"#8<1483&3'3+3#8*($4;(+,#(.1''#>3$'(-1"%(1-(8,$"#;(>17#"4$4.#($"#(&$8#;(14(,38+1"3.(
$.$;#%3.(+"$;3+3148(+,$+(,$7#(&##4("#.1>43B#;(&0(+,#(<#1<'#(1-(+,#(5+$+#(1-(2$'3-1"43$(
+,"1/>,(+,#3"('#>38'$+/'"#?(
(
C134+(;#.38314(%$D34>($4;(.148/'+$+314(&#+A##4(+,#($;%3438+"$+314($4;(+,#(E#4#"$'(
=$./'+0(,$7#(&##4("#.1>43B#;(&0(+,#('#>38'$+/'"#(1-(+,#(5+$+#(1-(2$'3-1"43$($8(+,#('14>F
$..#<+#;(

-"1%(+,#(;$+#(1-(+"$48%3++$'(1-(+,#(.1%<#"'34>("#$8148(-1"(
;38$<<"17$'?(
33N(:;7381"0(<1A#"8(8,$"'(34.'/;#*(&/+(41+(&#('3%3+#;(+1(.148/'+$+314(
14(&/;>#+(<1'3.0*($;%3438+"$+37#($<<1341+%#4+8*(;#+#"%34$+314(1-(
.$%</8($;%3438+"$+37#(<1'3.0*(/437#"83+0(1">$43B$+314*($4;(-$.3'3+3#8(
/8#($4;(<'$4434>?(@,38(<1A#"(8,$"'(&#(#I#".38#;(&0(%#$48(1-(;3"#.+(
"#.1%%#4;$+3148(+1(+,#(!"#83;#4+(1-(+,#(:.$;#%0(.14.#"4334>(+,#(
-1"%/'$+314*("#73831 4*($;1<+314*(1"("#7 3#A(1-(<1'3.0($4;(<"1.#;/'"#8(
1-(+,#(2$'3-1"43$(5+$+#(6437#"83+0(9$"3+3%#(:.$;#%0?(@,#($/+,1"3+0(
1-(+,#(=$./'+0(5#4$+#(8,$"'(41+(34.'/;#(+,18#($"#$8(8<#.3-3.$"'0(
3;#4+3-3#;(/4;#"(+,#('$A8(1-(+,#(5+$+#(1-(2$'3-1"43$($8(&#'14>34>(+1(
+,#(#I.'/837#("#<"#8#4+$+37#8(1-(;#83>4$+#;(21''#.+37#(T$">$3434>(
6433+8?(
&" @,#(=$./'+0(5#4$+#\8(<1A#"(8,$"'(&#(#I#".38#;(334($(%$44#'"*($4;(+1($4(#I+#4+*(
+,$+(38(.14838+#4+(A3+,(+,#(<"17383 14(1-(8+$+#($4;(-#;#"$'('$A8($4;(A3+,(+,#(
"#>/'$+3148(1-(+,#(@"/8+##8($4;(2,$4.#''1"(1-(+,#(2$'3-1"43$(5+$+#(6437#"83+0?(
'" T0(8#'-F'3%3+34>(1";34$4.#*(+,#(=$./'+0(5#4$+#(&34;8(3+8#'-(41+(+1($&"3;>#(+,#(
$.$;#%3.(-"##;1%(1-($40(1-(3+8(%#%&#"8(1"(1-($40(>"1/<(1-(3+8(%#%&#"8(&0(3+8(
1A4($.+314(1"(+,$+(1-(3+8(8/&F/43+8?(
)" :''(<1'3.3#8($4;(<"1.#;/"#8($;1<+#;(&0(+,#(!"#83;#4+(+,$+(#3+,#"(,$7#(41+(&##4(
343+3$+#;(&0(+,#(=$./'+0(5#4$+#(1"(,$7#(41+(&##4(+,#(8/&H#.+(1-(-1"%$'(
.148/'+$+314(A3+,(+,#(UI#./+37#(21%%3++##(1-(+,#(=$./'+0(5#4$+#*(8,$"'(&#(
"#<1"+#;(+1(+,#(UI#./+37#(21%%3++##(-1"(3+8(34-1"%$+314?(
(
*" :%#4;%#4+8(+1(+,#(=$./'+0(5#4$+#(2148+3+/+314($4;(T0'$A8(
$" @,#(=$./'+0(5#4$+#(38(#%<1A#"#;(+1($;1<+(&0'$A8(-1"(3+8(>17#"4$4.#?(
%" :%#4;%#4+8(+1(+,38(2148+3+/+314(1"(3+8(T0'$A8(%$0(&#(343+3$+#;(&0(+,#(
UI#./+37#(21%%3++##*(1"($(A"3++#4("#W/#8+(83>4#;(&0(XYZ(1-(+,#(=$./'+0?((
&" @,#(UI#./+37#(21%%3++##(8,$"(.14;/.+($(71+#(&0(+,#(5#4$+#(%#%&#"8,3<(14(
$"(<"1<18#;($%#4;%#4+8(+1(#3+,#"(+,#(2148+3+/+314(1"(3+8(T0'$A8?(:4(
$%#4;%#4+(38("$+3-3#;(&0($4($--3"%$+37#(71+#(&0($(%$H1"3+0(1-($"(%#%&#"8(1-(
+,#(5#4$+#*(1"(&0([YZ(1-(+,18#($.+/$"'0(71+34>*(A,3.,#7#"(38(8%$"'#"?(
'")3+,34([Y(.$'#4;$"(;$08*(+,#(!"#83;#4+(8,$"("#8<14;(+1(+,#(5#4$+#(A3+,(14#(1-(
+,#(-1''1A34>("#8<148#8P(XN(8/<<1"+(+,#(<"1<18#;($%#4;%#4+($4;(;3"#.+(8+$--(
+1(3%%#;3$+#'0(/<;$+#($"';1./%#4+$+314*(\N($.D41A'#;>#(+,#(<"1<18#;(
$%#4;%#4+($4;(;3"#.+(8+$--(+1(3%%#;3$+#'0(/<;$+#($"';1./%#4+$+314*(1"*(]N(
;38$<<"17#(1-(+,#(<"1<18#;($%#4;%#4+($4;(34./;#(H/8+3-3.$+314?(G-(41(
"#8<148#(38("#.#37#;(A3+,34(+,#([YF;$0(A34;1A*(+,#(5#4$+#(%$0(;3"#.+(8+$--(+1(
3%%#;3$+#'0(/<;$+#($"';1./%#4+$+314?(

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**:)/*;"*('*3&8',"8*8"#$%+"**/!(G4(!(G#!249'&(H!=#*4(#!5)$(3):'(#!(G)$!3#$%&'()%*!(%!(G#!I4&!W43)()@#!
8NN)9#!%N!(G#!L3#$)5#*(<!YP#9'()?#!Z#4*<!Z#4*$<!4*5!Z#M43(@#*(!IG4)3$[!!