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"#\$%&'()*!#+',-)-'&\$!.'('/#&0(121!, '3/'-#/\$!4 4 5 6!!
.&#%7!81(-/'//1/),-)9',3121!; /#%&'()*\$!4 4 5!<&#=#)+ /#!>%#(1%)9#!<1/1(31%#!

?', \$-#\$!'@'21=(#\$!%, -/'9#!*#+', -)'&'A!+)(), -/1%!(1, -/#!((7B!='&!

, -/#!(C'(-/#&0(1A!D*))!)!DE2#(), -#(#!

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

#

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

-#23!%4*+5*-#1!

!

6#-!5'%)(.+.)*)#.0!78#+.9%:*!)+'(8%!;#2(+.%.(/<!2%9%+. '*!)%9*+. '#993, !-(/!

4*+7-#'+'.)!=(9.'#/09*!>;%#!*'4#9%;*)#99*!<16(4%*9#/0932!?(9.'*2!@@A!5*!

5'()(9.%)9*!<-5/*2#.%%!-/B!=(9.'#/09*!>;%#!)!+*. '7-9%8(+.)(!+!C%9%+.('+'.)*2!

%9*+. '#993, !-(/!6(+57D/%:%!E#;#, +.#9F!G+: '(99(!?(9H!8.*!*-9*!%;!;#+(-#9%<!I.*<!

)+'(8%!!5*+)BJ(99*(!5'*.%)*(-<+.)%H!.('*%' ;27!*'4#9%;*)#9*!+*)2(+.9*!+!

!"

"#\$%&'()*+,-./0+.)#!-#23!%4*+5*-#!

!

O(4*-9B\$9BB!)+'(8#15'(-*+.#)/B(.,**\$7H!)*;2*M9*+.0!*D+7-%.0!)*5'*+3!D*'OD3!+!
.'(''%;2*2!)!=(9.'#/09*!>;%%!Q!5'%*'%.(.9*2!'(4%*9(!-/B!E*9.'.(''%+.%8(+:*4*!
75'#)/(9%B!@'4#9%;#?%%!@DK(-%9(993,!A#?%<F!

!

A#\$(!+.'#. (4%8(+:*(!5#' .9('+.)*!9#8#/*+0!)!RSTSPRSTT!4*-#,!*:4-#!@'4#9%;#?%B!
@DK(-%9U993,!A#?%<!%V)'*5(<+:%<!O*H;!;#57+.%/%!5'*(:!5*!'(#/%;#?%%!8(.3'(!,
+9)93,!*:25*9(9.*)!W/*D#/09*!<!:*9.'.(''%+.%8(+:*<!+.'#. (4%%!@@A!)!=(9.'#/09*!
>;%%F!!

!

X/#4*-#'B!7+%/B2!6(4%*9#/09*4*!?(9.'#!@@A!5*!5'())(9.%)9*!<-%5/*2#.%%!-/B!
=(9.'#/09*!<>;%%!-#993<!5'*(.!:#)('\$%/+B!5'%9B.(2!O*)2(+.9*4*!5/#9#!-(<+.)%<!
-/B!=(9.'#/09*!<>;%%!5*!*+7J(+.)/(9%H!W/*D#/09*!<!:*9.'.(''%+.%8(+:*<!+.'#. (4%%!%!
5'%9B.%H!>\$,#D#-+:*<!-(:/#'#?%%!O*)2(+.93<!5/#9#!-(<+.)%<!B)/B(+B!5(')*<!
'(4%*9#/09*!<!%9%?%#.%)<!#!#;#D*.*99*!<-/B!5'(-75'(M-(9%B!%15'*.%)*(+.)%B!
74'*;#2!.'(''%;2#!!*+9*)#99*!<9#!W/*D#/09*!<!:*9.'.(''%+.%8(+:*<!+.'#. (4%%!@@AF!!

!

"!. *!M(!)'(2B!+.#/*!8(%) -932!8.*!)+(+'*99BB!'(#/%;#?%B!O*)2(+.9*4*!5/#9#!-(<+.)%<!
'(D7(.:**' -%9#?%%!7+%/<9(!.*0:!*+!*+.*'93!=(9.'#/09*!P>;%#.+:%,!+.'#9!9*!%!
2(M-79#'*-93,!%!'(4%*9#/093,!*'4#9%;#?%<F!N.*!5'%)(/*!;!+*; -#9%H!5'*(.:#!YA#!57.%!;!:
)>(*DK(2/HJ(<! '(#/%;#?%%!O*)2(+.9*4*!5/#9#!-(<+.)%<!/B!=(9.'#/09*!<>;%%!)!#2:#,!
W/*D#/09*!<!:*9.'.(''%+.%8(+:*<!+.'#. (4%%!@@AZ!:*.*'3<!)*9#+.*BJ(!)'(2B!
'(#/%;7(+B!E*9.'.(''%+.%8(+:%2!75'#)/(9%(2!@@A!%16(4%*9#/0932!?(9.'*2!@@A!5*!
5'())(9.%)9*!<-%5/*2#.%%!-/B!=(9.'#/09*!<>;%%!F!N.*!5'*(.!:+(<8#+!9#,*-%.+B)!.'(.0(<!
L#;(! '(#/%;#?%%F!

!

O(4*-9B!23!2*M(2!+!7-*)/(.)*(9%(2!:#B)% .0!8.*!O*)2(+.93<!5/#9#!-(<+.)%<!+.#/!
2*-(/09*!<!+.'7: .7'*<-/B!'(4%*9#/09*4*!+*.'7-9%8(+.)#!5*!D*'OD(!+!.'(''%;2*2F!N.*!
53.!D3!/!7+5(\$9!5'%2(9(9!%!)!-'74%,!'(4%*9#;!2%'#F!!

!

[!,*(./!D3!)3'#;% .0!%+: '(99HH!D/#4*-#'9*+.0!)+(2!-*9*'#2!15#'.9('#2!%!*+*D(99*!
6(4%*9#/09*27!?(9.'7!@@A!5*!5'())(9.%)9*!<-%5/*2#.%%!-/B!=(9.'#/09*!<.>;%%!(4*!
'7:*)*-%.(/H!A#.#/0(!C%'8!)9(!W('2#9!;#!.(+9*(!+*.'7-9%8(+.)*!%15*--('M:7F!

!

"#\$%!&'()*+,*-%.(/0+.)#!!-#23!%4*+5*-#!!

!

"!.(8(9%(!5*+/(-9(4*!-(+B.%/(.%B!74'*;#!.(' '*% ;2#15*+.*B99*!)%-%;2(9B/#+0!)*)+(2!
2%'(!)!.*2!8%+/(!)!=(9.'#/09*!<.>;%F!A(+2*.'B!9#!.(' '%.*'%#/09*(!5*'#M(9%(!GWG \!)!
G'#:(!%O%'%%!9(-#)9%<!-*:/#-!W(9('#/09*4*!+(: '(.#'B!@@A!*D!74'*;(1!%+,*-BJ(<!*!
I.*<!.(' '*%+.%8(+:*<!*4#9%;#?%#15*:#;3)#(!!8.*!8/(93!B8(<:%!GWG \!)!>L4#9%+.#9(!
5*P5'(M9(27!+5*+*D93!+*)(' \$#.0!(';*9#9+93(19#5#-(9%B!)! '#;/%893,!8#+.B,!+. '#93!
):/H8#B!+.*%/7!4*+7-#'+.)#E#D7/F!]'(' '*%+.%8(+:%(!4'755%'*):%!)!.*2!8%+/(!>/OP
E#<-#!!+. '(2B.+B!%+5*/0;*)#.0!.(' '%.*'%H!>L4#9%+.#9#!-/B!'+5' *+.'#9(9%B!+)*(4*!
)/%B9%B!)!'(4%*9(F!@9%!.#:M(!+. '(2B.+B!)('D*)#.0!+.*'*99%:*)!+'(-%!.(!:.*!)3+.75#H.!
5'*.%)!2%'9*4*!+*4/#\$(9%B!-*+.%497.*4*!2(M-7!]/#/%D#9*2!%O*(-%9(9932%!^.#.#2%F!

!

W/*D#/09#B!5#9-(2%B!_`abcPTd!+*;-#/#!+*)('\$ (99*!9*)3(!'(#/%F!N.%!'(#/%%;#.'*97/%!
)+(!+L('3!M%;9%!)!:/H8#B!.(' '*% ;2!%D*!'0D7!+!9%2F!e%+:7++%!)*)'(2B!'''.7#/09*!<
:*9.'.(' '*%+.%8(+:*<9(-(/%!:.*'#B!D3/#!*'4#9%;*)#9#!E*9.'.(' '*%+.%8(+:%2!
75'#)/(9%(2!@A!)!%H/(!.(:7J(4*!4*-#!15*:#;#/%!8.*!4*+7-#'+.)#2P78#+.9%:#2!
9(*D,*-%2*!-'M#.0!'7:7!9#!57/0+(!.*4*!!::#:!'#;)#(+B!74'*;#!1%+,*-BJ#B!*!GWG \!)!
>/OPE#%-3!%!'74%,!.(' '*%+.%8(+:%,!4'755!)!7+/*)%B,!5#9-(2%F!!

!

[!,*(./!D3!)*+5*/0;*)#.0+B!I.*<!)*;2*M9*+.0H!18.*D3!5*D/#4*-#'% .0!4*+7-#'+.)#!
=(9.'#/09*!<.>;%%!;#:#.%)9*(!78#+.%(!)!''%.7#/09*!<:*9.'.(' '*%+.%8(+:*<9(-(/(!%#;!
D2(9!5('(-)32!*53.*2!)!D/#+.%!'(5#.'%#?%%!4'#M-#9!!*+*D(99*!M(9J%9%!)!-(.<!%#;!
2(+.!+*-'M#9%B!)!G'#:(!%O%'%F!C(M-79#'*-9*27!+*D J(+.)7!+.*%.!5'%+2*.'(0+B!;!
) +00!63.92 c1459.131-127.5!5-1297T29TnTT-0.2(2)(-)0.25-18!5TnTT(**85#)0T f (!)T905022T f (!)0.24!

!

&'(M-(!8(2!23!5('(<-(!2!:+/(-7H J (27!I.#57!O*)2(+.9*4*!5/#9#!-(<+.)%<!*8(90!)#M9*!
5*-)(+.%!%.*4%!9#\$(<!+*)2(+.9*<!'#D*.3!!*?(9%.0!'(;7/0.#.3!%!ILL(:.%!)9*+.0!9#\$%,!
*D J %,!7+%/<!#!.#:M(!*D*D J %.0!%;)/(8(993(!7 '*:%F!!

!

E*9.'.'(' '*'+.%8(+:*(!75'#)/ (9%(!@A!+*)2(+.9*!+!6(4%*9#/0932!?(9.'*2!@A!5*!
5'() (9.%!)9*<!-%5/*2#.%%!-/B!= (9.'#/09*<!>;%%!5*-4*.*)%/%!'(:*2(9-#?%%!5*!
'(#/%;#?%%!O*)2(+.9*4*!5/#9#!-(<+.)%<!*:.*'3(!23!5'(-+.#)%2!9#!+(4*-9B\$9(<!)+.'(8(!
+!. (2!18.*D3!5'(-/*M%.0!9(:*.*'3(!-*5*/9(9%B!%+,*-B!%;!5'%*'%.(.*)!4*+7-#' +.)!
=(9.'#/09*<!>;%%F!6#++8%.3)#H!9#!*D+.*B.(/09*(!*D+7M-(9%(!I.%,!%- '74%,!

5'(-/*M(9%<F!

!

f (/#H!)+(2!5 '*-7:.%!)9*<!-%+:7++%F!

!

X/#4*-#'H!;#!)9%2#9%(g!

%"

"