



!"#\$%&'()*\$*+', "-'./0+123+4565+7*3\$/#+&'"+8,%1#)\$9.3<(3\$1 6+
>"3#(9.3 6+
!"#\$%&' 6+
!%&'(6+
!)#*\$")+(, 6+
!"&-" 6+
!&'()*+.\$ 7+
:3@.#"#1)\$ 2+
A\$1"/,@1)\$ 2+
B,+;)%)'\$ 6+
B,+%2#"3/+<")\$@)<.3%+#\$/+@'(()143\$1% 6+
B,+-"./+1'/#E 6+
!23+\$3-+7*3\$/# 6+
G3#\$%+'&+)(<.3(3\$1#1)\$ 6+
!..' 4<+##\$/+"3;)3- 6+
7+@#..+&'"+#@1)'\$+1'+@2#\$*3+#+"/ 6+
8,%1#)\$9.3+;3;3.'<(3\$1+K'#.%+#\$/+1#*34% 6+

K'#.+H4=+L\$%, "3+%, %1#)\$#9.3+@'\$%, (<1)'\$+#\$/+<"', @1)'\$-<#113"\$9%=====4?+=====

K'#.+H6=+!#Q3+, "*3\$1+#@1)'\$+1'+@'(9#1+@.)(#13+@2#\$*3+#\$+1%+)(<#@1%=====4G+=====

K'#.+H?=+V'\$%3";3+#\$/+%, %1#)\$#9.E+, %3+123+'@3#\$%M+%3#%+#\$+("#)\$3+"3%', "@3%+&" +%, %1#)\$#9.3+@'\$%, (<1)'\$+#\$/+<"', @1)'\$-<#113"\$9%=====4?+=====

"#\$\$%&'(#)*%+!(,#!-(#./0!123!4565!7+3%/\$!(#!8,&1\$*%\$9,3(<)3%1 !

! +
! ! =#3\$)9.3!

+ !2)%+ 7*3\$/#+)%) + #+ <.#\$+ '&+ # @1)'\$+ &'#31+316/+<<"%<3")1E=+ A1+ #.%'+ %33Q%+ 1'+
%1"3\$*123\$+,);3"%#. +<3# @3+)\$.#"*3"+&"33/'(=+Y3+"3@'*\$)S3+12#1+3"#/)@#1)\$*+<';3"1E+) \$+ #..+)1%
&"(%+#\$+/)(3\$%)'\$%M+) \$@.,/)\$*+3Z1"3(3+<';3"1EM+)%) + 123+ "*"3#13%1+ *.'9#. + @2#..3\$*3+ #\$/+ #\$/+
\$/)%)<3\$%#9.3+"3O,)"3(3\$1+&'#7#9.3+/3;3.'<(3\$1+

+ 7..+ @,'\$1")3%+#\$+/+ #..+%1#Q32'./3"%M+ # @1)\$*+) \$+ @'..#9"#1);3+<#"1\$3"%2)<M+-)..+)(<.3(3\$1+
12)%+<.#\$=+Y3+#"3+"3%'.;3/+1'+&"33+123+2,(#\$+"# @3+&"(+123+1E"#\$\$E+'&+<';3"1E+#\$/+-\$1+#\$/+
1'+23#.#\$/+/%3@,"3+', "+<.#\$31=+Y3+#"3+/313")(\$3/+1'+1#

+ Y3+#"3+/313"()\$3/+1'+&%13"+<3#@3&,.M+W,%1+#\$+)\$@.,%);3+%')31)3%+-2)@2+#"3+&"33+&'&3#"#\$+;).3\$@3=+!23"3+ @#\$+93+\$'+%,%1#)\$#9.3+/3;3.'<(3\$1+-)12',1+<3#@3+#\$+)\$'+<3#@3+-)12',1+%,%1#)\$#9.3+/3;3.'<(3\$1=

! ! !)*("*/,\$ &

+ Y3+#"3+/313"()\$3/+1'+('9.)S3+123#\$%+"3O,)"3/+1'+)(<.3(3\$1+12)%+7*3\$/#12",*2+#+ "3;)1#.)S3/+ K.'9#.+ >#"1\$3"%2)<+ &" + 8,%1#)\$#9.3+ :3;3.'<(3\$1M+ 9#%3/+ '\$+ #+ %<)"1+ '&+%1"3\$*123\$3/+*.9#.+%.)/#")1EM+&'@,%3/+) \$+<#"1)@,.#"+'\$+123+\$33/%+'&+123+<""3%1+#\$+('%1+;,\$3"#9.3+#\$+/-)12+123+<#"1)@#\$*#&+##..+@','\$1")3%M+##..+%1#Q32'./3"%+#\$+##..+<3'<.3=

+ !23+)\$13".)Q#*3%+#\$+)\$13*"#13/+ \$#1,"3+'&+123+8,%1#)\$#9.3+:3;3.'<(3\$1+K'#.%+#"3+'&+@, @)#.+)(<"1#\$@3+)\$+3\$%, "\$*+12#1+123+<,"<'%3+'&+123+\$3-+7*3\$/#+)%"3#.)S3/=+A&+-3+"3#.)S',"+#(9)1)\$%+#@""%2%+&,...+3Z13\$1+'&+123+7*3\$/#M+123+.);3%+'&+##..+..+93+<""&,\$/.E+)(<";3/+#\$+',"+"-"/+..+93+1"#\$\$%&""(3/+&""+123+93+13"=

! ! :3>.\$#\$1*(%

! + +

#\$/+ 1#"*31%+(31+ &" + #..+ \$##)\$%3'<.3%+ #\$/+ &" + #..+ %3*(3\$1%+ '&+ %'@)31E=+ 7\$/+ -3+ -)..+
3\$/3#;',"+1+"3#@2+123+&,"123%1+932)\$/+&)"%1=

C# !2)%+)%+#\$+7*3\$/#+&+,\$<"3@3/3\$13/+%@'<3+#\$/+%)*)\$&@#\$@3=+A1+)%+#@ @3<13/+9E+#..+@
#\$/+)%+#<.)@#9.3+1'+#..M+1#Q)\$*+)\$1'+#@ @', \$1+)&&3"3\$1+\$#

! ! ⁺
 @ ,#!&2\$#3/!<#*%>* <.3&!\$%/!>())*1)3!%1&

⁺
H5# !23+\$3-+7*3\$/#+)%)%+*,)/3/+9E+123+<,"<'%3%+#\$/+<")\$@)<.3%+'&+123+V2#"13"+'&+123+\\$)13/+
X#1)'\$%M+)\$@.,/)\$*+&,.."3%<3@1+&"")\$13\$#1)\$%+*"",\$/3/+) \$+123+\\$);3"%#.+:3@.#"#1)'\$+
'&+[(#\$+T)*21%M+)\$13"\$#1)'\$#.+2,(#\$+")*21%+1"3#1)3%M+123+G)..3\$\$),(+:3@.#"#1)'\$+ #\$/+123+

#&&3@1)\$*+ @'#%1#. + #"

HP= Y3+ "3#&&)"(+123+)(<"1# \$ @3+'&+123+\\$);3"%#.+ :3@.##1)'\$+'&+[(#\$+T)*21%M+#%+-3..+#%+
'123'+)\$13"#\$1)'\$.+)\$%1", (3\$1%+"3.#1)\$*+1'+2, (#\$+)"*21%+#\$/+)\$13"#\$1)'\$.+.-=+Y3+3(<2#%)S3+
123+ "3%<'(\$%)9).1)3%+'&+#..+81#13%M+)\$+ @'\$&"(1E+-)12+123+V2#"13"\$%M+123+\\$)13/+X#
"3%<3@1M+ <"13@1+ #\$/+ <"('13+ 2, (#\$+)" *21%+ #\$/+ &, #/\$(3\$1#.+ &"33/'(%+ &"'+ #..M+ -)12',1+
)%1)\$@1)'\$+'&+#E+Q)\$/+ #%+1+'# @3M+ @'.', "M+%3ZM+. #*\$, #*3M+ "3.)*'\$M+<'.1)@#.+ "'+'123'+<)\$
\$#1)'\$.+ "'+% '@)#.+ "'*)'\$M+<"<3"1EM+9)"12M+ /)%#9).#1E%="+123"+%

45= T3#.S)\$*+*3\$/3"+3O, #.)1E+#\$/+123+3(<'3"(3\$1+'&+-(3\$+#\$/+*)" .%+-)..+ (#Q3+#+@", @)#.+
@'\$1")9,1)'\$+1'+<"**3%"+#@""%"+#..+123+K#.#%+#\$/+1#"*31%="+123+#@2)3;3(3\$1+'&+&...+2, (#\$+
<'13\$1)#.+ #\$/+&+% ,%1#)\$#9.3+/3;3.<(3\$1+)%+\$'1+<'%)9.3+2, (#\$+2#@\$&)\$, 3%+1'+
93+/3\$)3/+1%+&...+2, (#\$+)"*21%+#\$/+<<"1,\$)1)3%="+Y'(3\$+#\$/+*)" .%+(, %1+3\$W'E+3O, #.+ # @3%"+
1'+ O, #.)1E+ 3/, @#1)'\$M+ 3@'\$()@+ "3%", @3%+ #\$/+ <'.1)@#.+ <#"1)@<#1)'\$+ #%+ -3..+ #%+ 3O, #.
'<<"1,\$)1)3%+-)12+ (3\$+ #\$/+ 9'E%+ &"'+ 3(<.E(3\$1M+ 3#/#\$2+/3@)0#Q)\$*+ #1+ #..+
.3;3.%="+Y3+-)..+ "'Q+ &"'+ #+ %)*)\$&)@#\$1+)\$@ "3%#3+)\$+)\$;3%1(3\$1%+1'+ @.'%3+123+ *3\$/3"+ *#<+ #
%1"3\$*123\$+%, <<"1+&"'+)\$%1)1,1)'\$%+)\$+"3.#1)'\$+1'+ *3\$/3"+3O, #.)1E+#\$/+123+3(<'3"(3\$1+'&+
-(3\$+#1+123+*. '9#.M+ "3*)'\$\$.+ #\$/+ #1)'\$.%#3+7..+&"'(%+ &+ /)%@)()#\$1)'\$+ #\$/+;)' .3\$@3+
##*)\$%1+-(3\$+#\$/+*)" .%+-)..+93+3.)()#\$13/M+)\$@.. /)\$*+12", *2+123+3\$*#*3(3\$1+'&+(3\$+#\$/+
9'E%="+123+%E%13(#1)@+(#)\$%1"3#()\$*+'&+ #+ *3\$/3"+<3"%<3@1);3+)\$+123+)(<.3(3\$1#1)'\$+'&+123+
7*3\$/#+)%)@", @)#.=

4H= !23+\$3-K#.#%+#\$/+1#"*31%+-)..+ @'(3+)\$1'+3&&3@1+'\$+H+d#,\$#E+45HD+#\$/+..+*,)/3+123+
/3@)%)'\$%+ -3+1#Q3+;3"+123+\$3Z1+HC+E3#"%="+7..+&+,%+-)..+ "'Q+1+)'<.3(3\$1+123+7*3\$/#+-)12)\$+
'+'-\$+@', \$1")3%+#\$/+ #1+123+"3*)'\$\$.+ #\$/+ *. '9#.+.3;3.%M+1#Q)\$*+)\$1'+ # @#\$#/#&&3"3\$1+\$
"3#.1)3%M+ @#<# @)1)3%+#\$/+.3;3.%+'&+/3;3.<(3\$1+#\$/+"3%<3@1)\$*+ #1)'\$.+<'. @)3%+#\$/+<")1)3
Y3+ -)..+ "3%<3@1+ \$#1)'\$.+<'. @E+ %<# @3+ &"'+ %, %1#)\$3/M+)\$@..,);3+ #\$/+ %, %1#)\$#9.3+ 3@'\$'
" -12M+)\$+ <#"1)@, #"+ &"'+ /3;3.<)+ 81#13%M+ -2).3+ "3\$#)\$13\$2+ -)12+ "3.3;#1+
)\$13"#\$1)'\$.+ ".3%+#\$/+ @'((1(3\$1%="+Y3+# @Q\$-.3/*3+#.%+123+)(<"1# \$ @3+'&+123+"3*)'\$\$.+
#\$/+ %, 9"3*)'\$\$.+ /)(3\$%)'\$%M+ "3*)'\$\$.+ 3@'\$()@+)\$13"*#1)'\$+ #\$/+)\$13"@'\$3@1);)1E+)\$+
%, %1#)\$#9.3+/3;3.<(3\$1="+T3*)'\$\$.+ #\$/+ %, 9"3*)'\$\$.+ &"#(3-#Q#&# @).1#13+123+3&&3@1);3+
1"#%#.1)'\$+'&+ %, %1#)\$#9.3+/3;3.<(3\$1+<'. @)3%+)\$1'+ @'\$@ "313+#@1)'\$+ #1+123+\$#1)'\$.+ .3;3.=

44= L# @2+ @', \$1"E+&# @3%+ %<3@)&)@+ @2#..3\$*3%+)\$+)1%+<,"%,)1+'&+ %, %1#)\$#9.3+/3;3.<(3\$1
(%1+; ,. \$3"#9.3+ @', \$1")3%+#\$/+M+)\$+ <#"7&@, @#M+ @', \$1")3%M+ .3%#1+/3;3.<3/+ @', \$1")3%M+
.#\$/.' @Q3+/3;3.<)\$*+ @', \$1")3%+#\$/+ %(#..+)%.#\$/+/3;3.<)\$*+81#13%M+/3%3";3+%<3@)#.+ #113\$1)'\$M+
#%+ /' + @', \$1")3%+)\$+ %1, #1)'\$+ '&+ @'\$&.)@ '\$#)\$2+ @', \$1")3%="+123"3+ # "3+ #.%+ %3"', %+
@2#..3\$*3%+-)12)\$+ (#\$

)\$@.,/) \$* + 12", *2+%'@)#.+ <"13@1)'\$+%E%13(%=+Y3+#'3+#.%'+/313")(\$3/+1'+3\$/+2,\$*3"+#\$/+1'+
#@2)3;3+&'/%3@,")1E+#%+#+(#113'+&+<"")1E+#\$/+1'+3\$/+#+&"(%+'&+(#.\$,1")1)'\$=+A\$+12)%+"3*#"/
-3+"3#&&)"(+123+)(<"1#\$13#\$/+)\$@.,%);3+\$#1,"3+'&+123+V'((1133+'\$+Y"/+!"/+83@,")1E+
#\$/+ -3.@'(3+ 123+T'(3+ :3@.#"#1)'\$+'\$+X,1")1)'\$+ #\$/+ 123+I"#(3-"Q+ &"+7@1)'\$=+ Y3+-)..+
/3;'13+ "3%',"@3%+ 1'+ /3;3.<)\$*+ ",#.+ #'3#%+ #\$/+ %, %1#)\$#9.3+ #*)@.,1,"3+ #\$/+ &)%23")3%M+

66⇒ Y3+ "3@'*\$)S3+ 12#1+ %'@)#.+ #\$/+ 3@'\$()@+ /3;3.<(3\$1+ /3<3\$/%+ '\$+ 123+ %, %1#)\$#9.3+
(#\$\$*3(3\$1+&+', "+<.#\$30%+\$#1, "#.+ "3%', "@3%=+Y3+#"3+123330,\$34#B1@'\$%3";3+#\$/+
%, %1#)\$#9.E+, %3+'@3#\$/+ #\$/+ %3#%M+ &"3%2-#13" + "3%', "@3%M+ #%+ -3..+ #%+ &"3%1%M+ (',\$1#/
/"E.#\$/%+ #\$/+ 1'+ <"13@1+9)/);3%)1EM+ 3@'%E%13(%+ #\$/+ -)./&3=+ Y3+#"3+ #.'+ /313"()\$3/+ 1'+
<"('13+ %, %1#)\$#9.3+ 1',")%(M+ 1'+ 1#@Q.3+ -#13#\$/+ @#1@)1E+,1)'\$M+ 1'+ %1"3\$*123\$+
@"<3"#1)'\$+'\$/+ /3%3"1)&@#1)'\$M+ /, %1+ %1"(%M+.#\$/+ /3*"#/#1)'\$+ #\$/+ /", *21+ #\$/+ 1'+ <"('13+
"3%).)3\$@3+ #\$/+ /)%%%13"+")%Q+ "3/, @1)'\$=+ A\$+ 12)%+ "3*#" /M+ -3+."Q+ &"-#"/+ 1'+ 123+ 12)"133\$12+ (331)\$
'&+ 123+ V'\$&3"3\$@3+ &+ 123+ + #293V\$;B\$1)'\$+ \$+ R).'*)@#.+:);3%)1E+ 1'+ 93+ 23./+)\$+ G3Z)@' =

67⇒ Y3+ "3@'*\$)S3+ 12#1+ %, %1#)\$#9.3+ , "9#\$/+ /3;3.<(3\$1+ #\$/+ (#\$\$*3(3\$1+ # "3+ @", @)#.+ 1'+ 123+
O, #.)1E+ '&+.)&3+'&+', "+<3'<.3=+ Y3+-)..+ -"Q+-)12+.'@#.+#, 12")1)3%+ #\$/+ @'((,\$)1)3%+ 1'+ "3\$3+
#\$/+ <.#\$+', "+@3%+ #\$/+ 2, (#\$+ %311.3(3\$1+ %' + #%+ 1'+ &%13"+ @'((,\$)1E+ @'23%)'\$+ #\$/+ <3"%\$#.+
%3@,)1E+ #\$/+ 1'+ %1)(, #13+)\$'\$;#1)'\$+ #\$/+ 3(<.'E(3\$1=+ Y3+-)..+ "3/, @3+ 123+ \$3*#1);3+)(<#@1%+
'&+ , "9#\$/+ # @1);)1)3%+ #\$/+ '&+ @23()@#.:%+ -2)@2+ #"3+ 2#S#" /, %+ &" + 2, (#\$+ 23#.12+ #\$/+ 123+
3\$;)"\$(3\$ 1M+)\$@..)\$*+ 12", *2+ 123+ 3\$;)"\$(3\$1#..E+ %', \$/+ (#\$\$*3(3\$1+ #\$/+ %&3+ , %3+ '&+
@23()@#.:%M+ 123+ "3/, @1)'\$+ #\$/+ "3@E@.)\$*+ '&+ -#%13+ #\$/+ 123+ ("3+ 3&&)@)3\$1+ , %3+ '&+ -#13"+ #
3\$3*\$E=+ 7\$/+ -3+-)..+ -"Q+ 1'+ ()\$()S3+ 123+)(<#@1+'&+ @)1)3%+ '\$+ 123+ *.'9#.+ @.)(#13+ %E%13(=+ Y3+
-). .+ #.%+ 1#Q3+ # @ @', \$1+'&+ <'<, #1)'\$+ 1"3\$/+ #\$/+ <"W3@1)'\$%+)\$+', "+\$#1)'\$#.+ , "#.+ #\$/+ , "9#\$/+
/3;3.<(3\$1+ %1"#13*)3%+ #\$/+ <.)@)3%=+ Y3+ ."Q+ &"-#"/+ 1'+ 123+ , <@'()\$*+ \(\$)13/+ X#1)'\$%+
V'\$&3"3\$@3+ '\$+ [, %)\$*+ #\$/+ 8, %1#)\$#9.3+ \ "9#\$/+ :3;3.<(3\$1+ 1'+ 93+ 23./+)\$+ i,)1' =

6C⇒ 8, %1#)\$#9.3+ /3;3.<(3\$1+ @#\$'\$1+ 93+ "3#.)S3/+ -)12', 1+ <3#@3+ #\$/+ %3@,)1E_+ #\$/+ <3#@3+ #\$/+

6N= Y3+"3#&&)"(M+) \$+ # @ @ "/# \$ @ 3+-) 12+123+V2#"13"+'&+123+\\$)13/+X#1)'\$%M+123+\$33/+1'+ "3%<3@
123+13""1""#.#) \$13*"1E+#\$/+<'.1) @#.#) \$/3<3\$/3\$ @8+'&+81#13%=

! B3\$%&!(!*)<.3)3%1\$1*(%

6P= !23+% @#.3+#\$ /+#(9)1)'\$+'&+123+\$3-+7*3\$/#+"3O,)"3%+#+ "3;)1#.)S3/+K.'9#.+>#"1\$3"%2)<+1'+
3\$%, "3+)1%+)(<.3(3\$1#1)'\$=+Y3+&..E+ @'((1+1'+12)%=+!2)%+>#"1\$3"%2)<+-.+."Q+)\$+#+%<")1+'&+
*.'9#.+ %'.)/#"1EM+)\$+ <#"1) @,.#"+ %'.)/#"1E+ -)12+1128\$/€-"32+ <3'<.3+)\$+ ;,.\$3"#9.3+
)1,#1)'\$%=+A1+-)..&#@.)1#13+#\$+) \$13\$%);3+*.'9#.+3\$*#*3(3\$1+)\$+%,<<"1+'&+)(<.3(3\$1#1)'\$+'&+#+..+
123+K'#.%+#\$ /+1#"*31%M+9")\$*)\$+1'3123"+K';3"\$\$(3\$1%M+123+<");#13+%3@1""M+ @);).+% '@)31EM
\\$)13/+X#1)'\$%+%E%13(+#\$ /+ '23"#+#\$ /+(9.)S)\$*+#+.#;#).#9.3+"3%," @3%=

?5= !23+ (3#\$%+ '&+)(<.3(3\$1#1)'\$+ 1#"*31%+ ,\$/3"+ K'#.+ HF+ #\$/+ ,\$/3"+ 3#@2+ 8,%1#)\$#9.3+
:3;3.'<(3\$1+K'#.+#"3+Q3E+1'+ "3#.S)\$*+', "+7*3\$/#+#\$ /+#"3+'&+3O,#+.)(<"1#\$ @3+-)12+123+'123"+
K'#.%+#\$ /+1#"*31%=+!23+7*3\$/#M\$)\$ @23+ 8,%1#)\$#9.3+ :3;3.'<(3\$1+K'#.%M+ @#\$+93+(31+
-)12)\$+ 123+ &"#(3-"Q+ '&+ #+ "3;)1#.)S3/+ K.'9#.+ >#"1\$3"%2)<+ &" + 8,%1#)\$#9.3+ :3;3.'<(3\$1M+
%,<<"13/+9E+123+@ '\$ @ "313+<'.) @)3%+ # \$ /+ # @ 1)'\$%+ # % +', 1.)\$3/+)\$+123+', 1@'(3+/' @, (3\$1+'&+123+
12)"/+A\$13"\$#1)'\$#. +V'\$&3"4\$ @ \$ \$ @)\$*+&" +:3;3.'<(3\$1M+23./+)\$+7//)%+79#9#+&"(+H6+1'+
HD+d,.E+45HC=+Y3+-3. @'(3+123+3\$/"%3(3\$1+9E+123+K3\$3"#.+7% %3(9.E+'&+123+7//)%+79#9#+
7@1)'\$+7*3\$/#M+2) @2+)%+ # \$)\$13*"#. +<#"1+'&+123+4565+7*3\$/#&"+8,%1#)\$#9.3+ :3;3.'<(3\$1=+Y3+
"3@*\$)S3+12#1+&23)(<.3(3\$1#1)'\$+'&+123+7//)%+79#9#+7@1)'\$+7*3\$/#%+ @")1) @#.+&" +123+

@#1#.E%3+ #/1)'\$#.+ "3%',"@3+ ('9).S#1)'\$+ 23'(H%',"@3%M+ <,9.)@+ #\$/+ <");#13=+ B:7+ <";)/3"%+ "3#&&)"(+ 123)" + "3%<3@1);3+ @'(()1(3\$1%M+)\$@.,/)\$*+ 123+ @'(()1(3\$1+ 9E+ (#E+ /3;3.<3/+@,'\$1")3%+1'+#@2)3;3+123+1#"*31+'&+5=F+<3"+@3\$1+'&+*"%"%+\$#1)'\$#.+)\$@'(3+&"+'&&)@); /3;3.<(3\$1+#+%)%1#\$\$@3+eB:7hKXAf+4)'\$3;@,'\$1")3%+#+\$/+5=HC+<3"+@3\$1+1'+5=4+<3"+@3\$1+ '&+B:7hKXA+1'+.3#%1+/3;3.<3/+@,'\$4")3%=

??=> Y3+#@Q\$'-.3/*3+123+)(<"1#\$@3+&"+)\$13"\$#1)'\$#.+&)\$#\$@)#.+)%%1)1,1)'\$%+1'+%,<<"1M+)\$+ .)\$3+-)12+123)" +(#\$/#13%M+123+<'.)@E+%<#@3+'&+3#@2+@,'\$13EM)\$@<#\$1)@%#"/ Y3+ "3@'(()1+1'+9"#/3\$)\$*+#+\$/+ %1"3\$*123\$)\$*+ 123+;')@3+ #\$/+ <#"1)@<#1)'\$+ '&+ /3;3.<)'\$*+ @,'\$1")3%+)\$@.,/)\$*+ 7&)"@#\$\$+ @,'\$1")3%M+ .3#%1+/3;3.<3/+ @,'\$1")3%M+ .#\$/.'@Q3/+ /3;3.<)'\$*+ @,'\$1")3%M+ %(#..+)%.#\$/+ /3;3.<)'\$*+ 81#13%+ #\$\$@'(B.@,'\$1")3%+)\$+)\$13"\$#1)'\$#.+ 3@'\$()@+ /3@%#Q)\$*M+\$"(P@311)\$*+#+\$/+*.9#.+3@'\$()@+*';3"\$#\$@3=

?C# Y3+ #@Q\$'-.3/*3+ #.%+ 123+ 3%%3\$1)#.+ "'3+ '&+ \$#1)'\$#.+ <#".)#(3\$1%+ 12",*2+ 123)" + 3\$#@1(3\$1+'&+.3*)%.#1)'\$+#+\$/+ #/ <1)'\$+ '&+ 9,/*31%+ #\$/+ 123)" + "'3+ #@3\$%\$1#9).)1E+&"+ 123+3&&3@1);3+)(<.3(3\$1#1)'\$+ '&+ ', "+@'(()1(3\$1%+K";3"\$3\$1%+#+\$/+<,9.)@+)\$%1)1,1)'\$%+-)..+ #.%+ -"Q+ @.'%3.E+ '\$+)(<.3(3\$1#1)'\$+ -)12+ "3*)'\$#.+ #\$/+ .'@#.+ #,12")1)3%M+ %,9"3*)'\$#.+

8,&1\$*\$9.3!;3.<)3%1!E(\$-&

K'#. +H=+L\$/+<';3"1E+) \$+#+.)1%+&"(%+3;E-23"3

K'#.+4=+L\$/+2,\$*3"M+#@2)3;3+&"/+%3@,)1E+#\$/(("<";3/+\$,1")1)'\$+##\$/+<"('13+%,%1 #*)"@,.1,"3

K'#.+6=+L\$%,"3+23#.12E+.);3%+##\$/+<"('13) \$+&"#+.#1+#+.#*3%

K'#.+ ?=+ L\$%,"3+)\$@.,%);3+ #\$/+ 300,##1E+ 3/, @#1)'\$+ #\$/+ <"('13+ .)&3.'\$*+ .3#" \$)\$* . '<<"1,\$)1)3%+&"#+#..

K'#.+C=+7@2)3;3+*3\$/3"+30,#.1E+#\$/+3(<'3"+#..+'(3\$+##\$/+*)".%

K'#.+D=+L\$%,"3+##.#9.)1E+#\$/+%,%1#)\$#9.3+(##*3(3\$1+'&+-#13"+##\$/+%#)\$1#1)'\$+&

K'#.+F=+L\$%,"3+##@ @3%%+1'4&8'##9.3M+%,%1#)\$#9.3+##\$/+('/3"\$+3\$3\$E+&"#+#..

K'#.+N=+>"('13+%,%1#)\$3/M+)\$@.,%);3+ #\$/+%,%1#)\$#9.3+3@ '\$()@+ *"-12M+&,...+##\$/ 3(<.'E(3\$1+##\$/+3@3\$1+-"Q+&"#+#..

! E(\$!FG!H%!<(<3#1A!*%!\$..!*1&!('#)&!3;3#A!23#3

+
H=#H

/);3"%)&)3/+ %33/+ #\$/+ <.#\$1+ 9#\$Q%+ #1+ 123+ \$#1)'\$#.M+ "3*')\$

)\$&'(#1)'\$+ #\$/+ @'((,\$@#1)'\$%+ 13@2\$!'*EM+ 13@2\$)@#.M+ 3\$*)\$33"\$)*+ #\$/+ %@)3\$1)&.)@+
<"*"#((3%M+)\$+/3;3.'<3/+@','\$1")3%+#\$/'123"+/3;3.'<)\$*+@','\$1")3%

D=7 RE+ 4565M+ %,9%1#1\$)@"3#%3+ J#13+ 3&&@)3\$@E+ #@"%"+ #..+ %3@1""+ #\$/+ 3\$, "3+
%,%1#)\$#9.3+-)12/"#-#.%+#\$/+%,<.E+'&+&"3%2-#13"+1'+#/"3%"+-#13"+%@"@)1E+#\$/+%,9%1#1\$)#
"3/,@3+123+\$,(93+'&+<3'<.3+%,&&3")\$*+&"(+ #13"+%@"@)1E+

D=€ RE+ 4565M+)(<.3(3\$1+)\$13*"#13/++"818,"@3%+ (#\$#*3(3\$1+#1+#..+ .3;3.%M+)\$@.,/)\$*+
12",*2+1"#\$\$9',\$/#"E+@"<3"#1)'\$+#+#<<"<")#13+

D=Đ RE+4545M+<"13@1+#\$/+"3%1"J3+#13"3@'%E%13(%M+)\$@.,/)\$*+(',\$1#)\$%M+&"3%1%M+
-31.#\$/%M+");3"%M+#O,&3"%+##\$/+.#Q3%

D=# RE+4565M+3Z<#\$/+)\$13"\$#1)\$#\$/+@#<#Q)1/\$*+%,<<"1+1'+/3;3.'<)\$*+
@',,\$1")3%+)\$+ -#13\$/+ %#\$)1#1J\$.#13/+ # @1);)1)3%+ #\$/+ <"#((3%M+)\$@.,/)\$*+ -#13"+
2#";3%1)\$*M+ /3%#.)\$#1)'M+ -#13"+ 3&&@)3\$@EM+ -%13-#13"+ 1"3#1(3\$1M+ "3@E@.)\$*+ #\$/+ "3
13@2\$'.*)3%+

D=9

$N=?$

13@2\$!'*)3%+#\$/(%)#,%1"#. +<"@3%%3%M+-)12+#..+@,'\$1")3%+1#Q)\$*+ # @1)'\$+) \$+ # @ @ "/# \$ @ 3+-)12+
"3%<3@1);3+ @ #<#9).)1)3%+

P=6 L\$2#\$@3+%@)3\$1)& @ + "3%#/#@2M+13@2\$.'*)@#. + @ #<#9).)1)3%+'&+) \$/, %1"#. + %3@1""%+
)\$+ #..+ @,'\$1")3%M+) \$+ <# "1) @ ,.#" + /3;3.<)\$*+ @,'\$1")3%M+) \$ @ ,./) \$*M+9E+4565M+3\$ @,' #*)\$*+) \$ \$;#1)'\$+
#\$/+%,9%1#\$1)#..E+) \$ @ "3#%)\$*+123+\$,(93+'&+"3%3#" @2+#\$/+/3;3.'<(3\$1+-"Q3"%+<3"+H+(..)'\$+
<3'<.3+#\$/<,9.)@+#\$/+<");#13+"3%3#" @2+#\$/+/3;3.'<(3\$1+%<3\$/) \$*

P=# I#@.)1#13+%,%1#)\$#9.3+#\$/+"3%).)3\$1+) \$& "#%1", @1,"3+/3;3.'<(3\$1+) \$+/3;3.<)\$*+ @,'\$1")3%+
12", *2+3\$2#\$@3/+&)\$#\$@)#.M+13@2\$.'*)@#. + #\$/+13@2\$) @#. + %, <"1+1'+7&") @#\$+ @,'\$1")3%M+ .3
/3;3.'<3/+@,'\$1")3%M+.#\$/. '@Q3/+3;3.'<)\$*+ @,'\$1")3%+#\$/+%(#..+)%.#\$/+/3;3.'<)\$*+81#13%+

P=9

7&")@#\$+ @,'\$1")3%M+ %(#..+)%#\$+/3;3.<)*+ 81#13%+ #\$/+ .#\$/.'@Q3+/3;3.<)*+ @,'\$1")3%M+)\$+
#@ @"/#\$@3+-)12+123)"#\$1)"#\$+.<.#\$%+#\$/+<"*"#((3%+

H5=CRE+4565M+"3/, @3%1%+12#\$+6+<3"+@3\$1+123+1"\$%# @1)"\$+@'1%+&+()"#\$1+"3(11#\$@3%+#
3.)()\$#13+"3(11#\$@3+@"""/"%+)-12+@'1%+2)*23"+12#\$+C+<3"+@3\$1+

! E(.\$!FFG!B\$P3!>*1*3&!\$%/!2,)\$%!&311.3)3%1&!*>.,&*;3!&\$'3!#3B*,&3\$%\$P3/3

HH=CRE+ 4565M+ 3\$%, "3+ # @' @3%1%+ &/3O, #13M+ % #&3+ #\$/+ #&&"/#9.3+ 2',)\$*+ #\$/+ 9#%) @+
%3";) @3%+ #\$/+ , <"# /3+ %., (%+

HH=CRE+ 4565M+ <";) /3+ # @ @3%%+ 1' + % #&3M+ #&&"/#9.3M+ # @ @3%%) 9.3+ #\$/+ %, %1#) \$#9.3+ 1' /
%E%13(%+&"+"..M+)(<";)\$*+ "#/+ % #&31EM+ \$'1#9.E+9E+3Z<#\$/)\$*+ <, 9.) @ <B'@9% <"1M+-)12+
#113\$1)'\$+ 1'+ 123+ \$33/%+ '&+ 12'3+)\$+ ;, . \$3#9.3+ %)1, #1)'\$M+ -(3\$M+ @2)./"3\$M+ <3"%\$%+ -)12+
/) % #9.)1)3%+ #\$/+ . /3"+ <3"%\$%+

HH=CRE+4565M+3\$2#\$ @3+) \$@., %); 3+ #\$/+ %, %1#) \$#9.3+ , "9#\$) S#1)'\$+ #\$/+ @ #<# @) 1E+&" + <"1) @) <#1'
) \$13*"#13/+ #\$/+ %, %1#) \$#9.3+ 2, (#\$+ %311.3(3\$1+ <.#\$\$)\$*+ #\$/+ (#\$*3(3\$1+) + #. . + @,'\$1")3%+

HH=81"3\$*123\$+3&&"1%+1'+<"13 @1+ #\$/+ % #&3* , #0+123+1" , #. + #\$/+ \$#23#1#*3+

HH=CRE+4565M+%)*\$)& @#\$1.E+"3/, @3+123+\$, (93+'&+/3#12%+ #\$/+ 123+\$, (93+'&+<3'<.3+ #&&3 @13/+
#\$/+ %, 9%1#\$1)#..E+ /3 @ "3#%3+ 123+ /) "3 @1+ 3 @ '\$() @+ . '%%3%+ "3.#1); 3+ 1' + *. '9#.+ *"%%+ /'(3%1) @
<"/, @1+ @ #, %3/+9E+ /) % # %13"%M+) \$ @ 1) 3) \$ 1) 3) % # %13"%M+ 8) 1) 2) , % + '\$ + <"13 @ 1) \$*+ 123+
<" + #\$/+ <3'<.3+) \$+ ;, . \$3#9.3+ %)1, #1)'\$%

HH=CRE+4565M+ "3/, @3+ 123+ #/; 3"%3+ <3"+ @ #<) 1#+ 3\$;)"\$(3\$1#.+)(<# @1+'&+ @)1)3%M+)\$@., /)\$*+ 9!
<#E)\$*+ %<3 @) #. + #113\$1)'\$+ 1'+ #)" + O, #.)1E+ #\$/+ (, \$) @ <# . + #\$/+ '123" + - # % # 3+ (#\$*3(3\$1+

HH=CRE+4565M+)3+ , \$); 3"%# . + # @ @3%%+ 1' + % #&3M+)\$@., %); 3+ #\$/+ # @ @3%%) 9.3M+ *"33\$+ #\$/+ <, \$
%<# @3%M+)\$+ <#"1) @, . # + &' + -(3\$+ #\$/+ @2)./"3\$M+ . /3"+ <3"%\$%+ #\$/+ <3"%\$%+ -)12+ /) % #9.)1)3%+

HH=8, <<"1+<%1); 3+3 @ '\$() @M+ %' @) #. + #\$/+ 3\$;)"\$(3\$1#.+)\$Q%+931-33\$+9#8\$M+<3")

H4=6

H6=0>"('13+(3@2#\$)%(%+&"+"#)%)\$*+@#<#@)1E+&"3&&3@1);3K@#)(3/13+@)\$*3
#\$/+(\$\$*3(3\$1+)\$+.3#%1+/3;3.'<3/+@,'\$1")3%+#\$/+%(#..+)%.#\$/+/3;3.'<)\$*+81#13%M+)\$@.,/)\$*+
&'@,%)\$*+'\$+-(3\$M+E',12+#\$/+.'@#.+#\$/+(#"\$)\$#.)S3/+@'(\$1)3%+

! ! +

123+83#M+-2)@2+<";/3%+123+.3*#.+&"#(3-"Q+&"123+@'\$%3";#1)'\$+##\$%9%;&1#)\$#9.3+ ,
'@3#\$%+##\$/+123)"+"3%',"@3%M+#%+"3@#..3/+) \$+<#"#"#<2+HCN+'&+

! E(\$.!FMG!=#())(13!<3\$>3!,!\$%!/!*%>.,&*;3!(>*31*3&!(!&,&1\$*\$%\$9.3!/3;3.(<)3%1!!<#(,*/3!
\$>>3&&!1(!V,&1*>3!(#!\$..!\$%/!9,*./!3"3>1*;3!\$>>(%1\$9.3!\$%!/!*%>.,&*;3!*%&1*1,1*(%&!\$1!\$..!
.3;3.&
+
HD=>+8)*\$)&@#\$1/E@3+#..+&'(%+'&+;)' .3\$@3+#\$/'3.#13/+3#12+"#13%+&3"E-23"3+
HD=>4L\$/+ #9,%3M+ 3Z<.)1#1)'\$M+ 1"#&&)@Q)\$*+ #\$/+ #..+ &'(%+'&+;)' .3\$@3+##)\$%1+ #\$/+ 1"1,"3+ '&+
@2)./"3\$+
HD=>6"'13+123+" ,3+'&+.#-+#1+123+\$#1)'\$#.#\$/+)\$13"\$#1)'\$#.#3;3.%+#\$/+3\$%, 'Z+#30,#.#+ @ 3%
1'+W,%1)@3+&"#.#.+
HD=>7RE+4565M+%)*\$)&@#\$1.E+"3/, @3+..) @)1+&)\$#\$@)#.#\$/+#"(%+&.'-%M+%1"3\$*123\$+123+"3@';3
"31,"\$+'&+%1'.3\$+#%31%+#\$/+@'(9#1+#..+&'(%+'&+"*#\$)S3/+@") (3+
HD=>8,9%1#1)\$#..E+"3/, @3+@"" ,<1)'\$+ #\$/+9")93"E+)\$+ #..+423)" +&'(%+
HD=>D3;3.'<+3&&3@1);3M+# @ @', \$1#9.3+#\$/+1"#%<#"3\$1+)\$%1)1,1)'\$%+#1+#..+3;3.%+
HD=>FL\$, "3+ "3%<\$%);3M+) \$@.,%);3M+ <#"1) @<#"1"E+ #\$/+ "3<"3%3(Q)\$;3#13@,%)'\$
.3;3.%+
HD=>NR"#/3\$+ #\$/+ %1"3\$*123\$+123+<#"1) @<#"1)'\$+'&+/3;3.'<)\$*+ @', \$1)\$9%1)1,1)'\$23+'&+
*.'9#.#+';3"\$#\$@3+
HD=>FRE+4565M+<";)/3+.3*#.#)/3\$1)1E+&'#.#..M+)\$@.,/)\$*+9)"12+"3")%1"#1)'\$+
HD=>HL\$, "3+<,9.)@+## @ 3%+%1+')\$&'(#1)'\$+ #\$/+ <"13@1+&,\$/#(3\$1#.#+&"33/'(%M+)\$+ # @ @"/# \$@3+
-)12+\$#1)'\$#.#.3*)#1)'\$+ #\$/+)\$13"\$#1)'\$#.#*#33(3\$1%+
HD=>#81"3\$*123\$+"3.3;#\$1+\$#1)'\$#.#)\$%1)1,1)'\$%M+)\$@.,/)\$*+12",*2+)\$13"\$#1)'\$#.#@<"#1)'\$M+
&" +9,./)\$*+@#<#@)1E+#1+#..+3;3.%M+)\$+<#"1) @,.#+)\$+/3;3.'<)\$*+@', \$1")3%M+1'+<"3;3\$1+;)' .3\$@3+#
@'(9#1+13"")% (+#\$/+ @)"(3+
HD=>9"'13+#\$/+3\$&" @3+\$)\$% @)"#\$1"E+.#-%+#\$/+<'.) @)3%+&' +%,%1#)\$#9.3+/3;8.'<(3\$1+
+
! E(\$.!FNG!81#3%+123%!123!)3\$%&!(!*)<.3)3%1\$1*(%!\$%!/!#3;*1\$.*S3!123!E.(9\$.!=\$#1%3#&2*<!
'(#!8,&1\$*\$%\$9.3!;3;3.(<)3%!
+
! C*%\$%d>3
+
HF=>+B1"3\$*123\$+/'(3%1)@+"3%',"@3+('9.)S#1)'\$M+)\$@.,/)\$*+12"\$#2)\$#18%,<<"1+1'+
/3;3.'<)\$*+@', \$1")3%M+1'+)(<" ;3+/'(3%1)@+@#<#@)1E+&" +1#Z+#\$/+123+"3;3\$;3+@'..3@1)'\$+
HF=4

HF=87%%)%1+ /3;3.<)\$*+ @,'\$1")3%+)\$+ #11#)1\$(\$+ /\$91+ %, %1#)\$#9.)1E+ 12",*2+
@"/)\$#13/+<'.)@)3%+)(3/+#1+&'%13")\$*+/391+&)\$#\$@)\$*M+/391+"3.)3&+##\$/+/391+"3%1",@1,")\$*M+#%
#<<"<")#13M+#\$/+##/"3%%+123+3Z13"\$#.+/391+'&+2)*2.E+)\$/3913/+<""+@,'\$1")3%+1'+"/3/,@3+/391+
/)%1"3%%+</>

HF=67/'<1+#\$/+)(.3(3\$1+)\$;3%1(3\$1+<""('1)'\$+"3*)(3%+&'#%31+/3;3.<3/+@,'\$1")6%

! ! "3>2%(.(+A

HF=EL\$2#\$@3+ X"12,12M+ 8',12B',12+ #\$/+ 1")#\$*.,#+ "3*)\$#. + #\$/+)\$13"\$#1)'\$#. +
@"<3"#1)'\$+'\$+#\$/+##@ @3%%+1'+%@)3\$@3M+ 13@2\$!'*E+#\$/+)\$#\$;#1)'\$+#\$/+3\$2#\$@3+Q\$'-.3/*3+
%2#)"\$*+'\$+(,1,#.E+#""33/+13"(%M+)\$@.,/)\$*+12<"";3/+@""/)\$#1)'\$+#('\$*+3Z)%1)\$*+
(3@2#\$)%(%M+)\$+ <#"1)@,.,#+ #1+ 123+ \)\$13/+ X#1)'\$%+ .3;3.M+ #\$/+ 12",*2+ #+ *.9#. + 13@2\$!'*E+
&#.@).1#1)'\$+(3@2#\$)%(</>

HF=F>""('13+ 123+ /3;3.<(3\$1M+ 1"#\$\$&3"M+ /)%%3()\$#1)'\$+ #\$/+ /)&&,%)'\$+ '&+ 3\$;)"\$(3\$1#..E+
%,'\$+/13@2\$!'*)3%+1B;3.<)\$*+ @,'\$1")3%+ '\$+ &#;' ,#9.3+ 13"(%M+)\$@.,/)\$*+'\$+ @'\$@3%%)'\$.+
#\$/+<"3&3"3\$1)#.+13"(%M+##+(,1,#.E+##""33/+</>

HF=N,..E+ '<3"#1)'\$#.S3+ 123+ 13@2\$!'*E+ 9#\$Q+ #\$/+ %@)3\$@3M+ 13@2\$!'*E+ #\$/+)\$#\$;#1)'\$+
@#<#@M/E)\$*+(3@2#\$)%(+&""+.3%#1+/3;3.<3/+@,'\$1")3%+HF+##\$/+3\$2#\$@3+123+,%3+&+
3\$#9.)\$*+13@2\$!'*EM+)\$+<#"1)@,.,#+)\$&""(#1)'\$+#\$/+@'((,\$)@#1)'\$%+13@2\$!'*E</>

! ! U\$<\$>*1A*./*%+</>

HF=PL\$2#\$@3+)\$13"\$#1)'\$#. + %, <<"1+ &""+)(.(3(3\$1)\$*+ 3&&3@1);3+ #\$/+ 1#""313/+ @#<#@)1E
9,.)\$*+)\$+/3;3.<)\$*+ @,'\$1")3%+1'+%1<#"1)'\$#. +<.#\$%+1'+)(.(3(3\$1+##..+123+8,%1#)\$#9.3+
:3;3.<(3\$1+K#.%M+)\$@.,/)\$*+12",*2+X"12,12M+8',12B',12+##\$/+1")#\$*.,#+@<3"#1)'\$</>

! ! "#\$3!

HF=H5>""('13+##,,\$);3"%#.M+",J9%3/M+<3\$M+)\$#\$@")(\$#1"#\$+##\$/+3O,)1#9.3+(,1).#13"#.+
1"#/)\$*+%E%1,\$(3"+ 123+ Y"/.+!"#3+ B""#\$)S#1)'\$M+)\$@.,/)\$*+ 12",*2+ 123+ @'\$@.,%)'\$+ '&+
\$3*1)'\$%+,\$/3"+)1%+:'2#+:3;3.<(3\$1+7*3\$#/+</>

HF=HB)\$&@)#\$1.E+)\$@"3#%3+123+3Z<"1%+ '&+/3;3.<)\$*+ @,'\$1")3%M+)\$+<#"1)@,.,#+-)12+##+;)3+1
/,'9.)\$*+123+.3%#1+/3;3.<3/+@,'\$1")3%+3+&+*.9#. +3Z<"1%+9E#4545+</>

HF=H4</>

HF=H?L\$2#\$\$@3+<'.)@E+@'23"3\$@3+&'"+%,%1#)\$#9.3+3;3.'<(3\$1+

HF=HCT3%<3@1+ 3#@2+ @%,\$1'f@E+ %<#@3+ #\$/+ .3#/3"%2)<+ 1'+ 3%1#9.)%2+ #\$/+)(<.3(3\$1+
<'.)@)3%+&'"+<'3"1E+3"#/)@#1)'\$+#\$/+%,%1#)\$#9.3+3;3.'<(3\$1+

/ 21%(&(&"#%0")/\$&(")*.+\$*

+
HF=HDL\$2#\$\$@3+ 123+ K.'9#. + >#"1\$3"%2)<+ &'"+ 8,%1#)\$#9.3+ :3;3.'<(3\$1M+ @'(<.3(3\$13/+ 9E+
(,.) J%1#Q32'./3"+<#"1\$3"%2)<%+12#1+('9.)S3+#\$/+%2#"3+Q\$'-.3/*3M+3Z<3"1)%3M+13@2\$'.*E+#\$/+
&)\$#\$@)#.+ "3%',"@3%M+1'+%,<<"1+123+#@2)33(3\$1#)\$#9.3+3;3.'<(3\$1+K#.#%+)\$+#..+
@', \$1")3%M+)\$+<#"1)@,.#"+/3;3.'<)*+@', \$1")3%+

HF=HFL\$@',"#*3+#\$/+<("13+3&&3@1);3+<,9.)@M+;#1.3@#\$/+@);).+%')31E+<#"1\$3"%2)<%M+
9,.)/\$*+'\$+123+3Z<3")3\$@3+##\$/+

:3;3:'<(3\$1+K'#.%+=Y3+"3@'*\$)S3+12#1+'/'@%13%',"@3%+#"3+&)"%1+#\$/+&"3('01+*3\$3"#13/+
9E+3@'\$()'@+*"12M+%,<<"13/+9E+#\$+3\$#9.)\$*+3\$;)"\$(3\$1+#1+#..+3;3.%=

DF# >");#13+9,%)\$3%%+#@1);1EM+)\$;3%1(3\$1+#\$+/)\$;\$#1)'\$+#"3+(#W"+/");3"%+'&+<"/,@1);1EM+
)\$@.,%);3+3@'\$()'@+*"12+#\$/+W'9+@"3#1#9Q\$33/*3+123+);3"%1E+'&+123+<");#13+
%3@1"M+"#\$*)\$*+&"(+B@13"<)"%3%+1'+@<"3#1);3%+1'+(,1)\$#1)'\$#.%+=Y3+@#..+,<'\$+#..+
9,%)\$3%%3%+1'+#<.E+123)"@3#1);1E+#\$/+)\$;\$#1)'\$+1'+%'.);\$*+%,%1#)\$#9.3+/3;3.'<(3\$1+
@2#..3\$*3%+=Y3+-)..+&'%13"+#+#\$#(3@&,\$@1)'\$)*+9,%)\$3%%+%3@1"M+-2).3+<"13@1)\$*+
.#9',"")*21%+ #\$/+ 3\$;)"\$(3\$1#.+ #\$/+ 23#.12+ %1#\$/#"/%+)\$+ #@@"/#@\$+ -)12+ "3.3;#\$1+
)\$13"\$#1)'\$#.+%1#\$/#"/%+ #\$/+ #*33(3\$1%+#\$/'123+'\$*)\$*+)\$1)#1);3%+)\$+12)%+"3*#"/M+%,@2+#%+
123+K,)/)\$*+>)"\$@)<.3%+%)\$B%%+ #\$/+ [(#\$+ T)*21%+ #\$/+ 123+ .#9'," + %1#\$/#"/%+ '&+ 123+
A\$13"\$#1)'\$#.+`#9,"+B"*#\$)S#1)'\$M+123+V'\$;3\$1)'\$+'\$+123+T)*21%+ '&+ 123+ V2)./+ #\$/+ Q3E+
(,1).#13"#.+3\$;)"\$(3\$1#.+#*33(3\$1%M+&"'+<#"1)3%+1'+12'%3+#*33(3\$1%+=

DN=

3Z)%1)\$*+\$31-"Q&&'&+ J<+#\$/"3;)3-+)\$%1)1,1)'\$%+#\$/(3@2#\$)%(%=+X#1)'\$#."3<"1%+-)..+
#..'++%3%3%(3\$1%+'&+<"*3%"+#\$/)/3\$1)&E+@2#..3\$*3%+#1+123+"3*)'\$#.#\$/*.'9#.+3;3.=+7.'\$*+
-)12+"3*)'\$#./)#.'* ,3%+#\$/*.'9#.+3;)3-%M+123E+-)..+)\$&'(+3@'((3\$/#1)'\$%+&J'←&'..-
#1+;#)"',%+.3;3#/=

! W\$1*(%\$.!3;B.

FN# Y3+3\$@',"#*3+#..+G3(93"+81#13%+1'+/3;3.'<+#%+%"\$+#+<"#@1)@#9.3+#(9)1)',%+\$#1)'\$#.+
"3%<'3%3%+1'+123+';3"#..+)(<.3(3\$1#1)'\$+'&+12)%+7*3\$/#=#+!23%3+@#\$\$+%,<<"1+123+1"#\$\$)1)'\$+1'+
123+ 8,%1#)\$#9.3+ :3;3.'<(3\$1+K'#.%+9;\$/+'\$+ 3Z)%1)\$*+<.#\$\$)\$*+)\$%1", (3\$1%M+ %, @2+ #%+
\$#1)'\$#.+/3;3.'<(3\$1+#\$/+% ,%1#)\$#9.3+/3;3.'<(3\$1+%1"#13*)3%M+#+#<<"<)"#13=

FP# Y3+#.%+3\$@',"#*3+G3(93"+81#13%+1'+@'\$/ ,@1+"3* ,.#"+#\$/+)\$@.,);3+"3;)3-%+'&+<"*3%"+
#1+123+\$#1)'\$#.#\$/* ,9\$#1)'\$#.+3;)@Z##23+@', \$B/E#\$/+@', \$1'E);3\$=+8, @2+"3;)3-%+
%2',./+/"#-+'\$+ @\$'1")9,1)'\$%+&"(+)\$/*3\$, %+<3<.3%M+ @);).+%')@)31EM+123+<");#13+%3@1"+#\$/+
'123'+ %1#Q32'./3"%M+)\$+ .)\$3+ -)12+ \$#1)'\$#.+ @)"@,(%1#\$@3%M+ <.)@)3%+ #\$/+ <)"1)3%=+ X#1'
<#.)#(3\$1%+#+-3..+

N6# I'..- J<+#\$/"3;)3-+#1+123+232.+<'.)1)@#.+"&"(+.)93+)\$&"(3/+9E+#\$+#\$\$,#+
<"*3%%+"3<"1+'\$+123+8,%1#)\$#9.3+:3;3.'<(3\$1+K'#.%+1'+93+<"3<#"3/+9E+123+83@"31#"E
K3\$3"#.+)\$+ @<"3"#1)'\$+ -)12+123+\\$)13/+X#1)'\$%+%E%13(M+9#%3/+ '\$+123+*.!9#.+)\$/)@#1"+
&"#(3-"Q+#\$/"#1#<"/,@3/+9E+\$#1)'\$#.+%1#1)%1)@#.#\$E\$&3(#1)'\$+@'.3@13/+#1+123+
"3*)'\$#.+3;3.=+!23+2)2;3.+<'.)1)@#.+"&"(+)..+#.%'+93+)\$&"(3/+9E+#93%/'1*(&+'&9%/
5"<"%#\$7"(/="\$#)(M+-2)@2+%2#..+%1"3\$*123\$+123+@E)E\$103#@3+#\$/"@',./+<";)/3+#+
%1"\$*+3;)/3\$@3#%3/+\$%1", (3\$1+1, <<"1+<'.)@E(#Q3"%+)\$+<"('1)\$*+<';3"1E+3"#/)@#1)'\$+
#\$/+%,%1#)\$#9.3+/3;3.'<(3\$1=+Y3+)\$;13+123+>"3%)/3\$1+'&+123+L@'\$()@+#\$/"8'@)#.+V',@\$).+1'+
@'\$/,@1+#<@"@3%%+'&+@\$%1 (;)1(\$)-2(%1 (;)1)12@\$/,

.\$*3" J13"(+<'%)1)'\$)\$*+'&+123+\\$)13/+X#1)'\$%+/3;3.'<(3\$1+%E%13(+##\$/. 'Q+&'-'#/'1'+1#Q)\$*+
#@1)'\$+'\$+123%3+)%%,3%M+#%##<<"<")#13=

NP# !23+ 2)*2l3;3.+ <'.)1)@#. + &"',(+ -)..+ %, <<"1+ <#"1)@<#1)'\$+)\$+&#\$/+ "3;)3-+
<"@3%%3%+9E+123+(#W"+*"'<,+##\$/+'123"+"3.3;#1+%1#Q32'./3"%+)\$+.)\$3+-)12+"3%'.,1)'\$+DFh4P5=-
Y3+ @#..+ ,<'\$+ 12'%3+##@1'"%+ 1'+ "3<"1+'\$+ 123)" + @\$'1")9,1)'\$+ 1'+ 123+)(<.3(3\$1#1)'\$+ '&+ 123+
7*3\$/#=#+

P5# Y3+"3O,3%1+123+83@K3\$E#.M+)\$+ @\$%,.1#1)'\$+-)12+G3(93"

