

!

"#%&'()*+!

, -!#'-!#!. /01#2-+3!&4(1#4!54#6-'!#*+!7#%-8!4-#+-'!9*!8: -!5#9*82!#*+!\$(#89*&2!9*+)28'63!
(;-'9*&!#!<9+-'!#*&-!(;!2(4)89(*23!9*\$4)+9*&!\$(#89*&2!+-29&*+!8(!5'(8-\$8!9*;'#28')\$8)'-#!
>(''(29(*3!5#'89\$)4#46!79\$'(19#446!9*+)\$-+!\$(''(29(*!(!79\$'(19(4(&9\$#446!9*4)-*\$-\$-+!
\$(''(29(*!@A>B3!#42(!%*(< *!#2!19(\$(''(29(*3!5(2-2!29&*9;9\$#*8!'92%2!8(!4(*&08-'7!
9*;'#28')\$8)'-!9*8-&'986-!@A>!((\$)\$)'2!<: - *!79\$'(19#4!\$(4(*9-23!2)\$: !#2!2)4;#8-0'-+)\$9*&!
1#\$8-'9#3!9'(*0(C9+9D9* &!1#\$8-'9#3!(!!(8: -!79\$'(19#4!25-\$9-23!;'7!19(;9472!(*!7-8#4!(!
\$(#8-+!2)';#\$-23!#\$\$-4-'#89*&!\$(('29(*!8: '())&!165'(+)\$82!49%-!#\$9+2!(!2)4;9+-2=!
@9\$'(19#4!&'(<8: !#*!#42(!(\$)\$)'!(*!*(*07-8#449\$!7#8-'9#423!2)\$: !#2!\$(*\$'-8-3!4-#+9*&!8(!
19(+ -8-'9('#89(*3!#2!2(7-!79\$'(1-2!\$##*!1'-#%!(< *!\$#4\$9)7!\$# '1(*#8-!#*+E(!!\$#)2-!
79\$'(19#409*+)\$-+!\$#%9*&=!F48: ())&!19(+ -8-'9('#89(*!92!* (8!\$(*29+ -' -+!8')-!\$(('29(*3!98!
29794#46!\$(75'(792-2!28')\$8)'#4!9*8-&'986=!

!!

F!7#6(!!\$: #44-*&-!(;'9*+)28'9-23!#*&9*&!;'(7!9*;'#28')\$8)'-!8(!5'(8-\$89H-!\$(#89*&23!92!8: -!
4#\$\$!(;!'-49#14-!#1!7-8: (+2!8(!5'-+9\$8!:(< !2)128'#8-23!-25-\$9#446!\$(#8-+!(*-23!<944!
5-';('7!<: - *!-C5(2-+!8(!79\$'(19#4!#88#\$\$%!9*!' -#40<('4+!\$(*+989(*2=I: 92!\$: #44-*&-!25#*2!
H#9(2)!7#8-'9#423!9*\$4)+9*&!7-8#42!?-&=3!28-43!#4)79*)7B3!595-49*-23!28('#&-!8#*%2!#*+!
\$(*\$'-8-3!<: 9\$: !-C5-'9-*\$-!+-&'#+#89(*!9*!+9H-'2-!2-889*&2!49%-!(\$-#*!1'9+&-23!
) *+-'&'()*+!595-49*-23!#*+!<#28-<#8-'!8'-#87-*8!54#*82=I: -2-!-*H9'(*7-*82!(;8-*!
;-#8)'-!-C8'-7-!(;!4)\$8)#89*&!\$(*+989(*23!9*\$4)+9*&!; 9&: !8-75-'#8)'-3!2#49*986!#*+!
7(928)'-3!H#9-+!5'-22)'-3!#*+!-C5(2)'-!8(!#1'#29H-!49J)9+2!#*+!-2=!

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, : 94-!7)48954-!8-28!7-8: (+23!2)\$: !#2!-4-\$8'(\$: -79\$#4!8-2823!19(;947!#22#623!\$())5(*!8-2823!
<-9&: 8!4(22!8-2823!#\$\$-4-'#8-+!-*H9'(*7-*8#4!\$: #71-'2!#*+!79\$'(19(4(&9\$#4!7(4-\$)4#'
7-8: (+2!?!@#@!#'-!)2-+!8(!28)+6!@A>!#*+!19(+ -8-'9('#89(*3!*(*-!#'-!) *9H-'2#446!#\$\$-58-+!

, -!#'-!9*8-'-28-+!9*!+-H-4(59*&!#!28#*+#+!7-8: (+!8: #8!&(-2!1-6(*+!-C9289*&!8-282!16!
#++'-229*&!8: -!;)4!\$(754-C986!(;!79\$'(19#446!9*+) \$-+!\$(''(29(*!@A>B3!19(+ -8-'9('#89(*!#*+!
-*H9'(*7-*8#4!;\$8('2!9*!#!7(' -!9*8-&'#8-+!<#6=! : -!&(#4!92!8(!)2-!8: 92!8-28!8(!+'9H-!
\$(*89*) () 2!975' (H-7-*82!9*!\$(#89*&!+-H-4(57-*8!#2!7(' -!5-'; ('7#*\$-\$-!+#8#!92!: -' -+ =!
!

/(4)89(*2!(;!9*8-'-28!9*\$4)+-!L

@)48905##7-8-'!8-28!\$: #71-'2!8: #8!297)4#8-!1(8: !79\$'(19#4!#*+!-*H9'(*7-*8#4!
\$(*+989(*23!9*\$4)+9*&!8-75-'#8)'-3!5'-22)'-3!7(928)'-3!#*+!2#49*9863!8(!5'-+9\$8!4(*&0
8-'7!\$(#89*&!5-'; ('7#*\$-\$!<: 94-!+9289*&)92: 9*&!1-8<--*!79\$'(19#409*+) \$-+!#*+!
#19(89\$!\$('(29(*=!
'9(;947!#*+!7#8-'9#4!+-8-'9('#89(*! : 61'9+!#22#62!8: #8!7-#2)'-!*(8!(*46!19(;947!
&'(<8: !1)8!#42(!982!+9'-\$8!975#8!\$(*!7#8-'9#4!+-8-'9('#89(*3!49*%9*&!79\$'(19#4!#89H986!
8(!\$('(29(*!) *+-'!;9-4+049%-!\$(*+989(*2=!
F\$\$-4-'#8-+!\$('(29(*!8-282!8: #8!#+#58!\$)' - *8!28#8-0(;08: -0#8!#\$\$-4-'#8-+!
\$('(29(*!\$#19*-8!28#*+#++2!8(!9*\$4)+-!\$(*8'(44-+!79\$'(19#4!-C5(2)'-3!-*2)'9*&!8: #8!
1(8: !79\$'(19#4!#89H986!#*+!-*H9'(*7-*8#4!28'-22!;\$8('2!#'-!8#%-*!9*8(!#\$\$() *8=!
F!*-<!28#*+#+!+8-289*&!7-8: (+!8: #8!297)4#8-2!79\$'(19#446!9*+) \$-+!\$('(29(*!#*+!
-*H9'(*7-*8#4!+-&'#+#89(*!2-5#'#8-463!#44(<9*&!; ('!92(4#8-+!#*+!\$(719*-+!#*#46292!
(;!79\$'(19#4!#*+!#19(89\$!;\$8('2!9*;4)-*\$9*&!\$(#89*&!5-'; ('7#*\$-\$=!
>(''(29(*!297)4#89(*!7(+ -42!+-H-4(5-+!)29*&! : 928('9\$#4!\$('(29(*!+#8#!#*+!
\$(75'-: -*29H-!;9-4+!7(*98('9*&!; ('7!9*+)28'9-2!2)\$: !#2!9*;'#28')\$8)'-!#*+!(94!M!
!-*#149*&!#\$\$)'#8-!4(*&08-'7!5-'; ('7#*\$-\$-!5'-+9\$89(*!9;!2)\$: !+#8#!92!#H#94#14-!
; ('7!-C8-'*#4!2() '\$-2B=!

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N)!7)280: #H-!-J)9'-7-*82!#'-L

