

!"#\$%&#')* +,-./0)12+3"#0)1#24()*2#"4)53"-#-6()

40!#*-\$#7!89!:&7;!<(!==>?@AB!>?A>=±;

!"#\$%&'!()"'''+,(-\$.\$/0'1)/%2'345366')%0)72'

4"CD1,E!FG;!>!/4,)E!1,4DH)!:"ID<4<1E!

1)/2'3453662'5'18",%'%-9):';#,"0)2"

J?KCL20! *\$2-.#! 0L * ..! 8#! M'(N! *7! 3*9! 8#! -2\$#7! *0! \$L#! H2*32>I*7#! 1(%\$9! /*.0#! 1.*230 :&72'*'-#;

JAKCL#! O%&O(0#! (P! \$L#! H2*32>I*7#! 1(%\$9! /*.0#! 1.*230! :&72'*'-#! 20! \$(! 7#\$#&! O#&0('O! P&(3 M'(N2'Q.9!-%02'Q!(&!*0020\$2'Q!-%02'Q!\$L#!1(%\$9!\$(!O*9!-. *230!\$L*\$!&#!P*.0#B!P& *%7%.#'\$B (&!2'P.*\$#7B!*7!\$(!O&(R27#!#72#0!P(&!(8\$*2'2'Q!7*3*Q#0!*7!-2R2.!O#*.\$2#0!P(&!\$L#!1(%\$ NL#!3('#9!20!0(%QL\$!(&!(8\$*2'7!P&(3!\$L#!1(%\$9!89!&#*0!(P!*!P*.0#!-. *23;

JSKCL#! O&(R202('O! \$L20! *\$2-.#! * &#!'(\$#T-.%02R#B!*7!\$L#!#72#0!O&(R27#7!P(&!2!\$L20!*8

JQK4'9!O#&0('!NL(!M'(N2'Q.9!3*M#0B!%0#0B!(&!-*%0#0!\$(!8#!3*7#!(&!%0#7B!*!P*.0#!&#-(&7!(&
0\$*\$#3#\$! \$(! -(-#*.B! *R(27B! (&! 7#-&#*0#! *!(8.2Q*\$2(! \$(! O*9! (&! \$&*'032\$! 3(!#9! (&
O&(O#&\$9!\$(!\$!\$#!1(%'\$9;

JAK4'9!8##P2-2*&9!(P!*!2!*7R#&\$#\$!0%832002('!(P!*!P*.0#!-. *23!\$(!\$!\$#!1(%'\$9B!NL(!0%80#X%#'\$9
720-(R#&0!\$!\$#!P*.02\$9!(P!\$!\$#!-. *23B!*7!NL(!P*2.0\$!(70#!\$!\$#!P*.02\$9!(P!\$!\$#!-. *23!\$(!\$!\$#!1(%'\$9
N2\$!2!\$!\$!&\$9!JSbK!7*90!(P!720-(R#&2'Q!\$!\$#!#&&(&B!0L*..!*0(!8#!P(%'7!\$(!L*R#!0%832\$\$#7!*
-. *23!\$(!\$!\$#!1(%'\$9;

JSK

&#X%2!\$(!�('7!\$(!*'9!-(30.*2'\$!P2.#7#&!\$L20!0#-\$2('!'\$2!\$N#'\$9!JAbK!7*90!*P\$#&! \$L#!-(30.*2'\$!20!'0#*.#7!'7!0#&R#7!%O('!\$L#!7#P#7*\$!2!'--(&7*'-#!N2\$L!.*N;! !

J-K W#P(&#! \$L#! #TO2&*\$2('! (P! \$L#! ('#! L%'7! #2QL\$9! J?' bK! 7*9! O#&2(7! (&! *9! #T\$#02('C (8\$*2'7!'%7#&!0%80#-\$2('!J8KB!\$L#!1(%!\$9*Q#&!OL*..V

2; Z&(-##7!N2\$L!\$L#!*-\$2('B!2'!NL2-L!-*0#!\$L#!*-\$2('!20!-'7%-#7!89!\$L#!1(%!'9!4\$\$(('!8#L*.P!(P!\$L#!1(%!'9^!(&

22; <(\$2P9!\$L#!-(%&\$!\$L*\$!\$L#!1(%!'9!7#-.2'#0!\$(!\$*M#!(R#&!\$L#!*-\$2('B!2'!NL2-L!-*0#!\$L# O#&0('!8&2'Q2'Q!\$L#!*-\$2('!L*0!\$L#!&2QL\$!\$!-'7%-!\$L#!*-\$2(';

J7KfL#! *! O#&0('! P2.#0! *! *-\$2('! %'7#&! \$L20! 0#-\$2('B! '(! O#&0('! (\$L#&! \$L*! \$L#! 1(%!'9 H**Q#&('!8#L*.P!(P !\$L#!1(%!'9!3*9!2'\$#&R#'#!(&!8&2'Q!'!*\$!-\$2('!'%7#&!\$L20!*&\$2-.#!8*0#7 ('!\$L#!P*-\$0!'%7#&.92'Q!\$L#!O#72'Q!*\$-\$2(';

1)/2'3453<E25'F-G8%0'''%8)';,,-)0'-\$!-D-9'./%- "\$02'

J?KDP!\$L#!1(%!'9!H**Q#&B!('!8#L*.P!(P!\$L#!1(%!'9!B!#.#-\$0!\$(!O&(-##7!N2\$L!\$L#!*-\$2('!8&2'Q2'Q!\$L#!*-\$2('!L*0!\$L#!O&23*9!�('0282.2\$9!P(&!O&(0#-%\$2'Q!\$L#!*-\$2('B!*7!20!'(\$!8(%'7!89!*9!O&2(&! 0%80#X%#'\$!*\$-J0K!(P!\$L#!O#&0('!8&2'Q2'Q!\$L#!*-\$2(';!CL#11(%!'9!3*9!*0!(R.('%\$*2.9!720320C \$L#!*-\$2('!(\$N2\$L0\$*72'Q!\$L#!(8d#-\$2('0!(P!\$L#!O#&0(8&2'Q2'Q!\$L#!*-\$2(';

JAKDP!\$L#!1(%!'9!H**Q#&!#.#-\$0!\$(!\$(!O&(-##7!N2\$L!\$L#!*-\$2('B!\$L#!O#&0('!8&2'Q2'Q!\$L#!*-\$2(' L*0!\$L#!&2QL\$!\$!-'7%-!\$L#!*-\$2(';!DP!\$L#!1(%!'9!H**Q#&!0!&#X%#0\$0B!L#!(&!OL#!OL*..!8# 0#&R#7!N2\$L!-(O2#0!(P!*..!O.#*72'Q0!'7!3(\$2('02.#7!2!\$L#!*-\$2('!'7!-(O2#0!(P!*..!7#O(O2\$2(' \$&*0-&2O\$0;!fL#!\$L#!O#&0('!8&2'Q2'Q!\$L#!*-\$2('!O&(-##70!N2\$L!\$L#!*-\$2('B!\$L#!-(%&\$!3*9!O#&32 \$L#!1(%!'9!\$(!\$*M#!(R#&!\$L#!*-\$2('!'!8#L*.P!(P!\$L#!1(%!'9!*\$!*\$!.\$#&!7*\$#!%O('!*!0L(N2'Q!(P Q((7!-%0#;

JSK<(\$L2'Q!2!\$L20!*&\$2-.#!0L*..!8#!-'0\$&%#7!\$(!.232\$!\$L#!*%\$L(&2\$9!(P!\$L#!1(%!'9!(&!\$L#!X%2 O.*2'\$2PPB!O&(-##72'Q!O%&0%*\$!\$(!)-\$2A!Q?JAKB!\$(!-(30&(320#!*!-.*23!8&(%QL\$!2!'* -(30.*2'\$!P2.#7!'%7#&!\$L20!*&\$2-.#!2P!\$L#!-(%&\$!7#&32#0B!*P\$#B!\$L#!\$L2'Q!O&(O(0#7 0#\$\$.#3#\$!20!P*2&B!*7#X%*\$B!*7!&#*0('8.#!'%7#&!*..!\$L#!-2&-%30\$*'-#0;

1)/2'3453<42'5'

-. *23!%'7#&!\$L20!*&\$2-.#B!\$*M2'Q!2'\$(!*--(%'\$!\$L#!02Q'2P2-*!-#!(P!\$L#!2'P(&3*\$2('!'7!\$L#!P&(.#!
\$L#!O#&0(!8&2'Q2'Q!\$L#!-\$2(!2!'7R*'-2'Q!\$L#!-*0#\$(!.2\$2Q*\$2(';!

JSKDP!\$L#!1(%'\$9!7(#0!('\$!O&(-##7!N2\$!\$!*\$-2('!'7#&!\$L20!*&\$2-.#B!\$L#!O#&0(!8&2'Q2'Q!\$L#!-\$2!
(&!0#\$\$2'Q!\$L#!-.*23!0L*..!&#-#2R#!\$N#P2R#!JA@K!O#&-#\$(P!\$L#!O&(-##70!8#7!%#7#&!*
d%7Q3#'\$!#!2!'!*\$-2('!'7#&!\$L20!*&\$2-.#!(&!2!0#\$\$2'Q!\$L#!(P!\$!-.*23!%'7#&!\$L20!*&\$2-.#

JUK4'9!O*93#'\$!%'7#&!\$L20!0#-\$2('\$!\$L#!O#&0(!8&2'Q2'Q!\$L#!-\$2('!0L*..!8#!O*27!('9!(%\$(P!\$L#!
O&(-##70!&#-(R#!P&(3!\$L#!7#P#7*\$;

J@KL#\$L#&!(&'('\$!\$L#!1(%'\$9!O&(-##70!N2\$!\$!\$!*\$-2('B!2P!\$L#!-(%&\$!P2'70!\$L*\$!\$L#!-\$2('N*
8&(%QL\$!89!*!O#&0(!NL(!O.*!#7B!2'2\$2*\$7B!(&!P%&\$L#!\$L#!R2(.*\$2('!P!)#A@!A@O(
NL2-L!\$L#!-\$2('N*0!8&(%QL\$B!\$L#!O#&0(!0L*..!8#!7203200#7!P&(3!\$L#!\$2R2'7!0L*..!(\$
&#-#2R#!*9!0L* &#!(P!\$L#!O&(-##70!(P!\$L#!*\$-2(';))%#-L!7203200*!0L*..!('\$!O&#d%72-#!\$L#!&2Q!
(P!\$L#!1(%'\$9!\$!(-(\$2'%#!\$L#!-\$2(';

1)/2'3453<32'5'JK;)0)0:'.%%" ,)\$&L0*)0'.\$('/"0%02'
J?KDP!\$L#!1(%'\$9!2'2\$2*\$#0!*!*\$-2('!'7#&!\$L20!*&\$2-.#!(&!*00%3#0!-('\$&(!P!\$!*\$-2('8&(%QL\$!89
*!O#&0(!%'7#&! \$L20! *&\$2-.#B! *7! \$L#! 1(%'\$9! O&#R*2.0! 2! 0%-L! *-\$2('B! \$L#! 1(%'\$9! 0L*..! 8#
N &7#7!2\$0!&#*0(*8.#!*\$\$(c0!P##0B!#TO#0#0B!*7!-(0\$0;

JAKDP!\$L#!-(%&\$!N* &70!\$L#!O#&0(!8&2'Q2'Q!\$2#!O&(-##70!%'7#&!\$L20!*&\$2-.#B!\$L#!O#&0(!0L*..
.0!8#!N &7#7!*!3(%'\$!P(&!&#*0(*8.#!*\$\$(c0!P##0!*7!-(0\$0;Iz*93#'\$!P(&!&#*0(*8.#
*\$\$(c0!P##0!*7!-(0\$0!0L*..!8#!3*7#P&(3!\$L#!&#-(R#!O&(-##70!8#P(&#!\$L#!720\$&28%\$2
(P!*9!*N* &7;

JSKDP!\$L#!1(%'\$9!7(#0!('\$!O&(-##7!N2\$!\$!*\$-2('!'7#&! \$L20! *&\$2-.#!*7! \$L#! 7#P#7*\$! 20! \$L#!
O&#R*2.2'Q!O* &\$9B!\$L#!-(%&\$!0L*..!N* &7! \$L#! 7#P#7*\$! &#*0(*8.#!*\$\$(c0!P##0!*7!-(0\$0
*Q*2'0\$!\$L#!O#&0(!8&2'Q2'Q!\$L#!-\$2(';

JUK<(!.2*82.2\$9!0L*..!8#!2'-%&!89!1(%'\$9!P(&!*9!#TO#0#0B!*\$\$(c0!P##0B!(&!(L#&(-0\$0
2'-%&! 89! *9! O#&0(! 2! 8&2'Q2'Q! (&! 7#P#72'Q! *! *-\$2('!'7#&! \$L20! *&\$2-.#B! #T-#O\$! *0
(\$L#&N20#!0O#-2P2-*..9!O&(R27#7!89!. *N;

1)/2'3453<M25'JK)?;%-"\$0%'"/-D-9'./%-"\$02'
J?KD'!(!#R#'\$!3*9!*!O#&0(!8&2'Q!\$!*\$-2('!'7#&!)#-\$2('!A? >A@`!8*0#7!%O('!..#Q*\$2('0!(&
\$&*0*-\$2('0!\$L*\$!&#!\$L#!0%8d#-\$!(P!\$!-2R2.!*\$-2('!&!*!732'20\$&*\$2R#!O&(-##72'Q!2!NL2-L!\$L#;
1(%'\$9!20!*.O!*!O* &\$9;

JAK<(!-(%&\$!0L*..!L*R#!d%&2072-\$2('!(R#('8&(%QL\$!%'7#&!\$L20!*&\$2-.#!8*0#7!%O('!\$L#!O%8.2-
720-(0%&#!(P!..#Q*\$2('0!(&!\$&*0*-\$2('0!2! *! -&232* .B! -2R2.B! (&! *732'20\$&*\$2R#!L#* &2'Q^! 2
.#Q20.*\$2R#B!*732'20\$&*\$2R#B!(&!2'0O#-\$(&!Q#&#* .!&#O(&\$B!L#* &2'QB!%72\$B!(&!2'R#0\$2Q*!
\$L#!#N0!3#72*B!%' .#00!\$L#!-\$2('!20!8&(%QL\$!89!\$L#!1(%'\$9B!(&!% .#00!\$L#!O#&0(!8&2'Q2'Q!\$L
*-\$2('!20! *! (&2Q2*..!0(%&-#!(P!\$L#!2'P(&3*\$2(';)!/(&!O%&O(0#0!(P!\$L20!0%80#-\$2('B!\$L#!\$&#

Y(&2Q2*!.!0(%&-#Y!3#*0!*!2'72R27%*.!NL(!L*0!72&#-\$!*7!2'7#O#7#'\$!M'(N#7Q#!(P!\$!\$#!
2'P(&3*\$2('(!NL2-L!\$!\$#!*..#Q*\$2('0!*&#!8*0#7!*7!L*0!R(.%*\$&2.9!O&(R27#7!\$!\$#!2'P(&3*\$2('!
\$!\$!\$#!1(%'\$9!H**Q#&!8#P(&#!P2.2'Q!*!*-\$2('!'7#&!\$!\$20!*&\$2-.#!8*0#7!('\$!\$#!2'P(&3*\$2('!;

JSK<(!-(%&\$!0L*..!L*R#!d%&2072-\$2('!(R#&!*!*-\$2('!NL#&#!\$!\$#!O#&0('!8&2'Q2'Q!\$!\$#!*-\$2('!'7#&
)#-\$2('!A?>A@`!20V

J*K 4-\$2'Q!*0!*!*\$\$(!P(&!\$!\$#!1(%'\$9^!(&

J8K4!#3O.(9##!(&P(&3#&!#3O.(9##!(P!\$!\$#!1(%'\$9B

7!\$!\$#!-\$2('!20!8*0#7B!2'!NL(.#!(&!2'!O*&\$B!%O('!2'P(&3*\$2('!(8\$*2'7!2'!\$!\$#!-(%&0#!(&!0-(O#!(P!
1(%'\$9!#3O.(93#;\$!!

JUK<(!-(%&\$!0L*..!L*R#!d%&2072-\$2('!(R#&!*!*-\$2('!NL#&#!\$!\$#!O#&0('!8&2'Q2'Q!\$!\$#!*-\$2('!'7#&
)#-\$2('!A?>A@`!(8\$*2'7!\$!\$#!2'P(&3*\$2('!P&(3!*!#3O.(9##!(&P(&3#&!#3O.(9##!(P!\$!\$#!1(%'\$9;

1)/2'3453<N25'O,"%)/%- "\$*" ;,;,%-/-;,%-\$G')?;9"&))02'

4'9!#3O.(9##!NL(!20!720-L*&Q#7B!7#3(\$#7B!0%0O#7#7B!\$!\$!\$#!\$!\$#!L*&*00#7B!(&!2'!*9!(\$!\$#!&!
3**#&!720-&232*\$#7!*Q*2'0\$!2'!\$!\$#!\$!\$#!30!(&!-'72\$2('0!(P!#3O.(93#'\$!89!L20!(&!L#&!#3O.(9#&!
8#- *%0#!(P!.*NP%!.!*\$0!7('#!89!\$!\$#!#3O.(9##!2'!P%&\$!\$#!&*-#!(P!*!*-\$2('7#&!\$!\$20!*&\$2-.#B!
2'-.%72'Q!2'R#0\$2Q*\$2('!P(&B!2'2\$2*\$2('!(PB!\$#0\$23('9!P(&B!(&!*0020\$*-#!2'!*!*-\$2('!P2.#7!(&!\$!\$#!8#!
%7#&!\$!\$20!*&\$2-.#B!0L*..!L*R#!*!-*%0#!(P!*-\$2('!'7#&!/(&27*!)\$*\$%\$#0B!#-\$2('!?'A;S?`_;

1)/2'3453<62'5'P#,()\$''*';,":;,)0#?;%-"\$''*'.90)/9.-?2'

J?KfL#'#R#&!O&*\$-2-*8.#B!827!0O#-2P2-*\$2('0!P(&!1(%'\$9!-'&\$*-\$0!0L*..!-'\$*2'!*!&#X%2#\$!\$!\$!
\$!\$#!0%--#00P%!.!8277#&!3*2*\$2'B!*0!*!-'72\$2('!O&#-#7#'\$!\$!\$!0%832\$2'Q!*!-.23!*Q*2'0\$!\$!\$!
1(%'\$9B!*!P2'!.!827!\$*M#(PP;!CL#!P27!\$*M#(PP!0L*..!-'\$*2'!*!.2'#!2\$#3!P(&!*..-\$2('!(P
(R#&L#*7!-(0\$0;

JAK

"#\$%&!\$(!)\$*\$##+!,(-*!/* .0#!1.*230!4-\$0 !

"#\$%&!\$(!)\$*\$##+!,(-*!/* .0#!1.*230!4-\$0 !!!5!!('\$-\$!60 !