

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

"# \$%&'()*(% +,-!.*/(%(*%!0%(123&('4	5# 678-2/(7!93*:38/!;<=27>!%2?@ A2B!C3*:38/!C3*C*&8,!!!!!!!D EC(%F*GG!C3*C*&8, <23'(G(78'2!-*7)/2%'
--	--

H# A8/2!('2!*G!C3*C*&2-!C3*:38/
J,27'3(78,!8%-!<*/C)'23!J%:(%223(%):

K# <\$9!7*-2
"K#KLM"

!

"H#!A8/2R!(',2R!2,2C=%2!%)/S23R78%182-32&&!*G!C23&*%;&?!*=23!=8%!=2!
(%&'('(*%\&!7=(2G!878-2/(7!*GG(723!B=*/8*%S27'2-!S4!*3!/84!S2!2DC27'2-!)*!
7*%'87'!<*)%7(!&'8GG!32:83-(%:!=(&!C3*:38!/C3*C*&8,#

!

!

983!\$@2&73(C'(*%!*G!=2!93*C*&2-!93!:38/

!

%5!?!@A?BC'/BDEA?@FGH

!

+,-!.*/(%(*%!0%(123&('4!(%A!3G*,>R!W(3:(%(8!32f)2&&!8CC3*18,!*!(%('8'2!8!.7!*3!*G!
9=(,*&*C=4!;9# ##!-2:322!C3*:38/(!%J,27'3(78,!8%-!<*/C)'23!J%:(%223(%:;!;B(U?<\$9!
<* -2! "K#KLM#!P=(&!C3*C*&2-!-2:322!C3*:38/!B(,,!&)C23&2-2!'=2!7*%72%'38'(*%!(%J<J!*G!'=2
9=#.#!(%!^2%238,!J%:(%223(322B('=<\$9!<* -2!"K#M"M"=8!(&!7)332%'4!S2(%:!*G!#2-2-
C3*C*&2-!C3*:38/!B,!S2!8-/(%(&'232-!S4!'=2C83/2%!*G!J,27'3(78,!8%-!<*/C)'23!
J%:(%223(%8!#2!V8"2%<*,2:2!*GU%:(%223(%:;!g!P27=%*,!8%-!(&!*"S2!(%('8'2-!S4!Q8,,!
5M5

!

P=2C3*C*&2-!9=#.#<J !-2:322B(,,!C32C8!2)-2%'&G*2%:(%223(92&2837=!8%-!'287=(%:!
7832238

!"

!

!

E')-2%'&!(!'=(&!*7*38,!C3*.38!/B(,!,S2!2DC27'2-!'*B*3>!8',28&/!08%!78/C)&!*!
7*/C,2'2!'=2!32&2837=!G*3!'=2(3!-2!322#&!2%-R!+.0!=8&!/8-2!&(:%(G(78%!(%12&/2%'&!(!'=2!
7328'(*%!*G!&B!CF=2!B3!(%G38&'3)7!92!,8S*38*3(2&%7,)-(%:!

!

```
"# 6CC,(2-!9,8&/8!P27=%*,*:4!Y8S*38*34!;69PY?
$# <6WJ!6)'*8'2-!W(3')8,!J%1(3*%/2%!'!;<6WJ?!
%# <*,8S*38'(12!6)'*%*/*)&!E4&'2/&!Y8S*38*34
&# <4S23&27)3('4R!<*/!%)%(78'(*%&!g!A2'B*3>(%:!!$%*18'(*%!'!;<<A$?!Y8S*38*34
'# ^2%2!P=238C4!8%-!j2:2%238'(12!Z2-(7(%2!Y8S*38*34
(# Z87=(%2!$%'2,,(:2%72!g!a]!<*/!%)%(78'(*%&8S*38*34
)# Z2-(78,!E(/),8'(*%&!Y8S*38*34
*# 9,8&/8!J%:(%223(%:!g!Z2-(7(%2!$%&'(')2!;9JZ$?
+# E4&'2/&!j2&2837=!Y8S*38*34
",# W(3:(%8!$%&'(')2!G*3!1*,8(7&!;W$9W?
""# W(&(*%!YBS
"$# W(3:(%8!$%&'(')2!G*3!W(&(*%!6%8,4&(&!;W$W6?
```

```
$%!8--('(*%R!'=2!-2C83/2%!'=8&!&2!279!;/2/S23&!B('=!32&2837=!8S&!8!'=2!6CC,(2-!  
j2&2837=!<2%'23!;6]<?!8!'=2!b2GG23&*%!A8'(*%8,!Y8S*38*3438%>!j2(-4!<2%'23!G*3!  
V(*2,27'3*%(7&R!8!'=2!<2%'23!G*3!V(*2,27'3*%(7&R!8!'=2!W(3:(%8!Z*-2,(%:R!6%8,4&(&R!8%-!  
E(/),8'(*%!'<2%'23!;WZ6E<#!
```

45 %HCKIIK@G'*?KJM?KB

!

6,,!&')-2%'&!8CC,4(%:!*!:38-)8'2!-2:322&!8'+,-!*/(%(*%!0%(123&'4!B(,!,/22!73('23(8!
2&'8S,(&=2-!S4!'=2!^38-)8'2!E7=*2%238,8('23(8!G*3!8772C'8%72!(%a#=# #(%j<j!
-2:322(%7,)-2'=2!G*,*B(%:@!

!

- +%,(%2!:38-)8'2!8CC,(78'8%8CC,(78'(*%22
- 6!S87=2,*3&!-2:322!G3*32:(*%8,87732-('2-!%)(123&(%!'=2!0#E!8%!

!

!

6CC,(78%'&!*"9# #!(%J<U2:322!832!2DC27'2-'!=812!7*/C,2'2-!8!/8&'23!&|-2:322!(%!
2,27'3(78,!2%:(%223(%:!8%-!3!7*/C)'23!2%:(%223(%:!3!8!7,*&2,4!32,8'2-'!27=%(78,!G(2,-!B('=!8!
/(%/)/!:38-2!C*(%!81238:2!*G!H#N!;*%!8!K#M!&78,2?!(%!:38-)8'2!7*)382!B!8!C,(78'(*%&!
832!8\$/"2-'=3*):=!2!+GG(72!*G!6-/(&&(*%&!G!+,-!*/(%(*%!0%(1234-2!Q38%>V8"2%!

!

!
"MIMB?DR"MXFK?MCMGJ?MHKJ'R@F?
E')-2%'&!B(,!,32C28'!=(&!7*)3&2R!8&!%22-2=2!)(%(/)!732-(!=*)3&!832!G),G(,2-#
J<J!TUU!.(&&23'8'(*%2]2&2837;=FU!73?

!
%HHKJK@GBL'?MXFK?MCMGJI'
E')-2%'&!832!32f)(32-!'*!&)772&&G),,4!7*/C,2'2!8!B3("2%!(8:%*&'(7!2D8/(%8'(*%R!B3("2%!8%-!*38,!
78%-(874!2D8/(%8'(*%&R!-(&&23'8'(*%!32&2837=!C3*E3(2R!%2G2%-(%!C)S,(7!=2(3!
-(&&23'8'(*%

!
.@JBL'D?MHKJ'R@F?I3':Y'D?MHKJ'R@F?I

!
*F??KDFLFE@?JFHMG%HCCKJMHKJ'B/5(5'4MA?MM

!
*@?ND@F?IM3D?MHR@F?I

J<J !NNT\$%&'3)/2%'8'(1%173?
J<J !NO!6)'*8'(7 !<*'3*!E4&'2/&;H73?
J<J !OM!Y(%28B4&'2/&;H73?
J<J !O""A)/23(78,!Z2'=-&! (%W%:(%223(%8%8,4&(8H73?
J<J !O"5.(:('8, !E(:%8,93*72&&(%\$UH73!
J<J !ON!E'8'(&'(786%8,4&(8%!E(/),8'(*% !;H73?
J<J !TH!"^38-)8'2!E2/(%8\$" !73?
J<J !TO!<*/C)'8'(*%8, !8%!E'8'(&'(78Z2'=-&! (%W,27'3(788%<*/C)'23 !J%:(%223(%H!73?

!
,LMDJKNMI'US\$?BHEBUNWL'D@F?IM'Q@?E?MHKJ'R@F?I'
Q*3!&'&!B(=*!)!8!/8&'23!&!-2:322R5L!732-(!=*)3&!*Q,27'(12B8-)8'2F,212,!7*)3&2B*3>!
7*%&(&'%!(%1732-(!:38-)8'2F,212,!7*)3&2&!7=*2%!S4! =2!&'&-2%'!8%-! =2!32&2837=!8-1(&*3!8%-!
8CC3*12-IS4! =2!^38-)8'2!93*:38/!(327*B#

!!
!
"MIMB?DR"MXFK?MCMGJ?MHKJ'R@F?
E')-2%'&!B(,!,32C28'!=(&!7*)3&2R!8&!%22-2=2!)(%(/)!732-(!=*)3&!832!G),G(,2-#
J<J!TUU!.(&&23'8'(*%!2]2&2837EJ!73?!!

!
%HHKJK@GBL'?MXFK?MCMGJI'
E')-2%'&!832!32f)(32-!'*!&)772&&G),,4!7*/C,2'2!8!B3("2%!(8:%*&'(7!2D8/(%8'(*%R!B3("2%!8%-!*38,!
78%-(874!2D8/(%8'(*%&R!-(&&23'8'(*%!32&2837=!C3*E3(2R!%2G2%-(%!C)S,(7!=2(3!
-(&&23'8'(*%

!
.@JBL'*?MHKJ'B'D?MHKJ'R@F?I"

!
6,,!9=#.#!&)-2%'&!832!32f)(32-!'*!8>2! =2!-2C83'/2%'!&!9=#.#!.(8:%*&'(7!JD8/(%8'(*%!G*3! =2!

!

N

a*/2,8%-!E27)3('4R!.2C83'/2%!*G!.2G2%&2R!A8'(*%8,!E27)3('4!6:2%74R!6(3!Q*372!]2&2837=!
Y8S*38*34R!8%-!.2C83'/2%!*G!J%23:4#!

!

6SS321(8'2<W&G*3!2D(&'(%:!)2!G87),4!/2/S23&!78%!S2!G*)%-(%!6CC2%!(D!<#!

!

-5 (JFHMGJMB?GKCAIMIICMGJ

!

!

983!\$\$98'(G(78'(*%!G*3!=2!93*C*&2-!93*:38/

!

%5"MI\@GIM'J@'*F??MGJ'1MMDKPKD'4MCBGHV

!

.8=,:32%?!=812!C*&('(*%&!G*3!8CC,(78%!'&!B('=!8!9=#.#!-2:322!B=*!78%!'-2&(:%!8%-'!-212,*C!&4&'2/
8!'!=2!73*'&&3*8-&!*G!2,27'3(78,!8%-'!7*/C)'23!2%:(%223(%:#!^38-)8'2&!*G!*')3!9=#.#!(%!J,27'3(78,!8%
<*/C)'23!J%:(%223(%:!B(,!,S2!%22-2-'!2%&)32!'=8!'!=2!8(3,28%!J7*%*/4!67!'B(,!,
-2,(123!C387'(78,!8%-'!(%*18'(12!&*,)'(*%&!B=(,2!&C)33(%:!27*%*(7!:'3*B'=#
!
!P=2!X*S!/83>2!G*3!2,27'3(78,!2%:(%223&!(%!='=2!0%('2-'!&'8'2&R!<83223JDC,*323R!
="C@BBB#7832232DC,*323#7*/!783223&12,27'3(78,23!X*S

\$!Y*!&!*G!a(:=P27=!G87!*34!b*S&!(!0#E#R!S)!E>(,,-!p*3>23&!632!,87>(%:R!P=2!E28",2!P(/2&R!
="C@BBB#&28",2'(/2*/!S)&(%2&&!#Q7=F

+77)C8'(*% 834	V8&2!`283! J/C,*4/2%' !	93*X27'2-! J/C,*4/2%' !	P*'8,! <=8%:2!8%-! r&!	6%%)8,! <=8%:2!†	J-)78'(*%!
9*&&27*%- 834					

!
!
!

*5 (JFHMGJ'4MCBGH

+3!-38G'!&)-2%'-2/8%-!&)3124!(&!8"87=2-!8&!6CC2%-(D!a!B=(7=!B(,!,!S2!&2%!'*)!'!'+.0!J<J!
/8X*3&!B('=!b)%(*3R!E2%(*3R!8%-!ZE!&'8%-(%:!(#2#R!'=*&2!,(>2,4!8,328-4!'=(%>(:%:!8S*)!C*'2%(8
:38-)8'2!C3*:38/&?!8%-!&)-2%'&!*)'&(-2!+.0EkaJW!32f)(32&!'=2&2)B124!S27*%-)7'2-!

!



			Q8,,!5M"U@! Q8,,!5M"T@! Q8,,!5M"L@!	`283!5M"U@! `283!5M"T@! `283!5M"L@!
W(3:(%(!P27= 9=#.!		J,27'3(78,! J%:(%223(%:	Q8,,!5M5"5@! Q8,,!5M5"5@! Q8,,!5M"U@! Q8,,!5M"T@! Q8,,5M"L@!	`283!5M5"5@! `283!5M5"5@! `283!5M"U@! `283!5M"T@! `283!5M"L@!

!

!!

<*/C)'23!J%:(%223(%:R!^2%238,!;<\$9!<*-2@!"K#MUM"? \$%&'(')(*% .2:322! 93*:38!/A8/2 ! J%3* ,/2%! .2:322&!6B83-&
--

!

-(&&23'8'(*%!-2G2%&2!78%!S2!&7=2-),2-#P=2&2!C)S,(78'(*%&!&=#),-!S2!S8&2-!%!='=2!&)-2%\&!
-(&&23'8'(*%!32&2837=R!B('!=2!&)-2%!8&!&=2!C3(/8B4!8)'=*3#

!
!

\$M@?AM'&BI@G'8GKNM\$1&870

E(/(.83('2&!'+.0 !

"#!\$!7*123&&7(C,(%2&!32,8'2-!*!2,27'3(78,!8%-!7*/C)'23!2%:(%223(%:#
5#!\$!C3*1(-2&!B*!C8'=&R!(%7,-)(%:!&)-2%&!B('!=!V#E#!g!
Z#E#K5!732-('R!*!C)3&)2!9=#!#!
H#!\$!&8&!(8:%*&(7!2D8/R!%8/2-f)8,(G(23!2D8/R&23!8'(*%!C3*C*&8,!8%-!-2G2%&2#

!
!

(GG232%72&!G3*!+.0

"#\$!-2&!%*!32f)(32!8--('(*%8,!732-(!:38-8&2/(/%83!S)32f)(32&!&)-2%&!C32&2%'!8!,28&!
%2!J<J!-2C83'/2%'8,!&2/(/%83!%!='=2!*C(7!*G!'=2(3!-(&&23'8'(*%#32&2837=
5#!\$!-2&!%*!&=812!'=2!78%-(-874!2D8/!*!-2'23/(/%2!'=2!78%-(-874!&8')&#!\$!)&2&!(-&&23'8'(*%!
C3*C*&8,!-2'23/(/%2!'=2!78%-(-874!&8')&#
H#!\$!32f)(32&87=9=#.#&)-2%!(&!32f)(32-!*!C83'(7(C8'2!(%!='=2!-2C83'/2%\&!287=(%:!87'(1'4#!
P=2!32f)(32/2%'!(&!4C(78,,4!&8'(&G(2!S4!B*3>(:%!8&!8!327('8'(*%!(%&'3)7*3!G*3!*%2!&2/2&23R
C32&2%'(%:!&21238,!27')32&!B('=(%!8!7*)3&2R!*3!C23G*3/(/%:!*=23!287=(%:1&8>2&CC3*12-
-2C83'/2%#

!
!

+K?AKGKB'.MDR'U+.V

E(/(.83('2&!'+.0 !

\$!7*123&!(&7(C,(%2&!32,8'2-!*!2,27'3(78,!8%-!7*/C)'23!2%!(%223(%:#

!
!

(GG232%72&!G3*!+.0

"#!\$!/&!'&=812!Z#E#!-2:3&2
5#!\$!&8&!(8:%*&(7!2D8/R!%8/2-f)8,(G(23!2D8/R&23!8'(*%!C3*C*&8,!8%-!-2G2%&2#
=*3&R!7*%&(&'(%:!*G!HMF732&2*)3&R!OM!732-(!=*3&!G!32&2837&238'(*%R!8%-!5!
7*)3&2732-(F*)3&!G!E2/(/%83#P=2!E2/(/%83!32f)(32/2%'!(&!B8(12-!G*3!&)-2%&!B=*!283%!8!
/8&'23!&1-2:322!(%!J<J!8!W(3:(%8!#87+8--('(*%!*!7*/C,2'(%:8!-(&&23'8'(*%8%-!C8&&(%:!
8%!*38,!-2G2%&2!*G!'=2!-(&&23'8'(*%R!78%-(-8'2&!)&!&)772&&G),,4!/22!'B*!2D8/(/%8'(*%!
32f)(32/2%'&R!8!9=#.#!q)8,(G4(%:JD8/(/%8'(*%8%-!8!9=#.#!932,(/%834!JD8/(/%8'(*%
H#P=(&!f)8,(G4(2D8/!&8&!*38,!8%-!B3('Z%&C*%2%'&R!8&2312&!8&!8!-2C83'/2%'8,!G('23!'!
8&&2&&'=2!&)-2%\&!S3*8-!S87>:3*)%-(%!J<JR!123S8,!8%-!B3('(%:8S,('(2&R!8%-!&=2!C*2%'(8
G*3!&)772&&G),,4!7*/C,2'(%:!*7*38,!B*3>
K#P=(&C32,(/%834!2D8/!&8&!*38,!2D8/R!S2G*32!'=2!&)-2%\&!8-1(&*34!7*//('22!'=8!
-2'23/(/%2&'=2!&)-2%\&!8S,('4!'!-212,*C!&7=*83,4!32&2837=#!P=2!&)-2%!'C32&2%'&'=2!32&),
*G!=(&!*3!&=23!7)332%!'32&2837=!(%12&(:8'(*%&!8,*%:!B('=!8%!&'),(%2!*G!8!C3*C*&2-!9=#.#!
-(&&23'8'(%#P=2!2D8/(/%8'(*%!*7*//('22!/84!8,&*!8&>!f)2&'(*%&!%!*7*)3&2!B*3>!8%-!32,8'2-!
C(7&R!(%7,-)(%:!C&&(S,2!B3('2%&P-22)2&'(*%&!C3(*3!*!'=2!*38,!2D8/

!
!

8GKNM?IKJO'@P'+K?AKGKB'U8+*%V

E(/(.83('2&!'+.0 !

!
!

!

"#!\$!7*123&!--(&7(C,(%2&!32,8'2-!'*!2,27'3(78,!8%-!7*/C)'23!2%!(%223(%:#
5#!\$!C3*1(-2&!B*!C8'=&R!(%7,)-(%:!&')-2%'&!B('=!V#E!7324!&?!8%-!&')-2%'&!B('=!V#E#!g!

Z#E#!;K!732-('&?R!'*!C)3&)2!9±#. #

H#!\$!=8&! =2!:38-)8'2!&2/(%83!32f)(32!2%#!

K#!\$&!f)8,(G4(%:!2D8/!(%7,)-2&!*)3!-(8:%*&'(7!8%-!78%-(-874!2D8/&#

!

.(GG232%72&!G3*!/+.0

\$!32f)(32&!H!732-('&!&)C231(&2-!'287=(%:#

!

983\$\$E)//834!*G!93*X27'2-!J%3*.,/2%'&!93!C*&2-!93*:38!

!

!

!?'@`MDJMH'MG?@QLCMGJ

6&&)/C'(*%&!@

]2'2%'(*%C2372%'8:2@!!!TM[

983F(/2!&')-2%'&@!5M[m!G(/2!&')-2%'&@!TM[

JDC27'2-!(/2!'*:38-)8'(*%!G*3!GF(/2@!N!4283&m!8%F(28)!L!4288&

A)/S23!*G!732-('!=*)3&!C23!&2/2&'23!G*3!G!Um!8%-!G*3!C83'

!

983!\$W90!X27'2-!J2&*)372!A22-&!G*3!=2!93*C*&2-!93f:38/

!

"MI@F?DM'1MMHI

!

+,-.*/(%(*%!0%(123&('4!

0FLSKCM'0BDFLJO

PB2%'#&212!%)F(/2!G87), '4!/2/S23&!B=*!832!2(='23!'2%)32-!*3!*%!8!'2%)32!'387>!B(,!'287=
'=2!7*32!7*)3&2!7)33(7),!/%!='=2!=#.#(%J,27'3(78,18%-!<*/C)'23!J%:(%223C8*:38/R!B('=!
8%!8--('(*%8,!PB*!G87), '4!'287=(%:!8&&*7(8'2-!2,27'(12&!G*3!8!'*8,!P6!'B2!G4!/2!
C3*:38!/G87),#

!

!B?JSKCM'0BDFLJO

A*!C83F(/2!G87), '4!/2/S23&!832!32f)(32-!*!(,8)%7=!8%-!&)'8(%!='=2!C3*C*&2-!C3*:38/

%H`FGDJ'0BDFLJO

A*!8-X)%7!G87), '4!/2/S23&!832!32f)(32-!*!(%('8'2!8%-!&)'8(%!='=2!C3*C*&2-!C3*:38/#!

!

!\$?BHFBJM'%!IKIJBGJI

A*!:38-8'2!8&&(&'8'32!32f)(32-!*!(%('8'2!8%-!&)'8(%!='=2!C3*C*&2-!C3*:38/#!

!

*LBIIKPKMH!'@IKJK@GI

A*!7,8&&(G(2-!C*&('(*%!(&!32f)2&'2-!*!(%('8'2!8%-!&)'8(%!='=2!C3*C*&2-!C3*:38/#

!

.B?AMJMH'0KGBGDKBL'%KH

A*!83:2'2-!G(%8%7(8,!8-!(&!32f)(32-!*!(,8)%7=!8%-!&)'8(%!='=2!C3*C*&2-!C3*:38/#

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)K^?B?O

A*!%2B!,(S3834!32&*)372&!832!32f)(32-!*!(,8)%7=!8%-!&)'8(%!='=2!C3*C*&2-!C3*:38/#!P=2!
0%(123&('4!Y(S383(2&!8&!8!'3*%:!7*,,27'(*!27'3(78,18%-!<*/C)'23!J%:(%223#!78%4!
7)332%!X*)3%8,&!832!G*)%-(%!='=2!*%,(%2!-8'8S8&2&R!8%-!'=2!,(S3834!=8&!8!32&C*%&(12!(%23
,*8%!C3*:38!/G*3!32&*)372&!)&(-2!*G!=2!7)332%!7*,,27'(*%#!P=2!.2C83279!783B%-!
<*/C)'23!J%:(%223(%8&!8%!8%8%)8,!8,,*B8%72!G*3!S**>&!*3!X*)3%8,&#!

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.MLMD@CCFGKDBJK@GI

A*!%2B!'2,27'//)%78'(*%!32&*)372&!832!%22-2-!*!(%('8'2!8%-!&)'8(%!='=2!C3*C*&2-!C3*:38/#!

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,XFK\CMG\JKGDLFHKGA'D@CFJM?IV

A*!%2B!2f)(C/2%'!32&*)372&!832!%22-2-!*!(%('8'2!8%-!&)'8(%!='=2!C3*C*&2-!C3*:38/#

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A*!8--('(*%8,!&C872!(&!%22*7%('8'2!8%-!&)'8(%!='=2!C3*C*&2-!C3*:38/

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A*!%2B!32&*)372&!!S2!32f)(32-!*!(,8)%7=!*3!*C238'2!'=2!C3*C*&2-!Z8&'23!*G!E7(2%72!(%!
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*@F?IM	*?MHKJI	*BJMA@'?C
0BLL'2	'	'
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P+P6Y!U!732-('&		
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P+P6Y!"!732-(!8,,!V)!6V.!&'8')& !		
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2f)8'(%&R!32:32&&(%8!8%8,4&(&R!8CC,(2-!C3*S8S(,(2&R!/) ,'(183(8'2!-(&'3(S)'(%&R!V842&(8%!
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8,:*3(=/&#!P*C(7&!(%7,) -2!/) ,'(C,2!87=(%2!,283%(%:!/ *-2,&@!,(%283!/*-2,&R!%2)38,!%2'B*3>&R!
&)CC*3!127'3!/87=(%2&R!(%58&72,283%(%:R!V842&(8%!,283%(%:R!:2%2'(7!8,:*3(=/&R!
2%&2/S,2!,283%(%:R!32(%G*372/2%!,283%(%:R!),283%2%1R2'7#

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]21(2B!*G!2,27'3*&'8'(7!8%-!/8:%2*&'8'(7!7*%72C'&R!'(/2!1834(%:!G(2,-R!Z8DB2,,!&!2f)8'(%&R!
C,8%2!B812!C3*C8:8'(%!(%!183(*)&!/2-(8R!'38%&/(&&(*%!,(%2&R!*C'(78,!B812!:)(-2&R!32&*%8%!
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\$%'237*%%27'(%?!32G232%72!/*-2,!G*3!7*/C)'23!%2'B*3>&#!6!G*7)&!(&!C,872-!%'! =2!8%8,4&(&!*

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P=(&!7*)3&2!B(,,!:(12!8%!*1231(2B!*G!=2!&'3)7')32!8%-!-4%8/(7&!*G!S(*!2/S38%2&R!=2!(*%!
7=8%%2,&!=8!832!2/S2--2-!(%!=2/R!8%-!=2!2,27'3(78,!C3*C23'(2&!*G!S(*!2/S38%2&#!P*C(7&!

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P = (& ! 7 *) 3 & 2 ! 7 * 1 2 3 & ! ' = 2 ! G) % - 8 / 2 % ' 8 , ! C 3 (% 7 (C 8 , & ! : * 1 2 3 % (% : ! , * B ! ' 2 / C 2 3 8 ') 3 2 ! C , 8 & / 8 ! - (& 7 = 8 3 : 2 & ! 8 %
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> (% 2 ' (7 ! = 2 * 3 4 ! * G ! : 8 & 2 & R ! 7 * , , (& (* % 8 , ! C 3 * 7 2 & & 2 & R ! 8 % = 6 , 8 8 / 2 8 4 2 6 ' = ! 7 * 1 2 3 8 : 2 ! * G ! = 2 !

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P=(&!7*)3&2!8,,*B&!&')-2%&!*'!-212,*C!&C27(8,(h2-!2DC23'(&2!S4!(%-2C2%-2%!'&')-4!;&)C231(&2-!S
8!G87),'4!/2/S23?#

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C),&2-!C,8&/8!X2'&R!7*/C87!C),&2-!C*B23!&4&'2/&R!B2!(63)/!C,8&/8!G*3!
2%1(3*2%8,!8%-!S*/2-(78,!8CC,(78'(*%&#
e@GA&KDRB!BGBGOR!9=#.#R!"UU5R!J,27'3(78,!J%:(%223(%:R!0%(123&('4!*G!Y(123C**,!;0_?#!
93*G2&&*3!*G!J,27'3(78,!8%-!<*/C)'23!J%:(%223(%:!8%-!V8"2%!J%-*B2-!<=8(3!(%!V(*2,2'3(7&#!
EC27(8,(h8'(*%!8328&@!/*&C=23(7!C,8&/8R!8%-!('&S(*,*:(78,!2GG27'&!8%-!8CC,(78'(*%&!(!%!
/2-(7(%2R!8:3(7),)32R!8%-!2%1(3*%/2%'8,!32/2!8'(*%#
)BEHBQBLB!KIRGFECB!5R!9=#.#R!"UTMR!J,27'3(78,!J%:(%223(%:R!0%(123&('4!*G!Y(123C**,!
;0#_#?#!6&&*7(8'2!93*G2&&*3!*G!J,27'3(78,!8%-!<*/C)'23!J%:(%223(%:#!EC27(8,(h8'(*%!8328&@!
2,27'3*%!8"87=/2%!(%!G,)*3(%2!7*/C*)%-&R!S328>-*B%!&')-(2&!(%!7*/C32&&2!878/8!8%-!
/8'23(8,!7=8387'23(h8'(*%!8%-!&(/),8'(*%!&')-(2&!(%!7*/C*)%-!&2/(7*%-)7'*3&R!8%B23=
&2/(7*%-)7'*3!&B('7=2&#
)B?@FIIR&@FGK9=#.#R!"UTTR!J,27'3(78,!J%:(%223(%:R!0%(123&('4!*G!P2%%2&&22R!_%*D1(,2
93*G2&&*3!*G!J,27'3(78,!8%-!<*/C)'23!J%:(%223(%:#!EC27(8,(h8'(*%!8328&@!C,8&/8!&7(2%72R!
S*/2-(78,!8CC,(78'(*%&!*G!C,8&/8&R!8&2*)&2,27'3*%(7&R!JZ!B812&!(!%2387'(*%&!B(!=!C,8&/8&R
8%4C,8&/8!C3*72&&(!%:#
)MBJR?FC7BCM!05'9=#.#R!"UU5R!J,27'3(78,!J%:(%223(%:R!.)>2!0%(123&('4#!6&&*7(8'2!93*G2&&*
G!J,27'3(78,!8%-!</C)'23!J%:(%223(%:#!EC27(8,(h8'(*%!8328&@!(!%12&'(:8'(*%!*G!B84&!8772,23
G*372!7*/C)'8'(*%&!)%-23,4(%:!/*,27),83!-4%8/(7&8%-!8&'3*C=4&(78,!&(/),8'(*%&!2%!C8
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J,27'3(78,!8%-!<*/C)'23!J%:(%223(%:#!EC27(8,(h8'(*%!8328&@!/87=(%2!,283%8(2R!7*/C)'23
/2-(78,!-(8:%*&(&!&4&'2/&R!/2-(78,!&(:%8,I(/8:2!C3*72&&(%:R!%2)38,!%2'B*2,18%8%-!
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.2&(:%8'2-!8&!8%!J/(%2%!*E7=*83#!93*G2&&*3!*G!J,27'3(78,!8%-!<*/C)'23!J%:(%223(%:#!
EC27(8,(h8'(*%!8328&@!/(73*2,27'3*%(7&R!&*,83!72,,&R!(%*3:8%(7!/8'23(8,&!&4%'=2&(&!8%-!-2C*
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K%,+!*%N/\$0I/0,!&0<!.%I/\$.)&(!.#1,%I/\$1P!X%>4!&1!&0!)0<!/0</0,!1#K1)<)&\$F!%H!
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.%I;/01&.)%0!%;;%\$,#0),)1P!"#\$\$%\$&!()*+,-./0./1!;\$%N)</1!/(*)K(/!I;(%F//1!>),+!&0!
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