# ! "##$%&'()*+( , - . / (0121(3(4+5675 8#9'(*)(
# : 57+*97*6* ; 57'(!

!!

!"#$%!"&'(%)

**********E)2'R%!]#%%#/J!

!!!!!!!!!!!!!!!!!!!!!!!!!<0.%4$4%)5,!

!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!;::!F!B!F!=3=>F@3;>!F!"MEW!::?!

!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!;:;!F!A!F!=3=>F@3;>!F!I^GN!?::!

!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!;:=!F!A!F!;3;@F=3?@!F!_`__!?!

!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!;:@!F!B!F!::3:@F:?3>@!F!"MEW!:=>!

**********9::%.0*;)26,'*AB!:!K!;!17!R%!NIOP!=>:!

**********!#$%&'*E)2'R%&*#%%#/J+,-.-($/-&#/)!

!!

!!!!!!!!!!!a$,*!](-.$*!

**********<0.%4$4%)5,!

!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!;:?!F!A!F!?3;>F;3?>!F!"MEW!:;<I!

!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!;:<!F!M!F!=3=>F@3;>!F!I^GN!?::!

!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!;:<!F!M!F!=3=>F@3;>!F!I^GN!?::!

**********9::%.0*;)26,'*A!:>!F::L!:F?!B!:!F;!R%!NIOP!;>9!

!!!!!!!!!!!!!!!!!!!

**+)26,0*9?@0.4%A0**!

*!

M0R2!,-)(2#!#[$7R%#2!'0#!5$2R,!,-%,#1'2!-V!7R,(-#,-%-7R,2&!M0#!-58#,'R\#!R2!'-!/#\#.-1!$%/!)%/#(2'$%/R%S!-V!'0#!5#0$\R-(!$%/!'0#!R%'#($,'R-%2!-V!R%/R\R/)$.2L!VR(72L!$%/!S-\#(%7#%'&!B#!QR..!/#\#.-1!5$2R,!'--.2!'0$'!,$%!5#!)2#/!'-!$%$.J6#!(#$.!Q-(./!R22)#2!'0(-)S0!$!7R,(-#,-%-7R,!.#%2&!M-1R,2!R%,.)/#!/#'#(7R%R%S!#,-%-7R,!1(-5.#72L!0-Q!,-%2)7#(2!$%/!5)2R%#22#2!7$*#!/#,R2R-%2L!0-Q!7$(*#'2!Q-(*L!0-Q!'0#J!V$R.!$%/!0-Q!S-\#(%7#%'!$,'R-%2!$VV#,'!7$(*#'2&!

!!

**<072%601*B0C4**!

d$).!](S7$%!$%/!G-5R%!B#..2L!AR,(-#,-%-7R,2L!<'0!#/R'R-%L!?>:DL!B-('0!d)5.R20#(2&!T%!$//R'R-%L!J-)!%##/!'-!2RS%!)1!V-(!'0#!E,0R#\#!1.$'V-(7!'-!,-71.#'#!'0#!Q##*.J!0-7#Q-(*!$22RS%7#%'2&!M0#!E,0R#\#!1.$'V-(7!1(-\R/#2!J-)!QR'0!$,,#22!'-!'0#!#c--*&!

!!

**D$406%$&**!

*!

T%!'0R2!,-)(2#!Q#!QR..!,-\#(!I0$1'#(2!:!K!:;!$%/!I0$1'#(2!:@F:9!-V!'0#!'#['5--*&!"##!'0#!,-)(2#!2,0#/).#!V-(!7-(#!/#'$R.2&!!

*!

**E60$>1)=5*):*F)%54,**!

*!

G#,R'$'R-%3!:>e!

- E''#%/$%,#!R2!(#U)R(#/!$'!(#,R'$'R-%&!
- H-)!7$J!**#%,,*G**!(#,R'$'R-%!QR'0-)'!1#%$.'J!/)(R%S!'0#!2#7#2'#(&!
- TV!J-)!#[1#(R#%,#!$!1#(2-%$.!(#$2-%!,$)2R%S!J-)!'-!7R22!7-(#L!,-%'$,'!J-)(!ME&!

!!

^#,')(#!d$('R,R1$'R-%3!:>e!

- H-)!7$J!**#%,,*H**!.#,')(#2!'0(-)S0-)'!'0#!2#7#2'#(!QR'0-)'!1#%$.'J&!!
- M0R2!R%,.)/#2!7R22#/!.#,')(#2!V-(!2R,*%#22L!V$7R.J!#7#(S#%,R#2L!#',&!

- TV!J-)!$(#!#[1#(R#%,R%S!1#(2-%$.!,R(,)72'$%,#2!'0$'!(#U)R(#!J-)!'-!7R22!7-(#!'0$%!;!.#,')(#2L!1.#$2#!,-%'$,'!7#&!
- I.R,*#(!U)#2'R-%2!QR..!5#!)'R.R6#/!'-!,0#,*!V-(!1$('R,R1$'R-%!4!$''#%/$%,#&!f"'$('R%S!R%!Q##*!?g!
- *"#$%&''$(#$)*&+,$&-'&./#0$12$#+34+.#$4.1&5#$'#40+&+,$4+6$7401&.&741&2+$&+$89$.2)0*#!$:2)$%&''$+##6$12$345#$4+$&-'&./#0$*1)6#+1$477$4..2)+1;$0#,&*1#0$92)0$.'&./#0$13#0#;$4+6$62%+'246$4+6$*#1$)7$13#$477$ $92)$,#1$12$.'4**!!
- M-!$,0R#\#!1$('R,R1$'R-%!1-R%'2!V-(!$!/$J!J-)!QR..!%##/!'-!$%2Q#(!$..!5)'!-%#!,.R,*#(!U)#2'R-%!1-2#/!/)(R%S!.#,')(#&!

b-7#Q-(*3!?> e!

- b-7#Q-(*!QR..!5#!,-71.#'#/!'0(-)S0!'0#!hE,0R#\#Z!1(-S($7&!!
- M0#!&**) = 0,4*4 = )***

- M0#2#!$22RS%7#%'2!$(#!7#$%'!'-!5#!,-71.#'#/!5#V-(#!'0#!,-((#21-%/R%S!.#,')(#2&!
  M0#(#V-(#L!'0#J!QR..!5#!/)#!$!Q##*!5#V-(#!'0#!,-((#21-%/R%S!bB&!**B/060*=%&&*?0*5)*&$40***
  **$..0I4$5.08**!
- P-'!,-71.#'R%S!'0R2!QR..!%-'!0)('!J-)(!2,-(#&!!
- H-)!,$%!#$(%!)1!'-!@!1-R%'2!-%!J-)(!VR%$.!#[$7!K!RV!J-)!S#'!V)..!1-R%'2!V-(!$..!.#$(%R%S!
  ,)(\#!$22RS%7#%'2L!T!QR..!$//!@!1-R%'2!'-!J-)(!VR%$.!#[$7!2,-(#&!MOR2!$7-)%'2!'-!$!
  1-22R5.#!-V!:&@e!-V!#['($!,(#/R'!V-(!J-)(!-\#($..!S($/#&!
-

"')/#%'2!$%/!V$,).'J!$(#!(#21-%2R5.#!V-(!7$R%'$R%R%S!$%!$11(-1(R$'#!.#$(%R%S!#%\R(-%7#%'!R%!$..!
R%2'(),'R-%$.!2#''R%S2L!Q0#'0#(!R%!1#(2-%L!(#7-'#L!-(!-%.R%#&!C$R.)(#!'-!$/0#(#!'-!2),0!5#0$\R-($.!
2'$%/$(/2!7$J!5#!2)58#,'!'-!/R2,R1.R%#&!d(-V#22R-%$.!,-)('#2J!$%/!2#%2R'R\R'J!$(#!#21#,R$..J!
R71-('$%'!QR'0!(#21#,'!'-!R%/R\R/)$.2!$%/!'-1R,2!/#$.R%S!QR'0!($,#L!,-.-(L!%$'R-%$.!-(RSR%L!2#[L!
1(#S%$%,JL!$S#L!/R2$5R.R'JL!,(##/L!(#.RSR-%L!2#[)$.!-(R#%'$'R-%L!S#%/#(!R/#%'R'JL!S#%/#(!#[1(#22R-%L!
\#'#($%!2'$')2L!1-.R'R,$.!$VVR.R$'R-%L!-(!1-.R'R,$.!10R.-2-10J&!
!
C-(!7-(#!R%V-(7$'R-%L!2##!'0#!.,.$22(--7!5#0$\R-(!1-.R,JL!'0#!"')/#%'!I-/#!-V!I-%/),'L!$%/!
'0#!OVVR,#!-V!T%2'R')'R-%$.!NU)R'J!$%/!I-71.R$%,#&!

**<072%60#054,*:)6*N5:0.4%)2,*Q%,0$,0,**!

A#75#(2!-V!'0#!I`!c-)./#(!,-77)%R'J!$%/!\R2R'-(2!'-!,$71)2!7)2'!V-..-Q!)%R\#(2R'JL!
/#1$('7#%'L!$%/!5)R./R%S!0#$.'0!$%/!2$V#'J!(#U)R(#7#%'2!$%/!$..!1)5.R,!0#$.'0!-(/#(2!'-!(#/),#!

**F60:06601*-421054*R$#0,*$51*F6)5)25,**!

I`!c-)./#(!(#,-S%R6#2!'0$'!2')/#%'2s!.#S$.!R%V-(7$'R-%!/-#2%s'!$.Q$J2!$.RS%!QR'0!0-Q!'0#J!
R/#%'RVJ&!"')/#%'2!7$J!)1/$'#!'0#R(!1(#V#((#/!%$7#2!$%/!1(-%-)%2!\R$!'0#!2')/#%'!1-('$.t!'0-2#!
1(#V#((#/!%$7#2!$%/!1(-%-)%2!$(#!.R2'#/!-%!R%2'(),'-(2s!,.$22!(-2'#(2&!T%!'0#!$52#%,#!-V!2),0!
)1/$'#2L!'0#!%$7#!'0$'!$11#$(2!-%!'0#!,.$22!(-2'#(!R2!'0#!2')/#%'s2!.#S$.!%$7#&!

**;)5)6*+)10**!

E..!2')/#%'2!#%(-..#/!R%!$!`%R\#(2R'J!-V!I-.-($/-!c-)./#(!,-)(2#!$(#!(#21-%2R5.#!V-(!*%-QR%S!
$%/!$/0#(R%S!'-!'0#!b-%-(!I-/#&!rR-.$'R-%2!-V!'0#!b-%-(!I-/#!7$J!R%,.)/#!5)'!$(#!%-'!.R7R'#/!
'-3!1.$SR$(R27!fR%,.)/R%S!)2#!-V!1$1#(!Q(R'R%S!2#(\R,#2!-(!'#,0%-.-SJ!u2),0!$2!#22$J!5-'2vgL!
,0#$'R%SL!V$5(R,$'R-%L!.JR%SL!5(R5#(JL!'0(#$'L!)%$)'0-(R6#/!$,,#22!'-!$,$/#7R,!7$'#(R$.2L!,.R,*#(!
V($)/L!2)57R''R%S!'0#!2$7#!-(!2R7R.$(!Q-(*!R%!7-(#!'0$%!-%#!,-)(2#!QR'0-)'!1#(7R22R-%!V(-7!$..!
,-)(2#!R%2'(),'-(2!R%\-.\#/L!$%/!$R/R%S!$,$/#7R,!/R20-%#2'J&!!

E..!R%,R/#%'2!-V!$,$/#7R,!7R2,-%/),'!QR..!5#!(#1-('#/!'-!"')/#%'!I-%/),'!q!I-%V.R,'!
G#2-.)'R-%3!0-%-(+,-.-($/-&#/)L!;>;F=D?F@@@>&!"')/#%'2!V-)%/!(#21-%2R5.#!V-(!\R-.$'R%S!
'0#!b-%-(!I-/#!QR..!5#!$22RS%#/!(#2-.)'R-%!-)',-7#2!V(-7!'0#!"')/#%'!I-%/),'!q!I-%V.R,'!
G#2-.)'R-%!$2!Q#..!$2!5#!2)58#,'!'-!$,$/#7R,!2$%,'R-%2!V(-7!'0#!V$,).'J!7#75#(&!rR2R'!b-%-(!
I-/#!V-(!7-(#!R%V-(7$'R-%!-%!'0#!$,$/#7R,!R%'#S(R'J!1-.R,J&!!

**-0C2$&*D%,.)512.40*Q%,.6%#%5$4%)50*;$6$,,#054*$51$)6*<0&$401*<04$&%$4%)5**!

I`!c-)./#(!R2!,-77R''#/!'-!V-2'#(R%S!$%!R%,.)2R\#!$%/!Q#.,-7R%S!.#$(%R%SL!Q-(*R%SL!$%/!.R\R%S!
#%\R(-%7#%'&!`%R\#(2R'J!1-.R,J!1(-0R5R'2!2#[)$.!7R2,-%/),'!f0$($227#%'L!#[1.-R'$'R-%L!$%/!
$22$).'gL!R%'R7$'#!1$('%#(!\R-.#%,#!f/$'R%S!-(!/-7#2'R,!\R-.#%,#gL!2'$.*R%SL!1(-'#,'#/F,.$22!
/R2,(R7R%$'R-%!$%/!0$($227#%'L!$%/!(#.$'#/!(#'$.R$'R-%!5J!-(!$S$R%2'!7#75#(2!-V!-)(!,-77)%R'J!
-%!$%/!-VV!,$71)2&!

!!

rR2R'!OTNI!V-(!-(!7-(#!R%V-(7$'R-%!$5-)'!)%R\#(2R'J!1-.R,R#2L!(#1-('R%S!-1'R-%2L!$%/!2)11-('!
(#2-)(,#2&!TV!J-)!5#.R#\#!J-)!7$J!0$\#!5##%!2)58#,'#/!'-!7R2,-%/),'L!#7$R.!OTNI!-(!,$..!;>;F
=D?F?:?9!

C$,).'J!$%/!S($/)$'#!R%2'(),'-(2!$(#!(#U)R(#/!'-!R%V-(7!OTNI!Q0#%!'0#J!.#$(%!-V!$%J!R22)#2!
(#.$'#/!'-!'0#2#!1-.R,R#2!(#S$(/.#22!-V!Q0#%!-(!Q0#(#!'0#J!-,,)((#/&!M0R2!#%2)(#2!'0$'!R%/R\R/)$.2!
R71$,'#/!(#,#R\#!R%V-(7$'R-%!$5-)'!'0#R(!(RS0'2L!2)11-('!(#2-)(,#2L!$%/!(#2-.)'R-%!-1'R-%2&!
rR2R'!'0#!W-%Z'!TS%-(#!T'!1$S#!'-!.#$(%!7-(#!$5-)'!(#1-('R%S!$%/!2)11-('!-1'R-%2&!

!!

**<0&%M%)2,*;)&%1$L,**!

I $ 7 1 ) 2 ! 1 - . R , J ! ( # S $ ( / R % S ! ( # . R S R - ) 2 ! - 5 2 # ( \ $ % , # 2 ! ( # U ) R ( # R ( # R % [ . 2 ( R ) 7 ! V % # ) [ . 2 ( R ) 7 J ! 1 % * R R R J ! R [ . 0 . 2 ( S ! [ . 2 ( R ) 7 - ! / ) . 2 (