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!"#\$%&'()*+,-./0123456789

!"#\$%&'()*+,-./0123456789:;<=>@A#/?*B
!
3565778!"123456789
94!14:7*;<!*82=8)5**

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! "#\$%&'()*+,-./0! "1&234

G8)8* ! "1157)&20**
H(5*%5@F1)@* "A*)(5*1k5%8)F%5*%58%7(*\$&51=5=*@&J*8%)k715@4*
H(5*8%)k715@* k271F=5=*)(%55*%82=" E&P5= 7"2)% "1*)%k81@0*
"25" "6@5%78)&281"1'2'k)F=k281* =5@k'20* 82=*) I " * E&J5=
E5)("= @* =5@k'20* 6")(* "A* I (k7(* k271F=5= 8* E F1)k#15*
68@51k2502["A[. *=5@k'2*82=*8*78@5*)F=\$4**

3.0'4#0*

382=" E&P5= ! "2)% "1*H%k81@**
382=" E&P5= 7"2)% "1*)%k81@* L3 ! H@M* 8%5* 7"2@k=5%5=*)(5*
(k' (5@* 15?51* "A* 5?k=52750* 8@*)(5\$* 1&E&k*)(5* 5AA57)@* "A*
5J)5%281* ?8%k8615@* "2*)%58)E52)4* Q578F@5* "A*)(k@0* 3 ! H@*
8%5* @F&k)8615* A"%* =5)5% E&k2k2' *)%58)E52)* 5AA57)@* k2* 8*
##"F18)k'24" a " I 5?5%0*)(5\$*782*65* =kAA&k7F1)* "7"2=F7)*8@*
(5\$* E8\$* %5]F&k5* 8* 18% '5%* 2FE65%* "A* #8%)k7k#82)@*(82*
) (5*)@F=k5@*82=*8*5*186"%&"F@*k2*28)F%54***

C#**3#3>D(E**/*\$/*<<*") (42//**") (@//05/D
67201/23(E5/\$&+2(F(E2'? (GHJJKL' 7"2=F7)5= 82*
3 ! H*)" * k2?5@)k'8)5*)(5* kE#87)* "A* K9H* "2* @E\$#)"E*
@5?5%k)S\$ k2* 7(k1=52* I k)(* 8F)k@E4* <8%)k7k#82)@* k271F=5=
bcd*7(k1=52*65) I 552*)(5*8'5@*"A*d0-*82=*cD. . * I ("*E5)*
7%k)5%k8*A"%*8* =k8'2" @k@*"A*8F)k@E*F@k2' *) (5*K2)5%28)k'281*
! 18@&kA78)k'2* "A* G&k@ "%=5%@4* :7"%5@* "2*) (5* OF)k@E*
G&k'2" @k7* C6@5%78)k'2* :7815* 82=*) (5* OF)k@E*
G&k'2" @k7* K2)5%?k5 I [35?k@5= 15%5* F@5= 8@* 68@51k25*
8@5@5@E52)@4* <8%)k7k#82)@* I 5%5* %57%F&k)5= * A" E*
k2)5%28)k'281*7(k1=52U@*752)%5@4* ! (k1=52* I 5%5*82= " E1\$*
@#1k)* k2' *) (%55* k2)5%?52)k'2* ' "%F#@0* k271F=k2' * (k' (*
k2)52@k)S\$K9H*L)(%55* kE5@*8* I 55NM*" *1" I *k2)52@k)S\$K9H*
L"275* #5* I 55NM* #1F@* @82=8=*78%50* 82=* @)82=8=*78%5*
81"25* k2)5%?52)k'2* I 8@* #* " ?k=5= " ?5%* S* E"2)(@* 82=*
A"11" I * F#* I 8@* 8@5@5@5= 8)* , * 82= * , * E"2)(@* #")@*
k2)5%?52)k'24* <k&E8%\$* "F7" E5* %5@F1)@* I 5%5* 7817F18)5=
6\$*7" E#8%k2' *) (5*68@51k25* OGC : * @ "7&81*8AA57)*@7"%5)*
) (5* # " @* k2)5%?52)k'2* @7"%54* 35@F1)@* k2=k78)5=*)(8)*6") (*
K9H* "%F#@* =k= 2")* @(" I * 82\$* @&'2&kA782)* 7(82'5*
7" E#8%5=*)*) (5* @82=8=*78%5* '%F#* "2*)(k@* E58@F%54*
: E811' @k'2&kA782)* =kAA5%5275@* I 5%5* A" F2= 65) I 552*)(5*
' "%F#@* I (52'1" "N&k2' * 8)* @57"2=8%\$* "F7" E5@0* @F7 * 8@*
) (5* K9H* "%F#* @7"5= * (k' (5%* "2* OGC : * "7&81*
35@# "2@k?525@* : 7815@* L : 3 : M "A* @ "7&81* E ")k'78)k'2* 82=*
@7"5=1" I 5%5* "2* : 3 : *@7815@*"A*8F)k@&k7* E8225%k@E4**

H(5%5*8%5*E82\$*%52') (@* "A*)(k@* @)F=\$4* : 5157)k'2*7%k)5%k8*
k2*)(k@* @)F=\$* I 8@* I 511* =5A&k25=4* ! (k1=52* I k)(* 8F)k@E*8%5*
82*k2(5%52)1\$*(5)5% " 525" F@* # " #F18)k'20* 6F)*%5@58%7(5@*
8))5E#)5=*) *7"2)% "1*A*)% (k@*8@*#8%)k7k#82)@* I 5%5*811*8'5[
E8)7(5=0* I k)("F)* @52@ "%\$* =k@ "%=5%@0* 82= * (8= 2")*
%575k?5= * EF@k7*)(5%8#\$* k2*)(5* 18@* , * E"2)(@(* K2*
8= =k)k'20* #8%)k7k#82)* 7(8%87)5%k@k7@* I 5%5* =5@7%k65= * k2*
' %58)=5)8&1*) "52@F%5*)(5* "%F#@* I 5%5* %5#%5@52)8)k?5* "A*
) (5* # " #F18)k'24" H(5* ?5%\$* 18% '5* 2FE65%* "A* #8%)k7k#82)@0*
8##% " #k8)5*A" *82* 3 ! H0*k27*58@5@)(5* 525*81&P86&k)S\$ "A*
k&2=k2' @* "A*)(5*)@F=\$4**

Q&5152k2&N* 5)* 814* L, - .ZM* 7158%1\$* =5&k25=*)(5* #k&E8%\$*
"F7)E5* "A*)(5k% @)F=\$4* 958@F%5E52)* "A* %5@F1)@* I 5%5*
7"2=F7)5= * F@k2' * ' "1= * @82=8=*)5@)@4* O###" #k8)5*
@8)k@k781* 8281\$@5@* I 5%5* F&k1&P5=@* @F7 (* 8@* 8* E&k2&E81*
71k2&7811\$* &E# " %82)* =kAA5%5275* @7"%5* "A* . * 65) I 552*)(5*
K9H* '%F#@* 82=*)(5* @)82=8=*78%5* '%F#@* L7"%5@# "2=@*
) *8' ! " (52* ?81F5* "A* -4, 0* I (k7(* k@* 8* @E811* 5AA57)* @kP5M*
H(5* @)F=\$* F@5= 6") (*) I " * "%F#* 82= *) (%55* '%F#*
7" E#8%k@E"2@*)" * @5#8%8)5*)(5* (k' (* k2)52@k)S\$ 82= 1" I *
k2)52@k)S\$K9H* '%F#@* O* I 58N25@* "A*)(5*)@F=\$* k@E*)(8)* "A*
) (5* @57"2=8%\$* "F7)E5@* "A*)(k@* @)F=\$* I 5%5* 2") * 7158%1\$*
1&@)5= * "21\$*)(5* "25@*)(8*)(5%5* I 8@* @k'2&kA782)* 7(82'5*
=5E"2@)k)5= 6\$*)(5* K9H* '%F#@* I 5%5* E52)k'25=4*
VF%)(50* F@k2' *) (5* : 3 : * @7815@*) "E58@F%5* @57"2=8%\$*
"F7)E5@* k@* 82")(5%* I 58N25@* 8@*)(5\$* 8%5* #8%52)*
%5# " %5= * 82= 2") * 61k2=5=4* O@5@5@ " % @* I 5%5* 8=5]F8)51\$*
)k&25=4* Q1k2=k2' * "A* 8@5@5@ " % @* I 8@* 8)5E#)5= * 82=*
%5# " %5= * 82= 2") * I (52* F2k2)52)k'2811\$* 6# "N524* C?5%811@*)(k@*
@)F=\$* #* " ?k=5@* 7" E#511k2' * 5?k=5275*)(8)* K9H* " =5@* 2") *
#* " E"5)* E "%5* @k'2&kA782)* 7(82'5* k2* @ "7&81*
7" E EF2k78)k'2*)(82* @)82=8=*78%54**

M#0D (N#<"&0 (&3?(E2'? (GHIIOL' 7"2=F7)5= 8*
%82=" E&P5= 7"2)% "1*)%k81* k2?5@)k'8)k2' * (" I * K9H*
&E#* " ?5= ^ "k2* 8)52)k'2* 65(8?k'F%@* k2* 7(k1=52* H(5@5*
8%5* "A)52* @552* 8@* A" F2=8)k'281* @ "7&81* 7" E EF2k78)k'25*
65(8?k'F%@* <8%)k7k#82)@* k271F=5= * . * 6" S@0* 8'5@* bbb*) **
SD. . @ I ("*E5)* G : 9 [k e 82=* ! (k1= (" = * OF)k@E* 38)k2' *
: 7815* L ! O3 : M 7%k)5%k8*A"%* OF)k@E* H(5* 7(k1=52* I 5%5*
%57%F&k)5= * A" E*)(5*G5#8)E52)* "A* <@7(k8)%\$A% " E* : 5" F1*
' 8)k'281* a " @#k)814* <8%)k7k#82)@* %575k?5= 6") (*) (5*
5J#5%kE52)81*)(5%8#\$* LK9H* 82=*)(5* 7"2)% "1*) (5%8#\$*
L#18\$*)(5%8#\$* k2* @5#8%8)50* , [I 55N* 61"7N@4* H(5*)(5%8#\$*
#8%)k7k#82)@* %575k?5= * A&k@) * I 8@* %82= " E&P5=4* H(5%8#\$*
@5@k'2@* I 5%5* "275* 8* I 55N* 82= * b- * E&k2F)5@* k2* 152') (4*
H(5*8%)k715* #* " ?k=5=*8*7158% =5@7%k#)k'2" * "A*)(5*87)k?k)k5@*
"77F%k2' * k2* 6") (* #18\$* 82=* EF@k7*)(5%8#\$* 82=* @FA&k7&52)*
7"2)% "1@* I 5%5* #F)* k2* #1875') * 52@F%5*)(5%8#\$* I 8@*
=51k?5%5=k2*)(5* @8E5* I 8\$*) * 587(* 7(k1=4**

H(5*8F)(" % * "A*)(5* @)F=\$* #* " ?k=5=*7158% k2A" % E8)k'2" * 2*
%57%F&k)E52)* 82= * 5J71F@k'2* 7%k)5%k84* <8%)k7k#82)*
7(8%87)5%k@k7@* 65\$ "2= * I (5)(5%* 7(k1=52* I 5%5* ?5%681* "%
2") * I 5%5* 2") * %5# " %5=0* @ " * @kE&18%k)S\$ "A*)(5* "%F#@* 82=*
%5#%5@52)8)k?525@* "A*)(5* # " #F18)k'2* 7822") * 65* AF11\$*
52@F%5=4**

H(5* <5* ?8@k?5* G5?51" #E52)81* G&k@ "%=5%* Q5(8?k'F%81*
K2?52)"%\$* L<GGQK* 82= *) (5* W8%1\$* : "7&81*
! " E EF2k78)k'2* : 7815@* LW : ! : M* I 5%5* F@5= 8@* 68@51k250*
#")@*)%58)E52)0* 82=* k2* 65) I 552* #18\$* 82=* K9H* E58@F%5@*
"A* @ "7&81* 7" E EF2k78)k'25* 65(8?k'F%@4* H(5* <GGQK* k@* 8*
#8%52)* "%*)587(5%* 7" E#15)5= * E58@F%5*) " =5)5% E&k25*)(5*
%5@# "2@5') * k2)5%?52)k'2* k2* 7(k1=52* I k)(* OF)k@E4H(5*

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! "#\$%&'()*+,-./0*!"1&2345

k)* I 8@* 1" I * Lk2)%8718@* 7"%518)k"2* 7"5AA&7k52)* "A* -4. /[
 -4cZM0* I (k7(* E 8\$* 1&E k)* %51&86k1k)\$* "A* %5@F1)@4* ` "*) (5%*
 %51&86k1k)\$* "%* ?81k=k)\$* "A*)(5*)5@)* I 5%5* %5#"%5=0* I (k7(*
 81@* " 1&E k)5=* 8##1k786k1k)\$* "A* Ak2=k2' @4* O##"##k8)5*
 @)8k@)k781* 8281\$@5@* I 5%5* F@5=*)" * k2?5@k' 8)5* %5@F1)@*
 L%5#58)5=* E58@F%5@* O` C e O@M* * 35@F1)@* k2=k78)5=*)(8*
 6")(* #8%52)@* 82=* #%"A5@k"281@* 2")k75=* @" E5*
 kE##"?5E52)* 8A)5%* K 9 H4* a" I 5?5%0*)(k@* =k=* 2")* \$k51=*
 @k' 2k&k782)* 5AA57)* @kP5@* L=f -4. cM0* @F' '5@)k2' *) (8)* K 9 H*
 E 8\$* 2")* #%"E")5* @k' 2k&k782)* 7(82'5* k2* @"7k81*
 7" E EF2k78)k?5*65(8?k"F%@*7" E#8%5=*)"#18\$*)(5%8#S4**
 *

H(5* W: ! : * k@* 8* 2"2[?5%681* @)%F7)F%5=* #18\$* 8@5@E52)*
 I (k7(* 1" "N@* 8)* 6")(* 35@#"2=k2' *)" * g" k2)* O)52)k"2*
 65(8?k"F%@*82=K2k)k8)k"2* "A* g" k2)* O)52)k"2* 65(8?k"F%@4*
 K)* k@* k2)52=5=* A" %* k2A82)@* c[b- * E"2)(@* 6F)*)(5* 8F)(" %@*
 @)8)5*k)(8@*6552*8=8#)5=*A"%*7(k1=%52* I k)(*8F)k@E0*6F)*="*
 2")* 5186"%8)5* AF)(5%4* e k=5"@* "A* b- h * "A* W: ! : *
 8@5@E52)@* I 5%5* %8)5=* 6\$*) I " * k2=5#52=52)0*)%8k25=*
 7"=5%0* I k)(k2)5%8)5%* %51&86k1k)\$* E"@)* "A)52* %82' k2' *
 A%"E"* -4T/[-4/Z0* @F' '5@)k2' *) (k@* k@* 8* %51&8615* E58@F%54*
 ` "%* ?81k=k)\$* k2A"%E8)k"2* I 8@* %5#"%5=0* I (k7(* E 8\$* 1&E k)*
 8##1k786k1k)\$* "A* Ak2=k2' @4* 35@F1)@* "A*)(5* O` C e O*
 k2=k78)5=*)(8)* K 9 H* I 8@* @k' 2k&k782)l\$* E "%5* 5AA57)k?5* k2*
 k27%58@k2' * @"7k81* 7" E EF2k78)k"2* 65(8?k"F%@* 1&N5* ^"k2)*
 8)52)k"2*)(82*#18\$*)(5%8#S0* I k)(*8* E5=kFE *5AA57)*@kP5* "A*
 =f -4cS4*
 *

k2* 8=k)k"20* 6")(*)F%2()8Nk2' * 82=* 5\$5* 7"2)87)* =F%8)k"2*
 I 5%5* E58@F%5=0* 82=* 8* @k' 2k&k782)* k27%58@5* I 8@* 2")5=*
 8A)5%* #8%k7k#82)@* 7" E#15)5=* K 9 H4* H(5* @)F=\$* k@* 1&E k)5=*
 6\$* k)@* @E811* @8E#15* @kP50* 187N* "A* k2A"%E8)k"2* %5' 8%=k2' *
 '525%81kP8)k"2* 82=* 187N* "A* %51&86k1k)\$* 82=* ?81k=k)\$*
 k2A"%E8)k"2* %5' 8%=k2' *) (5* 8@5@E52)@* F@5=4* a" I 5?5%0*
 " ?5%8110*)(5* @)F=\$* #%"?k=5@* @"E5* @F' '5@)k?5* 5?k=5275*
)(8)* K 9 H* E 8\$* #%"E")5* E "%5* @k' 2k&k782)* 7(82'5* k2* #5[
 @"7k81* 7" E EF2k78)k?5* 65(8?k"F%@* k2* 7(k1=%52* I k)(*
 OF)k@E*)(82*#18\$*)(5%8#S4**
 *

=7&'?&(*\$(&'P(GHIJOL* 81@* " 7"2=F7)5=* 8* %82=" E&kP5=*
 7"2)%1*)%k81* @)F=\$k2' * (" I * K 9 H* kE#%"?5@* @"7k81*
 7" E EF2k78)k"2* 82=* 8F=k)"%S[E")"%* 7"2257)k?k)\$* k2*
 7(k1=%52* I k)(* OF)k@E4* V&A)\$["25* !828=k82* 7(k1=%520*
 65) I 552*)(5* 8'5@* "A* cD- * 82=* . ,D-0* I (" E5)* G: 9 [K e*
 7%k)5%k8* A"%* OF)k@E* I 5%5* %57%Fk)5=4* <8%)k7k#82)@* I 5%5*
 %82=" E1\$0* 6lk2=l\$* 811"78)5=*)" * %575k?5* 5k)(5%* K 9 H* "%*
 @)82=8%=* 65(8?k"F%81*)(5%8#S* A"%* . * dS* E&k2F)5* @5@k"2*
 #5% I 55N0*A"%*T[. , * I 55N@4**
 *

H(k@* @)F=\$* k2?"1?5=* 8* %518)k?51\$* 18% '5* 2FE65%* "A*

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