

' +)2+9#+%!=>;!/?>=@

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"#\$%&' ' (&)'!' &%\*+, -  
. /01/23!' 232+!&4/\*+% '/2,  
!%+' &52'

3!6&35/232/\*+!3435, ' /' !\$7!\$)+4(+48+8!/2+9!%+' )\$4' +'

%' +93%,!. %/: 12:!)<8

. /01/23!' 232+!&4/\*+% '/2,





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- . -) /! 01 -& 2 / 3 3 4 5 6 &

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"#\$%&' ' (&)'!' &%\*+,!  
' )%-. /!0123!  
4-56-78!' 787+!&. -\*+% '-7, !%+' &97'!  
: &89-787-\*+!8. 89, '- '!\$;!%+' )\$. <+. 7!5\$ = =+. 7'!  
+>+5&7-\*+!' & = =8%,!  
!

-. 7%\$ < &57-\$ . !

!

%DKLQJRDJIK!HJ!!<D!' LBIJS!?!>=@!' FJKFK!#QFBR!QT!%DSDJIK!!" # \$%V!KABCDE!QT!&JHCDBKHIE!' ALLOBI!  
' IFTT!FJR!&JWGFKKH!HDR!)BQTDKKHQJFGK!XDBD!SHCDJ!!<D!QLLQBI AJHIE!IQ!BDKLOJRI!Q!<BDD!QLDJ(  
DJRDR!HIDMK!HJ!FRRH!HQJ!IQ!!<DHB!BDKLOJKDK!QJ!F!JAMNDB!QT!WGQKDR(DJRDR!THYDR!BDKLOJKD!HIDMK-!  
!

!" -?!@ABCDEFGHI!GAHEACGI E!GJ KBFC@AC!CB!LBMN!#\$%&' (&)(&)\*\$\$&+, -.)/0)12&(3-4+)!!)-+)  
35&)62%7&\$473)647)% (3)46)-+8&+3-9&(:)  
;" -?!CDEFE!@ABCDEFGHI!@FE!GA!ODGHD!PMQREC!SGJ GC@CGBA?!D@I E!GJ K@HCEQ!LBMF!TBPN!  
#\$%&' (&)(&)\*\$\$&+, -.)/0)12&(3-4+)! <-+ )35&)62%7&\$473)647)% (3)46)=' >() ?2, @&3  
%A-3' 3-4+ ()A' >)5' 9&)-A\$' 83&, )35&)7&(\$4+, &+3B()C4?:)  
UV 8AQ!WGA@SSLX!QB!LBM!D@I E!@AL!BCDEF!HBJ J EAC?!CB!@QQN!!

!

! 3GI<OAS<!I<D!ZADKIHOJ!FK[DR!FNQAI!HJWDJIHCDK;!7&(\$4+, &+3()49&7=5&%A-+@%)' , , 7&((&,) ?' (-8)84A.\$&+(' 3-4+')' +, )?&+&6-3)-((2&(HJKIDFR!QT!HJWDJIHCDK!2<HK!IBFW[K!WGQKDG!XHI<!I<D! ZAFJ!HI!FIHCD!FJFGEKHK!QT!I<D!KABCDE!BDKAGIK!TOB!. ' &! !  
! 7BAKIBFIHOJ!XHI<!I<D!GDCDG!QT!LFE!





"#\$%&' ' (&)'!' &%\*+,!  
)%-. /!0123!  
4-56-78!' 787+!&. -\*+%'-7, !%+' &97'!  
: &89-787-\*+!8. 89, '- '!\$;!%+' )\$. <+. 7!5\$ = =+. 7'!  
!

-. 7%\$<&57-\$ . !

!<br>%DKLQJRDJIK!HJ!!<D!' LBIJS!?!>=@!" FJKFK!#QFBR!QT!%DSDJIK!U" #\$\$\$V!KABCDE!QT!&JHCDBKHIE!' ALLOBI!  
' IFTT!FJR!&JWGFKKH!HDR!)BQTDKKHQJFGK!XDBD!SHCDJ!!<D!QLLOBI!AJHIE!IQ!BDKLOJQR!IQ!!<BDD!QLDJ(  
DJRDR!H!IDMK!HJ!FRRH!HQJ!!IQ!!<DHB!BDKLOJKDK!QJ!F!JAMNDB!QT!WGQKDR(DJRDR!THYDR!BDKLOJKD!H!IDMK!)  
2<QKD!!<BDD!ZADK!HQJK!XDBD-!  
!

!" -?!@ABCDEFGHI!GAHEACGI E!GJ KBFC@AC!CB!LBMNI!#\$%&' (&)(&)\*\$\$&+, -.)/0)12&(3-4+)! !)-+)  
35&)62%7&\$473)647)% (3)46)-+8&+3-9&()-+)%8%4 (&, 0&+, &, )12&(3-4+)! P:)<br>;" -?!CDEFE!@ABCDEFGHI!@FE@GA!ODGHD!PMQREC!SGJ GC@CGBA?!D@I E!GJ K@HCEQ!LBMF!TBPN!  
#\$%&' (&)(&)\*\$\$&+, -.)/0)12&(3-4+)! <-+>)35&)62%7&\$473)647)% (3)46)= ' >()?2, @&3)  
%A-3' 3-4+ ()A' >)5' 9&-A\$' 83&, )35&)7&(\$4+, &+3B()C4?)-->)8%4 (&, 0&+, &, )12&(3-4+)! H:)<br>UV 8AQ!WGA@SSLX!QB!LBM!D@I E!@AL!BCDEF!HBJ J EAC?!CB!@QQN!!

!<br>8DIFHGK!BDSFBRIJS!QBHSIJFG!KABCDE!MDI<QRK;!RDKWBHL!HCD!RFIF!FNQAI!LFB!HMH!FJIK;!FJR!ZAFJ!HIF!HCD!  
FJFGKDK!FBD!TQAJR!HJ!!<D!QBHSIJFG!BDLQBI!TBQM!!<D!8QW[HJS!JKI!HAI!D!QT!) ANGH!3TTFHBK!FI!7QB!1 FEK!  
' IFID!&JHCDBKHIE!\2<D!WABBDJ!BDLQBI!HK!F!ZAFGHI!HCD!FJFGK!H!QT!!<D!BDKLOJKDK!QT!4 GHDGC@!' C@CE!  
&AGI EF?GCL!Y 4 ' &Z!FE?KBAQEAC?!BASL!IQ!QLDJ(DJRDR!ZADK!HQJK!=?;!]=];!FJR!=^!QJ!!<D!KABCDE!  
!

2<HK!ZAFGHI!HCD!FJFGK!HK!XFK!LDBTQBMDR!HJRDLDJRDI!QT!FJR!XHI<QAI!BDTDBDJWD!IQ!!<D!TAGG!KABCDE!  
HJ!QBRDB!IQ!F



58\*+87'!

!

2<DBD!FBD!WDBIFIJ!HKKADK!!<

"#\$%&'(')! ABCDE!6AFGH!IJK!3JFGEK!;! DLIDMND!?!>=@!

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494?62-2&: @k: =-9A-9; -; 8! -3&5-2=: 92-2&

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8. 89, ' -' !\$; !\$) +. (+. <+<!-7+=!%+' )\$. ' +'!  
: &+' 7-\$. !20!  
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! <4.2610)\*+,.)-&.) / 012345)607402684)69: 152/02)21); 1<=>))

%DKLQJRDJIK!XDBD!FK[DR!HJ!F!WGQKDR(DJRDR!BF!HJS!ZADK!HQJ!IQ!HJRMWF!D!I<DHB!HJ!DBDK!HJ!THCD!  
eHJWDJ!HCDK!QB!QLLQB!AJH!HDKF-!TGDYHNGD!KW<DRAGDK;!QJ(I<D(^QN!IBFHJHJS;!IBFJKLQB!FIHQJ!FKKH!FJWD;!

e#DIIDB;!MOBD!WQMLDIHHC!LFE\!

2<D!QLLQBIAJHIE!TOB!SBQXI<!QT!<DHB!NFKD!KFGFBE!!<BQAS<!BDSAGFB!BFHKDK!XFK!DKLDWHFGE!  
HMLQBIFJ!!IQ!BDKLOJRDJIK!IQ!!<HK!ZADK!HOJ!2<HK!HJWGARDR!HB?C!BW!SG!GAR!F@G?E?-!!

e3JJAFG!WQKI!QT!GHCHJS!FR`AKIMDJIK\!  
e" JQXHJS!EQA!SDI!LFE!HJWBDFKD!DCDBE!EDFB!IQ! [DDL!AL!XHI<!WQKI!QT!GHCHJS!\!  
e/JWBDFKD!I<D!<QAB!XFSD!TOGGQX!I<D!GHCHJS!WQKI\!

KEFWBFJ @AHE(P@?EQ!F@G?E?-!!

e+CFGAF!HQJK!!<F!WQMD!XHI<!BFHKDK\\\!  
e%FHKDK!K<QAGR!ND!MDBHI!NFKDR!<E!RQ!XD!RQ!DCFGAF!HQJK!HT!<DE!FBDJ!a!  
GHJ [DR!IQ!BFHKDKdf!  
e2<DBD!KDDMK!IQ!ND!JQ!QLLQBIAJHIE!TOB!MDBHI!BFHKDK\\\!  
● e, DFBGE!HJWBDFKD!HJ!LFE!RDLDJRDJ!IQJ!EDFBGE!BDCHDXK\!

@AQ!F@G?E?!P@?EQ!BA!SBARE!GCL-!!

e' FGFBE!HJWBDFKD!NFKDR!QJ!GQJSDCHIE\!  
● e7FHB!LFEgMDBHI!HJWBDFKDK!TOB!EDFBK!QT!KDBCHWD\!

OQMMDJIK!FNQAI!BFRH!HQJFG!NDJDTHIK!KLGH!DCDJGE!NDIXDDJ!<DFGI<!WFB!NDJDTHIK!FJR!  
BDIHBDMDJ!NDJDTHIK! = B?C!B!CDE!J EACGBA?!@PBM!C!DE@SCD!H@FE!PEAEWGC?!FES@CEQ!CB!HB?Cb!!

h e1DFGI<!HJKABFJWD!WQKI!BDRAW!HQJK\!  
h e5QXDB!FJR!KHMLGDB!<DFGI<!WFB!WQKI!QCDB!HMLBQCDR!<DFGI<WFB!NDJDTHIK\!  
h e%DFKQJFNGD!WQKI!TOB!<DFGI<!WFB!FTIDB!BDIHBDMDJ\!

OQMMDJIK!BDGF!DR!IQ!BDIHBDMDJ!XDBD!NBQFRDB;HJWGARIJS!NQI<!BDIHBDMDJ!TAJRIJS!FJR!  
QI<DB!IELDK!QT!NDJDTHIK-!!

h

"#\$%!' ' (&) ' !' ABCDE!6AFGH!HCD!3JFGEK!K;! DLIDMNDB!?!>=@!

OV /GI E!J E!NSE [GPGSGCLV!!

. QB [!TG DYHNGHI E!XFK!MDJ IHQJDR!NE!BDKLQJRDJIK!IQ!I <HK!ZADK IHQJ!MQKI!TBDZADJ IGE!FTIDB!  
WQMLDJKF IHQJ!FJR!NDJDTHIK!XHI <!P@!MDJ IHQJK! 4 BF f!NSE [GPGSGCL!GAHSMOE?!CDFEE!QGWWEFEAC!  
ESEJ EAC?b!NSE [GPSE!OBFf!SBH@CGBAX!NSE [GPSE!?HDEQMSE?X!@AQ!CGJ E!BWWqSE@I E!KBSGHL\!!

4 BF fGAR!WFBJ !DBJ E!XFK!MDJ IHQJDR!NE!]= ]!BDKLQJRDJIK;!XHI <!RHITDBDJ!!LQKKHNGHIHDK!  
KASSDKIDR-!!

h e3NNGHI E!IQ!XQB [!BDMQID!TBQM!<QMD\!f!!

h e#D!FNGD!IQ!XQB [!TBQM!<QMD!RABHJS!KGQX!IHMDK!UKLBHJS!NBDF [;!O<BHKIMFK;!  
KAMMDBV\!!

h e\$L IHQJ!IQ!XQB [!TBQM!<QMD!QJWD!F!XDD [!QB!QJWD!F!MQJ I<!X<DJ!LQKKHNGD\!f!!

h e2<D!FNHNGHI E!IQ!XQB [!TBQM!<QMD!WQALGD!IHMDK!F!XDD [!DKL\!J!I<D!KAMMDBV\!f!!

; SE [GPSE!OBFf!?HDEQMSE?!XDBD!FGKQ!MDJ IHQJDR;!HJWGARIJS-!!

h eP!RFE!XQB [!XDD [!XHI <! =>!<QAB!RFEK\!f!!

h e7GDYHNGD!K<HTIK!XHI <!FNHNGHI E!IQ!KIFE!I<D!KFMD!AJGDKK!IW<FJSD!HI;!JQI!I<D!  
WQMLFJE\!f!!

h e. QB [HJS!HJ IQ!F!@<c>!LBQSBFM\!. <DBD!EOA!<FCD!DCDBE!QI<DB!7BHRFE!QTT\!f!!

h e. QB [HJS!LFB I (IHMD!X<DJ!BDIHBJ S!TBQM!TAGG (IHMD! QN!

&AGI EF?GCL!







^V )@FfGAR!G?!@!KFBPSEJ V!!

)FB[HJS!XFK!MDJ!HQJDR!FK!FJ!HBBH!F!HQJ!NE!=b!BDKLOJRDJIK!FJR!XFK!QJD!KQABWD!QT!  
TBAKIBF!HQJ!MDJ!HQJDR!NE!BDKLOJRDJIK!





- e&JFNGD!IQ!FRR!KI!FTT!IQ!FWWQMMQRFID!HJWBDFKDR!RDMFJR!TQB!/2!KDBCHWDK\!4DX!  
KDBCHWDK!FBD!RDMFJRDR!XHI<!JQ!HJWBDFKD!IQ!KI!FTT!HS!IQ!FWWQMLGK<!  
HMLGDMDJIF!HQJ!FJR!KALLOBI\F!

!

%ECEACGBA!@AQ!CMFABI EF!@FE!COB!?!QE?!BW!CDE!?!@J E!HBGA;!XHI<!NARSDI!HKKADK

- e!/TDDG!I<F!F!KFGFBE!HJWBDFKD!HK!JQ!LQKKNGD!TOB!ME!LQKHIOJ!RAD!IQ!NARSD!  
WQJKIBFHJIK!XHI<HJ!QAB!RDLFBIMDJ\!f!

!

9BO!P@?E!K@L!@AQ!CDE!GA@P!SGCL!CB!PE!K@GQ!BI EFCGJ E!XDBD!FGKQ!WQJWDBJK-!

!

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

2<D!GA@PGSGCL!CB!@CCEAQ!HBAWEFEAHE?!BF!CF@GAGAR!TOB!LBOTDKKHQJFG!RDCDGLMDJI!XFK!  
MDJIHQJDR!NE!KDCDBFG!  
!

- e5HMHIDR!IQ!JQ!QLLQBIAJHIE!IQ!BDWDHCD!IBFHJHS!QA!KHRD!QT!I<D!QTHWD\!f!
- e9QK!IBFHJHSK!FBD!QA!QT!IQXJ!FJR!BDZAHBD!IBFCDG!IQ!FIIDJR\!f!
- e2<DBD!HK!JQ!NARSD!TOB!HJRHC!RAFG!LBOTDKKHQJFG!RDCDGLMDJI!QLLQBIAJHHDK!  
UHD\!LBOTDKKHQJFG!KQWHD!E!MDMNDBK<HLK;!WDB!HTHWF!HQJK;!DIWV\!f





8. 89, ' - '\$; !\$)+. (+. <+<!-7+=!%+' )\$. ' + '!  
: &+' 7-\$ . !2a!

)

! <4.2610)\*G,)-H60/00; I)B1); 1<)3/84)/0;)12345)7199402.)21)/BB=>)

)

2<D! THJFG! ZADKIHQJ! QJ! I<D! &' '

- e/!GQCD!ME! QNj\!
- e9E!<AKNFJR!FJR!;!NQI<!SBFRAFIDR!TBQM!. ' &!FJR!JQX!NQI<!XQB[!<DBD\!. D!  
GQCD!QAB! QNK;!NAI!XD!MF [D!<D!MIHJMAM!KFGFBHDK!TOB!QAB!LQKH!HQJ\!\f!
- e/!KIFBIDR!FI!. ' &!HJ!?!>=@!FJR!HI!HK!NE!TFB!QJD!QT!<D!NDKI! QNK!;!<FCD!DCDB!<FRf!  
/!<QBQAS<GE!GQCD!X<F!;!RQj\!
- e/!GQCD!<D!AJHCDBKHIE!<F!;!XQB[!TOB!FJR!HJ!DJR!IQ!KIFE!TOB!F!X<HG\!9E!  
LQKH!HQJ!HK!CDBE!TAGTHGHJS\!\f!

!

/J!FRRH!HQJ;!KQMD!BDK!LQJRDJ!IK!MDJ!HQJDR!@?KEHC?!BW!CDEGF!TBP!CD@C!DELE!EATBL-!

!

- e/!<FCD!SQQR! QN!CFBHDIE;!XQB[!QJ!F!JHWD!WFMLAK!FJR!DJ`QE!MQKI!QT!ME!  
WQXQB[DBK!FJR!HJ!IDBFWIHJS!XHI<!KIARDJ!K\!\f!
- e. D!<FCD!IDBBH!HW!NDJ!DTHIK;!ME!NQKK!HK!KALLQB!HCD;!FJR!QAB!RDLFB!MDJ!I!HK!  
SDJDBFGE!XDGG(BAJ\!\f!
- e2<D!R!BDWIQB!QT!ME!RDLFB!MDJ!I!HK!SBD!IGE!BDK!LQJ!KHNGD!TOB!I<D!LQKH!HCD!  
DJCHBQJMDJ!<DBDn2<HK!FTD!WIK!ME!QA!GOQ[!MOBD!I<FJ!AJHCDBKHIE(XHRD!  
HKKADK\!\f!
- e: DJDBFGE!F!SBD!F!LGFWD!IQ!XQB[!XHI<!GQIK!QT!DJDBSE!FJR!KMFBI!WQ(XQB[DBK\!\f!

!

1QXDCDB;!KDCDBF!QT!<DKD!LQKH!HCD!BDK!LQJRDJ!IK!@S?B!J EACGBAEQ!CDE!AEEQ!WBF!PECCEF!  
K@L-!

!

- e9E!TAIABD!SQFGK!FBD!IQ!QNI!FIJ!MQBD!BDK!LQJ!KH!HGH!HDK!FJR!HJ!WBD!FKDR!XFSK!TOB!  
I<D!XQB[!;!RQ\!\f!
- e/!FM!KF!HK!HDR!NE!JDFBGE!DCDBE!FKLDWI!QT!ME! QN!DYWDL!ME!KGFBE;!X<HW<!HK!  
JQI!WQMLD!H!HCD!XHI<!<D!MFB[D!I\!\f!
- e3!KGFBE!HJWBD!FKD!XQAGR!ND!XQJ!RDBTAG;!FK!XD!FBD!GH!HJS!LFEW<DW[!IQ!  
LFEW<DW[;!XQB[HJS!K!HRD! QNK!IQ!MF [D!DJRK!MDDI;!FJR!IBE!HJS!IQ!BFHKD!F!TFM!HGE\!\f!

!

&JTQBIAJF!DGE;!MQKI!QT!<D!DMQ!HQJ!FG!BDK!LQJ!KD!WQMM!MDJ!IK!XDBD!GDKK!LQKH!HCD\!9FJE!  
REAEF@S!J BF@SE!HBJ J EAC?!FES@CEQ!CB!HBJ KEA?@CGBA!@AQ!GA?MF@AHE!HB?C?~!

!

- en/!XQB[!CDBE!<FBR!DFW<IRFE!NAI!EDI!;!RQJa!SD!FRRH!HQJ!FG!WQMLD!JKFIHQJ!TOB!  
F! QN!XDGG!RQJ!D!FI!ME!EDFBGE!LDBTOB!MFJWD!BDCHDX\!/!ak!<FBR!IQ!KIFE!MQ!HCF!IDR!  
KQMD!RFEK![JQX!HJS!I<F!nf!
- e/!FM!CDBE!RHK!FL!LQ!HJ!IDR!I<F!LFE!HJWBD!FKDK!FBD!JQI!SHCDJ!IQ!I<QKD!X<Q!  
BDWDHCD!DYWDRK!DYLDWIF!HQJ!K!QJ!<D!H!EDFBGE!DCFGAF!HQJ!K!, D!I!<D!WQKI!QT!  
HJKABFJWD![DDLK!SQHJS!AL!IQ!F!BHR!HWAGQAK!FMOAJ!DFW<EDFBn!/ak!CDBE!  
RHKWQABFS!HJS\!\f!

- en2<D!LBDMHAM!WQKIK!<FCD!K[EBQW[DIDR!FJR!I<D!LBQLOBIHQJ!QT!WQKIK!WQCDBDR!  
NE!I<D!KIFID!<FK!RDWGHJDR!RBFMF!HWFGGEV!2<HK!HK!F!<ASD!RHKFLLQHJIMDJ!FJR!I<D!  
KIJSGD!SBDFIDK!RBF!QJ!MQBFGD!FMQJS!MEKDGTFJR!ME!WQXQB[DBK\F!

!

3!?EA?E!BW!MAW@GFAE??!HJ!I<D!XQB[LGFWD!XFK!MDJIHQJDR!NE!KDCDBFG!BD

- e

- e2<D! QN!HKJa!FK!MAW<ITAJ!FK!HI!AKDR!IQ!ND\!2<D!LBDKKABD!IQ!XQB[!<FBRDB!FJR!  
FWWQMLG!K<!MQBD!FBDJa!BDTGDW!DR!HJ!ND!IDB!LFE!QB!NDJDT!HK!'!BDKK!HK!<HS<DB\!f!

!

OV 5BJ KEA?@CGBA!@AQ!GA?MF@AHE!HB?C?!AEEQ!J BFE!QG?HM??GBAV!

!

3K!KDDJ!HJ!!<D!BDK!LQJ!KDK!IQ!!<D!LBDCHQAK!ZADK!HQJK!;!C@RA@AC!HBJ KEA?@CGBA!WQJ!HJADK!  
IQ!ND!F!WQJWDBJ;!FJR!GAHFE@?GAR!HB?C?!B!!DE@SCD!GA?MF@AHE!@RRF@!@CE!CDE!EA?E!B!!QB!GAR!  
OBF?E!GA?CE@Q!B!!QB!GAR!PECCFV!%FHKDK!RQM!HJF!DR!!<D!MDJ!HQJK!BDGF!DR!IQ!  
WQMLDJKF!HQJ-!

!

- e9FJE!QT!AK!<FCDJa!<FR!FJE!MDBH!BFHKDK!HJ!EDFBK!
- !4QI!MAW<!QT!FJ!HJWJ!HCD!IQ!SQ!FNQCD!FJR!NDEQJR!f!
- eOABBDJ!GE!ME!IF [D!<QMD!LFE!XFK!<HS<DB!HJ!>>^!!<FJ!HI!HK!IQRFV!T!RHR!JQ!  
GQCD!ME!QN!FJR!<D!LDQLGD!XQB[!XHI<;!XQAGR!GQQ[!TQB!DMLGQEMDJ!  
DGKDX<DBD\!f!
- !e)GDFK!THJR!F!XFE!IQ!FR!AK!LFE!FJ!JAFGE!IQ! [DDL!AL!XHI<HJ!KABFJWD!  
HJWBDFKDK!&G!HMF!DGE;!MFJE!LDQLGD!MF [D!GDKK!JQX!!<FJ!!<DE!RHR!=>!EDFBK!FSQ!  
NDWFAKD!<DE!<FCD!<HS<DB!HJ!KABFJWD!LBDM!HAMK!FJR!!<D!KFMD!KFGFBEV!
- e2<D!GFW[!QT!LFE!HJWBDFKDK!HMLFWIK!X<F!!XHG!BDWDHCD!F!BD!HBDMDJ!V!FM!  
WABHQAK!IQ! [JQX!<QX!KQMD!LDQLGD!HJ!!<HK!QTT!WD!FJR!DGKDX<DBD!QJ!WFMLAK!  
WFJ!BDWDHCD!LFE!HJWBDFKDK!NA!!<D!WGFKK!H!DR!XQB [DBK!FBD!FGXFEK!IQGR!!<F!  
I<DBD!HK!JQ!MQJDE!TQB!LFE!BFHKDK\!f!

!

%DKLQJRDJ!K!FGKQ!MDJ!HQJDR!F!EA?E!B!!GAE`MGCL!XHI<JDX!DMLGQEDDK!ND!HJS!LFHR!FK!  
MAW<!FK!FJ!DMLGQEDD!XHI<!MQBD!GQJSDCHIE-!

!

- e/!HK!CDBE!RHK!WQABFS!HJS!!<F!!X<DJ!JDX!DMLGQEDDK!FBD!<HBDR!!<D!H!NDS!HJ!HJS!  
KFGFBE!HK!FGMQK!DZAFG!IQ!QB!SBD!F!DB!!<FJ!MHJ!D!FJR!!<FCD!NDDJ!HJ!ME!WABBDJ!  
LQKH!HQJ!TQB!FGMQK!?!>!EDFBK\!f!
- e9FJE!LDQLGD!X<Q!<FCD!<FR!BDK!LQJ!KH!HGH!HDK!FRRDR!RQ!JQ!BDWDHCD!FJ!  
HJWBDFKDK!HJ!LFE;!X<DBDFK!JDX!<HBDK!WFJ!JDSQ!H!F!D!QB!SD!!LFHR!<HS<DB!KFGFBHDK!  
I<FJ!!<QKD!X<Q!<FCD!NDDJ!GQEFG!IQ!!<D!AJHCDBKH!E\!f!
- e/!HK!DY!BDM!DGE!TBAK!BF!HJS!IQ!KDD!JDX!DMLGQEDDK!WQMD!HJ!!<D!%DSDJ!aK!  
KEK!IDM!FJR!DFBJ!<HS<DB!KFGFBHDK!TQB!F!WQMLFBFNGD!LQKH!HQJ!+KLDWHF!GGE;!X<DJ!  
EQA!WQJ!K!HRDB!I<F!!GQJ!H!MD!DMLGQEDDK!<FCD!F!XDG!G!DK!FNG!K!<DR! [JQX!GDRSD!  
NFKD\!I!F!LLDFBK!I<F!!<D!AJHCDBKH!E!RQDK!JQ!CFGAD!I<F!\!f!

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UV -!D@I E!HBAHEFA?!@PBMCIJ @A@REJ EAC!BF!?MKEFI G?BF?V!  
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9FJFSDB!FJR!KALDBCHKQB!ND<FCHQBK!XDBD!MDJ!HQJDR!NE!KQMD!BDK!LQJRDJ!K\!OQJWDBJK!  
HJWGARDR!MAW@GF!DGFGAR!@AQ!KFBJ BCGBA!KF@HCGHE?b!  
!

- e2<QKD!I<DE!XFJ!HJ!WDB!FIJ!LQKH!HQJ!K!FBD!LGFWDR!FJR!MQK!FBD!JDCDB!  
WQJKHRDBDR;!DKLDWHF!GGE!X<DJ!LQKH!HQJ!K!FBD!DY!DBJ!F!GGE!QB!HJ!DBJ!F!GGE!FRCDB!HKDR!f!  
• e' QMD!<HS<!FRM!HJ!HK!BF!HCD!LQKH!HQJ!K!<FCD!NDDJ!THGGDR!NE!LDQLGD!XHI<!TDX!  
K[HGGK!HJ!I<HK!FBD!f!' QMD!QT!I<D!LQKH!HQJ!K!XDBD!WBD!F!DR!DKLDWHF!GGE!TQB!I<DKD!  
HJR!HCHRA!FGKnf!  
• e2<DE!FBD!F!GGQX!HJS!TFCQB!H!HKM!HJ!<H!HJS!FJR!LBQMQ!H!HQJ!K!\+YF!MLGD!K!QT!I<HK!HK!F!  
MFJFSDB!K!LQKH!HQJ!I<F!XFK!THGGDR!XHI<QA!FJ!HJ!DBCHDX!LBQW!DKK!8DLFB!MDJ!  
5DFR!9FJFSDM!DJ!XFK!<H!BDR!FJR!I<F!LDBKQJ!RQDK!JQI!MDD!I!<D!  
BDZA!H!BDMDJ!K!FJR!FBRK!QT!I<D!LQKH!HQJ!\3GGQX!HJS!' ALDBCHKQBg9FJFSDB!IQ!<H!BD!  
FJR!R!H!BDWI!TFM!HGE!MDM!NDBK!f!

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!@P?EAHE!BW!ECCGAR!KEFWBFJ @AHE!E [KEHC@CGBA?!@AQ!KFB!GQGAR!FE!GEO?b!  
!

- e!<FCD!Ja!DCD!BDWD!HCDR!F!LDBTQBMF!JWD!BDCHDX!TQB!I<D!GFK!IXQ!EDFBK!\!XFK!  
JQI!MFRD!FXFB!D!QT!ME!KALDBCHKQB!AJ!H!G!F!TDX!MQJ!<K!FSQ!FT!DB!ND!HJS!  
DML!GOEDR!HJ!I<D!LQKH!HQJ!TQB!QCDB!F!EDFB<

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

DZAHIE!HJ!LFE!KIBAWIABD!FI!. ' &n/T!JQI!BDKQ&CDR!KQQJ;!/!FM!SQJD!FK!!<D!LFE!  
GDCDG!<DBD!HK!BDFGGE!LQQB\F!

- e!/XHK<!CFGAIJS!ME!<FBR!XQB[!XFK!F!LBHQBHIE!QT!!<D!AJHCDBKHIE;!NAI!HI!CDBE!MAW<!  
TDDGK!GH[D!;!FM!WQJ!HJAFGGE!FK[DR!IQ!RQ!MOBD!TOB!!<D!KFMD!LFE\!T!JQI!HWDFNGD!  
W<FJSDK!FBD!JQI!MFRD;!<D!AJHCDBKHIE!XHG!WQJ!HJAD!IQ!LFE!!<D!<DTIE!WQI!QT!  
TBDZADJ!!IABJQCDB!FK!RDLDJRFNGD;!HJ!DGGHSDJ!!FJR!WFLFNGD!DMLGQEDDK!MQCD!IQ!  
I<D!LBHCFID!KDWIQB\F!

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!<br>o3K!JQIDR!FNQCD;!<D!TQ&GXHJS!WQRDK!FJR!MDJ!HQJK!XHI<HJ!!<DKD!WORDK!XDBD!BDMQCDDR!/J!KQMD!  
WFKDK;!<DKD!WQMMDJ!K!XDBD!MDJ!HQJDR!XHI<HJ!QI<DB!WORDK!

- !  
=> \ OOKI(WAIHJS!U]!MDJ!HQJKV!  
? \ /JDTTHHDJ!KEKIDMK!U]!MDJ!HQJKV!  
O \ /JJQCF!HQJ!OFMLAK!UO!MDJ!HQJKV!  
P \ 5FW[!QT!TQWAK!QJ!KIARDJ!K!U?!MDJ!HQJKV!  
] \ )BHCFID!HJCQ&CDMDJ!!HJ!LANGHW!DRAWF!HQJ!U?!MDJ!HQJKV!  
b \ 8HTTDBDJ!!DYLDWIF!HQJK!U=!MDJ!HQJV!  
^ \ OGHMFID!W<FJSD!U=!MDJ!HQJV!  
c \ 7FWAGIE!U=!MDJ!HQJV!  
@ \ /JIDBRDLFB!MDJ!FG!WQMLD!H!HQJ!U=!MDJ!HQJV!

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5\$. 59&'-\$ . '!

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3GI<QAS<!<D!BDKAGIK!QT!<HK!FJFGEKHK!WFJJQI!ND!HJTDBBDR!IQ!BDLBDKDJ!<D!DJ!HBD!LQLAGFIHQJ!QB!  
DCDJ!<D!IQ!FG!KFMLGD!TOB!<D!&' ' (&)' !KABCDE;!<DBD!FBD!KDCDBFG!HMLQBIFJ!HKKADK!<F!KABTFWDR!  
I<F!MFE!LBQCHRDI!RHTTDBDJ!<D!BFMD!TOB!WQJKHRDBHJS!<D!QCDBFG!KABCDE!BDKAGIK!

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c)@LX!K@LX!K@LX!K@LX!K@LX!K@LX!K@L!BDX!@AQ!GGe?!CDE!K@LVd!

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2<HK!WQMMDJ!DJWFLKAGFIDK!<D!SDJDBFG!FIH!ARD!DYLBKDKDR!HJ!BDKLOJKDK!IQ!FGG!<BDD!QLDJ(  
DJRDR!ZADK!HQJK!%DKLQJRDJIK!TOWAKDR!QJ!LFE!HKKADK!X<DJ!FK[DR!FNQA!HJWDJ!HCDK!NDWFAKD!  
LDBWDHCDR!FRDZAFID!NFKHW!WQMLDJKF!HQJ!HK!MQBD!HMLQBIFJ!<FJ!HJWDJ!HCDKqAJGDKK!<D!  
HJWDJ!HCDK!HJWGARD!LFE!#ARSD!GHMHI!FIHQJK!FTTDWI!<DHB!FNHGH!E!IQ!RQ!<DHB!QN!NDWFAKD!K!FTHJS!  
W<FGGJSDK!BDZAHBD!FRRH!HQJFG!RA!HDK!FJR!GQJSDB!<QABK!TOB!X<HW!<I!<DE!FBD!JQI!LFHR!3K!TFB!FK!  
FRRH!HQJFG!WQMMDJIK!FBD!WQJWDBJDR;!X<F!BDKLOJRDJIK!BJIH-04(7mBBT5000501338. 42(BJ)0. 0. 4. 61445Tm

LFB[HJS!QLIHQJK\!1QXDCDB;!I<D!LDBWDLIHQJ!QT!HJFRDZAFID!NFKHW!WQMLDJKF!HQJ!HK!GH[DGE!IQ!  
WQJ!HJAD!IQ!ND!F!RHKKF!HKTHDB!TOB!DMLGQEDDK!FI!. ' &!FK!GQJS!FK!TAJRK!TOB!WQMLDJKF!HQJ!FBD!  
GHMHI DRV!

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2XQ!IELDK!QT!KQTI XFB!XDBD!AKDR!IQ!<DGL!QBSF JH\_D!FJR!FJFGE\_D!I<D!R!F!F!

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- 2<D!QBHS!JF!KABCDE!BFX!R!F!F!TOB!I<D!I<BDD!ZADK!HQJ!K!XDBD!LBOCHRDR!NE!  
71' &!HJ!FJ!+YWDG!KLBD!FRK<DD!4Q!BFX!R!F!F!TOB!FJE!QI<DB!ZADK!HQJ!K!QB!  
HRDJ!HTEHJS!HJTOB!MF!HQJ!QT!FJE! [HJR!XDBD!LBOCHRDR!
- /IDM!BDK!LQJ!KDK!FJR!LFB!HML!FJ!R!F!F!XDBD!HMLQB!IDR!HJ!Q!4 \*HCQ!TOB!9FW!  
UBDGF!KD!==\P\=V!TOB!QBSF JH\_HJS!FJR!WQR!HJS!ZAF!GH!F!HCD!R!F!F!

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P/2/)7D4/060C)/0B)15C/06Q/2610)

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#DTQBD!R!F!F!F!JFGEK!K!NDSFJ;!I<D!BFX!R!F!F!XDBD!BDC!HD!XDR!WFKD!NE!WFKD!HJ!QBRDB!IQ!BDMQCD!WFKDK!  
I<F!RHR!JQ!WQJ!IBHNA!ID!AKDTAG!R!F!F!F!7QB!FGG!I<BDD!H!DMK!FJE!WFKDK!XDBD!DYWGARDR!HJ!X<HW<!I<DBD!  
XFK!JQ!BDK!LQJ!KD;!QB!F!BDK!LQJ!KD!I<F!RHR!JQ!LBOCHRDR!AKDTAG!R!F!F!F!KAW<!FK!e4g3f!eJQ!f!e!WFJa!  
I<HJ [!QT!FJE!BHS<I!JQX!f!QB!eJQJ!D!f!7QB!ZADK!HQJ!I=?;!I<BDD!WFKDK!XDBD!DYWGARDR!7QB!ZADK!HQJ!  
=];!THCD!WFKDK!XDBD!DYWGARDR!7QB!ZADK!HQJ!I=?;!THCD!WFKDK!XDBD!DYWGARDR!

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R1B60C)94231B.)

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8HTTDBDJ!IELDK!QT!WQR!HJS!XDBD!AKDR!HJ!I<D!FJFGEK!K!QT!I<D!ZAF!GH!F!HCD!R!F!F!TBQM!I<D!QLDJ(DJRDR!  
H!DMK!

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- 7QB!FGG!ZADK!HQJ!K!HJ!CHCQ!WQR!HJS!XFK!AKDR!HJ!I<D!THBK!WEWGD!QT!WQR!HJS!J!  
CHCQ!WQR!HJS!AKDK!I<D!FW!AFG!XQBRK!QT!I<D!BDK!LQJ!RDJ!K!IQ!WBDF!D!HJ!H!HF!  
WQRDK!I<F!WFL!IABD!I<D!HB!GHCDR!DYLDBH!DJWD!
- #DWFAKD!MFJE!QT!I<D!WQMM!DJ!K!HJWGARDR!DMQ!HQJ!FG!BDK!LQJ!KDK!IQ!I<D!  
ZADK!HQJ!K!F!KDWQJR!BQAJR!QT!WQR!HJS!TQWAKDR!QJ!WFL!IABHJS!I<D!  
DMQ!HQJ!FG!ZAF!GH!E!QT!I<D!BDK!LQJ!KDK!
- 3J!HJR!HCHR!AF!BDK!LQJ!KD!IQ!I<D!H!DM!MFE!ND!WQRDR!HJ!MQBD!I<FJ!QJ!D!XFE!  
RDL!DJRHJS!QJ!I<D!WQML!GDY!H!E!QT!I<D!BDK!LQJ!KD!7QB!DYF!ML!GD;!QJ!D!  
BDK!LQJ!KD!MFE!HJWGARD!WQJ!WDBJ!FNQAI!I<D!WQKI!QT!DML!GEED!<DFG!<!<  
NDJ!DTHK;!I<D!DYL!BDK!KHQJ!QT!TBAK!BF!HQJ!FNQAI!GQJS!XQB[!<QABK!FJR!I<D!  
BDK!LQJ!RDJ!I!K!DMQ!HQJ!FG!BDK!LQJ!KD!IQ!I<D!XFE!I<DE!TDDG!BDF!IDR!NE!I<D!HB!  
KAL!DBCH!QB!V!J!I<HK!DYF!ML!GD;!I<BDD!eMDJ!HQJ!K!f!X!HGG!ND!WQRDR!RHTTDBDJ!GE!  
3!GDK!WQML!GDY!BDK!LQJ!KD!KAW<!FK!eTBDD!LFB[HJSf!XQAGR!ND!WQRDR!FK!QJ!D!  
MDJ!HQJ!

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%3494)B48401: 9402!

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3TIDB!WQRHJS!F&!BDKLOJKDK!TOB!DFW<!HIDM;!I<D!WORDK!XDBD!DYFMHJDR!TOB!LBQM!HJDJWD!NE!LBDLFBHJS!  
F!WORD!MFL!FK!XDGG!FK!BDCHDXHJS!I<D!JAMNDB!QT!MDJ!HQJK!TOB!DFW<!WORD\!OQRDK!XDBD!I<DJ!  
QBSFJH\_DR!HJ!QBRDB!IQ!THJR!LF!IDBJK!FMQJS!!<D!BDKLOJKDK!3K!I<DMDK!DMDBSDR;!MDJ!HQJK!NE!  
WORD!XDBD!KQB!DR!HJ!IQ!I<QKD!I<DMDK;!FJR!I<DJ!BDCHDXDR!FJR!BDQBSFJH\_DR!FK!JDWDKKBVE\!2<D!THJFG!  
I<DMDK!XHI<!KANKHRHFBE!WORDK!XDBD!I<DJ!BDLBDKDJ!DR!CHKAFGE!FK!<HDBFBW<E!MFLK!IQ!DYFMHJD!I<D!  
BDGF!HQJK<HLK!QT!I<D!WORDK!IQ!DFW<!QI<DB!XHI<HJ!DFW<!I<DMD\!

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4== -9; 0. &K&

5-2=: 92-854! -2&@: 5&2/51-6&49; &@: 5&: ==9A

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