

!

#05/&***%)<<1<<213/&.:&/81&Y=0@7/?&"3803N1213&&#@03

O.!=&!>.1:0&%&9!=*!%4&10&&K&/88)(1\$5,11)%%&&P

!

Q571;&61<N579/7:3&.:&/81&73<7&=70@7/?&"3803N1213/&#@03

"#\$%#&\$!#"&&'()*+!#,.-W/!Y'\$,)*+! d(%\$(0-&-(^3,\$(!6#0'/-/#(!)1/*!@)&-!d5-1!)(!
"#,.-!Z[@dH"]!/*'2-(^W/!/'00-//9!T6*-1!\$!*%1:+-1\$!31#0-//!\$(2!3'1/')(.)!3!*!61#&!
&',*)3,-!/*\$U-%#2-1/!(0,'2)(.!0#&&'()*+!&-&4-1/7!6\$0',*+7!/*\$667!\$(2!/*'2-(^7!""7!
)2-(^6)-2!\$25/)(.!31#0-//!\$(2!\$(!#1)-(*\$*)#(!0#1/-!\$!)(*-15-(^)#(!*#!\$//)!/*%-&!)(!
&-*)(.!*%-!6#,#D)(.!.#\$/h!

12 [@dH"]/*'2-(^/!D),!4-0#&-!-(.\$-2!D)*%!6\$0',*+!)(!\$!D-.,:2-).(-27!D-., :
#10%-/*1\$*-2!\$25/)(.!3,\$(!*%\$*!,-\$2!/*#!/*'2-(^/'00-//9

!

32 [@dH"]/*'2-(^/!D),!4-0#&-!\$0*')5,+!-(.\$-2!)(!*%-)1!-2'0\$*)#(!4+!0#&3,-*)(.!\$!
1-5)\$,e-2!#1)-(*\$*)#(!0#1/-!D)*%)(!*%-!6)1/*!ME!%#1/!#6!-(1#,,&-(*!\$!""9

!

42 [@dH"]/*'2-(^/!D),!4-! 1-\$)(-2!61#&!/&-/*-1!#(-!*#!/-&-/*-1!*D#!\$(2!*%1#'.%#*!
%-)1!0\$1--1/!\$!""!%1#'.%!0#&&-0-&-(*9

!

@#!-/'1-!*\$%*-/-!.\$,/\$1-!&-*7!*%-!0#,,.-!%\$/!0#&&)*-2!).(.)6)0\$(*!%'&\$(!
1-/#'10-!/\$2!31#6-//)#(\$,!2-5-#3&-(*,*1\$)(.9!""W/!Ydb!D),!4-!\$//-- 2!/)(.!2\$*\$!
61#&!&',*)3,-!*##,/)!(0,'2)(.!=+""7!A-(e\$4\$17!"#1/-!(1#,,&-(*!Z"\$5\$!/\$2!
.1\$2-/7![@dH"]/*'2-(^!-(1#,,&-(*!1-3#1*7!\$(2!HbdOB!1-*(^)#(!1-3#1*/9!

!

@%-!)(/*)**#(W/!)(*-15-(^)#(!6#1!\$(!-(%\$(0-2!\$25/)(.!31#0-//!\$(2!#1)-(*\$*)#(!0#1/-!
\$1-)(*-(2-2!*#!)&31#5-!1-*(^)#(!\$(2!/*'2-(^!-(.\$-&-(*!\$(2!31#&#*-'/'00-//!\$(2!
0#&3,-*)#(9!

!

)30@?<7<&.:&/81&@7/?&"3803N1213/&#@03

!

T9

!

!

?9

9,*%+;%)&+"#077*!\$O4&!;0/\$!4/,!%4&!#03=,&9!,-::(%!.8!)\$,%)%-%).\$/0!
>.\$,%)%-&\$-9&,
!

@%-!Ydb!B*--1)(.!"#&&)*--!4-.\$(!*%-)1!D#1U!(!B-3*-&4-1!#6!M^EX9!@%)!/)(\$,!.1#3!
#6!IM!&-&4-1!)(0,'2-2!2-3\$1*&-(!0%\$)1/7!2)1-0*#1/7!2-\$(/7!6\$0',*+!&-&4-1/7!\$(2!
/*2-(*/9!O'1)(.!*%-)1!31#0-//!#6!2)/0#1+7!*%-.!1#3!1-5)-D-2!3-1*)(-(*,)*-1\$*1-!#(!
/*2-(!1*-(*)#(!\$(2!0,#/-,+!1-5)-D-2!)(*')#(\$,!2\$*\$!#2-*1&)(-!%-!.1-\$*-/!\$1-\$!#6!
/*2-(!--29! !

!

@%-!0#,,--!0#(2'0*-2!\$/'15-+!\$(2!0#,,-0*-2!#5-1!a^^!1-/3#(/-/!61#&!/*2-(*/7!6\$0',*+!
\$(2!/*\$66\$(2!0#&&'()*+!&-&4-1/!61#&!*%-)1!/15)0-!\$1-\$9!@#,-!-!)(0,'2-2!5\$1)#/!
&-&4-1/!#6!*%-!0\$&3'/!0#&&'()*+!2'1)(.!*%-!2-5-,#3&-(*!#6!*%-!Ydb!*#3)0!\$(2!)(*%-!
)(\$,!*\$.-/!#6!*%-!3,\$(W/!2-5-,#3&-(!9!

!

T0\$2-&)0!1-31-/-(*\$*)#(!#(!*%-!Ydb!@-\$&!)/01#//!2)0)(\$1+!\$(2!)(0,'2-/
1-31-/-(*\$*)5-/!61#&!.-(-1\$,!2'0\$*)#(!2)/0)3,)(-/7!%-,\$,%!/0)-(0-/7!D#1U6#10-!

!

4!"
!

#\$%&'()*'+,-.*!/01 "

!

0#'1/-!2#-!/#*!&-\$/'1-!D%-*%-1!*%-'/'2-(*!/D-1-!\$0*)5-,+!-(.\$.-2!)(*%-)1!-2'0\$*)#(!#1!
D%\$!*%--+!,-\$1(-2!)(*%-!0#!1/-9
!

!

42"
!

#\$%&"'()*'+,-.* /01 "

!

%\$)/!3\$1*!#6!*%#!Ydb!31-/-(*-2!*#!*%#!-5\$,'\$*#1/9!T!\$!1-/'*7!)*%#(l)!&)/!)(.!
#33#1*!()*-!/*#!\$//!/*'2-(*,-\$1)(.!\$/*%#!)(/*)**#(!4-.)(/!#3),#*!-,&-(/*!#6!*%#!
Ydb9!

!!

@%K(:B)*-!L-\$66)1&\$*)#(!"#&&)*--!)(*-15)-D-2!*%#!Ydb!0#&&)*--!/*#2)/0//!2-*\$),!
#6!*%#!Ydb!\$//!&-(/*3,\$(9!@%-!)(/*)**#(!)(2)0\$*!2%\$!>4)&<)\$'!%4&!2(&ZT@O)!
2\$*\$!D\$!/-2!\$!4\$/-,)(-!2\$*\$!\$(2!%\$!1-0-(*,+\$'(0%-2!*%#11-\$)%!5.00&&!L-(<&*!
.8!L%-9&\$%!B\$/'&1&\$%Bbd]9!!?#*%\$1-!01-2)4,-!&-\$/'1-!\$(2!D),,+)-,2!\$331#31)\$*-!
2\$*\$!*#14-**-1!6\$0,)*\$*-!%#-!\$//!&-(/*%#!Ydb9

!!

T,*%#!.%!*%#!)(/*)**#(!)(2)0\$*-2!*%\$!*%#!-1!6#0!/D\$!/*'2-(*!/'00-//!)(!)-!#6!/*'2-(*!
,-\$1)(.7!4+!5)1*!-!#6!(0,'2)(.!\$(!#1)-(*\$*)#(!0#1/-7!/*'2-(*,-\$1)(.!/%#,2!4-!
\$//!-29!!?+!\$//!//)(.!D%\$!*%#!)(/*)**#(!-!3-0!/*'2-(*!/*#14-!\$4,-!#2#7!*%#)7!#1!
U(#D!\$!\$!1-/'*!#6!0#&3,-*)(!%#!-#1)-(*\$*)#(!0,\$//7!*%#!)(/*)**#(!D),,!4-!\$4,-!#6',,+!
2#0'&-(/*'2-(*!/'00-//!\$(2!\$0%)5-&-(!\$!)!1-,\$*-!/*%#!-1!Ydb9

!!

T a		QEP,	C	a	R c	a	:
R c	a	2: T	C	c	a		

!

!

\$*-(*)#(!\$(2!\$/))/*\$(0-!(--2-2!\$!*%*-!4-.)((.(!#6!*%*-)1!0#,-.-!0\$1--19!T22)*#(\$,!\$/'1\$(0-!6#,,#D/!\$!*%*-!(2!#6!*%*-!1-.)/*1\$*)#(!3-1)#2!D%-(!/*2-0%W2',-!\$1-!1-5)-D-2!*#!-(!'1-!%*\$!*%*-+!\$1-!)(!%*-!0#11-0*!0#1!/-9!@%-!/*-3!/31#5)2-!\$!0,-\$1!3\$*%(!6#*!&2*!*%*-)1!.\$\$,/9!T//-(.!)%*-!/'00-!!#6!*%*-!(%\$(0-2!\$25)/)(.!)31#*#0#,!D),,!31)&\$1),+!4-!4\$/-2!#(!%*-!1-3#1*!/#6!*%*-!/*2-(*W!\$25)!)&--*)(./9! !

!

@%-!1-5)/-2!#1)-(*\$*)#(!0#1!/-7!JJB!EVEE7!)/!*\$'.%*!4+!6\$0',*+!&-&4-1!/D%#!%\$5-!3\$1*)0)3\$*-2!)(! /3-0)6)0!*1\$)(.!)#*!*\$0%!*%*-!0#1!/-9!@%-!1-5)/-2!#1)-(*\$*)#(!0#1!/-D),,/-15-!#*!/'33#1*!*%*-! -(%\$(0-2!\$25)/)(.!)31#*#0#,!\$(2!31#5)2-!/*2-(*!D%!)\$22)*#(\$,!/'33#1*!)(!\$1-!\$/'0%!\$! (\$5).\$*)(!%*-!J)41\$1+7!0\$1--!1!3,\$(())(.7!6)(\$()0\$!,!3,\$(())(.7!])(\$()0\$2!\$//)/*\$(0-7!0#,,.-! /'00-!!/U),,/7!\$(2!.1#3!D#1U9!T//-(.!)%*-!/'00-!!#6!*2-(*!)(!%*)/!0#1!/-!/'011-(*,+!4\$/-2! 31)&\$1),+!#(!%*-!/*2/W!.1\$2-/9

!

@%-!3,\$(!*#!)&3,-&-(!*%*-!Ydb!4-+#(2!*%*-!)(*)\$,!&#&-(*!&3%\$/-!\$33-\$1!/'1#(!!\$/'!%*-! 0#,,.-!0#(*)('!/*#!%#2!&--*)(./!6#1!*%*)/!3-0)6)0!3!13#/-9!@%-!-(%*/)\$&!\$(2!2-2)0\$*)#(!*#! /*2-(*!/'00-!!/!%)4)*-2!4+!*%*-!)(*)**#(W!/b1-)/2-(*7!6\$0+7!\$(2!/*\$66!)/!0,-\$1,+!-5)2-(f9!!

!

!!

**!9),(#\$,-!%'(!.%#)(',\$&/(\$&%&!(\$!^PXA!(\$!5*22%(((\$!#-!(\$!9*1*.%&! ;)/\$'(%*&F !

- E9 "#((-0*\$!(2!0,-\$1,+!\$1*)0',*\$-!%#D!T0%-5)(!%*-!O1-\$&!2\$*\$!D\$!/-2!*#! 2-*1&)(-\$!(2!)(6,'-(0-!*%*-!Ydb!*#3)09!!
- M9 "#((-0*\$!(2!0,-\$1,+!\$1*)0',*\$-!%*-!T0%-5)(!%*-!O1-\$&!2\$*\$!*#!%*-!Ydb! \$//-&-(/*!#6!*%*-!(%\$(0-2!\$25)/)(.!)31#0-!!\$(2!*%*-!1-5)/-2!#1)-(*\$*)#(!0#1!/-9
- V9 T22!8'/*)#(!/*#!%*-!/'1!-!d5\$,'\$*)#(!*#!\$//!!/*2-(*,-\$1)(.!)\$(2;#1! /\$*)/6\$0*)#(!D)*%!*%*-!1-5)/-2!#1)-(*\$*)#(!0#1!/-9!
- _9 T22!\$(!T25)/(![--24\$0U!/'15-+!*#!.\$)(!)(.)*#!#(!/*2-(*,-\$1)(.!)\$(2! /\$*)/6\$0*)#(!D)*%!*%*-!(-D!31#0)!
- I9 j!-!0'11-(*!""B Bd!2\$*\$!\$!/\$!4\$/-)(-!/*#!\$//!!/*2-(*!(-.\$-&-(*!)(!%*-! \$25)/)(.!)31#0-!!\$(2!*%*-!#1)-(*\$*)#(!0#1!/-9!

!

!

!

! #05/&*[!& %8756#05/?&-:2213/< & !

!

!

O.!=&!>.1:0&%&9!=\$!*%43!0\$&!K&/88)(1%)\$.5.11)%%&&P

!

!

H6!\$(!)(/*)**#(!1-0-5-!/@%)1\$1*+!"#&&-(*7!*%*-!)(/*)**#(!%\$!/\$(!#33#1*')*+!*#1-3#(2!*#! %*#-!0#&&-(*!\$!(2!*%*-!K(B)*-!L-\$66)1&\$*)#(!"#&&)*-!1-5)-D!/*%*-!1-3#(-!\$!3\$1*!#6!)*! 0#&31-%-/)5-!-5\$,\$*)#(!#6!*%*-!)(/*)**#(9!!

!

@%-!"#&&)*-!/%#2!0%-0U!#(-!#6!*%*-!6#,,#D)(.h

!

!

!