

!

!

!

!

"#\$%&'(!) *+, - ./01-2%&&-1!3\$%1*45&!-2!4, %!6%7#14\$%84!-2!0-.*4*+#!9+*%8+%!7#&&%: !#; #<!"#85#1<!

!!

/!01-2%&&-1!3\$%1*45&!-2!0-. *4*+#!9+*%8+%/!9, %1\$#8i +&5, #<; #1: (5&e!

E8B%Z8-; 8&4!4-!\$ -&4!-2!5&/!""\$!; #&!#17-%4(!S8!=>>!/ !/, %!\$#*%: !, *&!2!%8: &!+-7*%&!-2!, *&!2!1&4!
+, #7B--Z!
j*\$#C*8#4*N%/!+-841#: *+4-1<!/; *4, !\$#8<!\$--: &!#8: !*\$#C%&!; *4, !*1-8<!
+- \$7.#*84&!#8: !C--: !, 5\$-1(!G<!4, *&!4*\$%/!, %!; #&!*8!7--!!, %#.4, !#8: !58#B.%!4-!#44%8: !#!9#451: #<!
%N%84!; %!, %.: !2-!!, *\$!-8!) -N%\$B%1!=?!!=>>! !*8!4, %!G*%..#!M-- \$!-2!4, %!D9E3G! *B!#1<(!A*&!
: #5C, 4%1! ^ #14, #1!#%: !&- \$%!7-%\$&!2-!!, *\$!#8: !&%N%1#!.-2!5&!&7-Z%(!S!4, *8Z!; %!\$#: %!#IN*: %-4#7%!
2-1!""\$k!2!&-!/ScN%!.-&4!41#+Z!-2!*4(!

A*8!7--!!, %#.4, !; #&!: 5%!4-!0#1Z*8&-8c&!: *%&#%&!#8: !; %!1#*%&: !&- \$%!258: &!2-1!4, %!^*+, %#.!L-b!
L-58: #4*-8!; , *+, !&577-14&!+544*8Cd%: C%1!%&%#1+, !/*8+.5: *8C!, %7!2!-\$!N-.584%1!&5BX%+4&(!

f %!, #N%!4-!: 1-7!B#+Z!8!4*\$%!4-!1%\$*8*+%#B-54!4, %!\$#8<!<%#1&!01-2%&&-1!3\$%1*45&!"\$!) *+, -.&!
-2!4, %!0-. *4*+#!9+*%8+%/!6%7#14\$%84!&%1N%: !-8!4, *&!+# \$75&(!

S!&, #1%: !#8!-22*+%; *4, !""\$!2!-\$!#B-54!?!0>!4-!>>=(!A%!; #&!-8%!-2!4, %!2*8%&4!7%-7.%!S!Z8-; /!#!
7!8+%(!A%&!7%84!\$#8<!, -51&!7#4*%84.<!#: N*8C!&45: %84&!-8!; , #4!+-51&%&!4-!4#Z!#8: !4%#+, *8C!
7-. *4*+#!&+*%8+%(!A%!; #&!#.; #<&!258!4-!4#.Z!4-/!; , *+, !: *%: 8c4!#.; #<&!; %7!5!C%4!-51!; -1Z!-8%(!L-1!
5&!#; \$*8*84!#4-1&!; %1%!B#+ZC1-58: k!; %!#8: !-51!&45: %84&!; %1%!; , #4!^4!; #&!#.!#B-54(!""\$!\$#: %!
D#!94#4%!A#<; #1: !, *&!N*..#C%!#8: /!#&!; %!#!.!Z8-; /!*4!4#Z%&!C--: !71-2%&&-1&4-!\$#Z%1#N*..#C%!; -1Z(!

f *4, !, *&!7#&&*8C!; %!Z8-; !4, %!\$#8!8!25..h2#\$*.<!/&+, -.#1/!+-..%#C5%/!7-%4(!

/!01-2%&&-1!3\$%1*45&!-2!0-. *4*+#!9+*%8+%/!7-&+, \$#8?i +- \$+&4(8%4e!

^%\$-1*%&!-2!4, %!C1%#4!#8: !C--: !""\$!) *+, -.&e!) -!7#14*+5.#1*8&4#8+%; , *+, !+#+4, %&!4, %!&7%+*#.!
%&&%8+%!-2!""\$!) *+, -.&!B54!1#4, %!14, %!V>!<%#1&! 5!8C!; , *+, !, *&!X5: C\$%84!; #&!&* \$7.<!
*8: *8*7%8&#B.%!4-!, *&!2%..-; !2#+5.4<!*8!4, %!0-. *4*+#!9+*%8+%/!6%7#14\$%84k!4, %!9+, --!-2!P14&!/'%44%1&!
#8: !9-+*#!9+*%8+%/k!4, %!P+#: %\$*+9%8#4%k!#8: !4, %!; , -.%!+# \$75&(!

P!4%1\$!+- \$%&!4-!\$*8: !2-1!4, %!N%1<!2%; !2#+5.4<!.Z%!"\$ hR#!8#451#.Rh #&!8!8#451#..<!4, %!+, #*1!-2!
4, %!0-. *4*+#!9+*%8+%/!6%7#14\$%84/!4, %!D, #*1!-2!4, %!P+#: %\$*+9%8#4%/#8: !P&&-+*4%!6%#8!-2!P14&!
'%44%1&!#8: !9-+*#!9+*%8+%(!A%!; #&!#.; #<&!-8%!-2!4, -&%!+-..%#C5%&!; , -!-8%!; #84%: !4-!Z8-; !; , #4!
, *&!4, *8Z*8C!; #&!-8!4, %!* \$7-14#84!&&5%&(!

P8: !D#!94#4%!A#<; #1: !, #: !*\$7-14#84!&&5%&!; 5!8C!4, #4!4*\$%(!f %!, #: !71-B#B.<!4, %!\$ -&4!
%22%+4*N%#8: !; %..d-1C#8*\%: !2#+5.4<!*8!4, %!D#!94#4%!9<&4%\$!B%+5&%!-2!4, %!4#.84!-2!\$%\$B%1&!*Z%!
""\$!) *+, -.&(!

""\$!1%+*%N%: !, *&!0, (6(!2!-\$!94#82-1: !#8: !; #&!#!4-4#..<!: %: *+4%: !D, *8#!&7%+*#.*84h, %!Z%74!57!4-!
: #4%!; *4, !4, %!8%; &/!-1!; , #4!; #&!4, -5C, 4!4-!B%!, #77%8*8C!/*8!D, *8#!(A*8!+.#&&!-8!4, %!0-. *4*+#!
9<&4%\$&!-2!P&*#!; #&!%b+%..%84/!#&!; %1%#!..!-2!4, %!\$#8<!+-51&%&!4, #4!, %!4#5C, 4(!

""\$!) *+, -.&!; #&!#IN%1<!#1%!4<7%!-2!2#+5.4<!\$%\$B%1!; , -!; #&!4-4#..<!: %: *+4%: !4-!#; N*8C!
&45: %84&(!D-8*%: %1*8C!4, %!&7%+*#.!+- \$7.%b*4<!-2!4, %!'*B%1#!945: *%&! ^ #X-1!F?@!7#C%&!8!4, %!
E8*N%1&*4<!D#4#.-C!2-1?!! =d

582#*1!4, #4!, %!; %84!4, 1-5C, !&-!\$5+, !&522%1*8C!*8!, *&!.#4%1!<%#1&(!f, %8%N%1!S!4, *8Z!-2!, *\$!/4, %!
; -1: &!:%: *+4*-8/!+- \$7#&&*-8/!, 5\$*.4<!#8: !; *&: -\$!&71*8C!4-\$*8: (!A%!; #&!\$-N*d&4#1!
, #8: &-\$%!B54!&-\$%, -; !: *: 8c4!Z8-; !*4h, #: !8-8%!-2!4, %!&; #CC%1!-2!-4, %1!, #8: &-\$%!\$%8(!""\$!
, #: !+, #1#+4%1(!A%!\$#8#C%: !4-!B%!*8!4, %!4, *+Z!-2!2#+5.4<!C-N%18#8+%; *4, -54!%N%1!B%*8C!+#5C, 4!57!
*8!4, %!4#8C.%!-2!7%44<!1*N#.1*%&!#8: !C1*N#8+%&!4, #4!&; *1.%: !#1-58: !*4(!Q-!4#.Z!4-!, *\$!#B-54!#8<!
*&&5%!; #&!4-!7#14#Z%!-2!, *&!:%%7!*4<(!f, %8!S!N*&4%: !, *\$!*8!4, %!851&*8C!, -\$%!, %!; #&!
B%: 1*: : %8/!<%4!; %!, #: !#8-4, %1!*8!-51!&%1*%&!-2!; -8: %125.!+-8N%1#4*-8&(!""\$!; #&!#.; #<&!; *44<!/
%15: *4%/!#8: !, 5\$#8%(!S!2%!.!:%%7.<!71*N*.%C%: !4-!, #N%!B%#8!, *&!+-..%#C5%12-1!-N%1!V>!<%#1&(!

/!01-2%&&-1!3\$%1*45&!-2!38C.*&, /!

4, *1: !4*\$%/, %!#&Z%: !\$%!*2!, %!; #&!\$-N*8C!4-\$-11-; (!

`)-/!-8!958: #<!6#: (!_-5c1%!\$-N*8C!-8!958: #<(a!

`D#8!; %!; -1Z!-8!4, %!7-%41<ma!, %!&#*: !4, %8(!`Q, #4c&!4, %!4, *8C(a!

, *!8#\$%!/#!DSP!C, -&4(!

M-58: !#8: !1-58: !; %!; %84(!9%8&#!#8: !8-8&%8&#!21-\$!#!\$#8!; , -\$!Sc: !.-N%: !2-1%N%1/!; , -\$!Sc: !
#.; #<&!#: \$*1%: !2-1!, *!&, #17!; *4h; , -!75&, %: !S%!4-!7#1-b<&\$&!-2!*\$7#4*%8+%!/#&!2!S!; %1%!&4*..!
2*24%#8!#8: !&*+Z!-2!, *!&!9-+1#4*+!\$%4, -: /!4, %!; #<!; %!; -5.: !&+-22!#4!#..!\$<!; %#4%: !#1C5\$%84&!2-1!
; , <!4, %!; -1.: !8%#: &!4-!B%#!#B%44%1!7.#+%(!

S!1%\$%\$B%1!+-..#7&*8C!-8!4, %!2.--1!*8!#!251</!7-58: *8C!\$<!2*4&!#C#*8&4!4, %!C1%#8!&, #C!/\$<!
: #&, *8C.<!; #8: &-\$%!2#4, %!1!.-Z*8C!:-; 8/!, *!%<%B1-; &!1#*&%: (!

`f , #4c&!; 1-8Cma!, %c: !#&Z(!S!; #&!&577-&%: !4-!B%!, *!B%&4!&45: %84(!

S8!4, *&/, %!; -5.: !8%N%1!+, #8C%(!Q, %!O#1Z*8&-8c&!; #: !B1-5C, 4!+%14#*8!+, #1#+4%1!41#*4&!4-!4, %!2-1%(!

!

!

"-&, /!4, %!258%1#.! , -\$%!: 1*N%1!9, *N%1%: !#4!4, %!: # \$ 7!#8: !+-.: (IM*: *8C!B%&*: %!, *\$!; #&!4, %!4-; d
, %#: %: !4%8d<%#1d-.: !P8: !, *&!4; -!C*CC.<!B#B<!&*&4%1&!A#*1!#..!&, *8<!.*Z%!&758!C-.: (!P&!4, %<!4518%: !
*8!4, %!C#4%!B%8%#4, !4, %!4-; %1/!"-&, !4, -5C, 4/!

!

`9*1/!: -%&!4, #4!+.58Z<!+. -+Z!Z%%7!C--: !4*\$%ma!!

E

!!

`9*1/!; , <!#1%!4, -&%!1-44*8C!2.-; %1&!7*%: !%N%1<; , %1%ma!!

!!