

!

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

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!

2(4;\$)4860!K4;6/8!*4;>\$6!1%&/-!/.!G&4/-/=C!';!\$6!5(45'(4)!6/!7/?4!6/!Q/;6/8! , /--4=40!\FFE_
\FFR!

!

34'80!K4;6/8!*4;>\$6!1%&/-!/.!G&4/-/=C0!"DRO_"DRE+!

!

@528677123/;'92.1601674'

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!

#4?\$/(!/!.!6&4!84W!-\$6>(\$%'!-!6('8;- '6\$/8!/!.!6&4!.\$?4!V//X;!/.!6&4!2486'64>%&'8)!6&4\$(!8/64;! \F\"_ \F\ \0!W\$6&!#/V4(6!3\$!b\$6/+!

!

!

!

e] 484;\$;0f!H55+!" "_LaJ!e9 ' &> 7 f!H55+!RS_RSEJP!eK\$;) / 7!/.!1 /- / 7 / 8f!H55+!SSD_SELJP!' 8)!eG&4!
, &(\$;6\$' 8!Q\$V-4f!H55+!"LaL_ "LSF!W\$6&!G&/ 7 ' ;!164= 7 ' 80!1+*+J0!\$8!CA0"D6(/*2'" 4*5/0"B%EE0)'6&+"
H94W!` / (X^!2 '>-\$;6!2(4; ;0!\F"RJ+!

!

!

eb4(;\$/8;0! , '6&/-\$%0f! - 0U"1)'0&\$&0'0&Z2"9*3'*)6&+"%, "A0"4*5/0!H9 ' ;&?\$--4^!NV\$8=) / 8!2(4; ;0!
\FFDJ!S+EOD+!

!

ep'5&/80!M/>860f! - 0U"1)'0&\$&0'0&Z2"9*3'*)6&+"%, "A0"4*5/0!H9 ' ;&?\$--4^!NV\$8=) / 8!2(4; ;0!\FFDJ!
S+DO\+!

!

eZ/>(! , &'--48=4;!6/!6&4!2(/.4; ;\$/80f!B%)M0&26'*)2!9 /+!OS!H15(\$8=! \FFDJ!D_ "\+!

!

!e#4')\$8=!2(/?4(V;!"F_ \0f"1)'0&\$&0'6'*)"LO!H\FFDJ!\a_S0+!!

!

eN!84W!; %&/ /-\$8!6&4!9 , : N^!6&4!Q/ ;6/8! , /--4=4!1%&/ /-! / .!G&4/ -/=C!'8)!M\$8\$;6(C+f!>0E*)6&+"
: %(&)6/"S!H\FFDJ!ED_R\+!

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e` />(!N66486\$/8!2-4';4r!A44)\$8=!6&4!2(/?4(V;0f":%(&6/",%&"A0">'(?+"%, "A0" #/?"C02'6E0) ""\D+\!
H34%47V4(!\FFaJ!"SS_LO+!

!

K\$6&!3'8\$4-!A'(((\$8=6/80!eG&4!Q\$V-40f!\$8!7)3+3/%\$0?*6"%,"BA&*2'*6)"CA0%/%<+"H*4'8_`?4;!
<'%/;640!4)+P!94W!`/(X^!# />6-4)=40!\FFaJ!"+\FO_FR0!6('8;- '64)!.(/ 7!e<'!Q\$V-40f!9*3'%))6*&0"
3&*a(0"?0"CAb%/%<*0"H4)+!*4'8_`?4;!<'%/;64P!2'(\$;!2(4;;4;!>8\$?4(\$6'\$(4;!)4!Z('8%40!\FF\J!"LS_
LD+!

!

e]484;\$;!OR^!6;! , /86(\$V>6\$/8!6/!6&4!*'%/V!16/(C0f!CA0"B6'A%/*3"4*5/*36/"c(6&'0&/+ "LL!H\FFaJ!
S"D_O\+!

!

eG4Y6;! '8)!G('8;- '6\$/8;!\$8!G48;\$/80f!\$8!D26/E2*)"B%EE()*+!":0U*2A"6)?"BA&*2'*6)"C0T'(6/-"
. *'(&<*36/'6)?"N&*2'*3"C&6?*'%%)2!H4)+!A'(/-)!N66(\$)=4!'8)!M' (= /6!Z' ; ; -4(P!<4\$)48^!Q(\$--0!\FFaJ!
OSD_La+!

!

eG&4!: Y/)>;!\$8!6&4! , &(\$;6\$'8!Q\$V-4^!6&4! , ' ;4!./(!nZ\$=>(' -o!#4')\$8=0f!CA0%/%<*36/">'(?*02"LO+\!
H\FF\J!OaS_L"++!

!

eG&4!] /)!K&/!M' X4;!24/5-4!K\$;4^!G&4!K\$;) / 7!<\$64('6>(40f!\$8!CA0"Q%&<%''0)"^%?!"CA0"^%?"
%,":02(2"BA&*2'") - 0U"C02'6E0) ""CA0%/%<+!"7226+2*")8%)%&"%, "D6(/:; "N3A'0EO*0&"%) "A0"
#3362*%) "%, "8*2">0M0)' +GQ*, 'A"4*&'A?6+"H4)+!N+!N+!3' ;!'8)!Z+!*+!M'64(' ^!</>\$; ?\$--40!d ` ^!
K4;67\$8;64(!*/&8!d8/Y0!\FF\J!SE_Ea+!

!

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e2(/?4(V\$^!B8!<\$V(!B8\$6'(\$/10f!] \$>;4554!24--\$!'!8)!N8=4-!/2';;'(!H4)+J0!. *5&%"?0"D&%M0&5*"
. *5&%"90"D&%M0&5*!"C&6?*\%)0="@0?6\%)0="CO%/%<*6"H, ';'-4!M/8.4(('6/0!1\$%-C^!2\$4 7 7 40!"DDDJ!
"E_0a+!

!

eG&4!T(\$=\$8!'8)! : '(-C!34?4-/5 7 486!/!.!G&4 7 4;!/!.!N5/% '-C56\$f!\$8!6&4!7)3+3/%\$0?*6"
N\$%36/+\$*3*2E"HO!/?/-> 7 4;P!4)+!*+!*+!, /--\$8;!46!' -+P!94W!` / (X^!, /86\$8>> 7 0!"DDRJ!"+O_OR+!
14-4%64)!VC!6&4!4)\$6/(!6/!V4!(45(\$864)!\$8!6&4!/84_?/-> 7 4!'V(\$)= 7 486+!

!

eTV;4(? '6\$/8;!/8!6&4!G4Y6;!'8)!b4(;\$/8;!/!.!2(/?4(V;0f!\$8"O*2?%E"e%("6&0"R+ ">*2'O&"H#/-'8)!
M>(5&C!/?/-> 7 4P!, '6&/-\$%!Q\$V-\$%'!h>'(64(-C!M/8/=('5&!14(\$4;P!K';&\$8=6/8^!, '6&/-\$%!Q\$V-\$%'!-!
N; ;/%\$'6\$/80!"DDEJ!aE_

!

!

e] 484;\$;! " _ \ S0f!\$8!CA0" - 0U":0&%E0"4*5/*36/"B%EEO)'6&+"H : 8=-4W//)! , -\$. . ; ^!2(486\$%4_A '--0!
"DRDJ!R_ \R+!

!

e : Y/) > ; f!\$8!CA0" - 0U":0&%E0"4*5/*36/"B%EEO)'6&+"H : 8=-4W//)! , -\$. . ; ^!2(486\$%4_A '--0!"DRDJ!aa_
LF+!

!

e [; '\$ &!aF_LLS!\$8!86&\$0&Z2"4*5/0"B%EEO)'6&+"H"#!4)+P!1 '8!Z('8%\$;%/^!A'(54(0!"DRRJ!SE" _DL+!

!

e , (4'6\$/8!\$8!6&4!A4V(4W!Q\$V-40f"DA+2*32="DA*/%2%\$A+="6)?"CA0%/<+"H4)+!#+!*+!#>;4--!46!' -+P!
9/6(4!3 '74^!9/6(4!3 '740!"DRRJ!"S" _"EF+!

!

e] 484;\$;! " _O^!24(7\$; ; \$/8!6/! : Y5-/\$6!f!CA0"4*5/0"C%?6+! \L!H"DRRJ!"OO_OE+!!

!

eM/6![8?\$64; !Q' '-!6/!'!Z4' ;6^!TV;4(? '6\$/8; !/8!'!3\$. . \$%>-6!B= '(\$6\$%!G4Y6!H , GN!S+"!I!dGB!" +S+"Jf!
\$8!O%&P*) <"U*'A" - %"96'6!"CA%E62" . 6E5?*) "Q02'23A&* , "H3 ' ?\$)!] /->7V0!4)+P!K\$8/8' !<'X4^!
: \$;48V('>8;0!"DRLJ+!

!

eG&4!A4V(4W!1%(\$56>(4;!'8)!6&4!G&4/-/=C!/.! , (4'6\$/80f!CA0%/<*36/">'(?*02"aL!H"DRSJ!SFE_ \O+!

!

e , / ; 7 /= /8\$4; !\$8!6&4!B= '(\$6\$%!G4Y6;!'8)!\$8!6&4!Q\$V-40f!#&*0)'6/*6!SO!H"DRaJ!"RO_ \F"+!

!

eG&4!G475-4!'8)!6&4!A/-C!M/>86'\$80f!\$8!CA0"COE\$/0*)"N)'a(*+"H4)+!G(>7'8!M');48P!2(/?/^!

(")-0.2(" Jj;E(T)Q(S)24107(24)15880822)H160150450)B D Q 0 245 B 2478586/92E21HT(00051\$)3.9995-74291m/TT21Tf(C)-0.2(

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e#4%486!1%&/-'(-C!3\$;%>;\$/8!/.!BCBN"\O!H,j C"KIJ0f!

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M\$%&'4-!b+!Z/Y0!D&%M0&52!"N)"73/03'*3"7?*'*)"U*'A"l)'&%?(3'*)"6)?"C0T'(6/"B%EEO)'6&+0!G&4!
A4V(4W!Q\$V-4^!N!,(\$6\$/'-!:) \$6\$/8!HN6-'86'^!1Q<!2(4; ;0!\F" SJ+!@OM*OU"%,"4*5/*36/".'*0&6'(&0;!M'C!
\F"E+"T8-\$84^!&665;^UUWWW+;V-%486(' +/(=UN2[U#4? \$4W;U" FDFov" \ "FD+5).!.

CA0"B6E5&*?<0"B%E\$6)*%)"%"CA0"805&OU"4*5/0l#/?"C02'6EO)' +!:) \$64)!VC!1645&48!Q+!, &'57'8!
'8)!M'(? \$8!N+!1W4484C+!, '7V(\$)=4!, /75'8\$/8;!6/!#4-\$=\$/8+!94W!`/(X^!, '7V(\$)=4!B8\$?4(\$6C!
2(4; ;0!\F"L+!CA0%/%<*36/">'(?*02+!./ (6&%/7\$8=+'

1645&48!K4;64(&/-7!'8)!M'(6\$8!K4;64(&/-7"@06?*)<">63&0?">3&*\$'(&0!"d%*302",&%E""A0"8*2"%&+
%, "4*5/*36/"1)'0&\$&0'6'*)";"!]('8)!# '5\$);0!M[^! :4()7'8;0!\F"L+!CA0%/%<*36/">'(?*02"ER!H\F"EJ!
\L\E+!

2464(!Q/>6484..0!40<*)*)<2!"N)3*0)"BA&*2*6)"@06?*)<2"%,"A0"4*5/*36/"B&06'*)"-6&&6'M02=
CA0%/%<*36/">'(?*02"EF!H\FDJ!E\D+!

N8)(4';!1%&w-40!90&"D&%/%<"?0&"A05&m*23A0)"4*50/!"?0&/"*0&6&G"()?"'A0%/%<0<023A*3A*3A0"
9*2P(&2"?0&j&<023A*3A'0"h^0)02*2"FGFFJ0!1)'0&\$&0'6'*)"L\!H\FRJ!O\F_\|+"
"

d'6&4(\$84!34--0!CA0"4%%P%", "D&%M0&52*")>%3*6/"6)?"CA0%/%<*36/"B%)'OT'="7T\$%2*'%&+"C*E02!" "R!
H\FFEJ!OOR+!

3'?\$)!G;>7>('0!B&06'*)"6)?"902'&(3'*)!"N"@06\$\$&6*26"/%, "A0"BA6%2P6E\$,*)"'A0"#/?"

!

!

"

A'8;!Q'(;6')0!CA0"465+/%)*6)"B6\$ '*M*'+"%,"'A0"4%%P"%,"126*6A!"_7T*/3J":(?6A"6)?'"A0"
D&%M0)6)30"%,"126*6A"oLGKK="4*5/*36!RF!H"DDDJ!"O"_0a+!

!

T6&7'(!d44-0!^%?2="^%??02202="6)?"1E6<02"%,"^%?*")N)3*0)"12&60/="CA0%/%<*36/">'(?*02!LF!
H"DDDJ!EaR_aD+!

!

#4=\$8'!M+!1%&W'(6@0!

!

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*/;45&! , ' 75V4--0!CA0"R+'A*3"IE6<00!4(/0"*)%, "A0"NE0&*36)">3A%%/2"% , "#&*0)'6/"@0206&3A="-\ \O!
H"DESJ!ES_EL+!

!

K '-6&4(!p\$7 74(-\$0! ^ & () ?&*22"?0&"N/'02'6E0) '/*3A0)"CA0%%/<*0="B6'A%/*3"4*5/*36/" c (6&'0&/+!OL!
H"DEaJ!"SF_S"+!

!

:+!<4?§840!CA0"N&6E6*3"d0&2*%) "% , "@ ('A0!B6'A%/*3"4*5/*36/" c (6&'0&/+!OS!H"DEaJ!LFS_FL+!

!

K '-)47 '(!*'8@480!R%(&*) <"B&+"6)?"O%0"#&63/0"HQ4\$&4.6!@>(!p4\$6;%&(\$.6!.w(!)\$4!
'-664;6'7486-\$&4!K\$; ;48;%&' .6!"\SP!Q4(-\$80!"DE\J0!4*5/*36"H"DEOJ!DR_"FF+!

!

]4(&'(!)?/8!#')0!O*2?%E"*)"12&60/="CA0%%/<*36/">' (?*02"Oa!H"DEOJ!EFL_FE+ "

!

#\$%&'(!)K&\$6'X4(0!N"B%)3%&?6)30"% , "A0" j <6&*3". *0&6' (&00!B6'A%/*3"4*5/*36/" c (6&'0&/+ "OS!
H"DEOJ!a \ "+!

!

*/;45&!N+!Z\$6@7C4(0!CA0" ^ 0)02*2"N\$%3&+\$A%) "% , " c (E&6)"B6M0'F!"N"B%EEO)'6&+="B6'A%/*3"
4*5/*36/" c (6&'0&/+ "Oa!H"DE\J!OSD_LF!

!

N+!9+!]\$-X4;0!CA0"IE\$63"" , "A0"906?">06">3&%/2="B6'A%/*3"4*5/*36/" c (6&'0&/+ "\E!H"DLSJ!OSD_LF+!

!

]4/(=*4(47\$';0!90&" . 0A&0&"?0&" ^ 0&03A '*<P0*'-="B6'A%/*3"4*5/*36/" c (6&'0&/+ "\L!H"DLaJ!"aa+!

!

, +!d+!K\$--\$'7 ;0!CA0" - 0U"C02'6E0)'! "N" - 0U"C&6)2/6'*)0!B6'A%/*3"4*5/*36/" c (6&'0&/+ "\L!H"DLaJ!
\DO_Da+!

!

1+!14\$)-0! c (E&6)! "7*)0"R%)3A2<0E0*)?0"*E"N/0)"4 () ?="B6'A%/*3"4*5/*36/" c (6&'0&/+ "\L!H"DLaJ!
aFS_FL+!

!

* ./ , 6A1.'@567630/01237/3 , '@/501.1: /01237'I: /501;/J'

,

e]484;\$;!_O^!3 /!6&4!M/?\$8=!2'(6;!Z\$6!G/=46&4(1f!#4;4'(%&!#45/(6!'6!6&4!'88>' -!7446\$8=!/ .!G&4!
, '6&/-\$!Q\$V-\$% '-!N; ;/\$% '6\$/80!#4=\$; !B8\$?4(\$6C0!348?4(0! , T0!N>=>;6!\D0!\F"R+!

,

!

!

eQ//X//.!2(/?4(V;0f!Z'%>6C!N%')47\$%!, /8.4(48%40!K4;6/8!*4;>\$6!1%&/-!/.!G&4/-/=C0!15(\$8=! "DDa+!

!

eG&4!G4Y6>'!G(')\$6\$/8!/.!6&4!Q//X//.!2(/?4(V;0f!#4;4'(%&!#45/(60!, '6&/-\$%!Q\$V-\$%'!-!N;;/%\$'6\$/8! N88>'!M446\$8=0!B8\$?4(;\$6C!/!.!1'8!3\$4=/0!N>=>;6!"S0!"DDa+!

!

eG&4!Q//X//.!2(/?4(V;!8)!T>(!14'(%&!./(!K\$;)/70f!2i(4!M'(g>4664!<4%6>(4!\$8!G&4/-/=C0! M'(g>4664!B8\$?4(;\$6C0!M\$-W'>X440!M'(%&!)"DDO+!

!

eG&4!B8\$6C!/!.!6&4!Q//X//.![; '\$ '&'!8)![6;! , /; 7 /=/8\$%!<'8=>'=40f!2(4;\$)486\$'!-!N))(4;;0!, '6&/-\$%!! Q\$V-\$%'!-!N;;/%\$'6\$/80!K';&\$8=6/80!3 , 0!N>=>;6!"DD\+!

!

!

!

eG&4!Q4=\$88\$8=!/.!] 484;\$;^!K&'6!1&/>-)!K4!<4'(8!.(/ 7![6!G/) 'C0f!2(/?\$)48%4! , /--4=4!

!

!

K \$6&!d &' -4)!N8 '6/-\$/;0! K 4;6/8!*4;>\$6!1%&/ /-!/.!G&4/-/=C!M/86&-C! , /--/g>\$> 70!e , &(\$;6\$ '8!
1 '-?' 6\$/8^!Q\$V-\$% '-! '8)!G&4/-/=\$% '-!24(;54%6\$?4;+0f! K 4;6/8!*4;>\$6!1%&/ /-!/.!G&4/-/=C0!
, ' 7 V(\$)=40!M'(%&! \FFL+!

!

eG&4!G&(44! : Y/)>;!M/ 7 486;!/ .!6&4!Q\$V-4fP!eG&4!2' ; ;\$/8!' %%()\$8=!6/!M4-!] \$V; /8!/(!6&4!
2' ; ;\$/8!' %%()\$8=!6/!16+!<>X40f!N88>' -! , -4(=C! :)>% '6\$/8!3 'C;!\$8!2/(6- '8)0!M'\$84!3 \$/%4;40!
Q\$)4./(!)'8)!T(/8/0!M'(%&! \FFL+!

!

2(4'%&4)! : \$=&6! 3 'C!(46(4'6!=\$?48!6/!6&4!*4;>\$6;! '6!Q;/6/8! , /--4=40!*>84!"DDS+!

!

eG&4!B;4!/ .!1%(\$56>(4!\$8!6&4! , '6&/-\$%!, '64%&\$; 70f!16+!2' >-o;!2' (\$;&!<4%6>(4!14(\$4;0!Z' --!"DDa!

!

e1/%\$ '-!*>;6\$%4!\$8!6&4!Q\$V-40f!./(!6&4!5' ;6/(' -!5(/=(' 70!D&063A*)<"A0": (2'"O%&?0!)\$ (4%64)!VC!
K '-64(!Q>=(&' ()60!1+*+0!16+!* /&8o;!14 7 \$8' (C0!M' C!"DDa+!

!

, />(;4!/8!] 484;\$;! '6!A' (? ' ()_# ')%-\$..4!16>)486! , 4864(0!T%6/V4(!'8)!9 / ?4 7 V4(0!"DDF+!

!

eG&4!A\$;6/(\$% '-!Q//X;!/ .!6&4!Q\$V-40f!./(!Q>.. '-!/Q\$V-\$% '-![8;6\$6>640! K \$--\$ ' 7 ;? \$--40!9 4W! ` / (X0!
Z4V(>' (C!\F_ \ \0!"DRE+! K 44X48)!/ .!-4%6>(4;! (4%/()4)!/8!%' ; ;4664!'8)!? \$)4/ +!

!

eG&4!2' ; ;\$/8/! .!*4;>;0f!<48648!<4%6>(4!14(\$4;0!G&4!*4;>\$6! , 4864(0!1>--\$?' 8!1g>' (40! , &' (-4;6/W80!
MN0!M'(%&! "F0!"DRE+!

!

16>)C!3 'C!./(!6&4!K /(%4;64(!3 \$/%4;4!#4-\$=\$/>;! :)>% '6\$/8!16' ..0!*'8>' (C!"DRE!
2' 84-\$;6!/8!eG&4!Z>6>(4!3 \$(4%6\$/8;!/ .!Q\$V-\$% '-!16>) \$4;0f!9 4W! : 8=-'8)!1 / %\$46C!/ .!Q\$V-\$% '-!
<\$64('6>(4!'8)! , '6&/-\$%!Q\$V-\$% '-!N; ; /%\$ '6\$/80!N5(\$-!S0!"DEL+!

!

<4%6>(4(!Tf(!0.2(/80!N)-0.2(5(\$))0.2(-)0.2(!S9 7 .4(/80!N)&.2(\$))0.2&.40.2((-2(/-)-0.2(4)0.2(%))0.22(')0.2(-)0.2(!2)-

!