

!"#\$%&'(!)"*"#%"%+, -./)01&(2344)&&--((

5-63.&(3*(!"#\$%&'(7-*"&-(21".0-(3*(!"#\$%&'(/8(9: 4)*)/&."&)3*(7"%'.('*: (; 3/)&)3*(<.3=&1!
"#\$\$%&'()*+!, -!. /\$%)!01023!-45-' +-+!56!7-8-9: -\$!0102;!!

>\$*-(?@A(BCB@(
!" +2(4-4D-./<=)%(: -5?!=99-\$53!@A#B3!O2COD3!. 5CB(\$&-!EF6\$!GHHIJK!
L%8?(-)!L8G(\$5*!EG6CG?(%JA!HAI M3!OOCON3!O,)56'!
P(/% &!Q% &3!G#IG3!ORCOS3!H-' T6'!
M%965?*!7, ' ' !EG6CG?(%JA!I #GA3!O2COD3!. 5CB(\$&-!EF6\$!B% \$(\$*JK!
M?69(T!G)63!LULM3!OOCON3!V-\$+, -!
76, &)(T!7-W%53!=7B73!ORCOS3!I -%+ -)!
7-T%&' (5-+!I -' (56\$<!7(' ' *!=\$X%!
Y6' CX65% &!9-9: -\$T<!7(X%+!=9-\$T6' 3!. GGM3!OOCON!
Z[6' 8?(' !Q-6' 3!HBMH3!O2COD!

!

E1-(!"#\$%&'(7-*"&-(21".0-(&3(&1-(!! +2F(
M?-!%T, -T!5?-!8699%5--!T?())!% X-T5%&(5-!(\$-<!
\W?-5?-5!!

f-4-9/5g!(T!(!/\$64*!F6\$!(+9% %T5\$(5% ' !/6T%5%' T3!: \$6(+)*!+-F% -+)]E1-(.-"/3*/(13.(&1)/(0.3=&10)*(P-K-46&Q(63/)8)3*/(".\$*#%-".3!5?6, &?!%!(//-(T!5?(5!(//\$64%9(5-)*!ONL(3I(&1-(P-K-46&(0.3=&1Q(="/(: \$-(&3(&1-(.-#%/!)I)#"&)3*(3I(/34-(P*3*R-K-46&Q(S13\$.% (= "0-T(63/)8)3*/!56!f-4-9/5g!+, -!56!' - [!F-+-\$(!&, %+-)% -T]!

5-#344-*: "&)3*/F!

- R] M?-T-!:), -.0-*&(&.-*: /!% !5?-!0.3=&1(3I(": 4)*)/&."&), -(, /8(I"#\$\$% !565()!T()(\$*!T/-' +% &(' +!VAY!&\$6 [5?!4-.)&!": -&")%- (-K6%"*"&)3*(I.34(&1-(": 4)*)/&."&)3*]!
- O] 5-%&-: (": 4)*)/&."&), -("*: (I"#\$\$% ('"%.' ("*: (; UV: "&"/13\$% ("%/3(D-(-H\$-/&-: ("*: (43*)&3.-: (3*"("**\$"%D"/)! : *!5?-!F(8,)5*!T-' (5-!56!:-55-\$!96' %6\$!8?('&-T!(' +!96\$-! [%+-)*!\$(%T-!([(\$-' -TT]!
- 2] 5-H\$-/&(W5(X(Y; (3I(!)*"*#-(&3(#.-"&-("(: "/1D3".: (3I(&1)/(: "&!" [?-\$-!())!86' T5%, -' 5T!8(' ! (88-TT! (' +! 96' %6\$! 5?-! / (T53! 8, \$\$-' 53! (' +! F, 5, \$-! &\$6 [5?! % ! : 65?! F(8,)5*! (' +! (+9% %T5\$(5% -!/6T%5%' T!(' +!T()(\$%-T]!

"

!

7-, -. "%3(1-. (4")*(63)*&/ (4-.)&("(-/63*/-<

R] E1-(Y)#-(; .-/) : -*&/&"&-/ <f; 3.&)3*/(3I(&1-(6\$D%)#/'%"'. '(: "&"(0"&1-. -:)/(S/)#T(
)#3..-#&g!b!%]-]3!6, \$!+(5(!6' !56/C)-X-)!(+9% %5\$(56\$!T()(\$*!+(5(!6: 5(% -+!F\$69!6')% -!
6/-' !T6, \$8-T]!

- o 5-6% (?<E1)/()/(#-.&")*% (H\$)&-(63//)D%-]!#')% -!6/-' CT6, \$8-!+(5(!(\$-!' 65! [%5?6, 5!
/\$6:)-9T]!L 6T5!' 65(:)*3!5?-!L (\$*)(' +!T5(5-!-9/)6* --!T()(\$*!+(5(!%T!6\$&(' %--+: *!
-9/)6*--!' (9-3!' 65!: *!6\$&(' % (5%6')/6T%5%6']!M?, T3!6' -!8('!)66c!(5!T()(\$*!+(5(!
F6\$!(!/- \$T6' !: *!' (9-!E-]&]3!06?' !I9%?J3! : , 5!' 65!F6\$!(! /6T%5%6' !E-]&]3! I ()%T: , \$*!
e' %X-\$T%*!V\$6X6T5J]!G6' T-_, -' 5)*3! [-!T5(\$5-+!6, \$!\$-T-(\$8?!, T% &!5?-!' (9-T!(' +!

"

- 5-6% (?F(+\$.('"% /(:): (*3&(13#\$/3*(", -. "0-(/"%.)-/A(D\$&('&1-.(3*(&3&"%/""%'. '(/6-*:)*0(I"#\$\$' (, /8(&36(%-, -%": 4)*/&."&3./)! E3&"%/""%'. '(/6-*:)*0(0), -/((' (D-&&-(6)#&\$.- (3I(13=(&1-(\$*, -. /)&')/(\$/)*0)&/(-/3\$.#-/"*: ('&(=1"&('&-()*(-"#1(#"&-03.']! . ! I3#\$/ (3*(", -. "0-(/"%.)-/A(=1)%-()463.&"* &A(3D/#\$. -/(&1-(0.3=&10)*(P-K-46&Q; UV(63/)&3*/("*: (&1-(/"0*"&)3*(3I(I"#\$\$' (: UV(63/)&3*/!b! T69-5?% &!565()!T()(\$*!T/-' +% &!9(c-T!96\$-!8)-(\$)! .)T63!F6\$!T()(\$*!5\$-' +T3! [-! 6/-\$(5%6' ()%-+! f(+9% %T5\$(5%6' g! 56! 9-(' ! 56/C)-X-)! (+9% %T5\$(56\$T3! ' 65! ()! f-4-9/5g! E%]-]3! T()(\$%-+! /6T%5%6' T3! 96T5! 6F! [?%8?! (\$-! 9%+)-! (' +!)6 [-\$C)-X-)! 9(' (&-\$%)! (' +!/\$6F-TT%6' ()!T5(FF)]!
- 5-6% (BF(W3=-, -. A(-, -*)I(=-(\$/-(&1-(Y)#-(: .-): - * &q/(P-K-46&Q, /8(I"#\$\$' (&3&"%/ ""%'. '(#"&-03.)-/A(&3&"% P-K-46& P/"%'. '(/6-*:)*0(3\$&6"#-: (&3&"% I"#\$\$' (/6-*:)*0(D' (?8NRB8C(&)4-/F(

"#\$%!	"#"&!	' () *+, !	"#\$%-""#"&!
\$. / . 01/2& . !	To al e emp ala ie	"0/3%1/0&"!	To al e emp ala ie
"1/120/\$3&!	To al fac l ala ie	&0/ . . #/\$. &!	To al fac l ala ie

- BC?^RBCBOR(=4-9/5!T()(\$*!T/-' +% &!&\$- [!D1]D! a! !XT!Od]Na!&\$6 [5?!% ! 0(8,)5*! T()(\$*! T/-' +% &(E, T% &! + (5! (: 6X-! F6\$! fM65()! 0%)-+! =4-9/5! I()(\$%-Tg!(' +!fM65()!0%)-+!0(8,)5*!I()(\$%-T]g!!

- BC?GRBCBO(R(=4-9/5!T()(\$*!T/-' +% &!&\$- [!

o BC?hrBCBQ(R(=4-9/5!T()(\$*!T/-' +% &!&\$- [!2D]SS!a!XT!OS]1^a!&\$6[5?!% !
 O(8,)5*!T()(\$*!T/-' +% &){(
 (

"#\$.!	"#"&!	' ()*+, !	"#\$%-""#"&!
\$0/.0\$/#&.! To al e emp ala ie	"0/3%1/0&"! To al e emp ala ie		

"

(+9% %T5\$(5%*-!/6T%5%6' T!F\$69!01RnC010S!E\$(5?-\$!5? (' !6')% -!6/-' CT6, \$8-!T5(5-!-9/)6*-!+(5(J!
(T![-))!(T!F(8,)5*!T()(\$*!+(5(!F6\$!010S]!M?-!j %8-!/\$-T%+-' 5!6F!0% (' 8-!(' +!. +9% %T5\$(5%6' !?(T!9(+!
(!&66+!F%\$T5! T5-!/!% !/\$6X%+% &! (!&\$- (5! +- ()! 96\$-!+(5(! (' +!9, 8?! 96\$-!_, %8c)*!EOC96' 5?!5, \$' !
(\$6, ' +J!F6\$!F(8,)5*!T()(\$%-T!F\$69!

"