!"#"$%&'()*+%,-.#'/0"$1-23,'4.55-,,""'6!(/47'8,%#)-#2'9*&"1'

!

!"#$%&'()*(+,-.(/&0%$%&'12%00%&'(!3"4"''$(

"#$%&'(!

)*(!+(,($-.!/0#1-23&,!%$&4$-5!3'!0('34,(0!2&!6&'2($!2*(!%($'&,-.7!3,2(..(12#-.7!-,0!'&13-.!

0(8(.&%5(,2!&6!2*(!9-.3':#$;!<,38($'32;!'2#0(,2=!9-.3':#$;!<,38($'32;!%$&830('!-,!3,'232#23&,-.!

(,83$&,5(,2!-,0!-1-0(531!1#$$31#.#5!2*-2!'#%%&$2'!3,2($1&,,(12(0!.(-$,3,4!-,0!(>%($3(,1('7!

?*31*!'34,36;!-,!-:3.32;!2&!-,-.;@(!-,0!5-A(!1&,,(123&,'!:(2?((,!30(-'7!1&,1(%2'7!-,0!

(>%($3(,1('B!:&2*!&,!-,0!&66!1-5%#'=!

"$&4$-5!"$3,13%.('!

)*(!+(,($-.!/0#1-23&,!"$&4$-5!-08-,1('!2*(!<,38($'32;!C3''3&,!2&!(5%&?($!&#$!'2#0(,2'!?32*!

2*(!A,&?.(04(7!'A3..'!-,0!1&$(!8-.#('!2*-2!1&,2$3:#2(!2&!-1238(!1323@(,'*3%7!4-3,6#.!(5%.&;5(,2!

-,0!.36(B.&,4!.(-$,3,4!3,!-!0(5&1$-231!'&13(2;!-,0!3,2($0(%(,0(,2!?&$.0!:;D!

"$&8303,4!-!1&*($(,2!3,2(4$-2(0!1#$$31#.#5!2*-2!'%(-A'!.-$4(.;!2&!'2#0(,2!.(-$,3,4!4&-.'=!

E&*($(,1(!3'!2*(!3,2($1&,,(12(0,('!&6!2*(!1#$$31#.#5!?32*3,!1&#$'('7!-1$&''!03'13%.3,('!

-,0!2*$&#4*&#2!2*(!#,0($4$-0#-2(!(>%($3(,1(=!

/,1&#$-43,4!2*(!0(8(.&%5(,2-.!%$&4$('3&,!&6!'2#0(,2!A,&?.(04(7!'A3..'!-,0!03'%&'323&,'!

2*$&#4*&#2!2*(!#,0($4$-0#-2(!(>%($3(,1(=!

L(-$,3,4!"$3,13%.('!
)*(!+(,($-.!/0#1-23&,!%$&4$-5!3'!0('34,(0!2&!6&'2($!2*(!%($'&,-.7!3,2(..(12#-.!-,0!'&13-.!
0(8(.&%5(,2!&6!2*(!9-.3':#$;!<,38($'32;!'2#0(,2!-,0!3'!:-'(0!&,!2*(!6&..&?3,4!'(2!&6!%$3,13%.('=!
)*(!.3:($-..;!(0#1-2(0!%($'&,D!

1&55#,31-2('!(66(1238(.;!3,!038($'(!'32#-23&,'7!
#'('!5#.23%.(!'2$-2(43('7!$('&#$1('!-,0!2(1*,&.&43('!6&$!3,M#3$;!-,0!%$&:.(5!'&.83,47!

N$-.!E&5 5#,31-23&,D!92#0(,2'!?3..!:(!-:.(!2&!%$(%-$(7!0(.38($7!-,0!$(6.(12!#%&,!
%#$%&'(6#.!&$-.!1&5 5#,31-23&,!-%%$&%$3-2(!2&!2*(!-#03(,1(7!%#$%&'(7!-,0!1&,2(>2=!
R#-,232-238(!P(-'&,3,4D!92#0(,2'!?3..!:(!-:.(!2&!3,2($%$(2!5&0(.'!-,0$&$!'&.8(!
M#-,232-238(!%$&:.(5 '!6$&5!0366($(,2!1&,2(>2'!?32*!$(-.B?&$.0!$(.(8-,1(Q!#,0($'2-,0!-,0!
1$(-2(!-,0!1&5 5#,31-2(!$(-'&,-:.(!-$4#5(,2'!'#%%&$2(0!:;!M#-,232-238(!(830(,1(Q!-,0!
1.(-$.;!1&5 5#,31-2(!2*&'(!-$4#5(,2'!3,!(66(1238(!6&$5-2'!T(=4=7!#'3,4!?&$0'7!2-:.('7!
4$-%*'7!-,0!5-2*(5-231-.!(M#-23&,'U=!
913(,23631!P(-'&,3,4D!92#0(,2'!?3..!:(!-:.(!2&!30(,236;!-,0!#'(!(5%3$31-.!(830(,1(!2&!
0('1$3:(S7!(>%.-3,7!-,0!%$(0312!,-2#$-.!%*(,&5(,-!2*$&#4*!-%%.31-23&,!&6!2*(!'13(,23631!
5(2*&0Q!-,0!#'(!'13(,23631!%$3,13%.('!2&!0('34,7!(8-.#-2(7!-,0!35%.(5(,2!'2$-2(43('!2&!
-,'?($!&%(,B(,0(0!M#('23&,'=!
<,0($'2-,03,4!2*(!V#5-,!W&$.0D!92#0(,2'!?3..!(>%.&$(!-%%.;!5(2*&0'!2*-2!?3..!(,-:.(!
2*(5!2&!$(1&4,3@(!-,0!3,2($%$(2!(830(,1(!&6!*#5-,!2*&#4*2()0.2(!)cBB5 000 5 01331.5 43-29'2,

E3831!O!E&5 5#,32;!/,4-4(5(,2D!92#0(,2'!?3..!0(5&,'2$-2(!A,&?.(04(!-,0!'A3..'!
,(1(''-$;!2&!%-$2313%-2(!-1238(.;!3,!13831!-,0!1&5 5#,32;!.36(!-,0!30(,236;!3''#('!
#,0($.;3,4!%#:.31!%&.31;=!
/5($43,4!O!/,0#$3,4!+.&:-.!I''#('D!92#0(,2'!?3..!:(!3,6&$5(07!$('%&,'3:.(7!-,0!-:.(!2&!
1&,'30($!-,0!03'1#''!(5($43,4!-,0$&$!(,0#$3,4!4.&:-.!3''#('!:(3,47!-22(,238(!2&!038($'32;!

K38($'32;!-,0!I,1.#'3&,!
/,83$&,5(,2-.!9#'2-3,-:3.32;!

F3$'2!](-$!9(53,-$D!J1-0(531!%$(%-$-23&,7!'A3..'!-,0!(>%(12-23&,'!6&$!(0#1-23&,-.!-,0!%$&6(''3&,-.!'#11(''!2*$&#4*!(>%.&$-23&,!&6!-!2&%31!&$!3''#(=!
!"#$%&'()+,-&./)01)02&,03&45,$60)027&8995+*):5&45,3)027&;0%96(<,*)60&")*5(,+=7&#(,-&*'6<<>0)+,*)607&?()**50&'6<<>0)+,*)607&;0*5--5+*>,-&'>()6$)*=!

E&55#,31-23,4!2*$&#4*!W$323,4D!/66(1238(!$(-03,47!?$323,47!-,0!3,6&$5-23&,!#'-4(=!
!"#$%&8995+):5&45,3)027&;0%96(<,*)60&")*5(,+=7&?()**50&'6<<>0)+,*)60!

! " # $ % & ' ( ) * +) , % - . / 0 1 % 2 % 3 - 4 5 6 % 2 % 7 0 8 1 + 9) :

J%%(-.'!2&!+/NE!0(13'3&,'!6$&5!+/NE!J083'&$;!9#:1&5 5322((''!?3..!:(!0(.38($(0!2&!2*(!
K('34,-2(0!9(,-2&$7!?*&!'*-..!%$('(,2!2*(!$(M#('2!2&!2*(!F-1#.2;!9(,-2(!-2!2*(!(-$.3('2!%&''3:.(!
F-1#.2;!9(,-2(!5((23,4=#!

'*-..!0(130(!?*31*!%&'323&,!2&!8-1-2(!-,0!1&5 5#,31-2(!2*(3$!0(13'3&,!2&!2*(!+/NE!?32*3,!2?&!
?((A'!&6!2*(!(,0!&6!2*(!(.(123&,!?*31*!,(1(''32-2(0!8-1-23,4!2*(!%&'323&,=!I6!-!F-1#.2;!5(5:($!
0&('!,&2!1&5 5#,31-2(!2*(3$!1*&31(!:;!2*3'!0(-0.3,(7!2*(,!2*(!+/NE!'*-..!0(130(!?*31*!J083'&$;!
9#:1&5 5322((!%&'323&,!3'!8-1-2(0=!

)*(!-083'&$;!'#:1&5 5322((''!'*-..!:(!2*(!6&..&?3,4D!!

BE3831!-,0!E&5 5#,32;!/,4-4(5(,2!
BK38($'32;!-,0!I,1.#'3&,!
B/,83$&,5(,2-.!9#'2-3,-:3.32;!
BV#5-,!/>%$(''3&,7!V#5-,32;!3,!E&,2(>2!-,0!E&5 5#,31-23,4!)*$&#4*!W$323,4!
BV-,0'B&,!913(,1(7!9&.#23&,'!)*$&#4*!913(,1(!-,0!R#-,232-238(!J,-.;'3'!
B9&13-.!E&,634#$-23&,'!-,0!9&13-.!I''#('!
BF3$'2!](-$!9(53,-$!-,0!/>%($3(,23-.!L(-$,3,4!
B"($'&,-.!W(..,(''!
!
)*(!5(5:($'*3%!&6!2*('(!-083'&$;!'#:1&5 5322((''!'*-..!:(!-'!6&..&?'D!

9#:1&5 5322((''!?3..!1&,'3'2!&6!638(!F-1#.2;!5(5:($'7!-..!(.(120(0!-2!.-$4(!:;!2*(!F-1#.2;=!^&!5&$(!

+/NE!J083'&$;!9#:1&55322((''!-,0!?3..!2*(,!:(!'(,2!2&!2*(!+/NE!6&$!-%%$&8-.=!I,!-00323&,!2&!0(5&,'2$-23,4!*&?!2*(!1&#$'(!?3..!5((2!-..!$(M#3$(0!9LN'!T6&$!2*(!+(,($-.!/0#1-23&,!$(M#3$(5(,2!1-2(4&$;U7!2*(!-%%$&%$3-2(!+/NE!J083'&$;!9#:1&55322((!?3..!0(2($53,(!?*-2!3'!$(M#3$(0!6&$!-!1&#$'(!2&!:(!-%%$&8(0=!)*(!$(M#3$(5(,2'!?3..!8-$;!-5&,4!+(,($-.!/0#1-23&,!1-2(4&$3('=!K(2-3.'!&6!(8-.#-23&,!1$32($3-!-,0!$#:$31'!6&$!(-1*!+(,($-.!/0#1-23&,!$(M#3$(5(,2!-$(!6&#,0!3,!2*(!J%%(,031('!2&!2*('(!92-,03,4!P#.('=!

!

E#$$31#.&4!

E#$$31#.&4!'($8('!-'!2*(!<,38($'32;G'!5-3,!2&&.!3,!4#303,4!1#$$31#.#5!2*$&#4*!2*(!-%%$&8-.!%$&1(''=!F-1#.2;$92-66!5-;!-11(''!E#$$31#.&4!:;!#'3,4!2*(!6&..&?3,4!.3,AD!

*22%'DSS'-.3':#$;=1#$$31#.&4=1&5!-,0!'34,3,4!&,!:;!#'3,4!2*(3$!K#&B"$&2(12(0!9<!#'($,-5(!-,0!

1&5%.(2('!32'!$(83(?!-,0!$(1&5 5(,0'!2*(!E&#$'(!"$&%&'-.!6&$!-%%$&8-.=!)*3'!%$&1(''!-..&?'!-!1&#$'(!2&!:(!'3 5#.2-,(&#'.;!1&,'30($(0!6&$! 5#.23%.(!+(,($-.!/0#1-23&,!1-2(4&$3('7!-'!-%%$&%$3-2(7!-,0!'2$(-5.3,('!2*(!23 5(.3,(!6&$!-%%$&8-.=!I2!-.'&!(,-:.('!-!1&#$'(!2&!:(!-%%$&8(0!6&$!3,1.#'3&,!3,!2*(!J1-0(531!E-2-.&4!$(4-$0.(''!&6!?*(2*($!32!3'!-%%$&8(0!6&$!-..!%$&%&'(0!+(,($-.!/0#1-23&,

! " # $ % & ' ( ) * +) , % - . / 0 1 % 2 % 3 - 4 5 6 % 2 % 7 0 8 1 + 9) : ; % < 9 * + = + 0 * % & > # 1 % ( ) * % (/ + ,) 0 * % < +) + < . < % 8 . ? 8 + @ 1

! " # $ % & ' ( ) * +) , % - . / 0 1 % 2 % 3 - 4 5 6 % 2 % 7 0 8 1 + 9) :