

!"#\$%&'(#)*+,")#

-.&"/0"12)%'#

!"#\$%"&'(#)*+,-."#("\$+/0".(1#\$+,, "#2%&#)&&%(#3"%4".#52/3#%3*()3(#6#&2)/(. "7#8)

&%" /#5"#3"%4"1#\$2"*(# /3"#93"#:&/%#;.+%5"#</%#(+,-)%(*)3*#."&=\$>"1#:.+?"()3(#***#

4+/@ "&" @ " *#6#,+%A&" *#* /.#&"#* #&7

B+/.#C%,#E> F?%1#</%#(.)0)%&&)%(\$+,, "#A."/.#5F# /#1*#5)3*#&"#</).A".#5"#

&#B+.("#528(1#\$"#?+/.#')%(#&"#:& /*#\$>)32%8#>%(#\$+33/#5":/%*#&+34(", : *7#1+/(#

)0)%(#\$+,, "3\$'#&"#,)A31#&+. *2%&#)\$ \$+,:)43)#&)5)," !K#5"#&#,) %*+235;)"\$"#

?/*</26&#)&%43"#5"#(. ,L)M1#0%*%-&,"3(#: +/.# "3(. .#"3#0%&&"#N,O,"#*%1#

(" \$>3%</,"3(1#2()%(# "3\$+."#2#3('.%"/.#5**#.",:).(*P7#G3*/%("1#5)3*#2.#5"#

(.+ /0".#52/(. " *#\$&% "3(*1#%&#')%(#."(' #:200(55/8(. ,1#&)3R)3(#5"*#."4).5*#

.. "*"</"#* /::& %)3(*#6#\$>>)</"#:)**4".#</%#"3#5"*\$ "35)%(7#S%3)&,"3(1# /3#>+,, "#

00(/#6#&2+\$ \$%5B(#3#5+/("#/3#"3"*%43)3T(#&/%#5"),35)#5"#&"#\$+35/%."#6#

&2\$+&"#I+344L)34#N P1#"(#C%,#)\$ \$":()#)0"\$#?+% "7

U)43)#(. "3("#?" +3#* /.#&)#:. ,%Q."#\$+/. *"#("\$%3</)3("#?" +3#* /.#&)#3\$+35"#

+,, "#:., "@ /" "#: +/.#%#(V(#5)3*#&)#?+/.3"7#G3#0'.%('1#&#)\$>)3\$"#&/%#*+/.%)%(7#

W":/%*#:.Q*#5"#5%H#?+/.)0%8#3A</,"3(#:)*#0/#&#)\$+ /&"/.#5"#84"3(7#X&+. *1#

</)35#5"*#:#6" *#5"#5%H#?" +3#+/#:).;+%*#5"# \$%3<#?" +3#A3()%"3(#5)3*#)#:)/,"1#%&#"3

)0)%(#:. "*"</"#&"*#&)., "*"#)/H#M"/H7#B&\$%"/H#"3\$+."1#&"*#<R0%34(*#?" +3#5+3(#%&#

5%*:+)64# ' **3(#&/%#*",-&)%"3(#%3"A,)-&"*7#X0"\$#\$&)1#%&#:"\$0)%&##
4+.4"#5 /3#0".. "#5"#0%3#5"#.%Y#-+3#1)\$%&#&"#*+/>)2#))%(*#*/.(+/1#%&#:+/0)%(#
)\$>(".#/3#-+!"#\$%#%&'(%&#*+/: "#5' +*#5"# /;P#:+/.*#)#;,,#,)&)5"7 #
\\#;,,#(+/**)%(#5":/%*#:&/*#5 /3#,+%*7#D+,,#%&*%3)"3(#*+/0"3(#Q"#:)*#
5"#</+/%#::)".# /3#4./)/#5"#,%&&"(1#%&)%2(#0%5",,"3(#:)*#</"*A+3#5"#
, ' 5%\$),"3(7#!"\$>3%</" ,3(1#%&#)/.)%(#:/#*+/%&&"#:+/.)#\$>(".#/3"#+/#5"/H#
5+***1#,)%)#%0&#;," ,,"3(#\$+30)%3\$/#</3"#;+%*#<+3#1!;)%(#;/%# /3"#,)&)5%"#
6#\$+/:.*#5"#.,Q5"*1#\$88%#M#:"35#4+](#"(#."0%"3(#*)3*#\$""**"7#V%0)3(#\$"#:.%3\$%:"#
: ".*+33"&1#%)%2(#?),)%*#",,"3"##\$>"Y#&"#,5"\$%31#*%#-%%38#%43+.)%(#+/(#
5"#*)#,)&)5%"7#8)%*#6#&#)0+%.#5'+.,)%*#\$+/\$>"#6#:&)(#5+*1#%3\$):)-&"#5"#*#(+/3".1
'()%(#\$&)%#</"#\$"&#";:%.)%(7#!"#()%&#)44.)03"#5%Y3%5"#?+/.*#:&^1#
\$+3*A:)A+37#^#"\$#",+,"3(61#C%,#)0)%(#93)&,"3(#:/#*#"#:.+\$/. "#/3#:"/#52).4"3(1#
)\$>(" . #3#:"A(#*)\$#5"#,%&&"(#"(# /3#;)4+((#5"#-+%*#6#-)*#:.%H7#\"&+\$#@*#5%."*1#J
-+33" F6F%"31#:)3%</"20)%2(#;)%(#-+/%&&%.#5)3*# /3"#,7#6#;"/#')%(#;)%-&"1#
"&&"#')%(#:"***"1#"(#&"#,,%&&"(#32)0)%(#:)#*#-%"3#\$/%\$7#3#5)3"1#J,," !K#
)0)%(#*)%*%#5"#:&"%3"*#:+%43""*#5"#,%&&"(#"(#&"#)0)%(#3;+/.3""*#5)3*#)#-+/\$>"1#
\$+,,#*%#&&"#\$.)%43)23#0%"33"#&"#&/%#)..)\$>".7#G&&"#)0)%(#\$26#3/#7#* </
&"#*?+/"*#4+3_""*#\$+,,#5"*#:+%34*7#!"*+%.#O,"1#"&&"#4",#&3%#)0)%(#,)6#
:+%(.%3"1#*#"3")%(#+:..***"1#"(#+/&)%(#5"*#M"/H#\$+,,#"3#:&"#3"#\$.%*7
S/." /H1#C%,#)0)%(##/.&'

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M"/HdK#

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"3(.+/0".(#/3#:"/#:&/*#&"*#M"/H1#,)%)#5"*#&).,*#M#-.%&&Q("2(7#G(#C%,1#&/%#

)/**%1#*"3A(#**"#M"/H#&"##]&".7

B+/.())3(1#,"O,"#5)3*#\$"('#)()(1#"&&"#3)%(#:)*#:".5/#8): ' A(7#W":/%*#(.+%*#?+/.*1#

"&&"#*/::&%)%(*#+3#,.)%#5"#&/%#.):::+.(."#/3#:"/#5"#-+/%#5\$+3#&"#7&

J!D"@ "#,)/5%("#;"," !b#l/#3"#*/::+.("*#,"O,"#:)#&"#4.)/#5"#,%&&"(#"("#/0"/H#5/#

!"#\$%"#&'(%&D"*(#:+/.#."(+,-".#,&)5" #+/(#5"#*/%(")#Q!d!K#

U&#)0)%(*#. ,+33"#)%3*%1#,)%)#*/#;+35#5"#&/%1#&"#;)%(#5"#3"#:)*#:+/0+%#&"#&/%#)

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W"*+.,)%*1#%&&"#:+/0)%(#"3937#U&#:+/..)%(#,"O,"#)\$>(".#5"#&#-+/%&&"#:+/.#&"/.#9

(. +%*#)3*1#f)"@+341#</%#:&"/.)%(#5"#;)%#,:.Q*#5"#*)#,"Q."#,&)507#3A(*#?" +3#

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8)%*#*)#\$>)3\$"#3"#*.. Q)#:)*#57#X&+.*#<%&#**/M)%(#&)*#"/.#"("#&)#:&/%*#"/.#&)#

3/</"#)0"\$#/3#\$>%g+3#*)8#1%3"#5%43"#Q."#):"&' #3"#*".0%"@"1#"(#<%&#

'):: Q)%6#+.A.#5"#&3\$"%3("5"#&\$+&"1#/3"#0+%#b(&."&)#+/5)%3#F).

5"..%Q"!#

J!B+/**" F+/**" !dK#

C%,#*2%,,+-%&%*)#"(1#"3#*"#.(+/.)3(1#):".R/(#/3#&Q0"#5"#\$"@#"#,O,"#\$+&"#</%#
)\$\$+/.)(7#"#?"/3"#4).R+3#8)8R)

J!D+,-%"3#?/*<26&)#4)."#5"#h),5)",/3 !d!K#

D2'()%(#*)3*#5+/(#"#3#:"3*%+33)%."#</%#."3(.)%(\$>"Y#&/%#:#+/.#&"*#0)\$)3\$"*#52>%0".7
)0)%(#5]#:.0+%.#5"#:).A.#\$"#8.61#,)%"*#3(."#&#:#&/%"#"(#"*#-4)4"*1#%"#*)0)%(#:)*#
\$+,,3(#;)%."7#B/%*#%&#)0)%(#0/#C%,1#\$+/.).3(#*+/*#&#:#&/%"1#\$>#6#55,"%#/#&%"
/*"#*(#0O(/#52/3#>)-%(#+\$\$%5"3()&#&%, '7

J!/#0"/H#)&&".#6#&)#4)."#5"#h),5)",/d!K#

C%,#>'*(#)#/3#%3*()3(7#D.P%&35%#;)%."#/3#*%#&+34#(.)?)"(#*+/*#&#:#&/%"#*)3*#
:..+("\$A+3!d#e/#')%R%'?6#*)A*;)%(#5"2\$&#)0)%(#4)43'&#"d#A331#:)*)5/#
(+/(7#D'()%(#:#&/V(#/3#&'4".#"3A,"3(#5"#\$.)%3("5"0)3(#)3(#5"#\$>)3\$"*#+/5)%3"7#W"#
:&/*1#%&#*+34")%(#6#&)#5"),35,"#5#5")#)A3 F&67#c/)35#&)#0+%#)03#&
)::"&'1#*)#;,"# T #&#"0%*)4\$>).3'1#&"*#M"/H#\$+,,#5".3%".#."_(#5"#0%"1#4.)35*#
"(\$)0"*#F #&)0)%(#."4).5'#5/3#)%.#*/::&%)8(7

J!h"#*+.*#:)*)/?+/.5' >/%7#i#"(#6#&#,)%"*+31#?"#*/%*#(!K##,)&

X0)%7&&"#,./,/'1#&#."*:%.)A+3#.=:"/*7#\3*#M#:.O(".#)@"3A+31#C%,#)0)%(#
.:&%</'!#

J!a+3#*)341#;,"#,1#(/#5'&%!d#%#?"#."*("#&61#</%#0)#3+!d!K#+/..%.

U&#)0)%(#-+35%#:#+/.#:).A.1#,)%"*#"&&"#)0)%(#)4%('#;)%-&,"3(#&"#-.)*1#\$+,,#:#+/.#&"#

."("3%#

J!h"#:).*#:) * j #/#."0%"3*#0%("1#*%#(/#5+p/dK#M#)&&".

G&&"#8%(#)::"&5' /3"#0+%H#34& "#()35%*#<%&#&+%43#% (7

^#:.'"3(1#"3("35)3(#&' &D"#&/%#5",)35".#5&&".#?/*</6#&)#4)."1#C%,#."0%("#3#

:"3* ' "#&"*#,) %3*#(."-&)3("5#"*)#;,"1#"**#4.)35*#