

!
!"#\$%&'(#)(*!+',-./0!/2/2!
&3-*!4'53\$5,)(!6,57,#8\$!9::-;)!5:%<)!6,5=5\$!
!
!"#\$%&'#"()\$*\$+, "-. / #*"0%12"&.304#"5.
!

!"#\$%&'((
><-\$!'5.-;?!#::-;8\$!%<)!;588-8)3%15:!!@)\$<=#!&3=),\$-%?!%5!,)AB-,)!#3(!8#-3%#-3!%<)!<-7<)\$!
\$%#3(#,(\$!5:!)%<-;#.!'),:5,8#3;)!53!%<)!#,%!5:#!#..!8)8C),\$!5:%<)!&3=),\$-%?!;588B3-%?D!E!
)\$%#C.-\$<)\$!'5;)(B,)\$!5,%<)!',58'1!%<5,5B7<#3(!:#,-!-3=)\$%-7#%-53!5:#!#..)7#%-53\$!5:!\$;-)3%:-;!
8-\$;53(B;%!-3!,)7#,(!%5!,)\$#;,<!5,!F<-;<!%<)!&3=),\$-%?!#\$\$B8)(!)7#.!#3(!:-3#3;-#.!#;5B3%#C.-%?!
:5,%<)!B3(\$!#3(05,!5,%<)!'),:5,8#3;)!5:%<)!#;%=-%\$D!><-\$!'5.-;?!\$%#%)\$!%<)!8);<#3-\$8\$!%<,5B7<
F<-;<!B; <!-3=)\$%-7#%-53\$!F-..!C)!#,-)(!5B%#3(!,'5,%)(D!E!','5=-(\$!'5;)(B,)\$!5,!)3:5;,-37!<-7<!
\$%#3(#,(\$!5:!)%<-;#.!'),:5,8#3;)!F-%<-3!%<)!&3=),\$-%?!#\$\$F)..!#;!58'.?-37!F-%<!75=),38)3%#.!
,)7B.#%-53\$!,)7#,-37!,)\$#;,<!8-\$;53(B;%D!!

E3!%<)!;#)\$!5:!,)\$#;,<!B'5,%)(!C?!&D4!75=),38)3%!:B3(\$!%<)!',5;)(B,)\$!\$)%!5B%!-3!%<-\$!'5.-;?!#,)!
-3%)3(!%5!;53:5,8!%5!%<!),)AB-,)8)3%\$!5,!-3=)\$%-7#%-37!#3(!,'5,%-37!'5\$\$-C.!8-\$;53(B;%!-3!
\$;-)3;)!-3=5.-37!\$B;<!75=),38)3%#B3(!,)\$#;,<!#\$\$%#%)(!-3!%<)!I5()!5:!!J)(),#.!K)7B.#%-53\$!//!
IJK!L!MO2DON/!H!K)\$#;,<!O-\$;53(B;%D!E3!%<)!)=)3%15:!!#3?!-3;53\$-\$)3;?!C)%F))3!%<-\$!'5.-;?!#3(!
\$B;<!,)7B.#%-53\$!%<!),)7B.#%-53\$!\$<#..!75=),3D!

(

!

!

-3%)3%-53#..?!5,!R35F-37.?!5,!);R.)\$.?V!#3(!T;U!><!)#..)7#%-53!F#\$!' ,5=)3!C?!#!' ,)'53(),#3;)!5:!
)=-()3;)D!!!4;-)3%-:-;!O-\$;53(B;%!(5)\$!35%!-3;.B()!<53)\$%!),,5,!5,!(-:),)3;)!5:!5'-3-53D!!

!#%-'5'#!&(1%#(4'./,36(7,*+(8//'6.*,%3&(%1(9-, '3*1,-(: ,&-%35''-*(

K)'5,%-37!5:!.+..)7#%-53\$!!

(%) , 8-3#%-53!%<#%!
-\$!35%!:,-=5.5B\$!5,!%,-=#.D!!><)!IXK6!-\$!,)\$'53\$-C.):5,!(%) , 8-3-37!F<)%<),!#3!#..)7#%-53!5:!
\$;-)3%-:-;!8-\$;53(B;%!,)AB-,)!#!:5,8#!.-3=)\$%-7#%-53D!!><-\$!(!%) , 8-3#%-53!\$<#..!C)!8#(!)35!.#%),!%<#3!
\2!;#.)3(#,!(#?#!:,58!%<!%-8)!%<)!#..)7#%-53!F##!:-,\$%!,);)-)=(!C?!%<!6,5=5\$#!B3.)\$\$!%<!6,5=5\$#!-3!
;53\$B.%#%-53!F-%<!%<)!IXK6!(!);-(!)\$!%<#%!
-3AB-,?!,)AB-,)!#!.537),!'),-5(D

C5B3(!C?!\$%,-;%,B.)\$!5:!)=-()3;)D!!><)!#; ;B\$),!:-!R35F3!!F-..!C)!#R)(!%5!%)\$%-:?!#3(!',)3%!
)=-()3;)D!!>)3%-853?!#3(!)=-(3;)!8#?!#.\$5!C)!',)3%)(!C?!F-3)\$\$)!#..)(!C?!%<)!
E3=)\$%-7#%-=)!I588-%%)D!!><)!#; ;B\$)(!8B\$!C)!7-=)3!%<!5' '5,%B3-%?!%5!%)\$%-:?!D!!><)!#; ;B\$)(!
F-..!C)!3%-.)(!%5!' ,)3%!F-3)\$\$)!53!<-\$G<),!5F3!C)<#.:!#3(!%5!R35F!5:#!3(!<#=#)!#3!
5' '5,%B3-%?!%5!,)\$'53(!%5!%<)!\$BC\$%#3;)!5:#!#..!#..)7#%-53\$!#7#-3\$!<-8G<),D!!><)!#; ;B\$)(!F-..!
<#=#)!%<!5' '5,%B3-%?!%5!;53:.,53%!#3(!; ,5\$\$!)Z#8-3)!#3?!-3(-=(B#!F<5!<#\$!\$');-:-;#..?!
;<#;7)(!<-8G<),!F-%<!\$;-)3%--; !8-\$;53(B;%!T-:;!%<)-()3%-?!5:;!%<)!#; ;B\$),!-\$!R35F3U!#3(!#3?!
5%<),!F-3)\$\$)D!!+..!%)\$%-853?!%5!%<)!E3=)\$%-7#%-=)!I588-%%)!)\$!%5!C)!,),;5,()(!=),C#%-8!

><!E3=)\$-7#%-=)!I588-%))Y\$!F,-%%)3!,)'5,%!-3;.B(-37!#3?!# ' ')3()(!,\$'53\$)!C?!%<! #; ;B\$)(1!!

\$BC 8-%)(!,.)=#3%!)\$- 8 53?!#\$(F)..!#\$(!<)!-3(-=(B#.!5B3(!%5!<#=#)!)37#7)(!-3!8-\$;53(B;%!!
#3(!#!()\$;,-'%-53!5:!#3? !\$#3;%-53\$!%5!C)!%#R)3!C?!%<!&3-=),\$-%?D!!

45&\$"

^-%<!,)\$');%!%5!#;%-53\$!,)7#,(-37!\$;-)3%-:-;!8-\$;53(B;%!#::);%-37!#!8)8C),!5:!!%<)!:#;B.%?!%<)!
' ,5;) (B,) \$!()\$; , -C) (!-3!%<-\$! ' 5.-; ?!\$<#..!\$B'),\$) (!#3?!5%<),!' ,5=-\$-53\$!5:!!%<)!# ' .-; #C.) !J#;B.%?!
_#3(C55RD!!!

!

!

!

)'