I L A

!

"#$!%$&'()*$+)!,-!.+/012#!')!34$$+52!6+17$(21)89!1+!:,00';,(')1,+!<1)#!)#$!=+>1/$+,42!?)4>1$2!
@(,/('*!'+>!)#$!%'+!?:#,,0!,-!%('*'!'+>!A421:9!1+71)$2!'&&01:')1,+2!-,(!'!34$$+52!B')1,+'0!
?:#,0'(!&,21)1,+!1+!=+>1/$+,42!C1)$('(8!D()2E!F$!1+71)$!'&&01:')1,+2!-(,*!=+>1/$+,42!<(1)$(2!
<,(G1+/!1+!'+8!*$>14*!,-!:40)4('0!&(,>4:)1,+9!'2!<$00!'2!)#,2$!$+/'/$>!1+!=+>1/$+,42!01)$('(8!
2:#,0'(2#1&E!"#,2$!<#,!<,(G!1+!;,)#!'()12)1:!&(,>4:)1,+!'+>!:(1)1:'0!2:#,0'(2#1&!'($!&'4(;4'0'(18!f[(')-0.3(02K75))0.5(
$+:,4('/$>!),!'&&08E!

'+>!J,1+)HP,+,4(2!1+!
=+>1/$+,42!?)4>1$2E!Q4()#$(!1+-,(*')1,+!,+!)#$!34$$+52!B')1,+'0!?:#,0'(!@(,/('*!:'+!;$!-,4+>!,+!
)#$!<$;21)$!,-!)#$!R--1:$!,-!)#$!@(,7,2)!'+>!S1:$H@(1+:1&'0!TD:'>$*1:U!')V!
#))&2VII<<<EW4$$+24E:'I&(,7,2)IW4$$+2H+')1,+'0H2:#,0'(2H&(,/('*IW+2H-':40)8H&,21)1,+2H
1+>1/$+,42H2:#,0'(2E!!!!
!
D&&01:'+)2!*42)!;$!=+>1/$+,42!&$(2,+2!<1)#!:0$'(!'+>!>$*,+2)(';0$!)1$2!),!T'+U!F$!2$$G!'&&01:')1,+2!-(,*!=+>1/

!
&4;01:')1,+!<#,!<,(G!1+!'+8!*$>14*!,(!/$+($9!1+:04>1+/!;4)!+,)!01*1)$>!),!,(')4($9!)#$,(89!&,$)(89!
&(,2$9!)#$')($9!&$(-,(*'+:$9!2:($$+<(1)1+/9!:($')17$!+,+H-1:)1,+9!/('&#1:!01)$(')4($9!>1/1)'0!*$>1'9!
/'*1+/9!'+>!':'>$*1:!'+>I,(!:,**4+1)8H$+/'/$>!2:#,0'(2#1&E!F$!$Y&$:)!'&&01:'+)25!:($')17$!
'+>I,(!2:#,0'(08!<,(G!),!'>>($22!2,*$!,-!)#$!-,00,<1+/!-1$0>2V!=+>1/$+,42!($24(/$+:$Z!=+>1/$+,42!
-4)4(12*2Z!:($')17$!<(1)1+/!&$>'/,/8Z!>$:,0,+1[')1,+Z!=+>1/$+,42!-$*1+12*29!*'2:401+1)8!2)4>1$29!
'+>I,(!W4$$(!'+>!"<,H?&1(1)!)#$,(8Z!:(1)1:'0!(':$!2)4>1$2!'+>!'+)1(':12*Z!2,01>'(1)8!<,(GZ!'+>!
1+)$(2$:)1,+'0!&,01)1:2E!"#,2$!'()12)2!'+>!2:#,0'(2!<,(G1+/!1+!=+>1/$+,42!0'+/4'/$2!'($!$2&$:1'008!
$+:,4('/$>!),!'&&089!'2!'($!)#,2$!<#,2$!<,(G!$+/'/$2!<1)#!'+)1H:,0,+1'0!2,01>'(1)1$2E!\'+>1>')$2!-,(!
)#12!&,21)1,+!*42)!>$*,+2)(')$!($:,(>2!,-!:($')17$!'+>I,(!:(1)1:'0!$Y:00+:$9!'2!($/12)$($>!;8!
2:#,0'(08!&4;01:')1,+2!'+>I,(!'!:($')17$!&,()-,01,9!:,*;1+$>!<1)#!$71>$+:$!,-!&,)$+)1'0!-,(!
$Y:$00$+:$!1+!)$':#1+/E!D2!<$!($:,/+1[$!)#')!:($')17$!'()12)2!,-)$+!)'G$!+,+H':'>$*1:!&')#<'82!),!
':#1$71+/!($+,<+9!:,*&0$)$>!>,:),('0!,(!AQD!>$/($$2!'($!>$21($>!'22$)2!-,(!)#$!&,21)1,+!;4)!+,)!
*'+>'),(8E!D&&01:'+)2!'($!<$0:,*$!),!2#'($!W4'01-1:')1,+2!;$8,+>!':'>$*1:!:($>$+)1'029!1+:04>1+/!
:,**4+1)8!'+>I,(!)('>1)1,+'0!G+,<0$>/$!'+>!($0$7'+)!017$>!$Y&$(1$+:$E!
!
D2!'!34$$+52!B')1,+'0!?:#,0'(9!)#$!1>$'0!:'+>1>')$!<100!:0$'(08!>$*,+2)(')$!)#($$!*'1+!'))(1;4)$2V!!

KU!@,)$+)1'0!-,(!$Y:00+:$!1+!&(,71>1+/!

!
Q4()#$(!1+-,(*')1,+!,+!)$':#1+/!'+>!(2'(:#!&(1,(1)1$2!')!34$$+52!12!'7'10';0$!1+!)#$!34$$+52!?)(')$/8!'+>!)#$!34$$+52!?)(')$/1:!^$2$'(:#!@0'+E!
!
"#$!*'1+!:(1)$(1'!-,(!2$0$:)1,+!'($!':'>$*1:9!:($')17$9!'+>!)$':#1+/!$Y:00+:$E!"#$!24::$22-40!:'+>1>')$!<100!&(,71>$!$71>$+:$!,-!#1/#HW4'01)8!2:#,0'(08!,4)&4)!)#')!>$*,+2)(')$2!&,)$+)1'0!-,(!1+>$&$+>$+)!(2'(:#!0$'>1+/!),!&$$(H'22$22$>9!&4;01:H-':1+/9!'+>I,(!:($')17$!&4;01:')1,+2!'+>!)#$!2$:4(1+/!,-!$Y)$(+'0!-4+>1+/9!'2!<$00!'2!2)(,+/!&,)$+)1'0!-,(!,4)2)'+>1+/!)$':#1+/!:,+)(1;4)1,+2!')!;,)#!)#$!4+>$(/('>4')$!'+>!/('>4')$!0$7$029!'+>!'+!,+/,1+/!:,**1)*$+)!),!':'>$*1:!'+>!&$>'/,/1:'0!$Y:00+:$!1+!24&&,()!,-!)#$!>$&'()*$+)52!&(,/(''*2E!\'+>1>')$2!*42)!&(,71>$!$71>$+:$!,-!'+!';101)8!),!<,(G!:,00';,('17$08!1+!'+!1+)$(>12:1&01+'(8!'+>!2)4>$+)H:$+)($>!$+71(,+*$+)E!"#$!24::$22-40!:'+>1>')$!<100!'02,!;$!$Y&$:)$>!),!*'G$!:,+)(1;4)1,+2!)#(,4/#!2$(71:$!),!)#$!%$&'()*$+)9!)#$!Q':40)89!)#$!6+17$(21)89!'+>I,(!)#$!;(,'>$(!:,**4+1)8E!?'0'(8!<100!;$!:,**$+24(')$!<1)#!W4'01-1:')1,+2!'+>!$Y&$(1$+:$E!!!!
!
=)!12!$Y&$:)$>!)#')!)#$!24::$22-40!:'+>1>')$!<100!:,+)(1;4)$!),!)$':#1+/!'+>I,(!2$(71:$!,&&,()4+1)1$2!<1)#1+!)#$!=+>1/$+,42!?)4>1$2!@(,/(''*!1+!:,,(>1+')1,+!<1)#!)#$1(!#,**$!4+1)T2UE!=+>1/$+,42!?)4>1$2!

'+>! \ =P ^ !24&& , ()!0$ '>1+/H$>/$!(2 '(:#! ' : (, 22!> , * '1+2! , -!1+W41(8E! "#$!R--1 : $! , -!=+>1/$+ , 42!
=+1)1 ')17$2! ; 410>2! : , * * 4+1)89! '>7 '+ : $2!($: , + : 101 ')1 , +9! '+>!1+)$/(')$2!=+>1/$+ , 42!< '82! , -!G+ , <1+/!
'+>! ; $1+/!1+) , !)#$!-' ; (1 : ! '+>!01-$! , -!)#$!4+17$(21)8E! ^$2$ '(:#$(2! ')! 3 4$$+52!#' 7$! * '+8!$Y12)1+/!

D&&,1+)*$+)2!'($!24;0$:)!),!($71$<!'+>!-1+'0!'&&(,7'0!;8!)#$!@(1+:1&'0E!\'+>1>')$2!#,0>1+/!'+!
$Y12)1+/!)$+4($