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"!#\$%&'()*+*,-.)%&'!"/!&'(10'1,*!)!'!2*(23&!.2-42' #5! 6 -(#!#\$%&(13-7%17!(-#*!4*2#!-0!%28%&198!
%&!(1-7*!1(!*:3*.%1-7',117%&'%1%1!(1#-2*!-2!,*(13-#.,*%,\$10',(*5!7!0'3%!"!1(!'!2*#2; '9,\$!(833*(08,
2*(23&!.2-42' #!<&13&!'(1)*,1+*2*)!7-#!-7,\$!(3!7%1013!17(14&%198%!'!42*'%!)*,!-0!8(*08,%*3&7-, -4\$5!!

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=7*!-0!%&#!# '17!2* '(-7(!<&\$!.*-.,*!'((2%1%&*10'1,82*!-0!"/!'(!'!2*(23&!.2-42' #1!(%&#!#1(%';*7!+1*!<1%&'!
1%!(1# '17!4-',!1(1%-12*.,13'%*!&8# '7!17%*,14*73*5!>83&!'!+1*!<1!(187)*2(%7)'9,*5!/%1!(13-##-7%#!#1(2*')!
?82174@(!ABCD!.'*2!!"#\$%&'()*+,-./01*,(2*3(&/44'))/(-/'*(844*(%174!%&'%1%&*18,%1# '%*14-',!-0!"/!
(&-8,)!9*!%&*13-#.,*%*12*.,13'%1-7!-0!&8# '7!17%*,14*73*5!"/!2*(23&*2(!&'+'!),(17-#!)-7*!(80013!7%1%-!
#';*1%13,*2!%&'%13-#.,*%*12*.,13'%1-7!-0!&8# '7!17%*,14*73*5!1(17-%1%&*18,%1# '%*14-',!-0!"/5!!

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"!082%&*2!(-823*!-0!%&*10'1,82*!#\$%&!1(%&*17**)!0%,%9\$!# '7\$!2*(23&*2(1%-!)1(%'73*!%&*12!'..2- '3&1%-!"/!
02-#!-%&*2E!8(8',,\$!2*+1-8(E!'..2- '3&*5!7!# '7\$!3'*(!'!0!(&1-7'9,*!'..2- '3&1%-!"/!# '\$!41+*11%(*,0!'!7*!<!
7'#*!F!"G!0*!<-8,)!9*!'!4--)!*:'#.,*!H!'7!)..2%2'\$!2*+1-8(!"/!'..2- '3&*(!(!&'+174!0'1,*!)5!!

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/7!%28%&!%&*2!1(17-!0'1,82*!%-!9*!*:.,'17*)5!"#,#-(%!*+*2\$!3!1!1*7!17!%&*)*+*,-.)!<-2,)!#';*(18(*!-0!"/F
)*21+*)!%*3&7-, -4\$!*+*2\$!) '\$!?'&*10'3%1%&'%1%&1(!"/!%*3&7-, -4\$!1!(18(8',,\$!&1)))*7!17!-%&*2!%*3&7-, -4!*(1'7)!
<-2;(187-9%28(1+*,,\$!1(!'!#*'(82*!-0!J8(%1&-<!(833*(08,!"!&'(!9**75!"/!&'(!',(-!17(.12*)E!'7)!3-7%178*(1%-!
17(.12*E!# '7\$!-%&*2!)1(31.,17*(!02-#!,17481(%13(1%-19!-, -4\$!%&2-84&1%&*14*7*2'1-7!-0!(3!7%1013',,\$!8(*08,
)'%!'!7)!3-73*.%5!?'&!(3!7%1013!<-2;#!# '\$!(%1.,!9*!'!7!*'2,\$!(% '4*198%1%!(.-%*7%1',!1(142*%'7)!0'1,82*!
#\$%&(!(&-8,)!7-!%19*!'.,-<*)!%-!1#.*)*!1%5!

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/%!(!1# . -2%'7%'!-!3&' ,*74*!# \$%&(!9*3'8(*!%&*\$!3'7!42*'%, \$!170,8*73*%&*! . - .8, '2!1# '4*!-0!'!(31*73*5!N+*7!'!
0' ,(*!# \$%&!(!83&!'(!%&1(!3'7!&' +*!'7!*00*3%!-8%!-0!' ,!.2- . -2%1-7!%-!%(!' . . '2*7%!(147!0!3'73*!-7!%&*!<' \$!' /!(!
(**7!-8%(1)*!%&*!0!*,)5!
!
?&*!# \$%&!%&'%'! /!&' (!0'1,*)!&' (!%<-!)100*2*7%!42-8. (!-0!.2-4*7!%-2(5! ?&*!0!2(%!42-8. !!(!3-# . -(*)! . 2!# '2!,\$!
-0!%&-(*! . &1, -(- . &*2(!<&-!(**!%&*!7!2*!7%*2.2!(*!'(!#1(481)*E!1# . -((19,*E!'9(82)E!-2!'(!(-#*!
3- #9!7'!%1-7!-0!%&*(5! ?&*!(3-7)!42-8. !!(!#')*8. !-0!%&-(*!' /!(3!7%1(%!<&-!<1(&!%-!)1(!17481(&!%&*12!

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/%!(18(*08,! '%!%&1(!('4*!%-!17%2-)83*!%&*!)1(%173%1-7!9*%<*7!" /!' (!!(31*7%1013!*7%*2.21(*! '7)! " /!' (!!
%*3&7-,-4\$! ?&1(!(!7-%!'7!'9(-,8%*!)1(%173%1-75!/%!(!7-%! '<'\$(!. -((19,*!%-'\$!<&*2*(31*73!*7)('7)!
%*3&7-,-4\$!9*4!7(!H!

>3!73*13'7!9*!&'2)!-7!(83&!22-4'73*5!Y8(?!('!1%827(!-8%!!&'%!<*!,1+*!-7!'7!87)1(17481(&*)!2-3;! 2*+,-,174!'2-87)!'!#1)),*!3,'(((!%'2!0'2!02-#!%&*!3*7%2*!-0!'!+*2\$!-2)17'2\$!4',':\$E!(-!1%!(**#(!%&*2*!1(! 7-%&174!3*7%2',!-2!-.%1#',!'9-8%!-82!17%*,14*73*!H!-2!'%,*'(?!-82!.2*(7%!(8.*20131',!'7',\$(?!-0!1%5!! ! " 7!1#.-2%'7!3-7%2!98%-2!%-!%&*!#1(%';*7!+1*!<!%&'%"!/!(&-8,)!9*!.2!# '2!,\$!3-73*27*!)!<1%&!%&*!2*.,13'1-7! -0!&8# '7!17%*,14*73*!<'(!%&*!(-F3',,*)!?82174!%*(%5!/!&'+'!248*!)!%!,*74%&!K0-2!*:'#.,*!17!P &1%9\$!ABBQ'L! %&'%!1%!(!'!#1(2*'!)174!-0!' "#\$%&'()*+,.-./01*,(2*3(4/44')/(-/*K?82174!ABCDL!%-!+1*!<'!/'!(!9*174!

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M&2l(%-.&*2!M-,8#98(!.8%!!-!(* '!17!A\BW!<1%&1%&*!17%*7%1-7!-0!017)174! '!(&-2%138%102-#!N82-. *% -!/7)1'5!O*!
)1)7Z!017)!%d!17)**)!1%<'(!7-%!!&*2*!%-!9*10-87)5!P &'%!!&*!)1(3-+*2*)!<'(!'!<&-,*!7* <!K%-!N82-. * '7(!'!!
,* '(%L!3-7%17*7%!!<&13&!<'(!-0!0'2!# -2*!.2-0-87)!&1(%-2!3!3-7(*[8*73*!%&'7!'7\$!(&-2%!(* 'F2-8%*!3-8,)!*+*2!
9*5!!!
!
?&*!)*+*, -. #*7%!-0!%&*!"/!%*3&7-,-4\$!;7-<7!'(!)'%!'#17!74!l(!3,-(*,\$!'7',-4-8(!%-!M-,8#98(!l)l(3-+*2\$5!
R82!74!%&*!ABSD(!%&*2*!<'(!#83&!2*(* '23&!17%-!'7!'2*!'!-0!"/!;7-<7!'(!# '3&17*!,* '27!745! ?&*!2* ' (-7!0-2!
%&!(<'(!%&'%!!%&*!..-<*2!-0!"/!((\$(%*#(13-7% '17!74!'7)!8(174!2* ',F<-2,)!;7-<,*)4*!&')!9**7!' # .,\$!
)# # -7(%2'%*)5! ?&*2*!<'(!98%!-7*!)2' <9'3; !%-!(83&!(\$(%*#(5!T* ',F<-2,)!;7-<,*)4*!17+'2! '9,\$! .2-+*)!+*2\$!
)100!138,%!'7)!3-(%, \$!%-!'3[8!2*5! ?&!(!(-F3',,*)Z;7-<,*)4*!'3[8!(1%1-7!9-%, *7*3;Z!# * '7!%&'%!' ;7-<,*)4*F
9'(*)!(\$(%*#(!<*2*!',# -(%!# .-((!9,\$!*: . *7(1+*'7)!2*(%2!3%*)5!!
!
"7!-9+1-8(!(&-2%F38%!!<-8,)!9*!%-!*7'9,*!%&*!# '3&17*(!%-!,* '27!0-2!%&*# (*,+*(!'7)!#83&12*(* '23&!<'(!

3- # .8%*2!)*(;%- .!# ' ;*(!%&*(*!0'1,82*!3,'1# (!,-- ;!2'%&*2!. '2-3&1',!7)!(1,,5\$!?!&*!0'3%!!&'!%!!!(!(83&! '!
8(*08,!. '3; '4*!(&-8,)!(!,*73*!%&*!0'1,82*!# \$%&!3-# ., ,*%*, \$5!V70-2%87' %*, \$!%&*!(8(3* .%191,1%\$!-0!&8# '7(!% -!
2' %1-7',!. *2(8'(1-7)!!((-# %&!74!%&'! !/!'(!31*73*!&'(! \$*%!!-!08,, \$!*: ., -2*5!
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A5! ?&!(!9*(%!33-87%!-0!%&*!-+*2, ' .!9*%<*7!9!2)!7)!'!232'0%!'*2-) \$7' #13(!!(187)-89%*), \$!/?&*!
(1# ., *!>31*73*!-0!` ,14&%!02- #!/7(*3%(!%-!Y8#9-!Y*%(?!9\$!O*7;!?*77* ;*(5!K?*77* ;*(!ABBXL!
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U2-- ;(!E!T5 " 5E!ABBAE!3(d/44')/(-/*5 'k. "%k*@/\$0/6/(k, k'"(C*"2%10131',!/7%*, ,14*73*! . .!AeBFACB!
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R2*\$08(E!O5E!!ABBSE! 7 . I*8I#9"4'-*:3* ; , '4/2<*=. /*! "# # "(6/(6/*>("54/2)/?*?0"94/# ' + '1, '9, *!' %
<<<5&0'358&5*)8f. &1, f4'2(-7fR2*\$08(G*3%82*A5&% #!
!

?*77* ;*(!ABBXE! = . /%6' # \$4/%8- ' / (-/*"B* ; 4') . k*B0" #*3(6/-k6*k"D%#9"D/k6% 6 / ?!c2*((E!M' # 921)4*! 6 " 5!
!
?82174E! " 5 6 5!ABCDE!M- # . 8%174! 6 '3&l7*2\$!'7)!/7%*, ,14*73*7E! 6 17)E!+- ,5G/gE!] -5!WeQ5! . .5\eeF\QD!5!
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P &!%9\$E!U5T5!ABBQ' C*= . /%=%0' ()%k/6k<* : 3E6*9')/6k*94'(2*, 44/IF! 6 1,,13'7!
!'7)!M, '2; !KN)(L! 6 '3&l7*(!'7)!?&-84&%E! ?&*!G*4'3\$!-0! " , '7! ?82174!h- ,5AE!
M, '2*7) -7E! = :0-2)5!
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P &!%9\$!U5T5!EABBQ9E!T*0,*3%1-7(!-7! " 2%10131',!/7%*, ,14*73*?!?&*!>-31',E!G*4',E!'7)!6 -2',!R1# *7(1-7(5!
= :0-2)^!/7%*, ,*3%!U-- ;(5!
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