

!

"#\$%&'()*+!,)-./00.11(22!300/456!!
70809:0)!;<=>?>?!@''9!AB??C<B??D3!

!

D)0.05/B!#E()'5!F0):0)!GD)0.4*05/H=!%48E()*!I'+9(5!G&'()*!IE(4)H="5*)0J!K(-6E5!GLM08-/4NO!
74)08/'=!5'5CN'/456H=!IE()20.!GIE-80H!P'50.!GK480!D)0.4*05/H=!#-. (5!"800)9(5!GD(./!D)0.4*05/H=!
"55C3()40!Q5':2(-8E!G#08)0/()RH=!S4.(!"800)9(5=!L942R!34220)!&'550R=! ,EO'*')0!G,0**RH!&-)6E=!
L)45!7():R=!PT!DT!70..02=!

*=!GAA/M%)4!N(0/1#/'/(14!" (0 0/'"%%!E%? ()!50(%!P)%%1%7!

\! P'0!)OW')/0*!E(/!E0!\$] I!)08' 9 9 05* .!L 9 42R! 3 4220)!& ' 550R!+ ')!(5!454/4(2!/E)00CRO(!/0)9!
(.!"#\$%!,)0(-)0)!GP(5-()R!;!>?>;C70809 :0)!A;!>?>AHT!8TNT!(5*!./(/0 9 05!W' . /0*!(/!
!E//WB^JJ JT(. ')T')6^E4* *05^: ' () *C45+ '^>?>?^;>CE(5* ' - / . !!

I () '2R5!#/) (560!9 'NO*T!!

8C!D!IECFGH I C J!E(/!E0!E(/!E0!"#\$%&'()*!'+!,)-./00.!(WW'45!/L 9 42R! 3 4220)!& ' 550R!
/!'(5!454/4(2!/E)00CRO(!/0)9!(.!"#\$%!,)0(-)0)!GP(5-()R!;!>?>;C70809 :0)!A;!>?>AHT!

] '!*4.8-..4'5T!
Q1#1/0 (94\$2!#??) (@%&=!!

;!D)94'%%!N(0/1#/'/(14!" (0 0/'"%%!E%? ()!50#1%!J%E (4%!C@#147!!

\! P(50!)OW')/0*!E(/!P'0!V)0050!J422!:0!)0/4)456!(5*!E(500*!E49!+ '!E4..0)N480T!!
\! ,E0!)-./00.!0208/0*!*-)456!/E0!] 'NO9 :0)!0208/4'5.!()0!24./0*!:02' JT!!

T=!DK#1U4!' (! (9'B (/1B!D)94'%%4!5FK#) (1!S%)L%)'7!

\! #E () '5!0MW)0..0*!E (50.! (5*! (WW)084 (/4'5!/'!E' .0!)- ./00.!+454. E456!/E04)!/0)9! (5*!
)' / (/456!' ++!/E0! : ') *!=!#E042 (!&4. E 'W=!P '0!V)0050=!(5*!L)48! Y 028E=! (22! ' +!JE ' 9!E (NO! :005!
(8/4NO! (5*!8' 9 94/0*!)- ./00.!45!/E04)!/490!'5!/E0! : ') *T! 3 (5R!/E (50.!+ ')!/E0!J4. * ' 9! (5*!
8' 9 94/905!/' +!*OW ()/456!)- ./00.!T!

L)48!30RO)!.!9 'NO*T!

!

8C!:D!ECFGH ICJ!/E (/!/E0! " # \$ % ! & ' () * ! ' + ! ,) - ./00. !/E (50!#E042 (!&4. E 'W=!P '0!V)0050=!
(5*!L)48! Y 028E!+ ')!/E04)! .0)N480!/' !/E0! " # \$ % ! & ' () * ! ' + ! ,) - ./00. T!!

!

Q1#1/0 (94\$2!#??) (@%&=!!

V=!C&/' (!>?? (/1' 0 %1'!A) (0!'K%! . 9L\$/M#/' (1!" (0 0/'%%!5FK#) (1!S%)L%)'7!

\! #E () '5!5' /0*!E (/!F (5(5! I E () (+!E (.! * ' 50! (5!0M802205!/a' :! (.!0*4/')! ' +!/E0! ")8E (0'2'648 (2!
%OW')/!#0)40. !+ ')! .4M!RO () . T!

\! , E0!D- :248 (/4'5. ! I ' 9 94/00!*4*! (!.0 ()8E! (5*!8 (90!-W!J4/E! (5!0M802205!/8 (5*4* (/0! (5*!
W)0.05!./!/E0!5' 945 (/4'5!+)' 9!/E0!D- :248 (/4'5. ! I ' 9 94/00T!

!

"55C3 ()40!Q5' :2 (-8E!9 'NO*=! I () '2R5!#/) (560! .08'5*0*T!!

!

8C!:D!ECFGH ICJ!/E (/!/E0! " # \$ % ! & ' () * ! ' + ! ,) - ./00. ! (WW'45!/P05540!L : 02456! (.!L*4/')! ' +!
/E0! ! " # \$ % ! & ' () * + , - . ') , % \$ * / + & 0 " * & . * 1 % G ! " # \$ 2 ! \$ " H ! + ') ! (/ E) 0 0 C R O () / 0) 9 = ! : 0 6 4 5 5 4 5 6 !
P (5 - () R ! ; = ! > ? > ; = ! (5 * ! 0 5 * 4 5 6 ! 7 0 8 0 9 : 0) ! A ; = ! > ? > A T ! !

!

] '!*4.8- . .4'5T!

Q1#1/0 (94\$2!#??) (@%&=!!

W=!D)%#49%)X4!E%? ()'!5S%#K%)!3MY%%7!

\! 3*')41*%5*)0 (*&%6'7*%8)1%9+0%/&*1*90:%! - *9;)%.0* < 1%=%)9; %>%8 * & *%&+, , * ; %0+ - *0 (*&?%

Z=! [/1#1M%!" (0 0/'%%!J/4M944/(1!#1!>M'/(1!:%04!5>1&2! I#9BK1!#1!&E/MK#)&!" (AA 0 #1

- ! 1)' 9!>??d!/'!>>?>?=/E0!_5)0./)48/0*!" ..0/."N(42(:20!+'!)\$W0)(/4'5.!E(NO!6'50!-W!
f-4/0!(!:4/T!,E4.!4.!* -0!45!2())60!W()/!/'!/E0!+(8!/E(/!J0!E(NO!'W0)(/0*!J022!+'!)/05!
RO()).T!, '/(2!]0!" ..0/.!E(NO!(2.'!458)0(.0*!. - : ./ (5/4(22R=!* -0!45!W()/!/'!/E0!)0805!
(8f-4.4/4'5!'!+/E0!#/) (560! I 05/0)T!G14M0*!" ..0/.! -8E!(./E0!#/)(560! I 05/0)!()0!
8'5.4*0)0*!]0!" ..0/.!J4/E' -/!7'5')!%0./)48/4'5.=!:-/!()0!5' /!(N(42(:20!+'!)!
'W0)(/4'5.TH!
- ! 1)' 9!>?;g!/'!>>?>?!]0!" ..0/.!E(NO!6'50!-W!(: ' -/!b;=???=???=?!(!NO)R!W' .4/4NO!
/E456T

///! E%@/%\!89&B%'!(!>M'9#\$!4K(\!1B!(?%)#'/1B!?) (M'!(!)\$ (44!5C]K/L/'4!"!#1&!J7!
•!

/@=! E%@/% \!(A!:1@%4' 0%1'!8##1M%4!#1&E%'9)14!5C]K/L/'!C!C]K/L/'![_!#1&!
L##1M%4!\$/4'%&!/1![/1#1M%! " (0 0/'"%%E%? ())'7=!!

!

<=! >M'/(1!:'% 0 4!5E/MK#)&! " (AA 0 #17!

Y 0!E (NO!: 0+ ')0!- .!/05!9 ' /4' 5. !+) ' 9!/E0!145 (580! I ' 9 94//00!/E (/!/E0!LM08 - /4NO!

!

&!

!
] '!*4.8-..4'5T!!
Q1#1/0 (94\$2!#??) (@%&=!
!
/@=! 3 ('/(1!A) (0!'K%![/1#1M%!" (0 0/'%+%+!D (!%4'#L\$/4K!#!8 (#)&6J%4/B1#'%&!89/\$&/1B!
[91&!
!
L 9 42R! 3 4220)!&'550R!9 'NO*B!!
!
8C!:D!IECFGH I C J! /E (/!/E0!" # \$ % ! & ' () * ! ' + ! ,) - . / 00 . ! (WW) ' NO . ! /E0! 9 ' /4' 5! (5 * !
)0/4)0 . ! /E0!8 -) 05 / ! , 0 9 W ') () 42R! % 0 . /) 48 / 0 * ! & - 42 * 456! 1 - 5 * ! (5 * ! 0 . / (: 24 . E0 . ! (! & ' () * C!
70.465 (/0%!

@//=!3 ('/(1!A)(0!'K%![/1#1M%!" (0 0/'"%%+!D(!#&&'K%!3#4(1!C1&(\ 0%1'!' (!`>??%1&/]!
:: d F?%1&/1B!. (\$M/%4!(A!'K%!>FGE!:1@%4' 0%1'!#1&!F?%1&/1B!. (\$M2b!

!
%(5*R!F029!9 'NO*!'5!3 '/4'5.!K[[!(5*!K[[[=!JE48E!())O!E' - .0000W456!4...-0.!(5*!
E(5*20*!/'60/E0)T

8C!:D!ECFGHICJ!E (/!E0!" # \$ %!

I ()'2!3OR0).!9'NO*T!

!

**8C!D!ECFGHICJ!E(/!/EO!"# \$%!&'()*!'+!,)-./00.!(* 'W/./!/EO!9'/'4'5!(5*!
05/E-.4(. /48(22R!/E(50.!FO(/EO)!38Q00!+'!)EO!).O)N480!(.!"# \$%! ,)0(-)O!+'!)!/EO!W(. /!
/E)00!RO().T!!**

!

74.8-. .4'58!

- ! F0(/EO)j.!/O)9!05* .!(/!/EO!05*!' +!/EO!8(205*())!RO()!G>?>?H=(5*!/E4.!'9'/'4'5!
J(.!'90!/J4/E!9-8E!05/E-.4(.9!+) '9!/EO!&'()*T!

!

Q1#1/0(94\$2!#??)(@%&=!

!

!*=>&&/'/(1#\$!&/4M944/(1!'%04+!!

i. **J/4M944/(1!(A!A/1#1M/#\$(@%)4/BK'!5 [/1#1M%!"(00/'%%!0%0(!)?()'/1B!(1!'K%!
%1B#B%0%1'!(A!D(&&3#11!3#1#B%0%1'!P)(9?!eD33Pf!#1&!"K#)'/2!" [G7!**

- ! "5*R!:06(5!/EO!*4.8-. .4'5! :R!)0+))456!&'()*!909:0).!/'!/EO!LM08-/4NO!74)08/')j.!
%OW')=!/E(/!:R!056(6456!,33V=!"#\$%&'J'-2*!5'J!E(NO!(5!OM/O)5(2!(88'-5/456!+4)9!
*'456!/EO!9'5/E2R!)08'58424(/4'5.=!:-!/J4/E'-!/EO!W'JO)!/'!J)4/O!8E080.T!D)ON4'- .2R!JO!
E(*!5'!/!:005!+'22'J456!:0./!W)(8/480.Z!E4.!OM/O)5(2!'NO).46E!/J422!EO2WT!, '* *!3(55!
3(5(60905/!4.!(5!"IS#C)08'9905*0*!9(5(60905/!+4)9T!
- ! #E()'5!W)'N4*0*!. '90!: (806)'-5*!=!45*48(/456!/E(/!"#\$%&!E(!.:005!*'456!(!6)0(/!a':!
9(5(6456!/EO!: ' '0.!45/0)5(22R=!+4).!/J4/E!"5*R!(5*!#029(=! (5*!5'J!"5*R!(5*!&)4//T!!
" .!"#\$%&!E(.!6)'J5=!'JON0)=!/EO!)46E!/E456!/'!*'!4.!'!':)456!45!OM/O)5(2!'NO).46E/T!!
- ! %48E()*!5' /O*!/E(/!/E4.!J422!+)00!-W!/490!+'!)&)4//(/!'! *!'!'/EO)!J')O!E(/!500* .!/'!':0!
*'50T!!

//=: "K#/)4!"(()&/1#/'1B!"(91M/\$!5" "7!Q?&#%5"K9MU!O(1%47!

- ! I E-80!.E()0*!/E(/!/EO! I I I!E(*!90/!9'5/E2R!'NO)!/EO!8'-).O!' +!/EO!RO()=!45!J E48E!/EO!
8E(4).16(NO!-W*(/O.!'5!/EO!J')O!' +!/EO4)!8'994//OO.T!FO!5' /O*!/J'!'W48.!' +!9' .!
8'580)5!/'!/EO!8'994//OO!8E(4).B!!
- ! ,EO!#/) (/0648!D2(5!
- !

(T! #E() '5!:06(5!/EO!*4.8- . .4'5!:R!)0945*456!/EO!&'()*!E(/!/EO!"55-(2!300/456!
G"3H!4.! '50!' +!/EO!9'./!49W')/(5!/E456.!J0!* 'T!Y0!)02-8/(5/2R!.E4+/0*!/'!(5!'52450!
"55-(2!300/456!45!>?>?=: -/!4/J(.!(!. -880. .!45!2()60!W()! :08(-.0!' +!/EO!E()*!
J')0!' +!/EO!D)'6)(9! I '994/00T!,EO!'52450!900/456!E(*!.'90!* 'J5.4*0.=!:-/!
9(5R!9')0!-W.4*0.=!(5*!4/!.009.!'!' :0!(!h60540!J0!8(5j!/W-!/:(80!45!/EO!:'//20Ti!
" .!J0!2' '0!' !/EO!+/-)0=J0!J422!500*!/'!8'5/45-0!J4/E!. '90!' +!/EO!N4)/-(2!0N05/.T!!
:T! Y0!()0!5' J!2' '0456!(/!J(R.!'!8'9 :450!(5!45CWO). '5!900/456!J4/E!(5!'52450!
8'9W'505!/+'!)!>?>;T!!
8T! F0205!Ga'450*!/EO!D I!45!>?;<=!8' C8E(4)! .4580!>?;eH!(5*!"224. '5!G4).!/RO()!(.!'8' C
8E(4)' +!/EO!D I H!6(N0!(! :)40+!)0W')/!G(5*!)0+0)0580*!/EO4)! .-:94/0*!J)4/05!0W')!
(5*!.-99()R!* (/(!)0W')/HB!!
*T! YE420!/EO!8'994/00!J(.!(/!+4).!/!.00W/48(2!(: '-!/EO!W4N' /!'!(!N4)/-(2!+')9 (/=/EO!
)0.-2/!.!E' J!(!2' /!' +!W()/484W (/4'5T!#-)NOR!)0.-2/!.!45*48 (/0!/E (/!g? n!' +!)0.W'5*05/ .!
6(N0!/EO!"3!G900/456=!8'5/05/!(5*!+')9 (/H!(!c!')!' -/!' +! '=!45*48 (/456!/EO!J0)0!
E(WWR!J4/E!/EO!8'5/05/T!G#00!/EO4!)!0W')/TH!cCd n!' +!/EO!)0.W'5*05/ .!*4*!5' /!05a'R!
/EO!900/456=: -/!f-(24/(/4N0!8'9905/!. .-660./!4/J(.!/EO!4*0(!' +!(!N4)/-(2!900/456!
45!6050)(2=!. '!' . '90!' +!/E (/!4.!' -/!' +!/EO!D)'6)(9! I '994/00j.18'5)'2T!
0T! D'./0).!E (*!(5!E' -)C2'56!*4.8- . .4'5!.8E0*-20*='. '90/E456!/E (/!E (.!50N0)!
E(WW050*!=!64N456!W'./0).!9')0!(//05/4'5T!!
+T! ,EO!D I!4.!.00456!/EO!900/456!(.!(!. -880. .T!!
6T!

/EO!24NO!*4.8-..4'5!+')!0(8E!.0..4'5!J(.!/'!.E')/(5*!.E'-2*!:0!d?!945-/0.T!!!
fT! 1-)/EO)9 ')0=!/EO!.0..4'5!8E(4)!.!J0)0!5'!/64N05!(!2'/'!'+!45./)-8/4'5.! '5!E' J!/'!
')6(54U0!/EO4)!*4.8-..4'5!.0..4'5

- ! #E() '5!W)'N4*0*!. ' 90!: (806)' -5*!=!/E(/!/EO!D- :248(/4'5.! I ' 9 94//00!4. !W)' W' .456!/E(/!
WO)4' *48!*4./)4: -/4'5.!+) ' 9!/EO!\$WW')/-54/R!1 -5*!Gb; >`=???H! J422! :0!- .0*!+')! : ' '0!-5*!4408007 (T!! ,41 (5)C

\! #E()'5!(.00*!4!/E0!')4645(2!W'./0)!8'-2*!:0!.E()0*T!!

\! J%@\$(?0%1'4!/1!>FGE!G1\$/1%!E%4(9)M%4!!

\! "5*R!W'45/0*!&'()*!909:0).!/'!/E0!.08/4'5!45!/E0!LM08-/4NO!74)08/'j.!0W')!(:'-/'52450!)0.'-)80.T!F0!(2.'!/E(500*!/E0!909:0).!'!/E0!&\$,!JE'!E(NO!*'5(/0*!9(/0)4(2.T!

\! "9))%1'!"9\$9)#\$!S%)/'#B%!:1/'/#'/@%4!

\! "5*R!5'/0*!/E(!"#S%!E(!.:005!+'8-.456!'5!]'')/E!"+)48(=!.W08448(22R!S4:R(T!Y0!E(NO!+'-)!)