!

!

!"#$%&#'!(!$)*#)(&+#,%-#$%&#
./01&2$!3&#456"(#7/.$#0&#
5&.$5&"($%&"&'#

!

!!!!!!!!!!!!"#$!%&'(!!

)*!)!"#$%&'"($!!

+,#-./,!./#!0&1234'4/.&5!4#!4!/6&7#/,-!454'8#.#9!&5,!&0!/$,!/6&!-1&5:#!&0!
/$,!!"#$%/,#/!$4#!;,,5!1,(3<,(!/&!4!2,1,!0&1234'./8*!!=5(,1!/$,!!"#$%

(,<.(,!6$4/!A.&'4/,#!<./.I,5#B!-1.A4<8*!!"#!4!1,#3'/9!'&6,1!<&31/#!$4A,!.##3,(!<&503#.5:!45(!.5<&5#.#/,5/!13'.5:#!04.'.5:!/&!-1&/,</!-,&-',B#!-1.A4<8!4#!.5/,5(,(*+!

O$.#!J&/,!41:3,#!/$4/!/$,!H3-1,2,!N&31/!23#/!1,#/&1,!/$,!!"#$%/,#/!/&!./#!.5/,5(,(!4--'.<4/.&5!;8!1,,#/4;'.#$.5:!/$,!#3;G,</.A,!-1&5:!4#!./#!&65!(.#/.5</!.5F3.18*!!P41/!))!(,#<1.;,#!/$,!$.#/&1.<4'!;4<Q:1&35(!&0!/$,!@&31/$!"2,5(2,5/!45(!/$,!&1.:.54/.&5!&0!/$,!!"#$%/,#/*!!P41/!)))!,C-'4.5#!D3#/.<,!E41'45B#!.5/,5/!0&1!/$,!#3;G,</.A,!-1&5:!45(!,C42.5,#!/$,!<311,5/!-1&;',24/.<!4--'.<4/.&5!&0!/$.#!-1&5:!45(!/$,!/$.1(7-41/8!(&</1.5,*!!P41/!)R!41:3,#!/$4/!/$,!#3;G,</.A,!-1&5:!5,,(#!/&!;,!1,#/1,5:/$,5,(!45(!,C-'4.5#!./#!-1&-,1!4--'.<4/.&5!/&!;,#/!-1,#,1A,!/$,!@142,1#B!.5/,5/*!!@.54''8$!P41/!R!<&5<'3(,#!/$4/!/$,!/$.1(7-41/8!(&</1.5,!23#/!;,!1,/.1,(9!45(!/$,!H3-1,2,!N&31/!23#/!&3/'.5,!/$,!04</&1#!/$4/!#$&3'(!;,!454'8I,(!35(,1!,4<$!&0!/$,!/6&!-1&5:#!&0!/$,!!"#$%/,#/*!

))*! O)*+!!"#$O*,"$+T#(-(!,+"!%+E(,"$#(' ./+U.'0-#$&!%!

O$,!U1./.#$!N1&65B#!4;3#,!&0!>:,5,14'!641145/#?!/&!G3#/.08!351,4#&54;',!#,41<$,#!:1,4/'8!.2-4</,(!/$,!@142,1#B!(140/.5:!&0!/$,!@&31/$!"2,5(2,5/*·!!V,5,14'!641145/#!,##,5/.4''8!42&35/,(!/&!>-,1245,5/!#,41<$!641145/#?!/$4/!:4A,!&00.<.4'#!;1&4(!(.#<1,/.&5!/&!#,41<$*-!!%$,5!(140/.5:!/$,!@&31/$!"2,5(2,5/9!/$,!@&35(.5:!@4/$,1#!#&3:$/!/&!-1&/,</!4''!<./.I,5#!01&2!#3<$!35;1.(',(!#,41<$,#!45(!#,.I31,#!45(!,5#31,!<./.I,5#!41,!>#,<31,!.5!/$,.1!-,1#&5#9!$&3#,#9!-4-,1#9!45(!,00,</#*?·!!

O$,!-$8#.<4'!/1,#-4##!(&</1.5,!F3.<Q'8!;,<42,!&3/(4/,(*!!"#!/,<$5&'&:8!4(A45<,(!;,8&5(!6$4/!/$,!@142,1#!<&3'(!$4A,!,5A.#.&5,(9!/$,!-$8#.<4'!/1,#-4##!(&</1.5,!64#!5&!'&5:,1!#300.<.,5/!/&!#40,:341(!@&31/$!"2,5(2,5/!1.:$/#*!!P,&-',B#!-1.A4<8!.5/,1,#/#!:1,6!;,8&5(!/$,.1!>-,1#&5#9!$&3#,#9!-4-,1#9!45(!,00,</#9?!45(!.5/&!/$,!1,4'2!&0!/$,!.5/45:.;',*!!)5#/,4(!&0!;,.5:!'.2./,(!/&!',//,1#!45(!Q./<$,5!(146,1#9!-1.A4<8!;,:45!/&!/145#./.&5!/&!/$,!<&5/,5/#!&0!,24.'#!45(!<'&3(!4<<&35/#*!!O$,!H3-1,2,!N&31/!5,,(,(!/&!1,4(G3#/!/$,!2,45.5:!&0!/$,!/,12!>#,41<$?!/&!Q,,-!-4<,!6./$!(8542.<!#$.0/#!.5!-1.A4<8!,C-,</4/.&5#*!#!

O&!Q,,-!3-!6./$!<$45:.5:!-1.A4<8!<&5<,15#9!/$,!H3-1,2,!N&31/!4((,(!/&!/$,!(,0.5./.&5!&0!>#,41<$?!/&!.5<'3(,!4!-,1#&57<,5/1.<!4--1&4<$9!6$.<$!

(&</1.5,!3#,(!/&!(,/,12.5,!6$4/!<&5#/./3/,#!4!>#,41<$9?"#!45(!1,24.5#!/$,!<&5/1&''.5:!/,#/*!

)5!4((./.&5!/&!/$,!/6&7-1&5:! ! "#$%454'8#.#9!/$,!>/$.1(7-41/8!(&</1.5,?!,#/4;'.#$,(!.5! ( )*#+,%-#"#+.%&'% 5 *33+1"$!45(!-4*#6%&'% 5 "173")," %!4((,(!45!4((./.&54'! 61.5Q',!/&! (,/,12.5.5:! 6$,/$,1! 4! 1,4#&54;',! ,C-,</4/.&5! &0!-1.A4<8! ,C.#/#*!!=5(,1!/$,!/$.1(7-41/8! (&</1.5,9!4!-,1#&5! 6$&!A&'35/41.'8!#$41,#!/$,.1!.50&12 4/.&5!5&!'&5:,1!$4#!4!>1,4#&54;',!,C-,</4/.&5!&0!-1.A4<8?!.5!/$4/!.50&12 4/.&5!;,<43#,!/$,8!4##32,!/$,!1.#Q!/$4/!&/$,1#!6.''!1,A,4'!./*"+!!)5! 5 *33+19!/$,!N&31/!$,'(!/$4/!/$,!:&A,152,5/B#!&;/4.5.5:!&0!/$,!(,0,5(45/B#!;45Q!1,<&1(#!(.(!5&/!<&5#/./3/,!4!#,41<$!;,<43#,!/$,8!6,1,!5&/!$.#!>-1.A4/,!-4-,1#*?"·!!O$,!N&31/!1,4#&5,(!/$4/!/$,!(,0,5(45/!$4(!5&!1,4#&54;',!,C-,</4/.&5!&0!-1.A4<8!;,<43#,!/$,!.50&12 4/.&5!64#!A&'35/41.'8!<&5A,8,(!/&!/$,!;45Q#*"-!!H.2.'41'8!/$,!-4*#6! N&31/!$,'(!/$4/!/$,!:&A,152,5/B#!.5#/4''4/.&5!&0!4!-,5!1,:.#/,1"·!4/!(,0,5(45/B#!-$&5,!<&2-458!/&!1,<&1(!/$,!532;,1#!(.4',(!01&2!$.#!$&2,!64#!5&/!4!#,41<$*#/!!O$,!N&31/!1,4#&5,(!/$4/!/$,!#3;G,</.A,!,C-,</4/.&5!&0!-1.A4<8!-1&5:!64#!5&/!2,/!;,<43#,!-,&-',!(&!5&/!:,5,14''8!>,5/,1/4.5!458!,C-,</4/.&5!&0!-1.A4<8!.5!/$,!532;,1#!/$,8!(.4'*?#!!!O$,!/$.1(7

'&5:!/.2,*!!E&6,A,19!.5!/$,!0&''&6.5:!0.0/8!8,41#!#.5<,!./#!<1,4/.&59!/$,!/,#/!$4#! ;,,5!4--'.,(!.2-1&-,1'8*!!O$,!#3;G,</.A,!-1&5:9!(3,!.5!-41/!/&!/$,!,#/4;'.#$2,5/!&0!/$,!/$.1(7-41/8!(&</1.5,9!.#!5&6!<&2-',/,'8!.:5&1,(!.5!@&31/$!"2,5(2,5/!454'8#,#*!

)))*!+O)*+H&12*'"(3*+P#$!-+E.,+U**!+a*%&'*%+O$+"+P&#*+@$#4./("5+!

8'% %9:.#/+%;"13")<.%=)#+)#%>01%#6+%-:?@+/#*&+%A10)B%

"'/$&3:$!D3#/.<,!E41'45!.5/,5(,(!/$,!"#$!/,#/!/&!;,!4!/6&7-1&5:,(!454'8#.#9!2&(,15!'46!.:5&1,#!/$,!"#$%#3;G,</.A,!-1&5:!4'/&:,/$,1*!!"!KLMK!#/3(8!.''3#/14/,#!/$,!.11,',A45<,!&0!/$,!"#$%#3;G,</.A,!-1&5:*#"!!O$,!#/3(8!,C42.5,(!4''!<4#,#!-3;'.#$,(!.5!KLMK!/$4/!4--'.,(!/$,!"#$%/,#/!45(!11,A,4',(!/$4/!&5'8!/$1,,!-,1<,5/!2,5/.&5,(%/$,!#3;G,</.A,!-1&5:9!45(!G3#/!/6,'A,!-,1<,5/!4</34''8!4--'.,(!./*###!!b&#/!#31-1.#.5:'89!/$,1,!64#!5&/!4%.*)B3+%<4#,!.5!6$.<$!/$,!#3;G,</.A,!-1&5:!64#!<&5/1&''.5:*#$!!O$,!#3;G,</.A,!-1&5:!64#!.5/,5(,(!/&!;,!23<$!2&1,!-1&2.5,5/!/$45!./!.#9!45(!.5!/$,!0.A,!(,<4(,#!0&''&6.5:!"#$C%<&31/#!#'&6'8!,1&(,(!/$.#!-1&5:!;8!(1.0/.5:!4648!01&2!./#!.5/,5(,(!-31-&#,*!

)5!4((./.&5!/&!/$,!#3;G,</.A,!-1&5:B#!'&##!&0!3#,9!D3#/.<,!E41'45B#!/,#/!$4#!;,,5!$.:$'8!<1./.<.I,(*!!H&2,!<1./.<#!41:3,!/$4/!/$,!/,#/!.#!<.1<3'419#%!5,,('##'8!<&2-',C9!45(!356&1Q4;',*#+!!T/$,1#!&-.5,!/$4/!./!$4#!#/148,(!/&&!041!01&2!./#!&1.:.54'!2,45.5:*#·!!T5,!#3<$!<1./.<9!D.2!E41-,19!,C<'4.2,(!/$4/!/$,!"#$!/,#/!>1,A,1#,(!/@&31/$!"2,5(2,5/B#!0&<3#!01&2!/$,!1,4#&54;',5,##!&0!:&A,152,5/!4</.&5!*!*!/&!/$,!1,4#&54;',5,##!&0!/$,!.5/,1,#/#!/$,!"2,5(2,5/!64#!2,45/!/&!-1&/,</*?

%&%'(

U,0&1,!-4*#6!45(!5*33+19!/$.1(7-41/8!(.#<'&#31,#!6,1,!2,1,'8!4!04</&1!/&!;,!<&5#.(,1,(!6./$.5!/$,!#3;G,</.A,!-1&5:*$·!!TA,1!/.2,9!/$,!/$.1(7-41/8!(&</1.5,!$4#!2&1-$,(!.5/&!4!;1.:$/7'.5,!13',!/$4/!;41#!@&31/$!"2,5(2,5/!-1&/,</.&5#!4'/&:,/$,19!6./$&3/!<&5#.(,1.5:!458!&/$,1!04</&1#*%/!!O$,!4--'.<4/.&5!&0!/$.1(7-41/8!(.#<'&#31,#!.#!5&6!,11.5:'8!454'8I,(!35(,1!/$,!&;G,</.A,!-1&5:9!.5#/,4(!&0!35(,1!/$,!#3;G,</.A,!-1&5:*%!!O$3#9!#3<$!(.#<'&#31,#!41,!454'8I,(!4#!45!&;G,</.A,!;411.,1!/&!4!0.5(.5:!&0!4!1,4#&54;',!,C-,</4/.&5!&0!-1.A4<8!I*#60:#!<&5#.(,1.5:!/$,!.2-4</!#3<$!(.#<'&#31,#!$4A,!&5!4!.:?@+/#*&+%,C-,</4/.&5!&0!-1.A4<8*%"!!O$,!F3,#/.&5!#$.0/,(!01&2!>$4#!/$.#!.5(.A.(34'!245.0,#/,(!4!#3;G,</.A,!,C-,</4/.&5!&0!-1.A4<8?!/&!>.#!./!&;G,</.A,'8!1,4#&54;',!0&1!/$.#!.5(.A.(34'!/&!$4A,!45!,C-,</4/.&5!&0!-1.A4<8!40/,1!#$41.5:!/$,.1!.50&1 2 4/.&5!6./$!4!/$.1(!-41/8c?!%#!O$,!/$.1(7-41/8!(&</1.5,!,00,</.A,'8!1,-'4<,(%/$,!#3;G,</.A,!,C-,</4/.&5!/,#/9!2.11&1.5:!/$,!&;G,</.A,%454'8#.#!&0!/$,!!"#$!/,#/*%$!!O$.#!#$.0/!',(!/&!/$,!2.#3#,!&0!/$,!#3;G,</.A,!-1&5:!;,<43#,!/$.1(7-41/8!(.#<'&#31,#!6,1,!.5/,5(,(!/&!;,!4!2,1,!>"/#01%6./$.5!/$,!#3;G,</.A,!-1&5:!&0!D3#/.<,!E41'45B#!0&1 2 3'4/.&5!&0!/$,!"#$!/6&7-1&5:,(!/,#/*%%!

b&1,&A,19!/$,!,5/.1,!14/.&54',!35(,1'8.5:!/$,!/$.1(7-41/8!(&</1.5,`/$4/!./!.#!351,4#&54;',!/&!,C-,</!-1.A4<8!.5!.50&1 2 4/.&5!A&'35/41.'8!#$41,(!6./$!&/$,1#`.#!&3/(4/,(!.5!/$,!2&(,15!6&1'(*!!%$,5!/$,!H3-1,2,!N&31/!(,<.(,(!-4*#6%45(!5*33+1

-&'.<,*! !)/! 6&3'(! ;,! 351,4#&54;',! /&! <'4.2! -,&-',! 1,'.5F3.#$! /$,.1! <&5#/./3/.&54'!1.:$/!/&!;,!01,,!01&2!351,4#&54;',!#,41<$,#! 2,1,'8!;,<43#,! /$,.1!(,A.<,#!43/&24/.<4''8!1&3/,!/$1&3:$!/$.1(7-41/8!<411.,1#*!!"((./.&54''8!! <,''!-$&5,#!45(!/$,.1!#,1A.<,#!41,!>_#3<$!4!-,1A4#.A,!45(!.5#.#/,5/!-41/!&0! (4.'8!'.0,B!/$4/!<4118.5:!&5,!.#!.5(.#-,5#4;',!/&!-41/.<.-4/.&5!.5!2&(,15! #&<.,/8*?+·!

O$,!.(,4!/$4/!354A&.(4;',!#$41.5:!&0!-1.A4/,!.50&1 2 4/.&5!#$&3'(!5&/!;41! /$,!4##,1/.&5!&0!@&31/$!" 2,5(2,5/!-1&/,</.&5#!.#!5&/!5,6$!/$,! *J "1D+)#+1%* N&31/!,<$&,#!/$4/!&0!/$,!(.##,5/!.5!/$,!&1.:.54'!/$.1(7-41/8!(&</1.5,!<4#,9! *( )*#+,%-#"#+.%&% 5 *33+1*·/!!"1:3.5:!4:4.5#/!/$,!.(,4!/$4/!.5(.A.(34'#!(&!5&/! $4A,!4!1,4#&54;',!,C-,</4/.&5!&0!-1.A4<8!.5!/$,.1!;45Q!1,<&1(#!#.2-'8!;,<43#,! /$,8!A&'35/41.'8!#$41,!#3<$!.50&1 2 4/.&5!6./$!;45Q!,2-'&8,,#9!D3#/.<,! U1,5545!61&/,!!!/$4/!>/$,!(.#<'&#31,!*!*!*!.#!5&/!,5/.1,'8!A&'./.&54'9!#.5<,!./!.#! .2-&##.;',!/&!-41/.<.-4/,!.5!/$,!,<&5&2.<!'.0,!&0!<&5/,2-&1418!#&<.,/8! 6./$&3/!24.5/4.5.5:!4!;45Q!4<<&35/*?·!!!O&!'.A,!4!5&1 2 4'!'.0,9!/$,1,!.#!'.//',9! .0!4589!<$&.<,!,C<,-/!/&!3#,!2&(,15!/,<$5&'&:8*!!)/!6&3'(!;,!5&5#,5#.<4'!/&! #48!/$4/!3#,1#!0&10,./!/$,.1!1.:$/#!(3,!/&!/$,!/$.1(7-41/8!(&</1.5,!45(!(&.5:!#&! 6&3'(!4''&6!/$,!:&A,152,5/!/&!,5/.1,'8!<.1<32A,5/!/$,!@&31/$!" 2,5(2,5/*!! b.11&1.5:!D3#/.<,!U1,5545B#!#,5/.2,5/!1,:41(.5:!/$,!3#,!&0!<,''!-$&5,#!.5! *5 *33+19!/$,!J "1D+)#+1%*

J&/6./$#/45(.5:!/$,!5411&6!$&'(.5:9!/$,!J"1D+)#+1!24G&1./8!1,<&:5.I,#!/$4/!/$,!N&31/B#!1,4#&5.5:!-&/,5/.4''8!4--'.,#!/&!23<$!&0!/$,!/,<$5&'&:8!/$4/!.#!1&3/.5,'8!3#,(!.5!;&/$!-,1#&54'!45(!-1&0,##.&54'!<&5/,C/#!;3/!(,<'.5,(!/&!,C/,5(!./!031/$,1!.5!/$,!.5/,1,#/!&0!>/1,4(].5:^!<41,03''8*?'+!!)/!.#!<&5<,.A4;',!/$4/!/$,!H3-1,2,!N&31/!6.''!,C-45(!./#!$&'(.5:!.5!J"1D+)#+1%/&!.5<'3(,!&/$,1!#.2.'41!0&12#!&0!/,<$5&'&:8!.5!/$,!03/31,*!!O$,!N&31/B#!(,#<1.-/.&5!&0!4!<,''!-$&5,!4#! ;,.5:!#&!3;.F3./&3#! /$4/! ./! .#! A.1/34''8! 4! >_0,4/31,! &0! $32 45! 454/&28B?'' !!

.5(.A.(34'#!(&!5&/!A&'35/41.'8!(.#<'&#,!<,1/4.5!/8-,#!&0!.50&1 2 4/.&5*-¨!!O$,! N&31/B#!$&'(.5:!.5! *J "1D+)#+1%*.#!4!#.:5.0.<45/!#/,-!/&6 41(#!1,<&:5.I.5:!/$4/! /$,!#<4',#!$4A,!/.--,(!/&&!041!.5!04A&1!&0!'4 6!,50&1<, 2 ,5/!.5/,1,#/#!45(!/$4/! /$,!N&31/! 2 3#/!1,<&5#.(,1!/$,! ! "#$%/,#/!<&5#.(,1.5:!,A&'A.5:!/,<$5&'&:8*!! ! "#$%1,A,4',(!/$,!H3-1, 2 ,!N&31/B#!6.''.5:5,##!/&!4 2 ,5(!/$,!>#,41<$?!/,#/!/&! 4(4-/!/&! 2 &(,15!/.2 ,#!45(!/,<$5&'&:8*!! *J "1D+)#+1%*$4#!&5'8!1,.50&1<,(!/$,! N&31/B#!6.''.5:5,##*!

%$4/!(&,#!/$.#!4''!<& 2 ,!(&65!/&c!!O$,!/$.1(7-41/8!(&</1.5,!.5!./#!<311,5/! 0&1 2 !45(!4--'.<4/.&5!.#!5&6!35/,54;',*!! "#!&--&#,(!/&!;,.5:!3#,(!4#!45! .5(,-,5(,5/!;4#.#!0&1!(,58.5:!@&31/$! " 2 ,5(2 ,5/!-1&/,</.&5#9!./!#$&3'(!;,! 1,',:4/,(!/&!./#!&1.:.54'!-31-&#,!4#!4! 2 ,1,!<&5#.(,14/.&5!6./$.5!/$,!#3;G,</.A,! -1&5:*-#!

)R*! O)*+P#$6*#+"66/('."($!+T7+O)*+*! ! "#$O 8 $7P#$!-+O*,"+!

8'% F6+%-:?@+/#&+%A10)B%5:.#%E+%A1+.+1&+,%*

%$8!Q,,-!/$,!#3;G,</.A,!-1&5:c!!%$4/!<45!/$,!#3;G,</.A,!-1&5:!(&!/$4/! /$,!&;G,</.A,!-1&5:!<455&/c!!O$,!H3-1, 2 ,!N&31/!#$&3'(!1,#/&1,!/$,!#3;G,</.A,! -1&5:!/&!./#!&1.:.54'!#/1,5:/$!;,<43#,!./!<45!;,!45!.5A4'34;',!/&&'!/&!(,/,1 2 .5,! 6$,/$,1!4!',:./.24/,!-1.A4<8!.5/,1,#/!,C.#/#9!4#!./!.#!,4#8!/&!04''!A.</.2!/&! $.5(#.:$/!;.4#!6$,5!<&5(3</.5:!4!@&31/$!" 2 ,5(2 ,5/!454'8#.#*!!)/!.#!4'#&!,4#8! /&!(,/,1 2 .5,!/$4/!.0!/$,!:&A,15 2 ,5/!0&35(%.5<1.2.54/.5:!,A.(,5<,9!/$,!#,41<$! 2 3#/!$4A,!;,,5!A4'.(!&1!/$4/!4!-,1#&5!6$&!(.(!5&/!/$.5Q!$,!64#!;,.5:!-1.A4/,! 6&3'(!5&/!$4A,!(&5,!/$,!<1.2,!.5!4!<,1/4.5!-'4<,*!!)5!$.5(#.:$/9! 6$,5! -,10&1 2 .5:!4!*! ! "#$%454'8#.#9!./!.#!,4#8!0&1!4!<&31/!/&!#48$!>&0!<&31#,!$,!$4(!4! 1,4#&54;',!,C-,</4/.&5!&0!-1.A4<8!.5!/$4/!-$&5,!;&&/$*?!!E&6,A,19!1,4'./8! -1&A,#!/$4/!./.!.#!5&/!/$4/!#.2-',*!

O$,!-1&;',2!.#!5&/!6./$!/$,!#3;G,</.A,!-1&5:!./#,'09!;3/!6./$!/$,!/$.1(7 -41/8!(&</1.5,*!!)/#!-#,3(&7

$*0 i

N&31/!,2-$4#.I,(!/$,!.2-&1/45<,!&0!>/$,!1.:$/!&0!4!245!/&!1,/1,4/!.5/&!$.#!&65!$&2,!45(!/$,1,!;,!01,,!01&2!351,4#&54;',!:&A,152,5/4'!.5/13#.&5*?-·!!)/!,C-'4.5,(! /$4/! .5! ! "#$9! /$,! (,0,5(45/! 64#! -1&/,</,(! ;8! /$,! @&31/$!" 2,5(2,5/!;,<43#,!$,!>G3#/.0.4;'8!1,'.,(?!&5!/$,!-1.A4<8!&0!/$,!/,',-$&5,!;&&/$*·/!!)5! ! 7330 9! /$,! N&31/! 0.1#/! ,C42.5,(! /$,! (,0,5(45/B#! #3;G,</.A,!,C-,</4/.&5!&0!-1.A4<8!;,0&1,!454'8I.5:!/$,!&;G,</.A,!1,4#&54;',5,##!&0!/$,!:&A,152,5/! <&5(3</*!!O$,!'&<4/.&5! &0! /$,! .50&12 4/.&5! &;/4.5,(! ;8! /$,!:&A,152,5/!:1,4/'8!.50&12,(!/$,!N&31/B#!<&5<'3#.&5!/$4/!4!#,41<$!&<<311,(*!!O$,!@142,1#!-'4<,(!4!$.:$!A4'3,!&5!-1.A4<8!.5!&5,B#!$&2,9!45(!4<<&1(.5:'89!458!:&A,152,5/!4</.&5!/$4/!.5/13(,#!&5!45!.5(.A.(34'B#!-1.A4<8!.5!/$4/!#4<1,(!41,4!.#!23<$!2&1,!'.Q,'8!/&!;,!-1&/,</,(!;8!/$,!@&31/$!" 2,5(2,5/*!

-4*#6%.#!45&/$,1!,C42-',!&0!/$,!N&31/!-1&-,1'8!4--'8.5:!/$

4. 2 !&0!/$,!@14 2 ,1#! 6 4#!_/&! - '4<,!&;#/4<',#!.5!/$,! 6 48!&0!4!/&&! - ,1 2 ,4/.5 : ! -&'.<,!#31A,.''45<,*B?

#$&3'(!<&5#.(,1!6$,/$,1!/$,!(,0,5(45/!/&&Q!458!4</.&5#!/&!Q,,-!/$,!0&&/4:,!
-1.A4/,9!#3<$!4#!#/&1.5:!/$,!A.(,&!0.',#!&5!4!-4##6&1(7-1&/,</,(!<&2-3/,1*!!
%$,/$,1!/$,!.5(.A.(34'!#$41,(!/$,!.50&12 4/.&5! 6./$!4!/$.1(!-41/8!#$&3'(!
2,1,'8!;,!4!04</&1!/&!;,!<&5#.(,1,(!4'&5:#.(,!&/$,1!<&5#.(,14/.&5#!6./$.5!/$,!