! "#"$%& ' ' ()$*&+ , (, $-+. ()+/012/$

!

"#!$%&&'(!)*+*,!-.'!/(01(2&!3%#4'4!+5!6#-'(#7!2-!+8!#0#/(036-7!2#4!7096 2:!'#-'(/(67'7!6#!-.'!;'<!
=0(>!&'-(0/0:6-2#!2('2?!@07-7!2#4!"#-'(#7!6#9:%4'4A!

3415 67(.0$8069(5:%4;<(=>$?@A!
!"#$%&'()+%,-./-%0+1'2343!*
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@07-!F(12#6G2-60#A! ; 0#/(036-!H6#2#9'!H%#4!I ; HHJ!
K0L!M6-:'A!"&/29-!E#2:C767!"#-'(#!

N:6G2L'-.!D.20'GP!$:0<'C!67!2!Q27-'(7!6#!R%L:69!E4&6#67-(2-60#!92#4642-'!2-!R29'!S#60'(76-C?!$.'!
.0:47!2!T29.':0(!03!E(-7!4'1('!6#!Q277!D0&&%#692-60#7!2#4!E40'(-676#1?!$.'!.27!'U-'#760'!
/(03'776 0#2:!'U/'(6'#9'!6#!-.'!N4%92-60#!36':4,!2:0#1!<6-.!6#-'(#7.6/7!2-!M.'!E7/'#!"#7-6-%-'!V!
H%#4!30(!"##002-60#,!N33'9-60'#'77,!W'2(#6#1!2#4!B677'&6#2-60#!2#4!-.'!X'7-9.'7-'(!D0%#-C!
03369'!30(!@67/2#69!E3326(7?!

M.'!102:7!03!;HHY7!"&/29-!E#2:C767!"#-'(#!<27!-0!&'27%('!-.'!02:%'!03!;HH!/(01(2&7!2#4!
'&/0<'(!;HH!9:6'#-7!-0!&0('!'33696'#-:C!29.6'O'!-.'6(!&676 0#7?!N:6G2L'-.Y7!(0:'!6#00:O'4!
('7'2(9.6#1!&'-(697!%7'4!6#!76&6:2(!/(01(2&7!2#4!/('7'#-6#1!('/0(-7!0#!.'(!36#46#17?!$.'!
27767-'4!<6-.!4'761#6#1!2#4!90#4%9-6#1!7%(O'C7,!90#4%9-6#1!#''47!277'77&'#-7,!-('#4!
64'#-6392-60#7!2#4!Z%2#-63C6#1!&'27%('&'#-7!<.69.!<'('!'77'#-62:!-0!90&/:'-6#1!-.'!7%(O'C?$$

B;7$8;&4;'7(>$CCA!
5/.67-%+81'2343!
W%L6#!$9.00:!03!T%76#'77!
@07-!F(12#6G2-60#A!$-0>'4!Q'#-0(6#1!
K0L!M6-:'A!R(01(2&!E7767-2#-!"#-'(#!

[0L!D0%:0&L'!'U/'9-7!-0!1(24%2-'!6#!B'9'&L'(!)*+*!<6-.!2!T29.':0(!03!T%76#'77!
E4&6#67-(2-60#!6#!&2(>'-6#1?!@'!/('O60%7:C!29.6'O'4!2!T29.':0(!03!E4&6#67-(2-60#!6#!
Q2#21'&'#-!3(0&!$%330:>!S#6O'(76-C!6#!T07-0#,!Q27729.%7'--7?!@'!67!'U/'(6'#9'4!6#!72:'7!3(0&!
.67!(0:'!76#9'!)**5!2-!\%&6'G,!"#9?,!2!7/0(-6#1!10047!7-0(',!2#4!2-!]'9-0(!Q2(>'-6#1!<.'('!.'!
70:4!D%-90!>#6O'7!6#!)**^?!@'!.27!2:70!<0(>'4!27!2!:63'!1%2(4!6#!)**^,!127!7-2-60#!2--'#42#-!6#!
)**8,!2#4!30(!2!&0O6'!-.'2-'(!3(0&!)**)P)**_?![0L!67!6#-'('7-'4!6#!72:'7,!9%7-0&'(!7'(O69',!
&2(>'-6#1,!2#4!7#0<L02(46#1?!

[0LY7!('7/0#76L6:6-6'7!27!/(01(2&!27767-2#-!6#9:%4'4!42CP-0P42C!0/'(2-60#7!&2#21'&'#-!03!
$-0>'4Y7!7%&&'(!7%(3!2#4!7>2-'L02(4!/(01(2&7!<.'('!.'!900(46#2-'4!00:%#-''(,!&'#-0(,!2#4!
C0%-.!('9(%6-&'#-!&''-6#17?!@'!2:70!264'4!6#!7096 2:!&'462!&2(>'-6#1!30(!$-0>'4!2#4!
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]6#2C!Q0-.2!67!<0(>6#1!-0<2(4!2!Q27-'(!O3!T%76#'77!E4&6#67-(2-60#!6#!$-(2-'169!Q2#21'&'#-!3(0&!W%L6#!$9.00:!O3!T%76#'77,!R29'!S#6O'(76-Cf!'U/'9-'4!1(24%2-60#!67!Q2C!)*++?!]6#2C!.0:47!2!4'1('!27!Q27-'(!O3!D0&&'(9'!6#!Q2#21'&'#-!2#4!2!T29.':0(!O3!D0&&'(9'!6#!H6#2#9'!2#4!E990%#-6#1!3(0&!Q%&L26!S#6O'(76-C?!@'!<0(>'4!27!2!L%76#'77!2#2:C7-!3O(!T29><0(>7!$-%46O7!6#!)**b!2#4!0#!2#2924'&69!/(0d'9-!27!2#!2#2:C7-!O3!2!&'(1'(7!2#4!29Z%676-60#7!927'!7-%4C?!

M.'!1O2:7!O3!;HHY7!"&/29-!E#2:C767!"#-'(#7!<27!-0!&'27%('!-.'!O2:%'!O3!;HH!/(01(2&7!2#4!'&/0<'(!;HH!9:6'#-7!-0!&0('!'33696'#-:C!29.6'O'!-.'6(!&6776O#7?!]6#2CY7!(0:'!<27!&0('!3O9%7'4!0#!7-2-67-692:!2#2:C767!2#4!42-2!'#-(C?!@'!<27!('7/0#76L:'!3O(!9('2-6#1!2!42-2L27'!<6-.!R6OO-!-2L:'7!<.69.!.'!%7'4!3O(!6#/%--6#1!42-2,!9O#4%9-6#1!7-2-67-692:!2#2:C767!2#4!9('2-6#1!1(2/.7?!@'!<27!2:7O!('7/0#76L:'!3O(!4'761#6#1!-.'!Z%2#-6-2-6O'!27/'9-7!O3!-.'!7%(O'C!-.2-!<0%:4!L'!'27C!&2#6/%:2-'4!2#4!-(2#7:2-'4!6#!.67!7-2-67-692:!('/0(-6#1?!!

K16 ' ;+,$L9()7=>$CA!

F%-('29.!R(01(2&!2#4!R2(>!D:'2#%/?!@'(!'4%92-60#2:!/(0d'9-7!6#9:%4'!-.'!('90#7-(%9-60#!2#4!('#29-&'#-!O3!9(6&'!79'#'7!2#4!2!$%/('&'!D0%(-!927'!-0!-.0(0%1.:C!&27-'(!90#9'/-7!O3!L0-.!2!9(6&6#2:!6#O'7-612-60#!2#4!9(6&6#2:!:2<?!

e24''#'!27767-'4!<6-.!-.'!900(46#2-60#!2#4!&2(>'-6#1!O3!7/'962:!'O'#-7,!<0(>7.0/7,!9:277'7!2#4!7%(O'C6#1!('::2-'4!-0!900>6#1,!#%-(6-60#,!1('#!:6O6#1,!36-#'77,!2#4!'#'(1C!2#4!<2-'(!90#7'(O2-60#?!$.'!2:70!29-'4!27!-.'!0(12#6G2-60#Y7!:6270#!<6-.!D0(L6#!@6::!H2(&7?!E446-60#2::C,!7.'!7%//0(-'4!2!-'2&!<6-.!/:2#-6#1!2#4!.2(O'7-6#1!2-!2!#'<!(003-0/!%(L2#!32(&!2-!"#-'(02:'!`('#,!X@NBD0Y7!#'<'7-!/(0d'9-?!!

?64O6)$%O60>$?CA!
*5/.67-%+8'5/+/87*7+-1'2343*!
W%L6#!$9.00:!O3!T%76#'77!
@07-!F(12#6G2-60#A![676#1!M64'!D2/6-2:!
K0L!M6-:'A!D0&&%#692-60#7!"#-'(#!

E7!2!7-%4'#-!O3!-.'!W%L6#!$9.00:!O3!T%76#'77!2-!R29'!S#6O'(76-C,!Q2:.2(!$.2.!/:2#7!-0!1(24%2-'!6#!B'9'&L'(!)*+*!<6-.!2!Q27-'(7!O3!T%76#'77!E4&6#67-(2-60#!6#!Q2(>'-6#1!Q2#21'&'#-?!E:70!2!1(24%2-'!O3!S?]?!R2-':!D0::'1'!O3!N#16#''(6#1,!`2#/2-!S#6O'(76-C!6#!`%d2(2-,!"#462,!Q2:.2(!.0:47!2!T29.':0(!O3!M'9.#0:01C!4'1('!6#!Q'9.2#692:!N#16#''(6#1,!('9'6O'4!Q2C!)**5?!Q2:.2(Y7!9%(('#-!/(0d'9-7!6#9:%4'!-<0!-'2&!/(0d'9-7!(':2-6#1!-0!-.''#-('/('#'%(62:!7-%4C!O3!H0%(7Z%2('!2!709%2:!#'-<0(>6#1!90&/0#'#-!O3!M<6--'(,!2#4!2!/(0d'9-!0#!-.'!E336:62-'!Q2(>'-6#1!$6-'?!@'!.27!2:70!7/'2(.'24'4!&2(>'-6#1!('7'2(9.!0#!709%2:!#'-<0(>6#1!7'(O69'7!O7?!'&26:!6#!)**b?!@'!.0:47!'U/'(6'#9'!27!2!72:'7!'U'9%-6O'!30(!$2#1''!$2:'7!3(0&!)**5!2#4!27!2#!6#-'(#!<6-.!@6M'9.N:27-0&'(7!6#!E.&'42L24,!"#462!6#!)**c?!@67!6#-'('7-7!6#9:%4'!'#-('/('#'%(62:!O'#-%('7,!4616-2:!&2(>'-6#1,!2#4!/(04%9-!4'O':0/&'#-?!

Q2:.2(Y7!(0:'!27!2!90&&%#692-60#7!6#-'(#!6#00:O'4!&26#-26#6#1!&'462!:67-7,!!/('77!9:6//6#1!:017,!4'O':0/&'#-!42-2L27'7?!@'!2:70!2767-'4!<6-.!4'O':0/6#1!2!(2#1'!O3!&2(>'-6#1!&2-'(62:7,!90#4%9-6#1!('7'2(9.,!70&'!'O'#-!/:2##6#1!2:0#1!<6-.!-.'!&26#-'#2#9'!O3!-.'!O(12#6G2-60#Y7!<'L76-'!2#4!709%2:!&'462!76-'7?!!

06/'1+($%.6.(+>$CA!
*F0***"+%&/-%0+'=-")%7,1'2344*!
BC70#!D0::'1'!O3!E(-7!2#4!$96'#9'7!
@07-!F(12#6G2-60#A!`('C7-0#!T2>'(C!
K0L!M6-:'A!"#-'(#'-!Q2(>'-6#1!2#4!R[!"#-'(#!

K27&6#'!$-2-'#!67!2!7-%4'#-!O3!-.'!BC70#!$9.00:!O3!E(-7!2#4!$96'#9'7!2-!R29'!S#6O'(76-C?!$.'!/:2#7!-0!1(24%2-'!6#!Q2C!)*++!2#4!67!<0(>6#1!-0<2(47!2!T29.':0(!O3!E(-7!4'1('!6#!D0&&%#692-60#7,!Q'462!2#4!E(-7?!@'(!/(03'7760#2:!'U/'(6'#9'!6#9:%4'7!<0(>!<6-.!-.'!"#-'(#2-60#2:!E<2(47!`(0%/,!WWD!27!2!D0&&%#692-60#7!"#-'(#!6#!)*+*,!2#4!-.'!;'<!=0(>!D6-C!

E-!`('C7-0#,!K27&6#'!3O9%7'4!0#!1(0<6#1!2#4!6&/(0O6#1!-.'!0#:6#'!/('7'#9'!O3!-.'!B0P`004!
T(0<#6'!:6#'!2#4!#'<!`:%-'#PH('!:6#'!O3!L2>'4!10047?!$.'!<0(>'4!<6-.!-.'!X'L76-'!$2:'7!
$/'962:67-!-0!('#0O2-'!`('C7-0#Y7!<'L/21'!2#4!9('2-'!90#-'#-!30(!L:017!2#4!<6-.!-.'!H%:36::&'#-!
M'2&!-0!7-('2&:6#'!0/'(2-60#7!2#4!6#9('27'!9%7-0&'(!O2:%'?!K27&6#'!2:70!.24!-.'!0//0(-%#6-C!
-0!4'0':0/!2!R[!92&/261#!30(!-.'!)*+*!@0:642C!`63-!$'270#!2#4!0O'(7''!70%2:!&'462!&2(>'-6#1!
92&/261#7?