

!"#\$%&'"()'!

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

, - *!./# !O1.!. \$2*%2#!+3*451.67!1.!'8!'6!'9') -6!.%+O!16!1%#!9+9*%67!: \$6!'%.6*1; !+8!.%+O7!1!
5+2; !; 4'<<2*!8*22!.6*1; '2#7!-128(84+< *% !; 4+=.!.=166*4%) !+ %6+!6- *!) 4+ \$%; >!
?+4! *+, "-. !, /0+7!O-+!O+4/*; !1. !1!4'5/. -1O!91%!O'6-'%16- *!@1.6!A16*!; '.64'567!6-'!.!; 1#!
O1. !6- *!2\$5/'* .6!- *!-1; !-1; !%!B\$'6*!1!O- '2*>!6!; *) 1%! '%16- *!9+4*%) !O- *% !- *!*.5+46* ; !
6- *!D91; 19E!84+9!6- *!-+\$. *!154+. .!6- *!.64**6!1. !814!1. !6- *!.64**6514!2*%7!1=14*%62#!6+!
- *1; !%. ' ; *!6- *!5'6#!) 16*!F6-+ \$) -!6*5-%'512#7!6-16!O1.!.6'2!O'6-'%16- *!) 16* .6>H86*4!6-167!
-+=%) !8+4!9+4*!814* .7!- *!2+'6*4* ; !14+ \$%; !6- *!.64**6514!.6+=7!51.6%) !129+.6!=2*1; %) !
)21%5* .!16!*15-!=1. .%*) *4!.6*==%) !+88>?'%12#7!1!91%!%!! * .6*4%!; 4* .J 2'/*2#11!
6*15- *4J 1./ *; !8+4!1!4'; *!6+!123445)34"6%. 227"89: ; <=7!1%; !K'9!)21; 2#16++/!-'9!
6- *4*>!

" *! *14* ; !6- '46#!L*+% !+ %!6- *!8'4.6!64'=!1%; !8'86#!L*+% !+ %!6- *! . *5+%; J 1%!1\$. ='5'+\$. !. \$9!
8+4!. +! *142#! '%!6- *!; 1#>!C%!64\$6-7!2\$5/!O1. !O'6-!-'9>?+4!%*142#!6*% !; 1#.7!- *!-1; !-14; 2#!21'; !
.!+ %!1%#!9+*%#>M+!O- *% !5+%. J 6*%(L*+% !% '5/*2.7!+4!. +9*6'9* .!1!8'3*(L*+% !5+%J 8*22!
52%/'%) !'%6+!-'. !=1297!-'. !*#* .!%*142#!: 4'99* ; !O'6-!6*14.>@3*% !: *66*47!6- *!*) -6#!L*+%!
6+612!- *!%+O!- *2; !O1. !'%312\$1: 2*>I '6-!6-16!19+ \$%67!- *!5+\$2; !. ++6- *!-'. !=145- *; !6-4+16!
O'6-!1!)21. .!+8!5- *1=!4'5*!O*%*!8!- *!2'/*; 7!: \$6!9+4*!'9=+461%62#7!- *!5+\$2; !: \$#!1! : +O2!+8!
>?277?234@)34!F+N(: +%*!. +\$=6!8+4!-'. !1'2%) !O'8*>!

" '. !O'8*!-1; !: **% !5+\$) -'%) !8+4!9+4*!6-1%1!1!9+%6->M'%5*!6- *#!O*4*!+86*% !8+45* ; !6+!./'!=!
3% !9*12. !+8!9'22*6!)4\$*27!6- *4*!O1. !5*461'%2#!%+!5-1%5*!+8!188+4; %) !9* ; '5*%*>!
, *5-%'5122#7!8!- *!-1; !4*122#!64'* ; 7!- *!5+\$2; !-13*!91%1) * ; !6+! : \$#!1! ; +. *!+4!6O+7! : \$6!- *!
8'492#!: *2'*3* ; !6-16!+%5*!#+\$! .% ; !9* ; '5*%*!6+! ; 4'3*!+\$6!1%! '22* .7!6-16! '22* .!L\$.6!) *6. !
1!61.6*!8+4!6!1%; !/'* =. !5+9%) !: 15/>?+22+O%) !6-'. !=*4. +%12!54** ; 7!- *!-1; !%*3*4!61/*%!
- *4!6+!1! ; +56+47!. +!- *!-1; !%+!'; *1!O-16!- *4!; '. *1. *!9') -6! : *>O\$6!L\$;) %) !84+9!-+O! .- *!
%+O!21#18216!+% !- *4! : 15/7!\$%1: 2*! *3*% !6+!6\$4% !+ %6+!- *4! .'; *7!6!O1. !52*142#!. *4'+\$.> , - *!
'22* .!-1; !O+4. *%* ; !1: +\$6!6*% !; 1#. !*142*47!186*4!. - *!16*! .+9*! =++42#15++/* ; !9'22*6!1% ; !
: *519*! : 1; 2#!5+% .6'=16* ; >P%!6-16!+551. '+%7!K'9!-1; !8'%122#!) +66*% !-+2; !+8!. +9*!
9+%*#7! : +\$) -6!1!. 9122!. 15/!+8!9'22*67!=2\$. !1! : \$% ; 2*!+8!5- *1=!8'4*O++ ; >H55+4; %) !6+!
-'97!D6-16!)++ ; (8+4(%+6-'%) !O+91%7!122!841%6'57! : +2* ; !'6! '%!1! =+6>E! , - *!8'4*!O1. !O*1/7!. - *!
O1. !'%!1!4\$. -7!1%; !6- *!9'22*6! ; ' ; %6! =4+=*42#15++/>R*6!D6-16! ; 19%* ; !O+91%E!./'==* ; !6- *!
. =++% !126+) *6- *4!1%; !)41: : * ; !-1%; 8\$2.7!.6\$88%) !6- *9! '%6+!- *4!9+\$6-!. +!B\$'5/2#!'6!O1. !
1.!'8! .- *!8*14* ; !. +9*+%*!O+\$2; !. %165-! '6!1O1#>M- *!.6\$88* ; !- *4. *28!%\$6'2!2\$9=. !+===* ; !
+\$6!+% !: +6-!5- **/. !2'/*!8'.6.>O#!6-16!. 19*! *3*% %)7!. - *!O1. !)4+1% %) !6-16!- *4!5- * .6!-\$46!

1%; !- *4!.6+915-!8*26!6') -67!4+22'%)!- *4!*#*. !1. !'8!. - *!O*4*!'%!1!8'6>!
P\$641) *; 7!K'9!-1; !. -+\$6*; \$!

DT19%#!#+\$7!O+91%U!R+\$!) *6!. '5/!84+9!%+6!*16'%)!7!#+\$!) *6!. '5/!84+9!*16'%)!U!I -16!19!C!
. \$==+. *; !6+!; +V!I -#!51%06!#+\$!+=*%!#+\$4!*#*. !=4+=*42#VE!

H%; !- *!.21==*; !6- *!5- **/!+8!6- *!O+91%!O-+!21#!6- *4*!)4+1%')>!, -+\$) -!. - *!; ' !+=*%!
- *4!*#*. !1!: '6!O'; *47!6*14. !O*22*; !\$=!%!6- *9>K'90. !+O%!*#*. !: \$4%*; !-+6!1. !O*22!

H%; !#*67!*3*%!%!- *4!5+%; '6'+%7!. - *!-1; %06!2+. 6!- *4!1==*6'6*>!?+4!6- *!=1.6!6-4**!; 1#.7!. - *!
-1; !: *) *; !- *4!-\$.: 1%; !8+4!. +9*!. *+22*+%)61%) !: 4+6->!

D, -'. !; 19%*; !O+91%U!R+\$!51%06!*3*%! .6+915-!9'2*6!)4\$*27!1%; !#+\$!O1%6!. *+22*+%)61%)V!
H4*!#+\$!) +%)!6+!*16!'6!1%; !6- *%!-13*!1%+6- *4!8'6VE!

" *!.5+2; *; !- *4!6-16!O1#7!: \$6!%. ' ; *7!'6!: +6- *4* ; !-'9!6-16!- *!5+\$2; %06!188+4; !6+!: \$#!'6>!

W+O7!6-+\$) -7!- *!8'%122#!5+\$2; >!" *!5+\$2; !12. +!: \$#!+=44';) *!8+4!6- *4!6-4** (#*14(+2; !. +%7!
A)?@@2347!O-+!O1. !-\$%)4#!1%; !54#'%)! : *. ' ; *!-'!. !. '5/!9+6- *4>I '6-!*) -6#!L*+%!'%!'-. !
-1%; 7!K'9!X-! 9(L'!8*26!O*22!+88!8+4!+%5*>!

O\$6!-' .!2\$5/!; ' ; !%+6!*%; !6- *4*>H. !- *!O'= *; !6- *!. O*16!1%; !; 4'<<2*!84+9!-' .!%*5/!O'6-!1!
)4'9#!41!)!6-16!5+\$2; !-14; 2#!: *!5122*; !1!6+O*2!1%#9+4*7!- *!.6146*; !6+!2*13*!6- *!.5-++2!
)16*>M\$; ; *%2#7! . +9*+%*!5122*; !+\$6!84+9!: * -'%; 7!DY'5/. -1OUE!K'9!.6+==*; !1%; 7!6\$4%')7!
.1O!1!.6\$; *%6!84+9!6-16!.19*!.5-++2!-\$44#'%)!6+O14; !-'9>!, - *!.6\$; *%6!: 2\$46*; \$!

D" +O!9\$5-!6+!) *6!6+!W19; 1*9\$%!M616'+%VE!

" *!O1. !=4+: 1: 2#!1!: +14; '%)! .6\$; *%6!- *1; '%)! : 15/!6+!-' .!-+9*6+O%!8+4!O'%6*4!: 4*1/>!" *!
9\$.6!-13*!=21%*%; !6+!2*13*!6-16!; 1#7!: \$6!6- *!41%!O1. !8122%)7!- *!-1; !2\$))1) *7!1%; !- *!
O1. !16!1!2+. .>!, - *%!- *!. +=66*; !K'97!4\$. - *; !+\$6!'%!-128(O+4%! .-+* .7!.6'22!'%!'-. !6-4*1; : 14*!
I *.6*4%!.\$'67!2*66'%)!6- *!41'%!. +1/!-'9>!

DR+\$!O1%6!6+!) +!6+!W19; 1*9\$%!M616'+%VE!

K'9!- *. '616*; !8+4!1!9+9*%6>T'; !- *!; '.2'/*!64\$;) '%)! .!+!814!'%!6- *!41%!O'6-!%+!41'%!) *14V!
P4!O1. !- *!124*1; #!. 16'.8* ; !O'6-!6- *!6O+!814*. !- *!-1; !5+22*56*; !6-16!9+4%')V!W+7!%+6!16!
122!C6!O1. !9+4*!6-16!- *!8*26!1!81'%6!. *%. *!+8!; 4*1; 7!815*; !O'6-! .!+!9\$5-!) ++; !8+46\$*!
5+9%')!16!-'9!122!16!+%5*>H2. +7!-' .!O'8*0. !=2*1!*142'*4!6\$)) *; !16!-' .!5+%.5'*%5*>I - *%!
6- *!21; #!%*N6!; ++4!-1; !5+9*!6+!5122!8+4!-'9!6-16!9+4%')7!-' .!O'8*J - *4!815*!4*; \$5*; !6+!
. /'%!1%; !: +%*7!- *4!*#*. !6- *!+*%*!4*91'%')!O*22!+8!3'612'6#7!214) *!1%; !; **=2#!. \$%/ *%J -1; !
2+ +/*; !\$=!16!-'9!O'6-!1!=2*1; '%)!2') -6!'%!6- *9>!

DT+%06!) +!+\$6!6+; 1#>Z2*1. *7!. 61#!O'6-!9*!16!-+9*>CQ9!. +!6*44': 2#!'22[E!

M-*!-1; !9\$49\$4*; !'!: 14*2#!1!O-'.=*47!- *4!: 4*16-'%) !41662%) !'!- *4!6-4+16>T'. 9'.. '%)! '6!
2') -62#7!K'9!-1; !. 1'; S!

DT19%! '6!1227!O+91%7!612/'%) !%+%*. *%.*>C8!C!L\$. 6!. '6!14+\$%; !- *4*7!O-+Q. !) +'%)! 6+!8**; !\$. VE!

" *!2*1=*; !\$=!6+!2*13*7!: \$6!. -*!O13*; !- *4!149. !8**; 2#7!1. !'8!64#'%)! 6+!-+2; !-'9!: 15/>!

DT+%06!) +7!6- *%[!5+9*!-+9*!*142#!'8!#+\$!9\$. 6!) +>E!

M-*!-1; !5122*; !186*4!-'9!%!1!5-+/'%) !3+'5*!1. !-*!O*%6!+\$6>!

W+O7!- *14'%)! 6- *!. 6\$; *%6!1. /!6+!) +!12!6- *!O1#!6+!6- *!. 616'+%7!K'9!. \$; ; *%2#!. 1O!1) 1'%!%'!
-'. !'9%; Q. !*#*!-'! !O'8*Q. !64*9: 2'%) !-1%; .7!- *4!214) *!#*!. !: 4'99'%) !O'6-!6*14.>!

DM+7!-+O!9\$5-!6+!W19; 1*9\$%!M616'+%VE!

6- *!. 6\$; *%6!1. /*; !1) 1'%7!. +\$%; %) !'9=16'*%6>!" *)21%5*; !16!6- *!4'5/. -1O!91%7!9\$66*4'%) !
6+!-'9. *28S!

DC!6- '%/!6- *!641'%!6+!C%5- *+%!2*13*. !16!*2*3*%7!6- *%!6- *4*Q. !1%+6- *4!14+\$%; !%+ +% [E!

DP%*!O+%!8'86#!L*+%7!=2*1. *>E!

, - *!O+4; .!. 2'==*; !+\$6!+8!K'9Q. !9+\$6-!: *8+4*!- *!3*%!4*12'<*; !'6>@3*%!- *!O1..!. 61462*; !16!
6- *!- *86#!. \$9!- *!-1; !L\$. 6!%19*; >C6!-1; !: **%!1!3*4#!2+%)! 6'9*!. '%5*!- *!-1; !1. /*; !8+4!
6-16!9\$5-!16!+%5*>H6!6-167!-'! !*N5'6*9*%6!+3*4!91/'%) !9+%*#!8214*; !\$=7!: \$4%'%) !1O1#!
1%#!5+%5*4%!- *!-1; !8+4!-'! !O'8*>M\$4*2#!. - *!O+\$2; %06!) *6!O+4. *!6+; 1#7!- *!6+2; !-'9. *28>!
W+!9166*4!O-16!-1==**%; 7!- *!5+\$2; %06!) '3*!\$=!1!5-1%5*!8+4!1!814*!6-16!O1. !%+6!L\$. 6!
B\$12!6+!-'! !8'4. 6!6O+!64'=. !5+9: '%; !: \$6!*3*%!9+4*!6-1%!6-16>!

DP%*!O+%!8'86#[!6-16Q. !1!: '6!9\$5->E!

, - *!. 6\$; *%6!6'26*; !-'!- *1; !; +\$: 68\$22#>!

DW+6!16!122>O#!; '. 61%5*7!'6Q. !O*22!+3*4!8+46#14!'84+9!- *4*>H%; !+%!1!; 1#!2/'*!6-'. 7!#+\$Q3*!) +6!
6+!=1#!1!; '6!*N641>E!

K'9!. 9'2*; !: 4+1; 2#>!" *!5+\$2; %06!-'; *!6- *!L+#!41; '16'%) !84+9!-'. !815*>!

DH2!4') -6>CQ2!=1#!O-16*3*4!#+\$!O1%6J L\$. 6!) *6!9*!6- *4*!B\$'5/2#>E!

, - *!) **%4+\$\$. !#+\$%) !5\$. 6+9*4!2*86!6+!) 16- *4!-'. !5+16!1%; !2\$)) 1) *>!

*13'%) !O'6-!6- *!. 6\$; *%6!+%!: +14; 7!K'9!X-! 9(L'!8*26!1. !6-+\$) -!-'! !8**6!O*4*!1. !2') -6!1. !!