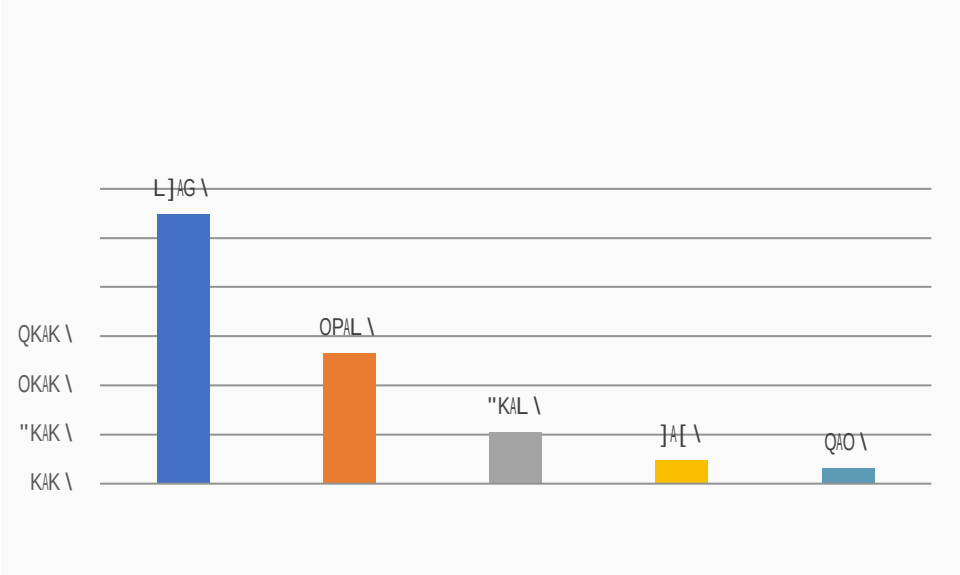
#$%!&'()*+!&()%,(%!-%.%*/($!0%,1%/!2&&-03!*1!4+5!6'7),)',!8,)9%/.)1:!/%(%,1+:!('7;+%1%5!5*1*!('++%(1)',!<'/!1$%!""1$!*,,=*+!>)<%!),!?*7;1',!-''*5.!2>@?-3!.=/9%:A!#$%!;=/;'.%!'<!1$%!.=/9%:!).!1'!B*),!),.)B$1!),1'!/%.)5%,1.C!;%/(%;1)',.!'<!1$%!D=*+)1:!'<!+)<%!),!?*7;1',!-''*5.!*,5!1$%!04E@6F"G!;*,5%7)(H!*.!I%++!*.!'1$%/!1';)(.!'<!+'(*+!),1%/%.1!.=($!*.!;%/(%;1)',.!'<!;'+)(%H!%7;+':7%,1!*,5!'1$%/!).=%.A!J!1'1*+!'<!"H"KL!',+),%!.=/9%:.!I%/%!('7;+%1%5!M%1I%%,!N=,%!OP!*,5!N=+:!"Q!25=/),B!R$*.%!O!*,5!R$*.%!Q!'<!E)/B),)*C.!/%';%,),B!;+*,3A!4<!1$%.%H!"H"KK!I%/%!</'7!/%.)5%,1.!'<!1$%!.%9%,!?*7;1',!-''*5.!()1)%.!),(+=5%5!),!1$%!>)<%!),!?*7;1',!-''*5.!.=/9%:!*,5!('.1)1=1%5!1$%!<),*+!5*1*.%1A!

@1!).!)7;'/1*,1!1'!,'1%!1$*1!1$%!7%1$'5'+'B:!1$).!:%*/!5)<<%/.!</'7!;/%9)'=.!>)<%!),!?*7;1',!-''*5.!.=/9%:.A!S'/!.%9%/*+!/%*.',.H!),(+=5),B!04E@6F"G!.'()*+!5).1*,(),B!B=)5%+),%.!*,5!1%+%I'/T!5)/%(1)9%.H!I%!7'9%5!</'7!*!1%+%;$',%!.=/9%:!1'!*!I%MFM*.%5!5%.)B,!=.),B!1I'!;*,%+.!'<!/%.;',5%,1.A!#$).!($*,B%!+)7)1.!1'!.'7%!5%B/%%!1$%!*M)+)1:!1'!('7;*/%!1$).!:%*/C.!/%.=+1.!I)1$!1$'.%!</'7!;/%9)'=.!:%*/.!'/!1'!*.!



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^ $)+%!*!(+%*/! 7 *_ ' /)1 : ! ' <!1$%!/%. ; ' , 5% , 1 . !%)1$%/!*B/%%5! ' /!. 1/ ' , B+ : !*B/%%5! I)1$!1$%!5%( ).) ' , !1 ' !(+ ' . %!1$%! + ' (*+! ; =M+)(!. ($ ' ' +. H!* , 5!1$). ! I * . !1/=%!*(/ ' . . !1$%!()1)%. ! ' <!?* 7 ; 1 ' , ! - ' *5 . H!1$%/%! I %/%!. 1*1). 1)(*++ : ! .)B ,)<)(* , 1!5)<<%/% , (%. !2 ; `AKK"3A!&=<< ' +T!/%.)5% , 1 . ! I %/%!+%* . 1!+)T%+ : !1 ' !*B/%%! ' /!. 1/ ' , B+ : !*B/%%!2PPAO \ 3! < ' ++ ' I %5!M : !?* 7 ; 1 ' , !2a"Aa \ 3!* , 5!E)/B) ,)*!b%*($!2aaAQ \ 3A!W ' /%!1$* , ! [K \ ! ' <!1$%!/%.)5% , 1 . !) , !1$%! ' 1$%/! ()1)%. !*B/%%5! ' /!. 1/ ' , B+ : !*B/%%5!2R ' /1. 7 ' =1$! [QAP \ H!0$%. * ; %*T%! [LA" \ !* , 5! [GAa \ !) , !M ' 1$!V ' /< ' +T!* , 5! V% I ; ' /1!V% I . 3A!

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&=/9%:!/%.;',5%,1.!*/%!+%..!(%/1*),!',!I$%1$%/!;=M+)(!.($''+.!.$'=+5!/%.=7%!),F;%/.',!(+*..%.!.$'=+5!/%.=7%!I$)+%!7'/%!1$*,!',%!),!<'=/!/%.;',5%,1.!5).*B/%%5!'/!.1/',B+:!*B/%%5!1$*1!),F;%/.',!(+*..%.!.$'=+5!/%.=7%!I$)+%!7'/%!1$*,!',%!),!<'=/!/%.;',5%,1.!5).*B/%%5!2OaAQ\3A!!?'I%9%/H!*+7'.1!',%F1$)/5!2QOA]\3!,%)1$%/!*B/%%5!,'/!5).*B/%%5H!I$)($!;%/$*;.!.$'I.!=,(%/1*),1:!*M'=1!$'I!1$%!;=M+)(!.($''+.!.$'=+5!;/'(%%5A!!!

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#$%/%!I*.!*+.'!.)B,)<)(*,1!9*/)*1)',!*7',B!1$%!()1)%.!),!M%+)%<.!*M'=1!/%.=7),B!),F;%/.',!(+*..%.!),!;=M+)(!.($''+.!2;`AKL3A!!W'/%!1$*,!]K\!'<!/%.)5%,1.!),!R'/1.7'=1$!2]QA"\3H!?*7;1',!2]QA[\3!*,5!E)/B),)*!b%*($!2]PAL\3!*B/%%!1$*1!),F;%/.',!(+*..%.!.$'=+5!/%.=7%H!I$)+%!<%I%/!/%.;',5%,1.!),!V'/<'+T!2QKAP\3H!V%I;'/1!V%I.!2QPAK\3H!&=<<'+T!2Q[AL\3!*,5!0$%.*;%*T%!2QGAQ\3!

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-%. ; ' , .%.! I %/%!9%/ :!.) 7)+*/!/%B*/5) , B!1$%!$ ' I !+ ' (*+!(' ++%B%.!* , 5!= ,)9%/ .)1)%.!.$ ' =+5! ' ; %/*1%!) , !1$%!<*++A!!
J+ 7 ' .1!] K \ !*B/%%5! ' /!.1/ ' , B+ :!*B/%%5!1$*1!) , F ; %/. ' , !(+* . . %.!.$ ' =+5!/%. = 7 %H! I $)+%!OaAQ \ !5) . *B/%%5! ' /!
.1/ ' , B+ :!5) . *B/%%5A!JB*) , H!*+ 7 ' .1! ' , %F

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#$%/%! I %/%!*+. '!.1*1).1)(*++:!.)B,)<)(*,1!5)<<%/%,(%.!* 7 ',B!1$%!()1)%.!'<!?* 7 ;1',!- '*5.!),!M%+)%<.!*M'=1!
('++%B%.!*,5!=,)9%/.)1)%.!';%,),B!<'/!),F;%/.',!(+*..%.!),!1$%!<*++!2;`AK"3A!E)/B),)*!b%*($!/%.)5%,1.!I %/%!
M:!<*/!1$%!7 '.1!+)T%+:!1'!*B/%%!'/!.1/',B+:!*B/%%!1$*1!('++%B%.!.$'=+5!/%.=7%!),!1$%!<*++!2][A[\ 3H!<'++' I %5!
M:!/%.)5%,1.!),!R'/1.7'=1$!2]QA" \ 3A!>%..!1$*,!]K \!'<!/%.)5%,1.!'<!?* 7 ;1',!2Q[Aa \ 3H!0$%.*;%*T%!
2Q[A] \ 3!*,5!&=<<'+T!2QaAG \ 3!*B/%%5! I)1$!/%.=7),B!),F;%/.',!(+*..%.H! I $)+%!/%.)5%,1.!'<!V'/<'+T!*,5!
V% I ;'/1!V% I .! I %/%!+%*.1!+)T%+:!1'!<*9'/!/%'';%,),B!<'/!),F;%/.',!(+*..%.!2QKA[\ !*,5!QQAQ \ H!
/%.;%(1)9%+:3A!!

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JM'=1!OG \ !'<!/%.;',5%,1.!),5)(*1%5!1$*1!1$%:!'/!.'7%',%!),!1$%)/!$'=.%$'+5! I %/%!;+*,,),B!1'!1*T%!
(+*..%.!*1!*!('++%B%!'/!=,)9%/.)1:!),!1$%!<*++!;/)'/!1'!04E@6F"GA!W'/%!1$*,!"a \ !),5)(*1%5!1$*1!1$'.%!;+*,.!
$*9%!($*,B%5H! I $)+%!O[AO \ ! I %/%!=,.=/%!$' I !1$%)/!('++%B%!;+*,.!7*:!M%!*<<%(1%5A!4;%,F%,5%5!
/%.;',.%.!<'/!1$'.%! I $'!),5)(*1%5!1$*1!1$%)/!;+*,.!$*5!($*,B%5!.$' I !1$*1!7*,:!*/%!,' I !;+*,,),B!1'!
1*T%!(+*..%.!',+),%A!41$%/.!%X;/%..%5!(',(%/,.!*M'=1!1$%)/!$%*+1$c.*<%1:! I)1$!*11%,5),B!),F;%/.',!
(+*..%.A!&'7%!),5)(*1%5!1$*1!1$%:!*/%!,'!+',B%/!B'),B!1'!('++%B%!'/!$*9%!;'.1;',%5!.1*/1),B!(+*..%.A!!

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($)+5/%,!I$'!*11%,5%5!;=M+)(!.($''+!I%/%!*.T%5!1'!/*1%!1$%!_'M!1$%)/!($)+5C.!.($''+!5)5!1/*,.)1)',),B!1'!',+),%!+%*/,),BA!J+7'.1!P"\!/*1%5!1$%!.($''+.!*.!5'),B!%)1$%/!*,!%X(%++%,1!'/!B''5!_'MA!!JM'=1!"K\!/*1%5!1$%)/!($)+5C.!.($''+!*.!5'),B!*!Y;''/Z!_'M!*,5!OG\!/*1%5!1$%!.($''+!*.!5'),B!*!Y<*)/Z!_'MA!

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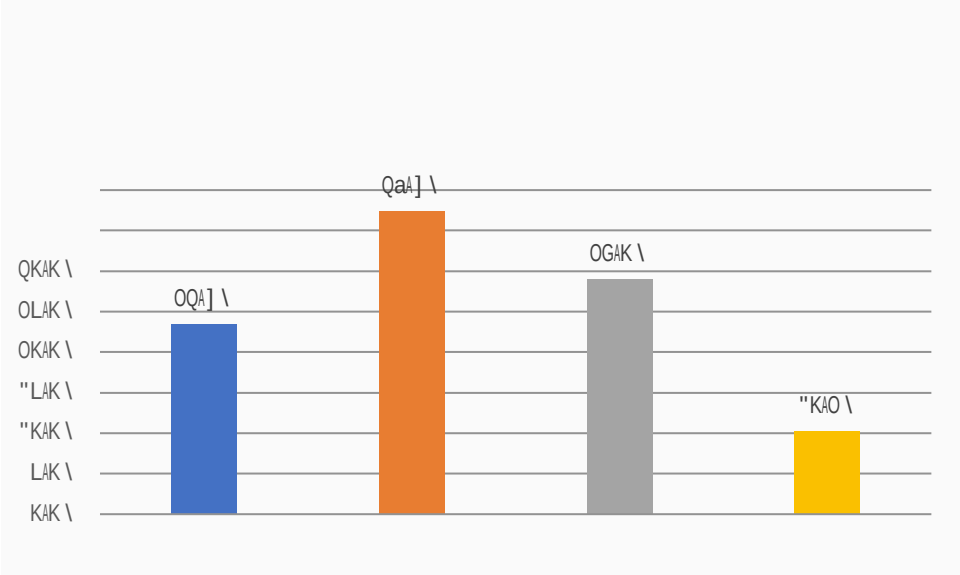

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e9%,!1$'=B$!1$%!7*_'/)1:!'<!;*/%,1.!<%+1!1$%!.($''+.!5)5!*!B''5!'/!%X(%++%,1!_'M!1/*,.)1)',),B!1'!',+),%!+%*/,),BH!1$%!/%.=+1.!.$'I!1$*1!7*,:!;*/%,1.!<%+1!1$*1!1$%!D=*+)1:!'<!1$%)/!($)+5C.!%5=(*1)',!.=<<%/%5A!J++!/%.;',5%,1.!I)1$!.($''+F*B%5!($)+5/%,!I%/%!*.T%5!1'!('7;*/%!1$%!D=*+)1:!'<!1$%!%5=(*1)',!/%(%)9%5!5=/),B!1$%!.($''+!(+'.=/%!1'!1$%!%5=(*1)',!/%(%)9%5!;/)'/!1'!1$%!04E@6!;*,5%7)(A!JM'=1!QK\!<%+1!1!1$*1!1$%!%5=(*1)',!1$%)/!($)+5!/%(%)9%5!5=/),B!1$%!(+'.=/%!I*.!*M'=1!1$%!.*7%A!W'/%!1$*,!$*+<!<%+1!1!1$%)/!($)+5C.!%5=(*1)',!I*.!7=($!I''/.%!2"G\3!'/!*!M)1!I''/.%!2QPAG\3!5=/),B!1$%!(+'.=/%A!JM'=1!"]\!<%+1!1!1$%)/!($)+5!/%(%)9%5!%5=(*1)',!1$*1!I*.!*!M)1!M%11%/!'/!7=($!M%11%/!1$*,!;/)'/!1'!1$%!(+'.=/%A!#$%!9*.1!7*_'/)1:!'<!/%.;',5%,1.!I)1$!.($''+F*B%5!($)+5/%,!2GLAa\3!),5)(*1%5!1$*1!1$%)/!($)+5!$*5!*!('7;=1%/!'/!1*M+%1!<'/!.($''+I''/TA!!!

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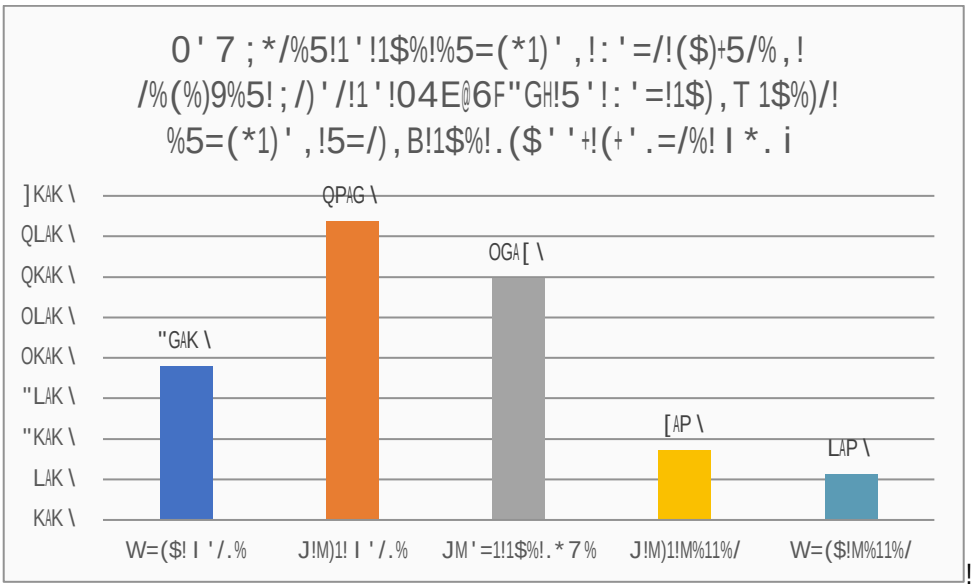

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#$%!(+ ' .=/%! ' <!. ($ ' ' +.!* , 5!1/* , .)1) ' , !1 ' ! ' , +) , %!+%*/ ,) , B!/*). %5!(' , (%/ , .!*M ' =1!1$%!) 7 ; *(1.! ' , !.1=5% , 1.! I)1$!5). *M)+)1)%. A!JM ' =1!"a \ ! ' <!/%. ; ' , 5% , 1.! I)1$!. ($ ' ' +F*B%5!($)+5/% , !) , 5)(*1%5!1$*1!1$%:!$*5!*!($)+5! I)1$!*!5). *M)+)1:A!#$ ' .%! ; */% , 1.! I %/%!*. T%5!$ ' I !5)<<)(=+1!)1! I ' =+5!M%!< ' /!1$%)/!($)+5!1 ' !/%1=/ , !1 ' !1$%)/! ; /%9) ' =.!+%9%+.! ' <!<= , (1) ' ,) , B! I $% , !. ($ ' ' +!/% ' ; % , .A!W ' /%!1$* , ! ' , %!) , !<)9%!2OQAL \ 3!<%+1!1$*1!1$%)/!($)+5! I ' =+5!$*9%!Y(' , .)5%/*M+%Z! ' /!Y+*.1) , BZ!5)<<)(=+1:!* , 5!1$*1!)1! 7 *:!1*T%!LF"K! 7 ' , 1$.! ' /! 7 ' /%!< ' /!1$%)/! ($)+5!1 ' !(*1($!= ; A!J , ' 1$%/!O"AL \ !<%+1!1$*1!1$%)/!($)+5! I ' =+5!$*9%!Y 7 ' 5%/*1%Z!5)<<)(=+1:!* , 5! I ' =+5! , %%5! OFL! 7 ' , 1$.!1 ' !(*1($!= ; A!JM ' =1!OL \ ! ' <! ; */% , 1.! I)1$!*!($)+5! I)1$!*!5). *M)+)1:!<%+1!1$*1!1$%)/!($)+5! I ' =+5! $*9%! , ' !5)<<)(=+1)%.! I $% , !/%.1*/1) , B!. ($ ' ' +A!!!

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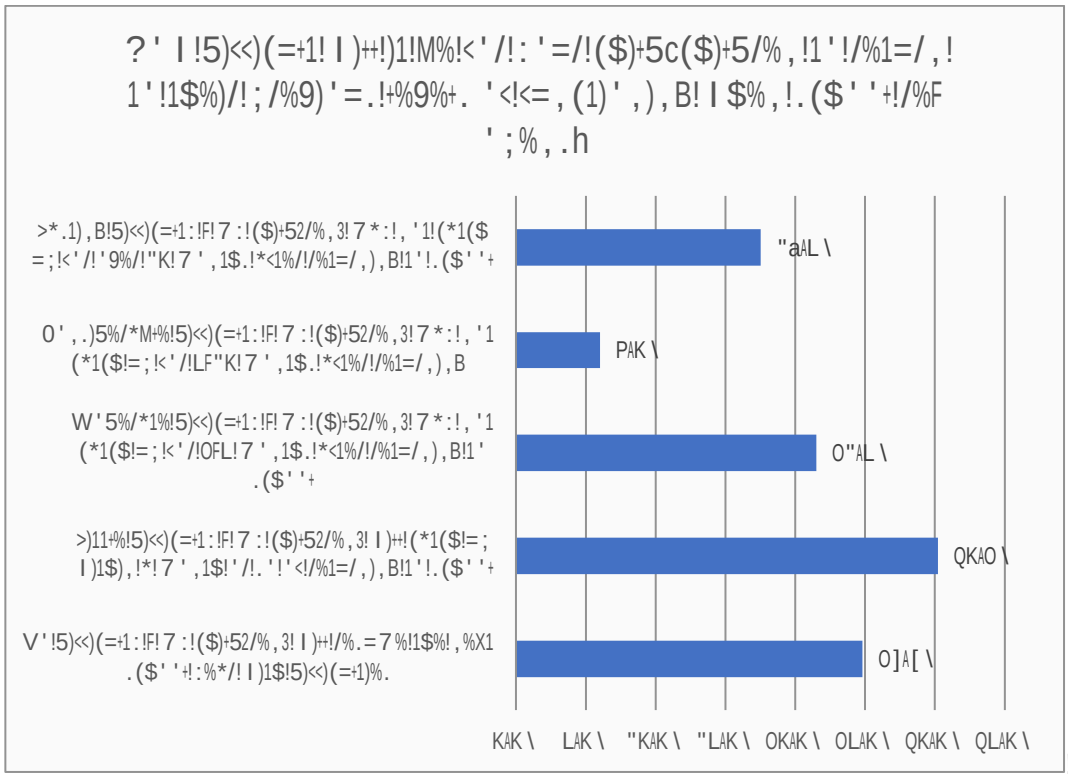
?' I !5)<<)(=+1! I)++!)1!M%!<' /!: ' =/!($)+5c($)+5/%, !1 ' !/%1=/, !
1 ' !1$%)/!; /%9)' =.!+%9%+. ' <!<=, (1)' ,), B! I $%, !. ($' '+!/%F
' ;%, .h
>*.1), B!5)<<)(=+1 : !F! 7 : !($)+52/%, 3! 7 * : !, ' 1!(*1($
= ; !<' /!' 9%/!"K! 7 ' , 1$.!*<1%/!/%1=/,), B!1 ' !. ($' '+
0 ' , .)5%/*M+%!5)<<)(=+1 : !F! 7 : !($)+52/%, 3! 7 * : !, ' 1
(*1($!= ; !<' /!LF"K! 7 ' , 1$.!*<1%/!/%1=/,), B
W ' 5%/*1%!5)<<)(=+1 : !F! 7 : !($)+52/%, 3! 7 * : !, ' 1
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>)11+%!5)<<)(=+1 : !F! 7 : !($)+52/%, 3! I)++!(*1($!= ;
I)1$), !*! 7 ' , 1$! ' /!. ' !' <!/%1=/,), B!1 ' !. ($' '+
V ' !5)<<)(=+1 : !F! 7 : !($)+52/%, 3! I)++!/%. = 7 %!1$%!, %X1
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V ' 1! ' , + : ! I * . !1$%/%!9*/)*1) ' , !) , !*11)1=5%.!1 ' I */5!(+ ' .) , B! ; =M+)(!. ($ ' ' +.!* , 5!/%.=7) , B!(+*..%.!) , ! ; %/. ' , ! *(/ ' ..!()1)%.! ' <!?* 7 ; 1 ' , ! - ' *5.H!1$%/%! I %/%!*+. ' !.)B ,)<)(* , 1!5)<<%/% , (%.!*(/ ' ..!.%9%/*+!5% 7 ' B/* ; $)(! ($*/*(1%/).1)(.! ' <!1$%!/%.)5% , 1.A!S ' /!%X* 7 ; +%H!<% 7 *+%.!2[ ] \ 3! I %/%!.)B ,)<)(* , 1+ : ! 7 ' /%!+)T%+ : !1$* , ! 7 *+%.! 2aG \ 3!1 ' !*B/%%! ' /!.1/ ' , B+ : !*B/%%! I)1$!1$%!5%().) ' , !1 ' !(+ ' .%! ; =M+)(!. ($ ' ' +.!+*.1!. ; /) , BH!* , 5!1$% : !*/%!+%..! +)T%+ : !1$* , ! 7 *+%.!1 ' !*B/%%! ' /!.1/ ' , B+ : !*B/%%! I)1$!/%.=7) , B!) , F ; %/. ' , !(+*..%.!) , !1$%!<*++!2QaAQ \ !9%/.=.!]] AO \ 3A!#$%/%! I %/%! , ' !.)B ,)<)(* , 1!5)<<%/% , (%.!) , !.= ; ; ' /1! ' <!/% ' ; % ,) , B!) , F ; %/. ' , !(+*..%.!) , !1$%!+ ' (*+! (' ++%B%.!* , 5!= ,)9%/.)1)%.!M%1 I %% , ! 7 *+%.!* , 5!<% 7 *+%.A!

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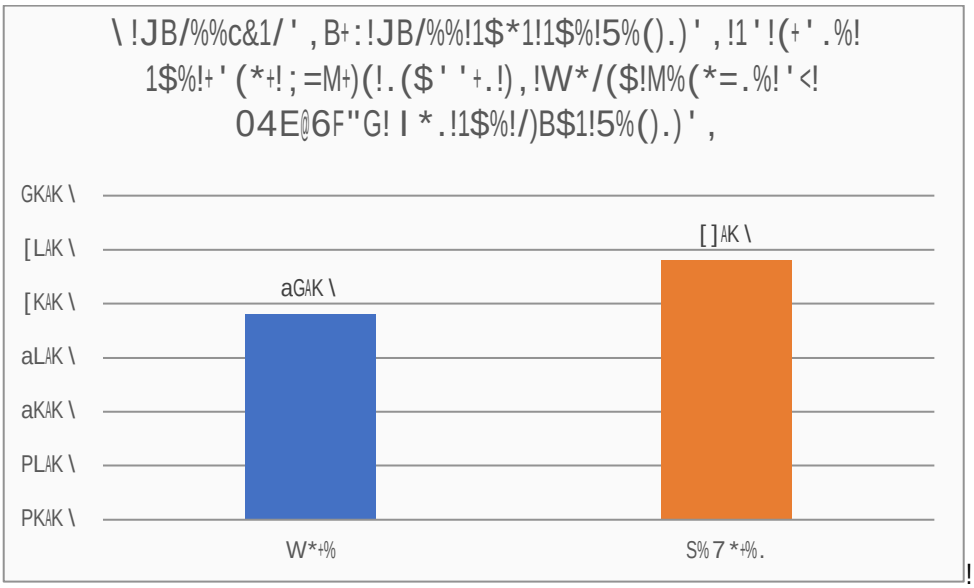

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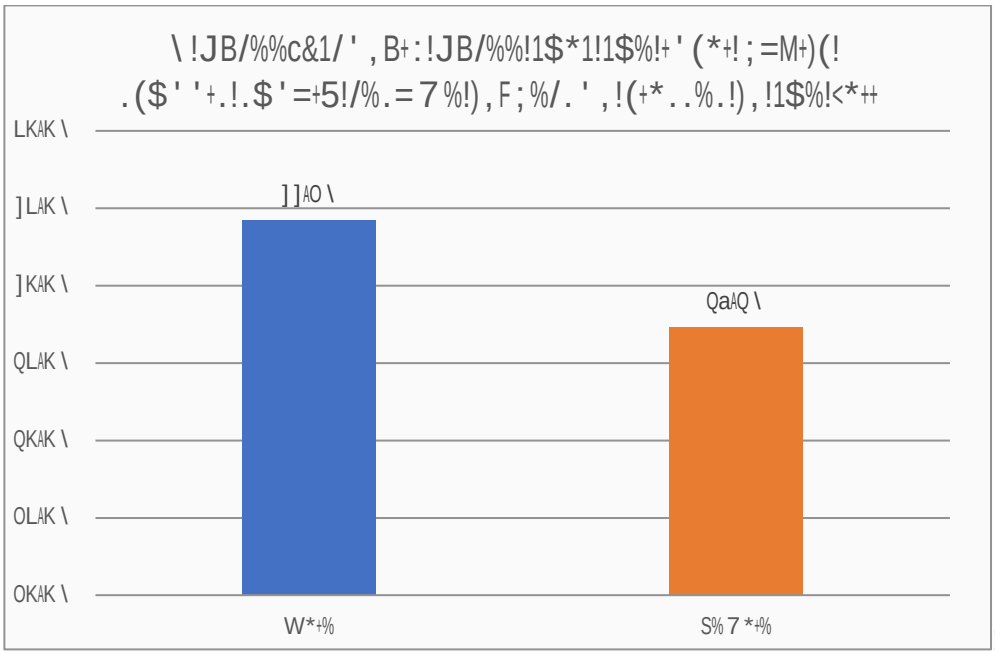

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#$%/%! I *.! , '!%9)5% , (%!'<!.)B ,)<)(* , 1!5)<<%/% , (%.!*(/' ..!*B%!* , 5!+)11+%!%9)5% , (%!1$*1!1$%:!9*/)%5!M:!+%9%+.!'<!%5=(*1)' , A!#$%/%! I *.!*!+) , %*/!%<<%(1!.=BB%.1) , B!1$*1!* ; ;/'9*+!'<!/%.=7) , B!) , F ; %/.' , !(+*..%.!) , !('++%B%!* , 5!= ,)9%/.)1)%.!) , (/%*.%5! I)1$!+%9%+.!'<!%5=(*1)' , A!J 7 ' , B!1$'.%! I)1$!*!$)B$F.($' '+!5%B/%%c f e6!'/!+%..!%5=(*1)' , H!QOAG \ !<*9'/%5!/%.=7) , B!) , F ; %/.' , !(+*..%.!) , !+'(*+!('++%B%.!* , 5!= ,)9%/.)1)%.! I $)+%!]"AL \ !* 7 ' , B!1$'.%! I)1$!.' 7 %!('++%B%!* , 5!]OA" \ !'<!1$'.%! I)1$!= ,)9%/.)1:!5%B/%%.! I %/%!) , !<*9'/!'<!/%.=7) , B!) , F ; %/.' , !(+*..%.!) , !1$%!<*++A!!

R'+)1)(*+!*<<)+)*1)' , !* , 5!) , ('7%! I %/%!/%+*1)9%+:!.1/' , B+:!* , 5!(' , .).1% , 1+:!+) , T%5!1'!1$%.%!7%*.=/%.!'<!.($' '+!(+'.=/%!* , 5!/%' ; % ,) , BA!-%;=M+)(* , .! I %/%!+%*.1!+)T%+:!1'!<*9'/!;=M+)(!.($' '+!(+'.=/%!2P[AQ \ 3!/%+*1)9%!1'!) , 5%;% , 5% , 1.!2["AG \ 3!* , 5!6%7'(/*1.!2[GA] \ 3!* , 5! I %/%!<*/!7'/%!+)T%+:!1'!<*9'/!/!%.=7) , B!) , F ; %/.' , !(+*..%.!) , !1$%!+'(*+!;=M+)(!.($' '+.!2PaAa \ 3!* , 5!('++%B%.c= ,)9%/.)1)%.!2PP \ 3!('7 ; */%5!1'!) , 5%;% , 5% , 1.!2QQAQ \ !* , 5!QQAL \ H!/%.;%(1)9%+:3!* , 5!6%7'(/*1.!2OGAO \ !<'/!M'1$!;=M+)(!.($' '+.!* , 5!

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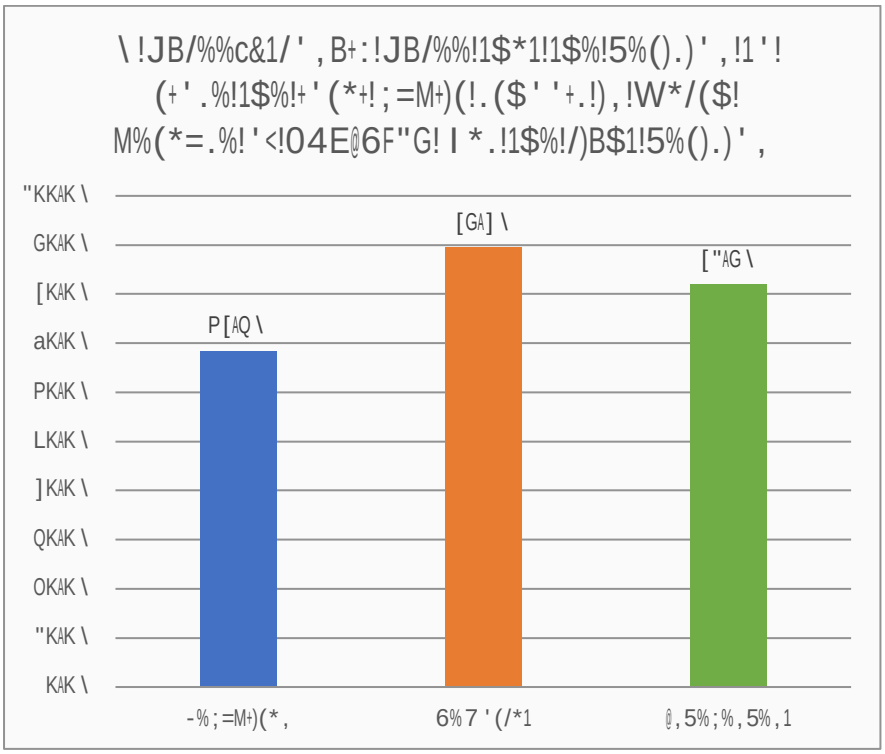

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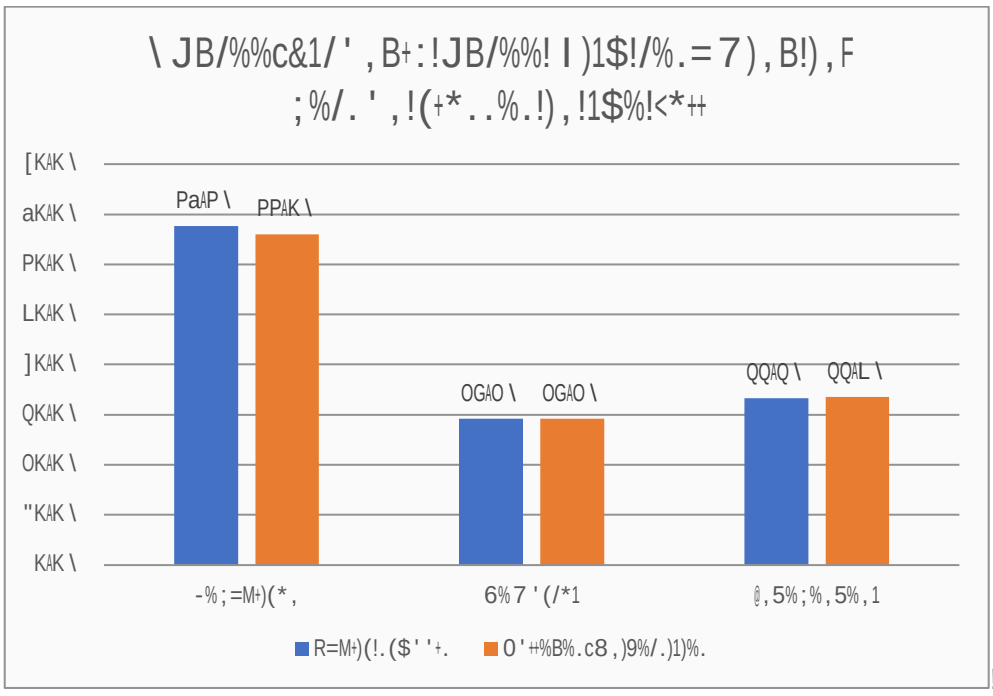

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J!<) , *+!(' 7 ; */). ' , ! I *.!7*5%!M%1 I %% , !?* 7 ;1 ' , !- ' *5.!/%.)5% , 1.! I)1$!. ($ ' ' +F*B%!($)+5/% , !* , 5!1$ ' .%!
I)1$ ' =1!. ($ ' ' +F*B%5!($)+5/% , A!R*/% , 1.! I)1$!. ($ ' ' +F*B%!($)+5/% , ! I %/%!.+)B$1+ : !2P \ 3!M=1!.)B ,)<)(* , 1+ : !+%..!
+)T%+ : !1 ' !<*9 ' /! ; =M+)(!. ($ ' ' +!(+ ' .=/%!1$).! ; *.1!. ; /) , B!2aaAP \ !9%/.=.![QAQ \ 3A!@ , !1=/ , H!1$% : ! I %/%! 7 ' /%!+)T%+ : !

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1'!<*9'/!/%.=7),B!),F;%/.',!(+*..%.!),!;=M+)(!.($''+.!2]a\!9%/.=.!QaA]\3!*,5!('++%B%.c=,)9%/.)1)%.!
2]PAO\!9%/.=.!QaA]\3!j!*;;/'X)7*1%+:!*!GF"K\!5)<<%/%,(%A!

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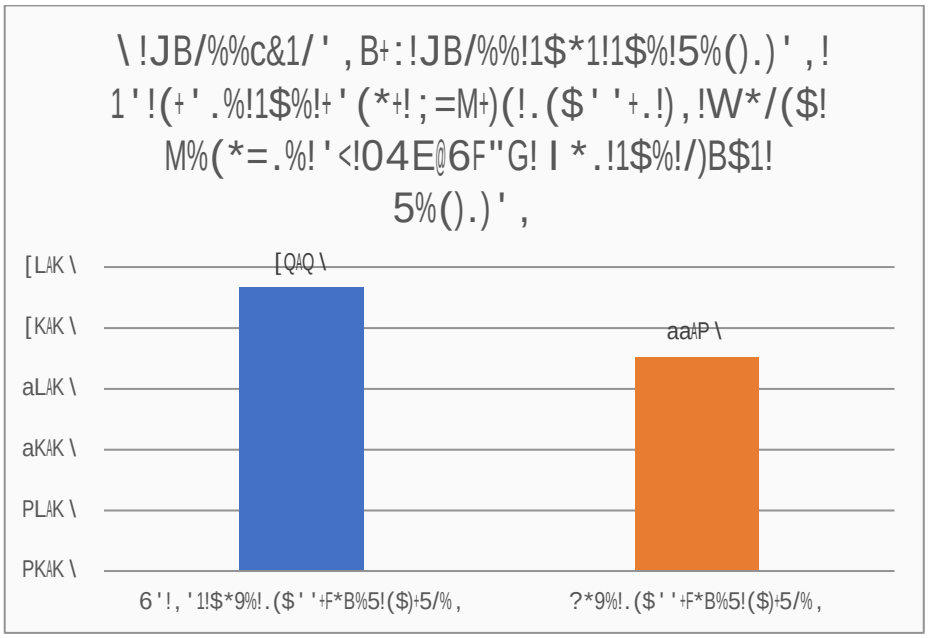

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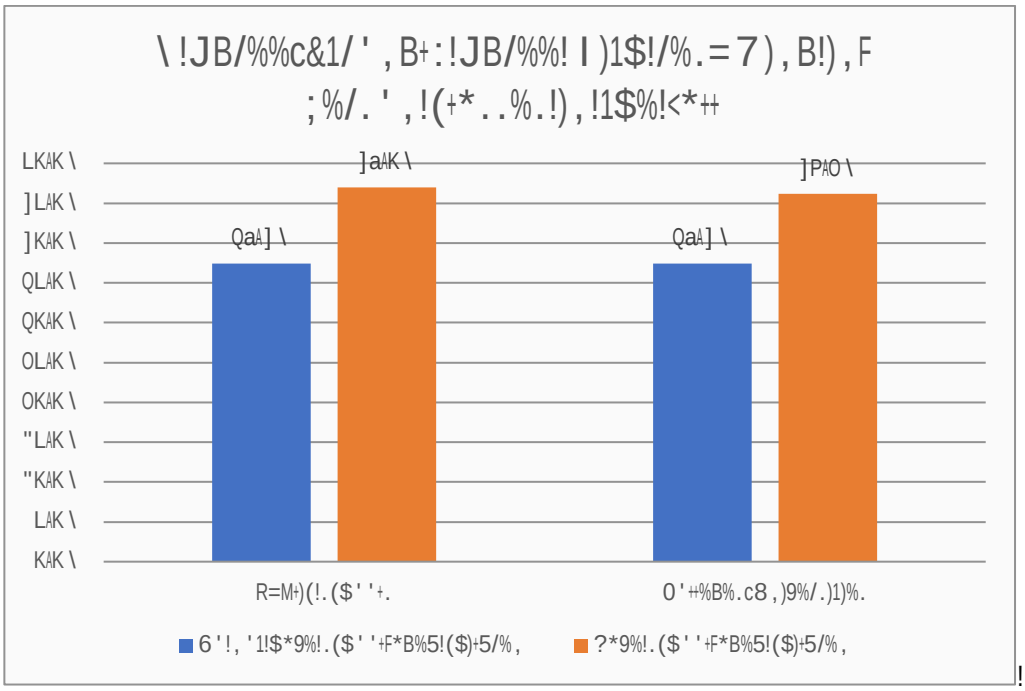

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