

!"!#\$ " %&'()*\$%+\$ #),-#.\$ \$/&(!)'\$+%.\$ %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=*/84%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!32)-2%&C*2%:(%223(32&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!-2F22#&!2%-R!+.0!=8&!/8-2!&(:%(G(78%!(%12&/2%&!(!'=2!
7328(*%!*G!&BGF=2F83!(%G38&'3)7932!,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&!&23279!/2/S23&!B('=32&2837=!8S&!8'!=2!6CC,(2-!  
j2&2837=!<2%'23!;6]<?l8'!=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,(8=2-!S4!^2!^38-)8'2!E7=*2%238,8('23(8!G*3!8772C'8%72!(0a#-#29=# #(%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#E8!8%

!

!

6CC,(78%'&!*9# #!(%!J<J2:322!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%!

H

!

!
"MIMB?DR"MXFK?MCMGD?MHKJ'R@F?
E')-2%'&!B(,!,32C28'!=(&!7*)3&2R!8&!%22-2=2R!%((,)/!732-(!=*3&!832!G),G(,2-#
J<J!TUU!.(&&23'8'(*%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%#HCKJJMHKJ'B/5(5'4MA?MM

!
*@?ND@F?IM3'D?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'U\$?B#EUNWML'D@F?IM'Q@?E?MHKJ'R@F?I

Q*3!&)-2%'&!B(=*!)!8!/8&'23!&!-2:322R5L!732-(!=*3&!*Q,27'(12B8-)8'2F,212,!7*)3&2B*3>!

7*%&(&'!%G!#F732-(!:38-)8'2F,212,!7*)3&2&!7=*2%!S4!'=2!&)-2%'!8%-!=2!32&2837=!8-1(&*3!8%-!

8CC3*12-!S4!'=2!^38-)8'2!93*:38/!(327*B#

!!

!

"MIMB?DR"MXFK?MCMGD?MHKJ'R@F?
E')-2%'&!B(,!,32C28'!=(&!7*)3&2R!8&!%22-2=2R!%((,)/!732-(!=*3&!832!G),G(,2-#

J<J!TUU!.(&&23'8'(*%]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

!

P=2!9=#.#!!C3*:38/!(%J,27'3(78,!8%-!<*/C)'23!J%:(%223(%:!B(,!,C3*1(-2!8!7*%!(%)*)&,4
(/C3*1(%:!,283(%(%:!2%1(3*%/2%!*!('&!&)-2%&!B=(,2!8(%'8(%(%:!=(:=!2'=(78,R!/),'(7),)38,R!8%-!
:,*S8,!&'8%-83-#&#!P=2!#.#!2:322!(&!8B83-2-!*!78%-(-8'2&!B=*!=812!-(&C,842-1820(=8
)%-23&'8%-(%:!*G!&#S X27!'!8"23!8%-!-2/*%&'38'2-!*=2!8S(,('4!'!8>2!8%!*3:(%8,!7*%'3(S)'(%!
*!>%*B,2-:2!(%!=2(3!7=*812,!*G!&C27(894##!2:322!&)-2%'&!/&'!8>2!2(=!7*)3&2&!
S24*%-!=2(38&'23!&2:322R!G(12!*G!B#(184S2!8'!=2!*7*38,!TMM!,212##.#&)-2%'&!
/)&'!8,&#!C8&&!--(8:%*&'(7!8%-!78874!2D8/&R!B*3>!8%18%72-!32&2837=!)%-23!-(327!
8-1(&(%:!*G!8%!J<J!G87)2/4S23!8%-!B3('2!8%-!-2G2%-!8%!*3!(%&23'8'(#B=2!G(3&'!8(%!
:*8,*G!=(&!9=#.#!C3*:38/!(&!*!C32C8328-8'2&!&#!*=24!B(,!,S2!8S,2!*!2&'8S,(&!=!2/&2,12&!
8&!,28-23&!(%:!*G!24,2!%:(%223(%:!C*&'(%&!&!(%!(%)-&'34!8%-!3!8!:*123%/2%#82'(%:#!
:38-)'8'2&!832!2/C,*42-!8&!2,27'3(78,!8%-!7*/C)'23!2%:(%223&!&)CC*3'(%:!(%)-&'3(2&!,(>2!
8)*!'(12R!8%)G87)3(%:R!&4&'2/&!(%2:38'(%R!&=(CS),-(%:R!823*&C872R!-2G2%&2R!
'2,27*///)%78'(%&R!2'7#!P=24!832!8,&!*2/C,*42-!8&!32&2837=23&!S4!C3(18'2!32&2837=!8%-!
-212,*C/2%!,8S&'3!S4!G2-238,,4!G)%-2!*3:8%(h8'(%&!;b2GG23&*%!Y8SR!A6E6R!*3!*=2!A818,!
]2&2837=)Y8S*38'3(2&?#E*/2!*G!)3!G*3/23!-7*38,!&)-2%'&!*=812!8,&#!*%22(?!*!87
783223&!*(%:!C*&'*7*38,!G2,,*B&=(C&!*3!832!B*3>(%:!(%)!%(123&'(2&!8&!G87),'4!/2/S23&#!P=2!
&27*%-!*8,*G!=(&!9=#.#!C3*:38/!(&!*!C32C832!(&!--8-)'8'2&!&#!*=24!B(,!,S2!8S,2!*!7*%'(%!)2!*!
7328'2!2%:(%223(%:!)>%*B,2-:2#!P=2!=(3-!98#C3*38/!(&!*!C32C832!(&!--8-)'8'2&!8%-!
2%7*)38:2!*=2!'!2&'8S,(&=2/&2,12&!8&!&)772&&G),!G87),'4!/2/S23&!(G!*=24!7=**&2!'!X*(%!
878-2/(8#

!
^38-)'8'2&!G!*=2!C3*C*&2-!9=#.#!(%J<J!B(,!=812!*=2!&>(, &!8%-!8S(,('2&!%22-2!G*3!
2/C,*4/2%!'8%-!B*3>C,872!7*/C2'2%7(2&!&!(%!=2!G(2,-!*G!2,27'3(78,!8%-!7*/C)'23!2%:(%223(%:#!
EC27(G(78,,4R!*=24!B(,!=812!*=2!8S(,('4!*@

- ; & . /) 1#2\$ + , --\$) 4#5! " # \$) 8 , - , 19\$! ' \$. , 20 ' 4## & \$ ' & \$. # 4# - ' % \$ 3# + \$ # 3 (, 3## & , 3 (\$ 53 ' + - # . (# \$) 3 . \$ 20 " ' -) & - 9\$ 25 , --2\$) 1\$) 3\$) . 4) 30# . \$ # 4# - 6\$
- ; & . /) 1#2\$ + , --\$ 8# \$) 8 - # \$) 3) - 9 < # \$) . 4) 30# . - \$ 0 ' * % - # > # # 0! & , 0) - \$) 3 . \$ 0 ' * % / 1# & \$ # 3 (, 3## & , 3 (\$ % & ' 8 - # * 2\$) 3 . \$. # 4# - ' % \$ % &) 0! , 0) - \$ 2 ' - / 1 , ' 32\$ 1 ") 1\$ + ' & 5\$ + , 1 " , 3\$ % & ' 4 , . # . \$ 2% # 0 , : , 0) 1 , ' 32\$) 3 . \$ 0 ' 32! &) , 3! 26\$
- ; & . /) 1#2\$ + , --\$. # 4# - ' % \$ 0 & , 1 , 0) - \$ 1 " , 35 , 3 (\$ 25 , --2\$) 3 . \$ 0 ' * % # 1# 30 , # 2\$, 3\$! # 0 " 3 , 0) - \$) 2% # 0! 2\$ ' : \$ # - # 0! & , 0) - \$) 3 . \$ 0 ' * % / 1# & \$ # 3 (, 3## & , 3 (\$ 3\$ 0 / & & # 3! \$) 3 . \$ # * # & (, 3 (\$ # - # 0! & , 0) - \$) 3 . \$ 0 ' * % / 1# & \$! # 0 " 3 ' - ' (, # 26\$
- ; & . /) 1#2\$ + , --\$) % - 9\$ #) . , 3 (? # . (# \$ % & , 30 , % - # 2- \$ 1 " # ' & , # 2- \$) 3 . \$ 0 ' 30# % 12\$ 1 ' \$ 1 " # \$. # 4# - ' % * # 3! \$ ' : \$ 21) 3 .) & . 2- \$ % & ' 0# . / & # 2- \$) 3 . \$ (/ , . # - , 3# 2\$, 3\$ 1 " # , & \$ 0 " ' 2# 3\$: , # . \$ ' : \$ 2% # 0 ,) - 19\$ & # -) 1# . \$ 1 ' # - # 0! & , 0) - \$) 3 . \$ 0 ' * % / 1# & \$ # 3 (, 3## & , 3 (6\$
- ; & . /) 1#2\$ + , --\$ + ' & 5\$ # : # 0! , 4# - 9\$) 2\$) \$ * # * 8# & \$: \$) \$ 1#) * \$) 3 . \$ 8# \$) 8 - # \$ 1 ' \$ - #) . \$ 1 " # & 2\$, 3\$ 1#) * + ' & 5? 8) 2# . \$ % & ' @ # 0! 26\$
- ! " # \$ % # & ' () * + , - ') # - , ') & .) / . 00% 1+ / # & ') ' 22' / & + 3' , 4) + 1) * " + & & ' 15) . " # , # 1\$) . & 6' ") O . \$ ' () # () 1 ' ' \$ ' \$ \$

75 "MLBJK@GIRK\J@',]KIJKGA!?'@A?BCI

!
P=2!2D(&'(%:!C3*:38/!+.0 !(&8!9=#.#!(%J,27'3(78,!8%-!<*/C)'23!J%:(%223(%:!B(,!,C3*1(-2!8!7*%!(%)*)&,4
J,27'3(78,!8%-!<*/C)'23!J%:(%223(%:!B(,!,C3*1(-2!8!7*%!(%)*)&,4
C3*:38/#P=2!C3*C*&2-!C3*:38/!(&!8!&'8%-8,*%2!C3B(38!%2B!G*7)&!&!(%J,27'3(78,!8%-!
<*/C)'23!J%:(%223(%:!)A*-2:322!C3*:38/&!B(,!,S2!7*/C3*/(&2-!3!7,*&2-!8&!8!32&),'!G!*=2!
(%('8'(%!8%-!C238'(%!G!*=2!C3*C*&2-!2:322!Q3*:38/#!

!

!
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&B7=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=(%:!S4B>28CC3*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=2837=(*%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!&-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%\&!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!&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!7%24!&?!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!

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!?'@`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(C88!L!4288&

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

!

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

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"MI@F?DM'1MMHI

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+,-.*/(%(*%!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),#

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!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/#!

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\$?BHFBJM'%IIKIJBGJI

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

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*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/#

!

)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#1Z8%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/#!

!

,XFK\CMG\JKGDLFHKGA'D@C\FJM?IV

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

!

(BDM

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

!

#JRM'MI@F?DM'1MDKPOV

A*!%2B!32&*)372&!!S2!32f)(32-!*!(,8)%7=!*3!*C238'2!'=2!C3*C*&2-!Z8&'23!*G!E7(2%72!(%!
<4S23&27)3##

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0FGHI'J@'2GKJKBJM'BGH'#M?BJM'JRM'4MA?MM!?'@A?BC
*@IJ'BGH'0FGHKGA'(@F?DMI'J@'2GKJKBJM'BGH'#M?BJM'JRM

!

- a8&!*3!B(,,!=2!(%&'(')(*%&!&)S/(!8%!8--2%-)/!S)-:2!32f)2& ! ! ! !
 '*!7*123!*C238'(%:!7*&f&t `2&! ! A*! c!
- p(,,!=232!S2!8%4!*C238'(%:!S)-:2!32f)2&&!G*3!=(&!C3*: ! ! ! !
 '=8!B*'),-!2D722-!%*3/8,!*C238'(%:!S)-:2!:)ate(-2,(%2&!;G*3! ! ! !
 2D8/C,2R!)%&)8,!G87),!4!/(DR!G87),!4!&8,83(2&R!*3!32f)2& ! ! A*! c!
- p(,,!287=!4C2!*G!&C872!G*3!=2!C3*C*&2-!C3*:38!/S2!B(! ! ! !
 C3*X27'2-!:)(-2,(%2&t ! `2&! c! A*! !
- p(,,!8!78C('8,!*)',84!32f)2&!(%&!&)CC*3!*G!=(&!C3*:38!/S2 ! ! ! !
 G*3'=7*/(%:t! `2&! ! A*! c!

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!B?J'43''*M?JKPKDBJK@G'(JBJMCMGJUIV

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

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$$\frac{\begin{array}{ccc} ! & \text{\`2&!} & ! \\ ! & ! & ! \\ c! & A*! & ! \end{array}}{!} \quad \frac{\begin{array}{ccc} ! & ! & ! \\ ! & ! & ! \\ ! & ! & ! \end{array}}{!} \quad \frac{\begin{array}{ccc} ! & ! & ! \\ ! & ! & ! \\ ! & ! & ! \end{array}}{!}$$

E(:%8')32!*G!<=(~~2G~~2G!678-2/(7!+GG(723

E(:%8')32!*G!<=(2G!678-2/(7!+GG(723

!

(MD@GHB?O'*M?JKPKDBJK@G5

!

\$G!32&*)372&!832!328,,*78'2-!G3*/!8%*'=23!)%('!*&)CC*3!'=(&!C3*C*&8,R!'=2!(%&@!)'(*%&B(,,!&)S&2f)2%,4!32f)2&!8--('(*%8,!&'8'2!G)%-(%:!*!32&'32!'=*&2!32&*)372&!G*3!=2(3!*3:(%8,!C)3C*&2#

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$$\frac{\begin{array}{ccc} c! & 6:322! & ! \\ ! & ! & ! \\ ! & ! & ! \end{array}}{!} \quad \frac{\begin{array}{ccc} ! & ! & ! \\ ! & ! & ! \\ ! & ! & ! \end{array}}{!} \quad \frac{\begin{array}{ccc} ! & ! & ! \\ ! & ! & ! \\ ! & ! & ! \end{array}}{!}$$

E(:%8')32!*G!<=(2G!678-2/(7!+GG(723

E(:%8')32!*G!<=(2G!678-2/(7!+GG(723

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) (BC\LM'\LBG'@P'IJFHMGJ'P@K@M\WFHMGJ'QKJR'B'\?K@?'&(

*@F?IM	*?MHKJI	*BJMA@'?C
0BLL'2	'	'
J<J !ON!E'8'(&'(786%8,4&(8%!E(/),8'(*%!	H	<*32!
J<J !TO!<*/C)'8'(*%8, !8%!E'8'(&'(78Z2'=-&! (%J,27'3(788%<*/C)'23 !J%:(%223(%:	H	<*32!
J,27'(12!<*)3&2&	H	J,27'(12
P+P6Y!U!732-('&		
(\?KGA'2	'	'
J,27'(12!<*)3&2&	H	J,27'(12
J,27'(12!<*)3&2&		

!

J<J!TUU!.(&&23'8'(*%	5!	<*32!
P+P6Y!"!732-(!8,,!V)!6V.!&'8')& !		
(\?KGA'2+	'	!
J<J!TUU!.(&&23'8'(*%	"!	<*32!
P+P6Y!"!732-(!8,,!V)!6V.!&'8')& !		
(FCCM?'2+!	!	!
J<J!TUU!(&&23'8'(*%	"!	<*32!
P+P6Y!"!732-(!8,,!V)!6V.!&'8')& !		

P*'8,!32f)(32-!G*3!-2:32ZKU732-(!&

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(BC\LM\LBG'@P'IJFHMGJ'P@KCPWLFHMJ'QKJR'G@\?K@?'&(

*@F?IM	*?MHKJI	*BJMA@'?C
0BLL'2	'	!
J<J !NNT\$%&'3)/2%'8'(!%	H	<*32!
J<J !NO!6)*'8'(7 !<*'3*!E4&'2/!	H	<*32!
J<J !OM!Y(%2B4&'2/!	H	<*32!

!

J,27'(12!<*)3&2&	H	J,27'(12
P+P6Y!U732-(&		
(\?KGA'222	!	!
J<J!TH"!^38-)8'2!E2/(%83	"!	<*32!
J<J! TUU!.(&&23'8'(f%	N	<*32!

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%d!,142b' / 'S*#8"('4,(*"2!.2#1(

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@?M@F?IMI3

, * , '==M2GIJ?FCMGJBJK@CBMJK@F?IV!

<*/C)'23!(%'23G87(%:!)&(%:!:8!:38C=(78,!C3*:38//(%:!,8%:!)8:2!B('=!8CC,(78'(*%&!(%1*,1(%:!
-:(('8, F* B%8, *:!7*%123&(*%!:;6<?R!8%8, F, 1:(('8,!7*%123&(*%!:;6.<?R!-:(('8,!(%C)!*)'C)!
;.\$+?R!W(3')8,!\$%&'3)/2%!E4&'2!/637=('27')32!;W\$E6?!8%-!)(123&8,!E231(72!V)&!;0EV?#!
6%8,4&(&!*G!&8/C,2-!-8'8!(%1*,1(%:!)&2!*G!C3*S8S,('4!-2%&'4!G)%8%*%88/288!
-23(18'(*%&R!7*332,8'(*%&R!8%-!'=2!C*B23!&C27'3)/#

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, * , ' =a6%FJ@CBJKD

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! , * 'Wa&*/C)'8'(%8, !8%!E'8'(&'(78Z2'=-&! (%J,27'3(788%<*/C)'23 !J%:(%223(%J> *?MHKJ@F?IV!

P=(&!7*)3&2!7*123&!=2!=2*32'(78,!G*)%-8'(%!8%-!8CC,(78'(%!*G!7*//%,4!)&2-!27=%(f)2&!(%<*/C)'8'(%8, !8%!&'8'(&'(78Z2'=-& #!P*C(7&!(%7,-)2!,(%283!8,:2S38R!C83'(8,!-(GG232%'(8,! 2f)8'(%&R!32:32&&(%!8%8,4&(&R!8CC,(2-!C3*S8S,('(2&R!/) ,'(183(8'2!-(&'3(S)'(%&R!V842&(8%& '8'(&'(7&R!=4C*=2&(&'2&'&R!/) ,'(C,2!7*/C83(&*&R!6A+W6R!&* ,F(%283!26)8%*&R! %)/23(78,!/2'=-&!8%-!*C'(/(h8'(%#!93*:38/(%:!&*G'B832!B(, !S2!)&2-!*!C23G*3!/&(/),8'(%&! 8%-!8%8,4h2!8!183(2'4!*G!!-8'8#

! , * 'W>B?BHFBJMMCKGB06?MHKJ@F?V!
^38-)8'2!&2/(%83!C32&2%'8'(%&!7*%723%(%!:'27=%(78,!*C(7&!G!7)332%!(%'232&!:(12%!S4!G87 8%-!(%1('2-!&C28>23&#

! , * 'WYMKIIM?JBK'@MB?DBS?MHKJ@F?IV!
,(327'2-!32&2837=!G*3!=2!-7*38,-(&&23'8'(%#

,LMDJKNM*@F?IMI

! , * 'a[T!!&BDRKQMB?GKCAU>*?MHKJ@F?IV!
<*)3&2!C3*1(-2&!8!C387'(78,!328'/2%!*G!-2&(:%R!8%8,4&(&R!/(C2/283C*078'(%&!*G! 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!(%588%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#

! , * 'a<.!LMDJ?@CBAGMUKCMHKJ@F?IV!
]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%!' 781('(2&R!&/C,2!38-(8'(%!&4&'2&R!8%-!'=2(3!2%:(%223(%:!BCC,(78'(%&#

! , * 'a:<!*@CFJM?IMJQ@?EKGA?MHKJ@F?IV!
P=2!7*)3&2!(&!S8&2-!%'!=2!\$E+!;\$%'23%8'(%8,!E'8%-83-!+3:8%(h8'(%?!+E\$!'+C2%!E4&'2/&! \$%'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&!

'
, * 'WTH @SRM?CBLBICB',GAKGMM?KSAAMHK-@F?IV!
P=(&!7*)3&2!7*123&!'=2!G)%-8/2%'8,!C3(%7(C8,&!:*123%(!:,*B!'2/C238')32!C,8&/8!-(&7=83:2&!8%
'=2(3!8CC,(78'(*%&#!Q(3&!'=2!G)%-8/2%'8,!C3*C23'(2&!*G!C,8&/8&!832!(%'3*-)72-#!P=2&2!(%7,)-2!
>(%2'(7!'=2*34!*G!:8&2&R!7*,(&(*%8,!C3*72&&2&R!8%+G;8&/2&R!26'!=!7*1238:2!*G!'=2!

,* 'WY!2GHM\MGH\GHOUS' *?MHKJ@F?IV!
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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7KBGARFGXK9=#.#R!5MM5R!J,27'3(78,!J%:(%223(%:R!+,-!*/(%(*%!0%(123&('4#!93*G2&&*3!*G!
J,27'3(78,!8%-!<*/C)'23!J%:(%223(%:#!EC27(8,(h8'(*%!8328&@!8'/*&C=23(7!C32&&)32!%8%*&27*9
C),&2!C,8&/8!X2'&R!7*/C87!C),&2!C*B23!&4&'2/&R!B2!(%3%)/!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_KIRGFECB5R!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(%:R!0%(123&('4!*G!Y(123C**,!
2,27'3*%!8"87=2%!(%!G,)*3(%2!7*/C*)%-&R!S328>-*B%!&')-(2&!(!%!7*/C32&&2!88)28!8%-!
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