

!

"#\$!G

!

"#\$!M

!

"#\$!P

'8!6#+!'-.\$/#/01!6-#/2\$6\$/J12641/6!#/!.!09--1/6!26-#61>\$12!@16-'!145?'=2!\$/!'-.1-16'!\$45?141/6!
;77B!5'?S0\$12R!!

*E! 7(\$'5#&%"(%7#*4%F'#4&*\$%?)(420%

@16-'X!'-'!'"'2!7/>1?12!;'9/6=@16-'5'?\$6#/#!*-#/25'-6#6\$'!/796F'-\$6=X!\$2!#!59E?S0!

6-#/25'-6#6\$'!/5?#//1-X!0'-'-.\$/#6'-X!.12\$>/1-2X!E9\$?.1-X!#/!'!51-#6'-!8'-!6F1!"'2!7/>1?12!;'9/6=R!

@16-'!(#2!8'-41.!.!\$/!%UMM!'96!'8!#!41->1-'!8!6F1!<'96F1-!/;!#?'\$8'-\$/#!Q#5\$.!*-#/2\$6!)\$26-\$06!#/!!

6F1!"'2!7/>1?12!;'9/6=!*-#/25'-6#6\$'!/;'44\$22\$'/R!36!0'/2\$262!'8!2\$+!\$!/12!#/!./\$/16=c6F-11!

26#6\$'/2!#/!.-9/2!21J1/!.#=#2!#!(110R^M!@16-'!-9/2!6F1!6F\$-.!#->126!59E?S0!6-#/2\$6!2=2614!\$/!6F1!

0'9/6-#!#2!(1??!#2!\$62!8'9-!?\$>F6!-#?\$2!#-1!6F1!#->126!E=-!\$.1-2F\$5!\$/!6F1!0'9/6-#R^P!*F1!E9212!#-1!

210'/.!\$/!6F1!0'9/6-#E=-!\$.1-2F\$5!#/!.!2\$D1!'8!8!116R^M!WFS?1!E126!0/'(/!8'-!\$62!E9212!#/!.!6-#\$/2X!

@16-'!-9/2!#/!'!J1-2112!4#/#='!6F1-!0-\$6\$0#?!6-#/25'-6#6\$'!/5-'>#42X!\$/0?9.\$/>!E\$01!#/!.!8-11(#=#!

89/.\$/>!5-'>#42X!51!/26-1162!\$/6\$#6\$J12X!#/!.!-#?#!26#6\$'!/#!-1#!-1#?!126#61!.1J1?'541/6R^V!36!\$2!#?2'!

\$45'-6#/6!6!#..!6F#6!(F\$?1!@16-'!51-#612!6-#\$/2!#/!.!E9212X!\$6!.!12!/'6!F#J1!#96F'-\$6=16!4#/#>1!

26-1162R!*F\$2!#96F'-\$6=-144#\$/2!(6F!?'0#?!0\$6\$12R!T9/.\$/>!8'-!@16-'!#/!.!\$62!5-'>#42!#/!.!5-'K1062!

#-1!E'6F!#6!#126#61!#/!.!81.1-#?!?1J1?R!"7!@16-'!#?2'!21-J12!#2!6F1!6#+!#96F'-\$6=1#/.!

\$45?141/6#6\$'!/!#>1/0=18-'!J'61-!#55-'J1!.!2#?12!6#+!41#29-12R^S!7..\$6\$'/#??=X!4'/1=18-'4!8'9-!

"7!;'9/6=12#?12!6#+12!#?'/!1/'(!#00'9/62!8'-!#E'96!mH!51-01/6!'8!@16-'A2!E9.>16X!290F!#2!B-'5!

7!\$/!%U\HX!B-'5!;!/!/!%UUHX!@1#29-1!Q!\$/!GHH\X!#/!.!@1#29-1!@!\$/!GH%VR\!*F121!8'9-!F#?8c01/6!

_____!

^M!@16-'X!'7E'96!@16-'!7-0FSJ1!a!"7!@16-'!Z@16-'!X!GHGG[X!F6652^bb(((R416-'R/16#E'96R!
^P!*F1!&'92\$>13// 'J#6J1!;'??#E'-#6J1!"'2!7/>1?12!;'9/6=@16-'5'?\$6#/#!*-#/25'-6#6\$'!/796F'-\$6=Z@16-'[!a!&'92\$>13// 'J#6\$' /!
;??#E'-#6J1X!75-\$?!G\!GHGH!F6652^bbF'92\$>\$/ 'J#6\$' /RO'bo'??#E'-#6J1b416-'bR!
^M!W#=#N#00!@#0F\$ /1X!T#062!76!#Y?# /01!a!W#=#E#00!@#0F\$ /1^!3/61- /16!7-0FSJ1!n'J14E1-1% \X!GH%VX!
[F6652^bb\(1E!#-0FSJ1!>b\(1EbGH%V%GGmH!%UmPhF6652^bb\(\(\(R416-'R/16b/1\(2b8#062c># /01!R!](#)
^V!n#6F# /!<X!&'?412X!"#Q1>\$' /#?!* -#/25'-6#6\$' /X!C+5?#\$/1..!a!@1..\$94!Z@1..\$94!T1E-9#=#X!GHGH[X!F6652^bb/2F'?412G%R41..\$94!R0'4b?#c
-1>\$' /#?c6-# /25'-6#6\$' /c1+5?#\$/1.c#MMGmM8MVGSE!
^S!;'7';,Y!R!"'2!7/>1?12!;'9/6=@16-'5'?\$6#/#!*-#/25'-6#6\$'!/796F'-\$6=Z@16-'[!a!;#?8'-\$/#!722'0\$#6\$' /!'8!;'9/0\$2!'8!Y'J1-/41/62R!
;7";,Y!Xj# /9#=#X!GHGH!F6652^bb0#?'0'>R'>b?'2# />1?12c0'9/6=c416-'5'?\$6# /c6-# /25'-6#6\$' /c#96F'-\$6=c416-'bR!
^V!n#6F# /!<X!&'?412X!"#Q1>\$' /#?!* -#/25'-6#6\$' /X!C+5?#\$/1..!a!

!

"#\$!V

\$/8-#26-9069-1R!3/!6F1!5#26X!E'6F!81.1-#!#/.!26#61!6-#/25'-6#6\$'/!89/.\$/>!F#2!E11/!5-\$4#-\$?=#!

96\$?SD1.!6'!E9\$?.!\$/8-#26-9069-1X!?\$01!F\$>F(#=2X!6F#6!5-'4'612!4'-!1!0'/J1/\$1/6!6-#J1?!\$/!5-\$J#61!

0#-2!-#6F1-!6F#/\$/!59E?\$0!\$/8-#26-9069-1R^{MM}!&'(1J1-X!\$/!'-.1-!6'!.10-1#21!Y&Y!14\$22\$'/2!\$/!

6-#/25'-6X!@16-!#\$42!6'!\$/261#.\$/0-1#21!89/.\$/>!8'-!6-#/2\$6!5-'K1062!#/!.!E9\$?.\$/>!96!59E?\$0!

6-#/2\$6!\$/8-#26-9069-1!\$/!'-.1-!6'!1/0'9-#>1!2F#-1.!4'E\$?\$6=R!*F121!26-#61>\$12!F\$>F?>F6!6F1!

\$/0-1#2\$/>!59E?\$0!2955'-6!8'-!\$/J12641/6!8'-!F\$>F!J'?941!8\$+1.!-'961!6-#/2\$6!?\$01!0'44961-!-#?\$X!

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"#\$!S

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GHHU%R!*F1!5#22\$/>!'8!6F1!GHH\!6#+!'-.\$/#/01X!(F'21!-1J1/91!25#-01.!6F1!.-\$J1!8'-'!59E?S0!
 89/.1.!0'/26-906\$'/!6!26#-6!6!'E9\$?.'!96!59E?S0!6-#/2\$6X!.14'/26-#612!6F1!>-'(\$/>!2955'-'6!8'-'!6F1!
 0'/6\$/9#?!.1J1?'541/6!'8!6F1!"7!59E?S0!6-#/2\$6!2=2614!\$/!#!0\$6=!6F#6!F\$26'-\$0#?=?!5-\$'-\$6SD1.!!
 J1F\$0?12%UR!

F121!89/.2!#-1!.\$26-\$E961.!E=!6F1!"'2!7/>!1?12!;'9/6=!@16-'5'?\$6#/?!-#/25'-6#6\$'!/!
 796F'-\$6=!4'/6F?=!6!'K9-\$2.\$06\$'/2!'!#!51-!0#5\$6#!E#2\$2R!@1#29-1!Q!2510\$8\$12!6F#6!6F1!89/.2!#-1!
 96\$?SD1.!8'-'!6-#/25'-6#6\$'!/!59-5'212!'/?=R!@1#29-1!Q!F\$>F?>F62!(F\$0F!5-'K1062!F#J1!1!?)\$>E\$?S6=!8'-'!
 89/.\$/>!#/.!'K9-\$2.\$06\$'/2!#-1!1/0'9-#>1.!6!'!#55?=!6F1\$-!@1#29-1!Q!"Q!89/.2!6'(#-.2!49?6\$c
 K9-\$2.\$06\$'/#?15-'K1062X!2510\$8\$0#?=?!5-'K1062!6F#6!2955'-6!'6F1-!@1#29-1!Q!-#?X!E92!#/.!F\$>F(#=!
 0'--\$.-'!5-'K1062aGH!

@'-1'J1-X!6F1!@1#29-1!Q!"'0#?!Q169-!/5-'4'612!2926#\$/#E\$?S6=(F1!/89/.\$/>!6-#/2\$6!
 5-'K1062R!j9-\$2.\$06\$'/2!#-1!1/0'9-#>1.!6!'!96\$?SD1!@1#29-1!Q!89/.2!8'-'!5-'K1062!6F#6!8'261-!
 2926#\$/#E?1!0'9/6-=(.\$1!6-#/25'-6#6\$'!/!2=26142!E=!\$/0-1#2\$/>!#?61-/#6\$J1!6-#/25'-6#6\$'!/!0F'\$012!
 #/.!\$45-'J\$/>!6F1!188\$0\$1/0=!#/.!'!51-#6\$'!/!'8!6F1!26-1162!#/.!\$/8-#26-9069-1R!3/0?9.1.!#-1!
 2510\$8\$0!0'-'!.\$/#6\$'!/!#55-'#0F!?\$26\$/>2!8-'4!@1#29-1!Q!"'0#?!Q169-!/Y9\$.1?\$/12!#E'96!
 .10#-E'/\$D#6\$'!/5-'K1062!9/.1-!@'565\$(%Y+&\$#*4#/*,\$*0^!!

%R @'-1!0'--\$.-'cE#21.!5-'K1062X!2510\$8\$0#?=?!6F'21!6F#6!2955'-6!'6F1-!@1#29-1!Q!-#?X!E92!
 #/.!F\$>F(#=!0'--\$.-'-2!
 GR N92!-#5\$.!21-J\$01!\$45?141/6#6\$'!/!
 MR N\$01!#/.!51.126-\$#/!#00122!#/.!0'//106\$J\$6=!6!'2955'-6!6-#/2\$6!#/.!-#?!26#6\$'/2!

7?2'X!?'0#?!#>1/0\$12!#-1!1/0'9-#>1.!6!'!4#+\$4\$D1!6F1!921!'8!6F\$2!89/.\$/>|-12'9-01!6'!-1.901!
 >-11/F'921!>#2!14\$22\$'/2!#/.!\$45-'J1!4'E\$?S6=!#/.!#00122!6'!?'0#?!0'449/\$6\$12R!C+#45?12!'8!

!\ " 7!@16-'X!@1#29-1!Q!a!"7!@16-'X!@#-0F!G%!!GHGG!!F6652bb((R416-'R/16b#E'96b41#29-1c
 -bd'e^61+6f7gGH6('gG)6F\$-.2gGH4#X'-\$6=gGH'8!6F'21gGH#?-1#.=gGHS/gGH6F1gGH551?S/1R!
 %U!"7!@16-'X!@1#29-1!Q!a!"7!@16-'X!@#-0F!G%!!GHGG!
 GH!@16-'X!@1#29-1!Q!"'0#?!Q169-!/Y9\$.1?\$/12a!Z"'2!7/>!1?12!;'9/6=!@16-'5'?\$6#/?!*-#/25'-6#6\$'!/1796F'-\$6=X!GH%HX!
 F6652bb((R.-'5E'+R0'4b2bGVMG>X!9!XVm8DV8bGHHUc@1#29-1cQc""0#?cQ169-/cY9\$.1?\$/12R5.8:..?fHR!

!

"#\$!U

5- 'K1062!\$/0?9.1!`?\$J#E?1!26-1162X!0' 4 5?161!26-1162X!0#-!2F#-\$/>!5- '>-# 4 2X!5#-0\$/>!5-\$0\$/>!

26-#61>\$12!#/ .!'6F1-!#06\$' /2!6'!-1.901!0' />126\$' /!#/ .!J1F\$0?12! 4 \$?12!6-#J1?1 .R!N=!#661 4 56\$/>!6'!

89/ .!4 '-1!\$/8-#26-9069-1!#/ .!-#?5- 'K1062!6' !E9\$?..!'96!#/ .!26-1 />6F1 /!59E?\$0!6-#/2\$6X!6F121!?\$26\$/>2!

8- ' 4!@1#29-1!Q!#?2'!5- ' 4 '61!6F1!188' -62!6' (#- .!.10#-E' /\$D#6\$' /G%R!!

*TE! 7 (#&+ '(% 7%

@1#29-1!@A2!>' #?2!#-1!6'! 4 \$6\$>#61!1/J\$- ' / 4 1/6#?!1881062!8- ' 4 !Y&Y!1 4 \$22\$' /2X!>- ' (!# /!

188\$0\$1/6!#/ .!2#81!59E?\$0!6-#/2\$6!2=261 4 X!#/ .!1/F#/01!6F1!; '9/6=A2!-1>\$' /#?16-#/25' -6#6\$' /!2=261 4!

E=!\$/J126\$/>!/0#5\$6#?!\$ 4 5- ' J1 4 1/62!\$/!@16- 'A2!E92!2=261 4 !#/ .!-#?12=261 4 2R!@1#29-1!@!('9?..!

. '9E?1!6F1!2\$D1!' 8!6F1!-1>\$' /2! 4 #22!6-#/2\$6!2=261 4 !#/ .!95.#61!' ' 2!7 />1?12!; '9/6=A2!F\$>F (#=#!

!

"#\$!%H

%7?6'>16F1-X!6F\$2! ('9? .!E1!#!F\$>F?=!2\$>/8\$0#/6!6-#/28' - 4 #6\$J1!\$/J1264 1/6!6' !E '6F!5- ' 4 '61!6F1!

92#>1!'8!6-#/2\$6!#/ .!6'!4#01!6-#/25' -6#6\$' /!\$/!" '2!7 />1?12!2#81-X!1#2\$1-!#/ .!4 '-1!0' /J1/\$1/6R!!

TE! 7 (\$'59&%>,*6#\$(%?2\$*54%#4.%? .#1\$#\$*54%@,#4%A>??@B%

" '2!7 />1?12! ; '9/6=!@16- '5'?\$6#/*-#/25' -6#6\$' /!796F' -\$6=X!' -!@16- 'X!5-15#-1.!#//!

!

"#\$!%%

8?116X!2 (\$60F!J#/5 ' '?!J1F\$0?12!6' !E#661-==c5' (1-1 .!J1F\$0?12X!-15?#01!/' /c-1J1/91!J1F\$0?12! (\$6F!

E#661-!=5' (1-1 .!J1F\$0?12X!\$/26#?!2=261 4 2!6' !26' -!1/1->=!0#569-1 .!8- ' 4 !6-#\$/2X!E9=!%HH g!

-1/1 (#E?1!1/1->=X!\$/26#?!5F' 6' J' ?6#\$0!2=261 4 2X!

!

"#%!%G

E1\$/>!89/ . 1 . !E=!GHH\!@1#29-1!Q!#/ . !GH%V!@1#29-1!@!#-1!\$/0' 4 5?161! (\$6F!1/ . ! . #612!\$/!6F1!

61/6#6\$J1!8969-1R!W\$6F! ' /?=#!81 (!5- 'K1062!0' 4 5?161 . X!0' 4 5-1F1/2\$J1!269 . \$12!' 8!6F1!2926#\$/#E\$?6=!

!

"#\$!%M

188\$0\$1/6!921!'8!59E?\$0!6-#/25'-6#6\$'/X!#/.!6F1!0'/26-906\$'/!'8!E\$0=0?1!#/#/12!#/.!4#22!6-#/25'-6!

?#/#12M%R!3/!4#/#!0#212!6F#6!(\$?!41#/#\$/J126\$/>!/6-#/2\$6!\$/8-#26-9069-1!#/.!F\$>FcJ'?941!8\$+1.c

-'961!6-#/2\$6!21-J\$012!290F!#2!0'44961-!-#?\$X!?\$>F6!-#?\$X!#/.!E92!-#5\$.!6-#/2\$6X!#?' />!(\$6F!-1?#\$E?1!

? '0#?!E92!21-J\$012R!!

**E! M(&*)4#\$(. %N+4. *4)%#&%#%#Y(2+'(%85+\$(%F5H#'. %F'#4&*\$M(2#'/54*-#54%#%

*-#/25'-6!10'/'4\$26!N#--=!IEE1?2!#/.!B161-!n\$K0#45!F\$>F?>F62!6F#6!2955'-6!8'-!6-#/2\$6!

\$/8-#26-9069-1!F#2!6=5\$0#?=?E11/!8-'4!J#-\$'92!8'-42!'8!>1/1-#?!6#+#6\$'/2R!o#-=\$/>#4'9/62!'8!

-1J1/912!8-'4!#!(.1!/94E1-!'8!29E2\$. \$12X!?'0#?!6#+12!#/.!0F#->12!F#J1!E11/!5-\$4#-!2'9-012!'8!

6-#/2\$6!89/.\$/>R!72!6F1-1!\$2!9/5-1.\$06#E\$?6=#(\$6F!6F\$2!416F'.X!6-#/2\$6!\$2!4'-1!J9?/1-#E?1!6'!=1#-?=#!

0#2F!8?'(2!0#92\$/>!#>1/0\$12!6'!5-\$'-\$6\$D1!.1J1?'541/62!#/.!4#01!9/5'59?#-!#/.!0F#??1/>#/>!

.10\$2\$'/2!6'!096!21-J\$01!'!-#21!8#-12!.9-\$/>!51-\$'.2!'8!?'(!-1J1/912R^{MG}!72!4'26!'8!6F1!89/.2!

'-\$>\$/#61!8-'4!6F1!2#41!#22'-641/6!'8!-1J1/91!2'9-012!8'-!6F1-!59E?\$0!21-J\$012X!?\$01!1.90#6\$'/'!

#/.!F1#?6FX!6F1-1!\$2/!'!.\$-106!?\$0!E16(11/!6F1!2'9-01!'8!-1J1/91!#/.!\$62!.1.\$0#6\$'/R^{MM}!<90F!

9/5-1.\$06#E\$?6=#2!#?2'!#10#921!8'-!9/5-1.\$06#E?1!5-'K106!89/.\$/>!(\$6F!/'!#229-#/01!8'-!0'/6\$/9#?!!

8\$/#/0\$/>R!;'4516\$6\$'/'8'-!89/.\$/>!6F1/!0-1#612!#!4#K'-!5-'E?14!(\$6F!6F\$2!8'-4!'8!8\$/#/0\$/>R!

*F\$2!E10'412!5-'E?14#6\$0!.91!6'!6F1!/11.18'-!2\$D1#E?1!#4'9/62!'8!4'/1=X!'J1-!?' />!51-\$'.2!'8!

6\$41X!6'!E9\$?!.!#/.!1J1?'5!59E?\$0!6-#/2\$6!5-'K1062R!!*F1!/10122#-=\$/J12641/62!\$/!2926#\$/#E?1!

\$/8-#26-9069-1!2=26142!0#//!'6!E1!4#.1!(\$6F'96!29\$6#E?1!89/.\$/>!410F#/\$242R!T'-!6F\$2!-1#2' /X!

#96F'-\$6\$12!#/.!6-#/2\$6!'51-#6'-2!#-1!5-\$'-\$6\$D\$/>!/1(!.12\$>/#61!.!2'9-012!'8!89/.\$/>!8'-!6-#/2\$6!?\$01!

!
 ^{M%}!!C>9\$/'X!&9u20#-R!`B9E?\$0!3/J12641/6!\$!)10#-E'/\$D#6\$' /! , 55'-69/\$6\$12!#/.!<6-#61>\$12!8'-!CO'/'4\$0!Q10'J1--Ra!Y126\$V/!8\$20#?!X!79>926!%UX!
 GHGHR!F6652"bbE?'>2R\$#.EX'->b>126\$'/c8\$20#?b1/b59E?\$0c\$/J12641/6c\$/c.10#-E'/\$D#6\$'/c'55'-69/\$6\$12c#/.c26-#61>\$12c8'-c10'/'4\$0c-10'J1--bR!
 ^{MG1}"#0'/'X!@SOF#1?R!)1.\$0#61.!T9/.\$/>#/.!I-E#/'*-/2\$6!B1-8'-4#/01!<'41!C45\$-S0#?!!
 CJS.1/01Ra!Q121#-0FY#61R!&9E1-6!&R!&945F-1=3/26\$6961!'8!B9E?\$0!788#-2!*F1!I/SJ1-2\$6='8!
 @\$/12'6#X!T1E-9#-!IGX!GHHVR!F6652"bb((R-121#-0F>#61R/165-'8\$!1b@SOF#1?3#0'/'b59E?\$0#6\$'/bGmmS%MPR)1.\$0#61.rT9/.\$/>!
 r#/.rI-E#/'r*-/2\$6rB1-8'-4#/01r<'41rC45\$-S0#?rCJS.1/01b?\$/O2bHHEPUMMSG#OM8%MM\#HHHHHHb)1.\$0#61.cT9/.\$/>c#/.c

!

"#\$!%P

F=5 '6F10#61 .!?' 0#?!6#+#6\$' /R^{MP}!&=5 '6F10#61 .!?' 0#?!6#+#6\$' /!-181-2!6' !#/#22' -6 4 1/6!' 8!?' 0#?!6#+12!

#/ .!0F#->12! (F' 21!-1J1/91!\$2! .\$.-106?!=F=5 '6F10#61 .!#/.!.1.\$0#61 .!6' !8\$/#/01!6F1!' 51-#6\$' /X!

.1J1?' 5 4 1/6X!#/.!\$/ J126 4 1/6!' 8!59E?\$0!6-#/25' -6!#/.!\$62!0' 262R^{Mm}!@ '26!0' 4 4 ' /?=#X!#861-!' E6#\$/\$/>!

J' 61-!#55- ' J#?X!?' 0#?!2#?12!6#+12!Z#55?\$1 .!6' !>' ' .2!#/.!21-J\$012[!0#/#5- ' J\$. 1!#!. 1.\$0#61 .!89/ .\$/>!

2' 9-01!8' -!6-#/2\$6!#>1/0\$12R!*F1!\$. 1#!\$2!6F#6!E=!F#J\$/>!. 12\$>/#61 .!89/ .\$/>X!6-#/2\$6!5' ?\$0=!#/.!

5- 'K1062!#-1!6F1/!5-\$' -\$6\$D1 .!E=!F#J\$/>#!216!2' 9-01!' 8!89/ .\$/>!\$/!' - . 1-!6' !\$ 4 5?1 4 1/6!0?\$ 4 #61!

5' ?\$0=!>' #?2!#/.!6-#/2\$6!5- 'K1062R^{MV}!*F- '9>F!6F1!6#+12@616-!4 2Tc310 .2 4 000 .2 4 12589 .92005091Tf (!) TjETQq0.2

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"#\$!%\

89/ .2! (1-1!#201 .R!72!6F1!26-#61>\$12!6' (#- .!. 10#-E' /\$D#6\$ ' /!6F#6!@16- '!. 120-\$E12! (#2!92\$/>!6#+!
 '- .\$/#/01!89/ .\$/>!6' !E9\$? .!'96!4 ' -1!59E?\$0!6-#/2\$6!\$/8-#26-9069-1X!6F1!]9126\$ ' /!'8! (F16F1-!6F\$2!\$2!
 #/!188106\$J1!26-#61>=#/ .! (F=! (#2!#201 .!6' !6F121!# .J '0#0=!>- '952R!!

E! R4\$('T(H((&%C*&\$!

n#41!	Y-'95!
3/61-J\$1 (11!7!	7(\$'5^!C/J\$- ' / 41/6#?!<1-J\$012!) 15#-641/6!
3/61-J\$1 (11!N!	7(\$'5^!C/J\$- ' / 41/6#?! ; '45?\$/01! <div style="background-color: #cccccc; height: 15px; width: 100%;"></div>

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"#\$!%U

T'-!4=!-121#-0FX!3!0'/.9061.!8'9-!\$/61-J\$1(2!(\$6F!@16-'!#>1/0=!414E1-2!(\$6F\$/!6F1!
 C/J\$-' / 41/6#?!<1-J\$012!)15#-641/6!#2!(1?!#2!6F1!<926#\$/#E\$?#6=!#/.!C/J\$-' / 41/6#?!; '45?\$/01!
)15#-641/62!E16(11/!j#/9#-#!#/.!T1E-9#-#!GHGGR!7..\$6\$/#?=#X!3!\$/61-J\$1(1.!G!414E1-2!'8!
 J#-\$'92!0?\$4#61!#/.!6-#/2\$6!#.J'0#0=!>-'952R!3!\$/61-J\$1(1.!'/!414E1-!'8!6F1!'->#/\$D#6\$' /!
 Y\$'(\$&%35'%,!#/.!#/!'6F1-!8-'4!>,*6#\$(%8(&5,T(R!T'-!6F1!59-5'21!'8!6F\$2!5#51-X!#?!@16-'!
 \$/61-J\$1(112!#-1!#/' / =4'92X!E96!#?!.15#-641/62!51-6#\$/!6'!; 77BX!@1#29-1!Q!#/.!@1#29-1!@R!!

*F-'9>F!6F1!\$/61-J\$1(2!0'/.9061.!(\$6F!E'6F!#.J'0#0=!>-'952!#/.!@16-'!#>1/0=!
 414E1-2X!6F1-1!(#2!#!>1/1-#?!0'/21/292!'8!#00156#/01!'8!6F1!\$/8-#26-9069-1!#/.!'51-#6\$'/2!
 .10#-E'/\$D#6\$' /!26-#61>\$12!#/.!6F1!GH%U!; \$4#61!706\$' /!#/.!7.#56#6\$' /!B?# /!8-'4!@16-'R!*F1!
 5?# /!#/.!\$62!0' /61/62!51-6#\$/>!6'!.10#-E'/\$D\$/>! '51-#6\$' /2!#/.!5'?\$0=!>'#?2!(1-1!>1/1-#?!=
 (1??c-101\$J1.!#/.!.1141.!-1#?\$26\$0#?!=\$45?141/6#E?1R!N'6F!@16-'!#/.!#.J'0#0=!414E1-2!
 #>-11.! /!6F1! /11.!8'-!4'-1!#00122\$E?1!#/.!#88'-.#E?1!59E?\$0!6-#/2\$6!\$/8-#26-9069-1!#2!(1?!#2!
 4969#?!>'#?2!'8!6-#/2\$6!.10#-E'/\$D#6\$' /R!7?6F'9>F!6F1!5'?\$6\$0#?!\$45?#0#6\$' /2!' /!6F1!-1#?\$26\$0!

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"#\$!GH

%R *#+!'-.\$/#/012!GHH\!@1#29-1!Q!#/.!
 GH%V!@1#29-1!@!5-'J\$.1!89/./>!8'-'!
 6F1!
 N9\$?6!\$/!#00'-.#/01!
 (\$6F!@16-'A2!<926#\$/#E\$?6=!B?#/X!
 (F\$0F!0'/6#\$/2!; 7 7 B!(\$6F\$/!\$6X!#2!6F1!
 4#\$/!26-#61>=!6'!.10#-E'/\$D1!
 !
 GR W\$6F\$/!6F#6X!GH%U!; 7 7 B!5'?\$0\$12!#?2'!
 F1?5! !E=!

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"#\$!GG

n '6' / ? = ! # - 1 ! (1!6 = \$ / > ! 6 ' ! . 10# - E ' / \$ D1 ! E96! / ' 6!6 ' ! - 1c0# - E ' / \$ D1 L @ 16 - ' ! F# . ! # ! 4 116\$ / > !
 #E ' 96!6F1\$ - ! . \$881 - 1 / 6!26 - #61 > \$ 12!\$ / 0?9 . 1 . !6F1!5 - ' K1061 . !8 ' ' 65 - \$ / 6! ' 8!1 + 5# / . \$ / > !8 - 11 (# = 2R!
 *F1!\$ / 0?92\$ ' / ! ' 8!8 - 11 (# = ! 4 ' / 1 = ! # / . ! \$ 4 51692!8 ' - ! 1 + 5# / 2\$ ' / !6F1 - 1! - 1#?? = !K1 ' 5# - . \$D12!
 0? \$ 4 #61!#06\$ ' / R! *F1!]9# / 6\$6 = ! ' 8! > - 11 / F ' 921! > #212!6F#6! (' 9? . !E1!1 4 \$661 . ! - 1?#61 . !6 ' 15?# / / 1 . !
 1 + 5# / 2\$ ' / ! ' 8!8 - 11 (# = 2!\$2! > - 1#61 - !6F# / !#??! ' 8!6F1!\$ / 8 - #26 - 9069 - #? ! \$ / J126 4 1 / 62! ' 8! @ 16 - ' !
 0 ' 4 E\$ / 1 . X!6F#6!\$2! (F#6!6F1\$ - ! . - #86!126\$ 4 #612!2# = R!36A2! / \$01! (F1 / ! = ' 9!6\$1!#06\$J1!6 - # / 2\$6!6 ' !
 F\$ > F (# = ! \$ 4 5 - ' J1 4 1 / 62X!E96!\$8! = ' 9 - ! \$ / . 90\$ / > ! . 1 4 # / . !8 ' - ! . - \$J\$ / > ! \$6!5 - ' 4 ' 612!#121 / 21! ' 8!#!
 D1 - ' c29 4 ! > # 4 1R! ; # / A611 / 0 ' 9 - # > 1! . - \$J\$ / > ! # / . ! - \$. \$ / > ! # ! E\$01!#6!6F1!2# 4 1!6\$ 4 1R!

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R42' (#& (. %3+4. *4) %3'56%7 (#&+ ' (%8%#4. %7 (#&+ ' (%7%*&%\$ "(%^(I\$%Y\$(I%35 '%F'#4&*\$%

!

W\$6F\$ / !6F1!\$ / 61 - J\$1 (2X!6F1 - 1! (#2!#! > 1 / 1 - #? ! 0 ' / 21 / 292!6F#6!6# + ! ' - . \$ / # / 01! @ 1#29 - 1!Q!# / . !

@ 1#29 - 1! @ ! \$2!# ! E1 / 18\$6!6 ' ! @ 16 - ' ! # / . !6F1!6 - # / 2\$6!2 = 261 4 ! #2!#! (F ' ? 1R! * F121!6 (' ! @ 1#29 - 12! (1 - 1!

/ # ? = D1 . !2510\$8\$0#?? = ! #2!6F1 = ! # - 1! J\$1 (1 . ! #2!6F1! / 1 + 6!2615!8 ' - !6 - # / 2\$6!89 / . \$ / > !5 - ' K1062!\$ / ! " 7R!

@ 1#29 - 1! @ ! \$2!96\$?D1 . ! #2!# / ! 1 + 5# / 2\$ ' / ! ' 8!6F1! ' - \$ > \$ / # ? ! @ 1#29 - 1!Q!6# + ! ' - . \$ / # / 01R!36!\$2! . \$26\$ / 06! . 91!

6 ' !6F1!# - > 1!20#?1! ' 8!89 / . 2!# / . ! / ' !29 / 216! . #61R! * F\$2!# - > 1!\$ / 0 - 1#21!\$ / ! #J#?#E?1!89 / . \$ / > !2!0 - \$6\$0#?!

6 ' !6F1!0 ' / 6\$ / 9#? ! E9\$? . \$ / > ! ' 8!5 - 121 / 6!# / . !8969 - 1!6 - # / 2\$6!5 - ' K1062R!T ' - !3 / 61 - J\$1 (11!N!26#612^!

I ?6\$ 4 #61? = ! @ 1#29 - 1! @ ! (#2!6#0\$ / > ! @ 1#29 - 1!Q!6 ' !6F1! / 1 + 6! ? 1J1? ! \$ / !61 - 4 2! ' 8!6F1!5 - ' K1062!\$6!
 (# / 62!6 ' !5 - ' J\$. 1!6 ' ! " 7! ; ' 9 / 6 = R! " \$01!6 (' ! ' 8!6F1!F\$ > F? \$ > F62! ' 8!6F#6!2510\$8\$0!6# + ! 4 1#29 - 12!\$2!
 GH! ' - !2 ' !5 - ' K1062!6F1 = ! (# / 6!6 ' !1 / #06!95!9 / 6\$?!GHmHR!CJ1 / ! (\$6F!6F ' 21!5 - ' K1062!\$ / ! 4 \$ / . ! (1!
 (# / 6!6 ' ! > 16! . ' / 1X!6F1 - 1!\$2! / ' !29 / 216! . #61! ' / !6F#6! 4 1#29 - 1! (F\$0F! 4 1# / 2!6F#6!\$ / !6F1!8969 - 1!\$8!
 (1!26\$?? ! F#J1!6# + ! - 1J1 / 91!0 ' 4 \$ / > ! \$ / 6 ' ! @ 16 - ' ! # / . !6F1 - 1!\$2! ' EJ\$ ' 92? = !26\$?? / 11 . !8 ' - !6 - # / 2\$6!
 5 - ' K1062X!F1 - 1A2!# / ! ' 55 ' - 69 / \$6 = !6 ' !0 ' / 6\$ / 91!6 ' ! \$ 4 5 - ' J1! ' 9 - ! . 10# - E ' / \$D#6\$ ' / !188 ' - 62! / !6F1!

!

"#\$!GM

#. '56\$/>!0?1#/!891?!#/ .!610F/ '?'>=!#?61-/#6\$J12!6'!.10#-E'/\$D1!6F1!6-#/2\$6!2=2614!E=!GHmHRPS!

WF1!/!#201.!#E'96!6F1!\$/61-2106\$'!/E16(11!/6F1!6#+!41#29-12!#/ .!; 77Bx!3/61-J\$1(11!N!

.120-\$E12X!!

N10#921!@1#29-1!@!#/ .!Q!. '12!#!?'6!'8!6F1!F1#J=!?\$86\$/>'8!6F1!C@*!-1.906\$'/2X!6F1!
; 77B!\$2!F'(! (1!\$45-'J1!95'!/6F#6R!&'(!0#!/@16-'!4#01!5-'K1062!4'-1!2926#\$/#E?1!#/ .!
F1?589?!6F-'9>F!6F121!24#??1-!41#29-12:!!

!

7..\$6\$'/#??=X!#?6F'9>F!@1#29-12!Q!#/ .!@1#29-1!@!. '!'/'6!.\$-106?=!2955'-6!; 77BA2!5'?\$0\$12X!

6F1=!. '!'J1-#??!2955'-6!@16-'A2!#\$4!6'(#- .!#0F\$1J\$/>!0?\$4#61!#/ .!2926#\$/#E\$?\$6=>'#?2!\$/!4'-1!

6-#/2\$6!5-'K1062R!T'-!3/61-J\$1(11!7!26#612^!

*F1!; 77B!0#41!#861-!@1#29-12!Q!#/ .!@X!6F1!; 77B!-181-2!6'!@1#29-1!Q!#/ .!@1#29-1!
@!\$/!61-42!'8!\$62!?\$01!F1?5\$/>!92!6'!>16!6'!.10#-E'/\$D#6\$' /!>'#?2R!!N96!@1#29-1!Q!#/ .!
@1#29-1!@!. ' /q6!/10122#-\$?=.1#?! (\$6F!6F1!; 77BR!36!F1?52!92!>16!6F'21!>'#?2!\$/!4'-1!
6-#/2\$6!5-'K1062X! (F\$0F!-1.9012!C@*X! (F\$0F!-1.9012!J1F\$0?1!14\$22\$'/2!\$/!"7!0'9/6=R!W1!

!

"#\$!Gm

{ (#/62A!#2!#/#>1/0=(\$6F! (F#6!\$2!5 ' 22\$E?1!6' !59-291!>\$J1/!4 ' 26!' 8!' 9-!#->1!5- 'K1062!F#J1!
 #?-1#-.#26#-61. !#/. !#?-1#-.#9/. 1- (#=#/#/. !>\$J1!\$6! 4 '-1!2510\$8\$0!OF#/>12!#/. !>' #?2Ra!3/!
 #00'-.#/#01! (\$6F!6F\$2X!C/>1?F#-.6!26#612X!' , J1-#?X! 4 ' 26!' 8!6F1!0?\$ 4 #61!#06\$' /!5?#/#2!>' ' !#/. !
 \$ 4 5?1 4 1/6#E?1R!< 4 #??. 16#\$?2!6F#6!#-1!0-90\$#?Ra%*F1!%M! 4 1#29-12!?' 0#61. !\$/! ; 7 7 B!# \$ 4 !#6!E1\$/>!
 #E?1!6' !#.#56!6' !6F1!\$/0-1#2\$/>!0?\$ 4 #61!OF#/>1!1881062!\$/!' ' 2!7 />1?12!#/. !-1. 90\$/>1! 4 \$22\$' /2!
 6F-'9>F!6F1!' 51-#6\$' /!5- '012212!#/. !26#/. #- .2! (F1/!E9\$?.\$/>16-#/2\$6!5- 'K1062R!*F1=!89-6F1-!26#61.X!
 |\$/!61-4 2!' 8!6F1!>' #?2!' 8! ; 7 7 B!X!6 ('! ' 8!6F1! 4 #\$/!6F\$/>2!6F#6!#-1!2955 ' 21. !6' !F1?5!\$2!%[!\$/!61-4 2!' 8!
 #.#56#6\$' / L!G![7 / .!6F1/!#!?' 6!' 8!\$6!\$2!F' (!. '!(1!\$ 4 5- ' J1!6F1!8#0\$?\$6\$12Ra!*F1! ; 7 7 B!
 5-1. ' 4 \$/#/6?=#2F#51. !F' (!@16- '!J\$1 (1. !' 51-#6\$' /#?15-#06\$012! 4 ' J\$/>!8' - (#- .! (\$6F\$/!6F1!
 0' /61+6!' 8!6F1!5- '>-122\$' /!' 8!0?\$ 4 #61!OF#/>1!\$/!2510\$8\$0#?=?!' ' 2!7 />1?12R!*F-' 9>F' 96!6F1!
 \$/61-J\$1 (2! ; 7 7 B! (#2!J\$1 (1. !#2!#.. \$6\$' /#?1- '9612!6' ! 4 #01!6-#/2\$6!5- 'K1062!89-6F1-!2926#\$/#E?1R!3/!
 2955 '-6!' 8!6F\$2!E1?\$18X!3/61-J\$1 (11!) !5962! ; 7 7 B!A2!188106!\$/!51-25106\$J1!#/. !' 96\$/ /12!6F#6!\$8!
 ; 7 7 B!A2!6F\$-611/! 4 1#29-12!#-1!#??!89??=#!\$ 4 5?1 4 1/61. ^!

F121! 4 1#29-12!#-1!5- 'K1061. !6' !#J '\$. ! 4 '-1!6F#6!P#VXHHH!@ ; , G1!#//9#??=RmH!*F\$2!\$2!6F1!
 1]9\$J#?1/6!' 8!-1 4 ' J\$/>! 4 '-1!6F#//!\XHHH!5#221/>1-J1F\$0?12!8- ' 4 !6F1!- '#. !8' -!#!=1#-X! (F\$?1!
 #?2'!5- ' J\$. \$/>!/16!0' 26!2#J\$/>2!#/. !1/J\$- ' / 4 1/6#?1!0' cE1/18\$62!\$01!\$ 4 5- ' J1. !#-\$!]9#?#6=#/#/. !
 .-' 9>F6!-12\$?1/01R!

!

T9-6F1-4 '-1X!E' 6F!3/61-J\$1 (11! ; !#/. !3/61-J\$1 (11!) !F\$>F?>F61. !6F#6! ; 7 7 B!\$2!' /?=#' /1!5#-6!' 8!
 @16- 'A2!2926#\$/#E\$?#6=#188' -62!#/. !\$2!29E29 4 1. !9/. 1-!6F1!E- '#. 1-!@16- '!<926#\$/#E\$?#6=#!B?# /X!
 \$/ . \$0#6\$/>!6F#6!6F121! ; 7 7 B!5' ?\$0\$12!#-1!89-6F1-!E1\$/>!/61>-#61. !\$/6' !09--1/6!#/. !8969-1!
 2926#\$/#E\$?#6=#18-# 4 1 (' -OR!T' -!\$/61-J\$1 (11!) !26#612X!!

7. . \$6\$' /#??=X!@16- 'A2!%Hc=1#-!2926#\$/#E\$?#6=#!26-#61>\$0!5?# /X!@ ' J\$/>!N1=' / . !<926#\$/#E\$?#6=#!
 Z@N<[X!\$2!0' /2\$261/6! (\$6F! '9-!GH%U! ; 7 7 B!>' #?2!' 8!E10' 4 \$/>!0#-E' /!/196-#?1#/. !. \$25?#0\$/>!
 ' J1-!S\HXHHH!@16-\$0!*' /2!' 8! ; #-E' /!) '\$ +\$. 1!C]9\$J#?1/6!Z@* ; , G1[!E=!GHmHR!@N<!6#->162!
 -1?#61. !6' !1/1->=#/#. !26-#61>\$12!-1?#61. !6' !1 4 \$22\$' /2! . \$25?#01 4 1/6!' 96\$/!1!@16- 'A2!188' -62!
 6' (#- . !#!. 10#-E' /\$D1. !8969-1R!

!

_____!
 mH!C26\$ 4 #61. !92\$/>! I <!CB 7 A2!Y-11/F' 921!Y#2!C]9\$J#?1/0\$12! ; #?09?#6' -!

!

"#\$!GV

!

"#\$!G\

?#->1-!]9#/6\$6='8!0#-2!' /!6F1!8-11 (#=2R!*F121!F\$>F (#=!1+5#/2\$' /!5- 'K1062!\$/F1-1/6?='0' /6-#. \$06!

26#61 4 1/62!'8!@16-'A2!>'#?2!'8!4 'J\$ />!51'5?1!# (#=!8- '4!J1F\$0?1!921R!T' -!1+#45?1X!\$/!# /!#-6\$0?1!

#E'96!@16-'A2!5-'>-122!' /!6F1!3cm!n '-6F! ; '9/6=!C/F#/01 4 1/6!B- 'K106!6F#6! (\$.1/2!6F1!F\$>F (#=!)

(\$6F!#/ '6F1-!&\$>F! , 0095#/0=!o 1F\$0?1!# /!1Z& , o[X!" '2!7 />1?12! ; '9/6=!<951-J\$2' -!# / .!@16- '!)

N' #- .!@14E1-!h#6F-=/!N#->1-!26#612^!

36!\$2!0-\$6\$0#?!6F#6! (1!1/29-1!6F1!2#81!# / .!188\$0\$1/6!'51-#6\$' /!'8!6F1!3cmX! (F\$0F!\$2!6F1!
E#00E' /1!'8!0' 4 4 1-01!\$/!6F1!W1261- /! I /\$61 .!<6#612 L *F121!\$45- 'J1 4 1/62! (\$??!F1?5!
2#81>9#- .!6F1!10' / ' 4 \$0!J\$6#?\$6='8!6F1!1/6\$-1!-1>\$' /! (F\$?1!5- 'J\$. \$ />!01=2#816=
\$45- 'J1 4 1/62!8' -!#??! (F'!921!6F\$2!0' --\$. ' -Rmmm!

!

) 1 4 ' /26-#61 .!6F-'9>F!6F\$2!-1?1#21 .!26#61 4 1/6X!5'?\$6\$0#?!# / .!10' / ' 4 \$0!\$45?0#6\$' /2!8' -!6F1!

\$/0?92\$' /!'8!- '#. !# / .!F\$>F (#=!1+5#/2\$' /!5- 'K1062!#-1!F\$>F?>F61 .R!*F- '9>F'96!6F1!\$/61-J\$1 (2X!

!

"#\$!GU

#00' 4 5?2F!4 '-1!0' 4 5-1F1/2\$J!0?4 #61!>' #?2R!*F\$2!\$/0-1#21!' 8!\$/8-#26-9069-1!8' -!4 '-1!J' ?9 4 1!

' 8!J1F\$0?12!/1>#612!6F1!5 ' 61/6\$#?!8' -!?' (1-\$/>!Y&Y!1 4 \$22\$' /2! (\$6F!59E?\$0!6-#/2\$6!\$/8-#26-9069-1R!!

@16- '!F# . !#! 4 116\$/>!#E ' 96!6F1\$-! . \$881-1/6!26-#61>\$12!\$/0?9 . 1 . !6F1!5- ' K1061 . !8' ' 65-\$/6!' 8!
1+5#/ . \$/>!8-11 (#=2R!T11 . E#00!6F#6!6F1=!#-1!6#0\$/>!\$/6' !4\$/ . R!*F1!\$/0?92\$' /!' 8!8-11 (#=!
4 ' /1=!#/ . ! \$ 4 51692!8' -!1+5#/2\$' /!6F1-1!-1#?=#K1 ' 5#- . \$D12!0?\$ 4 #61!#06\$' /R!*F1!]9#/6\$6=' 8!
>-11/F ' 921!>#212!6F#6! (' 9? . !E1!1 4 \$661 . !-1?#61 . !6' !5?#/ /1 . !1+5#/2\$' /!' 8!8-11 (#=2!\$2!
>-1#61-!6F# /!#?!' 8!6F1!\$/8-#26-9069-#?\$/ J126 4 1/62!' 8!@16- ' !0' 4 E\$/1 . R!*F#6!\$2! (F#6!6F1\$-!
. -#86!126\$ 4 #612!2#=#R!
!

*F\$2!0-\$6\$]91!\$2!2955' -61 . !E=!# . J ' 0#0=!>- ' 952!?\$01!> , *6#\$(%8(&5,T(!#/ . !Y\$' ((\$&%35'%? , !89-6F1-!

\$/ . \$0#612!6F#6!6F1!F\$>F (#=!1+5#/2\$' /!5- ' K1062! (1-1!5#-6!' 8!5' ?\$6\$0#?!0' /0122\$' /2!4# . 1!\$/!' - . 1-!6'!

5#22!6F1!6#+!' - . \$/#/012R!7?6F' 9>F!6F1-1!\$2!#!>1/1-#?!#00/' (?1 . >1 4 1/6!' 8!6F1!5' ?\$6\$0#?!/11 . !6'!

!

"# \$!MH

'->#/\$D\$ /> !# / .!. 12\$> /\$ /> !5- 'K1062!# / .!\$62! '51-#6\$' /2!# / .!'861 /!\$6!\$2?!186!95!6' !6F1!<926#\$/#E\$? \$6=!
 #/ .!C/J\$- ' / 41/6#?! ; ' 45? \$#/01! .15#-641/6!6' !`2' ?1? =a!592F!8' -!2926#\$/#E? !15- 'K1062!# / .!
 \$/8-#26-9069-1!1J1! /! (\$6F\$ /!6F1! /1 (1-!@1#29-1!@!5- 'K1062R!@ ' -1' J1-X! (\$6F\$ /!5- 'K1062X!6F1-1!#-1!
 2510\$8\$0#6\$' /2!6F#6!0' J1-!6F1!E#2\$0!-1]9\$-141/62!E96!# /=#. . \$6\$' /#?!>-11/!5- 'K1062!51-6#\$/ \$ />!6' !
 89-6F1-!>-11/!2510\$8\$0#6\$' /2X!8' -!1+#45? !0? \$4 #6! !# .#56#6\$' /!26-#61>\$12X!\$2?!186!95!6' !6F1!
 <926#\$/#E\$? \$6=! .15#-641/6!6' !592F!8' -!# / .!8\$ / .!6F1!89/ . \$ />!8' -R! *F- '9>F!6F\$2X!4 '26! '8!6F1!>' #?2!
 8- '4!6F1! ; 77B!#-1!4#\$/61/#/01!# / .!'51-#6\$' /2!F1#J=! .91!6' !6F1!#E\$? \$6=!8' -!6F1! .15#-641/6!
 (\$6F\$ /!@16- '!6' !#069#?? =!F#J1!#>1/0=! 'J1-! .10\$2\$' /2! .91!6' !\$6!E1\$ />!@16- '!' (/1. !4# .1!
 0' 45#-1. !6' !0' /6-#062R!72!6F1!<926#\$/#E\$? \$6=!# / .!C/J\$- ' / 41/6#?! ; ' 45? \$#/01! .15#-641/62!#-1!6F1!
 4#K' -\$6=!#06\$J1? =!\$ /J' ?J1 .! (\$6F!5? #/ /\$ />!8' -!2926#\$/#E? !15-#06\$012! (\$6F\$ /!@16- ' !5- 'K1062X!6F1-1!\$2!
 /' !\$/F1-1/6!0-\$61-\$#!8' -!2926#\$/#E\$? \$6=!E1\$ />!E9\$?6!\$ /! (F1 /!0-1#6\$ />!6F1!26-9069-#? !2=2614R! *F\$2!
 21J1-1? =!-126-\$062!6F1!2926#\$/#E? !1!188106\$J1 /122X!188\$0\$1/0=X!# / .!0' 45-1F1/2\$J1/122! (\$6F\$ /!09--1/6!
 #/ .!8969-1!6-#/2\$6!5- 'K1062!#2!2926#\$/#E? !15-#06\$012!#-1!6F1 /!# . .1. !#2!# /!# . . \$6\$' /!# / .! / '6!E1\$ />!
 5-\$' -\$6\$D1 .!.9-\$ />!5- 'K106!0' /0156\$' /R!

3/! - .1-!6' !\$45- 'J1!6F1! 'J1-#??!188106\$J1/122! '8!@16- 'A2!26-#61>\$12!# / .!'51-#6\$' /#? !5- 'K1062!6' !
 \$45? !41/6!4 ' -1!#>>-122\$J1!# / .!0' 45-1F1/2\$J1! .10#-E' /\$D#6\$' /!5' ?\$0= !>' #?2!3!-10' 441/ .!6F1!
 8'??' (\$ />^!

<p>%R B-\$' -\$6\$D1!5? #/ /\$ />!6F1! 8'9/ .#6\$' /!'8!8969-1! 6-#/2\$6!5- 'K1062! (\$6F! 2926#\$/#E\$? \$6=!# / .! 1/J\$- ' / 41/6#?! 0' 45? \$#/01!4# / .#612!\$ /! 4\$ / .! !</p>	<p>PR @16- '!145F#2\$2! ' /! 0-1#6\$' /!'8!2926#\$/#E? !1! K' E2!6' !# . .-122!#E' -! >- '952!145? ' =41/6! 0' /01- /2!6F#6! . '12! /'6! 2955' -6!1+5#/2\$' /!'8! F\$>F (#=!\$ /8-#26-9069-1!! !</p>	<p>mR @16- '!0# /!0-1#61!4 '-1! 59E?\$0! '96-1#0F! 0#45#> /2!6' !F1?5! .1J1? '5!09?69-#?! 0' /20\$ '92/122!# / .!5' ?\$0=! ?\$61-#0=!! ! VR @16- '!0# /!F#J1!0?1#-1-! 59E?\$0!6-#/25#-1/0=!#E'96!</p>
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!

"#\$!M%

<p>GR @'-1!\$/61-.15#-641/6#?! 0'??#E'-#6\$' /!#/ .!2955'-6! 8'-!6F1!\$45?141/6#6\$' /!'8! 26#/.#-. \$D1.! .10#-E' /\$D#6\$' /!#/ .! 2926##\$ /#E\$?#6=!5-#06\$012!\$/! 5-'K1062! ! MR ; /6-#062!F#J1! 5-1.161-4\$/1. !#/ .! 26#/.#-. \$D1. !-1]9\$-141/62! }!2510\$8\$0#6\$' /2!8'-! 4#61-#?2!#/ .!E9\$?.\$ />! 5-#06\$012!</p>		<p>6-#/2\$6!5-'K1062X!.#6#X!#/.! '51-#6\$' /2!!</p>
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!

*E! _I('#\$*54&%

3/!'-.1-!6'!-1#?26\$0#?=?=!0'4E#6!0?4#6!10F#/>!(\$6F!8969-1!6-#/2\$6!5-'K1062X!26#/.#-. \$D1.!

2926##\$ /#E?1!#/.!.10#-E' /\$D#6\$' /!J#?912!#-1!J\$6#?!(\$6F\$ /!\$/61-.15#-641/6#?!0' '51-#6\$' /R!3/261#.! '8!
-1?=\$/>' /!' /?=#!81 (!.15#-641/62!6'!4#/#>1!>-11/!'51-#6\$' /2!#/ .!>9\$.1?\$/12!8'-!6-#/2\$6!5-'K1062X!
@16-'!4926!26#-6!6F1!8'9/.#6\$' /2!'8!5-'K1062!(\$6F!2926##\$ /#E?1!26#/.#-.2X!5-#06\$012X!#/.!'51-#6\$' /2!
#6!6F1!8'-18-' /6!'8!5?#//\$/>!(\$6F\$ /!#?!26#>12!'8!6F1!.1J1?'541/6R!) '\$/>2'!('9?.\$45?141/6!
4'-!10'45-1F1/2\$J1!#/.!188106\$J1!0?4#6!15'?\$0\$12!#/.!.10#-E' /\$D#6\$' /!>'#?2!\$8!#??.15#-641/62!
F#.!>-11/!2510\$8\$0#6\$' /2!#/ .!-1]9\$-141/62!E9\$?6!\$/!#6!1J1-!26#>1!'8!6-#/2\$6!.1J1?'541/6R!!

72!6F1!>,*6#\$(%?2\$*54%#4.%?..#I\$#*\$54%#@,#4!145F#2SD12!.10#-E' /\$D#6\$' /!'8!@16-'!0' /6-'??1.!

'51-#6\$' /2!(\$6F\$ /!6-#/2\$6!5-'K1062X!@16-'!4926!#..\$6\$' /#?=?=#\$4!6'!0-1#61!4'-1!#221-6\$J1!>-11/!

26#/.#-.2!8'-!'51-#6\$' /2X!1]9\$541/6X!#/.!5-'K106!0' /26-906\$' /!(\$6F!6F1\$-!0' /6-#06'-2R!;9--1/6?=#!
@16-'!F#2!-10' /26-906\$' /!6F-'9>F!5'?\$0=#!(F\$0F!-1]9\$-12!0' /6-#06'-2!6'!E-\$/>!/!2510\$8\$0!0\$/.2!'8!
1]9\$541/6R!;' /6-#06'-2!#-1!/'6!#?'(1.!6'!E-\$/>!/!1]9\$541/6!9/.1-!#!01-6#\$/!6\$1-!E#21.! '88!
21J1-#?!#(2!E96!.91!6'! ; , o3)!2F'-6#>12!#/.!\$/#E\$?#6=!6'!0F#/>1!09--1/6!1]9\$541/6!#/.!

4#61-#?2X!1+1456\$' /2!.151/.\$ />' /!6F1!5-'K106!#-1!4# .1R!7?6F'9>F!6F\$2!\$2!#!5-'4\$2\$ />!26#-6X!8'-!
1J1/69#?=?=!6F1!89??!26#/.#-. \$D#6\$' /!'8!-1]9\$-141/62!8'-!4#61-#?2!#/ .!'51-#6\$' /2X!4'-1!-1>9?#61.!

!

"#\$!MG

-9?12!#/.!#126-#61>=!6'!2'9-01!#/!.!59-0F#21!01-6#\$/!2955?\$12!/11.!6'!E1!145?'=1.!#2!@16-'!#42!
6'!4'J1!6'(#-.!4'-!#221-6\$J1!0?\$4#61!>'#?2!#/!.!2926#\$/#E\$?\$6=!5-#06\$012R!!

**E! @5,*20%53%Y+&\$#*4#/,(%P5/>'(#\$*54%

,/1!'8!6F1!4#\$/!0-\$6\$J912!'8!6F1!26-#61>\$12!145?'=1.!E=!@16-'!(#2!6F1!\$/0?92\$'/'!8!F\$>F(#=#!
1+5#/2\$'/'!5-'K1062!.91!6'!5'?\$6\$0#?#/'!10'/'4\$0!0'/0122\$'/2R!72!6F1!F\$>F(#=#!1+5#/2\$'/'!
5-'K1062!(1-1!\$/0?9.1.!5#-6?=#.91!6'!\$62!5'61/6\$#?18'-'K'E!0-1#6\$'/'!J1-!#-2X!@16-'!/'11.2!6'!
145F#2SD1!6F1!0-1#6\$'/'!8!2926#\$/#E?1!K'E2!(\$6F!#!>'!'! (#>1!#/'!E1/18\$62!6'!#..-122!#E'-!>-'952!
145?'=41/6!0'/01-/2!\$/!#!(#=#!6F#6!.'12!/'6!2955'-6!6F1!1+5#/2\$'/'!8!F\$>F(#=#2!(\$6F\$/'!7R!!
T9-6F1-4'-1X!6F1!>??@X!@1#29-1!QX!#/'!@1#29-1!@!0'/6#\$/2!5'?\$0\$12!#/'!5-'K1062!6F#6!#J'0#61!
8'-!6F1!4'.'#?!2F\$86!'8!2\$/>?1!921!J1F\$0?12!6'!59E?\$0!6-#/2\$6R!*'!#00'45?2F!6F\$2X!6F1-1!/'11.2!6'!E1!#!
2\$49?6#/1'92!188'-6!6'!.1J1?'5!K'E2!6'!2955'-6!6F\$2!#J#/#0\$/>!#/'!6'!.10-1#21!6F1!/'11.18'-!
F\$>F(#=#!5-'K1062R!!

**E! M(T,(516(4\$%53%@+/,*2%F'#4&1#'(420%>+,\$+'#,%>54&2*5+&4(&&J/#4.%@5,*20%C*\$('#20%H*\$"%
65'(%@+/,*2%_+\$'(#2""

%

#E! @+/,*2%F'#4&1#'(420%

,/1!'8!6F1!01=!\$22912!1/0'9/61-1.!(#2!6F1!#00!'8!59E?\$0!#(#-1/122!#/'!#J#?#E?1!
\$/8'-4#6\$'/'!\$/6'!@16-'A2!5-'K1062X!.15#-641/62X!->#/\$D#6\$'/X!#/'!#6#R!7..\$6\$'/?#?=#!6F1-1!0'9?..!
5'61/6\$#?#?=#E1!#!>#5!\$/!51'5?1A2!#E\$?\$6=!6'!/#J\$>#61!@16-'A2!(1E2\$61!#/'!9/'!1-26#/'!6F1!-F16'-\$0!
#/'!.'0941/62!5-121/61.R!I/?122!'/'1!(#2!.\$-106?=#5'\$/61.'16'(#-!#!2510\$8\$0!\$/0!-'!.'0941/6X!\$6!
(#2!0F#?#?1/>\$/>!6'!8\$/'!51-6\$/1/6!\$/8'-4#6\$'/R!@#K'-\$6=!8!6F1!\$/02!6F#6!0'/6#\$/1.!59E?\$0!
\$/8'-4#6\$'/'!#E'96!5-'K1062!(1-1!/'!6F1!'88\$0\$#?!(1E2\$61!#=16!.\$!/'!6!('-OR!38!/'!1!#41.'16'!0'/6#06!
#!2510\$8\$0!.15#-641/6!#6!@16-'X!6F1-1!(#2!/'!-10'-.'2!'8!(F'!2510\$8\$0#?#?=#(#2!\$/!6F1!.15#-641/6!
'-!\$/!0F#->1!'8!(F\$0F!5-'K1062R!38!/'!1!#41.'16'!>'!5F=2\$0#?#?=#!\$/6'!6F1!@16-'!#E-#=#!6'!#0]9\$-1!
.#6#X!6F1!?'0#6\$'/'!(#2!5F=2\$0#?#?=#!0?'21.R!!7..\$6\$'/?#?=#!X!#661456\$/>!6'!251#0!(\$6F!#!@16-'!#>1/0=#!

!

"#\$!MM

4 1 4 E1-!8- ' 4!. 15#-6 4 1/62X!?\$01!<926#\$/#E\$?\$6=X!6 ' 'O! 4 9?6\$5?1!6-\$12R!*F1!2F11-!/9 4 E1-'!8!

. '09 4 1/62!#/ .!J ' ?9 4 1!'8!610F/\$0#?!?#=1-2! (\$6F\$ /!6-=\$ />!6 ' !#00122!\$/8' -4 #6\$ ' /!# / .!

0' 4 4 9/\$0#6\$ ' /!F\$>F?\$>F62!6F1!/11. !8 ' -!@16- ' !6 ' !0' /2' ?\$. #61!#/ .!6-#/28' -4 !6F1\$-! (1E2\$61! (\$6F!

#00122\$E?1X!-1?1J#/6X!#009-#61X!#/ .! (' -O\$/>!?\$ /O2!6F#6!5- ' 4 '612! .#6#!#/ .!0' 4 4 9/\$0#6\$ ' /!

6-#/25#-1/0=R!W\$6F ' 96!6F\$2!?!J1?! '8!6-#/25#-1/0=X!\$6! 4 #O12!\$6!1+6-1 4 1?=. \$88\$09?6!8' -!@16- ' !6 ' !E1!

F1? .!#00 '9/6#E?1!#/ .!E1!0' 4 5-1F1/2\$E?1!6 ' !\$62!0\$6\$D1/2R!!

!

"#\$!MP

6F#6!@16-'!96\$?SD12!6' (#-.2!5'?\$0=!>'#?2!'8!.10#-E'/\$D#6\$'/!0#/'!E1!E10'41!89-6F1-!

0'45-1F1/2\$E?1R!!

T'9/./!(\$6F\$/\$/61-J\$1(2!(\$6F!@16-'!414E1-2X!6F1!4#\$/!26-#61>=!8!E9\$?.\$/>'96!6-#/2\$6!

\$/8-#26-9069-1X!6F#6!(#2!89/.1.!E=!@1#29-1!Q!#/.!2510\$8\$0#?=?@1#29-1!@X!(#2!\$.1/6\$8\$1.R!

7..\$6\$'/#??=X!(\$6F\$/'6F121!6-#/2\$6!5-'K1062X!@16-'!F#2!\$45?141/61.!#/!.#.'561.!6F1!GH%U!;77BR!

7!5?#/(F\$0F!\$2!8'0921.!6'!145F#2\$D1!6F1!.10#-E'/\$D#6\$'/!'8!'51-#6\$'/2!\$/!6-#/2\$6!5-'K1062R!WF\$?1!

6F121!'51-#6\$'/#?!5'?\$0\$12!#-1!.1141.!E1/18\$0\$#?X!6F1!#->1-!0'/0156!'8!E9\$?.\$/>!6-#/2\$6!

\$/8-#26-9069-1!6'!0'4E#6!Y&Y!14\$22\$'/2!6F-'9>F!4'.#?!2F\$86!0#/'!E1!4'-!1!0'45-1F1/2\$J1R!*'!

4#01!E9\$?.\$/>!59E?\$0!6-#/2\$6!\$/8-#26-9069-1!#2!#.J#/6#>1'92!#2!\$6!0'9?!.!5'22\$E?=!E1X!@16-'!/11.2!

6'!#...-122!6F1!5'?\$6\$0#?!#/.!10'/'4\$0!0'/012212(\$)0.2(J1)0.2(R!*)0.2('!)JTJETQ0.24TQ0.(0)0.2(! (2

!

"#\$!MV

&91-6#X! ; ?#9.\$#!BR!`* -#/2\$6!T9/ .\$/>!x!WF=!6F1!B'?\$6\$02:!7! ; ' 4 5#-#6\$J1!<69.=!'8!B9E?\$0!
* -#/25' -6#6\$' /!3/8-#26-9069-1!T9/ .\$/>!\$!/!n1 (! i '-O! ; \$6=!#/ ." ' 2!7 />1?12Ra!*F12\$2X!
; , " I @N37! I n3oCQ<3* i X!GH%GR!!

&=4 '/X!<61J1X!` @16- ' !Q16\$-12!"#26!) \$121?!N92X!N10' 4 12!W' -? . q2!T\$-26!@#K' -!* -#/2\$6!7>1/0=!6'!
, 51-#61! , /?=! ; ?1# /!T91?!N9212Ra!*F1!<'9-01X!j# /9#-=!%GX!GH%%R!
F6652^bb6F12' 9-01R 4 16- 'R/ 16bGH%%bH%b%Gb 4 16- 'c-16\$-12c?#26c . \$121?cE92cE10' 4 12c ('-?. 2c8\$-26c
4 #K' -c6-#/2\$6c#>1/0=c6' c' 51-#61c' /?=c0?1# /c891?cE9212bR!!

!

"#\$!MS

"\$/6' /X!j' 1X!#/.!)#4\$1!/n1(6'/R!`3/61-J\$1(!(\$6F!@SOF#1?!<0F/1\$.1-X!T'9/.1-!'8!<6-1162!8'-'!
7?Ra!<6-1162E?'>!"'2!7 />1?12X!n'J14E1-!S!GH%UR!
F6652^bb?#R26-1162E?'>R' ->bGH%Ub%bH\$b/61-J\$1(c(\$6F4\$SOF#1?c20F/1\$.1-c8'9/.1-c'8c26-1162c
8'-c#?bR!!

"'2!7 />1?12!; '9/6=!@16-'5'?\$6#!/*-#/25'-6#6\$' /!796F'-\$6=R!Q15R!7(\$'5%N+4.*4)%Y5+'2(&%V+*. (%
:; ;R!"'2!7 />1?12!; '9/6=!@16-'5'?\$6#!/*-#/25'-6#6\$' /!796F'-\$6=X!@#=#GHG%R!
F665^bb41.\$#R416-'R/16bGHGHb@16-'cT9/.\$/>c<'9-012cY9\$.1cGHGHR5.8R!!

@#/J\$??1X!@SOF#1?R!`@C7<IQC!@!7n)!*&C!B,*Cn*37"!*Q7n<T,Q@7*3,n!,T!!!!!!
@,N3"3*i!3n!",<!7nYC"C<Ra!I/\$J1-2\$6=!8!;#?8'-/\$#!3/26\$6961!8!*-#/25'-6#6\$' /!
<69.\$12X!j#/#9-#!GH%UR!F6652^bb(((RS62R90?#R1.9b(5c
0'/61/6b95?'#.2b2\$612bVbGH%UbH%b@1#29-1c@c#/.c6F1cB'61/6\$#?c*-/28'-4#6\$'/c'8c
@'E\$?S6=c\$/c"'2c7 />1?12R5.8R!

`@1#29-1!@Ra!Q1E9\$?.<' ;#?X!<15614E1-!GGX!GHGHR!F6652^bb-1E9\$?.2'0#?R' ->b\$/6\$#6\$J12b41#29-1c
4bd^e^61+6fW\$6FgGH6F1gGH2955'-6gGH'8gGH/1#-?X216gGH6'gGH1+5\$-1gGH\$/gGHGHMUR!!

@16-'X!'7R!`@16-'!N-1#02!Y-'9/./!//!3cm!n'-6F!; '9/6=C/F#/0141/62!B-'K106Ra!*F1!<'9-01X!
)1014E1-!GX!GHG%R!F6652^bb6F12'9-01R416-'R/16bGHG%b%GbH%b416-'cE-1#02c>-'9/.c'/c\$cmc
/'-6Fc0'9/6=c1/F#/0141/62c5-'K106bR!!

@16-'R!`7E'96!@16-'!7-0F\$J1Ra!"7!@16-'R!@16-'X!GHGGR!F6652^bb(((R416-'R/16b#E'96bR!!

`@16-'!T9/.\$/>!<'9-012!Y9\$.1!GHGHa!Z"'2!7 />1?12!; '9/6=!@16-'5'?\$6#!/*-#/25'-6#6\$' /!
796F'-\$6=X!@#=#GHG%[X!F665^bb41.\$#R416-'R/16bGHGHb@16-'cT9/.\$/>c<'9-012cY9\$.1c
GHGHR5.8R!

@16-'R!`@1#29-1!Q!#/.!6F1!T\$/#/0\$/>!B?#/Ra!@1#29-1!Q!,J1-J\$1(!c!@9/0!<0F'?'!'8!Y?'E#?!
788#S-2R!"'2!7 />1?12!; '9/6=!@16-'5'?\$6#!/*-#/25'-6#6\$' /!796F'-\$6=R!7001221.!@#-0F!MHX!
GHGGR!
F6652^bb49/020F'?'R96'-'/6'RO#b\$48>b95?'#.2b%U%b41#29-1r-r'J1-J\$1(r5-121/6#6\$'/r4#-0
FrGH%GrO#6DrGR5.8R!!

@16-'R!Q15R!7(#&+'(%8%C52#,%8(\$+'4%V+*.(*4(&R!"'2!7 />1?12!; '9/6=!@16-'5'?\$6#!/
*-/25'-6#6\$' /!796F'-\$6=X!GH%HR!F6652^bb(((R.-'5E'+RO'4b2bGVMG>\$K9KVm8DV8bGHHUc
@1#29-1cQc"'0#?cQ169-/cY9\$.1?\$/12R5.8:?.?fHR!!

@'J1!"7R!`7E'96!I2^!@'J1!"7Ra!@'J1!"7R!7001221.!@#-0F!GUX!GHGGR!
F6652^bb(((R4'J1?#R' ->b#E'96r92d^e^61+6f@1#29-1gGHQgGH(#2gGH#gGHMHXGMVgGH4\$?
12gGH#/.gGHGHHgGH26#6\$'/2R!!

n1(6'/X!)#4\$1/X!#/.!j'1!"\$/6'/R!`@16-'!N#-.'^!"16!6F1!B1'5?1!o'61!'/!C+61/.\$/>!<#?12!*#+Ra!
<6-1162E?'>!"'2!7 />1?12X!j9/1!G!X!GH%GR!F6652^bb?#R26-1162E?'>R' ->bGH%GbHVb\416-'cE' #- .c
?16c6F1c51'5?1cJ'61c'/c1+61/.\$/>c2#?12c6#+bR!!

!

"#\$!M\

IEE1?2X!N#--=X!#/ .!B161-!n\$K0#45R!` I /0' /J1/6\$' /#?!T9/ .\$/>!'8! I -E# /!B9E?\$0!* -#/25' -6Ra!C22#=#R!
3 /!F'#4&15'\$#\$*54%8(&(#'2'"@#'\$%M0%F'#4&15'\$%#4. %Z4T*'546(4\$!Sx!m6F!1 .RX!S^M%SsGUR!
7 4261- .#4X!n16F1-?#/ .2^!) 15#-64 1/6!'8!Q1>\$' /#?!C0' / ' 4\$02X!T-11! I /\$J1-2\$6=X!GHHGR!!

W#=N#00!@#0F\$/1R!`T#062!76!#!Y?#/01Ra!W#=E#00!@#0F\$/1^!3/61-/16!7-0F\$J1X!n ' J14E1-!% \X!
GH%VR!F6652^bb (1ER#-0F\$J1R' ->b (1EbGH%V%GGmH\%UmPbF6652^bb ((R4 16- 'R/16b/1 (2b8#062c
>?#/01bR!!

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"#\$!MU

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a+(&\$*544#*(0%%

3/61-J\$1 (! 9126\$ '/2!8' -!7>1/0=!@14E1-2^!

%R &' (! ('9?..!= '9!. 120-\$E1!= '9-!- '?! (\$6F\$/!6F1!#>1/0=:!!

GR WF#6!. 15#-64 1/6! (\$6F\$/!6F1!#>1/0=!.. != '9! ('-0!\$/ :!&' (!?' />!F#J1!= '9! ('-01..! (\$6F\$/!
6F1!#>1/0=:!

MR WF#6!\$2!= '9-!8#4 \$?\$#-\$6= (\$6F!6F1!.; <=%>,*6#\$(%?2\$*54%#4. %? . #I\$*54%@,#4%A> ??@B%5 '\$0=!
5?#/:!

PR &' (!\$2!@16-'!#\$4\$/>!6' (#-.!>'#?!'8!. 10#-E' /\$D#6\$' /!E#21..!'88!6F121!; 7 7 B!5 '\$0\$12:!

mR WF#6!\$2!= '9-!8#4 \$?\$#-\$6= (\$6F!@1#29-1!Q!#/..!@1#29-1!@:!

VR

!

"#\$!PH

!

3/61-J\$1 (! 9126\$' /2!8' -!7 .J'0#0=!Y- '952^!

%R