<Y$>/"#6**"F+"$">6Y"'E">8*&60*+"(1'6(+"$%,"#.6&&+%"=8+/&6'%/C"U**"*+(&8.+">$&+.6$*"$%,"$,,6&6'%$*".+/'8.(+/"
0.'96,+,"96$"P.6-1&/0$(+"#6**"F+"6%(*8,+,"'%"&1+"+Y$>/C"D1+"E6%$*"+Y$>"#6**"F+"('>0.+1+%/69+"F8&"#6**"F+"
>'.+"1+$96*7"#+6-1&+,"'%"&1+">$&+.6$*"('9+.+,"$E&+."&1+">6,&+.>C"!E"7'8">6//"&1+">6,&+.>"+Y$>"E'."$%"
$00.'9+,".+$/'%;"&1+"#+6-1&"'E"&1+">6,&+.>"#6**"F+"$,,+,"&'"&1+"E6%$*"+Y$>C"A'">$)+G80"+Y$>"6/"'EE+.+,C""

U,,6&6'%$*"6%E'.>$&6'%"$F'8&"&1+"+9$*8$&6'%"('>0'%+%&/"($%"F+"E'8%,"'%"P.6-1&/0$(+C"
$
$
!-0!.%:;<$6-:%.24-/2$"/80.4%2"0/$

[+'-.$017"T+0$.&>+%&"#+F/6&+I"1&&OIkk-+'-C89%(C($"
Z%,+.-.$,8$&+"U,9%/'.I"T.C"M$>"N#+%/""-+'-$,9%/'.`89%(C($""
T+0$.&>+%&"M1$6.I"T.C"T$9%,"U&)6%/'%"-+'-(1$6.`89%(C($"

" 4 : 0 . 2% / 2$30 1 . # -$: 0 , "3" -#$$

U&&+% , $%(+"6/"+Y0+(&+ , "E ' ."*+(&8.+/"$% , "*$F"$//6-%>+%&"&6>+C"O+(' . , 6%-/" ' E"*+(&8.+">$&+.6$*" ' ."*$F ' .$& ' .7" 6%&. ' , 8(&6 ' %/"#6**"% ' &"F+"0. ' 96 , + , "8%*+//"&1+"Z%69+./6&7".+6%/&$&+/" ' %*6%+"*+$.%6%-C"
"
U"16-1"*+9+*" ' E"/&8 , +%&"(' ' 0+.$&6 ' %"$% , "0$.&6(60$&6 ' %;"6%9 ' *96%-"$/)6%-"$% , "$%/#+.6%-"=8+/&6 ' %/"6/"+Y0+(&+ , C" :&8 , +%&/"$.+"$*/ ' "+Y0+(&+ , "& ' "08%(&8$*"E ' ."(' 8./+">++&6%-/C""
"
:&8 , +%&/">8/&"(' >0*+&+"$**"+9$*8$&6 ' %"(' >0 ' %+%&/"& ' " ' F&$6%"(.+ , 6&C"X$6*8.+"& ' "(' >0*+&+"$%"$%7"+9$*8$&6 ' %" (' >0 ' %+%&"#6&1 ' 8&"0+.>6//6 ' %"E. ' >"&1+"6%/&.8(& ' .;"#6**".+/8*&"6%"$%"bAd"-.$, +;"#16(1"+=8$*/"$" [.$, +"e ' 6%&" n$*8+" ' E"KC"
"
U/"$%"!%/&.8(& ' .;"!"($%".+E8/+"$"/&8 , +%&"$, >6//6 ' %"& ' "$"*+(&8.+;"*$F ' .$& ' .7;"*+$.%6%-"$(&696&7" ' ."+Y$>"F+($8/+" ' E"*$&+%+//;" >6/(' % , 8(&;"6%$&&+%&6 ' %" ' ."E$6*8.+"& ' "><+&"&1+".+/0 ' %/6F6*6&6+/" ' E"&1+"(' 8./+C" :&8 , +%&/"#1 ' " %+-*+(&"&1+6."$($, +>6("# ' .)">$7"F+"$//6-%+ , "$"E6%$*"-.$, +" ' E"bAd"\#16(1"+=8$*/"$" [.$, +"e ' 6%&"n$*8+" ' E"K]" ' ." n$"'-1 T (')] - ET 1 T (. -1.TJ -1(') -11 (')] TJ -1 T -1 ((1 T ($7 T (')] 61 $(. -112 (.1 T -108 (6 -1 2 (0) 1 ('%) 1

!%E.$(&6'%/"#6**"F+",+$*&"#6&1"6%"$((',$%(+"#6&1"Z%69+./6&7"0'*6(7C"M'>>'%*7;"&1+"0+%$*&7"E'."$%7"E'.>"'E"(1+$&6%-kO*$-6$.6/>"6/"$"-.$,+"'E"X"'%"&1+"&+/&/"'."*$F'.$&'.7"$//6-%>+%&/;"'."$"E6%$*"-.$,+"'E"X"6%"&1+"('8./+C"I'#+9+.;",+0+%,6%-"'%"&1+"/+9+.6&7"'E"&1+"($/+"'&1+."0+%$*&6+/">$7"6%(*8,+"$".+('.,"'%"&1+"/&8,+%&d/"&.$%/(.60&"'."+Y08*/6'%C"

$

$

%33-##"=","2<'

!

:&8,+%&/"#6&1",69+./+"*+$.%6%-"/&7*+/"$%,"%++,/"$.+"#+*('>+"6%"&16/"('8./+C""!%"0$.&6(8*$.;"6E"7'8"1$9+"$",'(8>+%&+," ,6/$F6*6&7k1+$*&1" ('%/6,+.$&6'%" &1$&" >$7" .+=86.+" $((''>>',$&6'%/;" 0*+$/+" E++*" E.++" &'"$00.'$(1">+"$%,k'."&1+"M+%&.+"E'."U((+//6F*+"h+$.%6%-"\MUh]"$/"/''%"$/"0'//6F*+C""D1+"MUh"/&$EE"$.+"$9$6*$F*+" F7" $00'6%&>+%&" &'" $//+//" /0+(6E6(" %++,/;" 0.'96,+" .+E+..$*/" $%," $..$%-+" $00.'0.6$&+"$((''>>',$&6'%/"1&&0Ikk###C896(C($k/+.96(+/k($*kC"""D1+"/''%+."7'8"*+&"8/")%'#"7'8."%++,/"&1+"=86()+."#+"($%"$//6/&"7'8"6%"$(16+96%-"7'8."*+$.%6%-"-'$*/"6%"&16/"('8./+C""

:0#"2"9"2<$%/6$#%8-2<$

D1+"Z%69+./6&7"'E"n6(&'.6$"6/"(''>>6&&+,"&'"0.'>'&6%-;"0.'96,6%-"$%,"0.'&+(&6%-"$"0'/6&69+"$%,"/$E+"*+$.%6%-"$%,"#'.)6%-"+%96.'%>+%&"E'."$**"6&/">+>F+./C"D'"+%/8.+"&1$&"$**"(*$//">+>F+./"E++*"#+*(''>+,"$%,"+=8$**7"$F*+"&'"('%&.6F8&+"&'"(*$//",6/(8//6'%/;"#+"#6**"$**"+%,+$9'."&'"F+".+/0+(&E8*"6%"'8."*$%-8$-+;"'8."+Y$>0*+/;"$%,"&1+">$%%+."6%"#16(1"#+"('%,8(&"'8.",6/(8//6'%/"$%,"-.'80"#'.)C""!E"7'8"1$9+"$%7"('%(+.%/"$F'8&"&1+"(*6>$&+"'E"&1+"(*$//;"0*+$/+"('%&$(&">+C"

$

301.#-$-7:-."-/3-$#1.9-<$>3-#?$

$

?+"9$*8+"7'8."E++,F$()"'%"&16/"('8./+C"D'#$.,/"&1+"+%,"'E"&1+"('8./+;"$/"6%"$**"'&1+."('8./+/"$&"Zn6(;"7'8"#6**"1$9+"&1+"'00'.&8%&&7"&'"(''>0*+&+"$%"$%'%7>'8/"/8.9+7".+-$.,6%-"7'8."*+$.%6%-"+Y0+.6+%(+"\M<:]C"D1+"/8.9+7"6/"9&&$*"&'"0.'96,6%-"E++,F$()"&'">+".+-$.,6%-"&1+"('8./+"$%,">7"&+$(16%-;"$/"#+**"$/"&''1+*0"&1+",+0$.&>+%&"6>0.'9+"&1+"'9+.$**"0.'-.$>"E'."/&8,+%&/"6%"&1+"E8&8.+C"D1+"/8.9+7"6/"$((+//+,"9&$"f7e$-+"$%,"($%"F+",'%+"'%"7'8."*$0&'0;"&$F*+&;"'."'>'F6*+",+96(+C"!"#6**".+>6%,"7'8"$%,"0.'96,+"7'8"#6&1">'.+",+&$6*+,"6%E'.>$&6'%"%+$.+."&1+"&6>+"F8&"0*+$/+"F+"&16%)6%-"$F'8&"&16/"6>0'.&$%&"$(&96&7",8.6%-"&1+"('8./+C""

#-71%,"@-6$9"0,-/3-$:..-9-/2"0/$%/6$.-#:0/#-$%2$19"3$$

$

Zn6("&$)+/"/+Y8$*6_+,"96'*+%(+"/+.6'8/*7;"$%,"1$/".$6/+,"&1+"F$."E'."#1$&"6/"('%/6,+.+,"$((+0&$F*+"

Z%69+./6&7"'E"n6(&'.6$"!>0'.&$%&"T$&+/"
"
q$%"LVS"h$/&",$7"E'."$,,6%-"('8./+/"&1$&"F+-6%"6%"&1+"E6./&"&+.>C"
X+F"LR"G"h$/&",$7"E'."#6&1,.$#6%-"E.'>"E6./&"&+.>"('8./+/"#6&1'8&"0+%$*&7"'E"E$6*8.+
U,,6&'%$*"6>0'.&$%&",$&+/"($%"F+"$((+//+,"&1.'8-1"&1+"*6%)"F+*'#C""
1&&0/Ikk###C896(C($k($*+%,$.k,$&+/k"

D1+"0.+/+%&+,"/(1+,8*+/;"0'*(6+/;"0.'(+,8.+/;"$%,"$//6-%>+%&/"6%"&16/"('8./+"$.+"/8Fc+(&"&'"(1$%-+"6%"
&1+"+9+%&"'E"+Y&+%8$&&%-"(6.(8>/&$%(+/"

?++)"	T$&+/"	h+(&8.+"D'06(/""	h$F""	T8+"T$&+/""
H"	q$%"Q"&'"q$%"HJ""	M'8./+"N9+.96+#"	A'"h$F"	"
L"	q$%"Hi"&'"q$%"LK"	!%&.',8(&'.7"M'%(+0&/"	h$F"K" f $0" f $)6%-"H j "	"
J"	q$%"LJ"&'"q$%"La""	:0$&6$*"M'%%+(&6'%/"	h$F"H":8>>$.7":&$&6/&6(/"HK j "	h$F"K"
W"	q$%"JK"&'"X+F"J""	T$&$"M'**+(&6'%"	?'.)"0+.6',"	"
V"	X+F"i"&'"X+F"HK "	h+$/&"M'/&"e$&1"	h$F"L"T$&$"M'**+(&6'%"Q j ""	h$F"H"
i"	X+F"HJ"&'"X+F"Ha""	**X+F"HW"S" f 6,&+.>"H"** X+F"HV"S"A'"h+(&8.+""	h$F"J"h+$/&"M'/&"e$&1"HK j "	h$F"L"
a"	X+F"LK"&'"X+F"LW"	"	O+$,6%-"F.+$)""	"
R"	X+F"La"&'" f $."J""	f ',+**6%-"M'%&6%8+,""	?'.)"0+.6',"	"
Q"	f $."i"&'" f $."HK""	!%&+.0'*$&6'%"	h$F"W"!%&+.0'*$&6'%"HK j "	h$F"J"
HK"	f $."HJ"&'" f $."Ha""	!%&+.0'*$&6'%"	?'.)"0+.6',"	"
HH"	f $."LK "&'" f $."LW""	:0$&6$*"O+-.+//6'%"	h$F"V"O+-.+//6'%"HK j "	h$F"W"