1) , 0!

K;9N89?@!?!<P!8<!N<67B!<?!8;5!<=D5!8;5!,456789:5!;CB!CB!8;5!5?N<=65=!<N!J7D>!5?C685J!
DCP!C?J!8;5!<=D5!<N!8;5!CJA9?9B8=C89:5!C@5?695BI!8;=<7@;8;5!D5?B!<N!=5BQ<?J9?@!8<C?I5?5=@>!
5A5=@5?6>F!-;5!N<DD<P9?@!B5689<?B!N<67B!<?!C@5?695B!C?J!8;5!?!<?W5?N<=65A5?8!J<68-9?5F!
"9=B8I!8;5!?!<?W5?N<=65A5?8!J<68-9?5!C?J!8;5!-CX5!EC=5!EDC7B5I!P;96;!<667Q>!67-9<7B!
6<=?5=B!<N!6<?B898789<?CD!h7=9BQ=7J5?65I!P9DD!b5!J9BB5685J!C?J!CQQD95J!8<!8;9B!#=896D5dB!
C=@7A5?8LF!-;5?I!CJA9?9B8=C89:5!<=D95N!C?J!C@5?6>=5BQ<?B5!A56;C?9BAB!C=5!9DD7B8=C85J!C?J!
CBB5BB5J!9?C?I5NN<=8!8<B; <P!8;5!T=5B9J5?&dB!6CQCb9D9895B!CB!;5CJ!<N!8;5!CJA9?9B8=C89:5!B8C85!
C?J!;<P!B;5!6<7DJ!P<=X!8<!Q=<:9J5!<=D95N!9?C?I5?5=@>!J9BCB85=F!!

#F!!.<?W,?N<=65A5?8!C?J!8;5!-CX5!EC=5!EDC7B5!

ir_s5!B;CDD!8CX5!6C=5!8;C8!8;5!DCPB!b5!NC98;N7DD>!5456785Jj^{RO!}
!

) ;5?!54CA9?9?@!5?N<=65A5?8!<N!J7D>!5?C685J!DCPI!8;5!-CX5!EC=5!EDC7B5!P5C:5B!
8;=<7@;C?CD>B9B!C?J!J9B67BB9<?F^{RS}!+<B8!C@=55!8;C8!8;5!T=5B9J5?8!;CB!8;5!Cb9D98>!8<!J9B=5@C=J!
J7D>!5?C685J!DCP!8;=<7@;8;5!9?C85!Q=<B5678<=9CD!J9B6=589<?!<N!8;5!<NN965!<N!8;5!Q=5B9J5?6>I!
8;5!5?N<=65=!<N!J7D>!5?C685J!DCPF^{RY}!*?I!C!6CB5!N<67B5J!Q=9AC=9D>!<?!54QD<=C89<?!<N!6=9A9?CD!DCP!6<?65Q8B!C?J!8;5!Cb9D9895B!8;C8!DCP!5?N<=65A5?8!C@5?8B!;<DJ!
8<!Q=<B56785!C8!P9DD!8;5!6<7=8!J5B6=9b5J!8;5!T=5B9J5?&dB!B8C85J!b>!B8C8785!CB!
8;5!T=5B9J5?&b!J5D5@C85B!8<!;5DQ!;9A!J9B6;C=@5!;9B!6<?B898789<?CD!<=5BQ<?B9b9D98>!8<!q8CX5!
EC=5!8;C8!8;5!\$CPB!b5!NC98;N7DD>!5456785JfJ^{RU}!-;7BI!5C6;!Q=<B5678<=9CD!C68<=!<N!8;5!
,456789:5!M=C?6;!!;CB!b55?!C?<9?85J!b>!8;9B!<Q9?9<?!8<!C68!CB!8;5!T=5B9J5?&dB!C=A!9?!
5?C689?@!C?J!9AQD5A5?89?@!?!<?W5?N<=65A5?8!<=5@9A5BF!!

.5P!D9N5!;CB!b55?!B;<8!9?8<!5?N<=65A5?8!B6;<DC=B;9Q!N<DD<P9?@!T=5B9J5?8!1bCACdB!
6<?8<:5=B9CD!H5N5==5J!#689<?N<=!TC=5?8B!<N!#A5=96C?B!fH#T#g!T=<@=CA^{RK}!K<A5!J9B6<=J!

!!!

RO!3FKF!E1.k-F!C=8F!**I!nRI!6DF!SF!
RS!T=9?8`!;!F!3?985J!K8C85BI!S%`!3FKF!(V(I!V%`!f'VVUgF!
RY!F!
RU!S`U!3FKF!OSYI!OYO!f'VVYgF!
R(!K85:5!`=59BBI! I!T<D9896<!f27?5!YI!%&'%g!
;88Q!ppPPPFQ<D9896<f6<ApB8<=>p%&'%p&Yp<bCACBWBQ<D96>WB8=C85@>W9@?<=5WDCPBW&UUO(YF!

! ,456789:5!#78;<=98>!9?!,?5=@>!,A5=@5?695B!

"#\$\$!%&'(!)*\$\$\$#+,--,! ,./*01.+ ,.-#\$\$#\$)!2130.#\$!'S
!

N<DD<P5J! 8;5! 5?N<=65A5?8! <N! bC?B! <?! BCA5WB54! AC=9C@5! CB! P5DDF^{RV}! - ;5! N<DD<P9?@!
B7bB5689<?B! P<=X!8<!b=95ND>!9DD7B8=C85!8;5!6CQC698>!8;5!T=5B9J5?8! ;CB!8<!B5D5689:5D>!5?N<=65!
DCPI! b5@9??9?@! P98;! C?CD>B9B! <N! Q=<B5678<=9CD! J9B6=589<?! 6<?65Q8B! C?J! N9?9B;9?@! P98;!
54QD<=C89<?!<N!8;5!5DC89<?B;9Q!b58P55?!7?6<?B898789<?CD!DCP!C?J!8;5!Q=5B9J5?6>F!!



"5P!6<?B8=C9?8B!549B8!8<N<=65!8;5!T=5B9J5?8dB!<=!C?!5456789:5!C@5?8dB! ;C?JB!8<PC=JB!
Q=<B56789<?F^{O&}!*?J55JI!A76; !<N!8;5!J9B6=589<?C=>!Cb9D98>!D95B!J<=AC?8!P98;9?!8;5!9?:5B8987=5!
<N! 8;5! <NN965F^{O'}! - ;5! 6<?65Q8! B7==<?7?JB! 8;5! 9J5C! 8;C8! 8;5! C@5?8B! C8! ;C?JI! Q=<B56789?@!
9?J9:9J7CD! AC885=BI!7?J5=B8C?J!8;5!NC68<=B!C8!QD>!b5885=!C?J! ;C:5!C!N9=A5=!@=CBQ!C8! :98CD!
NC68B!B7==<?7?J9?@!6CB5BF^{FO%}! - ;7BI!8;5!27J969C=>!<=! \$5@9BDC89:5!M=C?6;!AC>! ?<8!b5!CB! P5DD!
B7985J!8<!B85Q!9?!8<!C?!7?NCA9D9C=!C=5?CI!C?J! ;9B8<=96CDD>!8;5!8P<! ;C:5!5B8=C9?5J!8;5AB5D:5B!
N=<A!5?85=9?@!8;5!N=C>F^{OR}!

! ,456789:5!#78;<=98>!9?!,?5=@>!,A5=@5?695B!

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

8 ; 5 9 = ! B 5 8 b C 6 X B ! C ? J ! D 9 A 9 8 B ! P ; 5 ? ! = 5 B 8 = C 9 ? 9 ? @ ! 8 ; 5 A B 5 D : 5 B ! N = < A ! 9 ? 8 5 = : 5 ? 9 ? @ ! 9 ? ! Q = < B 5 6 7 8 < = 9 C D !
AC885=BF^{OU} , A Q ; C B 9 ` 5 J ! N = 5 c 7 5 ? 8 D > ! 9 B ! 8 ; 5 ! C b 9 D 9 8 > ! 8 < ! @ C 8 ; 5 = ! N C 6 8 B ! C ? J ! B Q 5 6 9 C D 9 ` 5 J ! = 5 B < 7 = 6 5 B ! 9 ? !
9 ? J 9 : 9 J 7 C D 9 ` 5 J ! N 9 5 D J B ! 8 ; C 8 ! Q = < B 5 6 7 8 < = B ! ; < D J ! b 5 8 8 5 = ! 8 ; C ? ! 8 ; 5 ! 6 < 7 = 8 ! B > B 8 5 A F ^O ! i - ; 5 ! , 4 5 6 7 8 9 : 5 d B !
J 5 6 9 B 9 < ? ! ? < 8 ! 8 < ! 5 ? N < = 6 5 ! i 9 ? : < D : 5 B ! C ! 6 < A Q D 9 6 C 8 5 J ! b C D C ? 6 9 ? @ ! < N ! C ! ? 7 A b 5 = ! < N ! N C 6 8 < = B ! P ; 9 6 ; !
C = 5 ! Q 5 6 7 D 9 C = D > ! P 9 8 ; 9 ? ! 9 8 B ! 5 4 Q 5 = 8 9 B 5 F j ^{OV} ! - ; 7 B ! 8 ; 9 B ! 9 ? B 7 D C 8 5 B ! B 5 D 5 6 8 9 : 5 ! 5 ? N < = 6 5 A 5 ? 8 I ! ; 9 ? @ 9 ? @ ! < ? !
Q = < B 5 6 7 8 < = 9 C D ! J 9 B 6 = 5 8 9 < ? I ! N = < A ! h 7 J 9 6 9 C D ! 9 ? 8 5 = : 5 ? 8 9 < ? ! 9 ? ! C ! : 5 = > ! 8 C ? @ 9 b D 5 ! A C ? ? 5 = F !

_ < P ! 6 C ? ! 8 ; 9 B ! 8 < < D ! b 5 ! 7 B 5 J ! 9 ? ! J 9 B C B 8 5 = e ! T = 5 B 9 J 5 ? 8 ! E D 9 ? 8 < ? I ! 9 ? ! 8 ; 5 ! 5 4 C A Q D 5 ! D 9 B 8 5 J ! 9 ? !
TC=8! **I! 6<7DJ! ;C: 5! C78; <=9` 5J! # 88<=75>! Z5?5=CD! 2C?58! 05?<! 8<! 9AA5J9C85D>! C665D5=C85!
Q=<B56789<?! 8<! CDD! C: C9DCbD5! C68<=B! 9?: <D: 5J! 9?! 8; 5! ECD9N<= ?9C! , ?5=@>! E=9B9B! C?J! i8; =<P! 8; 5!
b<<Xj! C8! 8; 5A F ! * ? J 5 5 J I ! C ! B 5 D 5 6 8 9 : 5 ! Q = < B 5 6 7 8 9 < ? ! C ? J ! 5 ? N < = 6 5 A 5 ? 8 ! = 5 @ 7 D C 8 < = > ! B 6 ; 5 A 5 ! 6 < 7 D J !
> ; C : 5 ! b 5 5 ? ! 9 ? B 8 C D D 5 J ! 8 < ! = 5 B Q < ? J F ! - ; 5 ! H 5 Q C = 8 A 5 ? 8 ! < N ! 2 7 B 8 9 6 5 ! 6 < 7 D J ! 5 : 5 ? ! b 5 @ 9 ? ! 7 8 9 D 9 ` 9 ? @ ! 8 ; 5 !
A < B 8 ! C ? 8 9 c 7 C 8 5 J ! < N ! B 8 C 8 7 8 5 B ! 9 ? ! C ? ! 5 N N < = 8 ! 8 < ! = 5 C 6 8 F ! - ; 5 ! C Q Q D 9 6 C 8 9 < ? B ! 6 < 7 D J ! b 5 ! 5 ? J D 5 B B L !

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

T5=; CQB!T=5B9J5?8! 1 bCACI!9?!8; 9B! ;>Q<8; 5896CDI!=5N7B5B!8<!5 ?N<=65!P ; C8! ; 5! : 95 PB!CB!C!bCJ!
NC98 ;!B5QC=C89<?!<N!Q<P5=B! : 9<DC89<?!J=5BB5J!CB!C?!5?5=@>!5A5=@5?6>! =5D95N!b9DDF!!T=5B9J5?8!
1 bCACdB! 1 \$E! P<7DJ!Q<B98!8 ; C8!8 ; 9B!B ; CA!=5D95N!QC6XC@5!9B!7?6<?B898789<?CDD>!C885AQ89?@!
8<! =5B8=7687=5!8 ; 5!CJA9?9B8=C89 : 5!B8C85!7?J5=!8 ; 5!@79B5!<N!C?!5?5=@>!5A5=@5?6>! =5D95N!b9DD!
C?J! ; 8 ; C8! T=5B9J5?8! 1 bCACdB! J78>! 8<! 9?85=Q=58! 7?6<?B898789<?CD! DCP! bC==5J! ; 9A! N=<A!
5?N<=69?@!<=!5?C689?@!Q<=89<?B!<N!98F!

+ 5BB>I! 7?6D5C=I! C?J! C8! 89A5B! Q=<bD5AC896I! 8 ; 5! Cb9D98>! 8<! 65CB5! 5?N<=65A5?8! <N!
7?6<?B898789<?CDDCP! ; CB!B55?!C!@=5C8!J5CD!<N!C885?89<?9?8 ; 5DCB8!J56CJ5F^{SR}!*?J55J!98!CQQ5C=B!
8 ; 9B!C8b9D98>! =C9B5B!A<=5!c75B89<?B!8 ; C?!98!C?BP5=BF!) ; 9D5!8 ; 5!54C68!5485?8!C?J!D9A98B!<N!8 ; 5!
Cb9D98>!B55A! =9Q5!N<=!6DC=9N96C89<?!N=<A!8 ; 5!K7Q=5A5!E<7=8I! P ; C8!9B!7?J5=B8<<J!Q=5B5?8D>!
6C?!b5!CQQD95J!8<!8 ; 9B!# =896D5dB!C=@7A5?8F!!

MF!! # JA9?9B8=C89 : 5! # 689<?B!

+ < : 9?@! ?<P!8<!8 ; 5!C@5?695B!C?J!8 ; 5!CJA9?9B8=C89 : 5!B8C85I!8 ; 5!T=5B9J5?8!5?h<>B!C!
6<AQD54!C?J!9?8=96C85!6<?8=<D! < : 5=!8 ; 5!DC=@5=! QC=8!<N!8 ; 5! =5@7DC8<=>! C?J!CJA9?9B8=C89 : 5!
N=CA5P<=XF!M5D<PI!C!b=95N!J5B6=9Q89<?!<N!C!Q=<8<8>Q96CD!7BC@5!<N!8 ; 5!CJA9?9B8=C89 : 5!Q<P5=B!
9?C?!5?5=@>!6=9B9B!9B!7B5J!8<!N7=8 ; 5=!8 ; 9B!# =896D5dB!Q<B985J!C=@7A5?8F! - ; 9B!B5689<?!54CA9?5B!

J<=AC?8!8 ; 5<=5896CD!Q<P5=B!<N!C@5?695B!C?J!CQQD96C89<?!<N!8 ; <B5!Q<P5=BF! 1 8 ; 5=!8<<DBI!
B76 ; !CB!B8C878<=>!5A5=@5?6>!Q=< : 9B9<?BI!C=5!J9B67BB5J!TC=8B! / !C?J! / *F!!

- ; 5!T=5B9J5?8!CDB<! ; <DJB! : CB8!Q<P5=!< : 5=!8 ; 5!C@5?695BI!8 ; 59=!B8=7687=5I!C?J!8 ; 59=!
AC?C@5A5?8F! # ! b=95N!CQQD96CbD5I!C?J!P5DDWX?<P?!54CAQD5!P<7DJ!b5! , 456789 : 5! 1 =J5=
'R%'%FB^{SO}!

! , 456789 : 5! # 78 ; <=98>!9?!, ?5=@>! , A5=@5?695B!

"##\$!%&'(!) *\$\$#+, --,!, . / *01 . +, . - #\$\$#) !2130 . #\$\$! 'V

! !

%&!)*\$#\$+,--,! ,./*01.+ ,.-#\$\$#)!2130.#\$! "\$\$\$!%&'(
! ! !

+C?C@5A5?8!#@5?6>!f" , + #g^{fYS}!, C6;!<N!8;5B5!@=<7QB!;CB!J9BCB85!=5D95N!C?J!5A5=@5?6>!
=5BQ<?B5!9??C85D>!P98;9?!8;59=N<7?JC89<?C?J!6<=5F^{YY}!- ;<7@;!98!AC>!b5!5D5A5?8C=>!8<!Q<9?8!
<78I!b<8;!@=<7QBI!9??C85D>!I!;C:5!:CB8!CJA9?9B8=C89:5!C78;<=98>!C?J!b=<CJ!Cb9D98>!8<!AC?C@5!
J9BCB85=BF!!

0587=?9?@!8<!8=CJ989<?CD!C@5?6>!C689<?C?J!=5BQ<?B5I!C?!C@5?6>!AC>!Q78!CB9J5!8;5!

"#\$%&'(!

)*\$#+,--,!,

"#\$\$!%&'(!) *\$\$#+,--,!,./*01.+,-#\$\$#) !2130.#\$! %R
!
!

C@5?695B! 6<7DJ! @5?5=C85! B7bB8C?89CD! =5B7D8B! 9?! Q=C68965F! - ;5! ;>Q<8;5896CD! b5D<P! Q=<:5B!
7B5N7D!N<=!7?J5=B8C?J9?@!CQQD96C89<?F!

*AC@9?5! 8;5! N<DD<P9?@I! b=95ND>F! #! BQC85! <N! C669J5?8B! C8! 7?9:5=B9895B! 9?:<D:9?@!
?76D5C=! AC85=9CD! @=9Q! 8;5! ?C89<?L! 6<DD5@5! 6CAQ7B5B! CB! P5DD! CB! QC=5?8B! <N! :9689AB! C=5!
9?65?B5JF!K8C85!7?9:5=B98>!Q=5B9J5?8B!C?J!6;C?65DD<=B!C=5!B8=7@D9?@!P98;!8;59=!<D5B!CB!8;5>!
C=5!<P!8;=<P?!9?8<!8;5! ?C89<?CD!BQ<8D9@;8I!C?J!?!<!6D5C=!5BQ<?B5!=5@9A5!9B!9?!QDC65F! - ;5!
B987C89<?9B!9Q5!N<=!Q=5B9J5?89CD!9?:<D:5A5?8F! - ;5! . 76D5C=!O5@7DC8<=>!E<AA9BB9<?!f . O EgI!

! ,456789:5!#78;<=98>!9?!,?5=@!,A5=@5?695B!

%O!)*\$#\$+,--,! ,./ *01. +, . -#\$!\$#)!2130. # \$! "\$\$\$!%&'(
!
!

/F! K - # - 3 - 1 0 ^!KE , + ,K!

?CD>B9B!C?J!5AQD<>A5?8!<N!D5@9BDC89:5!B6;5A5B!C?J!5?:9=<?A5?8CD!B8C8785B! ?<P!
Q=<:5!6=9896CD!8<!.@C9?9?@!N9=A5=!7?J5=B8C?J9?@!<N!Q=5B9J5?89CD!5A5=@5?6>!=5BQ<?B5F! "=<A!
8;5!6;C<B!<N!5?:9=<?A5?8CD!J9BCB85=BI!AC?>!<N!8;5!DC?JAC=X!5?:9=<?A5?8CD!B8C8785B! ;C:5!
b55?!J5:5D<Q5J!C?J!Q=<AQ8D>!6;=9B85?5JF⁽⁰⁾! - ;5!9AQ<=8C?65!8;5B5!B8C8785B!C?J!D5@9BDC89:5!

! ,456789:5!#78;<=98>!9?!,?5=@>!,A5=@5?695B!

- ;5=5! C=5! 8<<DB! 8<! @58! C=<7?J! . , T#dB! 6<AQD9C?65! AC?JC85B! 9?! C! J9BCB85=I!
N<=8798<7BD>!N<=!8;5!b5D5C@75=5JF! . , T#dB!9AQD5A5?89?@!=5@7DC89<?B!CDD<P!C?!C@5?6>!8<!
69=67A : 5?8!8;5! , ? : 9=<?A5?8CD!*AQC68!K8C85A5?8!AC?JC85B9?IC?!i5A5=@5?6>Ij!C?J!;5CJ!8<!
8;5! T=5B9J5?89CD! E<7?69D! <?! , ? : 9=<?A5?8CD! \ 7CD98>! 98! 6=5C85B! N<=! N7=8;5=! CD85=?C89 : 5!
@79JC?65F^v! . <8CbD>I!T=5B9J5?8!EC=85=I89@?5J! , 456789 : 5! 1=J5=! ' % ' ' OI!BQ569N96CDD>!CDD<P9?@!
545AQ89<?B! N=<A! 5? : 9=<?A5?8CD! =5 : 95P! 9N! 8;5! J9BCB85=! 9B! <78B9J5! <N! 8;5! @5<@=CQ;96CD!
b<=J5=BI!85=98<=95BI!C?J!Q<BB5BB9<?B!<N!8;5! 3 ?985J!K8C85BF^{v&}!

-9A5!6C?!b5!Q=569<7B!9?!C!6=9B9BI!C?J!8;5B5!Q=<65J7=CD!545AQ89<?B!C=5!B7bB8C?89 : 5D>!
6=9896CD!9?!CBB5BB9?@!8;5!N5J5=CD!@< : 5=?A5?8dB!Cb9D98>!8<!=5BQ<?J!J7=9?@!C?!5?5=@>!6=9B9BF!*N!
C!/?76D5C=!J9BCB85=!P5=5!8<!<667=I!=5c79=9?@D<?@!85=A!6D5C?7Q!5NN<=8B!D<6CD9`5J!8<18 ; 5!J9BCB85=
B985I!8;5! , ? : 9=<?A5?8CD!T=<85689<?!# @5?6>I!8;5!H5QC=8A5?8!<N!*?85=9<=I!C?J!8;5!H5QC=8A5?8!
<N! , ?5=@>!P<7DJ!D9X5D>!?55J!8<!b5!<?!B65?5F!*?B85CJ!<N!6<AQD>9?@!P98;! . , T#!b5N<=5!N<=!
8;5!C@5?6>!Q=5B5?65I!C689<?I!C?J!=-5@7DC8<=>!B6;5A5B!6C?!b5!9AQD5A5?85J!9?18;5!9=CJ9C85J!

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

E , O E \$ # ! ; C B ! 8 P < ! J 9 B 8 9 ? @ 7 9 B ; 5 J ! 5 4 5 A Q 8 9 < ? B ! N < = ! ? < ? W 6 < A Q D 9 C ? 6 5] ! N < = ! C ? ! i # 6 8 ! < N ! Z < J j ^{VS} ! C ? J ! C 6 8 B ! < N ! P C = F ^{VY} ! E , O E \$ # I ! @ 5 ? 5 = C D D > I ! N < 6 7 B 5 B ! < ? ! = 5 D 5 C B 5 B ! < N ! ; C = A N 7 D ! B 7 b B 8 C ? 6 5 B ! 8 ; C 8 ! Q < B 5 ! @ = 5 C 8 ! ; 5 C D 8 ; ! = 9 B X B I ! C ? J ! A C ? > ! < N ! 8 ; 5 B 5 ! 6 C ? ! b 5 ! B 5 5 ? ! 9 ? ! Q < 8 5 ? 8 9 C D ! 5 ? 5 = @ ! 5 A 5 = @ 5 ? 6 9 5 B F ! - ; < 7 @ ; ! 9 8 ! A C > ! b 5 ! 6 < 7 ? 8 5 = 9 ? 8 7 9 8 9 : 5 ! 8 < ! 9 A C @ 9 ? 5 ! < : 5 = D C Q ! b 5 8 P 5 5 ? ! 8 > Q 9 6 C D ! 5 ? 5 = @ ! J 9 B C B 8 5 = B ! C ? J ! 8 ; 5 ! Q = < 8 < 8 > Q 9 6 C D ! E , O E \$ # ! B 9 8 7 C 8 9 < ? B I ! E , O E \$ # ! ? < ? 5 8 ; 5 D 5 B B ! ; C B ! b = < C J ! C Q Q D 9 6 C b 9 D 9 8 > ! 9 ? ! 5 ? 5 = @ > ! 5 A 5 = @ 5 ? 6 9 5 B F ! * N ! B 5 : 5 = C D ! D C = @ 5 W B 6 C D 5 ! Q < P 5 = ! Q D C ? 8 B ! @ < ! J < P ? I ! C ? J ! 8 ; 5 = 5 ! 9 B ! 5 : 9 J 5 ? 6 5 ! < N ! B < A 5 ! 5 A 9 B B 9 < ? ! < N ! 6 ; 5 A 9 6 C D B ! C ? J ! P < = X 9 ? @ ! A C 8 5 = 9 C D B ! < ? ! B 9 8 5 I ! E , O E \$ # ! 6 C ? ! i X 9 6 X W 9 ? F j ^{VU} ! - ; 5 ! Q < P 5 = ! 5 A 5 = @ 5 ? 6 > ! 9 B ! 7 ? J < 7 b 8 5 J D > ! P 9 8 ; 9 ? ! 8 ; 5 ! Q 5 ? 7 A b = C ! < N ! C ? ! 5 ? 5 = @ > ! 6 = 9 B 9 B I ! 8 ; 5 ! = 5 D 5 C B 5 ! < N ! A C 8 5 = 9 C D ! 9 B ! D 9 X 5 D > ! 5 ? < 7 @ ; ! N < = ! E , O E \$ # ! 8 < ! 8 C X 5 ! 5 N N 5 6 8 I ! C ? J ! ? < ? 6 < A Q D 9 C ? 6 5 ! = 5 @ 9 A 5 B ! 6 C ? ! b 5 ! 9 ? B 8 9 8 7 8 5 J F ! - ; 5 ! T = 5 B 9 J 5 ? 8 ! 6 C ? ! C 6 8 ! P 9 8 ; ! b = < C J ! C 7 8 ; < = 9 8 > ! C ? J ! J 9 = 5 6 8 ! 8 ; 5 ! 5 4 5 6 7 8 9 : 5 ! C @ 5 ? 8 B ! 8 < ! 9 ? B 8 C ? 8 D > ! C 6 8 9 ? ! C ? ! 9 ? : 5 B 8 9 @ C 8 < = > ! C ? J ! = 5 B Q < ? B 5 ! 6 C Q C 6 9 8 > F ! * N ! 8 ; 5 ! 6 C 7 B 5 ! < N ! 8 ; 5 ! Q < P 5 = ! Q D C ? 8 ! @ < 9 ? @ ! J < P ? ! P C B ! A 9 = C 6 7 D < 7 B ! 5 ? < 7 @ ; ! N < = ! 9 8 ! 8 < ! b 5 ! 6 < ? B 9 J 5 = 5 J ! C ? ! C 6 8 ! < N ! @ < J I ! 8 ; 5 ! 5 4 5 A Q 8 9 < ? B ! 6 C ? ! b 5 ! C Q Q D 9 5 1 5 2 3 . 3 2 4 6 2 . 8 4 1 8 8 . 4 4 4 6 2 . 8 4 1 h f 0 0 6 c i B T = 2 ! 2 . 8 (N < = !) 1 h f 0 0 1 2 . 8 (8) < ! 0 . 2 (? 8) 8 8 8 ? - 1 2 . 8 (1 h f 0

! , 4 5 6 7 8 9 : 5 ! # 7 8 ; < = 9 8 > ! 9 ? ! , ? 5 = @ > ! , A 5 = @ 5 ? 6 9 5 B !

"##\$!%&'(!) *\$\$#+, --,!, . / *01 . +, . - #\$\$#) !2130 . #\$\$! %U

!

! ,456789:5!#78;<=98>!9?!, ?5=@>!, A5=@5?695B!

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

?C89<?CD! B567=98>! 9B! C8! ; C?JF'&(! - ; 5! T=5B9J5?8! 6C?! CDB<! 6; <<B5! 8<! 545AQ8! 8; 5! H5N5?B5!
H5QC=8A5?8dB! : 5; 96D5B!N=<A!E# # !=5B8=9689<?B!J75!8<! ?C89<?CD!B567=98>!6<?65=?BF'&V!!
OC8; 5=8; C?!7B5!8; 5! ; >Q<8; 5896CD!C?J!J9B67BB9<?!A58; <J!<N!C?CD>B9B!C?J!54QDC?C89<?I!
Q5=89?5?8!Q=565J5?8!C8!8; 5!B8C85!D5 : 5D!Q=< : 5B!h7B8!CB!9?B9@ ; 8N7DF! #B!8<76; 5J!<?!Cb< : 5I!8; 5=5!
9B! B<A5! 6CQC698>! N<=! , 456789 : 5! 8<! =7B; ! <=! 5 : 5?! PC9 : 5! N5J5=CD! Q5=A98! CQQ=< : CD! C?J!
Q=<65BB9?@!9?!C?!5A5=@5?6>F''&!#!B85=D9?@!54CAQD5!N=<A!C!Z< : 5=?<=!@=CQQD9?@!P98; !C9=!
c7CD98>!5@7DC89<?!9?!8; 5!8; =<5B!<N!C?!5?5=@>!6=9B9B!Q=< : 5B!9DD7A9?C89?@!N<=!E# # !C?CD>B9B!

! , 456789 : 5!#78; <=98>!9?! , ?5=@! , A5=@5?695B!

"#\$\$!%&'(!) *\$\$#+, --,!, . / *01 . +, . - #\$\$#) !2130 . #\$\$! %V

!

! ,456789:5!#78;<=98>!9?!, ?5=@>!, A5=@5?695B!

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

<8;5=N<=AB!b5@9?!8<!ND<P!8<!8;5!CNN5685J!D<6CD5B!P98;!8;5!@79JC?65!<N!8;5!T=5B9J5?8!C?J!
E<?@=5BBF! - ;5!K8CNN<=J!#68!CDD<PB!J9BCB85=!<=!5A5=@5?695B!8<!b5!b=<CJD>!CQQD95J!8<!AC885=B!
N=<A!N<=5B8!N9=5B!8<!J9B5CB5!<78b=5CXBF! " , + # ! P <=XB!9?!8C?J5A!8;=<7@;!8;5!5456789<?!<N!
5A5=@5?6>!5BQ<?B5!C?J!QDC>B!C!DC=@5!<D5!<?!8;5!@=<7?J!=5BQ<?J9?@!8<!9?J9:9J7CD!6=9B5B!
C?J!J9BCB85=BF! # QQD96C89<?B!8<PC=JB!5?5=@>!5A5=@5?695B!C=5!6<7?8D5BB!C?J!J<!?<8!PC=C?8!
5485?B9:5!9DD7B8=C89<?F!

- ;5!K8CNN<=J!#68! ;<DJB!C!Q567D9C=!5DC89<?B;9Q!P98;! . , T # I ! P ; 96 ; ! PCB ! J9B67BB5J!
CD<?5!9?! C! Q=5:9<7B! B7bB5689<?F! . <8CbD>I! 8;5! K8CNN<=J! #68! @=C?8B! . , T # ! PC9:5=B! C?J!
545AQ89<?B!N<=!9AA5J9C85!=5BQ<?B5B!C?J!=5D95N!5NN<=8B!8<!CNN5685J!J9BCB85=!C=5CBF

! , 456789:5!#78;<=98>!9?!, ?5=@>!, A5=@5?695B!

"#\$\$!%&'(!

) *\$\$# +, - -, !, . / *01 . +, . - #\$\$#) !2130 . #\$\$!

R'

!

!

R%!

) *\$ \$ # + , - - , ! , . / * 0 1 . + , . - # \$! \$

! !

#! A7D8987J5! <N! <b:9<7B! CQQD96C89<?B! 549B8! N<=! 8;5! 7BC@5! <N! 8;5! Q<=:9B9<?! D9B85J! Cb<:5F! H<A5B896! 5?5=@>! Q<=J7689<?! 6C?! b5! 9AA5J9C85D>! CD85=5J! b>! T=5B9J5?89CD! C689<?! 9N! 8;5! ?C89<?CD! B567=98>! 9?85=5B8! 6CDDb! N<=! 98F^{RV}!*N! 8;C8! 5A5=@5?6>! AC>! b5! =5DC85J! 8<! C=A5J! 6<?ND968! C=<?7?J! 8;5! P<=DJ! I! <=! Q5=; CQB! 7?6<?8=<DDCbD5! =<DD9?@! bDC6X<78B! 9?! C=5CB! B7==<?7?J9?@! X5>! A9D98C=>! bCB5B! 8;5! T=5B9J5?8! ; CB! CAQD5! C?J! C8! 89A5B! 7?5c79: <6CD! C78; <=98>! 8<! B85Q! 9?! 789D9`9?@! ?<8! h7B8! 8;5! J<=AC?8! N<=59@? ! Q<P5=B! C?J! E<AAC?J5=! 9?! E; 95N! Cb9D9895B! P98; 9?18; 5! 1 : CD! 1 NN965! b78! 8;5! B8C878<=>! C78; <=98>! : 5B85J! P98; 9?18; 5! H5N5?B5! T=<J7689<?! #68F^O&!

EF!! - ;5! , A5=@5?6>! TDC??9?@! C?J! E<AA7?98>! 09@; 8W8<W [?<P! #68! <N! ' V(Y!

- ;5! , A5=@5?6>! TDC??9?@! C?J! E<AA7?98>! 09@; 8W8<W [?<P! #68! <N! ' V(Y! f , TE0 #g! N<67B5B! <?! D<6CD9`5J! 5A5=@5?6>! C?J! 6=9B9B! =5BQ<?B5! QDC??9?@! C?J! AC?C@5A5?8F^O! - ;5! , TE0 #! CA5?J5J! E , 0E\$ #I! b78! 9B! CDB<! C! J9B89?68! D5@9BDC89: 5! QC6XC@5! C?J! ; <DJB! J5D9?5C85J! Q<D96>! @<CDB! I! 6; 95ND>! 8<! 5?6<7=C@5! A7?969QCD! C?J! D<6CD! QDC??9?@! N<=! J9BCB85=BF^O%! - ;5! , TE0 #! I9?! C?! 5NN<=8! 8<! N<=65! Q5=89?5?8! QC=895B! 8<! P<=X! 8<@58; 5=I! AC?JC85B! 6=5C89<?! <N! \$ <6CD! , A5=@5?6>! TDC??9?@! E<AA98855B! f\$, TEBgF! + CJ5! 7Q! <N! 9?85=5B85J! QC=895B! N=<A! @<: 5=?A5?8! <NN969CDB! 8<! Q=9: C85! 9?J7B8=>! D5CJ5=B! 8<! 6989`5?BI! \$, TEB! A7B8! 9?! 87=?! =5Q<=8! 8<! K8C85! , A5=@5?6>! TDC??9?@! E<AA98855B! fK , TEBgF^{OR}! - ;5! , TE0 #! CDB<! 6<?8C9?B! =5c79=5A5?8BI! A<J9N95J! b>! 8;5! K , TEdB! C?J! \$, TEdB! N9?J9?@B! C?J! 9?J9: 9J7CD9`5J! =5@7DC89<?BI! =5@C=J9?@! D<6CD! ; C`C=J<7B! AC85=9CD! B8<=C@5! C?J! 7BC@5F^{OO}O'

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

C?J!5D568=9698>!6<AQC?95B!9?8<!8; 5! - 0*!N<DJ!C8!8; 5!B8C=8!<N!8; 5!N9=B8!M7B; !#JA9?9B8=C89<?F'0() ; 9D5!8; 9B!AC>!B55A!9?87989: 5I!8; 9B!54QC?B9<?!; C?JB!8; 5!N5J5=CD!@<: 5=?A5?8!A<=5!Q<P5=! 8<! 6<?8=<D! =5@7DC8<=>! b7=J5?B! QDC65J! 7Q<?! Q<P5=! QDC?8B! C?J! 9?J7B8=95BF! - ; 5! , T#! ; CB! B7bB8C?89CD!J9B6=589<?C=>!C78; <=98>!7?J5=!8; 5! , TE 0 #!8<!=5DC4! - 0*!=5c79=5A5?8B!9?!65=8C9?! 9?B8C?65BF'OV!

!

- ; 5! # JA9?9B8=C8<=I!<?! ; 9B!<P?!A<89<?!<=!C8!8; 5!=5c75B8!<N!C!Z<: 5=?<=!<N!C!K8C85! fP98; !=5@C=J!8<!NC69D9895B!D<6C85J!9?!8; C8!K8C85gI!AC>!CQQD!>!8; 5!=5c79=5A5?8B!<N!8; 9B! B5689<?!8<!8; 5!<P?5=B!C?J!<Q5=C8<=B!<N!C?>!QC=8967DC=!NC69D98>!8; C8!AC?7NC687=5BI! Q=<65BB5BI!<=!<8; 5=P9B5!7B5B!C!8<496!6; 5A96CD!D9B85J!7?J5=!B7bB5689<?!f6g!<N!8; 9B! B5689<?!9N!8; 5! # JA9?9B8=C8<=!J585=A9?5B!8; C8!B76; !C689<?!9B!PC=C?85J!<?!8; 5!bCB9B! <N!8<49698>!<N!8; 5!8<496!6; 5A96CD!Q=<49A98>!8<!<8; 5=!NC69D9895B!8; C8!=5D5CB5!8; 5!8<496!

!
!

6<7DJ! =5B<D : 5!C? !5?5=@>!6=9B9BI! 8; 5!T=5B9J5? 8!6<7DJ! B7bB8C? 89 : 5D>!5CB5! =5@7DC8<=>!b7=J5? B!
<?!Q<P5=IQ=<J7689<?!QDC? 8B! P98 ; 9 ? ! 8 ; 5 ! B 6 < Q 5 ! < N ! ; 9 B ! Q < P 5 = ! 7 ? J 5 = ! 8 ; 5 ! , T E 0 # F ! !

HF!! - ; 5!"5J5=CD!T<P5=! #68!!

- ; 5!"5J5=CD!T<P5=! #68!f" T# gI! 856 ; ?96CDD>!548C? 8!N=<A!' V%&!<?I! ; CB!b55?!CA5?J5J!
?7A5=<7B!89A5B!C?J!PCB!<=9@9?CDD>!J5B9@?J5J!<b5!C!6C8CD>B8!N<=! ; >J=<5D568=96!JCA!6=5C89<?!
C?J!J5 : 5D<QA5? 8F' SS! . <8CbD>I! 8 ; 9 B ! P C B ! 8 ; 5 ! N 9 = B 8 ! D C = @ 5 W B 6 C D 5 ! N < C = < ! b > ! 8 ; 5 ! N 5 J 5 = C D ! @ < : 5 = ? A 5 ? 8 !
8<!5? 85 = ! 8 ; 5 ! ; >J=<5D568=96!Q<P5=!C=5?CI' SY! P ; 96 ; ! ; CJ!b55?!Q=5 : 9<7BD>!J5D5@C85J!B<D5D>!8<!
8 ; 5 ! B 8 C 8 5 B F ' S U ! ! - ; 5 ! " T # ! 6 = 5 C 8 5 J ! 8 ; 5 ! " 5 J 5 = C D ! T < P 5 = ! E < A A 9 B B 9 < ? ! f " T E g ! ! P ; 9 6 ; ! P < 7 D J ! D C 8 5 = !
b56<A5!" , 0E f' S(! - ; 5 ! " T # dB!B6<Q5!9B!P9J5L!98!J9BQ5=B5B! : CB8!C78 ; <=98>!N<=!" , 0E!8<!C68!9?!
98B!6CQC698>!CB!C? !C@5?6>!8<! =5@7DC85! =C85B!C?J!Q=969?@!N<=!5D568=9698>F' SY!

^ 58I! 8 ; 5 ! " T # ! J < 5 B ! ; C : 5 ! ? < 8 5 P < = 8 ; > ! 6 C : 5 C 8 B ! C ? J ! Q < = : 9 B 9 < ? B ! N < = ! 5 A 5 = @ 5 ? 6 9 5 B ! C ? J !
J9BCB85=BF! - ; 5 ! " T # ! ; C ? J B ! 8 ; 5 ! C b 9 D 9 8 > ! 8 < ! " , 0 E ! 8 < ! J 5 6 D C = 5 ! C ! Q < P 5 = ! 5 A 5 = @ 5 ? 6 > ! 7 ? J 5 = ! 8 ; 5 !
" 5 J 5 = C D ! T < P 5 = ! # 6 8 ! f " T # g F ' Y & ! " , 0 E I ! < = ! C D 8 5 = ? C 8 9 : 5 D > ! 8 ; 5 ! H 5 Q C = 8 A 5 ? 8 ! < N ! , ? 5 = @ > ! A C > ! < = J 5 = !
= 5 D 9 5 N ! C 6 8 9 < ? B ! J 7 = 9 ? @ ! 8 ; 5 ! 5 A 5 = @ 5 ? 6 > F ' Y ' ! !

!
iH7=9?@!8 ; 5 ! 6 < 7 8 9 ? 7 C ? 6 5 ! < N ! C ? > ! P C = ! 9 ? ! P ; 9 6 ; ! 8 ; 5 ! 3 ? 9 8 5 J ! K 8 C 8 5 B ! 9 B ! 5 ? @ C @ 5 J ! ! < = !
P ; 5 ? 5 : 5 = ! 8 ; 5 ! E < A A 9 B B 9 < ? ! J 5 8 5 = A 9 ? 5 B ! 8 ; C 8 ! C ? ! 5 A 5 = @ 5 ? 6 > ! 5 4 9 B 8 B ! b > ! = 5 C B < ? ! < N ! C !
B 7 J J 5 ? ! 9 ? 6 = 5 C B 5 ! 9 ? ! 8 ; 5 ! J 5 A C ? J ! N < = ! 5 D 5 6 8 = 9 6 ! 5 ? 5 = @ > ! < = ! C ! B ; < = 8 C @ 5 ! < N !
5 D 5 6 8 = 9 6 ! 5 ? 5 = @ > ! < = ! < N ! N C 6 9 D 9 8 9 5 B ! N < = ! 8 ; 5 ! @ 5 ? 5 = C 8 9 ? @ ! N C 6 9 D 9 8 9 5 B ! ! < = ! < 8 ; 5 = ! 6 C 7 B 5 B ! ! 8 ; 5 ! E < A A 9 B B 9 < ? ! B ; C D D !
< = ! < N ! N 7 5 D ! < = ! P C 8 5 = ! N < = ! @ 5 ? 5 = C 8 9 ? @ ! N C 6 9 D 9 8 9 5 B ! ! < = ! < 8 ; 5 = ! 6 C 7 B 5 B ! ! 8 ; 5 ! E < A A 9 B B 9 < ? ! B ; C D D !
; C : 5 ! C 7 8 ; < = 9 8 > ! 5 9 8 ; 5 = ! 7 Q < ? ! 9 8 B ! < P ? ! A < 8 9 < ? ! < = ! 7 Q < ? ! 6 < A Q D C 9 ? 8 I ! P 9 8 ; ! < = ! P 9 8 ; < 7 8 !
< ? < 8 9 6 5 I ! ; 5 C = 9 ? @ I ! < = ! = 5 Q < = 8 I ! 8 < ! = 5 c 7 9 = 5 ! b > ! < = J 5 = ! B 7 6 ; ! 8 5 A Q < = C = > ! 6 < ? ? 5 6 8 9 < ? B ! < N !
N C 6 9 D 9 8 9 5 B ! C ? J ! B 7 6 ; ! @ 5 ? 5 = C 8 9 < ? I ! J 5 D 9 : 5 = > ! I ! 9 ? 8 5 = 6 ; C ? @ 5 I ! < = ! 8 = C ? B A 9 B B 9 < ? ! < N !
5 D 5 6 8 = 9 6 ! 5 ? 5 = @ > ! C B ! 9 ? ! 9 8 B ! h 7 J @ A 5 ? 8 ! P 9 D D ! b 5 B 8 ! A 5 5 8 ! 8 ; 5 ! 5 A 5 = @ 5 ? 6 > ! C ? J ! B 5 = : 5 ! 8 ; 5 !
Q 7 b D 9 6 ! 9 ? 8 5 = 5 B 8 ! F ! F ! F ! F ' Y % !

!
*?! = 5 ? 5 P 9 ? @ ! < = ! = 5 9 B B 7 9 ? @ ! C ? ! < = J 5 = ! 7 ? J 5 = ! B 7 b Q C = C @ = C Q ; ! f # g I ! 8 ; 5 ! E < A A 9 B B 9 < ? ! B ; C D D !
6 < ? B 7 D 8 ! P 9 8 ; ! 8 ; 5 ! Q = 9 A C = > ! " 5 J 5 = C D ! C @ 5 ? 6 > ! P 9 8 ; ! 5 4 Q 5 = 8 9 B 5 ! 9 ? ! 8 ; 5 ! 5 ? : 9 = < ? A 5 ? 8 C D !
!!

'SS! ' Y ! 3 F K F E F ! n (% O ! f % & ' % g f
'SY!Z9NN<=J!T9?6 ; <8!
'O!Z , 1 F !) # K _ F ! \$ F ! O , / F ! V ! ' V ! f ' V O S g F !
'SU! F!
'S(!2<5D!MF! , 9B5?I! I!OV!3FEF!H# / *k! \$ F ! O , / F ! ' U (R I !
'UV&f%&' YgF!
'SV! F!
'Y&! ' Y ! 3 F K F E F ! n (% O C f 6 g ! f % & ' % g f !
'Y'! F!
'Y%!' Y ! 3 F K F E F ! n ! (% O C f 6 g f ' g ! f % & ' % g f !

RY!

) *\$\$# + , - - , ! , . / * 0 1 . + , . - # \$! \$ #) ! 2 1 3 0 . # \$!

"#\$\$!%&' (

!

!

!

9?85=5B8!Q=<85685J!b>!B76;!DCP!<!=5@7DC89<?I!C?J!B;CDD!9?6D7J5!9?!C?>!B76;! =5?5P5J!
<!=59BB75J!<=J5=!B76;!6<?J989<?B!CB!B76;! "5J5=CD!C@5?6>!J585=A9?5B! ?565BBC=>!8<!
A9?9A9`5! C?>! CJ :5=B5! 5?:9=<?A5?8CD! 9AQC68B! 8<! 8;5! 5485?8! Q=C6896CbD5F! - ;5!
6<?J989<?BI!9N!C?>!I!B7bA9885J!b>!B76;! "5J5=CD!C@5?6>!B;CDD!b5!ACJ5!C :C9DCbD5!8<!8;5!
Q7bD96F! - ;5! E<AA9BB9<?! AC>! 546D7J5! B76;! C! 6<?J989<?! N=<A! 8;5! =5?5P5J! <=!
=59BB75J!<=J5=!9N!98!J585=A9?5B!8;C8!B76;!6<?J989<?! P<7D!J!Q=5:5?8!8;5!<=J5=!N=<A!
CJ5c7C85D>!CJJ=5BB9?@!8;5!5A5=@5?6>! ?565BB98C89?@!B76;!<=J5=!C?J!Q=<:9J5B!9?!8;5!
<=J5=! <=! <8;5=P9B5! ACX5B! Q7bD96D>! C:C9DCbD5I! C?! 54QDC?C89<?! <N! B76;!

!

,456789:5!#78;<=98>!9?!,?5=@>!,A5=@5?695B!

"#\$%&'(!

)*\$#+,--,!

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

! , 4 5 6 7 8 9 : 5 ! # 7 8 ; < = 9 8 > ! 9 ? ! , ? 5 = @ > ! , A 5 = @ 5 ? 6 9 5 B !

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

5D5A5?8C=>F! + 76;! D9X5! 8;5! 8;9=J! Q=<?@! 9?! 27B8965! 2C6XB<?dB! 6<?67=5?65I! 8;9B! B6;<<D!
=5c79=5B! Q5=; CQB! B7Q5=N969CD! C?CD>B9B! 8<! Q=<:5! 6<?6D7B9: 5F! + 5=5D>I! CBB5BB9?@! 8;5! <b: 9<7B!
B<7=65B! <N! 6<?B898789<?CD! C78;<=98>! P98;9?! 8;5! , 456789:5! M=C?6;! <=! J5D5@C89<?! 8<! 8;5!
, 456789:5! M=C?6;! Q=<:5B! J569B9:5! 9?! C885AQ89?@! 8<! J585=A9?5! ;<P! <=! 9N! C! T=5B9J5?8! AC>! C68!
9?! =5BQ<?J9?@! 8<! C! @9:5?! 5?5=@>! 6=9B9BF!!
*?J55JI! 98! CQQ5C=B! 8;C8! 8;5! N7?689<?CD9B8! CQQ=<C6;! ;<DJB! NC=! A<=5! 789D98>! P;5?!
;7?89?@! N<=! 548=CWD5@CD8

! , 456789:5! #78;<=98>! 9?!, ?5=@>!, A5=@5?695B!

"#\$\$!%&'(!) *\$\$#+, --,!, . / *01 . +, . - #\$\$#)!2130 . #\$\$! 0'
!
!

#F!! - ; 5! #D9B<!EC?><?!ZCB!\$5CX!!

1 68<b5=!%RI!%&' SI!C!@CB!D5CX! PCB!J9B6<: 5=5J!5AC?C89?@!N=<A!C?!7?J5=@=<7?J!@CB!
B8<=C@5!NC69D98>! P98; 9?!8; 5!KC?8C!K7BC?C!A<7?8C9?!=C?@5F'('!*8!9B!5B89AC85J!VUI' &&!A58=96!
8<?B!<N!A58; C?5!C?J!UIR&&!A58=96!8<?B!<N!58; C?5!P5=5!=5D5CB5J!9?8<!8; 5!C8A<BQ; 5=5!b56C7B5!
<N!8; 9B!D5CXF'(%!M5D95: 5J!8<!b5!8; 5!P<=B8!@CB!D5CX!9?!# A5=96C?!; 9B8<=>I!8; 5!5: 5?8!CDB<!=5B7D85J!

! ,456789: 5! #78; <=98>!9?!, ?5=@>!, A5=@5?695B!

"#\$%&'(!)

00!)*\$#\$+,--,! ,./01.+ ,.-#\$!\$#)!2130.#\$! "\$\$\$!%&'(
! ! ! !

! ,456789:5!#78;<=98>!9?!,?5=@>!,A5=@5?695B!

0Y!

)

"#\$\$!%&'(!) *\$\$#+, --,!, . / *01 . +, . - #\$\$#) !2130 . #\$\$! OU
!
!

6=9A5BF% '(!M>! %&' SI! MT! ;CJ! C@=55J! 8<! QC>! ' (FU! b9DD9<?! 3FKF! H<DDC=B! 9?! N9?5BF%'V! - ;5!
9?: 5B89@C8<=>!6CQC698>!<N!8;5!N5J5=CD!@<: 5=?A5?8!PCB!7B5J!CB!P5DDI!b<8;!9?! , 456789:5!C?J!

! ,456789:5!#78;<=98>!9?! ,?5=@! , A5=@5?695B!

0(!)*\$#\$#+,--,! ,./*01.+ ,.-#\$!\$#)!2130.#\$! "\$\$\$!%&'(
! ! ! !

#8A<BQ;5=96!#JA9?9B8=C89<?!f. 1##gI!;C:5!CDB<!N7?J5J!C?J!B7Q5=:9B5J!5485?B9:5!B87J95B!
C?J!=5B5C=6;!<?l8;5D<?@W85=A!C?JB;<=8W85=A!6<?B5c75?65B!<N!8;5!BQ9DDF%%U!T=5B9J5?8!1bCAC!
CDB<!7B5J!8;5!M7DD>!T7DQ98!C?J!ACJ5!7A5=<7B!BQ556;5B%%(!8<!C689:C85!:<D7?855=!
9?:<D:5A5?8!C?J!CPC=5?5BB!<N!8;5!5A5=@5?6>!9?!8;5!@7DNF%%V!

! ,456789:5!#78;<=98>!9?!,?5=@>!,A5=@5?695B!

"#\$%&'(!

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

;9B! 1 bh5689<?B!8<!8;C8! _<7B5!9?! P ;96;!98!B;CDD! ;C:5!<=9@9?C85J! P ;<!B;CDD!
5?85=!8;5! 1 bh5689<?B!C8!DC=@5!<?!8;59=!2<7=?CDI!C?J!Q=<655J!8<!=56<?B9J5=!98F!
*N!CN85=!B76;! 056<?B9J5=C89<?!8P<!8;9=JB!<N!8;C8! _<7B5!B;CDD!C@=55!8<!QCBB!
8;5!M9DDI!98!B;CDD!b5!B5?8I!8<@58;5=! P98;!8;5! 1 bh5689<?BI!8<!8;5!<8;5=! _<7B5!
b>!P ;96;!98!B;CDD!D9X5P9B5!b5!56<?B9J5=5J!C?J!9N!CQQ=<:5J!b>!8P<!8;9=JB!<N!
8;C8! _<7B5!98!B;CDD!b56<A5!C!\$CP%R%!

!

#B!<?5!6C?!J5J765!B9AQD>!N=<A!8;5!c7<85!Cb<:5I!8;5!T=5B5?8A5?8!EDC7B5!J5B9@?C85B!
C?!7?>95DJ9?@!bD75Q=9?8!N<=!8;5!CJ<Q89<?!C?J!6=5C89<?!<N! ?5P!DCPF%RR! - ;5!5A9?5?65!C?J!
8;<=<7@;?5BB!<N!8;9B!EDC7B5! ;CB! B5DJ<A! 6C7B5J! 6<?N7B9<?I! >58! 98! ;CB! b55?! C! 8<<D! 9?!
B5QC=C89<?!<N! Q<P5=B!h7=9BQ=7J5?65I! ?<8CbD>! 6C7B9?@! 9BB75B! P98;!8;5!N5J5=CD! C885AQ8! 8<!
6=5C85!C!D9?5W985A! :58<F%RO!! - 5?B9<?!C?J! :7D?5=Cb9D9895B!C=5!895J!8<!8;5!T=5B5?8A5?8!EDC7B5!
C?J!?!<?W5?N<=65A5?8!=5@9A5BF!

! *?!

I!C?!C68!<N!E<?@=5BB! ;C?J5J!T=5B9J5?8!ED9?8<?!8;5!

C78;<=9`C89<?!8<!J5AC=6C85!65=8C9?!Q=<:9B9<?!<N!C!b9DD!CB!i6C?65D5J!j!C?J!8;5?!Q=<AQ8D>!B9@?!
98!9?8<!DCPF%RS! - ;5!E<7=8! ;5DJ!8;9B!CDD<P5J!8;5!T=5B9J5?8!8<!iCA5?J!C68B!<N!E<?@=5BBFj%RYq
i) ;C8! ;CB!5A5=@5J!9?8;5B5!6CB5B!N=<A!8;5!T=5B9J5?8!B!545=69B5!<N! ;9B!B8C878<=>!6C?65DDC89<?!
Q<P5=BI! ;<P5:5=I!C=5!8=7?6C85J! :5=B9<?B!<N!8P<!b9DD!8;C8!QCBB5J!b<8; ! _<7B5B!<N!E<?@=5BBF!
- ;5>!C=5!?!<8!8;5!Q=<J768!<N!8;5!q

"#\$%&'(!

)*\$#+

!

6<?B5c75?65B!C?J!5c79Q!C68<=B! P98 ; !=5CD!8<<DB!8<!b=9?@!J<P ?!Q<85?89CDD>!7?6<?B898789<?CD!
B8=7687=5BF!M5D<P!B5 : 5=CD!J9B89?68!B7bB5689<?B!9DD7B8=C85!8 ; 5!8<<DB!C8! ; C?J!N<=!B8C85!C68<=B!8<!
6CDD!9?8<!c75B89<?!8 ; 5!D5@CD98>!<N!8 ; 5!T=5B9J5?&dB!8 ; 5<=5896CD!5A5=@5?6>!5BQ<?B5!A5CB7=5BF!!

+ <B8!=5@7DC89<?!<N!5?5=@>!C?J!5?5=@>!6=9B9B!=5BQ<?B5I! ; CQ5?B!C8!8 ; 5!B8C85!D5 : 5DI!%OY!
CPC>!N=<A!8 ; 5!N5J5=CD!@< : 5=?A5?8 o CB9J5!N=<A!8 ; 5!<=D5!8 ; 5!N5J5=CD!@< : 5=?A5?8!QDC>B!9?!
5D568=9698>! =5@7DC89<?I! 8 ; C8! 9BF!) ; 9D5! 8 ; 5! <667QC89<?! <N! 8 ; 9B! =5@7DC8<=>! C=5C! ?<=ACDD>!
9?B7DC85B!8 ; 5!B8C85!@< : 5=?A5?8!N=<A!B<A5!J5@=55!<N!N5J5=CD!9?8=7B9<?I!98!CDB<! ; C?JB!B8C85B!C!
8<<D!8<!6<AbC8!7?PC?85J!=5BQ<?B5F!M<8 ; 19?!D5@CD!C?J!Q=C6896CD!85=ABI!6<?ND9689?@!=5@9A5B!
C?J!D<?@B8C?J9?@!B8C85!J<68=9?5!AC>!Q<B5!9BX!8<!8 ; 5!T=5B9J5?8F!

- ; 5! ACh<=98>! <N! 6<AQD54! 5?5=@>! =5@7DC8<=>! =5@9A5B! C=5! b<=?! N=<A! 9?J9:9J7CD!
B8C85 ; <7B5BI!%OU!?!<8! 8 ; 5!N5J5=CD! @< : 5=?A5?8F! E<?B5c75?89CDD>! 5C6 ; ! B8C85! ; CB! B7bB8C?89 : 5!
J9NN5=5?65B!9?!7?9c75!9?B898789<?CD!J5B9@?B!C?J!Q<P5=B!J9BQ5=B5J!8<!9?J9:9J7CD!C68<=BF! + C?>!
B8C85B! ; C : 5! Q=5549B89?@! 5A5=@5?6>! =5BQ<?B5! b7=5C7B! P98 ; ! 67==5?8! 8CBX! N<=65B! C?J! 7?98B!
=5CJ>!8<! J5QD<>F!%O(! - ; 9B! A5C?BI!N<=!Q7=Q<B5B!<N!8 ; 5!C=@7A5?8I!8 ; C8!8 ; 5!Q=C6896CD!<?W8 ; 5W
@=<7?J!=5BQ<?B5!6C?!b5! : CB8D>! J9NN5=5?8F!*?!CJJ989<?I!98! A5C?B!QC=895B!9?!QDC>!I!Q5= ; CQB!C!
?5@D9@5?8!N=C6X9?@!6<?@D<A5=C85!<=!6<==7Q8!789D98>!6<AQC?95BI!C?BP5=!8<!8P<! ACB85=B!C?J!
A7B8!Q96XI!9?!B987C89<?B!P ; 5=5!8 ; 5!CN<=5A5?89<?5J!8P<! ACB85=B!<=J5=Bd!6<?ND968I! P ; 96 ; !8<!
>95DJ!8<F!

1 8 ; 5=! 8 ; C?! 8 ; 5! 5D5A5?8C=>! 9? : <6C89<?! <N! 8 ; 5! K7Q=5AC6>! EDC7B5I! 8 ; 5=5! 9B! D988D5I!
Q=C6896CDD>!I!8<!B8<Q!B8C85!C68<=B!N=<A!=5BQ<?J9?@!9?! : C=95J!PC>B!8<!C?!5?5=@>! J9BCB85=C?J!

s0!

)

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

! !

EDC7B5!C?J!8;5! # JA9?9B8=C89:5!T=<65J7=5! #68!f#T#gf^{SR}!TDC9?89NNB!6DC9A5J!8;5!T=5B9J5?8!
X?<P9?@D>!65CB5J!8<!NC98;N7DD>!5456785!DCPB!8;=<7@;!X?<P9?@!C?J!B5D5689:5!5?N<=65A5?8!
=5@C=J9?@!9AA9@=C89<?F^{SO}!) ;C8!9B!Q5=;CQB!A<B8!67=9<7B!Cb<78!8;9B!AC885=!9B!8;5!5485?B9<?!
<N!B8C?J9?@!@=C?85J!8<!K8C85B!8<!6;CDD5?@5!?!<?W5?N<=65A5?8!<?!8;5!bCB9B!<N!8;5! -CX5!EC=5!
EDC7B5F^{SS}!*?J55JI!C!c7CB9WBQ569CDWB<D96987J5I!CX9?!8<!8;5!<N8W?<85J!B8C87B!J9B67BB5J!9?!8;5!
B5A9?CD! !6CB5I!PCB!5485?J5J!8<!8;5!QDC9?89NNB!C?J!5:5?87CDD>!CNN9=A5J!
b>!8;5!K7Q=5A5!E<7=8F^{SY}! - ;5! "9N8;!E9=6798I!P; <B5!J569B9<?!PCB!CNN9=A5J!b>!C?!5:5?D>!
J9:9J5J!K7Q=5A5!E<7=8I!?!<85J!8;C8!8;5!TDC9?89NNB!P5=5!C689?@!7Q<?!8;59=!c7C=!

! ,456789:5!#78;<=98>!9?!,?5=@!,A5=@5?695B!

"#\$\$!%&'(!) *\$\$#+, --,!, . / *0 1 . +, . - #\$\$#) !2130 . #\$\$! SU
!
!

8;59=!9?J9:9J7CD9^5J!<NN965BF^Y'! - ;5!BP<=?!<NN969CDB!;C:5!ACJ5!A<?7A5?8CD!:<PB!8<!J5N5?J!
8;5!E<?B898789<?!N=<A!8;5!A<A5?8!8;5>!5?85=!<NN965F!
K<!;<P!J<5B!8;9B!CQQD>!8<!5?5=@!5A5=@5?695Be!H5N5?B5!<N!Q=<:9?65!CB!C!6;CDD5?@5!
9B!Q5=;CQB!

! ,456789:5!#78;<=98>!9?!,?5=@!,A5=@5?695B!

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

A9D98C=>!9?!C!AC??5=18;C8!6C7B5B!8;5A!8<!N55D!8;59=<NN965dB!9?85@=98>!;CB!b55?15=<J5JI!8;5>! 6<7DJ!:=5CDD<6C85!N7?JB!C?J!9AA5J9C85D>!b=9?@!;<A5!8;5!C=A5J!B5=:965B!<NN965=B!:=5BQ<?J9?@! <?18;5!@=<7?JF!!

"9?CDD>!8;5!DCB8! ?<89<?!65?85=B!Q=9AC=9D>!<?!8;5!T=5B9J5?8dB!9?;5=5?8!Cb9D98>!8<! 9?85=Q=58!DCPF!+5?89<?5J!Cb<:5!PCB!8;5!6<?65Q8!:=5@C=J9?@!8;5!<bD9@C89<?!N<=18;5!T=5B9J5?8! 8<! 5?N<=65!J7D>!5?C685J!DCP!B;5!b5D95:5B!8<!b5!6<?B898789<?CD!P;96;!<N!6<7=B5! =5B7D8B!9?!8;5!T=5B9J5?8!C689?@!9?!C!c7CB9Wh7J969CD!6CQC698>!C?J!9?85=Q=589?@!DCP!9?!C! Q<85?89CDD>!8=<7bD5B<A5!AC??5=F!*NI!9?!:=5BQ<?J9?@!8<!C!N=C6X9?@!5A5=@5?6>I!8;5!T=5B9J5?8! N9?JB!7?6<?B898789<?CD!C?!<DJ!DCP!B89DD!b59?@!5?N<=65J!9?!8;5!PCX5!<N!8;5!J9BCB85=I!8;5! T=5B9J5?8!AC>!65CB5!5?N<=65A5?8!bCB5J!<?!;5=19?85=Q=589:5!Cb9D9895BF!#B!<?5!A9@;8!CBB7A5I! 8;9B!D5C:5B!8;5!h7J969C=>!9?!C!Q567D9C=!Q<B989<?F!;C6;!h7J@5!C?J!h7B8965!;C:5!BP<=?!<C8;B!8<! Q=<8568!8;5!9?85@=98>!<N!8;59=!b=C?6;!h7B8!8;5!BCA5I!C?J!98!6<7DJ!5CB9D>!b5!Q<B985J!8;C8!8;5! 9?85=Q=589:5!Cb9D98>!b59?@!J5QD<>5J!b>!8;5!T=5B9J5?8!5c7C85B!8<!5=<B9<?!<N!8;59=!B7Q=5A5! 9?85=Q=58C89<?!<N!8;5!DCPI!8;7B!A<89:C89?@!8;5!h7J969CD!b=C?6;!<N!@<:5=?A5?8!8<!B85Q!9?C?J! 9?85=:5?5F!

-;5B5!9?J9:9J7CD!P5CX?5BB5B!AC>!CQQ5C=!A<=5!JC7?89?@!8;C?!8;5>!C=5I!<P5:5=F! -<!7B5!C!6<DD<c79CD9BAI!i8;5!Q5?J7D7A!BP9?@B!b<8;!PC>BFj!*N!8;5!J78>!8<!J5N5?J!8;5! 9?85@=98>!<N!8;5!6<?B898789<?CD!<=@C?9BABI!QC=8967DC=D>!8;59=!b=C?6;I!9B!:=5CJ!N=<A!8;5! E<?B898789<?!b>!b=C?6;!C68<=BI!98!A7B8!CDB<!b5!9?N5==5J!8;C8!5C6;!C68<=;!CB!8;5!J78>!8<!J5N5?J! 8;5!9?85@=98>!<N!8;5!E<?B898789<?dB!<=@C?9BABF!*?!CJJ989<?I!AC?>!BX5Q896B!8<!8;5B5! :7D?5=Cb9D9895B!P<7DJ!N9?J!8;5!DC?@7C@5!N=<A! CQQD96CbD5I!QC=8967DC=D>!8;5!i5bb! C?J!ND<Pj!J968CI!P;5?!J5B6=9b9?@!8;5!bCDC?65!<N!Q<P5=!b58P55?18;5!b=C?6;5BF!1?5!6<7DJ! Q<B98!8;C8!8;5!C87=5!<N!B5QC=C89<?!<N!Q<P5=B!J5AC?JB!;Cb987CD!C?J!89A5D5BB!@9:5WC?JW8CX5! P98;9?!8;5!b=C?6;5BI!C?J!8;C8!9?!:=5BQ<?B5!8<18;5!5?5=@>!J9BCB85=!C8!;C?JI!8;5!T=5B9J5?8!9B! 8CX9?@!Q<P5=!8;C8!P9DD!5:5?87CDD>!ND<P!bC6X!8<18;5!<=9@9?CD!b=C?6;!CN85=!CJ5c7C85!:=5BQ<?B5!

"#\$\$!%&'(!!

) *\$\$#+, --,!, . / *01 . +, . - #\$\$#) !2130 . #\$\$!

SV

!

!

!

,456789:5!#78;<=98>!?! , ?5=@>! , A5=@5?695B!

"#\$\$!%&'(!) *\$\$#+, --,!, . / *0 1 . +, . - # \$! \$ #) !2130 . # \$! Y'
!
!

CQQD96CbD5! :CD75! <N! 8;5! A58;<J<D<@95B! J9B67BB5J! 6C?! b5! P98?5BB5JF! - ;5! ;9B8<=96CD!
Q=565J5?8B!Q=<:9J5J!AC>!<8!;C:5!B55?!5C6;9?J9:9J7CD!A58;<J!5AQD<>5JI!b78!7?J<7b85JD>!
8;5!=5AC9?9?@!A58;<JB!;<DJ!@=5C8!789D98>F!!

! TC=8B! ***! C?J! * / ! CBB5BB5J! C?J! CQQD95J! 8;5! ?7A5=<7B! NC658B! <N! :5B85J!
Q=5B9J5?89CD!C78;<=98>F!#@@=5@C89?@!) C=!T<P5=BI!8;5!M7DD>!T7DQ98I!8;5! 1 C8;!<N! 1 NN965I!C?J!
8;5! , A5=@5?6>!K5BB9<?I!b<8;!5?N<=65A5?8I!<?W5?N<=65A5?8I!C?J!CJA9?9B8=C89:5!=5BQ<?B5!
P5=5!54CA9?5J!CB!P5DDF!TC=8!***!J<:5!;5CJN9=B8!9?8<!8;5!P59@;8>!Cb9D9895B!<N!8;5! 1 :CD! 1 NN965!

! ,456789:5!#78;<=98>!9?!,?5=@!,A5=@5?695B!
!

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

=5BQ<?B5I!TC=8!* a dB!: 7D?5=Cb9D98>!CBB5BBA5?8!P<=XB!8<!ACX5!6D5C=!8; C8!P; 9D5!8; 5B5!QC8; B!N<=! C78; <=98>!C=5!B85CJNCB8I! =C=5D>!C=5!8; 5>!CbB<D785!9?! ?C87=5!C?J!7?8<76; CbD5!b>!<QQ<B9?@! QC=895BF!!

- ; 5=5!6C?!b5!D988D5!8<!?<!J<7b8!8; C8!=5@C=JD5BB!<N! ; <P!B8=<?@!C?>!@9: 5?!5NN<=8dB!C78; <=98>! 9BI!8; 5=5!P9DD!b5!J58=C68<=BF!" <=!5NN9695?8!C?J!5NN5689: 5!=5BQ<?B5!5NN<=8BI!8; 9B!# =896D5!B55XB!8<! 9AQD<=5!8; 5!T=5B9J5?8! ?<8!8<!B7DD>! ; 5=B5DN!b>!5?@C@9?@!9?!Cbh568!5NN<=8B!8<!Q<DC=9`5!C?J! Q<D98969`5!=5BQ<?B5F! - ; 9B!P<7DJ!D9X5D>!<?D>!N<A5?8!N7=8; 5=!J9B6<=J!C?J!Q<85?89CDD>!54Q<B5!

! , 456789: 5!#78; <=98>!9?! , ?5=@>! , A5=@5?695B!
