

'(%!)*+,%-.+/0!12!3%./%-*!4*/#!+1
5#678/0!12!9%#8/(!:6+%*6%.
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C#*7#-0!DE&?!

<*. /-76/1-# GA+80!;*+\$(/H!"(UH!'H!K:G"LKGM
GA#B %N*+\$(DO7P1Q6#
422+6917-. # R+7#8H!1-!S0!#TT1+*/A!#!#,#+8#S8%!#-17*V!A0!68+*+6#8!6(%V78%W

K17-.%!6(%V78%F! 3%V*%.V#0.!&DREXE!T!W!+68#..W!5+V#0.!&DREXE!T!W!1*8+*%#H!P+/(12#6%
/112#6%/7/1-+8!.#,#+8#S8%!S0!#TT1H)K!>V!

'%#6(+*\$![..+./#*/.F C108#753#*1V27-8#*107P1Q6#
=#,%*#!]+*\$7A!8+*\$7A07P1Q6#

-85859:;<:=5)>?5>@;A!!

)*8%..!017!(#,%!%+/(%-!/(%-!%7+.+/%.!21-!/(+.!617-.%!1-P+//%*!.T%6+#8!T%-A+..+1*!2-1A!017-!!%#*!1!
%*-1B*!+H!017!A#0!S%!.%A1,%V!2-1A!/(+.!617-.%!#*V!+!P+88!S%!V%8%/V!2-1A!017-!-%61-VQ!(+.!V'
A#0!*1!S%#!#TT%#8%VQ!_17!P+88!-%6%+,%!*1!#V7./A%*!/1!017-!2%%.!+*!/(%!,%*!/(#!017!#-!V-1T
2-1A!#!617-.%!21-!2#+8+*\$!%!(#%!*%6%..#-0!T-7-7+/%Q

`%2%-!1!/(%13%./%-*!6#V%A+6!K#8%VPPQP%./%-*6#8%*V#-Q7P1Q6#7-%!017-!T-%-!%7+.+/%.!
#*Va1-!#*/+-%^7+.+/%.!21-!/(+.!617-.%!#-!61--%6/Q!

>7:8<5);AB78C2=;7A !

!"#\$%&'()*'+,\$(&\$,)'.-/* %B7+V%8+*%!.#*V!S%*%2+/.!12!T(0.+6#8!#6/+ ,+/0!T-1\$-#A.!21-!18V%-!#V78/!P
S%!(/%!2167.Q!(!%T+V%A+181\$0!12!-%8#/+1*.(+T!S%/P%*!T(0.+6#8!#6/+ ,+/0!#*V!27*6/+1*#8!+*V'
T(0.+181\$+6#8!-%.T1*.%./1!%c%-6+.%!#*V!6(-1*+6!#V#T/#/+1*!.P!Q1-#16#-!\$1-%.T+ -#/1-0!#*V!
./-%*\$(/WH!#*V!/(%!%c%-6+.%!+*287%16%8#P!\$%6(-1*+6!V+.%#.!.P+88!S%!!%c#A+*%VQ

0\$""-%2(+)*3\$, 4(%!\$1#8!12!/(+.!617-.%!+%0#A+*%/(%)+V%*6%!S#.%!21-!T(0.+6#8!#6/+ ,+/0!
\$7+V%8+*%!.21-!18V%-!#V78/.H!P+/(!#//%*/+1*!1!/(%-!%8#/+1*.(+T!S%/P%*!T(0.+6#8!#6/+ ,+/0!#*V!#\$%
T(0.+6#8!6(#*\$%T#6/+6%!6-+/+6#8!#TT-#+.#8!12!#,#+8#S8%!V!0+V#8#6/21+/0!#*V!18V%-!#V78/.d
#*V!0'/(%+e%!(+!N*1P8%V\$%!(17\$(!P-+/#%!*\$A%*.Q!P%-21-%(H17\$ (!/(+.!617-.%!/(%!8%#-*%!
P+88F

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&Q l%.6-+S%0.+181\$+6#8!6(#*\$%!.#..16+%/V!P+/(!#P%88!#.-+.N!Y!S%*%2+/.!12!T#-/+6+T#/+*\$!
+*!#6/+,+0!21-!/(%!18V%-!#V78/

DQ GcT8#+*!T(0.+6#8!#6!T,%-6-+T/+1*!/(#/+!./#+81-%V!/1!/(%!*%V.!12!/(%!18V%-!#V78!
T-%.6-+T/+1*!./#+81-%V!/1!61AA1*!6(-1*+6!61*V+/-+1*!#*V!V+.%#.%.!#..16+%/V!P+/(!#\$+*\$

XQ "-#6/+6%!6-/+6#8!#TT-#+.#8!#*V!-%28%6/+1*!12!#,#+8#S8%!%,+V%*6%!

>Q K1AA7*+6#/%!N*1P8%V\$%!\$(!P+//%*!U%Q\$Q!T#7%-V!-A#/.!

5//\$%&"%)\$(6(7"/-)-."/*4!%#-#-%!%cT%6/%V!/1!#//%*V!#*V!T#-/+6+T#/%!+!8#68#-V!PQ!
(#,%!/(%!+\$(/!1!#!6-%#/+,%!*#V!-%.T%6/278!8%#-+*\$!%*,+-1*A%*/!(#!T-1A1/%!N*1P8%V\$%!#6^7+./-
#*V#TT8+6#/#Q!1!#6(+%,%!(P!#,%!(%!6188%6/+,%!-%.T1*+S+8+0!1!%*\$#\$%!+*!S%(#,+17-!/(#!

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9%0P#-VH!R9Q!U,#-+17.!%V+//+1D.E8j>WQ![V,#*6%V!2+/*%..!#..%..A%*/!#*V!%c%-6+.%!T-%.6--+T/+1*Q!

48V%-!61T+%.!#-%!#,#+8#S8%61TQ#/(V17\$(!(%!))34!8+S-#-DQ!

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]%-*%-.!#-%!T%-A+//%V!/1!7.%!/6(*181\$0!V7-+*\$!8%6/7-%./!1#..+./!P+/(!8%#-+*\$!Q!91P%,%-!8%#-*\$%*617-#\$%V!/1!7.%!/6(*181\$0!-%.T%6/27880!#*V!-%.T1*+.S80!.1!#!*1!/1!+*/%-2%-%!P+/(!!/(%-g.!8%#

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`%61-V+*\$!12!8%6/7-%.!U%Q\$Q!#7V+1H(+S/8%WQ!.!T-

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<3"\$%'3)>+\$(%)>+*\$!03

'(%!T7-T1.%!12!/(%!K1V%!12!:/7V%*!K1*V76/!+./!1!V%2+*%/(%!\$%*-#8!./#*V#-V!12!61*V76/!%cT%6/%'./7V%*/./!-%\$+./%-V!#/'(%!)*+,%-./0!12!3%./%-*!4*/#-+1H!T-1,+V%!%c#AT8%.!12!S%(#,+17-!/(#!61*./+7/%.!#!S-%#6(!12!/(+./#*V#-V!12!61*V76/H!T-1,+V%!%c#AT8%.!12!.*6/+1*!/(#!A#0!S!+AT1.%V#*V!.%!/17!/(%!V+.6+T8+*#-0!T-16%V7-%./(!/!(%)>+,%-./0!P!BB!A!188!P!Q!1-A#/!+1*H!,+./!(//TFaaPPPQ7P1Q6#a7*+,.%6aS1#-Va61V%QTV2

"#\$%!&

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3(%**%,%-!T1..+S8%H!./7V%*/.!P(1!-%^7+--%!#6#V%A+6!#661AA1V#/++1*!.(178V!T-1,+V%!*1/+2+6#/++1*!#*
V167A%*/#/+1*!+*!#V,#*6%!12!V7%!V#/%.H!%c#A+*#/+1*.H!%/6Q!:/7V%*/.!A7./!(21881P!7T!P+/
T-12%..1-!.*V!/(%+--[6#V%A+6!K17*.%88+*\$!122+6%!*!#/+A#60A%*7#/#Q!*21-!#*0!-%^7%!.!21-!
#661AA1V#/++1*!.(#88!S%!7SA+//%VH!#!.!11*!#.!T1..+S8%H!/1!/(%!#TT-1T-+%/!/[6#V%A+6!K17*.%88+*\$!
12!/(%!.!7V%*/g.!5#678/0!12!-%\$+./-#/++1*Q!

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:6(18#./+6!122%*6%.!#-%!/#N%*!.%--+17.80!#*V!./7V%*/.!#-%!V+-%6/%V!//1!-%#V!/(%!#TT-1T-+%/!T18+6(
.T%6+2+6#880H!/(%!V%2+*+//+1*!12!P(#!61*./+/7%!.#!:6(18#./+6!422%*6%H!#!/(%!21881P+*\$!P%S.+/%!
(/TFaaPPPQ7P1Q6#a7*+,.%6a(#*VS11Na#TT%#8.a.6(18#./+6mV+.6+T8+*%Q!7*V%-\$-#VQTV2!

!

[VV+/+1*#880H!

&Q[88!-%^7+--%V!T#T%-!A#0!S%!7S%6!/!1!7SA+..+1*!21-!/%c/7#8!.+A+8#-+/0!-%,+%P!//1!/(%!61AA'
T8#\$+#+-+A!V%/%6/+1*!.12/P#-%!7*V%-!8+6%*.%!/1!/(%!)!+/(%!.!V%/%6/+1*!12!T8#\$+#+-+A.Q![88!
T#T%-!.7SA+//%V!21-!.76(!6(%6N+*\$!P+88!S%!*+*687V%V!#!.!17-6%!V167A%*/.!+*!/(%!.%2%-*%6
V#/#S#.%!21-!/(%!T7-T1.%!12!V%/%6/+*\$!T8#\$+#+-+A!12!T#T%-!.7S.%^7%*/80!7SA+//%V!//1!/(%!
.0./%AQ!).%!12!/(%!.%-,+6%!.+!.7S%6!B!6%*.*\$!#-\$-%%A%*/H!67--%*/80!S%/P%*%*!(!%
)*+,%-./+0!12!3%./%-*!4*/#-+1!#*V!7-*+/*Q6(1TFaaPPPQ/7-*+/*QVQ
DQK1AT7/%A#-N%V!A78/+B%+6%!/%.!/#*Va1-!%c#A.!A#0!S%!7S%6!/!1!7SA+..+1*!21-!
.+A+8#-+/0!-%,+%P!S0!.12/P#-%!/(#!P+88!6(%6N!21-!

"#\$%&!

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%c#A!P+/(!#, #8+V!-%#.1*!P+88!(#, %!(%!2+*#8!%c#A!P+88!#661-V+*88Q(118g.!T18+60!+!
1!/1!#881P!A#N!Z!21-!.6(%V78%V!A+V/%-A.H!T-%.#/#/+1*.H!1-!2+*#8!%c#A.H!1-!1!#..+#!#!\$-#V%!1
<*61AT8%/#!P+/(17!#66%T/#S8%!#*V!, %-+2+#S8%!A%V+6#8!U1-!%^7+, #8%*!61AT#..+1*#/%W!-%#.1*
[66%T/#S8%!-%#.1*!A+\$(/!+*687V%!(1.T+/#8!./#0.H!.%-+17.!+88*%..H!2#A!88+9!%\$%16+%.
#66+V%*./!1-!+88*%..H!V%#/(W!1-!.+A+8#-!6+-87A./#*6%.Q

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