

!

#\$\$&'()*+!, -! . , /0')*(!
1233!454"!
6 . !""75829:"4745; 9!
<32))(. , 97! =>*/0%), \$! ?@A!

!

B(, - ')), (7!C2/D!B2%\$ '!
E--%/'7!=2(D\$'))!A4F!
E=)7!6>'G2+)!"47A5:47A5!
H2/D; 2%\$' I (, /0')*(J'G>!
KKKJH2/D; 2%\$'J/ , 9!

!

"#\$\$&'!#('%()*'+!60%)/ , >('!*2/0')!)*>G'\$!)2L, >*! ; , 3%%/)!%\$!2>*0, (%*2(%2\$!('M%9 ')J! N '!-%()!
2\$23+0'!D'+! *O'9 ')! %\$! O%)*, (%/23! G%/ *2*, ()O% ;)! PL>('2>/(2/+Q! ; 2(3%29 '\$*2(+ / , \$)* (2%\$*)! , \$! *O'!
'R' />%&'Q! 9 %3%*2(%')! 2\$G! ; , 3%*/23! (%MO*)! *O(, >MO, >*! O%)*, (+SJ! N '! *O'\$! 'R29%'\$! / , '(/, \$! %\$!
, \$* '9 ; , (2(+! 2>*0, (%*2(%2\$!('M%9 ')! P/ , '(/&'! *O('2*)! 2\$G! ; , K'(!)02(%\$M\$Q! (' ; ('))% , \$! 2\$G! *O'!
M>2(G%2\$)O% ; ! G%3' 9 9 2SJ! T'R*Q! K'! / , &'(! / , 9 9 , \$! %\$)*%>*% , \$)! %\$! / , \$* '9 ; , (2(+! 2>*0, (%*2(%2\$!
('M%9 ')! P; 2(%%')Q! '3' /% , \$)Q!)>//'))% , \$! (>3')S! 2\$G! 2>*0, (%*2(%2\$!(' ; , \$)')! * , ! 9 , G'(\$%02% , \$J! N '!
-%\$%)O!L+!G% />))%\$M!G'&'3 , ; 9 '\$*)!%\$!2>*0, (%*2(%2\$! ; , 3%%/)! , &'(!*O'! ; 2)*!G' /2G'!P/ , \$*(, 33%\$M!*O'!
US* '\$' *Q!%\$/>9L '\$! / , \$) , 3%G2% , \$! 2\$G!G' 9 , / (2% / !L('2DG, K\$SJ!60(, >MO, >*Q!K'! / , \$)%G' (!'R29 ; 3')!
-(, 9!2/(,))K, (3G!('M% , \$)J!

!

, %- .)/0!

- V*>G'\$*)!K%33! / , 9 ; 3*'!)%R'!)2+)2))%M\$'G!*O(, >MO, >*! *O'!)'9 ')*(?!- , >(!G>(%\$M!) ; ' /%- %/!
K' 'D)! 9 2(D'G!L'3 , KQ!2\$G!*K, !G>(%\$M!*O'!>\$%&'()*%*+ :)/O'G>3'G!-%\$23!'R29 !L3 , /!PKO%/O!2*!
; (') '\$*!)!6WXSJ!
- 60'!-%\$23!M(2G'!- , (!\$, \$: N!)>G'\$*)!%)*!O'!2&'(2M'! , -!+ , >(!!"#\$%&" '&\$()\$((*+ ' , * - \$(J!602*!
%)Q!*O'!-%&' : O%MO')!M(2G')!2('!K' %MO* 'G!2*!45Y!'2/OQ!2\$G!*O'!3 , K')* :) / , (%\$M'!)2+!G, ')!\$, *!
/ , >\$*J!

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'R2 9 !%\$/32)!)';3'2)'!3'!*0'!6 ^!D\$, K!2!) , , \$!\$!2G&2\$/!2)!; ,))%L3'!) , !*02!*K'!/2\$!9 2D'!
2// , 9 9 ,G2*% , \$)J!

- V>G'\$%)!%\$!0'!N!) /% , \$!02*!G , !\$, *! / , 9 ;3' *!0'!N! ;2 ; '(!K%33!-2%3!0'! / , >() 'J! = , ; ->33+!
0%)!)!2\$!%('3'&2\$!)% ;>32% , \$)J!

!

**1 #2'!#3!45'!6 7 +!60'!(,3'! , -!0'!6 ^!%)! , 9 'K02*!>\$% \>'!%\$!0%)! / , >() 'L' /2>)'!0'+!K%33!\$, *!*'2/0!
2!)';2(2*'!)' /% , \$)J! = , K'&'(Q!K%0!2! / , >() '!, -!0%)!)%0'Q!0'+!K%33!L'!2\$!%\$&23>2L3'!(' , >(/'J!60%\$D!
, -!0'9 12)!0'!2G 9 %\$%)*(2* , (!- , (!0%)! / , >() ' _ + , >(!-%()!3%\$'! , -!G'-'\$)'!- , (!9 ,)! '9 2%3!\$% \>%('!)!2\$G!
, *0'(!\>')% , \$)2L , >*!0'! / , >() 'J!602*!G , ')!\$, *!9 '2\$!+ , >!)0 , >3G!\$'&'(! / , \$*2/!*!9 'Q!L>*!- , (!9 ,)!
\>')% , \$)Q!%!)!L')*! , ! / , \$*2/!*0'!6 ^!-%()!J!60'+!K%33!23) , !M(2G'!233!0'!)2+)Q!23L'!*!K%0!%\$;>*!
- , 9!9 'J!U!K%33!0 , K'&'(Q!M(2G'!0'!N! ;2 ; ')!PL , *0!0'!G(2-*!2\$G!-%\$23!&')% , \$)J!**

!

**1' - .) /0+! ` >/0! , -!0'!3' />('! 9 2*'(%23!%)! L2)'G! , --!0'!('2G%\$M)!- , (!*02*! K' 'DJ! V>G'\$%)! 2('!
'R ;' /' *G!* , !); '\$G!) '&'(23!0 , >()!K%0!0'!('2G%\$M)! ;(% , (!* , !0'!-%()!3' />('!- , (!K0%/0!%*!)!2))%M\$'GQ!
2\$G!2-*'(13' />('! , !('&'K!0'!9 2*'(%23!2\$G! / , 9 ;3' *!0'!('2G%\$M! ^3*0 , >MO!0%)!)!2!3' />('! / , >() 'Q!
U! '\$ / , >(2M'!) *>G'\$%)! * , !2)D! \>')% , \$)J! U-! ; ,))%L3'Q! K'! K%33! 02&'! L(, 2G'(! /32))! G% />))% , \$)J!
^ / \>2%\$2\$ / ' ! K%0!0'! 9 2*'(%23! ;(% , (!* , !3' />('! K%33! -2/!%3%2*'!L' **'(! \>')% , \$)2\$G!G% />))% , \$)!
G>(%\$M! /32))J!!**

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U! ;(, &%G'!) '&'(23!%\$ / '\$%&'!)- , (!)*>G'\$%)! * , !2/ *>233+! / , 9 ;3' *!0'!('2G%\$M!G') ;%*! '\$, !G% />))% , \$!
)' /% , \$)J! 1%() *Q! 2)! 9 '\$% , \$'G! 2L , &'Q! ')2+)! 9 >)! G'9 , \$*(2*'!)>L)*2\$%23!>'! , -!0'!2))%M\$'G!
('2G%\$M)! * , !'2(\$L' **' (!02\$!2!<J!V' / , \$G!Q!)>G'\$%)!K0 , ! / , \$%) *'\$3+!G , !\$, *!2**'9 , *!* , ! / , 9 ;3' *!0'!
('2G%\$M)!- , (M , !0'!(%MO!* , !>)'! , --% / !0 , >() - , (!'%0'(!9 +)'3-! , (!- , (!0'!6 ^!J!W+! / , \$*(2)*Q!)>G'\$%)!
K0 , !'\$M2M'!K%0!0'!('2G%\$M)!2\$G!02&'! \>')% , \$)2L , >*! ;2(*)!0'+!G , !\$, *!>\$G'()*2\$G!2('!&'(+!9 >/0!
'\$ / , >(2M'G!* , !2)D!2L , >*!0'9 !%\$/32))! , (! , --% / !0 , >()J!

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= , K!* , !('2G! ;(, G> /%&'3+a!X , \$b*!3 ,)'!0'!- , (')!- , (!0'!(')!K0'\$('2G%\$M!2/2G'9 % / ! ; %' / ')J!N02*!
)!0'! 9 2%\$!2(M>9 '\$*a! N02*!2('!0'! 9 2%\$! ; %' / ')! , -!)> ; , (%\$M! '&'G'\$/ 'a! . '2G%\$M! \$, *'!)!02*!
)>9 9 2(%0'!0'!9 2%\$!2D'2K2+! ; , %\$%)!%\$!2!-'K!) '\$*'\$/ ')!K%33! ;(, &'!>)'->3!- , (!0'!')2+)J!] , >!9 2+!
23) , !-%\$G!%0'3 ; ->3! * , !('&%)'!+ , >(!\$, *')!2-*'(13' />('!J!

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60'(!'2('!\$, !2))%M\$'G!L , , D)!- , (!0'! / , >() 'J! ^33!('2G%\$M)!2('!2&2%32L3'! , \$!0'! / , >() 'b)!W32/DL , 2(G!
;2M'J!

!

**8\$9 :)44) /0! -&&)0 / : ' /4&! - / .!2-4'! ; #2)<=+!V>G'\$%)!K%33!> ;3 , 2G!2/0!')2+!G%(' / *3+!* , !W32/DL , 2(G!
L+!- , 33 , K%\$M!%)\$)(> /% , \$) ;(, &%G'G!L+!0'!6 ^!J!N!)>G'\$%)!0 , >3G!'9 2%3!0'!(G(2-*!2\$G!-%\$23! ;2 ; '(!
G%(' / *3+!* , !9 '!P ;3'2)'! ;>*!+ , >(!29 '!%\$!0'!%*3'! , -!0'!G , />9 '\$!) , !0'+!2('!2)+! , !%G' \$%+!K0' \$!
U!G , K\$3 , 2G!0'9 SJ!**

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6 , !'\$)>('!-2%(\$'!)!- , (!233!)>G'\$%)Q!K'!K%33!*+ ; % / 233+!\$, *!(M(2\$*'R' / ' ; % , \$)!* , !G'2G3%\$'!)J! [2/0')2+!
)!G')%M\$'G!* , !*2D'!\$, !9 , ('!02\$!2!-'K!0 , >()!* , ! / , 9 ;3' *!J! [&' \$!-!)>G'\$%)!02&'!2\$! , L3%M2% , \$! , \$!
2!K' 'D' \$G!02*!2\$!')2+!%!)G>'Q!U!'R ;' /!*02*!

!

60'!32* '! ; ,3%/+!%)! *02*!2))%M\$9 '\$*)!02\$G'G!%\$!L '*K' '\$!'!2\$G!4? !0 ,>()!32* '!K%33!('/' %&' !2!->33!M(2G'!
,--Q!2))%M\$9 '\$*)!02\$G'G!%\$!L '*K' '\$!4?!2\$G! ?c!0 ,>()!32* '!K%33!('/' %&' !*K, !->33!M(2G')! ,--Q!2\$G!
2))%M\$9 '\$*)!02\$G'G!%\$!9 ,(!*02\$! ?c!0 ,>()!32* '!K%33!\$, *!L' !2// ' ; *'GJ!
!

7<- . ' :)<! 5#/' &4=+! 6'9 ; *'G! * ,! /0'2*a! X, \$b*! G, ! %*J! 1 ,(>\$2* '3+Q! *0'(! 2(! -'K! ; ,))%L3'!
, ; , (>\$%*% ')!- , (!/0'2*%\$M!%\$!*0%)! / ,>() 'J!V*>G'\$*)!2(! '\$/ ,>(2M'G!* ,! / , 9 9>\$%/2*!' * ,!'2/0! , *0'(!
2L ,>*!0' !('2G%\$M)!,>*)%G'!, -!/32))Q!2\$G!2(! '\$/ ,>(2M'G!* ,!>)!'*0' %(!

V';*'9L'(!4c!2\$G!A5!E/*,L'(!8!2\$G!@J!. ' ;('))%, \$!2\$G!*0'!M>2(G%2\$)0%;!G%3'992!
I.)\$0%"/%I4*(J%=\$0, \$%' . "/'%) . %I.#\$,%)&\$(\$%, \$*-"/'("%/%)&\$%. , -\$,%4"())\$-J%(. %= \$%8, .K*K4+%= . /0)%
I.#\$,%)&\$4*(%)= . %2/"4%)&\$%(\$I. /-=\$%LH%
• V&,3%DQ! ` %32\$!NJ!45"4J!7.4")I(%./%M2)&. , ")*, "%*/%; 24\$J!<OJ!8!P('2G!, \$3+!;M)J!"4A:AASJ!
• B2%\$'Q!C2/DJ!454"J!h

T, &' 9L' (!4!2\$G!?!JV>//'))%, \$!

- m, DD, \$ '\$Q! ^ \$G('H!2\$G!X')!V>\$G233!45"?!J!hX'3%&'(%\$M!V*2L%3%*+ _ B(%9 ,M'\$%>('!2\$G! ^>*,/(2%/!V>(&%&23!%\$! [>(, ; '2\$! ` , \$2(/0%')!"555f"c55Ji!M6\$, "I*/%7.4)"I*4%>I"\$/I\$%; \$#"=\$=J! . '2G!, \$3+!;M)J!?!Ac:?A!2\$G!*0'!/ , \$/3>)% , \$J!
- ` '\$MQ! ^ \$J!454"J!hN%\$\$\$M!*0'!g29 '!, -!60(, \$')7!d'2G'(0% ; !V>//'))%, \$!%\$! ` , G'(\$! ^>*,/(2/%')Ji!3.2, /%4%.!%?. /!4"!)%; \$(.42)". /J! . '2G!, \$3+!;M)J!e85:Fe!2\$G!*0'!/ , \$/3>)% , \$J!
- j'()**'M0! ` %32!*!23J!4545J!h60'!d2K!2\$G!B, 3%*/!)!, -!B(')%G'\$%*23!6'(9!d%9%*! [&2)% , \$Ji! ? .426K"*%O*=%; \$#"=\$=J! . '2G!, \$3+!;M)J!":?8J!
- 6K, !0, (*!2(%%/3')!, \$!<0%\$27!
 - T2*02\$Q! ^ \$G('K!CJ!455AJ!h ^>*0, (%*2(%2\$!. ')%3%'\$/!<0%\$2b)!<02\$M%\$M!, -!*0'! g>2(GJi!3.2, /%4%.!%: \$6.I, *I+J! . '2G!, \$3+!;M)J!F:eJ!
 - V0%(DQ!V>)2\$!dJ!45" cJ!h<0%\$2!%\$!n%b)!hT'K! [(2i7!60'!. '*>(\$!*, !B'(), \$23%)*%/! .>3'Ji!3.2, /%4%.!%: \$6.I, *I+J!

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1%()*!G(2-*, -!N!; 2; '(!G>'!L'-, (!/32))!P""29S!, \$!T, &' 9L' (!?J!

!

T, &' 9L' (!e!2\$G!" "J! ` , G'(\$%02% , \$!!

^ / ' 9 , M3>Q!X2(, \$!2\$G!C29 ')! . , L%\$) , \$J!45"4J!E &+ % I *). /(%F*4J!<0)J!A0!8Q!"4Q!2\$G!"AJ!

!

[])2+!?!('3'2)'G!2-*(!/32))!, \$!T, &' 9L' (!" "J!X>'!L+!9%G%\$M0*!, \$!V>\$G2+Q!T, &' 9L' (!"?!J!

!

!

>@+! AB!"!<' /4\$%!=!.)<4-4#%&5); &!

!

T, &' 9L' (!"F!2\$G!" cJ!<, \$*(.33%\$M!*0'!U\$*('\$*!

- m%\$M0!g2(+Q!C'\$\$- '(!B2\$Q!2\$G! ` 2(M2('*[J! . , L'(*)J!45"AJ!h=, K!<'\$), (0% ; !%\$!<0%\$2! ^33, K)!g , &'(\$9 '\$*!<(%*/%)9!L>*!V%3'\$/'!<, 33' /%*&'! [R; ('))%, \$Ji!M6\$, "I*/%7.4)"I*4% >I"\$/I\$%; \$#"=\$=J!
- . , L'(*)Q! ` 2(M2('*J!45" cJ!?\$ / (. , \$-@%: "(, *I)". /%*/- %: "#\$, (" . /%G/("- \$%?&' / *P(%A, \$*)% F", \$= *44J!BM)J!": "@J!
- ^ \$G'() '\$Q! . ,)J!4545J!h60'!B2\$, ; %*/ , \$!U)!^3('2G+! = ('Ji!9&\$%M)4*/)!"IH!
- B2\$Q!C'\$\$- '(!2\$G! ^3'R2\$G(2! ^J!V% 'M'3J!4545J! = , K!V2>G%!<(2/DG, K\$)!12%3!*, !V%3'\$/'! E\$3%\$!'X%)) '\$*J!M6\$, "I*/%7.4)"I*4%>I"\$/I\$%; \$#"=\$=J!

!

T, &' 9L' (!4A!2\$G!48!f!T, !/32))Q!602\$D)M%&\$M!

!

1%\$23!N!; 2; '(!G>'!L'-, (!/32))!P""29S!, \$!X' / ' 9L' (!@J!

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T., &' 9L' (!A50!X' / ' 9L' (!4!2\$G!@J!U\$ /> 9L' \$*! / , \$) , 3%G2*% , \$!2\$G!G' 9 , / (2*% / !L(' 2DG , K\$!

- j :X' 9!X' 9 , / (2 / + ! . ' ; , (*!454"J!0** ;)7ZZKKKJ&:
[G' 9J\\$ '*Z9 'G%2Z-%3'\(o;>L3%/Z@?Zc/Z@?c/Fc2G:-44?:?/G@:c@-e:
c@e?2GG8/F5-ZG\(o454"o>:G2*'GJ:G-J! . '2G! , \\$3+! ;M\)J!" :4eJ!](#)
- d '&*)D+0!V*' &' \$!2\$G!d>/2\$!N2+J!4545J!h60!'T'K!< , 9 ; '*%*&'!^>*0 , (%*2(%2\$%)9Ji!
3.2 , /*4% . !% : \$6 . I , *I+J!
- V& , 3%D0! ` %32\$J!4545J!hN0'\$!B , 32(%02*% , \$!6(>9 ;)!<%&% / ! j % (*>'7!B2(*%)2\$!< , \$-3% /*!2\$G!*0'!
V>L&'()% , \$! , -!X' 9 , / (2 / + !L+!U\$ /> 9L' \$*)Ji!Q2* ,)\$, 4+%3.2 , /*4% . !%7.4")I*4%>I"\$ / I\$J! . '2G!
, \$3+!*0' !%\$*(, G> /*% , \$!2\$G! / , \$ / 3>)% , \$J!