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&' (!) '!*#+!, -. \$/#/012!3 4 5#06!" 7!*-#/2\$6!3/8-#26-9069-1:!7!; #21!<69.=!'8!" '2!
7 />1?12!@16-'A2!; 7 7B!B '?0\$12!#/ .!<6-#61>\$12!

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C?\$D#E16F!"#\$!
<5-\$/>!GHGG!

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"#\$!G

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"#\$!M

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"#\$!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!-#6?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-#6\$/2X!

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

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

\$45'-6#/6!6!#..!6F#6!(F\$?1!@16-'!'51-#612!6-#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\!*F12!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=1Z@16-'[!a!&'92\$>13// 'J#6\$'/'!
:'??#E'-#6J1X!75-\$?!G\!GHGH!F6652^bbF'92\$>\$/ 'J#6\$'/'RO'bo'??#E'-#6J1b416-'bR!
^W!W#-N#00!@#0F\$/'X!'T#062!76!#Y?#/'01!a!W#-E#00!@#0F\$/'1^!3/61-/16!7-0FSJ1!n'J14E1-1%\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!X!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=1Z@16-'[!a!;'#8'-'/\$#!722'0\$#6\$'/'!8!;'9/0\$2!'8!Y'J1-/41/62R!
;'7";,Y!Xj#/'9#-!%U!GHG%R!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!

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"#\$!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-'4'6!2!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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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'S012!
 #/.!\$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!#/!.!-#?126#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\$'!/796F'-\$6=X!GH%H[X]
 F6652bb(((R.-'5E'+R0'4b2bGVMG>X!9!XVm8DV8bGHHUc@1#29-1cQc""0#?cQ169-/cY9\$.1?\$/12R5.8:..?fHR!

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"#\$!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 (#=X!

!

"#\$!%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!(\$?!4 1#/#/\$/J126\$/>!/6-#/2\$6!\$/8-#26-9069-1!#/.!F\$>FcJ'?9 4 1!8\$+1 .c

- '961!6-#/2\$6!21-J\$012!290F!#2!0' 4 4 961-!-#?\$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#--=I EE1?2!#/.!B161-!n\$K0#4 5!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'-4 2!'8!>1/1-#?!6#+#6\$'/2R!o#=#/>#4 '9/62!'8!

-1J1/912!8-' 4!#!(. 1!/9 4 E1-!'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!4 16F'. 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?'5 4 1/62!#/.!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#4 1!#22'-6 4 1/6!'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'!#!0#921!8'-'!9/5-1.\$06#E?1!5-'K106!89/.\$/>!(\$6F!/'!#229-#/01!8'-'!0'/6\$/9#?!!

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

*F\$2!E10' 4 12!5-'E?1 4 #6\$0!. 9!6'!6F1!/11. 18'-'!2\$D1#E?1!#4 '9/62!'8!4 '/1=X!'J1-!?' />!51-\$'. 2!'8!

6\$ 4 1X!6'!E9\$?!.!#/.!1J1?'5!59E?\$0!6-#/2\$6!5-'K1062R!!*F1!/10122#=#!\$/J126 4 1/62!\$/!2926#\$/#E?1!

\$/8-#26-9069-1!2=261 4 2!0#// '6!E1!4 #. 1!(\$6F'96!29\$6#E?1!89/.\$/>!4 10F#/\$2 4 2R!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/J126 4 1/6!\$!) 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\$/J126 4 1/6c\$/c. 10#-E' /\$D#6\$' /c' 55' -69/\$6\$12c#/. c26-#61>\$12c8'-'c10'/' 4 \$0c-10' J1--bR!
MG1" #0' /'X!@S0F#1R!`) 1. \$0#61. !T9/.\$/>#//. !I -E#/'! * -#/2\$6!B1-8' -4 #/0!<' 4 1!C 4 5\$-S0#?!!
CJS. 1/01Ra!Q121#-0FY#61R!&9E1-6!&R!&9 4 5F-1=3/266961!'8!B9E?\$0!7 88#-2! *F1! I /\$J1-2\$6=' 8!
@\$/ /12' 6#X!T1E-9#=#!GGX!GHHVR!F6652"bb(((R-121#-0F>#61R/1665-'8\$!1b@S0F#1?3#0' /'b59E?\$0#6\$' /bGmmS%MPR) 1. \$0#61. rT9/.\$/>!
r#/. r I -E#/'r * -#/2\$6rB1-8' -4 #/0!r<' 4 1rC 4 5\$-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\$0!2!)15#-641/6!#2!(1?!#2!6F1!<926#\$/#E\$?#6=!#/.!C/J\$-' / 41/6#?!; '45?\$/0!
)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!*F!
 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=!

!

"#\$!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! / \$O1! (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\$O1!#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#O\$ / > ! @ 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! " \$O1!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\$O!F! 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!

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"#\$!GM

#. '56\$ />!0?1# /!891?!# / .!610F / '?'>=!#?61- /#6\$J12!6'!. 10#-E' /\$D1!6F1!6-# /2\$6!2=261 4 !E=!GHmHRPS!

WF1 /!#201 .!#E '96!6F1!\$/61-2106\$' /!E16 (11 /!6F1!6#+! 4 1#29-12!# / .! ; 7 7 Bx!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!
; 7 7 B!\$2!F' (! (1!\$ 4 5- ' J1!95' /!6F#6R!&' (!0# /!@ 16- ' !4 #01!5- ' K1062! 4 ' -1!2926#\$/#E?1!# / .!
F1?589?!6F- ' 9>F!6F121!2 4 #??1-! 4 1#29-12:!!

!

7 . . \$6\$' /#??=X!#?6F' 9>F!@1#29-12!Q!# / .!@1#29-1!@! . ' / ' 6! . \$-106? =!2955' -6! ; 7 7 BA2!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! ; 7 7 B!0# 4 1!#861-!@1#29-12!Q!# / .!@X!6F1! ; 7 7 B!-181-2!6' !@1#29-1!Q!# / .!@1#29-1!
@!\$/!61- 4 2! '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! ; 7 7 BR!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!1 4 \$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- 'J14 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- 'J14 1 /62!8' -!#??! (F'!921!6F\$2!0' --\$. ' -Rmm!

!

) 14' /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' ?! ?=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=15-#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#61!0F#/>!(\$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#61!5'?\$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=16' !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!1 4 5?'=1. !#2!@16- '!#\$ 4 2!
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!1 4 5?'=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-!#=1#-2X!@16- '!/11.2!6'!
1 4 5F#2SD1!6F1!0-1#6\$' /!'8!2926#\$/#E?1K'E2!(\$6F!#!>' ' .!(#>1!#/ .!E1/18\$62!6'!#..-122!#E'-!>- '952!
1 4 5?'=4 1/6!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' 4 5?\$2F!6F\$2X!6F1-1!/11.2!6'!E1!#!
2\$ 4 9?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#-6 4 1/62X! ->#/\$D#6\$' /X!#/ .!.#6#R!7 .\$.6\$' /#?=#X!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!
#/ .!. '09 4 1/62!5-121/61.R! I /?122!' /1!(#2!.\$-106?=#5'\$/61. !6' (#- .!#!2510\$8\$0!\$/0!'-. '09 4 1/6X!\$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!#\$ 4 1. !6'!0' /6#06!
#!2510\$8\$0!.15#-6 4 1/6!#6!@16- 'X!6F1-1!(#2!/'!-10'- .2!'8!(F'!2510\$8\$0#?=#(#2!\$/!6F1!.15#-6 4 1/6!
'-!\$/!0F#->1!'8!(F\$0F!5- 'K1062R!38!' /1!#\$ 4 1. !6'!>'!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!#661 4 56\$/>!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\ b416-'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\$!S!m6F!1. RX!S^M%SsGUR!
7 4261- . #4X!n 16F1-?#/ .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