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!"#\$%&'()\*+\*,--./0\$12#34"1&#\$(1#(!"#\$\$%512&""!

"#\$\$!%&%%!

' ' (!)\*&&#+!,!)\*%)-.+.!

/0121+304!,!511+!)6!

!

7819:4418\*! ; <#+!=0>\$14?:@!

A9930:\*!/0121+304!%)B ; !

/C+#3\$!#<#+D+00\$14?:@E01\$18#<1D:<F!!

A9930:!G1F84\*!H!)&\*I-#+!,!)\*%&&. +J!' (!K\*)-!, I\*&&. +!

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**6#42'5(75'"2&81&#\$(!**

' (:!L1#19!M(34!01F84:!34!M1!\$:#82!M(:!N#4304!19!M(:!M(:18@!#2<!.8#0M30:!19!#2#S@032L!

8:\$#M3124(3.4!32!:0121+30!P#2<!1M(:8Q!<#M#D!! '(34!01F84:!4:8R:4!#4!#2!32M81<FOM312!M1!+FSM3.\$:!

8:L8:44312!M:0(23SF:4!T3M(!#!910F4!12!:0121+30!#..\$30#M3124D!UM!320\$F<:4!:VM:243124!M1!<3408:M:!

8:4.124:!#2<!.#2:\$!<#M#J!#4!T:\$!#4!0120:.M4!4FO(!#4!1+3MM:<!R#83#N\$:4J!+34432L!<#M#J!4#+.\$.!

4:\$:0M312!#2<!8#2<1+30:<!#2<!SF#43C:V.:83+:2M4D!' (:!01F84:!#41!<:R:\$1.4!M(:!#N3\$3M@!M1!#..\$@!

19!T18?32L!12!M(:38!1T2!<:R30:4!4(1F\$<!.F80(#4:!(M(:!419MT#8:!(M(81FL(!!M(:!\23R:843M@!d8#<!7\$#2!  
M1!1NM#32!#!4FN4M#2M3#\$!<3401F2MD!!X1M:!(M(#M!@1F!4(1F\$<!.F80(#4:!'W ' ; ' ; ^e / !POF88:2M\$@!.830:<!#M!  
fIY!918!#!B!+12M(!\$30:24:QD!!g1F!O#2!932<!<:M#3\$4!#M!

[\(MM.4\\*^^TTTD4M#M#D01+^18<:8^2:T^<F^L8#<.\\$#24^4MF<:2MC.83032L^!](#)

(

>2<35'(

=3<M:8+!)! ! ! W: .M: +N:8!%%2<!P32!O\$#44Q! %&h !!

=3<M:8+!%! ! ! AOM1N:8!%6M(!P32!O\$#44Q! %&h !!

"32#\$!/V#+!POF+F\$#M3R:Q!!!!!!\_ :0: +N:8!)KM(!)\*K&CI. +! K&h !!

G1+ :T18?!! !! ! ;81F2<!A20:!. :8!H: :?! )&h !!

'#?:CG1+ :!W ' ; ' ; !! 'T1!'1M#\$! ! ! )&h !!

7#8M303.#M312!iF300:4!! 7:831<30#\$@!32!>\$#44! ! )&h !!

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U2!01+ .FN32L!@1F8!M1M#\$!(1+ :T18?!L8#<:J!M(:!\$1T:4M!T: :?\$@!(1+ :T18?!P21M!W ' ; ' ; !

#443L2+ :2MjQ!T3\$\$N: !<81 . . :<D!!U!T3\$\$!#41!<81 . !@1F8!\$1T:4M! .#8M303 .#M312!SF30!4018:D!U9!@1F!T34(!

M1!<34.FM: !#!L8#<:J!M(34!+F4M!N: !<12:!

19!8:0:3R32L!L8#<:<!+ #M:83#\$D!!

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; &'53(6#42'5?#2@(9#=&'A(

U9!@1F!+344!#2!:V#+!<F: !M1!3\$\$2:44!18!#9#+3\$@!: + :8L:20@J! ; X\_!39!@1F!21M39@!+ :!19!M(34!

.8318!M1!M(:! :V#+J!U!T3\$\$!<81 . !M(:! :V#+1981+!@1F8!932#\$!L8#<: !#2<!8:CT:3L(M!M(:!1M(:!8!:V#+4!

#0018<32L\$@D! ; 2@!+344:<!:V#+4!T3M(1FM! .8318!21M30: !T3\$\$!#FM1+ #M30#\$@!8:0:3R: !#!L8#<: !19!0:81D!!

U9!@1F!+344!#2@!1M(:!8!#443L2+ :2M4!<F: !M1!3\$\$2:44!18!#9#+3\$@!: + :8L:20@!M(#M!@1F!(#R: !21M393:<!+ :!

19!N:918: !M(:!<F: !<#M:J!@1F!T3\$\$N: !#N\$: !M1!+ #? :!F . !M(#M!T18?!120: !@1F!#8: !#N\$:D!

(

B#%5?#2@

H: :?\$@!(1+ :T18?!T3\$\$N: !N#4:<!12!M(:!M:VMN11?!#2<!+ #M:83#\$!L3R:2!32!O\$#44D!!H: :?\$@!

(1+ :T18?!T3\$\$N: !#443L2:<!#2<!01+ . \$:M:<!32!1F8!01F84: ]4! = @ / 012 [ #N!43M:D! ' (:!T: N43M: !T3\$\$!

21M!\$ :M!@1F!01+ . \$:M: !M(: :4:!(1+ :T18?4!#9M:8!M(:!<F: !<#M:D!!H: !T3\$\$!#41!(#R: !M!T1!M#?:C(1+ :!

W ' ; ' ; !#443L2+ :2M4!M(#M!T3\$\$N:!. 14M:<!12!1F8!01F84: ]4!>#2R#4!43M:D!!7\$: #4: !4FN+3M!M(: :4:!

#443L2+ :2M4!\$:OM81230#\$@!N@!M(:!<#M: !#2<M3+ :M(:!@!#8: !<F: D!! [ #M: !#443L2+ :2M4!T3\$\$!21M!N: !

#00: .M:<D!!7\$: #4: !# . . :2<!@1F8!W ' ; ' ; ! \$1La!93\$:4M1M(:!W ' ; ' ; !#443L2+ :2M4!T(:2!@1F!MF82!

M(:+!32D!

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6=&'@52'(

'1!:201F8#L: !#M:2<#20: !#2<!#M:2M312!32!\$:OMF8:4J!4(18M! .#8M303 .#M312!SF300:4J!01R:832L!

#N1FM!)&!+32FM:4J!T3\$\$N: !L3R:2! . :831<30#\$@!F432L!> \ >\$30?:84!T3M(1FM! .8318!21M30:D! ' (: :4: !+ #@!

100F8!#M!M(: !N: L32232L!19!\$:OMF8:J!#M!M(: !:2<119!\$:OMF8:J!18!32!M(: !+3< <\$: !19!\$:OMF8:D! ' (:8: !#8: !M(8: :!

.1443N\$: !L8#<:4!12!M(:4:!. #8M303 .#M312!SF300:4\*!

&! , !21M!01+ . \$:M:<!

)! , !01+ . \$:M:<J!NFM!320188:OM!

%! , !01+ . \$:M:<!0188:OM\$@!

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! , ; <&'(9#=&'A(

7\$: #4: !<121M!4:2<M:0(230#\$!SF:4M3124!#N1FM!01F84: !+ #M:83#\$!1R:8!:C+ #3SD!! ' (:!0120: .M4!



M(:!O\$#44811+!N:(#R318!.1\$30@J!M(:!WMF<:2M!>1<:!19!>12<FOJ!#2<M(:!A9930:!19!U24M3MF312#\$!  
/SF3M@!#2<!>1+.\$3#20:D!

**J5:4&25%5\$1'(K#2(6EL07,+M(**

;4#!+ #MM:8!19!.FN\$30!(:#\$M(!#2<!4#9:M@J!#\$\$!+:+N:84!19!M(:!> \!e1F\$<:8!01++F23M@!#2<!#\$\$!  
R343M184!M1!0#+.F4!+F4M!91\$\$1T!F23R:843M@J!<:#8M+:2M!#2<!NF3\$<32L!8:SF38:+:2M4!#2<!#\$\$!.FN\$30!  
(:#\$M(!18<:84!32!.\$#0: !M1!8:<F0: !M(:!834?!19!4.8:#<32L!329:OM31F4!<34:#4:D!> \!e1F\$<:8!0F88:2M\$@!  
8:SF38:4!>AbU\_C)!R#0032#M312!#2<!N114M:84!918!#\$\$9#0F\$M@J!4M#99!#2<!4MF<:2M4D!WMF<:2M4J!9#0F\$M@!  
#2<!4M#99!+F4M!F.\$1#<!.8119!19!R#0032#M312!#2<!N114M:84!18!93\$:!918!#2!:V:+.M312!N#4:<!12!  
+:<30#\$J!:M(30#\$!18!+18#\$!L81F2<4!M(81FL(!M(:!=@> \G:#\$M(!.18M#\$D!

'(:!> \!e1F\$<:8!0#+.F4!34!0F88:2M\$@!+#4?C1.M312#\$D!G1T:R:8J!39!.FN\$30!(:#\$M(!012<3M3124!0(#2L:!  
#2<!+#4?4!#8: !#L#32!8:SF38:<!32!0\$#44811+4J!4MF<:2M4!T(1!9#3\$!M1!#<(:8: !M1!+#4?32L!8:SF38:+:2M4!  
T3\$\$!N: !#4?:<M1!\$: #R: !O\$#44J!#2<!4MF<:2M4!T(1!<1!21M!\$: #R: !O\$#44!T(:2!#4?:<!18!T(1!8:9F4: !M1!

**B#\$#2(6#35(**

; \$\$!4MF<:2M4!:281\$\$:<132!#\ 23R:843M@!19!>1\$18#<1!e1F\$<:8!01F84: !#8: !8:4. 1243N\$: !918! ?21T32L!  
#2<!#<( :832L!M1!M( :![G1218!>1<:D!](#) b31\$#M3124!19!M( :![G1218!>1<:!](#) + #@!320SF<:J!NFM!#8: !21M!\$3 + 3M: <!M1\*!. \$#L3#834 + J!0( : #M32LJ!9#N830#M312J!\$@32LJ!N83N: 8@J!M(8: #MJ!F2#FM( 1830: <!#00: 44!M1!#0#<: + 30!  
+ #M: 83#\$4J!0\$30?: 8!98#F<J!4FN + 3M32L!M( : !4# + : !18!43 + 3\$#8!T18?!32! + 18: !M( #2!12: !01F84: !T3M(1FM!  
. : + 344312!981 + !#\$\$!01F84: !324M8FOM184!32R1\$R: <J!#2<!#3<32L!#0#<: + 30!<34(12: 4M@D! ; \$\$!3203<: 2M4!19!  
#0#<: + 30! + 34012<FOM!T3\$\$!N: !8: . 18M: <!M1!WMF<: 2M!>12<FOM! n!>129\$30M! 5 : 41\$FM312!  
P([1218E01\\$18#<1D:<FQ!K&KCIc%C--&QD!WMF<: 2M4!91F2<!8:4. 1243N\\$: !918!R31\\$#M32L!M\( :!\[G1218!\]\(#\)  
\[>1<:!\]\(#\)T3\\$\\$!N: !#443L2: <!8: 41\\$FM312!1FM01 + : 4!981 + !M\( : !WMF<: 2M!>12<FOM! n!>129\\$30M! 5 : 41\\$FM312!#4!  
T: \\$\\$!#4!N: !4FNk: OM!M1!#0#<: + 30!4#20M3124!981 + !M\( : !9#OF\\$M@! + : + N: 8D! ; <<3M312\\$#!32918 + #M312!  
8: L#8<32L!M\( : !G1218!>1<: !#0#<: + 30!32M: L83M@!. 1\\$30@!0#2!N: !91F2<!12!M\( : !\[G1218!>1<:!\]\(#\)T: N43M:D!](#)

**P5R4<= ( ; &'#\$34"1S(7&'2&%&\$<1&#\$\$S(B<2<'%'5\$1(<\$3T#2(J5=<153(J51<=&1&#\$(**

> \ !e1F\$<:8!34!01 + + 3MM: <!M1!914M: 832L!#2!320\$F43R: !#2<!T: \$01 + 32L!\$ : #8232LJ!T18?32LJ!#2<!\$3R32L!  
: 2R3812 + : 2MD! \ 23R: 843M@!. 1\$30@!. 81(3N3M4!4: VF#\$! + 34012<FOM!P( #8#44 + : 2MJ! : V. \$13M#M312J!#2<!  
#44#F\$MQJ!32M3 + #M: !. #8M2: 8!R31\$: 20: !P<#M32L!18!<1 + : 4M30!R31\$: 20: QJ!4M#?32LJ!. 81M: OM: <COS#44!  
<34083 + 32#M312!#2<!( #8#44 + : 2MJ!#2<!8: \$#M: <!8: M#\$3#M312!N@!18!#L#324M! + : + N: 84!19!1F8!01 + + F23M@!  
12C!#2<!199C0# + . F4D! ' ( : 4: !N: ( #R3184! ( #8 + !32<3R3<F#\$4!#2<!1F8!01 + + F23M@D! ' ( : !A9930: !19!  
U24M3MF312#\$! / SF3M@!#2<!>1 + . \$3#20: !PAU / >Q!#<<8: 44: 4M( : 4: !. 1\$303: 4J!#2<!32<3R3<F#\$4!T( 1!  
N: \$3: R: !M( : @! ( #R: !N: : 2!4FNk: OM: <!M1! + 34012<FOM!0#2!012M#OM!AU / >!#M!K&KCIc%C%)%6!18!  
: + #3\$!0F8: . [18ME01\\$18#<1D:<F!](#)U2918 + #M312!#N1FM!F23R: 843M@!. 1\$303: 4J!8: . [18M32L!1.M3124J!#2<!](#)  
4F. . 18M!8: 41F80: 4!0#2!N: !91F2<!12!M( : ![AU/>!](#)T: N43M:D!

7\$: #4: !?21T!M( #M!9#OF\$M@!#2<!L8#<F#M: !324M8FOM184! ( #R: !#!8: 4. 1243N3\$3M@!M1!32918 + !AU / >!T( : 2!  
M( : @!#8: ! + #<: !#T#8: !19!#2@!344F: 4!8: \$#M: <!M1!M( : 4: !. 1\$303: 4!8: L#8<\$: 44!19!T( : 2!18!T( : 8: !M( : @!  
100F88: <!M1!: 24F8: !M( #M!32<3R3<F#\$4!3 + . #OM: <!8: 0: 3R: !32918 + #M312!#N1FM!M( : 38!83L( M4J!4F. . 18M!  
8: 41F80: 4J!#2<!8: 41\$FM312!1 . M3124D! ' 1!\$: #82! + 18: !#N1FM!8: . 18M32L!#2<!4F. . 18M!1 . M3124!918!#!R#83: M@!  
19!0120: 824J!R343M! [12M!UL218: !UMD!](#)

**J5=&F#4'(B#=&3<A'**

># + . F4! . 1\$30@!8: L#8<32L!8: \$3L31F4!1N4: 8R#20: 4!8: SF38: 4!M( #M!9#OF\$M@! + #?: !: R: 8@!: 9918M!M1!<: #!  
8: #412#N\$@!#2<!9#38\$@!T3M( !#\$\$!4MF<: 2M4!T( 1J!N: 0#F4: !19!8: \$3L31F4!1N\$3L#M3124J! ( #R: !0129\$30M4!T3M( !  
40( : <F\$: <! : V# + 4J!#443L2 + : 2M4!18!8: SF38: <!#MM: 2<#20: D!

W: : !M( : ![0# + . F4! . 1\\$30@!8: L#8<32L!8: \\$3L31F4!1N4: 8R#20: 4!](#)918!9F\$\$!<: M#3\$4D!

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