! "#$"%&'(&)*"%#)$+'
,"-.%$/"&$'01'-2)30#0-2+'
(45678795:9;6'<=:7>6'0:;?@46'ABAC AA!
!
-D@?=>=EDF'AGCHI'269?;D'<976'";D@J>'

3%)'2-++!'4/*#!#-+'#0+,#9!:$/!$')!#$+!1%,'(!)'5>!@$/*(3!6AB8CDEF!<'&&%,'#%/,)!4+!0',3'#/-5>!
;,3!&',!:+!$'-<+)#!/-2',)!1/-!#-',).(',#'#%/,!1-/0!#$+!3+'3>!C%<+-)+!.$%(/)/.$%&'(!'..-/'&$+)!
#/!#$+)+G',3!/#$+-G4%/+#$%&'(!.-/4(+0)!:%((!4+!&/,)%3+-+3!:%#$!',!+0.$')%)!/,!#$+!-/(+!/1!
0/-'(!-+')/,%,27!H+'3%,2)!',3!/,(%,+!<%3+/!(+&#*-+)!:%((!4+!)*..(+0+,#+3!:%#$!3%)&*))%/,!/1!
-+'(D:/-(3!4%/+#$%&)!&')+)7!I$+!&/*-)+!%)!-+&/00+,3+3!1/-!)#*3+,#)!&/,)%3+-%,2!'!&'-++-!%,!#$+!
$+'(#$!.-/1+))%/,)9!/-!#$/)+!:$/!)++J!'!3++.+-!*,3+-)#',3%,2!/1!&/,#+0./-'-5!)/&%'(!%))*+)7!K/!
.-%/-!4'&J2-/*,3!%,!.$%(/)/.$5!%)!'))*0+37!
!
!

$"K$#'

H+'3%,2)!'-+!0'3+!'<'%('4(+!#$-/*2$!#$+!6/*-)+!H+'3%,2)!#'4!/,!#$+!A?L!:+4)%#+7!
A.#%/,'(M!?+%N+-!679!+#!'(7!0+3)7P7!*!"#$%&"'()"*)+,*,-,!0Q!"!+37P7!AR1/-3!S,%<+-)%#5!T-+))9!QUEF7!
!
!

0LM"<$)*"#'

I$+!&/*-)+!$')!#$-++!0'%,!/4N+&#%<+)7!V%-)#9!#$+!&/*-)+!:%((!1'0%(%'-%W+!)#*3+,#)!:%#$!%0./-#',#!
#/.%&)!%,!4%/+#$%&)!'&-/))!#$+!$*0',!(%1+).',7!@+&/,39!%#!:%((!+R./)+!#$+0!#/!'!<'-%+#5!/1!
.$%(/)/.$%&'(!'..-/'&$+)!#/!J+5!4%/+#$%&'(!.-/4(+0)7!I$%-39!%#!:%((!2%<+!)#*3+,#)!#$+!/..-#*,%#5!
#/!'..(5!#$+)+!3%11+-%,2!.$%!3%/TT-0.2(/$%)0.2(&)0.2(')0.2(()0.2(!')0.2(-+0.2(,2!.$%)5!#)0.20.2&.9998-'1

.##"## / "&$#'

Y/*-!2-'3+!1/-!#$+!&/*-)+! : %((!4+!4')+3!/,!&')+!',(5)+)9!'-2*0+,#!',(5)+)9!=*%WW+)9!',3!'!1%,'(!
+R'07!;((!'))+))0+,#)!'-+!0'3+!'<'%('4(+!%,!#$+!I+)#)!Z![*%WW+)!#'4!/,!#$+!A ? L!:+4)%#+7!
!
E7!6')+!',(5)+)!
? $+,M!@++!:++J(5!)&$+3*(+7!
L+,2#$M!K/!0/-+!#$',!\]U!:/-3)7!
V/-0'#M! ? -%#+!',!',(5)%)!/1!',!'))%2,+3!&/,#+0./-'-5!+#$%&)!&')+9!3-':%,2!/,!&/*-)+!-+'3%,2)7!
V*-#$+-!%,)#-*&#%/,)!&',!4+!1/*,3!/,!#$+!A ? L!:+4)%#+7!
B'(*+M!

C+.'-#0+,#!/1!T$%(/)/.$5!:+4)%#+!'#!$##.Maa*:/7&'a.$%(/)/.$5a*,3+-2-'3*'#+a./(%&%+)7$#0(7!
8#!%)!5/*-!-+).//,)4%(%#5!#/!*,3+-)#',3!#$+!./(%&%+)!)+#!/*#!45!#$+!@+,'#+!',3!#$+!C+.'-#0+,#!/1!
T$%(/)/.$59!',3!#$*)!%2,/-',&+!/1!#$+)+!./(%&%+)!&',,/#!4+!*)+3!')!2-/*,3)!/1!'..+'(7!
'

.<<0//0,.$)0&"

@#*3+,#)!)++J%,2!'&'3+0%&!'&&/0 0/3'#%/,!/,!0+3%&'(!2-/*,3)!1/-!',5!0%))+3!#+)#)9!+R'0)9!
.'-#%&%.'#%/,!&/0./,+,#)!',3a/-!'))%2,0+,#)!:/-#$!EU_!/-!0/-+!/1!#$+%-!1%,'(!2-'3+!0*)#!'..(5!
#/!#$+!;&'3+0%&!6/*,)+((%,2!/11%&+!/1!#$+%-!$/0+!V'&*(#5!',3!.-/<%3+!3/&*0+,#'#%/,7!;&'3+0%&!
'&&/0 0/3'#%/,!&',,/#!4+!2-',#+3!45!#$+!%,)#-*&#/-!/-!3+.'-#0+,#7!C/&*0+,#'#%/,!)$'((!4+!
)*40%##+39!')!)//,!')!./))%4(+9!#/!#$+!A11%&+!/1!#$+!C+',!/1!#$+!)#*3+,#c)!V'&*(#5!/1!-+2%)#-'#%/,9!
#/2+#$+-!:%#$!'!-+=*+)#!1/-!-+(%+1!).+&%15%,2!#$+!,'#*-+!/1!#$+!'&&/0 0/3'#%/,!4+%,2!-+=*+)#+37!
@#*3+,#)!:%((!,++3!#/!.-/<%3+!'!@#*3+,#!`+3%&'(!6+-#%1%&'#+!%1!#$+!'4)+,&+!%)!0+3%&'(!/-!..-/.-%'#+!3/&*0+,#'#%/,!%1!#$+-+!'-+!&/0.'))%/,'#+!2-/*,3)!1/-!#$+!'4)+,&+!%,!=*+)#%/,7!
@#*3+,#)!'-+!+,&/*-'2+3!#/!&/,#'&#!#$+%-!V'&*(#5c)!'&'3+0%&!&/*,)+((%,2!/11%&+!#/!/4#'%,!0/-+!
%,1/-0'#%/,!'4/*#!#$+!-+(+<',#!3/&*0+,#'#%/,7!
!
V/-!?+)#+-,!S,%<+-)%#5!./(%&5!/,!6/,)%3+-'#%/,!1/-!@#*3+,#!;4)+,&+9!)++M!!
$##.)Maa::7*:/7&'a*,%<)+&a.31a'&'3+0%&d./(%&%+)a'..+'()a'&&/0 0/3'#%/,d%((,+))7.3177!
!
V/-!#$+!@#*3+,#!`+3%&'(!6+-#%1%&'#+!0@`6P9!)++M!
$##.Maa::7*:/7&'a*,%<)+&a.31a'&'3+0%&d./(%&%+)a'..+'()a0+3%&'(1/-07.3177!!
'

#"31P'%"-0%$",'.L#"&<"'10%/'

@#*3+,#)!:$/!+R.+-%+,&+!',!*,+R.+&#+3!%((,+))!/-!%,N*-5!/-!',!+R#+,*'#%,2!&%-&*0)#',&+!0be!$/*-)!
/-!(+))P!#$'#!%)!)*11%&%+,#(5!)+<+-+!#/!#+0./-'-%(5!+-,3+-!#$+0!*,'4(+!#/!0++#!'&'3+0%&!-+=*%-+0+,#)!
0+7279!'##+,3%,2!(+&#*-+)!/-!('4)9!:-%#%,2!#+)#)!/-!0%3#+-0!+R'0)9!&/0.(+#%,2!',3!)*40%##%,2!
'))%2,0+,#)9!.'-#%&%.'#%,2!%,!.-+)+,#'#%/,)P!)$/*(3!)+(1D3+&('-+!*)%,2!#$+!/,(%,+!@+(1DH+./-#+3!
;4)+,&+!./-#'(7!I$%)!/.#%/,!)$/*(3!4+!*)+3!%,!)%#*'#%/,)!:$+-+!#$+!)#*3+,#!+R.+&#)!#/!-+)*0+!
'&'3+0%&!-+).//,)4%(%#%+)!:%#$%,!be!$/*-)!/-!(+))7!@#*3+,#)!'-+!+R.+&#+3!#/!&/,#'&#!#$+%-!%,)#-*&#/-)!
:%#$%,!Qb!$/*-)!/1!#$+!+,3!/1!#$+!.+-%/3!/1!#$+!)+(1D-+./-#+3!'4)+,&+7!@#*3+,#)!'-+!,/#!'4(+!#/!*)+!
#$+!)+(1D

-+&+%<+!'!)%0%('-!+R+0.#%/,9!:$%&$!'()/!0*)#!4+!,/#+3!%,!#$+!&/*-)+!)5(('4*)7!!
'

<0(%#"'.##)Q&/"&$!

I$+!(')#!3'5!/1!)&$+3*(+3!&(''))+)!%,!',5!&/*-)+!:%((!4+!#$+!(')#!3'5!/,!:$%&$!&/*-)+!'))%2,0+,#)!:%((!4+!'&&+.#+3!1/-!&-+3%#!%,!'!&/*-)+7!8,)#-*&#/-)!:%((!4+!-+=*%-+3!#/!-+#*-,!'))%2,0+,#)!#/!)#*3+,#)!')!.-/0.#(5!')!./))%4(+!:%#$!-+')/,'4(+!+R.(',''#%/,)!/1!#$+!%,)#-*&#/-i)!'))+))0+,#!/1!#$+!'))%2,0+,#7!!
'

.<.,"/)<'011"&<"#!!

@&$/(')#%&!/11+,&+)!'-+!#'J+,!)+-%/*)(5!',3!)#*3+,#)!'-+!3%-+&#+3!#/!-+'3!#$+!'..-/.-%'#+!./(%&59!).+&%1%&'((59!#$+!3+1%,%#%/,!/1!:$'#!&/,)#%#*#+)!'!@&$/(')#%&!A11+,&+9!'#!#$+!1/(((/:%,2!?+4!)%#+M!
$##.Maa:::7*:/7&'a*,%<)+&a.31a'&'3+0%&d./(%&%+)a'..+'()a)&$/(')#%&d3%)&%.(%,+d*,3+-2-'37.31!
'

-3.Q).%)#/'<2"<R)&Q'

;((!-+=*%-+3!.'.+-)!0'5!4+!)*4N+&#!#/!)*40%))%/,!1!/-!#+R#*'(!)%0%('-%#5!-+<%+:!#/!#$+!&/0 0+-&%'(!.('2%'-%)0!3+#+&#%/,!)/1#:'-+!*,3+-!(%&+,)+!#/!#$+!S,%<+-)%#5!1/-!#$+!3+#+&#%/,!/1!.('2%'-%)07!;((!.'.+-)!)*40%##+3!1/-!)*&$!&$+&J%,2!:%((!4+!%,&(*3+3!')!)/*-&+!3/&*0+,#)!%,!#$+!-+1+-+,&+!3'#'4')+!1/-!#$+!.*-./)+!/1!3+#+&#%,2!.('2%'-%)0!/1!.'.+-)!)*4)+=*+,#(5!)*40%##+3!#/!#$+!)5)#+07!S)+!/1!#$+!)+-<%&+!%)!)*4N+&#!#/!#$+!(%&+,)%,2!'2-++0+,#9!&*--+,#(5!4+#:++,!I$+!S,%<+-)%#5!/1!?+)#+-,!A,#'-%/!',3!I*-,%#%,7&/0!$##.Maa:::7#*-,%#%,7&/07!
'

/(3$)-3"P<20)<"'$"#$#'.&,§0%'"K./#''

6/0.*#+-D0'-J+3!0*(#%.(+D&$/%&+!#+)#)!',3a/-!+R'0)!0'5!4+!)*4N+&#!#/!)*40%))%/,!1!/-!)%0%('-%#5!-+<%+:!45!)/1#:'-+!#$'#!:%((!&$+&J!1/-!*,*)*'(!&/%,&%3+,&+)!%,!',):+-!.'##+-,)!#$'#!0'5!%,3%&'#+!&$+'#%,27!
'

#(--0%$'#"%*)<"#!

H+2%)#-'-%'(!@+-<%&+)!$##.Maa:::7-+2%)#-'-7*:/7&'!!
@#*3+,#!@*../-#!@+-<%&+)!!$##.)Maa)#*3+,#7*:/7&'a.).a$+.-3:+4a>&03f(/2%,!!
@+-<%&+)!.-/<%3+3!45!#$+!S@6!$##.Maa:+)#+-,*)&7&'a)+-<%&+)a!!
@#*3+,#!C+<+(/.0+,#!6+,#-+!$##.Maa:::7)3&7*:/7&'a!
!
@#*3+,#)!:$/!'-+!%,!+0/#%/,'(a0+,#'(!3%)#-+))!)$/*(3!-+1+-!#/!h+'(#$!',3!?+((,+))!$##.Maa:::7*:/7&'a*:/&/0a0+,#'($+'(#$a!1/-!'!&/0.(+#+!(%)#!/1!/.#%/,)!'4/*#!$/:!#/!/4#'%,!$+(.7!80 0+3%'#+!$+(.!%,!#$+!+<+,#!/1!'!&-%)%)!&',!4+!$'3!45!.$/,%,2!]EF7jjE7^U^U!03*-%,2!&('))!$/*-)P!/-!]EF7b^^7QUQ^!'1#+-!&('))!$/*-)!',3!/,!::++J+,3)7!
!