! "#$%&$ ' () * +,%+)-+ . (,+$&/!0"%1) ! %$23$+4+/)!3$&5)6$+17"4/)
+48)9 44+) * +:+,&4: ()

)

!

"##$%&& ' ' '()*+ , -.(/0(+1&-02 , 2 3405!

FG) @04, (7"D4%(0)

C.!)(3(.4!0(')%!=->!L=.?$)5.9(.4'/K!-53$'/!'.1!>5?().'.3(M!'.'/0%$%!#'%!D(359(!'.!$9&5)4'.4!&')4!52!4#(!$.?(%49(.4!&)53(%%!6$?(.!4#(!$.3)('%$.6!'44(.4$5.!D($.6!&'$1!45!4#(!%*%4'$.'D$/$40!'.1!%53$(4'/!$9&'34!52!$.?(%4$.6!$.!'!359&'.0!5)!D*%$.(%%H!C.!35.4)'%4!45!4)'1$4$5.'/!%453@!$.1$3(%K!=->!5.(%!')(!D'%(1!5.!%53$'/!)(%&5.%$D$/$40!3)$4()$'!45!%3)((.!'.1!%(/(34!4#($)!359&5.(.4%H!!R335)1$.6!45!4#(!A-BC!LA5)6'.!-4'./(0!B'&$4'/!C.4().'4$5.'/M!<E<;!>/5D'/!C.%4$4*4$5.'/!C.?(%45)!%*)?(0!L'!%*)?(0!52!<EE!'%%(4!5:.()!$.%4$4*4$5.%!:$4#!'%%(4%!454'//$.6!'&&)58$9'4(/0!S;T!4)$//$5.M!5?()!4#)((G7*')4()%!LFFUM!52!$.?(%45)%!$.3)('%(1!=->!$.?(%49(.4%!P%$6.$2$3'.4/0O!5)!P951()'4(/0O!$.!<E<EK!

D(#'?$5*)K!''.1!:#(4#()!4#($)!&)5&()4$(%!')(!4#(!%'9(!25)!1$22()(.4!6)5*&%!52!35*.4)$(%H!Y5)!4#$%!&*)&5%(!4:5!1$22()(.4!/5.6G9(95)0!9(4#51%K!%&(3$2$3'//0!+,-!''./0%$%!'.1!2)'34$5.'/!$.4(6)'4$5.K!')(!'&&/$(1!45!A-BC!1'4'!%&'..$.6!4#(!&()$51!<EEFG<E<EH!"#()(25)(!4#(!&)(%(.4!%4*10!$%!9*3#!95)(!359&)(#(.%$?(!4#'.!&)(?$5*%!5.(%K!%*3#!'%!A0.#')14!(4!'/H!L<E;FMK!:#$3#!253*%(1!5.!'!%9'//()!%*D%(4!52!$.1$3(%!'.1!5./0!3'))$(1!5*4!+,-!''./0%$%H!=?$1(.3(!52!6)('4()!(22$3$(.30!52!4#(!=->!$.1$3(%!:5*/1!&)5?$1(!'.!'11$4$5.'/!)('%5.!25)!%53$'//0!)(%&5.%$D/(!$.?(%4$.6K!:#$/%4!'!#$6#()!1(6)((!52!&)(1$34'D$/$40!:5*/1!&)5?$1(!5&&5)4*.4(%!45!9')@(4!&')4$3$&'.4%!45!9'@(!'D.5)9'/!&)52$4%!D0!9('.%!52!'&&)5&)$'4(/0!1(%$6.(1!4)'1$.6!%4)'4(6$(%H!!

"#(!/'05*4!52!4#(!&'&()!$%!4#(!25//5:$.6H!-(34$5.!<!&)5?$1(%!'!D)$(2!)(?$(:!52!4#(!)(/(?'.4!/$4()'4*)(H!-(34$5.![!1(%3)$D(%!4#(!1'4'!'.1!5*4/$.(%!4#(!(9&$)$3'/!9(4#515/560H!-(34$5.!Z!&)(%(.4%!4#(!(9&$)$3'/!)(%*/4%H!-(34$5._!&)5?$1(%!%59(!35.3/*1$.6!)(9')@%H!!

4A) /B9<:29C:<)#<DB<=)

"#(!N+C!LN)$.3$&/(%!25)!+(%&5.%$D/(!C.?(%49(.4MK!:#$3#!$%!'!W`G%*&&5)4(1!.(4:5)@!52!$.?(%45)%!:#5%(!'$9!$%!45!&)5954(!%*%4'$.'D/(!$.?(%49(.4K!:'%!4#(!2$)%4!45!1(2$.(!=->!3)$4()$'!5.!4#(!D'%$%!52!:#$3#!'!454'/!%35)(!$%!3'/3*/'4(1!25)!('3#!359&'.0K!:#$3#!)(2/(34%!4#(!/(?(/!52!35)&5)'4(!%53$'/!)(%&5.%$D$/$40!LB-+M!''.1!1(4()9$.(%!4#(!:($6#4!52!4#(!359&'.0!$.!4#(!=->!$.1(8H!=->!1'4'!')(!*%(1!45!359&')(!4#(!&()25)9'.3(!52!35.?(.4$5.'/!?()%*%!%53$'//0!)(%&5.%$D/(!$.1$3(%!'.1!9*4*'/!2*.1%H!-4'49'.!L<EEEM!25*.1!4#'4!=->!$.1$3(%!5*4&()25)9!35.?(.4$5.'/!5.(%!%*3#!'%!4#(!-aN!_EEH!B5)4(b!(4!'/H!L<EEVM!%#5:(1!4#'4!4#(0!&()25)9!D(44()!$.!4#(!=*)5&('.!9')@(4%!4#'.!$.!4#(!W-!5.(%H!c5&(b!(4!'/H!L<EEFM!359&')(1!4#(!2$.'.3$'/!&()25)9'.3(!52!359&'.$(%!:$4#!%53$'/G)(%&5.%$D/(!$.?(%49(.4!L-+CM!:$4#!4#'4!52!

.5!(?$1(.3(!4#'4!4#(0!5*4&()25)9!4#($)!35.?(.4$5.'/!&(()%H!c($4(!'.1!B5)4(b!L<E;[M!35.2$)9(1!4#'4!1$22()(.3(%!D(4:((.!-+C!2*.1%!'.1!35.?(.4$5.'/!5.(%!')(!.54!%4'4$%4$3'//0!%$6.$2$3'.4H!!!

=/!>#5*/!'.1!d')5*$!L<E;XM!35.3/*1(1!4#'4!4#$6#GB-+!2*.1%!')(!5*4&()25)9(1!D0!/5:GB-+!5.(%!'%!4#($)!$.?(%45)%!1()$?(!*4$/$40!2)5 9!.5.G&()25)9'.3(!'44)$D*4(%H!B5)4(b!'.1!c($4(!L<E;_M!')6*(1!4#'4!$.!6(.()'/!=->!$.1$3(%!*.1()&()25)9!1*)$.6!.5)9'/!&()$51%K!:#$/%4!1*)$.6!4*)95$/!&()$51%!%*3#!'%!4#(!<EEF!6/5D'/!2$.'.3$'/!3

L<E<;MK!:#5!'.'/0%(1!4#(!Q5:!^5.(%K!=*)5%4588K!'.1!J'.6!-(.6!95.4#/0!'.1!:((@/0!%*%4'$.'D/(!'.1!4)'1$4$5.'/!$.1$3(%\!#$6#!/(?(/%!52!&()%$%4(.3(!:()(!5D%()?(1!$.!'//!3'%(%!'.1!.5!1$22()(.3(%!:()(!1(4(34(1!'3)5%%!9')@(4%H!N()%$%4(.3(!$%!'!9('%*)(!52!9')@(4!(22$3$(.30!'%!1$%3*%%(1!D0!A'.1(/D)54!L;VF<M!'.1!N(4()%!L;VV;K!;VVZMH!N)(?$5*%!%4*1$(%!'.'/0%$.6!$4!25)!?')$5*%!2$.'.3$'/!9')@(4%!'/%5!$.3/*1(!>)((.(!'.1!Y$(/$4b!L;VFFMK!c5!L;VV;MK!^'35D%(.!L;VV_MK!B5%4'!'.1!e'%35.3(/5%!L<EE[MK!g.'/$!'.1!>511')1!L<E;;MK!B'&5)'/(!(4!'/H!L<E;XMH!

)

HG) **I+4+)+07)*&4J(7($(#5)**

h(!'.'/0%(!4:5!%(4%!52!;<!=->!'.1!35.?(.4$5.'/!1'$/0!$.1$3(%!2)59!4#(!A-BC!:(D%$4(!

#44&%l,,:::H9%3$H359,

<H!! "#$%!&()$51!$%!1$?$1(1!$.45!35.4$6*5*%! !%*DG&()$51%!:$4#!/(.64#!.K!%*3#!4#'4! !
K!4#(.!('3#!%*DG&()$51!$%!$1(.4$2$(1!'%! "K!6$?(.!4#(!2'34!4#'4! !n!;K!<K![H!H!H!K! H!='3#!(/(9(.4! "!$%!
)(&)(%(.4(1!'%! #!:$4#! !n!;K!<K![H!H!H!K! H!Y5)!('3#! "!:$4#!/(.64#! !4#(!'?()'6(!",!$%!1(2$.(1!'%l!

$$ − ∑ " ! H! ! L<M!

[H!! R33*9*/'4(1!1(?$'4$5.%! #$"!2)59!4#(!'?()'6(!",!25)!('3#!%*DG&()$51! "!')(!1(2$.(1!
'%l!

H!! ! ! L[M!

"#(!)'.6(!$%!1(2$.(1!'%!4#(!9'8$9*9!$.1(8! #$"!9$.*%!4#(!9$.$9*9! #$"K!:$4#$.!('3#!
%*DG&()$51!L "Ml!

! ! ! LZM!

ZH!! "#(!%4'.1')1!1(?$'4$5.! !$%!3'/3*/'4(1!25)!('3#!%*DG&()$51! "l!

H! ! ! L_M!

_H!! ='3#!)'.6(! %"!$%!.5)9'/$%(1!D0!1$?$1$.6!D0!4#(!35))(%&5.1$.6! %"H!"#()(25)(K!4#(!
)(G.5)9'/$%(1!%3'/(!1*)$.6!('3#!%*DG&()$51! "&$%! %" %"H!C.!%4(&!<!'D5?(K!'1k'3(.4!%*DG&()$51%!52!
/(.64#!.!')(!5D4'$.(1H!"#*%K!4#(!'?()'6(!+,-!25)!/(.64#! !$%!1(2$.(1!'%l!

! H! ! ! LXM!

XH!! "#(!/(.64#! !$%!$.3)('%(1!45!4#(!.(84!#$6#()!/(?(/K! K!'.1!9*%4!D(!'.!$.4(6()!
.*9D()H!C.!4#$%!3'%(K! G$.1$3(%!4#'4!$.3/*1(!4#(!%4')4!'.1!(.1!&5$.4%!52!4#(!4$9(!%()$(%!')(!*%(1K!'.1!
-4(&%!;!G!X!')(!)(&('4(1!*.4$/! H!

FH!! "#(!/('%4!%7*')(!9(4#51!$%!*%(1!45!(%4$9'4(!4#(!(7*'4$5.!
"#(!%/5&(!52!4#(!)(6)(%%$5.!/$.(!$%!'.!(%4$9'4(!52!4#(!J*)%4!(8&5.(.4! H!LJ*)%4K!;V_;MH!!

"#(!J*)%4!(8&5.(.4!/$(%!$.!4#(!$.4()?'/!oEK!;pH!g.!4#(!D'%$%!52!4#(!J!?'/*(%!4#)((!3'4(65)$(%!3'.!D(!$1(.4$2$(1l!4#(!%()$(%!')(!'.4$G&()%$%4(.4K!'.1!)(4*).%!')(!.(6'4$?(/0!35))(/'4(1!LE!q!J!r!EH_M\!4#(!%()$(%!')(!)'.159K!)(4*).%!')(!*.35))(/'4(1K!'.1!

.5$%(!&)53(%%#! h (!*%(!&')'9(4)$3!'.1!%(9$&')'9(4)$3!9(4#51%K!$.!4#(!25)9()!3'%(!'%%*9$.6!

-4')4$.6! :$4#!4#(!=->!$.1$3(%K!*.1()!4#(!'%%*9&4$5.!52!

NRBCYCB!	**)8SGSHK)** **V8SGS[[**Y**))))8SGSFP**X**)**	!GEHE[Z! LGEHE__K!!!!GEHE;<M!	!GEHE[_! LGEHE_XK!!!!GEHE;<M!
I +CB-!	**)SGSKZ)** **V8SGSF**Y**)))))SGSTP**X**)**	!EHEZF! LGEHE;XK!!!!!EHET<M!	!EHEZX! LGEHE;_K!!!!!EHET;M!

TK#! 7%54#/!.)!;*50!

B#$.'!'.1!-5*4#!R2)$3'K!'.1!/5.6!9(95)0!L$H(HK!1!v!EM!$%!1(4(34(1!$.!4#(!3'%(!52!4#(!C.1$'K!h5)/1K!=9()6$.6!A')@(4%K!=RY=!'.1!I+CB-!$.1$3(%H!

W.1()!4#(!'%%*9&4$5.!52!35))(/'4(1!())5)%!4#(!4$9(!4)(.1!$%!5./0!%$6.$2$3'.4!25)!4#(!h5)/1!$.1(8K!:#$/%4!$.!4#(!)(9'$.$.6!3'%(%!D54#!4#(!$.4()3(&4!'.1!4#(!4$9(!4)(.1!')(!$.%$6.$2$3'.4H!R.4$G&()%$%4(.3(!$%!25*.1!$.!4#(!3'%(!52!4#(!

-()$(%!	`5!1(4()9$.$%4$3! 4()9%!	R.!$.4()3(&4!	R.!$.4()3(&4!'.1!'! /$.()!4$9(!4)(.1!
W-R!	**8S©SHU)** **V8S©SUSY))))S©SSKX)**	GEHEZ<! LGEHEV;K!!!!EHEEZM!	GEHEZT! LGEHEV;K!!!!EHEEZM!
Wd!	**8S©SZ[)** **V8S©FFSY)))8S©SKFX)**	GEHÈF_! LGEH;EVK!!!GEHEZ;M!	GEHÈFX! LGEH;;<K!!!GEHEZ<M!
BJC`R!	**8S©ŠPT)** **V8S©S[UY)))8S©SSFX)**	GEHÈ<T! LGEE_VK!!!	

1$./"(+	2 /).$+'")%$+$##"#%+		3-."4"##$5,.$(+$##"#%+	
!"-'.#)$%+	678+	!"'9$'.)"',5++	678+	!"'9$'.)"',5++
6[R!	EMBM=_#!! VEMBOM=2!!!EMBM\MY!	EMBM=_#! VEMBOM=2!!!EMBMX\Y!	MBMM=!! VEMBMN>2!!!!MBMQPY!	EMBM>_! VEMBM_M2!!!!MBMMPY!
6A!	EMBMN\#! VEMBMP_2!!!EMBMMNY!	EMBMNP#! VEMBMPO2!!!EMBMMNY!	EMBM=N#! VEMBONN2!!!EMBM>>Y!	EMBM\Q#! VEMBOOM2!!!EMBMPOY!
G@]`R!	EMBMNM! VEMBMQN2!!!MBMMPY!	MBMM\! VEMBMOX2!!MBM>PY!	EMBMP>#! VEMBM==2!!!EMBMMOY!	EMBMN=#! VEMBMQ_2!!!EMBMMOY!
]`"]R!	!MBMM_#! VEMBMO>2!!!MBM>>Y!	!MBM>>$! VMBMON2!!!MBMQNY!	!MBM>O! VEMBMM_2!!!MBMXMY!	!EMBMMX! VEMBM>O2!!!MBM>XY!
aR?R`!	EMBOM>#! VEMBONM2!!!EMBM=OY!	E		

R%!3'.!D(!%((.K!:$4#!:#$4(!.5$%(!())5)%K!4#()(!')(!1$22()(.3(%!D(4:((.!4#(!4:5!%(4%!52!$.1$3(%!5./0!$.!4#(!3'%(!52!C.1$'!'.1!4#(!I+CB-K!:#()(!%#5)4!9(95)0!L1!n!EM!3#')'34()$%(%!4#(!=->!$.1$3(%!'.1!/5.6!9(95)0!L1!v!EM!4#(!35.?(.4$5.'/!5.(%K!'.1!'/%5!$.!4#(!3'%(!52!-5*4#!R2)$3'K!:#()(!4#(!=->!$.1(8!(8#D4%!'.4$G&()%$%4(.3(!'.1!4#(!35.?(.4$5.'/!5.(!%#5)4!9(95)0!$.%4('1H!I0!35.4)'%4K!:#(.!'//5:$.6!25)!'*4535))(/'4$5.K!1$22()(.3(%!')(!25*.1!$.!4#(!3'%(!52!4#(!h5)/1K!=RY=!'.1!N'3$2$3!$.1$3(%K!4#(!=->!5.(%!D($.6!3#')'34()$%(1!D0!%#5)4!9(95)0!L1!n!EM!!'.1!4#(!35.?(.4$5.'/!5.(%!D0!'.4$G&()%$%4(.3(!L1!r!EMH!

C.!6(.()'/K!4#(!2)'34$5.'/!$.4(6)'4$5.!)(%*/4%!35.2$)9!4#5%(!D'%(1!5.!4#(!+,-!'.'/0%$%K!.'9(/0!4#()(!')(!.5!%$6.$2$3'.4!1$22()(.3(%!$.!4()9%!52!4#(!1(6)((!52!&()%$%4(.3(!D(4:((.!4#(!4:5!%(4%!52!$.1$3(%H!Y*)4#()K!#$6#()!&()%$%4(.3(!$%!25*.1!25)!(9()6$.6!9')@(4%!4#'.!25)!1(?(/5&(1!5.(%K!4#(!25)9()!'&&(')$.6!45!D(!/(%%!(22$3$(.4H!"#(%(!2$.1$.6%!$9&/0!4#'4!4)'1$.6!'.1!$.?(%49(.4!%4)'4(6$(%!D'%(1!5.!4#(!=->!$.1$3(%!')(!.54!95)(!&)52$4'D/(K!4#5*6#!4#()(!9$6#4!D(!%35&(!25)!'D.5)9'/!&)52$4%!$.!4#(!3'%(!52!4#(!/(%%!(22$3$(.4!(9()6$.6!9')@(4%!L4#(!I+CB-!$.!&')4$3*/')MH!!

N5%%$D/(!(8&/'.'4$5.%!25)!4#(%(!)(%*/4%!$.3/*1(!1$22()(.4!40&(%!52!x3'95*2/'6(y!5)!x:'%#$.6y!L%((!>)'0K!<EEXMK!.'9(/0!4#(!9$%)(&)(%(.4'4$5.!52!'!3594&'.0%!=->!)(35)1!D0!(8'66()'4$.6!$4%!(.?$)5.9(.4'/!3)(1(.4$'/%!Lx6)((.!:'%#$.6yMK!5?()%4'4$.6!4#(!$9&'34!52!'.!$.?(%49(.4!5.!/'D5*)5)!#*9'.!)$6#4%!Lx%53$'/!:'%#$.6yMK!3)('4$.6!4#(!2'/%(!$9&)(%%$5.!52!D($.6!c>I"!L/(%D$'.K!6'0K!D$%(8*'/K!'.1!4)'.%6(.1()M!2)$(.1/0!Lx&$.@!:'%#$.6yMK!%$6.$.6!*&!25)!4#(!W`!359&'34!'.1!*%$.6!4#(!W`!/565!45!%#$24!'44(.4$5.!2)59!35.4)5?()%$'/!D*%$.(%%!&)'34$3(%!LxD/*(!:'%#$.6yMK!5)!#$6#/$6#4$.6!&)56)(%%!45:')1%!%59(!-*%4'$.'D/(!Q(?(/5&9(.4!>5'/%!L-Q>M!:#$/%4!#$1$.6!%59(!7*(%4$5.'D/(!D*%$.(%%!&)'34$3(%!$.!4#(!&*)%*$4!52!&)52$4!Lx-Q>!:'%#$.6yMH!C.!'//!%*3#!3'%(%!359&'.$(%K!1(%&$4(!4#($)!'//(6(1!=->!3)(1(.4$'/%K!D(#'?(!$.!4#(!%'9(!:'0!'%!35.?(.4$5.'/K!&)52$4G%((@$.6!5.(%!'.1!4#*%!$4!$%!.54!%*)&)$%$.6!4#'4!4#(!%4$3'/!&)5&()4$(%!52!4#($)!%453@%!'.1!4#(!35))(%&5.1$.6!$.1$3(%!%#5*/1!D(!4#(!%'9(H!!

C.!&)'34$3(!$4!$%!524(.!1$22$3*/4!45!$1(.4$20!x:'%#$.6y!6$?(.!4#(!(8$%4$.6!)(6*/'4$5.%!5.!=->!)(&5)4$.6\!25)!$.%4'.3(K!5./0!5.!;E!A')3#!<E<;!:'%!4#(!=W!+(6*/'4$5.!<E;V,<ETT!&)5&5%(1!D0!4#(!

=*)5&('.!B5*.3$/!5.!<F!`5?(9D()!<E;V!'&&)5?(1!D0!4#(!=*)5&('.!N')/$'9(.4\!4#$%!$%!'.!'44(9&4!
45!3)('4(!'!3/'%%$2$3'4$5.!52!6)((.!L%*%4'$.'D/(M!'34$?$4$(%!'.1!)(6*/'4(!4#($)!1$%3/5%*)(H!C4!$%!
.54(:5)4#0!4#'4!4#(!I+CB%!35*.4)$(%!')(!/('1()%!$.!$9&/(9(.4$.6!=->!)(&5)4$.6!&)'34$3(%H!C.!<E<EK!
4#(0!:()(!''95.6!4#(!45&!<E!35*.4)$(%!$.!4()9%!52!=->!)(&5)4$.6!)(6*/'4$5.%!'.1!4#(!%#')(!52!
359&'.$(%!)(&5)4$.6!5.!%*%4'$.'D$/$40!LC.1$'l!;T!)(6*/'4$5.%K!VT!U!52!)(&5)4$.6!359&'.$(%\!I)'b$/l!
;T!'.1!T_U!)(%&(34$?(/0\!B#$.'l!;_!'.1!FTU!)(%&(34$?(/0!G!dNA>K!<E<E\!e'.!1()!c*64K!<E<EMH!
Y5)!(8'9&/(K!$.!C.1$'K!'//!/$%4(1!359&'.$(%!')(!)(7*$)(1!45!1$%3/5%(!%*%4'$.'D$/$40!$.25)9'4$5.!$.!

$.!$4%!?')$5*%!25)9%M\!4#*%!$4!$%!.54!%*)&)$%$.6!4#'4!4#($)!%453@%!%#5*/1!#'?(!4#(!%'9(!&()%$%4(.3(!&)5&()4$(%!'%!4#5%(!52!35.?(.4$5./!5.(%H!!

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#<E<:<F;<8))

RD1.K!-H!mHK!a!>'.K!BH!L<E;FM!Q5!%53$'//0!)(%&5.%$D/(!$.?(%49(.4%!%4)'4(6$(%!%$6.$2$3'.4/0!)(1*3(!1$?()%$2$3'4$5.!D(.(2$4%|!N'&()!&)(%(.4(1!'4!4#(!N)53((1$.6%!G!<<.1!C.4().'4$5.'/!B5.6)(%%!5.!A51(//$.6!'.1!-$9*/'4$5.K!AgQ-CA!<E;FK!FFFGFT[H!!

I(33#(44$K!cHK!B$3$)(44$K!+HK!!Q'/}K!RH!a!J()b(/K!-H!L<E;_M!-53$'//0!)(%&5.%$D/(!'.1!35.?(.4$5.'/!$.?(%49(.4!2*.1%l!&()25)9'.3(!359&')$%5.!'.1!4#(!6/5D'/!2$.'.3$'/!3)$%$%H!R&&/$(1!=35.59$3%H!ZFL<_MK!<_Z;G<_X<H!;EH;ETE,EEE[XTZXH<E;ZH;EEE_;FH!!

I/5592$(/1K!NH!L;VF[M!R.!(8&5.(.4$'/!951(/!25)!4#(!%&(34)*9!52!'!%3'/')!4$9(!%()$(%H!I$59(4)$@'K!XEK!<;FG<<XH!

B'&5)'/(K!>H!AHK!>$/GR/'.'K!cHK!N/'%4*.K!RHK!a!A'@')(.@5K!CH!L<E;XM!c5.6!9(95)0!$.!4#(!W@)'$.$'.!%453@!9')@(4!'.1!2$.'.3$'/!3)$%(%H!^5*).'/!52!=35.59$3%!'.1!Y$.'.3(K!ZE!L<MK!<[_G<_FH!

B#$'&&$.$K!JHK!e(.45K!>HK!a!Q(!N'/9'K!cH!L<E<;M!"#(!$9&'34!52!35?$1G;V!/53@15:.%!5.!%*%4'$.'D/(!$.1(8(%H!-*%4'$.'D$/$40!L-:$4b()/'.1MK!;[!LZMK!;G;TH!;EH[[VE,%*;[EZ;TZX!

B5)4(bK!AH!a!c($4(K!NH!L<E;_M!N()25)9'.3(!52!=*)5&('.!-53$'//0!+(%&5.%$D/(!Y*.1%!1*)$.6!A')@(4!B)$%(%l!=?$1(.3(!2)59!Y)'.3(H!C.4().'4$5.'/!+(?$(:!52!Y$.'.3$'/!R.'/0%$%H!ZEK!;[<G;Z;H!;EH;E;X,kH$)2'H<E;_HE_HE;<H!!

B5)4(bK!AHK!-$/?'K!YH!a!R)('/K!`H!L<EEVM!-53$'//0!+(%&5.%$D/(!C.?(%4$.6!$.!4#(!>/5D'/!A')@(4l!"#(!N()25)9'.3(!52!W-!'.1!=*)5&('.!Y*.1%H!C.4().'4$5.'/!^5*).'/!52!Y$.'.3(!a!=35.59$3%H!;F!L[MH!;EH<;[V,%%).H;[Z<ZXVH!!

B*.#'K!YH!RH!YH!QH!-HK!1(!g/$?($)'K!=H!AHK!g)%'45K!+H!^HK!d/54b/(K!AH!BHK!B0)$.5!g/$?($)'K!YH!cHK!a!B'$'15K!+H!>H!>H!L<E<EM!B'.!%*%4'$.'D/(!$.?(%49(.4%!5*4&()25)9!4)'1$4$5.'/!D(.3#9')@%|!(?$1(.3(!2)59!6/5D'/!%453@!9')@(4%H!I*%$.(%%!-4)'4(60!'.1!4#(!=.?$)5.9(.4K!<VL<MK!XT<GXVFH!;EH;EE<,D%(H<[VFH!

Q'#/#'*%K!+H!L;VTVM!=22$3$(.4!&')'9(4()!(%4$9'4$5.!25)!%(/2G%9/')!&)53(%%H!R..'/%!52!-4'4$%4$3%!;FK!;FZVG;FXXH!

1(!Q$5%GR/$k'K!"HK!1(/!+~5!B'D'//()5K!AHK!>$/GR/'.'K!cH!RHK!a!A')4$.Ge'/9'05)K!AH!L<E<;M!-453@!9')@(4!$.1$3(%!'.1!%*%4'$.'D$/$40l!R!359&')$%5.!D(4:((.!4#(9H!^5*).'/!52!-*%4'$.'D/(!Y$.'.3(!'.1!C.?(%49(.4!;EH;ETE,<EZ[EFV_H<E<;H;TVXVTTH!

Q*)].G-'.459$/K!NHK!>5.b]/(bK!cHK!Q59$.6*(%K!+H!a!+(D5)(15K!^H!L<E;VMH!•H!;;H!<VF<H!;EH[[VE,%*;;;E<VF<H!!

=/!>#5*/K!-H!a!d')5*$K!RH!L<E;XM!Q5(%!B5)&5)'4(!-53$'/!+(%&5.%$D$/$40!R22(34!A*4*'/!Y*.1!N()25)9'.3(!'.1!Y/5:%|H!^5*).'/!52!I'.@$.6!a!Y$.'.3(H!FFH!;EH;E;X,kHkD'.@2$.H<E;XH;EHEEVH!!

>$/GR/'.'K!cH!RHK a!+5D$.%5.K!NH!AH!L;VVFM!"(%4$.6!52!*.$4!)554!'.1!54#()!.5.%4'4$5.')0!#0&54#(%(%!$.!9'3)5(35.59$3!4$9(!%()$(%H!^5*).'/!52!=35.59(4)$3%K!TEK!<K!<Z;G<XTH!;EH;E;X,-E[EZG

+(#9'.K!+H!WHK!m#'.6K!^HK!W&&'/K!^HK!B*//$.'.K!BHK!a!R@)'9!`'%((9K!AH!L<E;XM!R)(!(.?$)5.9(.4'/!%53$'/!65?().'.3(!(7*$40!$.1$3(%!'!D(44()!3#5$3(!25)!$.?(%45)%|!'.!'%$'.!&()%&(34$?(H! I*%$.(%%!=4#$3%K!<_LZMK!ZZEGZ_VH!15$1;EH;;;;,D(()H;<;<F!

+5D$.%5.K! NHAH! L;VVZM! =22$3$(.4! 4(%4%! 52! .5.%4'4$5.')0! #0&54#(%(%K! ^5*).'/! 52! 4#(! R 9 ()$3'.!-4'4$%4$3'/!R%%53$'4$5.!TVK!;Z<EG;Z[FH!

+5D$.%5.K!NHAH!L;VV_M!>'*%%$'.!%(9$G&')'9(4)$3!(%4$9'4$5.!52!/5.6G)'.6(!1(&(.1(.3(H!R..'/%!52!-4'4$%4$3%K!<[K!;X[EG;XX;H!

-3#)f1()K!AH!L<EEZM!"#(!N()25)9'.3(!52!-53$'//0!+(%&5.%$D/(!C.?(%49(.4%I!C.?(%49(.4!Y*.1%!'.1!C.1$3(%H!Y$.'.3$'/!A')@(4%!'.1!N5)425/$5!A'.'6(9(.4H!;TH!;<<G;Z<H!;EH;EEF,%;;ZETG

+GG<F?BH)+)

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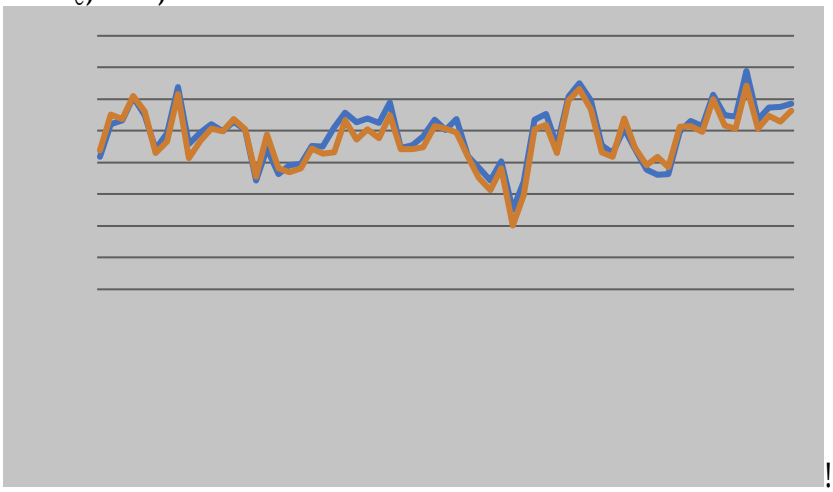

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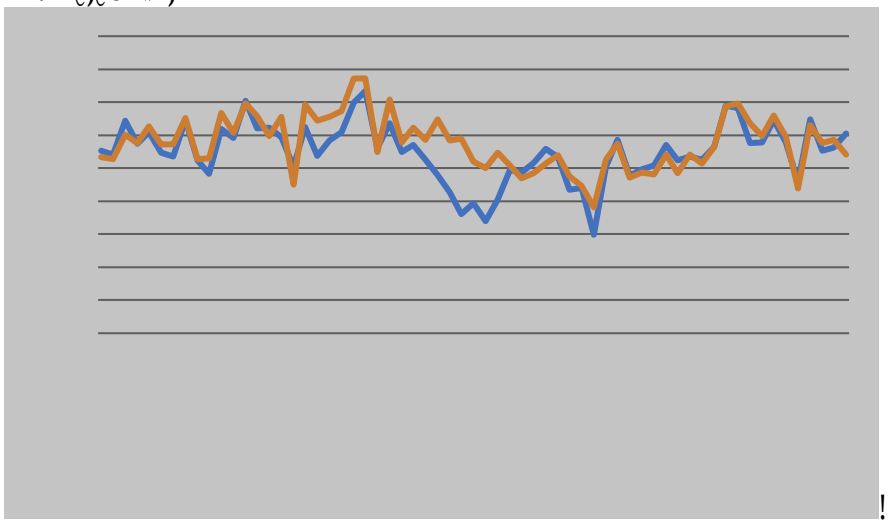

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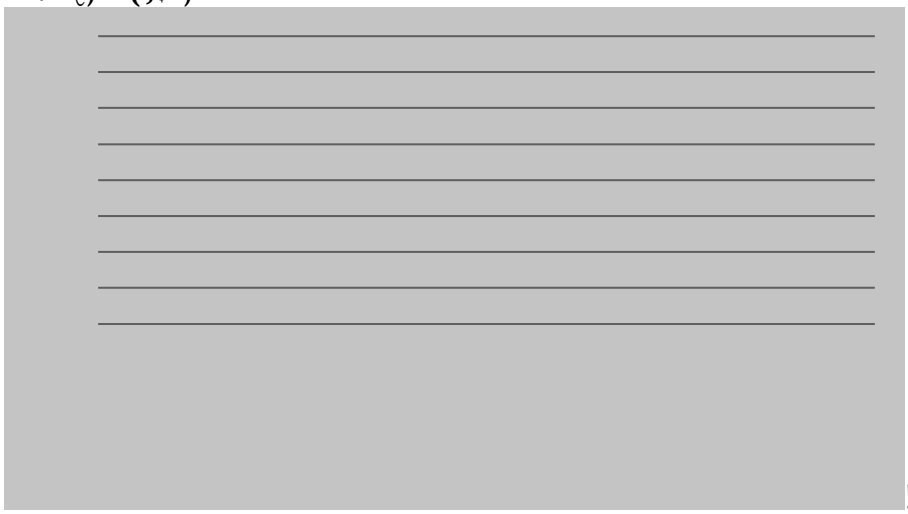

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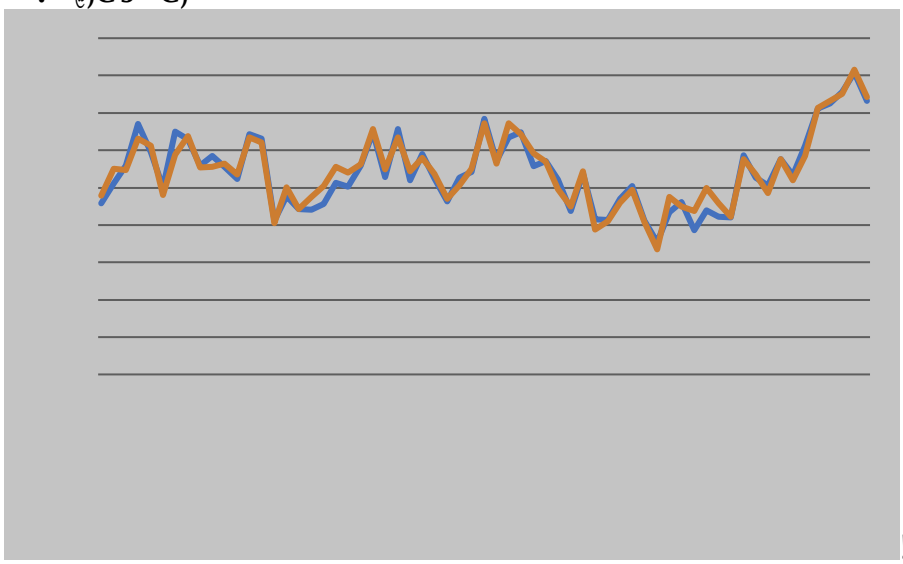

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