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F.0% (-;!1&'!

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Z%'#&!<#A-#N%0!1&'!V(-AR'b#0+'5!'5&\*/45!++'##)'5!;#)'/&-#.W!  
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1);-#)!1&'!!  
1&'!'+!1+&-;%2!'5#!1(#&-;%2!%)A!'5#!9\*/'5!B%;+-;!  
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3\*/&.#.!'%/45'H!

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a/&\*\$#%)!3/0' /&#!-)! '5#!Z%'-)!<-AA0#!14#!.!'V+\*!'"&@!L%)!c-\*0X\*b.X-2!3\*( \$%&%'-N#!  
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1&'!%)A! , -. /%0!3/0' /&#!V+\*!'"&@!F&#)#! : -)'#&!%)A!"&@!L\* .#5!T\*#&)#&2!1&'!6-. '\*&7W!

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8. "\$. #\*+!'2+\$3+9 '\$2\*\$3:+F)!\$&#S%&%'-\*)!+\*!&6%&N#7!<-00#&@!

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d)A#&!&#N-.-\* )!

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;3<-\*3"e!!3 /&#&#)'07!/)A#&!&#N-.-\* )!+\*!&3\*!&#00!d)-N#&.-'7!B&#..!+\*!&'5#!<#A-#N%0!9\*;-#'-#2!  
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E : 5#)!-.!%!9'\*&7!)!%'!9'\*&7m!!9#;/0%&! f %&&%'-N#!F (%4#&7!\*!)!5#!1 05% ( M&%!3#-0-)4.!%)A!'5#!  
35-N%0&-;! ] &A#&!\*+!'5#!U%)A%K!F)N-'#A!;\* )'&-M/'-\*)!'\*!%)!#A-'#A!N\*0/ ( #!#)'-'0#A!  
O'. ) &".'3+P\*G-.%+\*3"+24.\$'+! ("\$. 3, . 2!#A-'#A!M7! f #4/-)!n%N%&-2!-)!'5#!FZa o!G\*/ )A%'-\* )!  
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E9##-)4!%)A!d)A#&.'%)A-)4H! , -. /%0-Y-)4!'5#!G&%4 ( #)'#A!35#&'.#7!I-0#.!)!9 '\$3<\$3<+24.+H&-6+  
I\*3"+H& ) .:R+F)N-'#A!;\* )'&-M/'-\*)!'\*!I \$<\$2\*+ 8. "\$. #\*+52( "\$. %SF'(%\*"' .%+\*3"+  
F& )?(2. '%2!#A@! f %'%.5%!6\*A4.\* )2!9#%)!P-0.A\*&+2!%)A!Z% /&%! <\*&&#%0#2!1 J 3!6 / ( %)-'-.!  
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V;\* )# ( \$\*%&&7!'#0'-0#!%&'W2!; / &% '#A!M7!Z#.0-#19;5\* ( \$!)A!3%)A-;#19 ( -'5!3\*&M7@!! ] 9B!  
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EI b\*!U\*\*X.!\*+!6\*/&.H! I5#!P\*0A!9; &\*00.!P&\*/\$2!a)40%)A2!%)A!F)'#&)%'-'\*)%0-. ( !-)'5#!G-+'##)'5!!  
3#)'/&7@K!F)!F\*24&-\$,+F&-., 2\$3<=+F\*24&-\$,+J.7-. , 2\$&32!#05-M-'-\* )!;% '%0\*4/#2!#A@! , -&4-)-%!  
J%4/-)@!!3%'5\*0-;!d)-N#&.-'7!\*+!1 ( #&-;%!B&#..2!C==>H![QR8=8@!

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!EI5#!P. ) ).Z\*(DZ5. '? .32!%'!<\*-.% ;H!Z/O/&-%!VZ/. 'W!\*&!%U%A! <\* '5#&mK!!F)!9.20..3+8 \*<\$, ++  
\*3"+J. -\$&\$3A+32. '\$%, \$?- \$3\* '6+52( "\$. %+\$3+!3, \$.32+8. "\$2. ' '\*3. \*3+J. -\$&\$3+\*3"+5&, \$.262!  
#A.@!9@!1.-&N%'5% ( 2!3@! ] @!B%;5#2!%)A!L@! : %'&\*/. @!!J\*b ( %)! \!Z-'0#+-#0A!B/M0-.5#&.2!  
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[X\Y@!!U&-002!C=CC2!\* )0-)#@!!W>3#\$2. "':j+

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EZ%M#0.2K!; 3,6,-&?."\$\*+&7+8."\$.#\*,-+I'.%+%\*3"+C.D2\$-.%+&7+24.+9'\$2\$%4+>%-.%+, :+X\YZ[X\Y@!!U&-002!!  
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ET%0-0%!b%R"-( )%!-00/.'&%'-\*) .2K!; 3,6,-&?\*."\$\*+&7+>%-\* )+` . "\$2\$&3

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G\*!&#.#%&;5!\*!)!5#!35#&'.#7!'-0#.@!

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G/00!.;5\*0%&.5-\$!)A!.'-\$#)A!+\*&!+&.'!7#%&!\*+!4&%A/%#!.'/A7@!

!B5-U#%!T%\$\$%2!1(5#&.'!3\*00#4#@!!8QQ`!

!f%'!-\*)%0!<#&-'!9;5\*0%&@!!8QQC!

!B&#.-A#)!'-%0!9;5\*0%&!G-)%)0-.'@!!8QQC!

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F!5%N#!\$0%7#A!%0#%A-)4!&\*0#!-)!b&-')4!)A!#A-'-)4!%\$\$0-;%'-\*)!.!+&\*(!'5#!3\*00#4#!\*+!'5#!6\*07!  
3&\*..!'\*!%N%&-#7!\*+!)%'!-\*)%0!%)A!-'#&)%!-\*)%0!4&%)!'!\*&4%)-Y%'!-\*)!.!+\*&!0\*%)!.!)A!\$&\*4&%(( -)4!  
%..\*;%-#A!b-'5!'5#!/\$;\*(-)4!3&/.%A#.#05-M-'-\*)@!!10\*)4!b-'5!<#&#A-'5!G0/X#IV"-&#;'\*&2!3%)'\*&!<br>P%00#&7W!%)A!6#%'5#&!T/&'Y!V"-&#;'\*&2!G\*/)A%'!-\*)!)A!3\*%\$\*%&'#!J#0%'!-\*)!.W2!b#!5%N#!  
./;#;#./007!%\$\$0-#A!'\*!'5#!+\*00\*b-)4!+\*/)A%'!-\*)!.H!

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1(%)A!Z/7.'#&@!!C=CC!

P0%A7.!T&#M0#!" #0(%.!G\*/)A%'!-\*)@!!1b%&A#A!t8=2====@!!C=CC!  
<%&7!L%5%&-!3#)'#&@!1b%&A#A!t8=2====@!!C=CC!  
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'&%N#0!+\*&!M\*\*X2!;3<-\$%4+9&'\$.%+>) ?&'2."+5\$-%A+C4.+>) ?\*,2+&7+>%-\*)\$,+\*3"+96B\*32\$3.+C.D2\$-.%+\$3+<br>E&24\$,+;3<-\*3"@!9/( (#&!C=CD@!

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!U#';5#0\*&!G\*!&A!9/( (#&!G#00\*b.5-\$!3\*00#4#!\*+!'5#!6\*07!3&\*..2!+\*&!;/&%'-)4!)!#05-M-'-\*)!  
9'\$3<\$3<+24.+H&-6+I\*3"+H&).=+C4.+F'(%\*".%+F4.'2%.6+!GG.6+\*3"+24.+J.,&3%2'(.2\$&3+&7+\*+<br>8."\$.#\*+8\*%2.'?\$..,@!!9/( (#&!C=CC@!

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EI5#!3&/.%A#.2!'5#!35#&' .#7!I-0#.2!)A!#!f#b!<#A-#N%0!1&'!6-.'\*&72K!<\*&0#7!3\*00#4#2!Z\*)A\*)2!  
dT2!+\*&!<\*&0#7!<#A-#N%0!f\*N@2!C=CD@!

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E : %00RB%-)-)4.!%)A!F(\$\*&'#A!I#O'-0#.2K!b\*X.5\*\$!+\*&'!5#!<#A-#N%0!:%00!B%-)-)4.!

J#.#%&;5!P\*&/!\$2!3\*/&'%/0A!F).'-/'#!\*+!1&'!2!d)-N#&.-'7!\*+!Z\*)A\*)2!dT@!1/4@2!C=CD@!

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G#(%0#!B%'&\*)@K!!<#A-#N%0!3-&;0#!Z#;'/&#.2!U&\*b)!d)-N#&.-'7@!G#M@!C=CD@!

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G&-#)A.!\*+!'5#!F3<1!\*0-)#!\$%)#02!Ed\$;\*(-)4!1''&;'-\*) .H!9\$&-)4!C=CD!a05-M-'-\*) .!\*+!<#A-#N%0!  
1&'@K!!f\*N@!C=CC@!!1N%-0%M0#!\*)0-)#!'!5''\$.Hj**bb**@(#A-#N%0%&'@\*&4j.\$#;-%0R\*)0-)#R0#;'/&#.!!

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EF)'&\*A/;-)4!gU&-)4-)4!'5#!6\*07!Z%)A!6\*(#2SK!<#A-#N%0!%)A!J#)%-..%);#9'/A-#.2!3\*00#4#!\*+!  
'5#!6\*07!3&\*..@!9#\$'@!C=CC@!

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E<#A-#N%0!<#A%00-\*)RB%'#&)#A!9-0X.H!a%.'!%)A!:#.'@K!!3\*00#4#!\*+!1&'!2!f\*&'5#%.'#&!)d)-N#&.-'7!  
V! " # \$ W!-)!95#)7%)42!35-)%@!!L/07!C=CC@!

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E<\*N#(#)'@K!!n%0#!d)-N#&.-'7S.!B%/0!<#00\*)!3#)'&#!+\*&'9'/A-#.!-)!U&'-.5!1&'!2!Z\*)A\*)2!dT@!!  
B/M0-;!Z#;'/&#!9#&-#.H!EU&'-%-)!%)A!'5#!: \*&0A@K!!<%7!C=CC@!!G\*!&#;\*&A#A!0#;'/&#!.##H!

[5''\\$.Hj\*\*bb\*\*@\\$%/OR\(#00\\*\)R;#\)'&#0%;@/Xj\*\*b\*\*5%.R\\*\)j\\$0;RM&'-%-\)R%\)AR'5#Rb\\*&0AR-\)R'5#R\(-AA0#R%4#.!!](#)

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EI5#!B/YY0#!\*+!'5#!35#&' .#7!I-0#.H!B/'-)-)4!'5#!B-#;#.I!\*4#5#&@K!!I5#!35#&' .#7!9\*;-#72!35#&' .#7!  
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Eg<\*&#!B&#;-\*/'!5%)!'5#!T-)4SH!U7Y%)'-)#9-0X.2!'5#!35#&' .#7!3\*(M%'!I-0#.2!)A!a)40-.5!  
F(\$#&-%0!1.\$&-%-\*) .@K!!I5#!3\*(M&-A4#!<#A-#N%0!1&'!9#(-)%&2!3\*(M&-A4#!d)-N#&.-'72!dT@!

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E]0A2!,%0/%M0#2!)A!9'&%)4#H!<#A-#N%0!B&#;'-;#.!\*+!3\*00#;'-\*)!)A!<\*A#&!)P0\*M%0!a05-M-'-\*) .@K!!  
F)N-'#A!0#;'/&#!%)A!&\*')A%'M0#@!!" #0% b%&#!,%00#7!<#A-#N%0!1..\*;%-'-\*)2!9#\$'#(M#&!C=C8@!!!G\*!&!

[&#;\\*&A#A!0#;'/&#!.##H!5''\\$.Hjj;/&#'-\)4%&'\\*+5#40\\*M%0\(-AA0#%4#.@M0\\*4.@M&7\)\(%b&@#A/j\\$&#&#;\\*&A#AR  
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EG&\*(!G&%4(#)'!G0\*\*&H!1!"-4-'%0!J#;\*) .'/&/'-\*)!\*+!'5#!35#&' .#7!3\*(M%'!9#&-#!I-0#.!  
Va)40-.52!;@!8C`=W!%)A!I5#-&!Z\*.'!I#O'.@K!!d)-N#&.-'7!\*+!]O+\*&A2!N#)W;#A-)4!6#&-%4#9#(-)%&!

9#&-#.2!<%7!C=C8@!!G\*!&#;\*&A#A!0#;'/&#!.##H!5''\$.Hjj'\*&5@\*O@;@/Xj%RA-4-'%0R&#;\*) .'/&/'-\*)R\*+R'5#R  
;5#&' .#7R;\*(M%'R.#&-#.R'-0#.R#)40-.5R;@R8C`=R\$&\*+@R%(%A)R0/7.'#&!

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Ea)40-.5!,-.-\*) .!\*+!'5#!a%.'H!6#)&7!FFF2!'5#!3&/.%A#.2!)A!'5#!3\*.(\*\$\*0-'%)!3/0'/&#!\*+!"-. \$0%7!  
)!I5-&'##)'5R;#)/&7!a)40%)A@K!!3\*00#4#!\*+!'5#!6\*07!3&\*..2!G%;/0'7!9;5\*0%&.5-\$!Z/);5!.#&-#.!!

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L%5%&-!3#)'#&!\*&!U7Y%)-)#!1&'!%)A!3/0'/&#!%)A!'5#!3\*( (-'###!\*)!<#A-#N%0!9'/A-#.2!6%&N%&A!  
d)-N#&.-'72!%'!6%&N%&A!d)-N#&.-'7@!!f\*N#(M#&!C=8[@!

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EI5#!U-&'5!\*+!'5#!9-4)%'/&#@K!G-N#!3\*00#4#!<#A-#N%0!9'/A-#!9#(-)%&@!!d)-N#&.-'7!\*+!  
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E3\*00#;'-\*) .jJ#;\*00#;'-\*) .H!I5#!d.#!\*+!I#0'!-)!f#'b\*&X.!\*+!3\*00#;'-\*)@!!<#A-#N%0!F)N#)'\*-&#.2!  
Z%M#0.2!F).;&-\$'-\*) .2!%)A!<#(\*&7@K!Z#;'&#!-)!.#(-)%&!.#&-#!\*)!'5#!6-.'\*7!\*+!3\*00#;'-\*)@!!  
F).-'/'#!\*+!6-.'\*-&;%0!J#.#%&;52!Z\*)A\*)@!!L%)/%&7!C=8[@!!!!

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EI5#!35#&' .#7!I-0#.H!a)40%)A!%)A!'5#!a%.'@K!F)N-#A!'\*!0#%A!%15%)A0-)4!.#..-\*)!+\*&!5#!3\*/&'%/0A!  
F).-'/'#!-)!;\*e/);'-\*)!b-'5!'5#!U&'-.5!</.//(@!!1!'5#!U&'-.5!</.//(2!Z\*)A\*)@!!L/)#!C=8h@!

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EI5#!a%&0-#.'!a)40-.5!F(%4#.!\*+!I&-.')!)A!F.#/'H!I5#!3\*)'#0'!)A!F)'#&\$&#%'-'\*)!\*+!'5#!  
35#&'.#7!I-0#.@K!d)-N#&.-'7!\*+!6/002!<#A-#N%0!9'/A-#.!"#&\$%&'(#)'2!6/002!d@T@!G#M@!C[2!C==8@!

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B%-)'-4.!%'!9'

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EU&-)4-)4!'5#!6\*07!Z%)A!6\* (#!! I5#!3&/.%A#.2!35#&' .#7!1MM#72!%)A!'5#!J#;\*).'&/;'-\*)!\*+!%!  
<#A-#N%0!<%.'#&\$-#;#K!! f#b!a)40%)A!<#A-#N%0!3\*).'\*!-/ (2!3\*00#4#!\*+!'5#!6\*07!3&\*..2!<%&;5!

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





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

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EI5#!105% ( M&%H!'5#!B%0%;#2!B0#%./&#2!%)A!B\*b#&@K!!3\*00#4#!\*+!'5#!6\*07!3&\*...!;/&.#2!  
E1&;5-'#;'/&%0!9'/A-#!F2K!0%'#&!&#N-.#A!'\*!EP0\*M%0!6-.'\*&7!\*+!1&;5-'#;'/&#&K!!];'@!D=2!C==h2!&#S#%'!  
-)N-'%'-\*)!\*!)!];'@!Ch2!C==Q!%)A!\*!)!<%&;5!8[2!C=8^@!

!

EF.0% (-;!P%&A#).@K!3\*00#4#!\*+!'5#!6\*07!3&\*...!;/&.#2!EP%&A#).!%)A!J#0-4-\*/.!I&%A-'-\*).@K!!G#M@!  
CC2!C==[2!&#S#%'!-)N-'%'-\*)!\*!)!G#M@!8h!%)A!C82!C=882!%)A!G#M@!8Q2!C=8>2!%)A!9#\$'@!Ch2!C=8[@!

!

E35&-.'S.!P\*0A#)!,\*-,;#H!I5#!:%00RB%-)-)4.!\*+!'5#!B%0%-!A#.!B%\$#.2!1N-4)\*@K!3\*00#4#!\*+!'5#!  
6\*07!3&\*...!<#A-#N%0!\!J#)%-..%);#!3\*00\*r/-/(!%)A!"#\$%&'(#)!\*+!,./%0!1&!10#;'/&#&!!<%&@!  
8=2!C=8=@!

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F)N-!#A!'\*!&#N-#b!(%#&-%0.!+\*&!'5#!<%;1&'5/!&G#00\*b.5-\$2!f%'-\*)%0!a)A\*b(#)!+\*&!'5#!  
6/(%)-'-#.!vfa6W2!]O+\*&A!d)-N#&.-'7!B&#..2!B#)!9%'#!d)-N#&.-'7!B&#..2!E.%2\*2!5?.,(-()2!  
52("\$.%+\$3+,&3&<'\*?462!K&('3\*-+&7+;,,-%\$\*%2\$,\*+H\$%2&'62!%)A!\*'5#&.@!

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a0'#&)%0!J#N-#b#&2!G-)#!1&'!."#\$'2!9'@!1).#0(!3\*00#4#2!f6@!<%7!C=C8@!

!

I5#!F)'#&)%'-\*)%0!3#)'#&!\*+!<#A-#N%0!1&'!!

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2!-)N-!#A!%)A!#0#;'#A!\$\*.-'-\*)2!C=CDRC=C^@!!

J#.\$\*).-M0#!+\*&!)ate(-)%'-)4!.;5\*0%&.!+\*&!.#%'.!\*)!'5#!U\*%&A!\*+!"-&#;'\*&.!%)A!'5#!)#0!  
7#%&S.!f\*(-)%'-)4!3\*( (-'##@!!

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f\*(-)%'-)4!3\*( (-'##2!#0#;'#A!\$\*.-'-\*)@!C=CCRC@

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