%

%

, 6//0-;%6-7;73M%+-* F %?7;=<;;7*3%*+%/20%1610-%D0-0%6;%+*::*D;0%

%

P20%$* F F7//00%3*/0?%/26/%;037*-%;/6++%26?%3*/%S003%73=:<?0?%73%/20%/0- F ;%*+%

-0+0-03=0%*+%/20%>0F<30-6/7*3%$* F F7//00%S0=6<;0%7/%D6;%=*3;7?0-0?%/26/%/20%

>0F<30-6/7*3%$* F F7//00%;2*<:?%3*/%?7;=<;;%/20%73?7N7?<6:%165%*+%/2*;0%;/6++%D2*%

D0-0%3*/%$*<3=7:%611*73/F03/;0%%@27:;/%3*/73M%/20%1*;;7S:0%7;;<0;%*+%6==*<3/6S7:7/5%

63?%/-63;16-03=5^%7/%D6;%+0:/%/*%S0%D7/273%/20%?0:0M6/7*3%M7N03%/*%/20%A7=0X$263=0::*-%

/*%;0/%/20%165%+*-%/2*;0%S0:*D%;037*-%1*;/%2*:?0-;0%_/%;6D%/20%N6:<0%*+%-0N70D73M%/20%

+-6F0D*-E%S</%=*3;7?0-0?%/26/%63*/20-%=* F F7//00%F0=2637;F%D6;%3*/%30=0;;6-5%

63?%/26/%-01*-/73M%=*<:?%S0%/*%/20%!7363=0%63?%"030-6:%#<-1*;0;%$* F F7//00%Z!"#$[0%

%

P20-0%D6;%6%=*3N03/7*36:%D7;?* F%/26/%10-+*-F63=0%-0:6/0?%165%D6;%6:D65;%M**?^%

S</%/27;%D6;%*+/03%3*/%/20%=6;0O%%P20-0%D6;^%2*D0N0-^%63%*S;0-N6/7*3%/26/%73%/20%

1<S:7=%;0=/*-^%/20-0%=*<:?%S0%6%1*;7/7N0%0++0=/%*3%F*-6:0%+-* F%S*3<;0;%63?%+*-F6:%

7 3 N * : N 0 % 6 % : 6 - M 0 % + 7 3 6 3 = 7 6 : % = * F F 7 / F 0 3 / % 6 3 ? % 6 ; % ; < = 2 % D * < : ? % S 0 % 6 % F 6 / 0 - 7 6 : % 6 3 ? % ; / - 6 / 0 M 7 = %
? 0 = 7 ; 7 * 3 % 6 3 ? % D * < : ? % 3 0 0 ? % $ * < 3 = 7 : % 6 1 1 - * N 6 : 0 % % % % P 2 0 % 8 7 - 0 = / * - % * + % J > % 6 ? N 7 ; 0 ? % / 2 6 / % 7 / % D 6 ; %
3 * / % < 3 < ; < 6 : % + * - % / 2 0 - 0 % / * % S 0 % ? 7 + + 0 - 0 3 / % 1 0 3 ; 7 * 3 % ; = 2 0 F 0 ; % + * - % 6 = 6 ? 0 F 7 = % 6 3 ? % 1 - * + 0 ; ; 7 * 3 6 : %
; 0 - N 7 = 0 ; % ; / 6 + + ^ % 6 : / 2 * < M 2 % 7 3 % F 6 3 5 % 7 3 ; / 7 / < / 7 * 3 ; % 1 - * + 0 ; ; 7 * 3 6 : % ; 0 - N 7 = 0 ; % ; / 6 + + % D 0 - 0 % 7 3 % / 2 0 %
: * = 6 : % M * N 0 - 3 F 0 3 / % 1 0 3 ; 7 * 3 % ; = 2 0 F 0 % D 2 0 - 0 % / 2 0 % 0 F 1 : * 5 0 - % ; % = * 3 / - 7 S < / 7 * 3 % D 6 ; % 2 7 M 2 0 - % 6 3 ? %
= : * ; 0 - % / * % / 2 0 % P # . 0 % %

%

$* F F7//00%3*/0?%/20%7F1*-/63=0%*+%/20%F636M0F03/%63?%=* F F<37=6/7*3%*+%/27;%
1-*=0;;0%%%%%%

%

% P20%$* F F7//00%-0=07N0?%/20%-01*-/0%

P20%$!G%1-0;03/0?%

%

P20%87-0=/*-%*+%L;/6/0;%1-0;03/0?%6%-01*-/%*3%/20%1:6330?%<1?6/0?%L;/6/0;%.
/-6/0M5%
63?%/20%:*3MX/0-F%F673/0363=0%1-*M-6FF0C%P20%L;/6/0;%./-6/0M5%26?%S003%
611-*N0?%73%B1-7:%KQ(H%D7/2%/20%*S`0=/7N0;%*+%7F1-*N73M%S*/2%/20%;/6++%63?%;/<?03/%
0\10-703=0^%;<11*-/73M%/20%M-*D/2%*+%/20%;/<?03/%1*1<:6/7*3%/*%H^QQQ%!jL^%1-*N7?73M%
27M2%a<6:7/5%*3X=6F1<;%:7N73M^%7F1-*N73M%/20%0\7;/73M%+6=7:7/70;%63?%;/6-/73M%6%F6`*-%
-0+<-S7;2F03/%*+%/20%0\7;/73M%S<7:?73M%;/*=E0%%
%
P20%L;/6/0;%8016-/F03/%26?%3*D%?0:7N0-0?%#26;0%G30%*+%/20%L;/6/0;%./-6/0M5%D7/2%
/20%=*F1:0/7*3%*+%86-D73%>0+<-S7;2F03/%1-*`0=/%73%B<M<;/%KQ(R0%%

P20%$* F F7//00%-0=07N0?%6%=*15%*+%/20%_3=* F 0%$-*;;%!:*D;%>01*-/%1-*?<=0?%S5%/20%
!7363=76:%.<;/6736S7:7/5%./-6/0M5%"-*<1%;%;/<?5%/*%6;;0;;%63?%<3?0-;/63?%73=* F 0%
=-*;;%+:*D;%D7/2738/20%V4%27M20-%0?<=6/7*3%;0=/*-0%%_/%+0:/%/26/%/20%?*=< F 03/%D*<:?%
S0%<;0+<:%1-0X-06?73M%+*-%/20%BD65%865;0%
%
$:0-E%/*%/20%$*<3=7:%

%
P20-0%D6;%3*%*/20-%S<;730;;0%

P2<-;?65%K'-?%,65%KQ()%6/%K0'Q1F %%%%%%%
%%

%

% % R%	% % , 7?X I 06-%>0N70D%	% P*%F6E0%=*--0=/7*3;% 7?03/7+70?%S5%/20%$* F F7//00%	% % $270+%!7363=76:% G++7=0-%
% %)%	%%% % B11:7=6/7*3;%63?% >0=-<7/F03/%+*-% .01/0FS0-%KQ()%%	% P*%1-*N7?0%M-612%*+% =*3N0-;7*3%-6/0;%	% $270+%!7363=76:% G++7=0-%

%