"#$%!&'(!!
)*+,-./!'0''!
12345.-$!1677!''8!

!
9+#,.2%,:.;!<.=!>*3!?67:3:+#!
12345.-$!1677/!8@&!
,*3=#67:3:+#AB2--+#2=%6!
CDD*%-!1:2.#;!E$!644:*+,3-+,!
!
!
9+,-+F-F!?,2F-+,!G-6.+*+H!C2,%:3-#!!
! >:!%:347-,-!,5*#!%:2.#-!#,2F-+,#!I*77!F-3:+#,.6,-!,5-*.!6J*7*,$!,:;!
!
! !!K=!9F-+,*D$!6+F!6+67$L-!%.*,*%67!*##2-#!*+!46*+!.-#-6.%5!6+F!,.-6,3-+,!
! !!'=!MN63*+-!,5-!7*+O!J-,I--+!#,.2%,2.-!6+F!D2+%,*:+!*+!46*+!3-%56+*#3#!!
! !!8=!P:346.-/!%:+,.6#,/!6+F!#$+,5-#*#-!6.H23-+,#!4-.,6*+*+H!,:!,5-#-!*##2-#/!4.:Q*F*+H!-34*.*%67!#244:.,!
!
R!#2J#,6+,*67!46.,!:D!,5-!%:2.#-!I*77!J-!%6..*-F!:2,!:+7*+-!Q*6!C+S!6+F!T--FJ6%O!T.2*,#/!J2,!I-!I*77!67#:!5:7F!6!
#$+%5.:+:2#!F*#%2##*:+!#-##*:+!U+:,!6!7-%,2.-V!:+!T.*F6$#!D.:3!(;80WKK;00=!>5-#-!I*77!J-!5-7F!*+!4-.#:+!*+!
12345.-$!1677!''8/!J2,!I*77!J-!3:Q-F!,:!X::3!*D!+-%-##6.$=!
! !

!
) MMY!K! UKOZ

7$1!*1$%2'!;<<<!.$1'"5!=$!2$,!)>3))'!;?<<!.$1'"5!@#)1)!./&&!()!AB!0)2*&,+!7$1!)C)1+!?<!.$1'"!+$%!4$!$C)1!D"$!;?<;!.$1'"!4),"!EAB-!;??;!4),"!EFB!),3565!

!!

!"#$%&!

H$%1!0*0)1!"#$%&'!1)&*,)!,$!3$%1")!,#):)"!D"$!$(C/$%"&+!/,!"#$%&'!()!*($%,!0*/2IG-!(%,!()+$2'!,#*,!+$%!#*C)!*!41)*,!')*&!$7!7&)>/(/&/,+5!J2!4)2)1*&!,)1:"-!+$%!"#$%&'!3#$$")!*!,$0/3!$,#)1!,#*2!.#*,!+$%!.1$,)!+$%1!6)*3,/$2!9*0)1!$2-!(%,!/7!+$%!#*C)!*2!/')*!7$1!#$.!+$%!3$%&'!)>0*2'!$2!

!!!!!!!!!!!!!!_ : !. - 6F*+H#!U#,6. ,! : +!+ - N,! I - - 0i#!. - 6F*+H#hV!

!

` - 7L6%O!6+F!) 677!UK ((bV!\"6*+!6+F!9+¢2.$;!,5 - !o6.*6J7 - !G*+0]!*+!>5 - !P5677 - +H - ! : D!"6*+!' !MF*,*: +/!44=!
&WK&!

) *77*63#!RP/!P.6*H!Y<=!U'0KbV!n4F6,*+H!,5 - !F - D*+*,*: +! : D!46*+/!"6*+!K@^UKKV;'&'0W'&'8=!
!!!
P : 5 - +/! ` =/!S2*+,+ - ./!p=/!g!Q6+!d$# - I $O/!?=!U'0KaV=!d - % : +#*F - .*+H!,5 - !9+, - .+6,*: +67!R## : %*6,*: +!D : .!
,5 - !?,2F$! : D!"6*+!F - D*+*,*: +! : D!46*+=! /! U'V;!-b8&=!F : *;!K0=K0(^Z"d(=0000000000000b8&!
!
R$F - F - ! ` !U'0K^V!<-D - +F*+H!,5 - !9R?"!<-D*+*,*: +! : D!"6*+/! *"#$%& '()*!K00!U&V;&8(m&&^!U#, : 4!6,!\Ob-
ec he IASP def a d he eb a)
!
T*-7F#/!1 : I 6.F!G=!q"6*+;!6+!2+47 - 6#6+,!, : 4*%=q! !a'!UK (((V;!?bKW?b(=!

!
d - J2, ,67!, : !) *77*63#!g!P.6*H;!) .*H5,/!R=/!g!R$F - F - /! ` =!U'0K^V=!P.*,*%67!% : 3 3 - +,#! : +!) *77*63#!6+F!

" .*%-/!<:+67F!<=!q"#$%5:7:H*%67!6+F!+-2.67!3-%56+*#3#!:D!,5-!6DD-%,*Q-!F*3-+#*:+!:D!46*+=q!
!

\G*Q*+H!) *,5!"6*+]/!P76*.-!?2FF6,5/!>*3-!` 6H6L*+-/!` 6.%5!KK/!'0KK=!5,,4;ZZ%:+W
,-+,=,*3-=%:3Z,*3-Z#4-%*67#Z46%06H-#Z6.,*%7-Z0/'aa0&/'0@88a'u'0@@'b(u'0@@'bKWK/00=5,37!
!
5,,4#;ZZ-+=I*0*4-F*6=:.HZI*0*ZP5.:+*%u46*+!
!

` -7L6%O!6+F!) 677!UK((bV!\>5-!"#$%5:7:H$!:D!"6*+]!*+!>5-!P5677-+H-!:D!"6*+!' !MF*,*:+/!44=!K@W88!
!
G6.H-/!d=!e=!UK((bV=!"#$%5:7:H*%67!6#4-%,#!:D!46*+=! /! UbV/!8&0m8&@=

E67*O*/! ` =!_=/!"-,.-/!E=/!>:.J-$/!?=/!1-..36++/!Y=! ` =/!126+H/!G=/!?%5+*,L-./!>=p=/!===!g!R406.*6+/!R=!o=!
U'0K'V=!P:.,*%:#,.*6,67!D2+%,*:+67!%:++-%,*Q*,$!4.-F*%,#!,.6+#*,*:+!,:!%5.:+*%!J6%O!46*+=!
  /! UaV/!KKK^WKKK(=!
!
-
17
!

>ER!

V%:&)+-!W5!85-!X$#)2-!Y5!V5-!S$1"R3R-!Z5![5-!X*2$-!85-!6*'3&/77)-!85!W5-!9$1,)1-!V5![5-![3#%(/2)1-!
M5-!\!]))7)-!^5!Y5!DA<;;G5!9*/2!*2'!):$,/$20!*!(/$0"+3#$"$3/*&!1)C/).!$7!1)3)2,!1)E
")*13#5! -! D_G-!_FA`_ab5!#,,0"0QQ'$/5$14Q;<5;<<AQN3&O5A<b;a

!
S2--+i#!n+*Q-.#*,$!*#!%:3 3*,,-F!,:!4.:Q*F*+H!6%6F-3*%!%:+#*F-.6,*:+ ,:!#,2F-+,#!-N4-.*-+%*+H!-N,-+26,*+H!