

! "#\$%&' () * \$ + &
' , - . / 0 0 - , 1 & + 2 3 4 5 6 / & \$ 7 8 - - 4 & - . & " 9 : 7 2 ; 5 - 6 & 2 6 9 & < / 2 9 / , 0 8 5 = &

> : , , 5 7 : 4 : 3 & ? 5 ; 2 / &

" @ A > (# * B C &

" # \$ % ! & ' (! A 6 5 D / , 0 5 ; E & - . & F 5 6 6 / 0 - ; 2 1 &) * + , - . / 0 1 / 0 2 . 3 - ! + 3 ! + ! 4 * , 5 / 6 ! 7 + / 0 8 + 0 * !
" # \$ 9 ! : ' (! A 6 5 D / , 0 5 ; E & - . & F 5 6 6 / 0 - ; 2 ! < = * / , - ! + / 6 ! 7 . / 0 8 . 3 > . , 3 !
" # ? # ! < 2 & \$ - , G - 6 6 / ; ! @ * = > . A . , + > ! 6 * ! 2 + ! 7 + / 0 8 * ! < = + / B + . 3 * * !

" (> + ") & " @ A > (# B) &

\$ 7 8 - - 4 & - . & " 9 : 7 2 ; 5 - 6 & 2 6 9 & < / 2 9 / , 0 8 5 = 1 & + 2 3 4 5 6 / & A 6 5 D / , 0 5 ; E &
' , - . / 0 0 - , 1 & # " \$ B < & ' , - H , 2 3 0 & & () 1 4 C 7 !) 1 < 7 ; ! (6 8 2 ! 1 4 7 D (: 1 ! @ * = > . A . , + > * ! E = 5 0 = + F 3 ! " # # " G H = * 3 * / > 6
H = 5 F 5 > . 5 / ! > 5 ! A 8 2 ! E = 5 A * 3 3 5 = ! . / ! 9 ! I ? J !

) / 0 = - 6 0 5 G 5 4 5 ; 5 / 0 & 2 6 9 & ' , - J / 7 ; 0 & 2 ; & + 2 3 4 5 6 / &
/ 2 7 8 5 6 H & " 6 H 4 5 0 8 & 2 0 & 2 & K - , / 5 H 6 & < 2 6 H : 2 H / & ! # " K < L & > / , ; 5 . 5 7 2 ; / & ' , - H , 2 3 & 1 3 > + K 2 . 3 - * 6 !) 1 < 7 ! @ * = > . A . , + > * !
E = 5 0 = + F ! + > ! L + F 2 . / * M , 5 5 = 6 . / + > * ! + / 6 ! > * + , - !) 1 < 7 ! @ * = > . A . , + > * ! , 5 8 = 3 * 3 M 3 8 H * = N . 3 * !) 1 < 7 ! A + , 8 2 > 0 !
C A A * = * 6 ! L + F 2 . / * !) 1 < 7 ! H = 5 0 = + F ! + > ! & 5 3 , 5 P ! 4 + > * ! 0 / 3 > > 8 * ! A 5 = ! E 8 K 2 . , ! R * 2 + > . 5 / 3 ! . / ! & + 0 G S 8 / * ! " # # T !

> / , ; 5 . 5 7 2 ; / 0 & - , & # / 2 7 8 / , 0 & - . & (9 : 4 ; & " \$ < M (! " & ! " # # U G H = * 3 * / > J ! 1 3 > + K 2 . 3 - * 6 ! (6 8 2 ! 1 4 7 ! + / 6 ! (: 1 ! @ * = > . A . , + > * !
E = 5 0 = + F 3 ! + > ! L + F 2 . / * M 6 * 3 . 0 / * 6 ! + / 6 ! = * 0 8 2 = + 2 0 ! > * + , - ! T ! 5 A ! > - * ! , 5 8 = 3 * 3 M 3 8 H * = N . 3 * ! (6 8 2 ! 1 4 7 ! A + , 8 2 > 0 M (: 1 !
7 . , * / 3 8 = * ! 7 * + 6 ! V 9 ! 9 ! G H = * 3 * / > J !

> - N . - : 6 9 / , & - . & (9 : 4 ; & ! 2 0 5 7 & " 9 : 7 2 ; 5 - 6 & # / 2 7 8 5 6 H & 2 6 9 & < / 2 , 6 5 6 H & (9 D 2 6 7 / 3 / 6 ; & \$ E 0 ; / 3 & ! (# < (\$ L &
E = 5 0 = + F ! (6 N . 3 5 = ! V 9 ! I ? G H = * 3 * / > J M , 5 G P = 5 > * ! W % I I ; I I I ' I I ! 0 = + / > ! + / 6 ! * 3 > + K 2 . 3 - * 6 ! H = 5 A * 3 3 . 5 / + 2 !
6 * N * 2 5 H F * / > ! , * / > * = ! A 5 = ! (6 8 2 ! : + 3 . , ! 1 6 8 , + > . 5 / ! A 5 = ! > - * ! 3 > + > * ! 5 A ! & . / * 3 5 > + M 5 N * = 3 + P ! 3 > + > * P . 6 * ! H * * = G
F * / > 5 = . / 0 ! . / . > . + . N * M 2 * 6 ! 6 * N * 2 5 H F * / > ! 5 A ! / + > . 5 / + 2 2 0 ! = * , 5 0 / . X * 6 !) = + / 3 . > . 5 / 3 ! 0 / > * 0 = + > . 5 / ! < = + F * P 5 = Y !

" 2 0 ; & * 6 9 5 2 N ! 2 6 H 4 2 9 / 0 8 & " K < & * 6 0 ; 5 ; : ; / & W 9 ! I % G 9 ! I ? J M @ 5 G P = 5 > * ! Z 4 ! 4 > + > * ! [* H + > > F * / > ! 0 = + / > M [* N * 2 5 H * 6 !
, 8 = . , 8 2 8 F ! + / 6 ! , 5 / 6 8 , > * 6 ! 3 * F . / + = 3 ! + > ! L + F 2 . / * ! A 5 = ! H + > . , . H + / > 3 ! A = 5 F ! 1 + 3 > ! 0 / 6 . + ! + / 6 ! : + / 0 2 + 6 * 3 - M
6 * 3 . 0 / * 6 ! + / 6 ! . F H 2 * F * / > * 6 ! P 5 = Y G 3 - + 6 5 P ! . / ! F . 6 6 2 * ! 3 , - 5 5 2 3 M 6 * N * 2 5 H * 6 ! + 2 ! A 5 2 2 5 P G 8 H ! P 5 = Y 3 - 5 H 3 !
, 5 / 6 8 , > * 6 ! . / ! [- + Y + ; ! \ 5 2 Y + > + ! + / 6 ! : - 8 K + / * 3 P + = ! . / ! < * K = 8 + = 0 ! 9 ! I ? !

+ 2 3 4 5 6 / & # " K < & ' , - . / 0 0 5 - 6 2 4 @ / D / 4 - = 3 / 6 ; & ' , - H , 2 3 & A 5 = ! 4 5 8 > - ! @ - . / + !] 5 = F + 2 ! Z / . N * = 3 . 0 ; ! 7 * + 6 !) = + . / * = !
[* N * 2 5 H * 6 ! H = 5 0 = + F ! , 8 = . , 8 2 8 F ; ! 3 * 2 * , > * 6 ! > = . / * = 3 ; ! + / 6 ! , 5 / 6 8 , > * 6 ! 3 * 3 3 . 5 / 3 ! + > ! L + F 2 . / * ! V S 8 2 0 G
(8 0 8 3 ; ! 9 ! " I J !

E+==.3-;!: 'g!R*.F *=;!S'E+=, >, 8F!9!a!1/0+0./0!C/2./!*!& (!) 14C7!4>86*/>3!) 14C7!0/>*/+=/+.5/+2!
@5/N*/>.5/;!4*+>>2*;!b (!&+=, -!9I ""?!

10+;/!E'!g!E+==.3-;!: 'E=*H+=./0!(682!147!) *+, - *=3!>5!& **>!) 56+0c3!R.05=583!7+/08+0*! [*F +/63!
) 14C7!0/>*/+=/+.5/+2!@5/N*/>.5/;!4*+>>2*;!b (!&+=, -!9I ""?!

: =./0./0!>- *!(HH2.*6!(2.N*!./!+!/C/2./!*!& (!) 14C7!E=50+=F!) 14C7!0/>*/+=/+.5/+2!@5/N*/>.5/;!4*+>>2*;!
b (!&+=, -!9I ""?!

L+==.3;!\!'&5N.>;!&'!E+==.3-;!: 'g!b=.02*0;!L'!] *P!&+>*=.+23!5/!R.05=;! [.0.>+2!7.>*+=, 0;!+/6!@+=**=!
E+>-P+0 '!) 14C7!0/>*/+=/+.5/+2!@5/N*/>.5/;!: +2.F 5=*;!& [!(H=.2!\$;9I ""U!

E+0>5/;!S';!4, -+*>X*2;!\!'!E+==.3-;!: 'g!S5-/3;!(!) *+, -./0!b=>./0!>5!(682!7*+*/+=3a!7*335/3!A=5F!>- *!
<.*26;!) 14C7!0/>*/+=/+.5/+2!@5/N*/>.5/;!: +2.F 5=*;!& [!(H=.2!U;9I ""U!@5225j 8.8F!5=0+/.X*6!K0!E+0>5/!g!
4-+*>X*2!

7.6*/;!(!E+==.3-;!: '!+/6!_./50+=65N;!E'! (!4>+>*!<+=F *P5=Y!A5=1F K*66./0!)=+/3.>.5/3!4Y.223!./!(682!
147!0/>*/+=/+.5/+2!) 14C7!@5/N*/>.5/;!) 5=5/>5;!C/>+=.5M&+=, -!9I ""%!

<./!&.22*=:!4'!E+==.3-;!: '!+/6!_./50+=65N;!E'!L *2H./0!(682!173!& **>!7+/08+0*! [*F +/63!5A!@52*0*!g!
@+=**=3!0/>*/+=/+.5/+2!) 14C7!@5/N*/>.5/;!) 5=5/>5;!C/>+=.5M&+=, -!9I ""%!

&, @8=60;!4'!+/6!E+==.3-;!: '!=*+>./0!E+>-P+03!>5! [*N*25H./0!(!) *+, - *=!4*2A'm!0/>*/+=/+.5/+2!) 14C7!
@5/N*/>.5/;!) 5=5/>5;!C/>+=.5M&+=, -!9I ""%!V+235!H=*3*/>*6!+>+>-*!&.//*) 14C7D&171 [!@5/A*=/, *!
: 255F./0>5/!&];!] 5N!9I ""h'!

(!) *+, - *=!168, +>5=c3!_.*P!5A!) *+, -./0!+/6!7*+*/+=/0!./!_.*>/+F!) 14C7!0/>*/+=/+.5/+2!@5/N*/>.5/M
E5=>2+/6;!CR!&+=, -!9I ""h'!

: 8.26./0!) *+, - *=!@5/A.6*/, *!./!0/>*0=+>./0!)=+/3.>.5/3!4Y.223!A=5F!>- *!4>+>!) 14C7!0/>*/+=/+.5/+2!
@5/N*/>.5/M E5=>2+/6;!CR!&+=, -!9I ""h'!

(682!147!&+>*=.+23! [*N*25HF */>!&+6*!1+30!) 14C7!0/>*/+=/+.5/+2!@5/N*/>.5/M&+=, -!9I ""TM [+22+3;!) f'!

@=>., +2!) -./Y./0!A=5F!>- *!: *0././0! 71477 (!V75P!168, +>*6!4*, 5/6!7+/08+0*!+/6!7.>*+=, 0!(, j 8.3.>.5/J!
0/>*/+=/+.5/+2!@5/A*=/, *;!&.//*+H52.3;!&]!C, >5K*=!9I "" ""!

<25=*X;!&'!g!E+==.3-;!: '!CK3*=N./0!+682!147!+HH=5+, - *3!./!+, >.5/!>=-580-!>*+, - *=!>+./0!N.6*5'!) 14C7!
@5/N*/>.5/M] *P!C=2*+/3;!7 (!&+=, -!9I ""!+/6!E+==.3-;!: '!+>!>- *!0/>*/+=/+.5/+2!7+/08+0*!) *+, - *=!
168, +>.5/!@5/A*=/, *;!&.//*+H52.3;!&+0!9I "" ""!

)-*, -+2*/0*3!5A!>*+, -*!=!68, +>.5/!/!>-*!@5/A*6*+=>.5/!5A!Q/6*H*/6*/>!4>+>*3!VA5=F*!=!45N.*>!Z/.5/J!
)14C7!@5/N*/>.5/;!:+2.F5=*;!&+=, -!"##h!

C2;5-624&

E+=.3-;!:'!+/6!b -+2*/;!4!) *+, -./0!(682>!1/02.3-!7*+="/*=3a!E=., .H2*3!+/6!E=+, >, *3 @C (: 1!L0K=.6!
@5/A*=*/, *;!4*+>>2*;! (H=.2!"T;!9!99!

E+==.3-;!: '!+/6IS5-/35/;\!' &*/>5=;/0!>5!48HH5=>!) =+/3.>.5/367*N*2!) *+, -*=3!1AA*, >.N*!) =+/3.>.5/3!./!
(682>!168, +>.5/!@5/A*=/, *ME=5N.6*/, *;!R0!] 5N*FK*=!9I I \$!

\$;2;/M)/H5-624k>-6./,/67/0k

4>'!E+82;!] 5N!9I ;!9I 9"!

E+==.3-;!: '!g!R*.F *=';!@=*+>./0!@5F F 8/.>. *3!5A!E=+, >., *!./!+/!C/2./!*!& () 14C7!E=50=+F'!&171 [!
@5/A*=/, *!V_=>8+2]!] 5N!9" ;!9I 9I '!

: .>>*2./;!e';!E+==.3-;!: '!;E=., *;!['!g!R+F.=*X;!4' 48, , *33A82!4>=>+*0. *3!+/6!) 5523!A5=!) *+, -./0! (682>3!
C/2./!*!@ () 14C7! (/8+2!@5/A*=/, *!V_=>8+2]!;C, >'! " I ;!9I 9I '!

E=5A*33.5/+2! [*N*25HF */>!A5=!: 830!168, +>5=3a!\ **H./0!8H!P.>-!(22!>- *!@-+/0*3k!@ () 14C7! (/8+2!
@5/A*=/, *M4+!/S53*;!@ (;!C, >5K*=!h;!9I " #!

Z3./0!C=+2!7+/08+0*!+3!+!: =.60*!>5!(, +6*F., !b=.>./0!P.>-!(682>!123!@ () 14C7! (/8+2!@5/A*=/, *M4+!
S53*;!@ (M C, >5K*=!h;!9I " #!

b - * = * ! 3 ! > - * ! e = + F F + = ! . / ! 4 > + / 6 + = 6 3 6 K + 3 * 6 ! (6 8 2 > ! 1 4 7 0 ! & 1 7 1 [! @ 5 / A * = * / , * ; ! 4 > ' ! E + 8 2 ; ! &] !] 5 N ' ! 9 T ; ! 9 I 9 I !
+ / 6 ! + > ! (: 1 ! 4 8 F F * = ! 0 / 3 . > 8 * ; ! 4 > ' ! @ 2 5 8 6 ; ! &] ! (8 0 8 3 > ! " % ; ! 9 I " # ' !

L.0-@2*N*=+0*!0/3>=8, >.5/+2!E=+, >., *3!>5!E=5F5>*!R.05=!.!/(682>!168, +>.5/!(: 1!48F F * = ! 0 / 3 . > 8 * ; ! 4 > ' !
@2586;!&] ! (8 0 8 3 > ! " % ; ! 9 I " # ' !

7.>>2*;! \ ! V & () ! @ + H 3 > 5 / * ! + 6 N . 3 * * ! ! + / 6 ! E + = = . 3 - ; ! : ' ! E 8 > . / 0 ! 5 8 = ! L * + 6 3 !) 5 0 * > - * = a ! b - * / ! 1 2 * F * / > + = 0 ! + / 6 !
(6 8 2 > ! R * + 6 . / 0 ! 0 / 3 > = 8 , > . 5 / ! & * * > ' ! & 1 7 1 [! @ 5 / A * = * / , * ; !] 5 N * F K * = ! " ? ; ! 9 I " \$ ' !

10+;/!E'+/6!E+==.3-;!: '!Z3./0!C=+2!7+/08+0*!+3!+!: =.60*!>5!(, +6*F., !b=.>./0!P.>-!(682>!123!&171 [!
@5/A*=/, *;!] 5N*FK*="";!9I "\$!

48HH5=>./0! (682>!147!7* +=/*=48, , *33!P.>-!) - *!17E!4>+/6+=63!@ () 14C7!@5/A*=/, *;!4+/>+!@2+=+;!@ (M
C, >5K*=!9I ;!9I " ?'!

E+==.3-;!: '!g!_./50=+65N;!E'!L*2H./0! (682>!173!&* * > ! > - * ! [* F + / 6 3 ! 5 A ! @ 5 2 * 0 * ! + / 6 ! @ + = * * = 3 ; ! & 1 7 1 [!
@5/A*=/, *;!: 255F./0>5/;!&] !] 5N!U;!9I "%!

(!) *+, -*=!168, +>5=c3!E*=3H*, >.N*!5/!) *+, -./0!+/6!7*+="/0!./!_.*>+/F'!&.//*) 14C7;!] 5N*FK*="";!9I "9"!

[*N*25H*6!+!3*2AG+, , *33!F 5682*!A5=!@)!4>+>*!(682>!168, +>.5/!5/!L.0-GQFH+>=!0/3>=8, >.5/+2!E=+, >., *3!./!
(682>!16'!S+/'!99'!

0/5>!(66=*33!E=5F5>./0!1j 8.>0!0/, 283.5/;!+/6!0//5N+>.5/!>=580-! [.AA*=/>.+>.5/M75/0-5=/
@5F F 8/.>0!@52*0*;!L583>5/;!) f!S+/'!9#;!9! 99'!

Ke e e :
&+ =, -!T;!9! 99'! □

E=5F5>./0!7*+="/*!=!48, , *33!>=580-!4, +AA526./0;!Ca b d e Ad Ed ca V a C e e ce
<*K'!9\$!A525P*6!K0IH+/*2!6.3, 833.5/!5/!&+ =, -!9;!9! 99'! □

[.AA*=/>.+>.5/!K0! [*3.0/a!CH>.F.X./0!7*+="/.0!A5=! (2k!CAA*=*6!A5=!>=**!N.=>8+2!*N*/>3a! 753! (/0*2*3!
R*0.5/+2! (682>!168, +>.5/!@5/A*=/, *, !4*H>!9%;!9! 9!;!758.3.+/+! (335, .+>.5/!A5=!E8K2, ;!@5F F 8/.>0!+/6!
(682>!168, +>.5/;!4*H>!) 5N'!U;!9! 9!;!+/6!4 (: 14!& (!4>+>*!E=5A*33.5/+2! [*N*25HF */>!@*/>*=!] 5N'!"9;!
9! 9!;!&+0!h;!9! 9""!

0/>*0=>+>./0!4Y.223!A5=!>-*(, +6*F., !+/6!E=5A*33.5/+2!48, , *33!5A! (6N+/, *6!1/02.3-!7*+="/*!=3!V9!>P5G-58=
5/2./!*!P5=Y3-5H3!P.>-!7+8=+!E5=>*!=A5=!4 (: 14!& (!4>+>*!E=5A*33.5/+2! [*N*25HF */>!@*/>*=!&+0!
99!+/6!9#;!9! 9! M] 5N'!U!+/6!"T;!9! 9! M] 5ND [*, '!9! 9""!

E+/*2.3>!H=*3*/>./0!@.N., 3!168, +>.5/!A5=!>-*() *+, -. /0!>- *!4Y.223!>-+>!&+>>*=!./! (682>!168, +>.5/!
E=5A*33.5/+2! [*N*25HF */>!0/.>.+>.N*;! (F *=., +/!0/3>.8>*3!A5=!R*3*+ =, -!+/6!C@) (1;!4*H>!9%!+/6!
C, >5K*="!U;!9! 9! !

CH>.F.X./0!7*+="/*!=!48, , *33!>=580-! [.AA*=/>.+>.5/!@+FK=.60*!7.N*!1`H*=.* /, *!0/>*=/+>.5/+2!_=>8+2!
@5/A*=/, *!4*H>!#;!9! 9! !V9?I ! p!+>>* /6**3!5/!6+0!5A! *N*/>!+/6!5N*=!\$! I !N.*P3!5/!i 58)8K*!J!

E+/*2.3>!5/!0/3>=8, >.5/!>5!48HH5=>!1, 5/5F., ;!@.N., ;!+/6! [.0.>+2!0/, 283.5/!./!+! [.3=8H>*6!b5=26') *+, -. /0!
>- *!4Y.223!>-+>!&+>>*=!./! (682>!168, +>.5/!_=>8+2!@5/A*=/, *!S8/*!"?;!9! 9! !

[.AA*=/>.+>.5/!K0! [*3.0/a!& **>./0! [.N*=3*!1/02.3-!7+/08+0*!7*+="/*!=!] **63;!<*K=8+>0!
9%;!9! 9! !@+FK=.60*!Z/.N*=3.>0!17)!./!>-*((F *=., +3!C/2./!*!@5/A*=/, *!

CH>.F.X./0! (682>!7*+="/.0!) --=580-!L.0-67*N*+=0*!0/3>=8, >.5/+2!E=+, >., *3!7 (!Z/.A.*6!4, -552!
[.3=>., >;!<*K'!";!9! 9! !+/6!0@)! (>2+/>+!e (!S+/'!?!9! 9! !V@+FK=.60*! : *>>*!=7*+/.0! [+03!J!
