*+,-.#$%&'(#
/0-1'&&2-(+%#3+4+#56''4#
!+%21-0(2+#54+4'#7(28'0&249#:-(;#<'+,6#
!-%%';'#-1#=>?,+42-(#
3'@+04A'(4#-1#B>8+(,'>#54?>2'&#2(#=>?,+42-(#+(>#!-?(&'%2(;#
C+,-.D-%&'(E,&?%.D'>?#

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

/6D3DG#!-?(&'%2(;#+(>#5?@'0822&2-(G#7(28'0&249#-1#H-046#!+0-%2(+#+4#!6+0%-44'# *?%9#FI)J#
!B!K=/#B,,0'>24'>#

LD=>DG#5,6--%#!-?(&'%2(;G#5'+44%'#/+,212,#7(28'0&249# *?('#FIIM#

<DBDG#/&9,6-%-;9G#N'&4'0(#N+&62(;4-(#7(28'0&249# *?('#FIIO#

5,6--%#!-?(&'%-0G#P(4'0(&62@G#!-Q#L2%%#R2;6#5,6--%G#!6+0%-44'G#H!# S+%%#FI)T#
!-A@0'6'(&28'#R2;6#5,6--%G#U0+>'&#VW)FG#)GMII#&4?>'(4&#

5,6--%#!-?(&'%-0G#/0+,42,?AG#X6'#*-6(#!0-&%+(>#YW)F#5,6--%G#!6+0%-44'G#H!# 5@02(;#FI)Z#
5,6--%#1-0#&4?>'(4&#[246#%'+0(2(;#>2&+.2%242'&G#U0+>'&#YW)FG#)II#&4?>'(4&#

5,6--%#!-?(&'%-0G#!'>+06?0&4#=%'A'(4+09G#R2;6%2('#/?.%2,#5,6--%&G#<?02'(G#NB# FIIMWFI)O#
=%'A'(4+09#5,6--%G#U0+>'&#YWJG#\II#&4?>'(4&#

&,.*)/"*&+,'!"*&0&*&$.'

"/))$,*'*$!"-&,1'!..&1,%$,*'

B&&-,2+4'#/0-1'&&-0G#5,6--%#!-?(&'%2(;G#!57:<# FIFFWFIFO#
O#,-?0&'&#1+%%#&'A'&4'0#])#,-?0&'#0'%'+&'#1-0#@0-;0+A#,--0>2(+42-(^_
O#,-?0&'&#&@02(;#&'A'&4'0#])#,-?0&'#0'%'+&'#1-0#@0-;0+A#,--0>2(+42-(^#
!?00'(4%9#+%%#,-?0&'&#4+?;64#+0'#[2462(#46'#B>8+(,'>#54?>2'&#2(#
=>?,+42-(#+(>#!-?(&'%2(;#3'@+04A'(4

'''# # # # # # # # # # # # # # #
#
#

B&&2&4+(4#/0-1'&&-0G#5,6--%#!-?(&'%2(;G#!57:<# FIF)WFIFF#
O#,-?0&'&#1+%%#&'A'&4'0#])#,-?0&'#0'%'+&'#1-0#@0-;0+A#,--0>2(+42-(^_
O#,-?0&'&#&@02(;#&'A'&4'0#])#,-?0&'#0'%'+&'#1-0B,+>'A2,#5'(+4'#5'0822,'#
B[+0>^#
!?00'(4%9#+%%#,-?0&'&#4+?;64#+0'#[2462(#46'#B>8+(,'>#54?>2'&#2(#
=>?,+42-(#+(>#!-?(&'%2(;#3'@+04A'(4

!

B&&2&4+(4#/0-1'&&-0G#5,6--%#!-?(&'%2(;G#!57:<# FIFIWFIF)#
O#,-?0&'&#1+%%#&'A'&4'0#])#,-?0&'#0'%'+&'#1-0#$5=/#;0+(4^_
F#,-?0&'&#&@02(;#&'A'&4'0#])#,-?0&'#0'%'+&'#1-0#@0-;0+A#,--0>2(+42-(_#
)#,-?0&'#0'%'+&'#1-0B,+>'A2,#5'(+4'#5'0822,'#B[+0>^#
!?00'(4%9#+%%#,-?0&'&#4+?;64#+0'#[2462(#46'#B>8+(,'>#54?>2'&#2(#
=>?,+42-(#+(>#!-?(&'%2(;#3'@+04A'(4

#

B&&2&4+(4#/0-1'&&-0G#5,6--%#!-?(&'%2(;G#!57:<# FI)VWFIFI#
F#,-?0&'&#1+%%#&'A'&4'0#])#,-?0&'#0'%'+&'#1-0#$5=/#;0+(4_#)#,-?0&'#
0'%'+&'#K5!B^_#F#,-?0&'&#&@02(;#&'A'&4'0#])#,-?0&'#0'%'+&'#1-0#
$5=/#;0+(4_#)#,-?0&'#0'%'+&'#@0-;0+A#,--0>2(+42-(^
!?00'(4%9#+%%#,-?0&'&#4+?;64#+0'#[2462(#46'#B>8+(,'>#54?>2'&#2(#
=>?,+42-(#+(>#!-?(&'%2(;#3'@+04A'(4

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B&&2&4+(4#/0-1'&&-0G#5,6--%#!-?(&'%2(;G#!57:<# FI)\WFI)V#
O#,-?0&'&#1+%%#&'A'&4'0#])#,-?0&'#0'%'+&'#1-0#('[#1+,?%49#0'&'+0,6^_
F#,-?0&'&#&@02(;#&'A'&4'0#])#,-?0&'#0'%'+&'#1-0#('[#1+,?%49#0'&'+0,6_#
-('#,-?0&'#0'%'+&'#1-0#@0-;0+A#,--0>2(+42-(^#
!?00'(4%9#+%%#,-?0&'&#4+?;64#+0'#[2462(#46'#B>8+(,'>#54?>2'&#2(#
=>?,+42-(#+(>#!-?(&'%2(;#3'@+04A'(4

#

B&&2&4+(4#/0-1'&&-0G#5,6--%#!-?(&'%2(;G#!57:<# FI)MWFI)\#
F#,-?0&'&#@'0#&'A'&4'0#)#,-?0&'#0'%'+&'#@'0#&'A'&4'0#1-0#('[#1+,?%49#
0'&'+0,6#])#,-?0&'#0'%'+&'#1-0#$K5/#0'&'+0,6#;0+(4#2(#1+%%_#)#,-?0&'#
0'%'+&'#1-0#X6'&2&#!6+20#2(#&@02(;^
!?00'(4%9#+%%#,-?0&'&#4+?;64#+0'#[2462(#46'#B>8+(,'>#54?>2'&#2(#
=>?,+42-(#+(>#!-?(&'%2(;#3'@+04A'(4

!

B&&2&4+(4#/0-1'&&-0G#5,6--%#!-?(&'%2(;G#!57:<# FI)JWFI)M#
O#,-?0&'&#@'0#&'A'&4'0#])#,-?0&'#0'%'+&'#@'0#&'A'&4'0#1-0#('[#1+,?%49#
0'&'+0,6^
B%%#,-?0&'&#4+?;64#+0'#[2462(#46'#B>8+(,'>#54?>2'&#2(#=>?,+42-(#+(>#

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5 , 6 - - % # , - ? (& ' % 2 (; # @ 0 - ; 0 + A # + (> # A ? % 4 2 W 4 2 ' 0 ' > # & 9 & 4 ' A & # - 1 # & ? @ @ - 0 4 #] L X 5 5 ^ # + % 2 ; (A ' (4 #

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T#

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! $ 7H#JIM#5,6--%#!-?(&'%2(;#/0+,42,?A#

&,.*)/"*&+,!3345)$3!*$#'!"*&0&*&$.'

(!)*&"&(!*&+,'&,'.*/#$,*'!"*&0&*&$.'

5,6--%#!-?(&'%2(;#S+,?%49#B>82&-0# FIFFWFIFO#

!-?0&'#@%+((2(;G#+>8+(,'A'(4#@0-,'&&G#+(>#;'('0+%#+>82&2(;#

1-0#FT#-1#46'#@0-;0+A&#TI#&,6--%#,-?(&'%2(;#&4?>'(4&

#

5+%%9#!+&+(-8+#/0'W3-,4-0+%#5,6-%+0#S+,?%49#5@-(&-0# FIFFWFIFO#

S+,?%49#&@-(&-0#0'&@-(&2.2%242'&#1-0#*?%+2(+#*?0+'bG#5,6--%#

!-?(&'%2(;#;0+>?+4'#&4?>'(4#

5?@@-04'>#+(>#0'82'['>#+@@%2,+42-(#@0-,'&&#2(,%?>2(;#(+00+428'#

##########+(>#.?>;'4##

!-%%+.-0+4'>#4-#@%+(#1-0#@0-1'&&2-(+%#,-(1'0'(,'#+44'(>+(,'G#

!

! "#$%&'(# M#

#

X6'&2&#!-AA244''#L'A.'0# FIF)WFIFF#

5?@@-04'>#!+0A'(#K+A20'bG#5,6--%#/&9,6-%-;9#;0+>?+4'#&4?>'(4G#

[246#46'&2&#0'&'+0,6#@0-C',4

#

X6'&2&#!-AA244''#L'A.'0# FIFIWFIF)#

5?@@-04'>#Y+46'02('#:+,9G#5,6--%#/&9,6-%-;9#;0+>?+4'#&4?>'(4G#

[246#46'&2&#0'&'+0,6#@0-C',4#424%'>#

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! "#$%&'(#

\#

B,+>'A2,#$?4,-A'&#

#

5,6--%#!-?(&'%2(;#S+,?%49#B>82&-0#

FI)\WFI)V#

!-?0&'#@%+((2(;G#+>8+(,'A'(4#@0-,'&&G#+(>#;'('0+%#+>82&2(;#1-0#FO#

-1#

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! "#$%&'(# V#

U0+>?+4'#K'&'+0,6#B&&2&4+(4# 5@02(;#FI)M#

<02+(#/-(,'G#F #9'+0#&4?>'(4#2(#&,6--%#,-?(&'%2(;#@0-;0+A#,-(>?,4'>#
%2.0+09#>+4+.+&'#&'+0,6'&#+(>#-0;+(2b'>#)ZT#+042,%'&#+(>#0'@-04&#2(#
%24'0+4?0'#0'82'[#A+402Q#1-0#+#%24'0+4?0'#0'82'[#-(#46'#0-%'#-1#&,6--%#
,-?(&'%-0&#2(#:2(a'>#:'+0(2(;

!

S+,?%49#L'(4-0#1-0#54?>'(4#:'+>'0&62@#3'8'%-@A'(4# FI)JWFI)M#

K',0?24'>#+(>#A'(4-0'>#)J#&,6--%#,-?(&'%2(;#&4?>'(4&#1-0#
8-%?(4''0#%'+>'0&62@#-@@-04?(242'&#+4#46'#!+%21-0(2+#X',6(2,+%#
B&&2&4+(,'#!'(4'0#]!+%XB!^#1-0#/-&2428'#<'6+82-0+%#P(4'08'(42-(&
+(>#5?@@-04&#]/<P5^#=+0%9#!62%>6-->#/<P5#,-(1'0'(,'#])OI#+44'(>''&^#
+(>#R2;6#5,6--%#/<P5#59A@-&2?A#]ZII#+44'(>''&^#
"-%?(4''0#%'+>'0&62@#-@@-04?(242'&#2(,%?>'>#,-(1'0'(,'#&'&&2-(#
1+,2%24+42-(#+(>#&?08'9#,-%%',42-(G#A-(24-02(;#&'&&2-(#40+(&242-(&G#
,--0>2(+42(;#+44'(>''#&2;(#2(&

5,6--%#!-?(&'%2(;#/0-;0+A&#]!5!/&^#&?,6#+&#46'#BA'02,+(#5,6--%#
!-?(&'%-0#B&&-,2+42-(#]B5!B^#H+42-(+%#L->'%#+(>#LX55#[2%%#.'#
'Q+A2('>D#X-@2,&#2(,%?>'#?(28'0&+%#&9&4'A&#-1#&?@@-04G#@0-82>2(;#
&?@@-04&#1-0#&4?>'(4&#[246#'%'8+4'>#+(>#2(4'(&28'#(''>&G#?(28'0&+%#
&,0''(2(;G#?&2(;#>+4+G#+(>#'82>'(,'W.+&'>#+(>#,?%4?0+%%9#&?&4+2(2(;#
@0+,42,'&D#
!$7H#JIZ#,-?0&'#,6+(;'#,?002,?%?A#@0-@-&+%&#@+&&'>#.9#B5=!#
!?002,?%?A#!-AA244''#5@02(;#+(>#!=3#!?002,?%?A#!-AA244''#
5@02(;#FIF)

! "

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! "#$%&'(#

)0#

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! "#$%&'(#)T#

/''0WK'82'['>#/0'&'(4+42-(&WH+42-(+%`54+4'`K';2-(+%#]"+%?'>#5,6-%+0%9#/0->?,4&^d#

#

<'44'0&W<?.-(G#*DG#U-->A+(W5,-44G#=DG#+89:;6'<=']FIF)^D# BA'02,+(#

5,6--%#!-?(&'%-0#B&&-,2+42-(#H+42-(+%#!-(1'0'(,'G#:+&#"';+&G#H"D#H+42-(+%#

/0'&'(4+42-(D#

#

<'44'0&W<?.-(G#*DG#U-->A+(W5,-44G#=DG#+89:;6'<=

#

+89:;6'<D#eP&+[2G#3D#]FI)Z^D#
/-&4'0#@0'&'(4+42-(#+4#46'#H-046#!+0-%2(+#5,6--%#!-?(&'%-0#
B&&-,2+42-(#,-(1'0'(,'G#U0''(&.-0-G#H!D#

#

+89:;6'<D#]FI)O^D#
/0'&'(4+42-(#
+4#46'#H-046#!+0-%2(+#5,6--%#!-?(&'%-0#B&&-,2+42-(#,-(1'0'(,'G#U0''(&.-0-G#H!D#

#

+89:;6'<D#e#*'+((-4G#!D#]FI)O^D#
/0'&'(4+42-(#+4#46'#N+&62(;4-(#54+4'#/-&2428'#<'6+82-0+%#
P(4'08'(42-(&#+(>#5?@@-04&#,-(1'0'(,'G#<'%%'8?'G#NBD#

#

+89:;6'<D#e#L+46'&-(G#=D#]FI)F^D#
/0'&'(4+42-(#+4#46'#N+&62(;4-(#5,6--%#!-?(&'%-0&#
B&&-,2+42-(#,-(1'0'(,'G#5'+X+,G#NBD#

+89:;6'<D#e#L+46'&-(G#=D#]FI)F^D#
/0'&'(4+42-(#+4#46'#H-046['&4#/-&2428'#<'6+82-0+%#
P(4'08'(42-(&#+(>#5?@@-04&#,-(1'0'(,'G#/-04%+(>G#$KD#

#

+89:;6'<D#e#5'2%'0G#5D#]FI)F^D#
/0'&'(4+42-(#+4#46'#R2;6%2('#
/?.%2,#5,6--%&#/-&2428'#<'6+82-0+%#P(4'08'(42-(&#+(>#5?@@-04&#,-(1'0'(,'G#
<?02'(G#NBD#

#

P(824'>#/0'&'(4+42-(&WH+42-(+%`54+4'`K';2-(+%#]"+%?'>#5,6-%+0%9#/0->?,4&^d#

+89:;6'<=']FIF)^D#
!+%21-0(2+#X',6(2,+%#B&&2&4+(,'#!''(4'0#R2;6#
5,6--%#/-&2428'#<'6+82-0+%#P(4'08'(42-(&#+(>#5?@@-04&#]/<P5^#59A@-&2?AD#K';2-(+%#
"204?+%#/0'&'(4+42-(D#

+89:;6'<=#]FIF)^D#
!+%21-0(2+#X',6(2,+%#B&&2&4+(,'#!''(4'0#R2;6#5,6--%#/-&2428'#<'6+82-0+%#P(4'08'(42-(&#+(>#
5?@@-04&#]/<P5^#59A@-&2?AD#K';2-(+%#"204?+%#/0'&'(4+42-(D

+89:;6'<=']FIF)^D#
!+%21-0(2+#X',6(2,+%#
B&&2&4+(,'#!''(4'0#R2;6#5,6--%#/-&2428'#<'6+82-0+%#P(4'08'(42-(&#+(>#5?@@-04&#
]/<P5^#59A@-&2?AD#K';2-(+%#"204?+%#/0'&'(4+42-(D#

+89:;6'<=']FIF)^D#
H-046['&4#/<P5#5?AA'0#P(&424?4'D#
K';2-(+%#"204?+%#/0'&'(4+42-(D#

#

+89:;6'<=']FIF)^D#
!+%21-0(2+#LX55#/0-1'&&2-(+%#:'+0(2(;#P(&424?4'D#54+4'#"204?+%#/0'&'(4+42-(D#

#

+89:;6'<=']FIF)^D#
!+%21-0(2+#LX55#/0-1'&&2-(+%#:'+0(2(;#P(&424?4'D#54+4'#"204?+%#/0'&'(4+42-(D#

#

+89:;6'<D#]FIF)^D#
P(?+#U0-?@#
+(>#5,6--%#!-?(&'%-0&#1-0#LX55#N-0a&6-@D#H+42-(+%#"204?+%#/0'&'(4+42-(D#

L+9-G#KDG#+89:;6'<=G#e#54'2(G#<D#]FIFI^D#

]/+04#F^D#

H+42-(+%#X',6(2,+%#B&&2&4+(,'#!''(4'0#1-0#46'#=>?,+42-(#-1#H';%',4'>#-0#

3'%2(c?'(4#!62%>0'(#+(>#m-?46D#H+42-(+%#"204?+%#/0'&'(4+42-(D#

!

+89:;6'<=']FIFI^D#

]/+04#)^D#3'8'%-@2(;#+(>#2A@%'A'(42(;#

62;6#c?+%2498204?+%#&-,2+%G#'A-42-(+%#+(>#A'(4+%#6'+%46#&?@@-04&D#H+42-(+%#

X',6(2,+%#B&&2&4+(,'#!''(4'0#1-0#46'#=>?,+42-(#-1#H';%',4'>#-0#3'%2(c?'(4#

!62%>0'(#+(>#m-?46D#H+42-(+%#"204?+%#/0'&'(4+42-(D#

#

U-->A+(W5,-44G#=DG#<'44'0&W<?.-(G#*DG#+89:;6'<=6'e#3-(-6?'G#/D#]FIFI^D#

BA'02,+(#5,6--%#!-?(&'%-0#B&&-,2+42-(D#H+42-(+%#"204?+%#/0'&'(4+42-(D#

!

+89:;6'<=6'/2+(4+G#KDG#e#3-(-6?'G#/D#]FIFI^D#

5,6--%#!-?(&'%-0&#1-0#LX55D#H+42-(+%#"204?+%#/0'&'(4+42-(D#

#

+89:;6'<=6'U-->A+(W5,-44G#=DG#3-(-6?'G#/DG#e#<'44'0&W<?.-(G#*D#]FIFI^D#

D#5,6--%#

!-?(&'%-0&#1-0#LX55D#H+42-(+%#"204?+%#/0'&'(4+42-(D#

#

+89:;6'<=6'3-(-6?'G#/DG#<'44'0&W<?.-(G#*DG#e#U-->A+(W5,-44G#=D#]FIFI^D#

D#5,6--%#!-?(&'%-0&#1-0#LX55D#H+42-(+%#"204?+%#/0'&'(4+42-(D#

!

U-->A+(W5,-44G#=DG#<'44'0&W<?.-(G#*DG#3-(-6?'G#/DG#e#+89:;6'<=']FI)V^D#

H+42-(+%#N'.2(+0#&@-(&-0'>#.9#46'#

B&&-,2+42-(#1-0#!-?(&'%-0#=>?,+42-(#+(>#5?@'082&2-(#]B!=5^#N'.2(+0

!

+89:;6'<='!57:<#&,6--%#,-?(&'%2(;#@0-;0+A#[246#+#:2(a'>#:'+0(2(;#%'(&D#!+%21-0(2+#
54+4'#7(28'0&249#!-%%+.-0+428'#1-0#46'#B>8+(,'A'(4#-1#:2(a'>#:'+0(2(;#1?(>2(;#
4-#&?@@-04#:2(a'>#:'+0(2(;#0'&'+0,6#+(>#@0-;0+A#'(6+(,'A'(4G#n)IGIIIG#
B[+0>'>#H-8'A.'0G#FI)JD#

!

S-QQG#5DG#+89:;6'<=G#P&+[2G#3DG#"''(a24+&?.0+A+(2+(G#YD#]FI)TWFI)J^D#=Q+A2(2(;#,+0''0#
+(>#,-%%';'#0'+>2('&&#&'%1W'112,+,9#-1#(2(46#;0+>'#&4?>'(4&D#!6+0%-44'#=(;2(''02(;#
=+0%9#!-%%';'#R2;6#5,6--%D#!6+0%-44'G#H-046#!+0-%2(+D#

U0+>?+4'#K'&'+0,6#B&&2&4+(4G#7(28'0&249#-1#H-046#!+0-%2(+#+4#!6+0%-44'# FI)OWFI)J#
$112,'#-1#5@',2+%#=>?,+42-(#/0-;0+A&#]$5=/^#/'0&-((''%#
/0'@+0+42-(#U0+(4#!S3B#\ZDOFTXd#

B>82&'#&4?>'(4&#>?+%#A+C-02(;#2(#&@',2+%#+(>#'%'A'(4+09#'>?,+42-(#
!-%%',4#+(>#+(+%9b'#c?+(424+428'#+(>#c?+%24+428'#>+4+#4-#A'+&?0'#
@0-;0+A#-?4,-A'&#
!-%%+.-0+4'#[246#A?%42@%'#>'@+04A'(4&#2(#46'#!-%%';'#-1#=>?,+42-(#
1-0#@0-;0+A#0',0?24A'(4G#>+4+#,-%%',42-(G#+(>#,-?0&'#&,6'>?%'#
>'8'%-@A'(4D#
!-(>?,4#@0'&'(4+42-(&#1-0#>?+%#,'04212,+42-(#@0-;0+A#4-#2(1-0A#
+(>#0',0?24#@0-;0+A#,+(>2>+4'&#

#

K'&'+0,6#B&&2&4+(4G#7(28'0&249#-1#H-046#!+0-%2(+#+4#!6+0%-44'# FI)OWFI)T#
!-(>?,4'>#X'+A#P(242+4'>#/0-.%'A#5-%82(;#PP#40+2(2(;&#1-0##
##########'%'A'(4+09#&,6--%#4'+A&#2(#U?2%1-0>#+(>#N2(&4-(W5+%'A#,-?(42'&

' **( ) + 1) ! %'**

' 5,6--%#!-?(&'%2(;#/0-;0+A# FIFFWFIFO#
K'@0'&'(4#@0-;0+A#-(#+(>#-11#,+A@?&
B>82&'#&4?>'(4&
5,6'>?%'#,-?0&'&
/0-;0+A#>'8'%-@A'(4#+(>#+&&'&&A'(4
!--0>2(+4'#@0-;0+AW0'%+4'>#[-0a#1-0#1+,?%49#2(#@0-;0+A
L+2(4+2(#,-AA?(2,+42-(#[246#+>A2(2&40+4-0&G#&4+11G#+(>#-46'0#
1+,?%49#0';+0>2(;#@0-;0+A#A+44'0&
$8'0&''#,-A@0'6'(&28'#'Q+A2(+42-(#@0-,'&&
B44'(>#>'@+04A'(4#+(>#,-%%';'#,--0>2(+42-(#A''42(;&

5,6--%#!-?(&'%2(;#/0-;0+A# FI)\WFIFF#
K'@0'&'(4#@0-;0+A#-(#+(>#-11#,+A@?&
B>82&'#&4?>'(4&
5,6'>?%'#,-?0&'&
/0-;0+A#>'8'%-@A'(4#+(>#+&&'&&A'(4
!--0>2(+4'#@0-;0+AW0'%+4'>#[-0a#1-0#1+,?%49#2(#@0-;0+A
L+2(4+2(#,-AA?(2,+42-(#[246#+>A2(2&40+4-0&G#&4+11G#+(>#-46'0#
1+,?%49#0';+0>2(;#@0-;0+A#A+44'0&
$8'0&''#,-A@0'6'(&28'#'Q+A2(+42-(#@0-,'&&
B44'(>#>'@+04A'(4#+(>#,-%%';'#,--0>2(+42-(#A''42(;&

#

5,6--%#!-?(&'%2(;#/0-;0+A# FI)JW/0'&'(4#
/0-82>'#+>82&2(;#4-#@'0&@',428'#&4?>'(4&D#3'8'%-@#,-?0&'#,?002,?%?AG#
?@>+4'>#@0-;0+A#&4?>'(4#%'+0(2(;#-?4,-A'&G#+(>#,--0>2(+4'#
,-A@0'6'(&28'#'Q+A2(+42-(&#1-0#FT#&4?>'(4&#+((?+%%9D

U.24 0 0()+42 12.24

>'@+04A'(4#0'c?20'A'(4&G#+(>#A''4#[246#1+,?%49#4-#>2&,?&&#
@0-@-&+%#1''>.+,aD#K',-0>'>#@0-@-&+%#A''42(;#A2(?4'&#+(>#
&?;;'&4'>#@0-@-&+%#'>248&#1-0#LSX#+(>#=>?,+42-(+%#X',6(-%-;9#
@0-;0+A&D

"+33$1$'

5,6--%#!-?(&'%2(;#X'(?0'#X0+,a#5'+0,6# FIF)WFIFF#
!-%%+.-0+4'>#[246#&'+0,6#,-AA244''G#3'@+04A'(4#!6+20G#
328'0&249#!-AA244''#4-#>'8'%-@'>#/-&242-(#3'&,02@42-(G#
K',0?24A'(4#+(>#B>8'042&2(;#/%+(G#5,0''(2(;#S-0A#+(>#
5'+0,6#K?.02,#>-,?A'(4&
!-%%+.-0+4'>#[246#&'+0,6#,-AA244''G#3'@+04A'(4#!6+20G#
328'0&249#!-AA244''#>?02(;#2(4'082'[#@0-,'&&#+(>#&'%',42-(#-1#
12(+%#,+(>2>+4'

!-%%';'#-1#=>?,+42-(# FIFIWFIFF##
K'82'['>#)M#2(#FIF)#<'+,6#5,6-%+0&62@#+@@%2,+42-(&#
1-0A#&4?>'(4&#[2462(#46'#!-%%';'#-1#=>?,+42-(
K'82'['>#))#2(#FIFF#<'+,6#5,6-%+0&62@#+@@%2,+42-(&#
1-0A#&4?>'(4&#[2462(#46'#!-%%';'#-1#=>?,+42-(

!

!-%%';'#-1#=>?,+42-(#S+,?%49#!-?(,2%# 5@02(;#FIF)#
5'08'#+&#+(#'%',4'>#0'@0'&'(4+428'#.->9#-1#46'#S+,?%49G#+(>#
0'&@-(&2.%'#+4#+%%#42A'&#4-#46'#S+,?%49
!-(&?%4#[246#+(>#A+a'#0',-AA'(>+42-(&#4-#46'#3'+(#,-(,'0(2(;#
@-%2,2'&G#@0-;0+A&G#-0;+(2b+42-(+%#&40?,4?0'G#+(>#46'#;'('0+%#['%1+0'#
-1#46'#!-%%';'
K'82'[#46'#!-%%';'g&#U'('0+%#S?(>#@0-@-&'>#-0#+@@0-8'>#+((?+%#
.?>;'4#-(,'#@'0#9'+0

!

U0+>?+4'#3';0''#/0-;0+A&#!-AA244''# FI)\W/0'&'(4#
K'@0'&'(4#5,6--%#!-?(&'%2(;#/0-;0+A#4-#&'08'#+&#+(#+>82&-09#
.->9#-(#@-%2,2'&G#,?002,?%+G#+(>#@0-1'&&2-(+%#>'8'%-@A'(4#(''>&#
-1#1+,?%49#+(>#&4?>'(4&#-(#2&&?'&#0'%+4'>#4-#;0+>?+4'#'>?,+42-(
5'08'#+&#+#,-(>?24#-1#2(1-0A+42-(#0'%+4'>#4-#+%%#;0+>?+4'#>';0''#
@0-;0+A&#2(#46'#!-%%';'

!

!-%%';'#-1#=>?,+42-(# FIFIWFIF)#
K'82'['>#)V#2(#FIFI#<'+,6#5,6-%+0&62@#+@@%2,+42-(&#
1-0A#&4?>'(4&#[2462(#46'#!-%%';'#-1#=>?,+42-(

!

/,&0$).&*4'

'

5@02(;#FIF)#
7(28'0&249#L2(2WU0+(4#+(>#5?AA'0#542@'(>#!-AA244''#;0+(4'>#
+(>#+[+0>'>#460''#NX7&#-1#+&&2;('>#42A'#1-0#&'082,'#4-#&4?>'(4&#
?(>'0#!-%%',428'#<+0;+2(2(;#B;0''A'(4#FIDOM
5'082,'#@0-C',4#2(,%?>'&#&4?>'(4#A'(4-02(;G#+>82&2(;G#+(>#-?40'+,6G#'&@',2+%%9#+&#
46'&'#+,428242'&#&?@@-04#?(>'0&'08'>G#120&4W;'('0+42-(G#+(>`-0#?(>'00'@0'&'(4'>#

!

! "#$%&'(# FT#

&4?>'(4&

5'082,'#@0-C',4#+%&-#2(,%?>'&#@%+((>#+(>#&,6'>?%'>#[''a%9#A'(4-02(;#+(>#+>82&2(;#

A''42(;&#[246#2(>282>?+%#&4?>'(4&#4-#@0-82>'#'A-42-(+%#&?@@-04G#&'4#;-+%&#+(>#40+,a#

@0-;0'&&#-1#&4?>'(4&g#,-?0&'[-0a#+(>#+>8+(,'A'(4#2(#46'#@0-;0+AD

!

B,+>'A2,#5'(+4'# 5@02(;#FIFI#

5'(+4'#&'08'&#+&#-112,2+%#0'@0'&'(4+428'#.->9#0'&@-(&2.%'#4-#

+(>#+,42(;#1-0#7(28'0&249#,-(&424?'(4&#2(,%?>2(;#1+,?%49G#&4+11G#

&4?>'(4&G#+(>#+>A2(2&40+42-(

5'(+4'#1-0A?%+4'&#'>?,+42-(+%#+(>#+,+>'A2,#@-%2,2'&G#

0'&-?0,'#@%+((2(;#@0-,'&&G#+(>#>'4'0A2('&#+>A2(2&40+428'#

0';?%+42-(&#+(>#@0+,42,'&

B44'(>'>#*+(?+09#OI #+(>#S'.0?+09#FM G#FIFI#B,+>'A2,#5'(+4'#A''42(;&

/+042,2@+4'>#2(#>2&,?&&2-(#+(>#8-4'>#-(#@-%2,2'&#1-0#-(%2('`#69.02>#2(&40?,42-(#+(>#

=46(2,#54?>2'&#0'c?20'A'(4&#+,0-&&#46'#!57#&9&4'AD

#

( ) +2$..&+,'

'

!

! "#$%&'(# FJ#

!+%21-0(2+#B&&-,2+42-(#-1#5,6--%#!-?(&'%-0&#K'&'+0,6#!-AA244''# FI)\WFIFF#

!

! "#$%&'(#

FM#

FI)MWFIFI#

X'A@%'#!249#7(212'>#5,6--%#32&402,4G#X'A@%'#!249G#!B

=&4+.%2&62(;#+#S0+A'[-0a#1-0#X2'0#F#5?@@-04&#N2462(#+# *+(?+09G#FI)V#
L?%42WX2'0'>#59&4'A#-1#5?@@-04#
)O#'%'A'(4+09G#A2>>%'G#+(>#62;6#&,6--%#,-?(&'%-0&
X'A@%'#!249#7(212'>#5,6--%#32&402,4G#X'A@%'#!249G#!B

S0+A'[-0a#1-0#X2'0#F#/<P5#P(4'08'(42-(&# B@02%G#FI)\#
TI#>2&402,4#/<P5#,--0>2(+4-0&
:-&#B(;'%'&#!-?(49#$112,'#-1#=>?,+42-(G#3-[('9G#!B

G#!BR!#TTI#/0+,42,?A#2(#!-?(&'%2(;# B@02%G#FI)\#
FT#,-?(&'%2(;#&4?>'(4&
/+04#)d#Y'9#2&&?'&#2(#&,6--%#,-?(&'%2(;
/+04#Fd#k#e#B#-(#40+(&242-(2(;#10-A#;0+>?+4'#&4?>'(4#4-#&,6--%#
,-?(&'%-0#2(#46'#12'%>
H-046'0(#P%%2(-2&#7(28'0&249

G#!5:U#MZOJ#B>8+(,'>#P(4'0(&62@# B@02%G#FI)\#
J#&4?>'(4&
5,6--%#,-?(&'%-0&g#0-%'#2(#A?%42W42'0'>#&9&4'A#-1#&?@@-04#]LX55^
7(28'0&249#-1#H-046#!+0-%2(+#!6+0%-44'

S-?(>+42-(&#-1#+#!-A@0'6'(&28'#5,6--%#!-?(&'%2(;# H-8'A.'0G#FI)\#
/0-;0+A#
MO#A2>>%'#+(>#62;6#&,6--%#,-?(&'%-0&
R+04#7(2-(#R2;6#5,6--%#32&402,4G#5+(4+#!%+024+G#!B

:2(a'>#:'+0(2(;#+(>#5,6--%# L+0,6G#FI)M#
!-?(&'%2(;#
0Z#A2>>%'#+(>#62;6#&,6--%#,-?(&'%-0&