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3)' 4. *!5'06&*+0#2!
"#$%&' #!()*)++, &' #!-. /012!!!!!!
! #$%&' &(&)' *+)%, -.-**/$'(+
!
B+1+22C'($!-2!&'4-('&!E.!$H'!G-$-1'(A2!; &0-5'!?%1'+%!+2!J+(.!%(F+($'&!E'H+0-6%1!FH-5H!.6%!4-(&!64'(2-0'!61!FH-5H!C+K'2!.6%!4'',!-($-C-&+$'&!61!H%C-,-+$'&LM!N$!-2!$H'!-C9+5$!64!$H'!E'H+0-6%1!
1+$H'1!$H+(!$H'!-($'($!64!$H'!9'19'$1+$61!$H+$!-2!$H'!&'$'1C-(+($!64!FH'$H'1!H+1+22C'($!H+2!655%11'&M!
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• F61K!F-\$H!2\$+44:!2\$%&' (\$2:!56 (\$1+5\$612!+(&!9+1\$('12!\$6!51'+\$'!+(!%(&'12\$+(&-(7!64!+55'9\$+E,'!+(&!%(+55'9\$+E,'!E'H+0-6%12!+(&!+F+1'('22!\$H+\$!1'961\$2!C+.!56(2\$-\$%\$'!51-C-(+,!644'(5'2)!F-,.!2+(5\$-6(!\$H'!1'296(2-E,'!%2'!64!&-25-9,-(+1.!+5\$-6(!FH'1'!+991691-+\$'R!

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- \$+K'!2'1-6%2,.!6%1!,'7+,!1'296(2-E-,-\$.!461!\$H'!H'+,\$H:!2+4'\$.!+(&!F',4+1'!64!6%1!2\$%&'(\$2:!2\$+44!+(&!0-2-\$612!+(&!+-C!\$6!9160-&'!+!2+4':!H'+,\$H.!'(0-16(C'(\$!416C!FH-5H!+,,!C+.!E'('4-\$R!
- 2%9961\$!2\$+44!F-\$H!9+2\$61+,!5+1' !1' 296 (2-E-,-\$-' 2!\$6!1' 567 (-2' !\$H+\$!\$H' . !H+0' !+!1' 296 (2-E-,-\$. ! '44' 5\$-0' ,. !1' 296 (&!\$6!1' 961\$2R!
- 9160-&' !7%-&+ (5' !+ (&!-(461C+\$-6 (!\$6!2\$%&' (\$2!26!\$H+\$!\$H' . !K (6F!FH+\$!+5\$-6 (!\$H' . !5+ (!\$+K' !-4! \$H' . !' 09' 1-' (5' !61!' (56% (\$' 1!H+1+22C' (\$!+(&!+5\$-0' , . !' (+E,' !\$H' C!\$6!1' 961\$!-\$!+(&! +991691-+\$' , . !2%9961\$!\$H62' !-(06,0' &R!
- 56,,'5\$!1','0+(\$!&+\$+!\$6!'(+E,'!\$H'!C6(-\$61-(7!64!+,,'7+\$-6(2!64!H+1+22C'(\$M

; ,,!2\$%&' (\$2!H+0'!+!1'296(2-E-,-\$.!\$6!\$+K'!1'+26(+E,'!5+1'!64!\$H'-1!6F(!2+4'\$.!+(&!\$H+\$!64!6\$H'12!+(&!\$H'!

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#' 10-5' 2!#\$+44MM!. 6%!H+0' !F-\$(' 22' &!61!E' ' (!-(461C' &!64!H+1+22C' (\$!-(06,0-(7!26C' 6(' !6\$H' 1!\$H+(!

. 6%12' ,4:I-\$!-2!-C961\$+ (\$!\$H+\$!\$H' -1!9' 1C-22-6 (I-2!6E\$+-(' &!E' 461' !\$' ,,-(7!26C' 6 (' !' ,2' M

#\$%&' (\$2!5+(!\$',,!26C'6('!+E6%\$!H+1+22C'(\$!+\$!+(.!\$-C':!E%\$!F

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N$!2H6%,&!E'!(6$' &!$H+$!$H'!2$%&' ($!5+(!1' 961$!$H'!C+$$' 1!$6!$H'!96,-5'!F-$H6%$!C+K-(7!+!1' 961$!$6!$H'!@(-0' 12-$. M
!
alk_M<!39$-6(!<!!!Y' 961$-(7!$6!$H'!@(-0' 12-$.!E%$!(6$!$6!$H'!D6,-5'!
!
;!2$%&' ($!C+.!F-2H!$6!461C+,,.!1' 961$!H+1+22C' ($!$6!$H'!@(-0' 12-$.!461!56(2-&'1+$-6(!%(&'1!-$2!
/-25-9,-(+1.!D165' &%1' 2!61!461!C61'!
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; ,,!C' CE' 12!64!2$+44!H+0' !+!1' 296 (2-E-,-$. !$6!916C6$' !+!2+4' !' (0-16(C' ($!+(&!-4!$H' .!F-$(' 22! H+1+22C' ($!$H' (!$H' .!2H6%,&!$+K' !+5$-6(!+2!+991691-+$' !$6!+&&1' 22!-$M !

WH-2!56%,&!-(5,%&' P! !

- ($' 10' (-(7!$6!2$69!H+1+22C' ($!61!C+K' !-$!5,' +1!$H+$!$H' !F-$(' 22' &!E' H+0-6%1!-2! %(+55' 9$+E,' R! !

- 5H' 5K-(7!-4!+!2$%&' ($!('' &2!2%9961$!$6!1' C60' !$H' C2' ,0' 2!416C!+!2-$%+$-6(!FH' 1' !$H' .!
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+1'!E'-(7!H+1+22' &R!! ! • 56(\$+5\$-(7!+!C61'!2' (-61!C' CE' 1!64!2\$+44:!@(-0' 12-\$.!#' 5%1-\$.!+(&^61!\$H'!96,-5'!FH'1'!+!

• 56(\$+5\$-(7!+!C61'!2'(-61!C'CE'1!64!2\$+44:!@(-0'12-\$.!#'5%1-\$.!+(&^61!\$H'!96,-5'!FH'1'!+C'CE'1!64!2\$+44!&6'2!(6\$!

- G,+1-4.!F-\$H!\$H'!2\$%&' (\$!\$H+\$!\$H'-1!-CC'&-+\$'!2+4'\$.!+(&!2%9961\$!(''&2!H+0'!E''(!C'\$:!+(&!\$H+\$!\$H'.!%(&'12\$+(&!FH6!\$H'.!56(\$+5\$!-4^FH'(!\$H'.!F-2H!\$6!+55'22!4%1\$H'1!2%9961\$M)(56%1+7'!\$H'C!\$6!+\$\$'(&^4+5-,-\$+\$'!+!C''\$-(7!F-\$H!\$H'!#\$%&'(\$!)\*%+,-\$.!+(&!/-0'12-\$.!344-5'!-4!+991691-+\$'M!M!\$H'!2\$%&'(\$!&6'2!(6\$!H+0'!+!2+4'!9,+5'!\$6!2\$+.!U!56(\$+5\$!\$H'!B+,,2!344-5'!\$="<ac!\c<\_\_VT!61!\$H'!#\$%&'(\$!B6%2-(7!344-5'!\$="<ac!\c<=\aTM
- ; 4\$' 1!E' -(7!\$6,&!+E6%\$!+(!-(5-&' (\$!64!H+1+22C' (\$:!.6%!C%2\$!1' 961\$!\$H' !C+\$\$' 1!-(5,%&-(7! FH+\$' 0' 1!-(461C+\$-6(!\$H' !2\$%&' (\$!F-2H' 2!\$6!2H+1' !\$6!\$H' !B' +&!64!G6C9,-+(5' :!46,,6F-(7! \$H' !Y' 961\$-(7!D165' &%1' !2' \$!6%\$!-(!#' 5\$-6(!dM<M<M)
- M!. 6%!4'',!\$H+\$!\$H'!1-2K!\$6!\$H'!2\$%&' (\$!61!\$6!6\$H'12!-2!2%5H!\$H+\$!\$H'!@(-0'12-\$.!C+.!H+0'!\$6!60'11-&'!\$H'!2\$%&' (\$\(\frac{2}{2}\) 66!\$6!1' 961\$!\$H'!H+1+22C' (\$\(\frac{2}{2}\) 66!\$H'!96,-5'!\$H' (!+&0-5'!2H6%,&!E'!26%7H\$!416C!\$H'!B'+&!64!860'1(+(5'!+(&!G6C9,-+(5'!+(&^61!+!2'(-61!C'CE'1!64!@(-0'12-\$.!2\$+44:!\$6!'2\$+E,-2H!+991691-+\$'!+5\$-6(MWH-2!56%,&!E'!('5'22+1.!461!'0+C9,':!-4!-\$!\$H'1'!-2!+!H-7H!1-2K!\$H+\$!\$H'!+,,'7'&!9'19'\$1+\$61!C+.!H+1+22!\$H'!2\$%&' (\$!+7+-(!61!\$H'1'!C+.!E'!+(!-CC'&-+\$'!\$H1'+\$M!
- M!. 6%!2%29' 5\$!\$H+\$!\$H'!+,,' 7' &!9' 19' \$1+\$61!C+.!+,26!E'!' C9,6.' &!E.!\$H'!@(-0' 12-\$.!-(!+(.! F+.:!BY!C%2\$!E'!(6\$-4-' &!-CC' &-+\$',.!461!5,+1-4-5+\$-6(!+(&!+(!+991691-+\$'!1' 296(2' !F-,,! E'!+71' ' &!C%\$%+,,.!E' \$F''(!\$H'!B'+&!64!860' 1(+(5'!+(&!G6C9,-+(5'!+(&!\$H'!/-1' 5\$61! 64!BYM!
- f6%!C%2\$!('0'1!+\$\$'C9\$!\$6!1'26,0'!\$H'!56(5'1(2!E.!56(\$+5\$-(7!\$H'!+,,'7'&!9'19'\$1+\$61M #%5H!+5\$-6(!56%,&!1'91'2'(\$!+!E1'+5H!64!9165'&%1'!\$H+\$!C-7H\$!-(0+,-&+\$'!+(.!2%E2'\*%'(\$! &-25-9,-(+1.!+5\$-6(M

## dM<M<! Y' 961\$-(7!B+1+22C' (\$!\$6!\$H'!@(-0'12-\$.!

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X61C+,!1' 961\$2!5+(!E' !2%EC-\$\$' &!\$6!\$H' !@(-0' 12-\$. !-(!F1-\$-(7!\$6!<u>56C9,+-(\$2bE+(761M+51MK</u>!61!-(! 9' 126(!\$6!

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## ! ''#\$%&' ()%''(%\*+',(-\$\#./%' \#-''.(0(1\234(#)(\5' \$(\\$''(\6.5\#5-.\#4\#5&\7% +\6' 586.5\#5-.\#4\% 9\$-' / ()\#5&% (5(6.\$);%

WH'!9%1962'!64!\$H-2!96,-5.!-2!\$6!9160-&'!+(!+55'22-E,'!+(&!56H'1'(\$!+9916+5H!461!1'961\$-(7!+(&!1'296(&-(7!\$6!+,,'7+\$-6(2^-(5-&'(\$2!64!H+1+22C'(\$MWH'!+C!64!\$H'!96,-5.!-2!\$6!'(2%1'!\$H+\$!\$H'!@(-0'12-\$.!C''\$2!-\$2!&\%\$.!64!5+1'!6E,-7+\$-6(2!\\$6!+,,!2\\$\%\\$'(\$2M

#\$%&' (\$!B+1+22C' (\$!D6,-5.!
B',' (!Z%(16!
8' (&' 1!?+2' &!`-6,' (5' !816%9!\$) *%+,-\$. !+(&!/-0' 12-\$. !#\$1+\$' 7. !816%9T!

 $D^*\&\#.!12\#\#C, \%/(19!\&, 19!E=\#1!/, 1!(*!12\#@C, \%/(19!F))1!GHI HJ8!12\#!D^*('\#.=(19!O, =1!2\%' \#K\&, \#!.\#+\%.\&L!1/!12\#!*\#\&!1/!\#/(O(*\%1\#!, *7\%: -, 7!&(=).(O(*\%1(/*8!2\%.\%==O\#*1!))1!(O(=\%1(/*!9=!: \#7!\%=!1/!)\%', *1.5)11/!12#!*\#\&!1/!4\%!O(*\%1\#!, *7\%: -, 7!&(=).(O(*\%1(/*8!2\%.\%==O\#*1!))1/!4.** (19!\%*\&!-/=1\#.!+//&!.\#1\%1(/*=!>\#1: \##*!6\#/67\#!: 2/!=2\%.\#!\%!6./1\#)1#\&!)2\%.\%)1\#.(=1()!%*&!12/=\#!$  2/!&/!\*/1;!!M2#!6./1#)1#&!)2%.%)1#.(=1()!)/#/#.(19!%\*&!-/=1#.!+//&!.#1%!(/\*=!>#1: ##\*!6#/67#!: 2/!=2%.#!%!6./1#)1#&!)2%.%)1#.(=1()!%\*&!12/=#! 2/!&/!\*/1;!!M2#!6./1#)1#&!)2%.%)1#.(=1()!)/#.#&!/\*(19!%.#19!/\*, \*1/19!%.#1.#+//\*, \*1/19!/

- &(--#.#\*1!6./1#)1#&!)2%.%)1#.(=1()=!>#!O#1U!
- 5/, 7&! 12#! 6./T#) 18! 6/7() 9! /.! 6.%) 1() #! 7#%&! 1/! H+1+22C' (\$M! (\*).#%=#&!1%\$#0, 6!V!6%.1()(6%1(/\*!>9!6./1#)1#&! +./, 6=U!
- %&'%\*)#!#C, %7(19!-/.!=6#)(-()!6./1#)1#&!+./, 6=! %\*&!V!/.!>#1: ##\*!6./1#)1#&!+./, 6=U!

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• Q(77! 12#! *##&=! /-! =1%--! %*&! =1, &#*1=! : (12! -(5,%2-0'!96,-5.!2'' K-(7!$6!6%$,-('!+!4+-1!+9916+5H!
                                                   $6! $H'! @(-0'12-$. A2! 1'296(2'! $6! 1'961$2! 64!
                                                    B+0-(7!+!#$%&' ($!B+1+22C' ($!D6,-5.!-(!9,+5'!F-,,!
  F.#! 12#.#! %*9! /66/.1, *(1(#=! 1/! 6./%)1(' #79! &' C6(2$1+$'! $6! 2$%&' ($2! +(&! 91629' 5$-0'!
                                                   2$%&' ($2!$H+$!?+(761!@(-0'12-$.!$+K'2!2'1-6%2,.!-$2!
                                                    56CC-$C' ($!$6!' (2%1-(7!+(!-(5,%2-0'!%(-0'12-$.!
                                                    56CC%(-$.M!
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! W/1#!12#!=1#6=!12%1!: (77!>#!1%\$#*!1/!.#&,)#!/.!O(1(+%1#!12#!%&'#.=#!(O6%)1=;!	=:
M2#(%==#==O#*1!=2/: =!%)1, %7!/.!6/1#*1(%7!, *7%: -, 7!&(=).(O(*%1(/*;!!W/1#!12#!%)1(/*!1/!>#!1%\$#*!1/!=1/6!%*&!V!/.!.#12(*\$!12#!6./T#)1M	

WH'!96,-5.!F-,,!E'!1'0-'F'&!E.!\$H'!D6,-5.!344-5'1!+((%+,,.!\$6!-&'(\$-4.!+(.!5H+(7'2!-(!\$H'!,+F!61!E'2\$!91+5\$-5'!-(!\$H'!4-',&!64!2%9961\$!461!0-5\$-C2!64!H+1+22C'(\$MWH'!96,-5.!F-,,!E'!1'0-'F'&!461C+,,.!'0'1.!\$H1''!.'+12:!E.!\$H'!)\*%+,-\$.!+(&!/-0'12-\$.!#\$1+\$'7.!816%9M

WH-2!) \*%+,-\$.!NC9+5\$!; 22' 22C' (\$!F-,,!E'!9%E,-2H'&!+,6(72-&'!\$H'!#\$%&' (\$!B+1+22C' (\$!D6,-5.M!

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WH'! 96,-5. A2! 2%2\$+-(+E-,-\$.! F-,,! E'! C6(-\$61' &! +((%+,,.!+2! 9+1\$! 64! F-&'1! 96,-5.!1' 0-' F:! E.! \$H'! #\$%&' (\$!)\*%+,-\$.!+(&!/-0' 12-\$.!344-5' 1M!