!

!

!

!

!

!

!

! "##$%&' ()*+,)-"*+)*$) . /01&*,)-$2&*&$ ' 2))

3 +&*,)-"4,#))

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

" '%/(0!" ##&0,! - 1 "!

2/+(!34!2(05$*%',! - . !

!

!

!

!

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

" 6+7%(87!4444444444

5 62*#"7*)

)" $%/8(0!" ; &%/8(0!N* ; &0!(%&!'/+I%*I*%7/*0(7&#C!?0'&%%&I%&+&07&'!/0!+&0/*%0#&B&#!
#&('&%+H/I!I*+/7/*0+!/0!P0/7&'!<7(7&+!8*%I*%(7/*0+4!QH/#&!N* ; &0! ; (>&!?I!=9R!*$!G0<?/7&!
I*+/7/*0+,!*0#C!SR!(%&!"$%/8(0!" ; &%/8(04!T*!'(7&,!7H&%&!(%&!*0#C!7H%&&!"$%/8(0!" ; &%/8(0!N* ; &0!
NH*!H(B&!(77(/0&'!GDJ!+7(7?+!/0!U*%7?0&!VWW!8*%I*%(7/*0+4!TH/+!NH/7&!I(I&%!(/ ; +!7*!?0'&%+7(0'!
NH(7!/+! ; /++/05!$%* ; ! - /B&%+/7C,!DE?/7C,!(0'!F08#?+/*0!X - DFY!/0/7/(7/B&+!7*!+?88&++$?##C!I%* ; *7&!
; *%&!"$%/8(0!" ; &%/8(0!N* ; &0!/07*!+&0/*%0#&B&#!I*+/7/*0+4!TH&!8*08&I7!*$!%(8/(#!
; /8%*(55%&++/*0+!/+!(!+/50/$/8(07!0&5(7/B&!8*07%/6?7*%!7*!7H/+!'/+I(%/7C4!

-#$6ß, 9)0*"*, 9 , '*)

" $%/8(0!" ; &%/8(0!N* ;'&*,9,'*

!

7H&/%!6/(+&'!%& ; (%>+!(%&!H?%7$?#!(0'!'(; (5/05!(0'!8(0!+7/$#&!(0!"$%/8(0!" ; &%/8(0!N* ; &0\+!

+?88&++4!!

. /8%*(55%&++/*0+!8%&(7&!'?(#!+7(0'(%'+!/0!7H&!*%5(0/`(7/*0!N/7H!?0+I*>&0!%?#&+!7H(7!

"$%/8(0!" ; &%/8(0!N* ; &0! ; ?+7!(87!(!+I&8/$/8!N(C!7*!$/7!/04!"0!&_(; I#&,!NH&0!"$%/8(0!" ; &%/8(0!

N* ; &0!+7%/B&!7*!5&7!(H&(' ,!7H&C!(%&!+7&%&*7CI&'!(+!(55%&++/B&,!7**!(++&%7/B&,!*%!(05%C4!QH/#&!

'&+8%/6/05!G(?8(+/(0!N* ; &0!&_H/6/7/05!7H&!+(; &!8H(%(87&%/+7/8+!(+!8*0$/'&07!(0'!$%/&0'#C,!7H/+!

; /8%*/0+?#7!I(B&+!(!'/$$&%&07!I(7H!$*%!"$%/8(0!" ; &%/8(0!N* ; &0

'/$$/8?#7!$*%!&_I&%/&08&'!(0'!7(#&07&'!"$%/8(0!" ; &%/8(0!N* ; &0!7*!$&&#!#/>&!7H&C!6&#*05!

Xc(; /#7*0,!=W=9Z! . &#(>?,!=W9LZ!T*N0+&0'!&7!(#4,!=W=9Y4!

) &6H(%'7!X=W==Y,!/0!I(%70&%+H/I!N/7H!U*%7?0&,!(+>&'!S,=KV!I&*I#&,!/08#?'/05!N* ; &0,!

I&*I#&!*$!8*#*%,!(0'!/0'/B/''?(#+!N/7H

2&(0/0!(0'!.83/0+&C!(0'!G*;I(0C\+!=W=W!(00?(#!Q*;&0!/0!7H&!Q*%>I#(8&!<7?'C!$*?0'!7H(7!SLR!*$!6#(8>!N*;&0!$&#7!7H&/%!%(8&!(0'!&7H0/8/7C!;('&!/7!;*%&!'/$$/8?#7!$*%!7H&;!7*!5&7!(H&('!*%!I%*;*7&'!8*;I(%&'!7*!@R!*$!NH/7&!N*;&0!(0'!99R!*$!N*;&0!*B&%(##!XI4!AY4!TH&+&!+7(7/+7/8+!+?II*%7!2(05$*%'\+!X=W9KY!(++&%7/*0!7H(7!%(8&!'/+I(%/7C!(0'!5&0'&%!6/(+&+!&_/+7!/0!7H&!N*%>I#(8&,!NH/8H!;(>&+!/7!;*%&!'/$$/8?#7!$*%!&_I&%/&08&'!(0'!7(#&07&'!"$%/8(0!";&%/8(0!N*;&0!7*!$&&#!#/>&!7H&C!6&#*05!Xc(;/#7*0,!=W=9Z!.&#(>?,!=W9LZ!T*N0+&0'!&7!(#4,!=W=9Y4!!

QH/#&!N&!H(B&!;('&!+7%/'&+!N/7H!7H%&&!"$%/8(0!";&%/8(0!N*;&0!%&(8H/05!7H&!I/00(8#&!*$!GDJ+!/0!U*%7?0&!VWW!8*;I(0/&+,!7H&+&!(%&!6(6C!+7&I+!8*;I(%&'!7*!*7H&%!%(8&+!7H(7!(%&!U*%7?0&!VWW!&_&8?7/B&+4!d?;&%*?+!*%5(0/`(7/*0+!H(B&!8*;;/77&'!7*!8H(05/05!7H&!0(%%(7/B&!+/08&!7H&!'&(7H!*$!)&*%5&!U#*C'Z!H*N&B&%,!7H&!/0&E?/7/&+!*$!"$%/8(0!";&%/8(0!N*;&0!/0!G0<?/7&!#&('&%+H/I!%*#&+!I&%+/+74!:%(87/8(#!#&('&%+H/I!7%(/0/05,!'&B&#*I;&07,!(0'!(88&++!7*!;&07*%+H/I+!(0'!+I*0+*%+H/I+!N/##!6&5/0!7*!6?/#'!(!I(7HN(C!7*!+?88&++!(0'!&+7(6#/+H!;?7?(##C!6&0&$/8/(#!%&#(7/*0+H/I+!7H(7!8*?#'!8#*+&!7H&!5(I!6C!I%*;*7/05!;*%&!"$%/8(0!";&%/8(0!N*;&0!7*!+&0/*%0

!

N/7H!(! ; &07*%!(##*N+!"$%/8(0!" ; &%/8(0!N* ; &0!7*!(88&++!/0$*% ; (7/*0!(0'!/0$#?&07/(#!I&*I#&!NH*!
8(0!H&#I!('B(08&!7H&/%!8(%&&%+4!

F0+7&('!*$! ; /0/ ; /`/05!7H&!8*07%/6?7/*0+!*$!"$%/8(0!" ; &%/8(0!N* ; &0,!*%5(0/`(7/*0(#!
#&('&%+!+H*?#'!6&!&08*?%(5&'!7*!6&8* ; &! ; &07*%+!(0'!(88&I7!7H&+&!N* ; &0!/0!7H&!*%5(0/`(7/*0!
(0'!+H(%&!/0$*% ; (7/*0!N/7H!7H& ; !NH/#&!8(I/7(#/`/05!*0!H*N!7H&/%!E?(#/7/&+!8(0!6&!6&0&$/8/(#!7*!7H&!
*%5(0/`(7/*0!X1%*N0,!=W=9Z!G(%7&%,!=W==Z! - *66/0! [!3(#&B,!=W9AZ!F05%(H(; !&7!(#4,!=W=9Z!f*0&+,!
=WWAZ!<H&IH&%',!=W9VY4!:*+/7/B&! ; &07*%+H/I!I%*5%(; +!8(0!I%* ; *7&!7H&!/08#?+/*0!(0'!(88&I7(08&!
$!"$%/8(0!" ; &%/8(0!N ; &0!(+!I(%7!*$!7H&!*%5(0/`(7/*0!(0'!0*7!(+!*?7+/'&%+4!F08#?+/*0!(0'!
&E?/7C!(%&!6&0&$/8/(#!$/0(08/(##C!(0'!/0!>0*N#&'5&!7%(0+$&%4!D+7(6#/+H/05!/08#?+/B&!B(#?&+!(0'!
NH(7!/7! ; &(0+!7*!"$%/8(0!" ; &%/8(0!N* ; &0,!*%5(0/`(7/*0+,!(0'!7H&!+H(%&'!8* ; ; /7 ; &07!7*!7H&!
B/+/*0!(0'! ; /++/*0!+&7!7H&!'/%&87/*0!(0'!$%(; &N*%>!$*%!+?+7(/0(6#&!8H(05&!(0'!5%*N7H4!
. &07*%+H/I+!(7!7H&!+&0/*%!#&B&#+!&E?(7&!7*!0(B/5(7/05!7H&!8*%I*%(7&!N(7&%+4!TH&!#(8>!*$!"$%/8(0!
" ; &%/8(0!N* ; &0!%&I%&+&07(7/*0!/+!0*7!(!+&8%&74!M&+*#B/05!7H&!I%(87/8&!*$!&_8#?+/*0!/+!(! ; C+7&%C4!
. &07*%+H/I+!(0'! ; (0(5/05!7H&!6#(8>!8&/#/05!H(B&!6&&0!(7!7H&!$*%&$%*07,!(#7H*?5H!5&77/05!7H&!

'/B&%+/7C,!&E?/7C,!/08#?+/*0,!(0'!#&('&%+H/I!/0/7/(7/B&+!7*!6%*('&0!7H&!%*#&+,!I&%+I&87/B&+,!(0'!
&0H(08&'!I&%8&I7/*0+!*$!& ; &%5/05!5#*6(#!#&('&%+H/I g +* ; &!8*0+/'&%(7/*0+!$*%!I%*5%(; !
8%&(7/*0+4!
"$%/8(0!" ; &%/8(0!N* ; &0!I*++&++!B(%/*?+!7(#&07+,!+>/##+,!(0'!(6/#/7/&+!0*7!/'&07/$/&'!(0'!
%&8*50/`&'!(+!+7%&057H+!(+!I%* ; *7(6#&!8(0'/'(7&+!$*%!+&0/*%!#&('&%+H/I!I*+/7/*0+4!"$%/8(0!
" ; &%/8(0!N* ; &0!$(8&! ; (0C!6(%%/&%+!NH&0!+7%/B/05!7*!(77(/0!#&('&%+H/I!%*#&+,!+?8H!(+!6&/05!*B&%0
8%&'&07/(#&',!?0'&%%&I%&+&07&',!&_I&%/&08&',!(0'!*B&%#C!E?(#/$/&'!/0!+* ; &!%&+I&87+4! . (0C!*7H&%!
8* ; 6/0(7/*0+!I*+&!6(%%/&%+!7*!?IN(%'! ; *B& ; &074! J%5(0/`(7/*0+!+H*?#'!6&!/07&07!*0!/07&%0(##C!
$/##/05!7H&!5(I+!6C!'&7&% ; /0/05!7H&!*%5(0/`(7/*0\+!0&&'+!(0'!7%(/0/05!7H&+&!N* ; &0!7*! ; &&7!7H&!
8?%%&07!(0'!I*7&07/(#!$?7?%&!*6#/5(7/*0+,!(+!N&##!(+!H/%/05!$%* ; !N/7H/0!(0'!8* ; I&0+(7/05!7H& ; !
/0+7&('!*$!%&8%?/7/05!$%* ; !*?7+/'&4!!

)

.$'781 2&$')

QH&7H&%!+?67#&!*%!'/%&87,! ; /8%*(55%&++/*0+!8(0!0&5(7/B&#C!/ ; I(87!7H&!+?88&++!*$!"$%/8(0!
" ; &%/8(0!N* ; &0!+&&>/05!7*! ; *B&!/07*!G0<?/7&!#&('&%+H/I!%*#&+4!"''%&++/05! ; /8%*(55%&++/*0+!
'/%&87#C,!*I&0#C,!(0'!H*0&+7#C!7*!&+7(6#/+H!7%(0+I(%&08C!(0'!B/(6/#/7C!X1*0'!&7!(#4,!=W==Y!/+!7H&!
$/%+7!+7&I!7*!& ; 6%(8/05!'/B&%+/7C,!&E?/7C,!(0'!/08#?+/*0!(0'!8%&(7/05!(!8?#7?%&!*$!6&#*05/054!F0!
('' /7/*0,!'/%&87#C!('' %&++/05! ; /8%*(55%&++/*0+!(#+*! ; (>&!7H&!I&%+*0!?+/05!7H& ; !(N(%&!7H(7!7H&/%!
6/(+&'!%& ; (%>+!(%&!H(% ; $?#,!'(; (5/05,!(0'!8(0!+7/$#&!(0!"$%/8(0!" ; &%/8(0!N* ; &0\+!+?88&++4!
"0C! ; /8%*0(55%&++/B&!6&H(B/*%+! ; (C!8*?07&%(87!7H&!$*8?+&'!/07&07/*0!*0! - DF!&$$*%7+!(0'!
/0/7/ ; &%/8(

!

>,?,#,'7,2)

" $+H(%/I*?%,!" 4! [!M*+&06#? ; ,! - 4,!X=W==Y4! : *N&%!(0 ' ! I (C!/0!7H&!80+?/7&4!4%-5$(6&)7+4%5$&.78!
H77 I +bhh++%048* ; h(6+7%(87 i SW9S]WL+

" 05,!f4!X=W9LY4!

- ? 3 (8H,! - 4!Xf (0? (%C0U&6%? (%C!=W==Y4! - DF!5&7+!%&(#4! = *(. G (. 1+K$*&%-**+L - G&- E8+
H77 I +bhhH6%4*%5h=W==hW9h ' &/05&7+0%&(#+

D%+>/0&,!<4!D4,! " %8H/6*# ' ,!D4!D4,! [! 1 /#/ ; *%/(,! - 4!X=W=9Y4! " $%*0 ' /(+I*%/8!N* ; &0!(%&!0(B/5(7/05!
7H&!6#(8>!8&/#/054!F0 ' /B/ ' ? (#!%&#(7/*0(#!(0 ' !*%5(0/`(7/*0(#!+7%(7&5/&+4!K$*&%-**+ = " . &P"%*,!
ASX9Y,!@K0VW4!H77 I +bhh ' */4*%5h9W49W9Aha46?+H*%4=W=W49W4WWS!

U&%0(0 ' &+,! : 4!X=W=9Y4!G%&(7/05!(! ' /B&%+/7C!(0 ' !/08#?+/*0!7%(/0/05!I%*5%(; 4!K$*&%-**+O - E*+Q(&674!
H77 I +bhhNNN46?+/0&++0&N+ ' (/#C48* ; hLK] =0 ' /B&%+/7C07%(/0/054H7 ; #+

) &6H(%' 7,!f4!X=W==Y4!<7? ' Cb! , &' . "(: : . -**&"%+&%+)/-+E" . RO6(' -4!<?%B&C . *0>&C4!
H77 I +bhhNNN4+?%B&C ; *0>&C48* ; h8?%/*+/7Ch ; /8%*(55%&++/*0+0%&+&(%8H!

) #(?+&%,! . 4!X=W==,!f?0&!==Y4!K - 7"%1+1 - &<+9/-+%-D)+*) - 0+)"+ ' &G&6&)78+
H77 I +bhh8%?8/(##&(%0/0548* ; h6#*5h6&C*0 ' 0 ' &/07H&00&_70+7&I07*08/B/#/7Ch+

) %*B&+,! . 4!X=W=9Y4!<&#$0($$/% ; (7/*0+!(0 ' !7H&!I&%8&I7/*0!*$! ; /8%*0(55%&++/*0+4!A*7 ' /"6" : 7+
2)$1 - %)+L - *- (. ' /+2/"E ' (*-J+SCJ+90=8+H77 I +bhh+8H*#(%4? ; N4&' ?hI+C8H*#*5C0+H*N8(+&hSL4+

c (; /#7*0,! - 4!X=W=9,! J 87*6&%!9LY4!@!N(C+!&_&8?7/B&+!H*#' !6#(8>!N* ; &0!6(8>!(7!N*%>4! ! OO+
K$*&%-**+A - . *0 - ')&G - *4!H77 I +bhhNNNh80048* ; !

c *#' &%,!" 4 . 414,!f(8>+*0,! . 4" 4,! [! : *07&%*#7*,!f4!) !X=W9VY4!M(8/(#! ; /8%*(55%&++/*0!&_I&%/&08&+!
(0 ' !8*I/05!+7%(7&5/&+!*$!6#(8>!N* ; &0!/0!8*%I*%(7&!#&(' &%+H/I4! T$(6&)()&G - +A*7 ' /"6" : 7,!
=X=Y,!9AS09] W4!H77 I +bhhI+C80&74(I(4*%5h6?Ch=W9V0@WV] 90WW9!

c *I I&%,!D4!X=W9LY4! QH(7!/+!(! ; /8%*(55%&++/*0o!DB&%C ' (C!/0+?#7+!N/7H!H(% ; $?#!&$$&87+4!
NNN47H*?5H78*48* ; h ; /8%*(55%&++/*00 ' &$/0/7/*00&_(; I#&+0S9K9] V@!

F05%(H(; ,!" 4,!U&(%0,!34,! : (`,! . 4T4,! e *?05&%,! n4,!M*5&%+,!<4D4,!GH&05,! . 4,! c (%B&C,!14! c 4,!
1&#' *0(,!<4,!3N(0+(,!U4,! c **I&%,! . 4,!f(8>+*0,!24,! [! Q/##/(; +01%C(07,! - 4!X=W=9Y4!
G%&(7/05! ; *%&!*I I*%7?0/7/&+!(0 ' !&_&8?7/B&!#&(' &%+H/I!I*+/7/*0+!$*%!I&*I#&!*$!8*#*%!/0!7H&!
H*+I/7(#/7C!/0 ' ?+7%C4+9/-+ ! "%*" .)&$#+@"$.%(6+";+ = "*0&)(6&)7+(%1+9"$.&*#J+@L4!
H77 I +bhhNNN4H*+I/7(#/7CH68?4*%5h?I#*(' +h(%7/8#&#/0>h9AS@9W=@=V4I ' $pI(5& i S9&!

FB&%+*0,!" 4!X=W9LY4! - &B&#*I/05!(0 ' !&_&8?7/05!(!8*%I*%(7&! ; &07*%+H/I!I%*5%(; 4!@"$.%(6+";+
A - %*&"%+K - %-;&)*4!=KX9Y,!90S4!H77 I +bhhI/00(8#&0I#(048* ; hNI0
8*07&07h?I#*(' +h=W=WhW=h " ; (0 ' (0FB&%+*00 " %7/8#&0 - &B&#*I/050(0 ' 0D_&8?7/050(0
G*%I*%(7&0 . &07*%+H/I0 : %*5%(; 4I ' $+

f*0&+,!G4!X=WWAY4!U(##/05!6&7N&&0!7H&!8%(8>+b! QH(7!' /B&%+/7C! ; &(0+!7*!6#(8>!N* ; &0!/0!H/5H&%!
&' ?8(7/*04!A"6&'7+U$)$. - *+&%+>1$' ()&"%J!SX=Y,!9SV09VL4!
H77 I +bhh ' */4*%5hh9W4=@WShI$/#&4=WWA4S4=49SV!

2(05$*%' ,!24! 34!X=W9KY4! ?+%(. . ()&G - +&%5$&. 7+ - D06" . &%: +)/-+*)" . &-*+";+?;. &' (%F?#-. &' (%+E"#-%+&%+
6 - (1 - . */&0+()+%"%0. ";&)+" . : (%&P()&"%*+X : ?6#/8(7/*0! d *4!9WA@K@KLY4l - *87*%(#!' /++&%7(7/*0,!
P0/B&%+/7C!*$! : H*&0/_m4!+

2&(0/04J%5![!.83/0+&C![!G*;I(0C!X=W=WY4!9/-+*)()-+";+K6('R+E"#-%+&%+'".0".()-+?#-.&'(J!
H77I+bhh#&(0/04*%5h%&+&(%8Hh+7(7&0*$06#(8>0N*;&00/008*%I*%(7&0(;&%/8(+

2&(0/04J%5![!.83/0+&C![!G*;I(0C!X=W==Y4!I"#-%+&%+)/-+E".RO6('-+VWVV4