!"#$%&'()*+"&*(,*"#-.+/("+0(1234*55.3+"%(!"#$%&'(637 7.&&(8,1!69(:3&.3+!!**
!
"#$!%$&'($)!*&!+',(&$,-#*+!.*(#!(#$!/*0$!1,232-(!24!5'067(8!944'*,-)!-$$:-!(2!*;+,23$!4'067(8!
-600$--)!<23$,&'&0$!,$+,$-$&('(*2&)!'&=!+,24$--*2&'7!=$3$72+;$&(!42,!4'067(8!*&!(#$!"$'0#*&<!
'&=!1,24$--*2&'7!>"15?!-$,*$-@!"#$,$42,$)!.$!,$02;;$&=!(#$!42772.*&<!;2(*2&-!A$!02&-*=$,$=!A8!
(#$!%$&'($B!!
!
C@!"#$!%$&'($!.*77!0,$'($!'!**7$%&.;'*"2(,1!(#37 7.&&**)!.*(#!;$;A$,-#*+!'&=!=6,'(*2&!(2!A$!
=$($,;*&$=!A8!(#$!5'067(8!%$&'($!DE$06(*3$!F2;;*(($$!>5%DF?)!.#*0#!.*77!*&076=$!0,$'(*&<!'!
&2;*&'(*2&!'&=!'++7*0'(*2&!+,20$--!(#'(!'772.-!42,!(#$!'++2*&(;$&(!24!'&8!'++2*&($=!4'067(8!
;$;A$,!*&!'!"15!7*&$!(2!(#$!02;;*(($$!>1,24$--2,*'7!%$,*$-!*&!G&*3$,-*(8!H*A,',*$-)!"$'0#*&<!
1,24$--2,*'7!%$,*$-)!F7*&*0'7!1,24$--2,*'7!%$,*$-)!1,24$--2,!24!(#$!1,'0(*0$!%$,*$-)!I$-$',0#!
1,24$--2,*'7!%$,*$-)!/*-*(*&<!1,24$--2,*'7!%$,*$-)!J&KI$-*=$&0$!%$,*$-?@!"#$!02;;*(($$!-#'77!
'-+*,$!(2!*&076=$!4'067(8!4,2;!$'0#!4677K(*;$!'++2*&($=!"15!-$,*$-)!*4!+2--*A7$)!'0,2--!3',*26-!
,'&:-)!'&=!.*(#!'(($&(*2&!(2!02;+2-*(*2&'7!=*3$,-*(8!'&=!,$+,$-$&('(*2&!4,2;!=*44$,$&(!6&*(-@!J(!
.*77!+',(&$,!.*(#!-(':$#27=$,-!4,2;!(#$!4'067(8!'&=!'=;*&*-(,'(*2&)!'&=!.#$&!'++,2+,*'($!2(#$,!
244*0$-!'&=!6&*(-@!"#$!F2;;*(($$!.*77!A$!4'067(8K=,*3$&!A6(!;'8!'7-2!$&<'<$!-('44!.*(#!-6AL$0(!
;'(($,!$E+$,(*-$!'&=!'=;*&*-(,'(2,-!>-60#!'-!9--20*'($!M$'&-?!.*(#!23$,-*<#(!2,!L2A!
,$-+2&-*A*7*(*$-!*&!(#$-$!',$'-@!"#$!5%DF!.*77!02&-67(!.*(#!(#$!N44*0$!24!M*3$,-*(8)!DO6*(8)!'&=!
J&076-*2&!2&!(#*-!+,20$--@!F2;;*(($$!;$;A$,-!.*77!-$,3$!2&$K8$',!'++2*&(;$&(-@!"#$!02;;*(($$!
.*77!#'3$!=*-0,$($!'&&6'7!0#',<$-@!"#$!I$-*=$&(!%0#27',!42,!"15!.*77!02K0#'*,!(#$!02;;*(($$!'-!'!
=$-*<&$$!24!(#$!/1!5'067(8!944'*,-!'72&<!.*(#!(#$!5'067(8!%$&'($!1,$-*=$&(!2,!(#$*,!=$-*<&$$@!!
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"#$!02;;*(($$!.*77!*&*(*'($!';67(*K8$',!+,20$--@!P$;A$,-#*+!24!(#$!02;;*(($$!.*77!A$!,$3*$.$=!
'&=!,$4,$-#$=!$3$,8!'0'=$;*0!8$',@!DE*-(*&<!02;;*(($$!;$;A$,-!0'&!$E($&=!(#$*,!-$,3*0$!2&!(#$!
02;;*(($$!42,!6+!(2!(#,$$!8$',-!A'-$=!2&!;6(6'7!<,$$;$&(!.*(#!(#$!02;;*(($$!02K0#'*,-@!D'0#!
8$',Q-!02;;*(($$!.*77!#'3$!'!=*-0,$($!0#',<$@!!!
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"#$!"15F!.*77!;$$(!;2&(#78!=6,*&<!(#$!'0'=$;*0!8$',!'&=!$'0#!;$;A$,!*-!$E+$0($=!(2!('$!'&!
'0(*3$!,27$!*&!+7'&&*&<!'&=!4'0*7*('(*&<!3&(-)!02K0,$'(*&<!,$+2,(-)!$&<'<*&<!*&!0';+6-!7$3$7!
,$-$',0#!-*(6'($=!*&!(#$!A,2'=$,!7*($,'(6,$)!'&=!$&<'<*&<!.*(#!-('$#27=$,-@!P$;A$,-!.#2!=2!&2(!
02&(,*A6($!'&=!'(($&=!;$$(*&<-!.*77!A$!'-:$=!(2!,$-*<&!4,2;!(#$!02;;*(($$)!'&=!(#$*,!M$'&!.*77!
A$!'-:$=!(2!&2;*&'($!',$+7'0$;$&(!(2!$&-6,$!6&*(!,$+,$-$&('(*2&@!!
!
R@!"#$!"15F!#'-!(#$!42772.*&<!23$,',0#*&<!<2'7-B!!
!
'@ P':$!,$02;;$&='(*2&-!(2!(#$!%$&'($!'&=!2(#$,!-('$#27=$,-!2&!*--6$-!'&=!
+27*0*$-!(#'(!*;+'0(!4677K(*;$!'++2*&($=!4'067(8!*&!(#$!"15!-$,*$-!'&=!(2!$&-6,$!-#',$=!
<23$,&'&0$!*-!*&-(*(6(*2&'7*S$=!42,!"15!4'067(8!*&!-0#227-!'&=!0277$<$-!'-!.$77!'-!
=$+',(;$&(-!'&=!+,2<,';-@!!
!
A@ M$$+$&!(#$!0';+6-!6&=$,-('&=*&<!24!(#$!T($'0#$,U-0#27',U+,'0(*(*2&$,V!;2=$7!(2!
&076=$!#2.!*(!*-!$E+$,*$&0$=!A8!"15!4'067(8!*&!3',*26-!-$,$-!'&=!.#'(!(!(#$8!
02&(,*A6($!(2!26,!*&-(*(6(*2&'-!.$!7*3$!*&(2!TIC!N6,!W'8@V!!!
!

0@ J&!0277'A2,'(*2&!.*(#!(#$!/159!'&=!6&*(!7$'=$,-)!A6*7=!2&!(#$!-600$--467!.2,:!24!(#$!P$&(2,*&<!90,2--!I'&:!'&=!%$,*$-!>PN9I%?!"15!<,26+!(2!02&(*&6$!(2!A6*7=!'!067(6,$!24!;$&(2,*&<!'0,2--!(#$!"15!4'067(8!7*4$0807$@!!!

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=@ F7',*48!'&=!*;+,23$!+27*08!'&=!+,'0(*0$-!(#'(!<6*=$!(#$!"15!$E+$,*$&0$!'(!MG!.*(#!-+$0*'7!'(($&(*2&!(2!+,2;2(*2&!(2!(#$!,'&:!24!4677@!!!

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$@ 9--$--!$E*-(*&<!+,24$--*2&'7!=$3$72+;$&(!'&=!2(#$,!2++2,(6&*(*$-!'(!MG@!!!

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X@!"#$!RYRRK RYRX!"15F!#'-!(#$!42772.*&<!=*-0,$($!0#',<$B!!

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'@ G-*&<!(#$!4,';$.2,:!4,2;!(#$!W#*($!1'+$,)!(#$!02;;*(($$!.*77!,$'--$--!6-*&<!06,,$&(!='('!'&=!*&42,;'(*2&!(2!;$'-6,$!+,2<,$--!(2.',=-!*&-(*(6(*2&'7*S'(*2&)!-+$0*4*0'778!=,*77*&<!=2.&!(2!(#$!6&*(

F#'*,-!'&=!M*,$0(2,-!
"#$!5'067(8!%$&'($!1$,-2&&$7!F2 ; ; *(($$!!
W2,:72'=!D06*(8!F2 ; ; *(($$!
"$'0#*&<!DE0$77$&0$!"'-:!52,0$!
J&-(*(6(*2&'7! I $-$',0#!'&=!J&42, ; '(*2&!"$0#&272<8!!
"#$! \ $&$,'7!F26&-$7!!
"#$!N44*0$!24!M*3$,-*(8)!D06*(8)!'&=!J&076-*2&!!
"#$!N44*0$!24!"$'0#*&<!] !H$',&*&<!
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