

!"#\$%&'("k
)**,-.k/011234/-54036k/011466403kk
789(;<'\$;=k+>/>k?@AABk

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/011*356k,*6C03+43Dk50k5E*k/011466403F6kC,0C06-.k50k*65-!.46E
-k6/E00.6k-3+k.4!,-,4*6k/G!* ,6*/2,45GkC4.05kC,0D,-1kk

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\$1+2134567!813!2\$911:!!
+;4#13<5+=!
<)>*?!<@A)B)@C!\$?>)D!;E)'A*>F)!1DD>')@!

24G4;!;%6\$G451+G:;!4;\$9+1:1=H!!
%53;\$4132!G221\$5G451+!!
IAJ>K!8KJJ&LC!;E)'A*>F)!%>@)'*&@!

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G7;35\$G+:!5M3G3H!G221\$5G451+!!
7)BKL!IKL>'(>C!%)NA*O!%>@)'*&@C!PAQJ>'!
P&J>'O!KLR!GRF&'K'O!

\$16+\$5:!!18!49;!=3;G4!!0)BKq.]T000.2

!!

2\$911:2C!9;G:49!T!:5M3G35;2!
M31G%MG+%!\$1G:5451+!
I&?L!#>LR?KAU)LC!I@,C!;E)'A*>F)!%>@)'*&@!
!

!

+G451+G:!!2\$911:!!M1G3%2!
G221\$5G451+!
V)@W)KLK!7'\$&**)/IK'&QUC!;E)'A*>F)!
%>@)'*&@!KLR!\$?>)D!;E)'A*>F)!1DD>')@k

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+G451+G:!!G221\$5G451+!!18!24G4;!
M1G3%2!18!;%6\$G451+!
PK&J&!%)7K@>KC!P@)U>R)L*!KLR!\$?>)D!
;E)'A*>F)!1DD>')@!
!

\$16+\$5:!!18!\$95;8!24G4;!!2\$911:!
1885\$;32!
P)*@!XKS&@KC!%>@)'*&@!&D!8)R)@KJ!3)JK*&LU!
KLR!P&J>'O!GRF&'K'O!

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G::0;%!
3)Q)'K!2?K'(J)D&@RC!%>@)'*&@!&D!8)R)@KJ!

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2'?'&&JU!KLR!J>Q@K@>)U!DK')!KL!A@B)L*C!'&S NJ)E!'OQ)@U)'A@>*O!'@>U>U,!\$OQ)@'@>S>LKJU!KLR!
&*?)@!QKR!K'*&@U!N)@U>U*)L*JO!*K@B)*!*)S!D&@!U)@>&AU!@KLU&S [K@)!KLR!&*?)@!'OQ)@K**K'(UC!U))(>LB!
&!K'\A>@)!)U)LU>>F)!)U*AR)L*L!KLR!NK*&L!RK*K!KLR!*&!U*)KJ!NAQJ>'!DALRU,!3)UAJ>LB!L)* [&@(!&A*KB)U!
D@)\A)L*JO!R>U@AN*!J)K@L>LB!KLR!J>Q@K@O!U)@F>'!UC!>S N&U>LB!>AB)! '&U*U!&L!>LR>F>RAKJUC!>LU>*A*&LUC!
KLR!'&S S AL>*>)U,!4?)!\$&S S>UU>&LJU!N@&N&U)R!'OQ)@U)'A@>*O!N>J&*!N@&B@K S !@)N@)U)L*U!KL!
)DD)'>F)!KLR!N@KB S K*>'! [KO!*&!K'\A>@)!RK*K!KLR!&*?)@!>LD&@ S K*>&L!*&!S &R)@L>Z)!; /@K*)!KLR!*&!
>LD&@ S !&*?)@!D)R)@KJ!'OQ)@U)'A@>*O!N&J>'>)U!KLR!N@&B@K S U,!1 A@!&@BKL>ZK*>&LU! [)J'&S)!&*?)!
\$&S S>UU>&LJU!R)'>U>&L!*&!&N)L!*?>U!>S N&@&KL*N@&')R>LB!KLR!@)UN)'*DAJJO!A@B)!&*?)!KB)L'O!&^!!

!

6NRK*)!&*?)!; /@K*)!N@&B@K S _U*)' ?L&J&B>'KJJO!&A*RK*)R!D>@) [KJJ!R)D>L>*>&L!*&!>L'JAR)!
KRFKL'R!D)K*A@)U!J>(!>L*@AU>&L!R*)' '*&L!*?K*K@)!L& [!U*KLRK@R!'&S N&L)L*U!&D!D>@) [KJJU,!
>U>BLK*)!D>@) [KJJU! [>*?!&*?)U)!KRFKL'R!D)K*A@)U!KU!DAJJO!)J>B>QJ)!D&@!\$K*)B&@O!4 [&!; /
@K*)!UANN&*,!4?)!\$&S S>UU>&LJU!@)'L*!D>@) [KJJ!N@&')R>LB!N@&F>R)U!K!'&S N@?)!LU>F)!KLR!
L)K@JO!ALKL>S &AU!@)'&@R!*&!WAU*>DO!*?>U!' ?KLB),!!

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GABS)L*U'?'&&JU!KLR!J>Q@K@>)U!J!)E>U>LB!\$K*)B&@O!4 [&!QARB)*U!QO!N@&F>R>LB!`-aa!
S>JJ>&L!>L!UANNJ)S)L*KJ!\$K*)B&@O!4 [&!DALR>LB!D&@!KNNJ>'KL*U!*&!AU)!L!-a-0!KLR!-a-b,!
4?>U!U*)N! [>JJ!)LKQJ)!U'?'&&JU!KLR!J>Q@K@>)U!*&!K'')UU!D>@) [KJJ!'OQ)@U)'A@>*O!N@&*)'>&LU!
[>*?&A*!R)JKO! [?>J)!&*?)!N>J&*!N@&RA')U!RK*K!*&!>LD&@ S K*>&L!*&?)@!N&J>'O!>S N@&F)S)L*U!,

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; U*KQJ>U?!KL!"c/S &L*?!'OQ)@U)'A@>*O!N>J&*!N@&B@K S !N@&F>R>LB!L&J!)UU!*?KL!`-aa!S>JJ>&L!*&!
NK@>'>NKL*U'?'&&JU!KLR!J>Q@K@>)U,!4?)!N>J&*! [&AJR!DALR!NA@'?KU)U!&D!'OQ)@U)'A@>*O!
U)@F>'!U!KLR!)\A>N S)L*! [?>J)!BK*?)@>LB!RK*K!KQ&A*NK@*>'>NKL*U!>S NJ)S)L*K*>&L!&D!Q)U*!
N@K'*>'!U!N@)!/KLR!N&U*/N>J&*,!GL!"c/S &L*?!N>J&*!@DJ)'*U!@)KJ/ [&@JR!N@&'A@)S)L*!'O'J)U!
KLR!*?)!N@)UU>LB!L))R!*&!>S NJ)S)L*!*&?)@!'OQ)@U)'A@>*O!N&J>'O!' ?KLB)U,!

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4?>U!@)'&S S)LR)R!U*@K*)BO! [>JJ!>S S)R>K*)JO!?)JN!U'?'&&JU!KLR!J>Q@K@>)U!)L?KL')!N@&*)'>&L!&D!; /
@K*)!DALR)R!L)* [&@ (U!F>K!S &R)@L!D>@) [KJJUC! [?>J)! '&JJ)'>LB!FKJAKQJ)!RK*K!*&!U?KN)!DA*A@)!
N&J>'O S K(>LB!>L!*?>U!R&S K>L!QO!*?)!8\$ \$!KLR!NK@*L)@!D)R)@KJ!KB)L'>)U,!\$&LU>U*)L*! [>*?!; /@K*)!
N@>L'>NJ)UC!*?)!N>J&*!U?&AJR!Q!)@)N@)U)L*K*>F)!&D!K!R>F)@U)!@KLB)!&D!KNNJ>'KL*U!QA*!N@&@>*>Z)!&*?)!
?>B?)U*!N&F)@*O!U'?'&&JU!KLR!J>Q@K@>)U,!; FKJAK*>&L!U?&AJR!')L*)@!&L!S)KUA@>LB!'OQ)@U)'A@>*O!
S K*A@>*O!B@& [*?,!4?)!'&S S)L*)@U!U*@)UU!*?K*!&*?)!D>@) [KJJ!' ?KLB)!KLR!@)JK*)R!DALR>LB!>L'@)KU)!
U?&AJR!L&*!K [K>*!&*?)!N>J&*!&A*' &S)U,!!!

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4?)!\$&S S>UU>&L!>KU!'J)K@!J)BKJ!KA*?&@>*O!D&@!&*?)!N@&N&U)R!'OQ)@U)'A@>*O!N>J&*,!4?)!

4)J)'&S S AL>'92cmBT542(!>)0.2A0601.922B@5cm0.2A0(()0.2(J.2())601.92cmB(&*TJ9))601.920

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/011*356k,*6C03+43Dk50k5E*k/011466403F6kC,0C06-.k50k*65-!.46E
-k6/E00.6k-3+k.4!,-,4*6k/G!* ,6*/2,45GkC4.05kC,0D,-1kk

4?)!\$&LU&@*>AS!D&@!2'??&&J!+)*[&@(>LBC!*)!2*K*)!;RA'K*>LKJ!4)'?L&J&BO!%>@)*&@U!
GUU&'>K*>LC!*)!GS)@>'KL!:>Q@K@O!GUU&'>K*>LC!*)!2'??&&JUC!9)KJ*?!T!:>Q@K@>)U!M@&KRQKLR!
\$&KJ*>LC!*)!\$&AL'>J!&D!*)!=@)K*!\$>*O!2'??&&JUC!*)!+K*>LKJ!GUU&'>K*>L!&D!2*K*)!M&K@RU!&D!
;RA'K*>LC!*)!\$&AL'>J!&D!\$?>)D!2*K*)!2'??&&J!1DD>')@UC!*)!+K*>LKJ!2'??&&J!M&K@RU!GUU&'>K*>LC!
GJJ0;RC!\$&S S&L!2)LU)C!PK'>D>'!+&@*? [)U*!=>BKN&NC!KLR!:>L(!1@)B&Lk@)UN)*DAJJO!UAQS>*!*)U)!
'&S S)L*U!A@B>LB!*)!8)R)@KJ!\$&S SAL>'K*>LU!\$&S S>UU>L!id8\$ \$e!&@!d\$&S S>UU>Lej^!i"j!*&!
>S S)R>K*)JO!@)S&F)!*?)!@)\A>@)R!'&U*KIJ&'K*>L!&D!dKRFKL')Re!D)K*A@)U!&D!D>@) [KJJUC!KLR!
R)U>BLK*)!KRFKL')R!D>@) [KJJU!

!

KRFKL ')R!&@!L)E*/B)L)@K*>&L!D>@) [KJJU!KLR!&*?)@!L)* [&@(!U)'A@>*O!U)@F>')U, !1*?)@!B&F)@L S)L*!

KB)L '>)U!KLR!&DD>')U!?KF)!@)N&@*)R!&L!*?)!N@&QJ) S,!4?)!=&F)@L S)L*!G' '&AL*KQ>J>*O!1DD>')!

id=G1ej!

:>(!U'?'&&JUC!J>Q@K@>)U!KJU&!@&A*>L)JO!DK')!' OQ)@K**K' (U!'KNKQJ)!&D!'&S N@&S>U>LB!*?)>@!
; /@K*)!UANN&@*)R!Q@&KRQKLR!L)* [&@ (U!KLR!*?)!U)LU>*>F)!N@>FK*)!NK*@&LC!N)@U&LL)JC!KLR!&*?)@!RK*K!
*?)O!'&L*K>L,!4?)! 7 KO!-a- .!U?A*R& [L!&D! 1 ?>&]U!G (@&L/2A S S>*!\$&AL*O! :>Q@K@O!KLR!>*U!"c!
'&AL*O [>R)!Q@KL'?)U!UN&*J>B?*U!*?)!'?KJJ)LB),!G!R)Q>J>*K>LB!@KLU&S [K@)!K**K' (!J&')R!*?)!
J>Q@K@O]U!L)* [&@ (C!N@)F)L*>LB!U*KDD!KLR!*?)!NAQJ>'!D@&S !K' ')UU>LB!*?)>@!'&S NA*)@U,! #>*?!N?&L)U!
ALAUQJ)!KLR!Q&@& [>LB!@)'&@RU!QJ&' ()RC!KJJ!KA*&S K*)R!J>Q@K@O!&N)@K*&LU! []@)!B@&ALR!*&!K!
?KJ*,¹³!; F)L!F)@O!JK@B)!J>Q@K@O!UOU*) S U!K@)!FAJL)@KQJ)!*&!' OQ)@K**K' (U!KLR!L))R!UAU*K>L)R!
KUU>U*KL'),! 7))*>LB! [>*?!*?)!\$&S S>UU>&L!>L!IAJO!-a- .C! 7 @,!%KF>R! :)&LK@R!&D!*?)!M&U*&L!PAQJ>'!
:>Q@K@O!UK>R!R)UN>*)!>KF>LB!@&QAU*!>LD@KU*@A '*A@)C!B&&R!N@&*&'&JU!KLR!(L& [J)RB)KQJ)!U*KDD!(*?)!
M&U*&L!PAQJ>'! :>Q@K@O! [KU!K!F>'*>S !&D!K!S K!&@!@KLU&S [K@)!K**K' (!>L!-a- ",!9)!KRR)R!*?K*! [>*?&A*!
N@&N)@!' OQ)@U)' A@>*O!>LF)U*S)L*UC!K**K' (U! [>JJ!'&L*>LA)!*&!

dKRFKL ')Re!&@!dL)E*!B)L)@K*>Le!@D)@U!*&!KLO!D)K*A@)!*?K*!>U!L&*! ' &LU>R)@)R!*&!Q)!NK@*!&D!K!QKU>'!
D>@) [KJJ!KU!R)D>L)R!K*!J)KU*!KU!DK@!QK ' (!KU! -a"O,²⁰!

=>F)L!*?)!&F)@ [?)JS>LBJO!N&U>*F)!@) ' &@R!>L!*?)!D>@) [KJJ!N@&')R>LBC!*?)!&LB&>LBC!

U)@>&AU! ' OQ)@!*?@)K*!DK ' >LB!U ' ?&&JU!KLR!J>Q@K@>)UC!KLR!*?)!U?&@*KB)!&D!UAU*K>L)R! </' -!

' OQ)@U) ' A@>*O!DALR>LBC!*?)!\$&S S>UU>&L!U?&AJR!KRR!*?)!>L*@AU>&L!R)* ' *>&L!KLR!L)* [&@(!U) ' A@>*O!
D)K*A@)U!*?K*!K@)!L& [!U*KLRK@R! ' &SN&L)L*U!&D!D>@) [KJJU!n!R)D>L)R!QO!*?)!\$&S S>UU>&L!KU!

dKRFKL ')R!&@!L)E*/B)L)@K*>Le!D>@) [KJJU!*&!*?)! ; J>B>QJ)!2)@F>')U! : >U*!D&@!*?)! ; /@K*)]U! -a-b!

N@&B@KS!O)K@!KLR!&N)L!K!UN) ' >KJ! [>LR& [!>L! -a-O!D&@!KNNJ>' KL*U!*&!U)) (! \$K*)B&@O!4 [&!DALRU!D&@!

K ' \A>@>LB!KRFKL ')!D>@) [KJJU!>L! -a-O,! ; >B?*O/&L)!N)@) ' L*!ic" s j!&D! </' -!@)UN&LR)L*U!*&!*?)! -a--!

+K*>&L [>R)!\$OQ)@U) ' A@>*O!3)F>) [!@)N&@*)R!*?)!dJK ' (!&D!UADD>' >)L*!DALR>LBe!KU!*?)>@!*&N!U) ' A@>*O!
' &L ')@LU,²¹!!

5L!*K(>LB!*?>U!U*)N!*&!N@&*) ' *!*?)!>L*)B@>*O!&D! ; /@K*)!UANN&@*)R!Q@&KRQKLR!L)* [&@ (UC!*?)!

\$&S S>UU>&L!U?&AJR!KR&N*!K!Q@&KR!KLR!*) ' ?L&J&B>' KJO!L)A*@KJ!D>@) [KJJ!R)D>L>*>&L,!5LR>F>RAKJ!

U ' ?&&JU!KLR!J>Q@K@O!KNNJ>' KL*U!U?&AJR!Q)!N)@S>**)R!*&!U)J) ' *!D@&S !KL!K@@KO!&D!D>@) [KJJ!&N*>&LU!D&@!

N@&*) ' *>LB!*?)>@!L)* [&@ (,!GR&N*>LB!K!S &@)!>L ' JAU>F)!D>@) [KJJ!R)D>L>*>&L! [>JJ!N@&F>R)!KNNJ>' KL*U!

[>?*!*)!' &S S AL>*O!J)F)J!DJ)E>Q>J>O!@)\A>@)R!*&!S KE>S>Z)! ; /@K*)]U!N&*)L*>KJ!N&U>*F)!>SNK ' *!&L!

U ' ?&&JU!KLR!J>Q@K@>)U]!' OQ)@U) ' A@>*O,!4?)!)E>U*>LB! ; /@K*)!' &U*/)DD) ' *>F)L)UU!UKD)BAK@RU!UA ' ?!KU!

?)!\$K)B&@O!4 [&!QARB)*C!*?)!@)\A>@)S)L*U!*&! ' &LRA ' *!K! ' &SN)*>*F)!Q>R!KLR!*&!NKO!*?)!L&L/

>S N&U)R!&L!U' ?&&JU!KLR!J>Q@K@>)U!KLR!*?)!Q@&KR)@!) '&L&S O,²⁴!=>F)L!*?K*!*)!-a-0! ; /@K*)!
KNNJ>'K*>L! [>LR& [! [>JJ! 'J&U)!Q)D&@)!*?)!\$&S S>UU>&L!>U!KQJ)!*&!K(!K'*>&L! []!A@B)!*?)!KB)L' O!
&!&N)L!K!UN)'>KJ!D>J>LB! [>LR& [!>L!UA S S)@!&@!DKJJ!-a-0!&!)LKQJ)!KNNJ>'KL*U!*&!KNNJO!D&@!D>@) [KJJ!
)\A>NS)L*!AU>LB!*?)>@!\$K*)B&@O!4 [&!QARB)*U!KU!KR\AU*)R!QO!*?)!`-aa! S>JJ>&L!&D!KRR>*&LKJ!
\$K*)B&@O!4 [&!D>@) [KJJ!DALR>LB!N@&F>R)R!D&@!*?>U!O)K@,²⁵!!!
M> 5E*k/ 0 1 146640 3k6E 0 2 . +k*65 - ! .46Ek - k6E 0 , 5*3*+k6 / E 0 0 . 6k - 3 +k
.4! , - , 4*6k / G! * , 6* / 2 , 45GkC4. 0 5kC , 0 D , - 1 k745E43k5E*k2 34K* , 6 - . k
6* , K4 / *k) 2 3 +k5 0k43) 0 , 1 k5E*k3*N5k)4K*LG* - , k! 2 +D*5k / G / . *k) 0 , k*L
, - 5*k / - 5*D 0 , Gk5 7 0k - 3 +k0 5E* , k , * - 5*+k+* / 4640 3k 1 - O43D>k
k
->k6(\$%" ; &' ("&C%P\$9"Q&C:I\$'&5:R "I: ; "&
4?)!N@&N&U)R!./O)K@!N>J&*!*>S)J>L)!U?&AJR!'&S N@)UU!*&!"c! S&L*?U!@)DJ)'*>LB!@)KJ/ [&@JR!
N@&'A@)S)JL*'O'J)U!KLR!*?)!L))R!*&!S&F)!S&@)! \A>' (JO!*&!KR\AU*!Q@&KR)@!\$&S S>UU>&L!N&J>'>)U!
KLR!N@K'*>')U,!4?>U!KNN@&K'?! [&AJR!)LKQJ)C!R)N)LR>LB!&L!*?)!N>J&*!U*K@*!RK*)C!*?)!KB)L' O!*&!AU)!
?)!N>J&!N@&B@K S !RK*K!KLR!@)JK*)R!)FKJAK*>L!*&!>LD@&S!*?)!L)E*!D>E)R!\$K*)B&@O!4 [&!D>F)/O)K@!
QARB)*!'O'J)C! [?>'?!Q)B>LU! [>*?!N@&B@K S !O)K@!-a-f,² !G!J)UU!J)LB*?O!N>J&*! [&AJR!KJU!&S&@)!
U [>D*JO!?)JN!KLU []@!*?)!\A)U*>&L!N&U)R!QO!*?)!\$&S S>UU>&L]U!N@&N&U)R!*?>@R!B&KJ!D&@!*?)!N>J&*C!
d9& [!*&!J)F)@KB)!&*?)@!D)R)@KJ!<n"-!'OQ)@U)'A@>*O!*&&JU!KLR!@)U&A@')U!*&!?)JN!U' ?&&JU!KLR!
J>Q@K@>)U!)DD)'*>F)JO!KRR@)UU!*?)>@!'OQ)@U)'A@>*O!L))RU,e² !G!U?&@*)@!N>J&*!N)@&R!>U!W\AU*>D>)R!QO!*?)!
A@B)L*!L))R!*&!?)JN!S&@)!&D!*?)!LK*>&L]U!U' ?&&JU!KLR!J>Q@K@>)U!Q&JU*)@!*?)>@!'OQ)@U)'A@>*O,k

²⁴!4?)!*)' ?L&J&BO!@)U)K@'?!'&S NKLOC!\$&S NK@>*)' ?C!L&*)U!*?K*!dU>L')!-a" cC!@KLU&S [K@)!K**K' (U!
&L!*?)!RA'K*>&L!U)'*&@!>KF)!&U!*?)! [&@JR!)'&L&S O!&F)@!`b. !Q>JJ>&L!>L!R& [L*>S)!KJ&L),!
\$&S NK@>*)'?!#)QU>*)!i2)N,!-a-.jC!?'**NU^oo [[[, '&S NK@>*)'?', '&S oQJ&BoFNL/N@>FK' OoU' ?&&J/
[@KLU&S \[K@\)/K**K' \(U/ \[&@JR \[>R\)@,!](#)
²⁵!4?)!I&>L*!\$&S S)L*)@U!Q)J>F)!*?K*!'OQ)@U)'A@>*O!N@&*)'*>&L!>U!UA'?!K!NK@K S &AL*!'&L')@L!*&!
U' ?&&JU!KLR!J>Q@K@>)U!*?K*!K!UN)'>KJ!D>J>LB! [>LR& [!D&@!8H!-a-0!>U! [K@&KL*)RC!>S>*)R!*&!

)!UANN&@!*?!)!\$&S S>UU>&LJU!NJKL!*&!S &R)J!*?)!'OQ)@U)'A@>*O!N>J&*!KD*)@!*?!)!UA' ')UUDAJ!

'OQ)@K**K' (U!&L!U' ?&&JU!KLR!J>Q@K@>)UC! S &@)!*?KL!` -aa! S>JJ>&L!>U!L))R)R!

4?)!N>J&*!N@&B@K S J U!)DD) ' *>F) L)UU!U?&AJR!Q)! S)KUA@)R!QO!>*U!> S NK '*!&L!)ENKLR>LB!
U'?'&&JU!KLR!J>Q@K@>)U!K' ')UU!*&!KLR!KR&N*>&L!&D! 'OQ)@U) 'A@>*O,!2A'?!KL!)FKJAK*>&L!'&AJR!Q)!
K' '&S NJ>U?)R!>L! S &@)!*?KL!&L)! [KOC!QA*! []!@) ' &S S)LR!*?K*!*)!\$&S S >UU>&L!KR&N*!&@)R)F)J&N!K!
'OQ)@U) 'A@>*O! S K*A@>*O! S &R)J!D&@!N>J&*!NK@*>'>NKL*U!*?K*!AU)U!K!@AQ@>'!*>K*!KU)UU)U! ' @>*>'KJ!U) 'A@>*O!
'&L*@&JU!KLR!N@)NK@)RL)UU,!6U>LB!*?>U!KNN@&K' ?C!N>J&*!U' ?&&JU!KLR!J>Q@K@>)U! [&AJR!'&S NJ)*)!KL!
KU)UU S)L*! [?)L!KNNJO>LB!*&!*)!N>J&*!KLR!K*!*)!LR!*&! S)KUA@)!>S N@&F) S)L*,!4?)!\$&S S >UU>&L!
KJU&!'&AJR!'&LU>R)@!)FKJAK*>LB!N>J&*!NK@*>'>NKL*U!>S NJ) S)L*K*>&L!&D!\$52G!KLR!6,2,!%)NK@*S)L*!
&D! ; RA'K*>&L!N@&@>*)U!KLR!+K*>&LKJ!5LU*>A*)!&D!2*KLRK@RU!KLR!4)'?L&J&BO!i+524j!Q)U*!
N@K'*>')U,³¹!#>*>?!*?>U!)FKJAK*>&L!RK*KC!*)!\$&S S >UU>&L! [&AJR!K>S !*&!'K*KJ&B!*)!R)B@))!&D!Q)U*!
N@K'*>')!>S NJ) S)L*K*>&L!Q)D&@)?KLR!KLR! S)KUA@)!KR&N*>&L!>L'@)KU)U!)LKQJ)R!QO!N>J&*!DALR>LB!
KLR!UANN&@*,!!

*>C:I\$'k+8'8k - VV"99k

\$&LU>U*)L*! [>*>?!*?)!6L>F)@UKJ!2)@F>')!GRS>L>U*@K*>F)!\$&S NKLO]U!id62G\$ej!&N)L!RK*K!
S &R)J!D&@!*)! ; /@K*)!KLR!*&?)@!AL>F)@UKJ!U)@F>')!N@&B@K S UC! []!A@B)!*?)!\$&S S >UU>&L!*&!KR&N*!KL!
&N)L!RK*K! S &R)J!D&@!*)!'OQ)@U) 'A@>*O!N>J&*!K*>U!R)U>BL)R!*&!)LKQJ)!*?)!NAQJ>'C!@)U)K@'?)@UC!
N@&B@K S !NK@*>'>NKL*UC!KLR!*&?)@!U*K()?&JR)@U!*&!>LR)N)LR)L*JO!KLKJOZ)!KLR!AU)

KLR!@)JK*)R!D)R)@KJ!@)\A>@)S)L*U!UA'?!KU!*?)!8&ALRK*>&LU!D&@!;F>R)L')/MKU)R!P&J>'OSK(>LB!G'!*!
&D!-a"c!KLR!8)R)@KJ!%K*K!2*@K*)BO,³³!#)!@)S>LR!*?)!\$&S S>UU>&LC!?!&[)F)@C!?!K*!*?>U!
@KLUNK@)L'O!U?&AJR!L&!)E*)LR!*&!*)'?L>'KJ!&@!&*?)@!>LD&@SK*>&L!'&JJ)'*)R!*?@&AB?!*?)!N>J&*!*?K*!
S>B?*'!'&SN@&S>U)!U'?'&&J!KLR!J>Q@K@O!NK@*>'>NKL*UJ!'OQ)@U)'A@>*O,!GDD>@SK*>F)!U*)NU!SAU*!Q)!
K()L!&!N@&*)'?!*?)!

KLR!&*?)@!D)R)@KJ!KB)L'>)U!@)UN&LU>QJ)!D&@!?)JN>LB!U'?'&&JU!KLR!J>Q@K@>)U!S>*BK*)!*?)!@>U(!&D!

@KLU&S [K@)!KLR!&*?)@!'OQ)@K**K'(U,!!!!

3)UN)'*DAJJO!UAQS>*)RC!!

\$ 1 + 2 1 3 4 5 6 7 ! 8 1 3 ! 2 \$ 9 1 1 : !!
+ ; 4 # 1 3 < 5 + = !
<) > * ? ! < @ A B) @ C ! \$? >) D ! ; E) ' A * > F) ! 1 D D > ') @ !
!
G 7 ; 3 5 \$ G + ! : 5 M 3 G 3 H ! G 2 2 1 \$ 5 G 4 5 1 + !!
7) B K L ! I K L > ' (> C ! %) N A * O ! % > @) ' * & @ C ! P A Q J > ' !
P & J > ' O ! K L R ! G R F & ' K ' O !

2 \$ 9 1 1 : 2 C ! 9 ; G : 4 9 ! T ! : 5 M 3 G 3 5 ; 2 !
M 3 1 G % M G + % ! \$ 1 G : 5 4 5 1 + !
I & ? L ! # > L R ? K A U) L C ! I @ , C ! ; E) ' A * > F) ! % > @) ' * & @ !
!

G : : 0 ; % !
3) Q) ' K ! 2 ? K ' (J) D & @ R C ! % > @) ' * & @ ! & D ! 8) R) @ K J !
= & F) @ L S) L * ! 3) J K * > & L U !
!!!

+ G 4 5 1 + G : ! G 2 2 1 \$ 5 G 4 5 1 + ! 1 8 ! 2 4 G 4 ; !
M 1 G 3 % 2 ! 1 8 ! ; % 6 \$ G 4 5 1 + !
P K & J & ! %) 7 K @ > K C ! P @) U > R) L * ! K L R ! \$? >) D !
; E) ' A * > F) ! 1 D D > ') @ !
!
P G \$ 5 8 5 \$! + 1 3 4 9 # ; 2 4 ! = 5 = G P 1 P !
G S O ! P ? > J > N U & L C ! ; E) ' A * > F) ! % > @) ' * & @ !
!

&

2 4 G 4 ; ! ; % 6 \$ G 4 5 1 + G : ! 4 ; \$ 9 + 1 : 1 = H ! !
% 5 3 ; \$ 4 1 3 2 ! G 2 2 1 \$ 5 G 4 5 1 + !!
I A J > K ! 8 K J J & L C ! ; E) ' A * > F) ! % > @) ' * & @ !

\$ 1 6 + \$ 5 : ! 1 8 ! 4 9 ; ! = 3 ; G 4 ! \$ 5 4 H !
2 \$ 9 1 1 : 2 !
% @ , ! 3 K O S & L R ! \$, ! 9 K @ * C ! ; E) ' A * > F) ! % > @) ' * & @ !
!

+ G 4 5 1 + G : ! 2 \$ 9 1 1 : ! M 1 G 3 % 2 !
G 2 2 1 \$ 5 G 4 5 1 + !
V) @ W) K L K ! 7 ' \$ & *) @ / I K ' & Q U C ! ; E) ' A * > F) !
% > @) ' * & @ ! K L R ! \$? >) D ! ; E) ' A * > F) ! 1 D D > ') @ !
!
\$ 1 6 + \$ 5 : ! 1 8 ! \$ 9 5 ; 8 ! 2 4 G 4 ; ! 2 \$ 9 1 1 : !
1 8 8 5 \$; 3 2 !
P) *) @ ! X K S & @ K C ! % > @) ' * & @ ! & D ! 8) R) @ K J ! 3) J K * > & L U !
K L R ! P & J > ' O ! G R F & ' K ' O !
!

: 5 + < ! 1 3 ; = 1 + !
2 *) F) ! \$ & @ Q K * Y C ! ; E) ' A * > F) ! % > @) ' * & @ !
!
!

\$ 1 7 7 1 + ! 2 ; + 2 ; !
G S > L K ! 8 K Z J A J K ? C ! 9) K R ! & D ! 4) ' ? ! P & J > ' O !
G R F & ' K ' O !