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"\$%&#!' (#(&)\*!!"#\$\$%&\$'&()\*+),,-+)\*&.&/01,-+0%2&!"",)3&45,,)&/0-6&7)+8,-2+16&\$'&9\$):\$)3&  
/ +%,&():&;\$0:3&9\$):\$)3&7<!!

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0):&B#+%\$2\$C#63&7)+8,-2+16&\$'&!522,D3&EO%?,-3&F-+\*#1\$)3&7<!

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<,1()=&(%1!=0<(&!)\$==7:>!?4(!)#&%, -!;(#<((-!&),-8!1(/%-1\*!3&(@\$( -#!;7%6A0\$#)\*!%-1!#4(!7%6A!  
03!%&(7,%;7(!%-1!)(6\$&(!7(6#&,6,#:!8&,1!4%)!70-8!=%))(1!6&,,)!=0,-#>!?4(!B#(-#!%-1!)(C(&,:!03!  
#4(!=&0;7(/!6%/(!#0!#4(!30&(!<4(-!9-1,%!(B=(&,-6(1!,#)!<0&)#!(C(&;!;7%6A0\$#!%#!#4(!(-1!03!D\$7:!  
EFG>!?4(!;7%6A0\$#!7%)#(1!#<0!1%:!)!%-1!()#,/ %#!()!03!#4(!-\$ / ;(&)!7(3#!<,#40\$#!%-:!(7(6#&,6,#:!  
C%&:!3&0 / !%- : <4(&(!;(#<((-!HFF! / ,77,0-!#0!IFF! / ,77,0-!=(0=7(J!#4,,)!(@\$,C%7(-#!#0!10\$;7(!  
#4(!=0=\$7%#,0-!03!#4(!K"!<4,64!,)!<4:!!#4,)!<%&&%-#)!3\$&#4(&!(B% / ,-%#,0->!?4(!;7%6A0\$#!,)!!

, -C()# / (-#)! #0! , / =&0C(! # (64-,6%7! (33,6,(-6:>! Z%- :! 03! #4(! &(30& / )! <(&(! , / =7( / (-#(1! ; :!  
60-) \$7#, -8!3,& / )>! [ 0<(C(&\*,#!,)! -0<! <,1(7: !%66(=#(1!#4%#! =&,C%#,) %#,0-!<%)! \$-)\$66())3\$7!,-!  
2&,) %!%)!#4(!)(6#0&M)! =&0;7( / )!<(-#!\$-(&)07C(1! ?4(! (B%6#!6%\$)(V)W!03!#4,)!3%,7\$&(!,)!\$;5(6#!#0!  
/ \$64!1( ; %#!VY%7(\*!EFF\W>!Q77!,-!%77\*!#4(!8(-(&%#,0-!),1(!<%)!0=(-(1!\$=! ; \$#!#4(!1,)#&, ; \$#,0-!  
) ,1(!4%)!&( / %, -(1!)#%#(0&\$->!

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9-!&(#&0)=(6#!,3!#4(! \$7#, / %#!!0;5(6#,C(!03!=&,C%#,) %#,0-!<%)!#4(!#&%-)3(&!03!%17%&8(!=0&#,0-!03!#4(!  
(7(6&#,6,#:!) (6#0&#! #0! #4(! =&,C%#(!) (6#0&\*! #4(-! #4(! (B(&6,)(! N3%,7(1M! %660&1,-8! #0! #4(! )#%#,) #,6)>!  
Q660&1,-8!#0!#4(!9TQ!VEFGFW\*!%)!03!]G!"ID\$7:IEFFS\*!9-1,%!4%1!%!#0%7!03!G^G\*!FI]!Z \_!03!,-)#%77(1!  
6%=%6,#: !03!<4,64!`H^ a !<%)!=\$;7,67: !0<- (1\*! ,#4(&! ; :!#4(!)#%#(!)0&! ; :!#4(!6(-#&%7!80C(&- / (-#>!  
?4(!)#%#(!80C(&- / (-#)! =0))())(1!#4(!7%&8(!)#!4%&(!< ,#4!^E>^ a !0&!IH\*]H\! Z \_\*!%-1!#4(!6(-#&%7!  
80C(&- / (-#M)! )4%&(!<%)! ] \ a !0&! \ \*SIF! Z \_>!! \_4(#4(&! ,#!4%)! ; ((-!#4(!3%,7\$&(!#0!,-#&01\$6(!  
60 / =(,#,0-!< ,#4!%-!N,-60 / =7(#(M!8&,1!%-1!64&0-,6! (7(6&#,6,#:!)40&#%8(!)0&!#4(!- (%&!60 / =7(#(!  
7%6A!03!,-#(&(!#03!=&,C%#(!; \$: (&)!#0!=\$&64%)(!=\$;7,6!%))(#)IV,-! . (74,!#4(&(!< (&(!0-7: !#<0! ; ,11(&!  
30&!#4(!=\$&64%)(!03!#4&(!1,)#&, ; \$#,0-!3,& / )W!#4(!)#%#(!,)!# ,77!7(3#!#0!#%6A7(!#4(! / %- :!64%77(-8(!  
%))06,%#(1!< ,#4!%-!(7(6&#,6,#:!) : )#( / !\$-1(&!)#&%,-!V . \$;%)4! b! ",-84\*!EFF^W>! \_4(&(!#4(&(!4%)!  
; ((-!%64%-8(!,)40<! ,#!%==&0%64(!)#4(!)!64%77(-8(>!Q!1,)#,-6#!64%-8(!03!#%6A!6%-! ; (1(#(6#(1!  
%< %: !3&0 / !#4(!0C(&!&(7,%-6(!0-!#4(!0&#4010B: !03!&())#&\$6#\$&,-8!%-1!=&0 / 0#,0-!03!60 / =(,#,0-!  
%-1!640,6(!,-!#4(!)(6#0&#!#0<%&1)!#4(!1(C(70= / (-#!03! / 0&(!=%&#-(&)4,=)!< ,#4!=&,C%#(!3,& / )!%-1!  
#4(!30)#(&,-8! 03! &(-(<%;7(! (-(&8: ! # (64-0708,())>! 93! #4(&(! %&(! %- :! , / =0&#%-#! 7(8%6,()) 03!  
=&,C%#,) %#,0-!0-(!03!#4(!)( / \$)#! ; (!#4(!0=(-,-8!\$=!03!#4(!)(6#0&#!#0!#4(! =&,C%#(!)(6#0&!!

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3\$ (7)!V60%7W\*!9-1,%!-((1)!%!&%1,6%7!- (<!%==&0%64>!Q!#(64-0708,6%7!&(C07\$#,0-!, -!#4(!)(6#0&!

Q-!%7&(%1:;!;%1!),#\$%#,0-!,-!#4(!=0<(&!)(6#0&!4%)!60-#,-\$(1!#0!1(#(&,0&%#(>!\_,#4!%-!%;\$-1%-6(!  
03!(C,1(-6(!%C%,7%;7(!#0!)40<!#4(!6\$&&(-#!,-3&%)#&\$6#\$&(!,)!-0#!3,#!30&!=&\$=0)(>!\_,#4!#4(!  
(/(&8(-6(!03!-(<!#(64-0708,()\*)1(67,-,-8!60)#)!V%!)!,-!)07%&W\*!,-,-0C%#,C(!#(64-0708,6%7!  
60/;,-%#,0-)\*!%-1!0#4(&!60\$-#&,()!/ %A,-8!,/=&0C(/(-#)!#0!,-6&(%)(!#4(,&!0<-!7(C(7)!03!  
(7(6#&,3,6%#,0-\*!9-1,%!4%)!%-!,1(%7!0==0&#\$-,#:!#0!;\$,71!%!(-<!(7(6#&,6,#:!,,-3&%)#&\$6#\$&(!,-!/ % - :!  
&()=(6#)!%-1!;(8,-!#4(!=&06())!#0!3,-1!)07\$#,0-)!,-!(%&-())!#0!,#)!(-1(/,6!=&0;7(/)>! ?4(!  
#(64-0708,6%7!&(C07\$#,0-!#4%#!4%)!)< (=#!#4&0\$84!#4(!#(7(60 / / \$-,6%#,0-)!)(6#0&!0C(&!#4(!7%)#)G^!  
:(%&)!=&0C,1()!#4(!=0<(&!, -1\$)#&: !< ,#4!)0 / (!C(&: !\$(3\$7!7())0-)>!'&,0&!#0!#4(!%1C(-#!03! / 0 ; ,7(!  
=40-()!#4(&(!4%1! ; ((-! %! 70-80)#%-1,-8! 60-6(&-! #4%#! C%)#)!<%#4()! 03! #4(!=0=\$7%#,0-! , -!  
1(C(70=,-8!60\$-#&,()!<0\$71!;(! (B67\$1(1!3&0 / !%66())!#0!%!(7(=40-(!< ,#40\$#!%-!%#,0-%7!7%-17,-(!  
,-3&%)#&\$6#\$&(>!\_,#4!#4(!8&0<#4!03! / 0 ; ,7(!#(64-0708:\*!40<(C(&\*!60\$-#&,()!4%C(!;((-!%;7(!#0!  
N7(%=3&08M G^!

1(C(70= / (-#>!Q!NC,),0-!03!#4(!3\$#\$&(M6%-!;(130\$-1!, -!#4(!. %-,)4!),)7%-1!03!""% / )0!<4,64!,)!#4(!  
<0&71M)! 3,&)#! GFF a ! )(730)\$33,6,(-#! ,)7%-1! ;%)(1! 0-! &(-(<%;7(! (-(&8:>! ?4(! ,)7%-1! 8(#)! ,#)!  
(7(6&,6,#:!=&(10 / ,-%-#7:!3&0 / !#4(!GG!0-)40&(!%-1!GF!033)40&(!<,-1!#\$&;,-()\*!<4,64!8(-(&%#(!  
%#!#0#%7!03!] \! / (8%<%##)>!U:!EF]F!#4(!,)7%-1!%, / )!#0! ; (!60 / =7(#7:!3&((!03!%- :!30& / !03!30)),7!  
3\$(7)!V0,7\*!60%7!%-1!8%)W!VN!O?2\$G&>\$-%:K2&E<sup>+</sup>-21&LMMN&; , ),H00%,& ( ) ,-\*6&B\$H,-, :&P2%O):&+2&O&  
F,O"\$)&'\$-&!52!0+)00%,&=\$? ?5)+1+,2M\*!G!Z %:!EFG\W>!?0!1(C(70=!%!70<!6%&;0-!(60-0 / :!9-1,%!





)64( / (!VNP):+0&2,12&LM&Q>&2\$%0-&10-\*,1&06&RMLSK\*!EH!"(=#( / ;(&!EFG]\*NP):+O&TU,,)&1\$&H\$-U&H+1#&  
40!0-&\$)&2\$%0-&C%0)2M\*!EE!hOC( / ;(&!EFG]\*W>!\_4%#(C(&!#4(!&(%7!% / 0\$-#!,)\*!=&08&())!03!#4(!&,84#!  
A,-1!4%)!;(( -! / %1(>!Q)!#4(!Dh h " Z !4(%1)!,-#0!,#!)(60-1!=4%)(!60-6(&-)!4%C(!%7&(%1:;!;((-!  
C0,6(1!OC(&!#4(!=0#(-#,%7!03!#4(!Dh h " Z !#0!3%7#(&!2 - (!6&,#,6!,)!Y>!",C%1%)%-\*!%!(#,&(1!30& / (&  
#0=!033,6,%7!03!#4(!Y(&%7%! " #%#(!T7(6#&,6,#: !U0%&1>!L&0 / !4,)!=(&)=(6#,C(\*!#4(&(!%&(!%!-\$ / ;(&!03!  
=0#(-#,%7!)0\$&6(!#4%#!60\$71!<(77!8(-(&%#(!=&0;7( / )!,-!#4(!3\$#\$&(>[ ,)!3,&)#!0;)(&C%#,0-!,)!#4(!  
7%6A!03!306\$)!0-!#4(!,-3&%)#&\$6#\$&(!0-!<4,64!#4(!Dh h " Z !,)!;%)(1>[ ,)!0#4(&!0;)(&C%#,0-)!  
,-67\$1(d!!#4(!Dh h " Z M)!7%6A!03!%!870;%7!C,),0-\*!&,8,1!=07,6:!)#&\$6#\$&(!%-1!7%6A!03!%1%=#%;,7,#:#!  
#4(!7%6A!03!)60=(!30&16&(%#,C(!(-#&(&(-(\$&)4,=\*!%-1!37%<)!,-!#4(!3,-%-6,%7! / 01(7!\$)(1!VNP):+OK&  
2\$%0-& ?+22+\$)&'0+%+)\*&1\$&-,"\$\*)+2,&"\$5)1-6K2&C\$1,)1+0%3&2062&1\$C&- ,2,0-"#, -M\*!EH!"(=#( / ;(&  
EFG]\*W>!!

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\_4%#(C(&!#4(!=&0;7( / )!#4%#! / %: ! / %#(&,%7,)(!,-!#4(!3\$#\$&(\*!#4(!Dh h " Z !,)!#( )#, / 0- : !#0!#4(!3%6#!



=%#4<%: !%-1!0-(!#4%#!,)!#,#77!%70-8!<%: !033!0C(&!#4(!40&,X0-! ; \$#!#4(!),8-)!03!,#!1(C(70=-,8!%&(!  
%7&(%1: !%==%&(-#!,)!#4(!Q),%-!"\$=(&!R&,1!>?4,)!,-,#,%#,C(!,)!%-!%11(1!60 / =0-(-#!03!#4(!. )(&#(6!  
L0\$-1%#,0-!#)0&,8,-%7!60-6(=!#0!7,-A!#4(! (7(6#&,6,#: !8&,1)!03!T\$&0=(%-!60\$-#&,(!#0!)0\$&6(!)03!  
&(-(<%;7(!(-(&8: !V / %, -7: ! )07%&W! , -! #4(!1(!)(&#)! 03! h0&#4!Q3&,6%\*! %8%, -! < ,#4! (-C,&0- / (-#%7!  
, / =7,6%#,0-)!#4%#! -((1!)(&,0\$)!60-),1(&%#,0-!V"40<(&)\*!EFGGW>! \_\_, #4!#4(!Q),%-!"\$=(&!R&,1!#4(!  
70-80#(& / !C,),0-!,)!#0!,-,#,%77: !7,-A!#4(! (7(6#&,6,#: !): )#( / )!03!D%=%-! f 4,-%\*! "0\$#4!Y0&(%\*!%-1!  
c\$)),%#!#08(#4(&!< ,#4!&(-(<%;7(!)0\$&6(!)!\$64!%)!7%&8(!<,-1!3%& / )!),#\$%#(1!,-!#4(!R0; ,!1(!)(&#!,-!  
Z 0-807,%>! P%#(&! 0-#! #4(! 8&,1)! 03! 9-1,%\*! #4(! '4,7,==,-(!)! %-1! ?4%,7%-1! 60\$71! ;(!,-67\$1(1!  
V Z %##4(<)\*!EFGGW>! ?4,)!#4,&1!=%#4<%: !60\$71!<(77!=&0C,1(!9-1,%!< ,#4!%-!%11,#,0-%7!)0\$&6(!03!  
(7(6#&,6,#: \*!4(7=!,#!#0!#%6A7(!67, / %#!(!64%-8(\*!%-1!60-#&,; \$#(!#0!,#)!( -(&8: !)(6\$&,#:>!  
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L0&! / 0&(!#4%-!#<0!1(6%1(!)9-1,%!4%); ((-!%##( / =#, -8!#0!N3,BM!,#)!1(6&(=,#!(7(6#&,6,#: !): )#( / >!9#!  
-0<!)#%-1)!%#!%6&0))&0%1)!<4(&(!,#!4%)!%-0#4(&!0==0&\$- ,#: !#0!&(1(( / !#4(!),#\$%#,0-!%330&1(1!#0!  
,#!; : !#4(!0==0&\$- ,#,(!)=&)(-#(1!; : !%!( -(<#!(64-0708,6%7!&(C07\$#,0->! ?4,)!),)!<4(&(!9-1,%!0\$84#!  
#0!306\$)!#4(! / %50&,#: !03!,#)!%##(-#,0-!%)!#4,)!),)!<4(&(!#4(!3\$#\$&(!7,(!)\*!%-1!<4(&(!0#4(&!60\$-#&,(!)  
%&(!%7)0!4(%1,-8!%)!#4(: !)(A!#0!; \$,71!#4(&!0<-!70<!6%&; 0-!

/ (8%<%##)!Q,&!60-1,#,0-,-8\*!3%-)!%-1!6,#: !<%#(&!= \$ / =)!%77!3%,7(1>! ' (0=7(!%-8&: !%#!#4(!),#\$%#,0-!  
) (#!3,&(!#0! (7(6&6,6,#:!)\$; )#%#,0-)!%-1! (C(-!#00A!=0<(&!033,6,%7)!40)#%8(!VNP):+0)2& ;+\$1& Y8,-&  
B\$H,-&=512& I 5-+)\*&@,01&>08,K\*! I!D\$-(!EFG\W>!!!!!!!

2 33,6,%7!%6A-0<7(18( / (-#!#4%#!N1&%)#6!%6#,0-M!,)!-((1(1!6% / (!,-!#4(!3,&)#!;\$18(!#03!#4(!-(<!  
' &, / (!Z,-,)#(&!h%&(-1&#!Z 01,M)!80C(&- / (-#>!c(-(<%;7(!(-(&8:IV=%&#,6\$7%&7:!)07%&W!<%)!8,C(-!  
%!4,84!=&,0&,#: !,-!,>!Q!-\$ / ;(&!03!0-!%-1!033!8&,1! / (%)\$&(!<(&(!%- -0\$-6(1>! ?4(!,-67\$1(1!%-!  
%7706%#,0-!03!j S ]! / ,77,0-!30&17%&8(!)07%&!&05(6#)!#0!;(!60-)#&\$6#(1!,-!c %5%)#4%-\*!R\$5%&%#!? % / ,7!  
h %1\$\*!%-1!P %1%A4!,-!D% / / \$!%-1!Y%)4 / ,&>! ?4(&(!<(&(!3\$&#4(&!%7706%#,0-)!03!j I ]! / ,77,0-!#4%#!  
<0\$71!80!#0<%&1)!GFF\*FFF!)07%&0=0<(&(1!,&&,8%#,0-!=\$ / =)!%-1!<%#(&!= \$ / =,-8!)#%#,0-)!30&!033!  
8&,1! %&(!)\*! %-1! j G`>^! / ,77,0-! 30&! 1(C(70=,-8! G! Z \_! )07%&! =%&A)! %70-8! 6%- %7! ;%-A)!  
VNQ\$8,-) ? , )1K2& '+-21&05: \*,1&C-\$ ? \$1,2&2\$%0-& , )-\*63&20',16& '\$-&H\$ ? , )M\*!GG!D\$7: !EFG\\*!NP):+0&  
B%, : \*,2&VRWM& / +%+%\$)&1\$&Q-+: &P ? C-\$8, ? , )123& ! \$%0-&B\$H,-K\*!G`!D\$7: !EFG\\*!N / \$: +&O''' , %-01,2&  
P):+0&2\$%0-&- ,8\$%51+\$)3&: \$50%,2&10D&\$)&' \$O%M\*!GG!D\$7: !EFG\W>!!

TC(-! / 0&(!% / ; ,# ,0\$)7: \*! Z 01,!4%)!=&0 / , )(1!#4%#! (C(&: !40\$)(4071! < ,77!4%C(!%#!7(% )#!0- (!)07%&!  
7,84#! ; : !EFEF!%)!=%&#! 03!#4(!N)%33&0-!&(C07\$#,0-M! ?4(!80C(&- / (-#! , )!A((-!#0!\$)(!#4(!7())0-)!  
7(%&-#13&0 / !#4(!)\$66())3\$7!1(C(70= / (-#!03!)07%&!<0<(&!, -!R\$5%&%#!% -1!%==7: !#4( / ! / 0&(!<,1(7: !  
%6&0))!#4(!60\$-#&: >!9-!#4(!&(6(-#!; \$18(!)=((64!#4(!3,-%-6(! / , - , )#(&!Q&\$-!D% ,#7(: !)0\$84!#0!8,C(!  
%!= \$)4!#0!)07%&!<0<(&!) (##, -8!%) ,1(!c)!^FF!6&0&(!30&1! (C(70=,-8!30\$&! \$7%&0 / (8%!)07%&!<0<(&!  
=&05(6#)!, -! c %5%)#4%-\*!R\$5%&%#!? % / ,7! h %1\$!%-1!P %1%A4>! \_ 0&A!0-!0- (!)\$64! \\*FFF0 / (8%<%##!  
=&05(6#! - (%&!#4(! " % / ; 4%&! " %7#! P%A(!, -! c %5%)#4%-\*! , )!0-! < ,#4!%-! ()# , / %#(1!,-C())# / (-#!03! c)!  
I\*^FF!6&0&(>!VF52+),22&!10):0-: \*!D\$7: !GG!EFG\W>!! ?4(!)#%#(!03!R\$5%&%#!<%)!#4(!3,&)#!#0!%##( / =#!  
#4(! f %-%7! " 07%&!<05(6#!#0!\$)(!#4(!GE\*FFF! / ,7(!)70-8!- (#<0&A!03! h %& / %1%!6%- %7!)!%6&0))!#4(!  
)#%#(!30&!) (##, -8!\$=! )07%&!<0- (7)!#0!8(- (&%#(! (7(6&6,6,#:!)!%-!%##( / =#!#0!0;C,%#(!#4(!&(@\$,& ( / (-#!  
#0!%6@\$,&(!C%)#!#&%6#)!03!7%-1!%-1!#0!7, / ,#!(C%=0&%#,0-!03!<%#(&!3&0 / !#4(!I^F0 / (#(&!70-8!6%- %7>!  
9-1,%! 1(&,C(1! 4\$8(! ; (- (3,#)! 3&0 / ! #4(! # (64-0708,6%7! &(C07\$#,0-! #4%#! )< (=#! #4&0\$84!  
#(7(60 / / \$- ,6%#,0-)>!P,A(< , )(\*!#4(&(! , )! -0#4,-8!#0!)#0=!,#13&0 / !#%A,-8!%1C%-#%8(!03!%!), / ,7%&!  
#:=(!03!&(C07\$#,0-!,-!(7(6&6,6,#: >!9-1,%!4%)!-0!# , / (!#0!70)(>!

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! "#\$"%&'('

U4%##%64%&.:%\*!" f!VEFFHW!NT-(&8:!!%66())!=&0;7( / !03!#4(!=00&!, -!9-1,%d!9)!&\$&%7!(7(6#&,3,6%#,0-!  
%!&( / (1:iM\*( ), -\*6&B\$%+"6\*!] \\*!] ] `I0] ]SI!  
R&0C(&\*! cU>\*! f4%-1&%\*!"!VEFFHW!N"6( -%&,0!30&!8&0<#4!03!(7(6#&,6,#:!, -!9-1,%M\*!&( ), -\*6&B\$%+"6\*!  
] \\*!E` ] \0E` \I!  
f4%#X,C%),7(,%1,)\*! ">\*!T&- )#! . >\*!Q-1(&))0-\*!R!VEFG]W!N?4(!R70;%7!R&,1M\*! ; , ),H00%,&( ), -\*63!  
^I\*!]IE0] ` ]&&

Z \$ - ((&\*! ?>\*!Q),3\*! Z >\*! Z \$ - % < < %&\*! " !VEFF^W!N"\$) #%, - %; 7(! =&01\$6#,0-! 03!)07%&! (7(6#&,6,#: ! < ,#4!  
= %&#,6\$7%&!&(3(&(-6(!#0!#4(!9-1,%-!(60-0 / :M\*! ; , ) ,H00% ,&0) : &!5210+)00% ,& ( ) , -\*6& ; ,8+ ,H2\*!S\*!  
\\ \0\I ]!

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