



!""#\$%&'(")%*+,&-'.)/%,&0&123%*)+,&4""'+#*/&
 -')3*+\$3&5%6#%7&+)8&499*'6+,&:*'\$%///&
 !"#\$\$%&'()*+,-./-0+01#23)(4")*#5467#8&)"4*)964\$:#!%&'(\$;#

-')3%)3/&

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=<< -')3*+\$3/&5%?.##*)>@%>+,&5%6#%7&

=<< 12%A93#')/&3'&3B%&@%>+,&5%6#%7&5%?.##%A%)3&

C< -')3*+\$3&5%6#%7&:*'\$%///&

& C<:&& D)#3#+,&5%6#%7&EF&3B%&D)#3#+3#>&G%9+*3A%)3&

& C<=&& H.EA#//#')&'& -')3*+\$3&5%6#%7&5%?.%/3I'*A&

& C<C& @%>+,&5%6#%7&

& C<J&& G#/9'/#3#')&

J<&H#>)+3.*%&4.3B'*#3F&

K<&L.%/3#')/&+)8&488#3#')+,&D)''*A+3#')&

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<&& !6%*6#%7&

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"#\$%&'()*+,-./!0+1\$\$\$',!'2!/13',45%-/,&\$,4!6'3\$(7!83/%-!0+1\$%+&!9/,)/07!;.:!<=>?!'2!")%@+4+++
 A,\$1+0%\$-7!8B"AC!'0!-#!+!BA,\$1+0%\$-7C?!.&+% (0SD+%!"AE!(',-0/(-!0+1\$+F!/,&!/660'1/3!60'(+%!/,&!
 0+G)\$0+*+,-%.\$,(3)&\$,4!-#!+0+G)\$0+&!0+1\$+F!D7!-#!+,\$,-\$-/\$,4!&+6/0-*+,-%!/&*\$,,\$-0/-!\$1+!
 '22\$(/\$/3%./!/&!-#!+!H22\$(+!'2!I+,+0/3!J')%,+3K!''#&!&'()*+,-!3%!'!&+% (0SD+%!-#!+!\$4,-)0+!/-)#'0\$-\$+!
 2'0!(',-0/(-!F\$-#\$,!-#!+!A,\$1+0%\$-7K!L33!6+0%' ,+3!\$,1'31+&!\$,!60'(+%%\$,4!(',-0/(-!0+!/&1\$+&!-!
 0+/&!-#%\$!&'()*+,-!/,&!D+('*+!2/*\$3\$/0!\$-!\$,!\$-!+, -\$0+-7!/%!\$-!(',-/\$,%!\$*6'0-,-!\$,2'0* /-\$',!-#/-!
 7')!F\$33!,++&!F#+,!)D*\$-\$-\$,4!/(',-0/(-!2'0!0+1\$+F!/,&M'0!/660'1/3K!

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=<&& -'6%*+>%&

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I+,+0/337.!/(',-0/(-!\$!0+G)\$0+&!\$,!'0&+0-'!(0+/-+!/,!'D3\$4/-\$',!' ,!-#!+!6/0-'2!-#!+!A,\$1+0%\$-7!-'!
 60'1\$&+!4'&%'!0!%+01\$(+%'!0!-'!6/7!2'0!4'&%'!0!%+01\$(+%K!L!(',-0/(-!\$!%/ ,7!3+4/337!+,2'0(+/D3+!
 /40++*+,-!F#+-#!0!'0!,-!\$-!\$!2'0*/337!-\$-3+&!/B(',-0/(-K!J',-0/(-%,\$,(3)&+!D)!-/0+!,'-!3\$*\$-+&!
 -'!/(',%)3-\$,4!/40++*+,-%!.40/-!-/40++*+,-%!.%)D(',-0/(-%!.!(',-0/(-%!2'0!4'&%'!0!%+01\$(+%60'1\$&+&!
 D7!'0!0+(+\$1+&!D7!-#!+!A,\$1+0%\$-7.13+--+0%!'2!/40++*+,-.13+(-)0+!'0!6+02'0*/ ,(+!40++*+,-.13\$(+,%+%!
 +'0/,&!/'2!),&+0%-/,&\$,4!* /%+0!%+01\$(+!/40++*+,-%./-#3+-\$(!4/*+!(',-0/(-%!.!-/+*+,-%!'2!
 F'0@!./,&!+0*%!/,&!(',&\$-\$',%0+3/-+&!-'!33!-76+%'2!-0/,%/(-\$',%K!L!&'()*+,-!* /7!D+!/+!D\$,&\$,4!
 (',-0/(-!+1+,-!-#')4#!',+!6/0-7!60'1\$&+!% '*+-\$,4!'2!1/3)+!-'!-#!+!-#!+0!6/0-7!/-!,!'(#/04+K!

!
C<kk - ')3*+\$3k5%6#%7k:*\$%//k
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! C<;kk D)#3#+,k5%6#%7kEFk3B%kD)#3#+3#)>kG%9+*3A%)3k
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! !
RO\$'0!-'!%)D*\$-\$,4!/!60'6'#+&!(',-0/(-!2'0!0+1\$+F!D7!-#!H22\$(+'2!I+,+0/3!J') ,%+3!-#!\$,\$-\$/\$,4!
&+6/0-*+,-!*)%-(',&)(-!\$-%!'F,!0+1\$+F!'2!-#!60'6'#+&!(',-0/(-K!"#\$%!0+1\$+F!%#')3&!2'())%!' ,!-#!
D)%\$,+%%!*63\$(-\$' ,%!2!-#!-+0*%!/ ,&!(',&\$-\$' ,%!2!-#!(' , -0/(-K!P+2'0+!%)D*\$-\$,4!/!(',-0/(-!2'0!
3+4/3!0+1\$+F.!-#!\$,\$-\$/\$,4!&+6/0-*+,-!'0!(',-0/(-!'0\$4\$,-'0!*%)-]!

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! !
/K HD-/\$,!\$, -+0,/3!/660'1/3!20' *!-#!#+/&!(',-0/(-!'0\$4\$,-'0E%! '6+0/-\$,4!) ,-\$!8\$,!
/(('0&/ ,(+!F\$-#!-#/-!'6+0/-\$,4!) ,-\$E!\$, -+0,/3!(',-0/(-!'660'1/3!6'3\$(7?)
DK S+&!#-#!(' , -0/(-!/,&!D+('*+!2/*\$3\$/0!F\$-#!\$-!-+0*%X!
(K P+('*+!2/*\$3\$/0!F\$-#!/,7!3/F%.!0)3+!/,&!0+4)3/-\$',%14'1+0,\$,4!-#!(' , -0/(-!
8=? \ '0!+W/*63+!\$2!-#!(' , -0/(-!\$!2'0!/'4'1+0, *+,-!40/,-!4'1+0, *+,-!(',-0/(-!
'0!%)D(' , -0/(-!-#!\$,\$-\$/\$,4!&+6/0-*+,-!'0!(',-0/(-!'0\$4\$,-'0!*%)-!0+&!
/ ,&!D+('*+!2/*\$3\$/0!F\$-#!-#!%/-)+%.!0+4)3/-\$',%/,&!6'3\$(+\$%14'1+0,\$,4!-#!
40/,-!(',-0/(-!'0!%)D(' , -0/(-!
8:?' ##!H22\$(+'2!I+,+0/3!J') ,%+3!/,&!-#!H22\$(+'2!J' *63\$/ ,(+!0+%+01+!-#!
0\$4#-!'!\$,G)\$0+!/%!-'!-#!(' , -0/(-!'0\$4\$,-'0E!@ , 'F3+&4+!'2!/,&!2/*\$3\$/0\$-7!
F\$-#!-#!/663\$(/D3+!%-/-)+%.!0+4)3/-\$',%/,&!6'3\$(+\$%!
&K L(%)0+!-#/-!-#!(' , -0/(-!/&&0+%+%!/33!'2!-#!5%?.#*%8k1,%A%)3/N!3\$-+&!\$,!T+(-\$' ,!
^k^!8D?!D+3'F!
+K L(%)0+!-#/-!-#!(' , -0/(-!&' +! , '-!\$, (3)&+!/,7!'2!-#!G#/' +6' *%8kD3%A/!3\$-+&!\$,!
T+(-\$' ,!^k^!8(?!D+3'F!
2K _&+,-\$27!-#'%+!+0*%!'!F#\$(#!\$!(/ ,!'0!(/ , , '-!40++!/,&!F#/-! ,++&%!'!D+! ,+4'-\$/-+&!
F\$-#!-#!(' , -0/(-'0k!VW/*63+!'2!\$%)%)+%!'!(' ,%\$&+0!\$, (3)&+]
8=? ` #+#+0!-#!(' , -0/(-!+0*%!/ ,&!(',&\$-\$' ,%!, (3)&\$,4!&)-\$+!'2!-#!6/0-\$+%!
/0+!(3+0.!(',%\$%+,-!/,&!/(+6-/D3+!'!-#!), \$1+0%\$-7!/,&!-#!&+6/0-*+,-!
8:?' #+#+0!-#!('33+4+!&+6/0-*+,-!'0!) ,-\$!#/%!-#! ,+(+%0/07!2) ,&! / ,&!
0+%')0(+!2'0!-#%!(',-0/(-k!
8^? ` #+#+0!-#!(' , -0/(-!\$, \$-\$/'0!(/ ,!/%%)0+!-#!A, \$1+0%\$-7E%!('*63\$/ ,(+!F\$-#!
-#!'D3\$4/-\$',%!F#\$(#!-#!(' , -0/(-!63/(+%!' ,!-#!A, \$1+0%\$-7!
8a? ` #+#+0!-#!(' , -0/(-!\$!/'660'60\$/-+!/,&!%+01+!-#!&+6/0-*+,-E!*%\$%' ,!/,&!
0+6' ,%D\$3\$-\$+!
8Z? ` #+#+0!-#!%+01\$(+%!60'1\$&+&!/0+!-#!* '%-!2+/%SD3+!2'0!-#!A, \$1+0%\$-7!\$,!
-+0*%!'2!G)/3\$-7!/,&!('%-!
8b? ` #+#+0!-#!(' , -0/(-!\$, (3)&+%!-#!+,-\$0+!) ,&+0%-,&\$,4!D+-F++ ,!-#!6/0-\$+%!
'0!F#+#+0!-#!+0+!0+!/&&\$-\$' ,/3!+0*%!'!0!+W63/,-\$',%!'0!60' *\$+%!-#/-!0+!
, '-!\$, (3)&+&!\$,!-#!(' , -0/(-!

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C<=kk H.EA#//#')&'k - ')3*+\$3k5%6#%7k5%?.%/3kI'*A&
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\ '33'F\$,4!\$-%!\$, \$-\$/3!0+1\$+F.!-#!_ ,-\$/\$,4!c+6/0-*+,-!*)%-('*63+!+!/-')3*+\$3k5%6#%7k5%?.%/3k
''*A&+)8k/.EA#3k3B%k''*A3'k3B%k!''#\$%&'k'k'(%)%*+&,-'.)/%,k#)k+86+)\$%&'k'k3B%k\$'AA%)\$A%)3k
''k3B%k\$')3*+\$3k3%*A'k'k3%*A'k'k9%*'k'A+)\$%<k''#+!2'0*!F\$33!(',-/\$,!/(',-0/(-!(#+(3\$-!/,&!F\$33!

0+G)+%-!\$,2'0* /-\$',!-#/-!-#+!H22\$(+!'2! I+,+0/3! J '),%+3!U!VW-+0,/3!L22/\$0!F\$33!)%+!&)0\$,4!\$-!-#+!
0+1\$+F!'2!-#+!(',-0/(-K!
!
" '1+0\$27! -#/-!7')!/0+!)%\$,4! -#+!)6&/-+&!1+0%\$',!'2! -#+!2'0*!+/(#!-\$*+!7')!/0+!)D*\$-\$,4! /!
(',-0/(-!&'F,3' /&!-#+!2'0*!/-]!
!
d)03e!
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` #+,!(' * 63+-\$,4!-#%\$!2'0* .!63+/%+!\$, (3)&+]!
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/K P0\$+2!D/(@40'),&!,2'0* /-\$',!/D')-!-#+!6)06' %+!'2!-#+!(',-0/(-!'!/\$&+!\$,!-#+!0+1\$+F!
60' (+%%.!\$,!/&&\$-\$',!-'!/,7!(' * * +,-!'0!(' ,(+0,%!7')!#/1+!0+4/0&\$,4!-#+!(',-0/(-!
-+0* %.!\$, (3)&\$,4!-#+!2'33' F\$,4]!
8=? VW63/,-\$',!'2!-#+!-0/,% /(-\$',!
/? `#!\$%!%)6637\$,4!F#/-!4' '&!'0!%+01\$(+%-!'!F#' * .!\$,!+W(#/,4+!2'0!
F#/-!/,&!F#7f!
D? _%!-#%\$! /! -0/,%/(-\$',! -#/-!-#+! J',-0/(-!H0\$4\$,/-'0!'0!(' , -0/(-\$,4!
&+6/0- * +,-!F\$%#%+!-'!+, -+0!\$, -' f!
(? `#7!&' +%!-#+!J',-0/(-!H0\$4\$,/-'0!'0!(' , -0/(-\$,4!&+6/0- * +,-!F\$%#!-'!
+, -+0!\$, -'!-#+!(' , -0/(-f!
&? c'+%!-#+!(' , -0/(-!/%!%)D*\$--&!2'0!0+1\$+F.!0+23+(-!/,7!(#/ ,4+%!-#/-!
-#+!J',-0/(-!H0\$4\$,/-'0!'0!(' , -0/(-\$,4!&+6/0- * +,-!#/%!,+4'-\$/-+&'0!
)44+%+&f!_2!%' .!+W63/\$,!F#/-!-#'%+!(#/ ,4+%!/0+K!
+? L0+!-#+0+!/,7!(#/ ,4+%!-'!-#+!(' , -0/(-!-#/-!-#+!J',-0/(-!H0\$4\$,/-'0!'0!
(',-0/(-\$,4!&+6/0- * +,-!F')3&!3\$@+!-'!%+!+f!_2!%' .!+W63/\$,!F#/-!-#'%+!
(#/ ,4+%!/0+K!
2? `#/-! *+(#/ ,%\$*! #/%! D++,! 6)-! \$,-'! 63/(+! -'! /%%)0+! -#/-! -#+!

(? _,!4+,+0/3!3+4/3!0+1\$+F!D7!-#+!H22\$(+!'2! I +, +0/3! J '), %+3!\$%!3\$ * \$-+&!
- '!(' , -0/(-! ' !F#\$(#!-#+!A, \$1+0%\$-7!\$%!/!6/0-7K!
8^? " #+!(' , -0/(-! *)%-!60' 1\$&+! * +/%)0/D3+!&+-\$3!/D')-!!
/? ` #\$(#!6/0-7!\$%!-'!60' 1\$&+!F#/-!% '0-'!2!6+02'0* /, (+!
D? N' F!-#+!/ * '), -!'2!6/7 * +, -!\$%!-'!D+!&+--+0 * \$, +&!
(?

8=a? R0' 1\$\$\$, %! /) -# '0\$g/-\$', ! / ((+3+0/-\$', ! '2! 6/7 *+, -! 8\$K+K.! 60' 1\$\$\$, %!
-#/-!), &+0! (\$0() *%-%/, (+%!.! -#+! 0+G)\$0+ *+, -! '2! 6/7 *+, -! '1+0! -\$ *+!
F\$33!D+!(' , 1+0+&!- '! /!0+G)\$0+ *+, -! '2! /!3) * 6!%) * !6/7 *+, -?!

8=Z? R0' 1\$\$\$, %! 0+G)\$0\$, 4! D\$, &\$, 4! /0D\$-0/-\$', ! \$, ! /! * / , , +0! \$, (' , %\$%-+, -!
F\$-#! -#+! ")%@+4+++! A, \$1+0%\$-7! h+, &'0! O+&\$/-\$', ! / , &! L0D\$-0/-\$', !
J 3/) %+!

8=b?

I +, +0/337.! ' ,37!-# +!R0+%\$&+, -!-# +! I +, +0/3! J ') , % +3! U! h\$(+!R0+%\$&+, -!2' 0! VW+0, /3! L22/\$0%!!/ , &M' 0!
 -# +! h\$(+!R0+%\$&+, -! ' 2! P) % \$, + % % ! U ! \ \$ % (/ 3! L22/\$0% ! 8J \ H ? ! # / % ! - # + ! /) - # ' 0\$ - 7! - ' ! % \$ 4 , ! / , 7! (' , - 0 / (- % !
 +W(+6-! / % ! 3\$ * \$ - + & ! D7! - # + ! ") % @ + 4 + + ! A , \$ 1 + 0 % \$ - 7! P ' / 0 & ! ' 2! " 0) % - + + ! ' 0! D7! - # \$ % ! ! & ' () * + , - k ! I + , + 0 / 337 !
 -# +! I + , + 0 / 3! J ') , % + 3! U ! h \$(+ ! R 0 + % \$ & + , - ! 2 ' 0! V W + 0 , / 3! L 22 / \$ 0 % ! F \$ 33 ! , ' - ! 60 ' 1 \$ & + ! - # + ! % \$ 4 , / -) 0 + ! ' , ! / !
 (' , - 0 / (- ! # / - ! # + ! ' 0! % # + ! # / % ! 0 + 1 \$ + F + & ! / , & ! F \$ - # ! 0 + % 6 + (- ! - ' ! F # \$ (# ! # + ! ' 0! % # + ! # / % ! 60 ' 1 \$ & + & ! / & 1 \$ (+ ! - ' ! - # + !
 A , \$ 1 + 0 % \$ - 7K ! " # + ! A , \$ 1 + 0 % \$ - 7! * / \$, - / \$, % ! 0 + % 6 ' , % \$ D \$ 3 \$ - 7! - ' ! + % - / D 3 \$ % # ! \$, - + 0 , / 3! 6 ' 3 \$ (\$ + % ! 0 + 3 / - + & ! - ' !
 6) 0 (# / % \$, 4 ! /) - # ' 0\$ - 7! / , & ! 6) 0 (# / % \$, 4 ! 3 \$ * \$ - % . ! 2 ' 0! / 33! / 660 ' 60\$ / - + ! 6 + 0 % ' , , + 3! F \$ - # \$, ! - # + ! A , \$ 1 + 0 % \$ - 7K !
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 " # + ! - / D 3 + ! D 3 ' F ! ') - 3\$, + % ! - # + ! () 00 + , - ! % \$ 4 , / -) 0 + ! /) - # ' 0\$ - \$ + % . ! 2 ' 0! (' , - 0 / (- % . ! 2 ' 0! - # + ! 60 ' () 0 + * + , - ! ' 2!
 4 ' ' & % ! / , & M ' 0! % + 01 \$ (+ %] !
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<p>L , ,) / 3! J ' , - 0 / (- ! h / 3) + ! A6! - ' ! Ya . ; ; ; k ; ; !</p>	<p>L) - # ' 0\$ g + & ! T \$ 4 , / - ' 07! h \$(+ ! R 0 + % \$ & + , - % . ! c + / , % . ! c + 6 / 0 - * + , - ! N + / & % . ! ' 0! c \$ 0 + (- ' 0 % ! H , 37! ' , + ! (' , - 0 / (- ! 6 + 0! 1 + , & ' 0 . ! F \$ - # \$, ! - # + ! % / * + !</p>
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