!

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

2 3&45$67"#($6766$

!

!

!

"#$%!&' ( )&*!)+*,$-'%!.!(&',$ / $-.&0!.-.,0%$%!1.&&$'2!)+*!)-!*#'!30,.4!'-5)&1' / '-*!)5!*#'!-'4!6&$-1'!7')&8'!9.5'!9*&''*%!:0,.4!;<=>?=@A!"#'!.-.,0%$%!'B. / $-'%!C>D!E4)&F5,)4G!5$,'%!)&!30,.4!'-5)&1' / '-*!'H'-*%!*#.*!*#'!1$*0!%*.55!#.%!$2'-*5'2!.%!3'$-8!*#'!1)-%'I+'-1'!)5!9.5'!9*&''*%!:0,.4!'-5)&1' / '-*A!"#'%'!5$,'%!'-1) / (.%%!*#'!5$&%*!-$-''*0J-$-'!2.0%!)5!*#'!'-5)&1' / '-*!)5!*#'!:0,.4K!5&) / !L+8+%*!MN!*)!O'1' / 3'&!P!"K!>?>NA!#!!

!

"#'!9.5'!9*&''*%!:0,.4!$%!*#'!%+3Q'1*!)5!1)-%$2'&.3,'!1)-*&)H'&%0!$-!#)4!$*!1.-!3'!+%'2!.8.$-%*!2'#)+%'2!.-2!+-%#',*'&'2!-2H$2+.,%!$-!6&$-1'!7')&8'K!*#'!/ .Q)&$*0!)5!4#) / !.&'!R-2$8'-)+%!6')(,'A$!"#'!S.-.8'&!)5!:0,.4!9'&H$1'%!&'%()-2'2!*)!*#$%!1)-1'&-!)-!9'(*' / 3'&!>?K!>?>N!30!'B(,.$-$-8!*#.*!!!

!

8999:$.5#$;<&;"-#$+-$".$;<*+.+,#$=<.$ ' "&#$#><43.+"*3?9$@+.5$=/?3A$#*0"&4# ' #*.$A#$*#B53<-.$3??$3,#*<#-$."$C3+*$,"?<*.3&/$4" ' ;?+3*4#$=#0"&#$.+4D#.+*C$+-$3*$";.+"*$*

$

@+.5$.5#$E30#$E.&##.-$F/?3A($.5#$;<&;"-#$A3-$."$;&",+>#$+$"*#$-<44+*4.$=/?3A$*4"*.3+*+*C$3*$#B;?3*3.+"*$"0$A53.$+-$344#;.3=?#$3*>$<*344#;.3=?#$=#53,+"&$*A+.5+*$.5#$4+./$"0$G&+*4#$H#"&C#9$I?.5"<C5$.5#$=/?3A$53-$3*$3--"4+3.#>$0+*#$*-45#><?#$.5#&#$+-$*"$;<&;"-#$+*$+--<+*C$0+*#-$."$+*>+,+><3?-$A5"$3&#$3?&#3>/$*

———————————————————!

!!!""#$%&'()*+#,(""#+)&-.)/0&%+1)2(3&+'4(-')#,)5#$%#6#781)9-%:(+'%'8)#,);#+#-'#)5$&+<#+#=70)

!

' 3&C+*3?+J#>$3-$3$&#-<?.$"0$5" ' #?#--*#--($3>>+4.+"*$3*>$;",#&./9$15#$>+&#4.+"*$
C+,#*$."$.5#$F/?3A$K00+4#&-$+-$."$>#3?$A+.5$4"*.&3,#*.+"*-$"0$.5#$=/?3A$"*$3$43-#$
=/$43-#$=3-+-$=/$?#..+*C$;#";?#$D*"A$A53.$.5#/$3&#$>"+*C$+-$<*344#;.3=?#$3*>$
#*4"<&3C+*C$.5# '$."$ ' ">+0/$#+.5#&$.5#$=#53,+"&$"&$.5#$?"43.+"*$A5#&#$.5#$
=#53,+"&$+-$.3D+*C$;?34#9$$

$

15+-$=/?3A$3?-"$-#.-$.5#$-.3C#$0"&$"<&$-.&3.#C+4$;3&.*#&-$3-$+.$?3/-$"<.$A53.$.5#$
4+./$A+??$."?#&3.#$3*>$A53.$+.$A+??$*".9$15+-$?3/-$"<.$A5#&#$.5#-#$3C#*4+#-$*##>$."$
C"$+*$.#& ' -$"0$;3&.+4+;3.+*C$+*$.5#$4"??3="&3.+,#$;&"=?# ' $-"?,+*C$.53.$+-$&#L<+&#>$
."$3>>&#--$.5#-#$4" ' ;?#B$+--<#-$$[$]!

!

R-!.!9'(*' /3'&!>C!"!$-!.-!$-*'&H$'4K!S.0)&!T0-!U.,,!&'%()-2'2!*)!%$/$,.&!1)-1'&-!30!%*.*$-8!
#.!'.&,0!&'%+,*%!5&)/!*#'!30,.4!#.H'!3''-!()%$*$H'!.-2!1)//'-*'2!!

!

1"$.5+-$;"+*.($.5#&#$53,#$=##*$*"$.+4D#.-$A&+..#*($*"$.+4D#.-$53*>#>$"<.$."$3*/"*#$
3*>$.5#$-.300$+-$&#3??/$<-+*C$.5+-$=/?3A$3-$3*$#><43.+"*3?$."?$3*>$3*$#><43.+"*3?$
;&"4#--9%$

!

!

!
")a4&%6)Q($#+.1).&'(.)5(3'(4<(+)GH1)GHGB)5=<>($'Z)C5&,()5'+(('")W86&VF1)+(6(&"(.)%-)+("3#-"()'#)^L**!)
+(b=("')GBIBBc?))
#)Q("3#-"()'#)^L**!)+(b=("')GBIBBc)

!
#

!

!

:0,.4!'-5)&1' / '-*!%0%*' / .*$1.,,0!5)1+%'%!)-!
E /)H$-8!)-G!+-#)+%'2!(')(,'!5&) / !(+3,$1!H$'4K!.%!4',,!.%!*#'!2$% / .-*,$-8!)5!*#'$&!%#',*'&%A

"#'&'!$%!-)!
%)1$.,!1.&'!.%('1*!*)!30,.4!'-5)&1' / '-*AV-!)-,0!*#&''!)11.%$)-%!$-!-$-'*0J-$-'!2.0%!4.%!.-!
)+*&'.1#!4)&F'&!1.,,'2!30!30,.4!'-5)&1' / '-*!*)!.%%$%*!4$*#!.-!+-%#',*'&'2!('&%)-A!!
!

!!S.-0!)5!*#'!'-5)&1' / '-*!.1*$)-%!*.F'-!.((' .&!*)!#.H'!)-,0!
.!*'-+)+%!1)--'1*$)-!*)!*#'!.1*+.,!)55'-1'!%'1*$)-%!)5!*#'!9.5'!9*&''*%!:0,.4A!!
!

!"#'!5&'I+'-*!+%'!)5!*#'!
,.3',!E%I+.**'&G!$-!4)&F5,)4!-)*'%!%+(()&*%!.!2$%1&$ / $-.*)&0!H$'4!)5!(+3,$1!%(.1'!*#.*!'B1,+2'%!
#'!H'&0!(&'%'-1'!)5!2'#)+%'2!.-2!+-%#','&'2!(')(,'A!!
!

!

!
!
!
!
!
!
!
!
!!
!
!
!
!
!
!

! %

!

!
!
!
$
!"#$%& '&()#+#, -.! / #0(+*%1020(3#*431*20)#*
!
"#'!2.*.!2)1+ / ' -*'2!*#.*!' -5)&1' / ' -*!)5!*#'!9.5'!9*&' '*%! : 0,. 4!$%!$-$*$.*'2!'$*#'&!30!
&'%( ) -%'%!*)!1) / (,.$-*%!)&!)55$1'&J$-$*$.*'2!(.*&),%!;

!

!

#

,"#5(+%1020(3#6*70*

9.5'!9*&''*%!:0,.4!'-5)&1'/'-*!$%!1.&&$'2!)+*!$-!.-!$-5)&/.,!/)2'A!"#'&'!$%!-)!$-2$1.*$)-!*#.*!1#.&8'%!+-2'&!*#'!:0,.4!#.H'!3''-!,.$2!2+&$-8!*#'!('&$)2!'B./$-'2K!-)&!#.H'!.-0!.&&'%*%!3''-!-)*'2A!R*!$%!+-1,'.&!$5!:0,.4!'-5)&1'/'-*!.%F!*#)%'!*#'0!'-1)+-*'&!*)!$2'-*$50!*#'/%',H'%A!V55$1'&%!.((''.&!*)!4)&F!*)!.H)$2!(#0%$1.,!1)-5&)-*.*$)-A!V55$1'&%!.,/)%*!-'H'&!8$H'!4.&-$-8%K!-)&!$%!*#'&'!.-0!(&)1'%%!$-!(,.1'!30!4#$1#!.!&'1)&2.3,'!4.&-$-8!1.-!3'!8$H'-A!R!&'*+&-!*)!*#$%!$-5)&/.,!/)2'!)5!'-5)&1'/'-*!3',)4!+-2'&!'-5)&1'/'-*!)+*1)/'%A!!

!

1

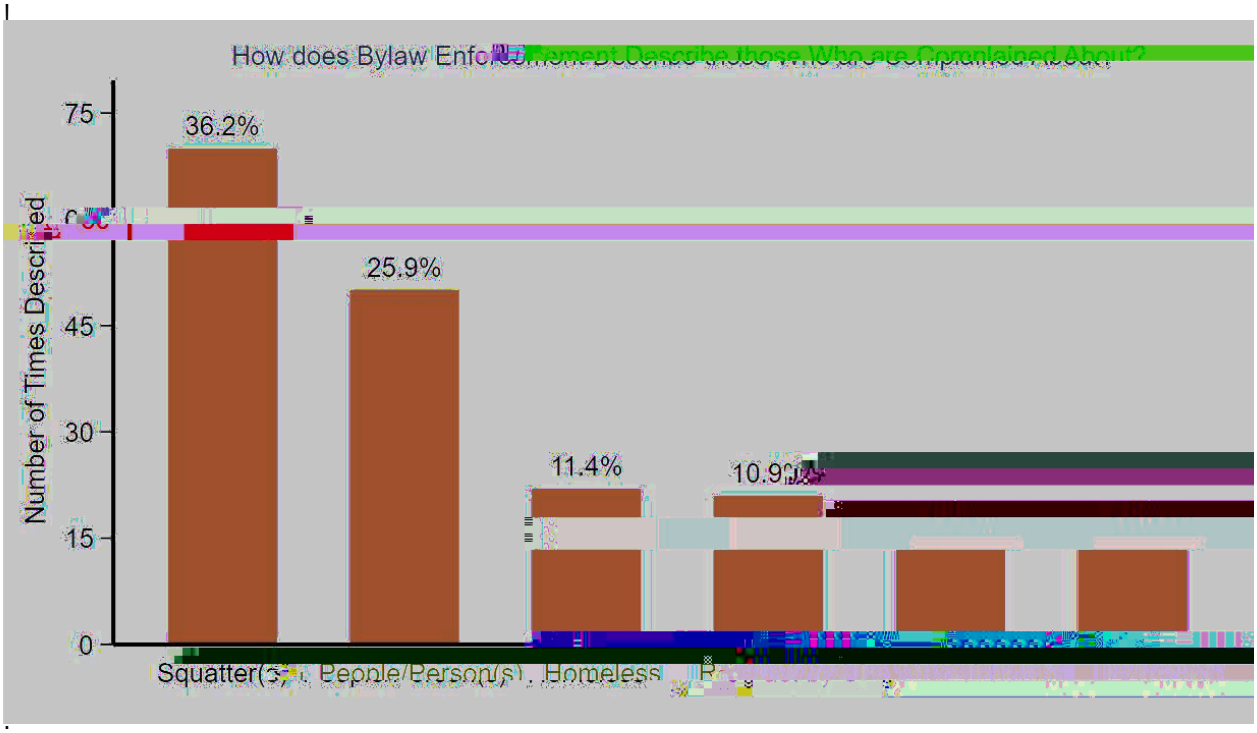
!

"#'!2.*.!.,,)4%!.!(.&*$.,!.-2!$-$*$.,!.-.,0%$%!)5!#)4!*#'!('&%)-!1)/(,.$-'2!.3)+*!)&!.1*'2!+()-!4.%!2'%1&$3'2A!L!5+,,!.-.,0%$%!$%!-)*!()%%$3,'!8$H'-!*#'!'B*'-*!)5!&'2.1*$)-%!*#.*!*#'!1$*0!#.%!1.&&$'2!)+*A%!"#$%!.-.,0%$%!(&)H$2'%!%)/'!$-$*$.,!$-%$8#*!$-*)!#)4!1:0,.4!'-5)&1'/'-*!%*.55!,.3',%!(')(,'!$-!&',.*$)-!*)!*#'!:0,.4K!.-2!4#.*!(&'J1)-1'$H'2!'B('1*.*$)-%!*#'%'!,.3',%!/.0!#),2A!!

!

Z$8+&'!>!2)1+/'-*%!*#'!2'%1&$(*)&%!)&!,.3',%!+%'2!$-!%+//.&$'%!)5!(+3,$1!1)/(,.$-*%!4&$**'-!30!:0,.4!%*.55!5)&!.%%$8-/'-*!*)!5$',2!)55$1'&%A!!Z$8+&'!M!2)1+/'-*%!#)4!:0,.4!)55$1'&%!*#'/%',H'%!,.3',!)&!2'%1&$3'!)55'-2'&%!$-!1)/(,.$-*!.-2!(.*&),!.1*$)-%A!!!!

!



!

"!"##!$%%#&'()!*+!,"-.-#/#&-!0&!1#'.2-(0&34!

!

!

!

!

7"#8!34%0#+#9*2 :.!&(3)#*

!

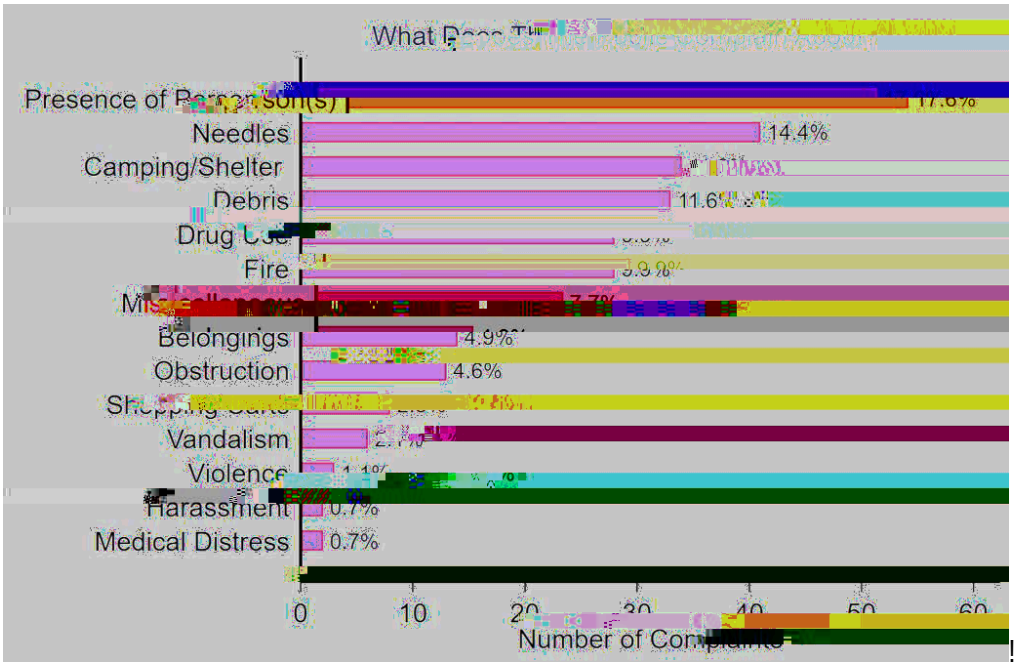
Z$8+&'!C!$,,+%*&.*'%!4#.*!('&%)-K!3'#.H$)+&!)&!*#$-8!;'A8A!5$&'K!*'-*@!$%!3'$-8!1)/(,.$-'2!.3)+*A!"#'!/)%*!5&'I+'-*!*0('!)5!1)/(,.$-*!;NPY@!$%!.3)+*!)-,0!*#'!;&#-#*4#$"0$3$;#&-"*!$-!(+3,$1!%(.1'A!"#$%!1.*'8)&O!$-1,+2'%!.!2'%1&$(*$)-!)-,0!)5!*#'!(&'%'-1'!)5!.!('&%)-!)&!('&%)-%!.*!.!,)1.*$)-A!_)!)*#'&!3'#.H$)+&!$%!.**.1#'2!*)!*#'!('&%)-!;%@!(&'%'-*A`!Z$,'%!1.-!#.H'!/)&'!*#.-!)-'!*0('!)5!1)/(,.$-*A!

!

".F'-!*)8'*#'&K!2$%()%'2!-''2,'%!.-2!2'3&$%!/.F'!+(!>XY!)5!*#'!1)/(,.$-*%A!EO&+8!+%'G!1)/(,.$-*%K!*#.*!$%!&'()&*%!)5!.1*$H'!2&+8!+%'!30!-2H$2+.,%K!4.%!*#'!%.'/''!.%!5$&'%!.*!N?Y!.-2!%)/''4#.*!,'%%!*#'-!1./($-8!.-2!*#'!(&'%'-1'!)5!%#',*'&A!`'()&*%!)5!('&%)-.,!3',)-8$-8%!,'5*!$-!(+3,$1!%(.1'!.-2!1.+%$-8!.-!)3%*&+1*$)-!.&'!1)/(,.$-'2!.3)+*!.*!.3)+*!WYA!!

!

!



!

!

"4)!.%('1*%!.&'!-)*.3,'!.3)+*!*#'!1)/(,.$-*%K!.,,!)5!4#$1#!&'%+,*'2!$-!:0,.4!'-5)&1'/''-*!&'%()-%'A!Z$&%*K!.,/)%*!NP!Y!)5!*#'!1.%'%!;(&'%'-1'!)5!('&%)-@!.&'!-)*!)55'-1'%!+-2'&!*#'!9.5'!9*&''*%!:0,.4K!.-2!$-!5.1*!%''/'2!*)!3Q'1*$)-%!*)!.5#$;&#-#*4#$"0$3$;3&.+4<?3&$D+*>$"0$<*A3*.#>$"&$-<-;+4+"<-$;#&-"*A![)/(,.$-$-8!.3)+*!*#'!%$/(,'!(&'%'-1'!)5!.!('&%)-!$%!

———————————————!

$!F6(3!/(D6-!0-6#:G(3#!9#!'#32:(9#'=!73(&D!C.D:.&2;!8.G!8.&D7.D#!0>!H80(-#:(&D!G(-607-!(&-#&-I!0:!.!,373 4!0:!373%(2(073!%#:30&!0>>#&2#@!!

!

)

!

!

\ #$,'!*#'!`[S6!4'&'!1.,,'2!N=!*$/'%!2+&$-8!*#'!5$&%*!==!2.0%!)5!*#'!'-.1*/'-*!)5!*#'!30J,.4K!
#'0!/.2'!-)!.&&'%%!2$&'1*,0!&',.*'2!*)!*#'!30,.4A!V*#'&!%'&H$1'%!4'&'!.,/)%*!-'H'&!1.,,'2A!
!
Z$&'!$%!.-!$-*'&'%*$-8!'B./(,'!)5!*#'!8.(!3'*4''-!1)/(,.$-*%!.-2!)+*1)/'%A!Z$&'!4.%!-./'2!.%!
.!&'.%)-!5)&!1)/(,.$-*!>P!*$/'%A!U)4'H'&K!ND!)5!*#)%'!*$/'%!:0,.4!'-5)&1'/'-*!1)+,2!5$-2!-)!
5$&'!(&'%'-*A!V-!5)+&!)11.%$)-%!*#'!5$&'!4.%!'.%$,0!(+*!)+*!30!*#'!)55$1'&%!)&!.!('&%)-!(&'%'-*A!
V+*!)5!*#'!>P!1)/(,.$-*%K!*#'!5$&'!2'(.&*/'-*!4.%!-''2'2!*)!'B*$-8+$%#!.!5$&'!D!*$/'%A!
!
+"#;6*<0#$(=#
!
\ #.*!1.-!*#'!2.*.!*',,!+%!/)&'!%('1$5$1.,,0!.3)+*!*#'!'-5)&1'/'-*!)+*1)/'!)5!E/)H'!)-Ga!!
!
!
!
!
!
!
!
!
!
!
!
!
!
!
!
!
!
!
!
!
!
!
!
!

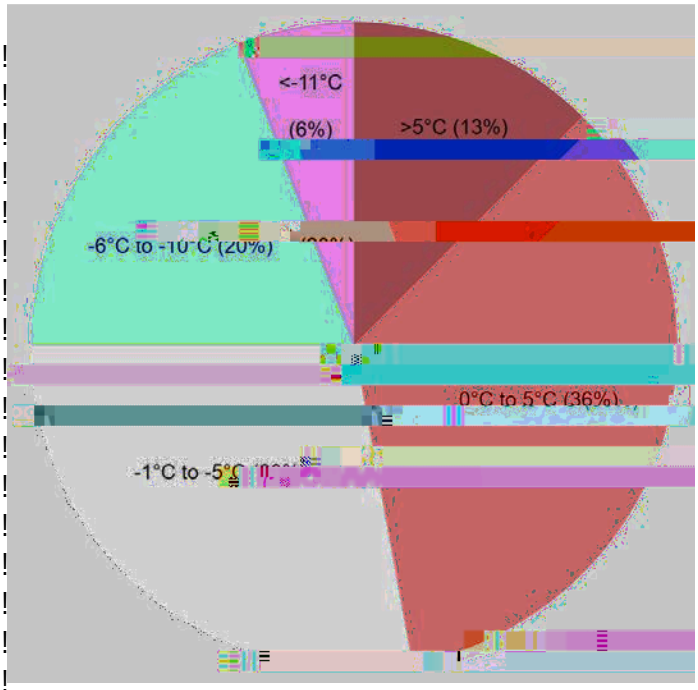
!
Z$8+&'!X!$,,+%*&.*'%!*#'!'-5)&1'/'-*!)+*1)/'!4#'-!:0,.4!'-5)&1'/'-*!'-1)+-*'&%!%)/')-'!
#.!#.%!3''-!1)/(,.$-'2!.3)+*!)&!$-H'%*$8.*'2!)-!.!(.*&),A!R-!*#)%'!%('1$5$1!1$&1+/%*.-1'%K!
PWY!)5!*#'!*$/'!*#'!('&%)-!4.%!/)H'2!)-K!.-2!$-!/)&'!*#.-!#.,5!)5!*#)%'!%('1.%'%!*#$%!$-H),H'2!
#'!2$%/.-*,$-8!)5!.!'-*!)&!%#',*'&!/.*'&$.,!.-2])&!*#'!(.1F$-8!+(!)5!3',)-8$-8%A!R-!*#'!
/.0)&$*0!)5!1.%'%K!30,.4!'-5)&1'/'-*!4$,,!E/)H'!)-G!.,/)%*!.-0)-'!*#'0!'-1)+-*'&!)-!
&'%()-2$-8!*)!.!1)/(,.$-*!.-2!(.*&),A!\$*#!*#'!&'/.$-$-8!NWYK!$*!$%!'$*#'&!*#'!1)-2+1*$-8!)5!
E#'.,*#!1#'1F%G!)&!$*!$%!%$/(,0!+-1,'.&!5&)/!.!,.1F!)5!2'*.$,!4#.*!)+*1)/'!'!4.%!.&&$H'2!.*A(!!!

———————————————!

[1] !"#$#%!&'!()#*#!+%&(!,&$#-!&%.!/0*#*!1%$&2$#-!+)#02()!/)#/3*.!/&%-4/(#-!56!76208!#%'&9/#,#%(!&%!'&&(!:0(9&2;!76!
()#!-#*/91:(1&%*!<1$#%=!1(!1*!%&(!/2#09!8)0(!0!)#02()!/)#/3!1*!&()#9!()0%!/)#/31%<!()0(!()0(!()#!:#9*&%!1*!/&%*/1&4*;!
>&(0526=!()#!?1(6!80*!4%052#!(&!:9&-4/#!0%6!(901%1%<!,0(#9102=!<41-0%/#!&9!:&21/6!()0(!,#%(1&%#-!()#!:90/(1/#!&'!
+)#02()!/)#/3*.!1%!9#20(1&%!(&!"0'#!"(9##(*!76208!#%'&9/#,#%(!!

!

!
"#'!(&.1*$1'!)5!E /)H$-8!)-G!(')(,'!$%!*#'! /)%*!H$%$3,'!1)-%'I+'-1'!)5!.-!$-5)& / .,! /)2'!)5!
'-5)&1' / '-*A!"#)%'!4#)!.&'! /)H'2!)-!.&'!8$H'-!.!,$ / $*'2!*$ / '!*)!(.1F!+(K!.-2!:0,.4!
'-5)&1' / '-*!4$,,!%) / '*$ / '%!&'J.**'-2!*)! / .F'!%+&'!*#'0!.&'!8)-'A!_)!4.&-$-8%!.&'!$%%+'2!b!
/)H$-8!)-!$%!'B('1*'2!$ / / '2$.*',0!2'%($*'!*#'!1$&1+ / %*.-1'%A!!
!



!

!
:'$-8! /)H'2!)-!J$-1,+2$-8!$5!)-'!$%!%#',*'&$-8!$-!(,.1'J!1.-!8'-'&.*'!%'H'&.,!-'8.*$H'!.-2!
#.& / 5+,!1)-%'I+'-1'%A!V-'!#)%*$,'!1$&1+ / %*.-1'!*#.*!+-%#',*'&'2!(')(,'!$-!6&$-1'!7')&8'!5.1'!
$-!(.&*$1+,.&!$%!*#'!1),2!1,$ / .*'A!!
!
c%$-8!1,$ / .*'!2.*.!5&) / !d-H$&)-/ '-*![.-.2.K!.-!.-.,0%$%!4.%!2)-'!)-!4#.*!*#'!1),2'%*!.$&!
' / ('&.+&'!4.%!5)&!'.1#!)5!*#'!2.0%!.!('&%)-!4.%! /)H'2!)-K!.%!2$%1+%%'2!.3)H'A)*!!L%!
$,,+%*&.*'2!$-!5$8+&'!DK!*#'! / .◊)&$*0!)5!*#'!*$ / '!*#'!1),2'%*!.$&!*' / ('&.*+&'!4.%!3',)4!V°[!
;WCY@A!!S)&'!*#.-!.!I+.&*'&!)5!*#'!*$ / '!;>XY@!*#'!*' / ('&.*+&'!4.%!JX°![!)&!1),2'&!4#'-!
%) / ')-'!4.%! /)H'2!.-2])&!*#'$&!%#',*'&!2% / .-*,'2!.-2!3',)-8$-8%!(.1F'2A!!
!
O)'%!:0,.4!'-5)&1' / '-*!1.&&0!)+*!.-!'2+1.*$)-.,!.((&).1#!$-!*'& / %!)5!.2H$%$-8!)-!#)4!.-2!
4#'&'!2'#)+%'2!.-2!%*&''*!$-H),H'2!(')(,'!1.-!8'*!#',(K!)&!1)--'1*$-8!*#' / !*)!%)1$.,!
%'&H$1'%a!L, /)%*!4$*#)+*!'B1'(*$)-K!:0,.4!'-5)&1' / '-*!(&)H$2'%!-)!.2H$1'!)&!.%%$%*.-1'!*)!
+-%#',*'&'2!(')(,'!*#'0!'-1)+-*'&K!'H'-!4#'-!*#'0!.((''.&!*)!3'!$-!2$%*&'%%A!V-!)-,0!M!

———————————————!
!"!O.$,0!O.*.!`'()&*!5)&!S.&1#!>?>N!J![,$ / .*'!J!d-H$&)-/ '-*!.-2![,$ / .*'![#.-8'![.-.2.!
;4'.*#'&A81A1.@!
!

!",

!

)11.%$)-%!$-!-$-'*0J-$-'!2.0%!4.%!.-!)+*&'.1#!4)&F'&!1.,,'2!*)!.%%$%*!:0,.4!'-5)&1'/'-*!$-!*#$%!
&'8.&2A!
!
!:0,.4!'-5)&1'/'-*!.((' .&%!*)!3'!1)-%*&.$-'2!30K!.-2!,$/$*'2!*)K!.!1&+2'!.-2!-.&&)4!(),$1'!
&),'A!"#'!%O%*'/.*$1!1#.&.1*'&!)5!*#$%!'-5)&1'/'-*!$%!*#'!&'.,$^.*$)-!)5!.!5)&/!)5!(),$1$-8!*#.*!
.&8'%!E%I+.**'&%GA!P*!%#)+,2!3'!-)*'2!*#.*!:0,.4!)55$1'&%!+%'!*#'!*'&/!%I+.**'&!5&'I+'-*,0!.%!
(.&*!)5!.!4$2'&!4.0!*#'0!&)+*$-',0!2'%1&$3'!.!&.-8'!)5!+-2'%$&.3,'!*#$-8%e!!5)&!'B./(,'e!
E%I+.**'&!2'3&$%GK!E%I+.**'&!1./(GK!E%I+.**'&!*'-*C!.-2!E%I+.**'&!5$&'GA!))!
!
"#'!1$*0!#.%-)!*&.$-$-8!

!

!

Z$,'!MW>?=P!
O'1' / 3'&!CK!>?>N!
[),2'%*!L$&!"' ' / ('&.*+&'!JN>°[!
[) / (,.$-*!
!
.5#&#$A#&#$-" ' #$-<-;+4+"<-$;#";?#$53*C+*C$3&"<*>9$C"*#$*"A$=<.$8&#>34.#>:$A"<?>$?+D#$."$
-;#3D$."$/"<$3*>$C+,#$/"<$3$>#-4&+;.+"*$

Z$,'!MWN?N?!
V1*)3'&!>>K!>?MN!
[),2'%*!L$&!"' ' / ('&.*+&'!J>°[!
d-5)&1' / '-*!V+*1) / '!
!
>?>NJN?J>>!.*!NCe?W!#&%!f)55$1'&%g!.**'-2'2!*)!NP?W!N?*#!.H'!5)&!.!%I+.**'&!1) / (,.$-*!.*!'!5&OA!
+()-!.&&$H.,!f)55$1'&%g!,)1.*'2!.!,)-'!f&'2.1*'2g!Q+%*!&'%*$-8A!f&'2.1*'2g!4.%!8$H'-!>!8.&3.8'!
3.8%!.-2!4.%!(.1F$-8!+(!.-2!/)H$-8!.,)-8A!1.,,'2!1) / !.-2!.2H$%'2!%./'A!
!

Z$,'!MWNX>?!
_)H' / 3'&!NNK!>?>N!
[),2'%*!L$&!"' ' / ('&.*+&'!JX°[!
d-5)&1' / '-*!V+*1) / '!!
!
)-!>?>NJNNJN?K!.*!.(&)B!N?eM?!f)55$1'&%g!.&&$H'2!.*!N?WD!M&2!.-2!%()F'!4$*#!1./('&!f&'2.1*'2g!!
#.!4'!/)H'!.,)-8!.%!.!2.$,0!)11+&&'-1'A!f&'2.1*'2g!!$%!1) / (,$.-*K!#)4'H'&!$*!*.F'%!f&'2.1*'2g!
,)-8'&!*#.-!)*#'&!*$/'%!*)!/)H'A!$*!*))F!f&'2.1*'2g!!%'H'&.,!#)+&%!$-!*#$%!$-%*.-1'!*)!
(.1F!.-2!/)H'A!

Z$,'!MW>MW>!
O'1' / 3'&!P*#K!>?>N!
[),2'%*!L$&!"' ' / ('&.*+&'!JD°[!
d-5)&1' / '-*!V+*1) / '!
!
3.$3;;&"B9$7MNO6$3 ' 8"00+4#&-:$&#-;"*>#>$."$3$-L<3..#&$0+&#$4" ';?3+*.$3.$.5#$&#3&$
#*.&3*4#$"0$PQQ$L<#=#4$-.&##.9$83*".5#&$"00+4#&:$&#-;"*>#>$."$3$43??$3.$.5#$-3 ' #$
?"43.+"*$"*$>#4# ' =#&$R.5($676Q$&#C3&>+*C$3*".5#&$-L<3..#&$0+&#$4" ';?3+*.9$8"00+4#&:$3*>$
+$0"<*>$6$A""$;3??#.-$3.$.5#$?"43.+"*9$A#$&# ' ",#>$.5#$A""$;3??#.-$3*>$;?34#>$.5# ' $
+*$.5#$=34D$"0$<*+.$QSRP$."$;&#,#*.$-L<3..#&-$0&" ' $<-+*C$.5#$;3??#.-$."$0<#?$3*".5#&$0+&#9$
8"00+4#&:$A#*.$."$-;#3D$."$.5#$4" ' 9$A5#*$8"00+4#&:$A#*.$."$-;#3D$."$.5#$4" ' $5#$0"<*>$

!

*".5#&$-L<3..#&$=#?"*C+*C-$3*>$C3&=3C#$3.$.5#$."*;$"0$.5#$-.3+&43-#$83*".5#&$"00+4#&:$3*>$*
+$>+-;"-#>$"00$.5#$C3&=3C#$3*>$=#?"*C+*C-9$*
!

!

V1*)3'&!MN%*K!>?>N!
[),2'%*!L$&!"''/('&.*+&'!JNN°[!
6.*&),!d-5)&1'/''-*!V+*1)/'!!
!
"$676QVQ7VO7$3.$QRNO7$5&-$8"00+4#&-:$3..#*>#>$."$.5#$;?3J3$;3&D3>#$0"&$&#C<?3&$;3.&"?-9$*
<;"*$3&&+,3?$8"00+4#&-:$?"43.#>$6$+*>+,+><3?-$-?##;+*C$+*$.5#$03&$-.3+&A#??$"*$?#,#?$6$8$*
"00+4#&-:$L<+4D?/$#-4"&*'2!.5#6+*>+,+><3?-$"<.$"0$.5#$=<+?>+*C9$*"$0<&.5#&$+--<#-$."$&#;"&.9$*
!

Z$,'!MWN=XC!
_)H'/3'&!>C!¨K!>?>N!
L$&!"''/('&.*+&'!JW°[!
!
[)/(,.$-*!
!
3.$.5#$=34D$"0$4+./$53??$*#3&$.5#$#B53<-.$;"&.-$.5#&#$3&#$5"'#?#--$;#";?#$43';#>$"<.$3*>$<-+*C$*
.5#$#B53<-.$0"&$A3&'.5$*
!
d-5)&1'/''-*!V+*1)/'!!
$
"$676QVQQV6O$3.$3;&"B$Q7N8"00+4#&-:3..#*>#>$QQ77$;3.&+4+3$3*>$?"43.#>3f&'2.1*'2g!$*
<*>#&3.3&;$=/$.5#$#B53<-.$;"&.9$.5#$f&'2.1*'2g!A3-$,#&/$;"?+.#$3*>$''",#>$3?"*C$*
A+.5+*$Q7$'+*<.#-$

ZRTd!MWNXX=!
_)H'/3'&!N?K!>?>N!
[),2'%*!L$&!"''/('&.*+&'!JD°[!
d-5)&1'/''-*!V+*1)/'!
!
?"43.#>$3*$<*4"*-4+"<-$+*>+,+><3?9$3-$+$3;;&"345#>$+$?"<>?/$-.3.#>$W=/?3AX$3&#$/"<$"D3/YW$A+.5$*
"$&#-;"*-#9$+$-.3.#>$.5+-6'"&#$.+'#-$A+.5$*"$&#-;"-#9$C?",#>$<;$+$0+&'?/$''",#>$.5#$+*>+,+><3?$*
A+.5$'/$53*>$"*$8&#>34.#>:$&+C5.$-5"<?>#&9993C3+*$-.3.+*C$W=/?3AX$3&#$/"<$"D3/YW$30.#&$A53.$*
-##'#>$."$=#$3?"*C#&$.53*$<-<3?$&#-;"*-#$.+'#$8&#>34.#>:$43'#$."$3*>$''",#>$-?+C5.?/9$+$3-D#>$*
A53.$8&#>34.#>:$*3'#$A3-Y$8&#>34.#>:$-.3.#>$W8&#>34.#>:9W$+$A#*.$"*$."$-.3.#$.53.$8&#>34.#>:$*
53>$."$''",#$3?"*C9$8&#>34.#>:$;+4D#>$<;$8&#>34.#>:$;#&-"*3?$=#?"*C+*C-$3*>3-'3??$3'"<*.$"0$*
>#=&+-$3*>$A3?D#>$"00$8K00+4#&$I:$3&&+,#>$-5"&.?/$30.#&9$
!
!
!
!