! " # $%&' (%)%*+ , "%&' -%

***./01/2345%67%8/.9.:;/60:3%<41/5/60=>:?/0@%**

+4>/0:.%/0%A/1.641606>/15%BB)!+241/:3%C62/15%/0%*5D1%BB%

E/0;4.%FGFH%

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! QK/;D%L/R4.5/;D%:0<%B013K5/R/;D%+;:;4>40;%

"#$$%!'!b%(8$-'()3!-$<,6%(@$'!)0*)!)0$!8*.#$'!,7!$L#()3!*%+!+(8$-'()3!*-$!8()*.!),!*%+!(%!0*-A,%3!
>()0!()'!$+#<*)(,%*.!A(''(,%!*%+!')*%+*-+'!,7!$i<$..$%<$4!C)!*<=%,>.$+6$')0*)!+(-$<)9!(%+(-$<)!*%+!

'8-*.!$A:(-(<*.!-$'$*-<0!*-)(<.$'!*%+!-$8($>!*-)(<.$'!R'$$!)0$!<,#-'$!,8$-8($>!1$.,>!7,-!+$)*(.'S4!
;0$!*-)(<.$'!*-$!*8*(.*1.$!),!+,>%.,*+!7-,A!)0$!<,#-'$!>$1'()$!R,%"S4!
!
RUS!**CS:34.**9!T4!249!l!h#%')$(%9!g4T4!R S4!*72-806/9:0/;%)"$/<-%'%()*!!P$%6#(%!1,,='4!
m!;0('!1,,=!('!-7--$+!),!*'!**C+**%1$.,>4!!
m!G-,A!)0$!>(%%$-!,7!)0$!MOU]!H,1$.!P-(@$!(%!B<,%,A(<'9!T(<0*-+!24!;0*.$-!R*%+!g*''!T4!h#%?
')$(%Sj!%*A$+!*!n$')!n,,=!,7!)0$!o$*-!13!*9:0/<&()(=%*'!*%+!)0$!;%)"&%"$/9%=0*4!
m!*7>9*<J!;0$!1,,=!('!)0$!#:+*)$+!8$-'(,%!,7!eH#+6$J!CA:-,8(%6!W$<('(,%'!/1,#)!2$*.)09!5$*.)09!
%+!2::(%$''4f

!-$:.3!),!*!UU!:A!h*)#-+*3!%(60)!$A(.!A*3!%,)!*--(8$!1$7,-$!;#$'+*3!$8$%(%6$4!;,!7*<(.()*)$!A3!
-$':,%'$'9!:.$*'$!(%<.#+$!)0$!<,#-'$!CW!R(4$49!ePh o g!Y[Qf!,-!eBg t H!Y[Ufs!(%!)0$!'#1\$<)!.(%$!,7!
)0$!$A*(.4!;0*%='u!
!

"6K.54%W6.>:;%

;0$!7,-A*)!,7!)0('!<,#-'$!>(..!1$!.*-6$.3!7,<#'$+!,%!+('<#''(,%'!*%+!'A*..!6-,#:!*<)(8()($'9!>()0!
1-($7!+(+*<)(<!.$<)#-$'!7-,A!3,#-!7$..,>!')#+$%)'!R:-$'$%)*)(,%'9!'$$!<,#-'$!,#).(%$!1$.,>S4!
!

X.:</0@%+1S4>4%

U4 T$*<)(,%!:*:$-'!R*B0*'/CD/(2'/(E/CCS! ! UQs! ! +#$J!$*<0!G-(+*3!X!^!:A!
M4 g.*''!:*-)(<(:*<(%(g!$0.2(g)0.2q0.24000.2418.1417 5 87.9868cmBT 5 000 5 0 2 2 5 101Tm/TT 5 11Tf(7)Tj

;0$!-$*<)(,%!:*:$-'!'0,#.+!(%<.#+$!(+$*'!)0*)!K>/L<M>7F!)0$!A*)$-(*.!:-$'$%)$+!(%!)0$!-$*+?
(%6'4!W,!7>9!'#AA*-(@$!)0$!-$*+(%6'4!o,#!*-$!'#::,'$+!),!"##$.N/&+%'%&"$$./01"$2"'0N/")-/+0,

;0$!L#*.()3!,7!)0('!<,#-'$!+$:$%+'!<-()(<*..3!,%!3,#-!*1(.()3!),!6$%$-*)$!(..#A(%*)(%6!+('<#''(,%'!

!

!

"6K.54%6K;3/04%8;62/15).4:</0@5)<K4%<:;459%

m!H,)$J!;0('!'<0$+#.$!A(60)!1$!'#1\$<)!),!<0*%6$4!C%!:*-)(<#.*-9!)0$-$!A*3!1$!'#1')()#)(,%'!,-!*++()(,%'!),!)0$!.(')!,7!-$*+(%6'4!C!>(..!*.',!*%%,#%<$!*%3!<0*%6$'!),!)0$!<,#-'$!,#).(%$!,%!,%"4!

m!H,)$J!e2Wf!-$7$-'!),!<0*:)$-'!(%!)0$!'$<,%+!$+()(,%!,7!)0$!2*')($!*%+!W*>$'!)$i)4!e;hf!-$7$-'!),!<0*:)$-'!,7!)0$!1,,=!13!;0*.$-!*%+!h#%')$(%4!

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%	**C62/1%**	**U4:</0@%**
	B0;.6<K1;/60%	
d*%#*-3!UO!	*Q0./520*%()R*P6//* 5 0*)!$i*<).3!('!*!e6,,+f!,-!*!e-*)(,%*.f!+$<('(,%_!! ! 5 0*)! *-$!)0$! (''#$'!)0*)! >$! A#')! 7*<$! >0$%! >$! +$<(+$! >0*)! <0,(<$'!),! A*=$9! *%+! >0*)!*<)(,%'!),!)*=$_!	*4052%+0-*J! m! o,#! <*%! +,>%.,*+! *! :+7! ,7!)0$'$! <0*:)$-'! 7-,A!)0$!<,#-'$!>$1'()$!R,%"S! ! **PL**9!g0!MJ! 5 0*)!('!+$<('(,%!A*=(%6_!! ! **PL**9!g0![4YJ!;$')(%6!7,-!T*)(,%*.()3!! ! **C+M%C%)-,+#<)(,%!R:4!U?UQS! ! *@--%"%()"$/+0"-%)8*S="'0+%"$Y%* ! **PL**9!g0!UJ!;0(%=(%6!*%+!+$<(+(%6!! ! 0)):'JKK.)4,-6K:#1.(<*)(,%K+,$'?.,6(<*..3?(%<,0$-$%)?+$<('(,%?A*=(%6?-$*..3?0*8$?%$6*)(8$?<,%'$L#$%<$'! ! :-$''!<,8$-*6$J!T,1$-)!;0*.$-!P-$:*-$!*!A#.)(?*))-(1#)$!+$<('(,%!:-,1.$A!)0*)!3,#!1-(%6!>()0!3,#!),!<.*''!%$i)!>$$=!

_____!

+$<(+(%6!RM$%!$+()(,%S4!H$>!o,-=J!g*A?
1-(+6$!b%(8$-'()3!P-$''4!
m!,%$!,7!)0$!x<.*''(<'&j!:-,8(+$'!A,-$!$i?
*A:.$'! *%+! 1*<=6-,#%+! (%7,-A*)(,%j!

m!'#:$-!'0,-)!'<($%<$!*-)(<.$!RM!:*6$'S!
!

! **$/4KJ405;4/0**9! E4! T49! 5($-$%6*9! ;49! E,-$39!T4!W49! 5(<0$-)'9!d4!E49!n.,A9!;4! H49! 5*6$%A*=$-'9!B4?d49! l!8*%!T(\%9!24! RMOUQS4! t%!A*=(%6!)0$!-(60)!<0,(<$J! /! A$)*?*%*.3'('!*%+!.*-6$?'<*.$!-$:.(<*)(,%! *))$A:)!,7!)0$!#%<,%'<(,#'!)0,#60)!*+? 8*%)*6$4! d#+6A$%)! *%+! W$<('(,%! E*=? (%69!UORUS9!U?U]4%
m!A$)*?*%*.3'('!,%!)0$!6$%$-*.!),:(<!

		e%#+6$'4f!C!-$<,AA$%+!)0*)!3,#!:*3!$L#*.!*)?)$%)(,%!),!)0$!-$L#(-$+!<0*:)$-'!(%!2W!*%+!;h4/ % ! **PL**M%g0![J!;0(%=(%6!-*)(,%*..3!*1,#)!#%? <$-)*(%)3!! ! **C+**M%g0!YJ!5 0$%!W,!5 $!H$$+!*!H#+6$_! ! **C+**9!g0!QJ!g0,(<$!/-<0()$<)#-$!
!	**+;K<40;%*.4540;:;/60%e**! !	**#R4.1607/<4014**Y% **;S/0?/0**@% **.:;/60:**33D% **:O6K;%** **K014.;:/0;D**%% m!;0$!*-)(<.$!'0,#.+!:$-)*(%!),!*!),:(<!<,8$-$+!(%! 2W![4!P.$*'$!<,,-+(%*)$!>()0!)0$!,)0$-!')#+$%)! :-$'$%)(%6!)0('!>$$=u!o,#!<*%!#'$!)0$!'#66$')$+! 1*<=6-,#%+!-$*+(%6!R'$$!1$.,>S!*'!7#-)0$-!0$.:!),!:(<=!*!),:(<!)0*)!3,#!*-$!:*-)(<#.*-.3!(%)$-$')$+! (%4! ! *A2880*'0-/B"&38+(2)-/+0"-%)86/* m!()!>(..!+$:$%+!,%!)0$!),:(<!)0*)!3,#!>(..!<0,,'$! 7,-!)0$!:-$'$%)*)(,%9!<,%'(+$-!),!0*8$!*!.,,=!*)! ,%$!R,-!'$8$-*.S!,7!)0$'$!<0*:)$-'! ! **V:S04>:0**!g0!U[J!;*A(%6!(%)#()(8$!:-$? +(<)(,%'! ! **V:S04>:0**!g0!UVJ!;0$!(..#'(,%!,7!#%? +$-')*%+(%6! ! **V:S04>:0**!g0!MOJ!;0$!(..#'(,%!,7!8*.(+? ()3! ! **V:S04>:0**!g0!MUJ!C%)#()(,%'!8'4!7,-A#? .*'! ! **V:S04>:0**! g0! MMJ! Bi:$-)! (%)#()(,%J! 5 0$%!<*%!>$!)-#')!()_!! ! **V:S04>:0**!g0!MNJ!;0$!,#)'(+$!8($>!! ! **V:S04>:0**!g0!MYJ!;0$!$%6(%$!,7!<*:(?)*.('A!

/ -$! 0$#-(')(<'! (--*)(,%*._! t -! *-$!)0$'$!e7*')?*%+?7-#6*.f!*.? 6,-()0A'!A,-$!-,1#')9!')#-+($-! *%+! 0*8$! e1$))$-! '#-8(8*.! 8*.#$f!)0*%! ,:)(A*.! <*.<#.*?)(,%'!R>0(<0!*-$!'#:$-(,-!,%.3! >0$%! .,)'! ,7! (%7,-A*)(,%9! <,A:#)*)(,%*.! <*:*<()39! *%+!)(A$!*-$!*8*(.*1.$S_!

!

e$--,-'f! *%+K,-! e'#1,:)(A*.f! ,#)<,A$'4! ;0$! >,-=!13!)0$!/ n g!v-,#:!.$*+!13!v$-+!v(6$-$%? @$-!('!*%!(A:,-)*%)!<-()(L#$!,7!)0$!0$#-(')(<'!*%+! 1(*'$'!:,(%)!,7!8($>4!;0$!7,..,>(%6!-$*+(%6!:-$? '$%)'!)0$(-!)0$,-3!,7!)0$!-,.$!)0*)!0$#-(')(<'!:.*3! (%!\#+6A$%)!*%+!+$<('(,%!A*=(%6J!!

!

! **X/@4.40a4.**9!v49! l!n-(60),%9! 24!RMOOVS4! 2,A,! 2$#-(')(<#'J! 5 03! 1(*'$+! A(%+'! A*=$!1$))$-!(%7$-$%<$'4!;,:(<'!(%!g,6%(?)(8$!h<($%<$9!U9!UO]?UYN4!! m!;0$!*-)(<.$!('!*8*(.*1.$!*'!*!:+7!,%!,%"4! o,#!<*%!+,>%.,*+!()!7-,A!)0$-$4!!

!

c,,=!1*<=!*)!)0$!-$*+(%6'!7-,A!:-$8(,#'!>$$='9!

!	

E *-<0!]!

Q0./520'%()R*P6//*

5 0*)!*-$!>*3'!)0*)!+$<('(,%'!
13!0#A*%'!*-$!.(=$.3!),!+$8(?
*)$!7-,A!Bb!)0$,-3_!!
!

4052%+0-6/

! **":>4.4.**9!g4!G4!RMOOO$4!P-,':$<)!)0$,-3!

		R,-!(%! Sj!:.$*'$!<,,-+(%*)$!>()0!)0$!,)0$-!')#+$%)!:-$'$%)(%6!)0('!>$$=!
!	**+;K<40;%*.4540;:;/60%([**!	**$K<@4%E/3<1:.<%jF%** m!<0,,'$!*%!*-)(<.$!-$.*)$+!),!*%3!)3:$!,7!%#+6$! *%+!+,A*(%!A$%)(,%$+!(%!)0('!>$$=&'!-$*+(%6'! R,-!(%! :.$*'$!<,,-+(%*)$!>()0!)0$!,)0$-!')#+$%)!:-$'$%)(%6!)0('!>$$=!
_____!	!	T$*<)(,%!:*:$-!zV!+#$!,%!E*-<0!U]9!X^!:A! *T/2#$(''-/()'(/()U/*
_____	!	h#66$')!*!%#+6$u!
!	**!>6;/605%:0<%<41/5/60%>:?/0@%B%**	

E*-<0!MU! *Q0./520*'%()R*P6//*

		m!)0$-$!*-$!*!),%!,7!:*:$-'9!()!-$*..3!+$:$%+'!,%!3,#-!:$-',%*.!(%)$-$')!R7-*A(%6!77<)9!-('=!)*=?(%69!$)<4$4!P.$*'$!6$)!(%!),#<0!(7!3,#!%$$+!0$.:!,-!6#(+*%<$!
_____!	!	T$*<)(,%!:*:$-!zUU!+#$!,%!E*-<0!NU9!X^!:A!*T/2#$("-/()'(/()U/*
_____J!	!	H*A$!

''(6%A$%)4!/!'(A(.*-()3!'<,-$!('!)0$!:$-<$%)*6$!,7!!+,<#A$%)!)0*)!('!'(A(.*-!),!<,%)$%)!0$.+!>()0(%!)0$!+*)*1*'$4!;#-%()(%!+,$'!%,)!+$)$-A(%$!(7!*%!(%')*%<$!,7!:.*6(*-('A!0*'!,<<#--$+4!C%')$*+9!()!6(8$'!(%')-#<),-'!)0$!(%7,-A*)(,%!)0$3!%$$+!),!+$)$-A(%$!)0$!*#)0$%)(<()3!,7!>,-=!*'!*!:*-)!,7!*!.*-6$-!:-,<$''4!

P.$*'$!-$*+!;#-%()(%&'!P-(8*<3!P.$+6$9!P-(8*<3!P,.(<39!*%+!;$-A'!,7!h$-8(<$9!>0(<0!6,8?$-%'!#'$-'&!-$.*)(,%'0(:!>()0!;#-%()(%4!/.',9!:.$*'$!%,)$!)0*)!;#-%()(%!#'$'!<,,=($'!*%+!,)0$-!)-*<=?(%6!)$<0%,.,6($'j!0,>8-9!(%!()'!'$-8(<$!<,%)-*<)!>()0!"#$$%&'!;#-%()(%!0*'!*6-$$+!)0*)!%$()0$-!;#-%()(%!,-!()'!)0(-+?:*-)3!:*-)%$-'!>(..!#'$!+*)*!<,..$<)$+!)0-,#60!<,,=($'!,-!,)0$-!)-*<=(%6!)$<0?%,.,6($'!7,-!A*-=$)(%6!,-!*+8$-)('(%6!:#-:,'$'4!G,-!7#-)0$-!(%7,-A*)(,%!*1,#)!0,>!3,#!<*%!i-?<('$!<,%)-,.!,8$-!<,,=($'9!'$$!;#-%()(%&'!P-(8*<3!P,.(<34!

;#-%()(%! A*3!:-,8(+$!,)0$-!'$-8(<$'!)0*)!*-$!%,)!<,%%$<)$+!),!)0$!:#-:,'$!7,-!>0(<0!"#$$%&'!b%(8$-'()3!0*'!$%6*6$+!;#-%()(%4!o,#-!(%+$:$%+$%)!#'$!,7!;#-%()(%&'!,)0$-!'$-8(<$'!('!'#1\$<)!',.$.3!),!;#-%()(%&'!;$-A'!,7!h$-8(<$!*%+!P-(8*<3!P,.(<39!*%+!"#$$%&'!b%(8$-'()3!0*'!%,!.(*1(.()3!7,-!*%3!(%+$:$%+$%)!(%)$-*<)(,%!3,#!<0,,'$!),!0*8$!>()0!;#-%()(%!

!

+;:;4>40;%60%I1:<4>/1%B0;4@./;D%

/<*+$A(<!C%)$6-()3!('!<,%')()#)$+!13!)0$!'(i!<,-$!7#%+*A$%)*.!8*.#$'!,7!0,%$')39!)-#')9!7*(-%$''9!-$':$<)9!-$':,%'(1(.()3!*%+!<,#-*6$!R'$$!>>>4*<*+$A(<(%)$6-()34,-6S4!;0$'$!8*.#$'!*-$!<$%)-*.!),!)0$!1#(.+(%69!%#-)#-(%6!*%+!'#')*(%(%6!,7!*%!*<*+$A(<!<,AA#%()3!(%!>0(<0!*..!A$A1$-'!,7!)0$!<,AA#%()3!>(..!)0-(8$4!/+0$-$%<$!),!)0$!8*.#$'!$i:-$''$+!)0-,#60!*<*+$A(<!(%)$6-()3!7,-A'!*!7,#%+*)(,%!7,-!)0$!y7-$$+,A!,7!(%L#(-3!*%+!$i<0*%6$!,7!(+$*'y!$''$%)(*.!),!)0$!(%)$..$<)#*.!.(7$!,7!)0$!b%(8$-'()3!R'$$!)0$!h$%*)$!T$:,-)!,%!P-(%<(:.$'!*%+!P-(,-()($'!0)):JKK>>>4L#$$%'#4<*K'$<-$)*-(*)K:,.(<($'K'$%*)$K-$:,-)?:-(%<(:.$'?*%+?:-(,-()($'S4!