! "#$%"&'('*+#),-+)". (&.'(/&)#.0**1(23)%"*"234('02&#+50.+6(

278 9 : 8 ; <=>(/?87(@8AB78CDB8E9(EF(GE7H<E?@A(FE7(F?:D<BI(8A(9EB(?(FD9:B8E9(EF(
J =7=(@8AB78CDB8E91(CDB(EF(BK=(=FF=:B8L=(@8AB78CDB8E9(EF(<?CE7(?8 J =@(?B(BK=(
F7D8BFD<(?9@(:7=?B8L=(@=L=<E ; J =9B(EF(CEBK(F?:D<BI(?9@(ABD@=9BA1(
D9@=7M7?@D?B=(?9@(M7?@D?B=6()9(AE(@E89M1(?(F?87(@8AB78CDB8E9(EF(BK=(
GE7H<E?@(8A(?8 J =@(?B(FD<F8<<89M(BK=(F8@D:8?7I(EC<8M?B8E9A(?9@(J 8AA8E9(EF(
BK=(' = ; ?7B J =9B(89(A=7L89M(BK=(N=AD8B(O?BKE<8:(J 8AA8E9(EF(BK=(- 98L=7A8BI6(

278 9 : 8 ; ?<(& ; ; <8:?B8E9(EF(BK=(278 9 : 8 ; <=(EF(/?879=AA>(

0L=7I(F?:D<BI(J = J C=7(; EAA=AA=A(BKEA=(A ; =:8?<(PD?<8B8=A(EF(J 89@(?9@(
@8A:8 ; <89=(BK?B(=9?C<=A(K8 J QK=7(BE(?@L?9:=(H9EG<=@M=(89(BK=87(7=<=L?9B(
A ; =:8?<B8=A(?9@(ADCA ; =:8?<B8=A(89(2K8<EAE ; KI(?9@((AE(BE(B=?:K(CEBK(
D9@=7M7?@D?B=(?9@(M7?@D?B=(ABD@=9BA(?B(BK=(K8MK=AB(<=L=<(EF(=R ; =7B8A=(
; EAA8C<=6(&A(AD:K1(BK=(; 789:8 ; ?<(J EB8L?B8E9(FE7(B=?:K89M(?9@(7=A=?7:K(
@8AB78CDB8E9(8A(BK=(=9K?9:= J =9B(EF(BK=(7=A=?7:K(?9@(:7=?B8L=(=FFE7BA(EF(
BK=(F?:D<BI>(F?:D<BI(@=L=<E ; J =9B(8A(BK=(; 789:8 ; ?<(ME?<(?FF=:B89M(@=:8A8E9A(
?A(BE(BK=(@8AB78CDB8E9(EF(<?CE71(BK?B(8A1(:ED7A=A(B?DMKB(E7(BE(C=(B?DMKB(?B(
?<<(<=L=<A6(/?:D<BI(@=L=<E ; J =9B(BK7EDMK(7=A=?7:K(?9@(G78B89M(9EB(E9<I(
=9K?9:=A(BK=(PD?<8BI(EF(BK=(7=A=?7:K(8BA=<F(?A(?(L?<D=(89(8BA=<F1(BK=(
; D7AD8B(EF(B7DBK1(CDB(=<=L?B=A(BK=(<=L=<(EF(; =@?MEM8:?<(=R:=<<=9:=(?A(
G=<<6(+K=7=FE7=1(BK=(@8AB78CDB8E9(EF(GE7H<E?@A1(K=7=(D9@=7ABEE@(?A(
B=?:K89M(89(BK=(:<?AA7EE J 1(8A(?(@=78L?B8L=(EF(BK=(; 789:8 ; ?<(ME?<(EF(
=9K?9:89M(BK=(89B=<<=:BD?<(<8F=(EF(BK=(- 98L=7A8BI(BK7EDMK(PD?<8BI(7=A=?7:K(
CI(BK=(F?:D<BI6(&AA8M9 J =9BA1(BK=7=FE7=1(?7=(J ?@=(E9(BK=(C?A8A(EF(F?:D<BI(
@=L=<E ; J =9B(?9@(ABD@=9B(9==@1(CEBK(M=9=78:(S:E7=T(?A(G=<<(?A(A ; =:8F8:(
BE(BK=(J ?UE7SAT1(J 89E7A(?9@(M7?@D?B=(ABD@8=A6(+K=(@87=:B(:E77=<?B8E9(
C=BG==9(7=A=?7:K(?9@(B=?:K89M1(BK=7=FE7=1(8A(BK=(; 789:8 ; ?<(J EB8L?BE7(FE7(
?AA8M9 J =9B(@=A8M9?B8E9(?9@(@8AB78CDB8E96((

+K=(UD@M J =9B(:E9:=798M(CEBK(:ED7A=(@=A8M9?B8E9(S:ED7A=A(BE(C=(
B?DMKBT(?9@(@8AB78CDB8E9(S9D J C=7(EF(A=:B8E9AT(C=<E9MA(BE(BK=(OK?87(EF(
BK=(' =;?7B J =9B1(G8BK(BK=(?;;7EL?<(EF(BK=(' =?96(+K=(OK?87(?<E9=(K?A(BK=(
?DBKE78B I (BE(?AA8M9(?::E7@89M< I (?9@(89(=?:K(?9@(?<<(:?A=A(J ?H=A(K8A(E7(
K=7(@=:8A8E9(C?A=@(D;(VT(F?:D<B I (@=L=<E; J =9B?<(9==@A1(WT(ABD@=9B(
9==@A1(XT(@=;?7B J =9B(?9@(OE<<=M=(9==@AY89(BK?B(E7@=76(+K=(7=?AE9(FE7(
BK8A(E7@=789M(8A(BK=(FE<<EG89M>(ABD@=9BA(C=9=F8B(@87=:B< I (?9@(89@87=:B< I (C I (
BK=(=R;=7B8A=(EF(BK=(F?:D<B I 1(?9@(AE(@E(BK=(OE<<=M=(?9@(' =;?7B J =9B(
C=9=F8B6(278E78B I (EF(F?:D<B I (@=L=<E; J =9B(<=?@A(BE(VT(=R:=<<=9:=(89(BK=(
:<?AA7EE J (89(B=7 J A(EF(:E9B=9B(?9@(:D77=9:I1(?9@(WT(BK=(PD?<8B I (?9@(
AB?9@89M(G8BK89(BK=(;7EF=AA8E9(EF(BK=(' =;?7B J =9B(?9@(OE<<=M=6(+K=(

B=?:K8 9M(<E?@(B I ;8:?<< I 1(BKEDMK(9EB(9=:=AA?78< I 1(8A(VQV1(E9=(
M7?@D?B=(A= J 89?7(;=7(A= J =AB=71(89(BK=87(?7=?A(EF(7=A=?7:K(?9@(
;DC<8:?B8E96((09@EG=@(:K?87A(J ? I (:KEEA=(BE(B=?:K(E9(BK=(
D9@=7M7?@D?B=(<=L=<(?A(G=<<6(09@EG=@(:K?87A(?7=(?<AE(=9:ED7?M=@(
BE(:E9@D:B(7=?@89M(M7ED;A(?BB=9@=@(BE(C I (M7?@D?B=(ABD@=9BA1(
E::?A8E9?<(D9@=7M7?@D?B=A(?9@(F?:D<B I (F7E J (*% - (?A(G=<<(?A(

?B(?<<(<=L=<A(EF(BK=(:D778:D<D J 1(F7E J (89B7E@D:BE7 I (:ED7A=A(BE(
M7?@D?B=(A= J 89?7A1(@=;=9@89M(E9(BK=87(7=A=?7:K(89B=7=ABA(?9@(
BK=87(=R;=7B8A=(?9@(BK=(9==@A(EF(BK=(';?7B J =9B6(+K=(9E7 J ?<(?9@(
=R;=:B=@(B=?:K89M(<E?@(8A(WQW1(BGE(:ED7A=A(;=7(A= J =AB=71(?B(?<<(
<=L=<A1(?M?891(@=;=9@89M(E9(BK=87(=R;=7B8A=1(ABD@=9B(7=PD87= J =9BA(
?B(D9@=7M7?@D?B=(?9@(M7?@D?B=(<=L=<A6(

+K=(9E7 J ?<(=R;=:B?B8E9(AKED<@(7=F<=:B(BK=(7=PD87= J =9BA(FE7(B=9D7=>(
V]

B=?:K8 9MQ J=9BE78 9MQ@87=:B8 9M1(Vae(A=7L8:=>(WT(+=9D7=(B7?:H(?9@(
B=9D7=@(F?:D<B I>(\ae(7=A=?7:Kd(\ae(B=?:K8 9Md(Wae(A=7L8:=6(+K=A=(
;=7:=9B?M=A(J ?I(EFB=9(F<D:BD?B=(@=;=9@8 9M(E9(7=A=?7:K(;7EU=:BA1(
A;=:8?<(B=?:K8 9M(?AA8M9 J=9BA1(J=9BE78 9M(=B:61(?9@(=RB=9A8L=(A=7L8:=(
:E J J 8B J=9BA6(+K=(;=7:=9B?M=A1(BK=7=FE7=1(?7=(?;;7ER8 J ?B=1(9EB(
@=B=7 J 8 9?B=6(

)9(<8 9=(G8BK(BK=(Z - 98L=7A8B I(2E<8:I(E9(/?:D<B I(!E7H<E?@1[(F?:D<B I(E9(?(
AB?9@?7@(\a]\a]Wa(?99D?<(GE7H<E?@(?7=(=R;=:B=@(BE(B=?:K(?(WQW(<E?@1(
G8BK(=?:K(:ED7A=(7EDMK<I(:ED9B8 9M(?;;7ER8 J ?B=<I(Vae(EF(E9=bA(?99D?<(
=FFE7B6(&<BKEDMK(AE J=(:ED7A=A(7=PD87=(J E7=(=FFE7B(BE(;7=;?7=1(M7?@=1(
=B:6(BK?9(EBK=7A1(E9=(:?9(7EDMK<I(BK8 9H(EF(GK?B(E9=(GED<@(A;=9@(E9(?9(
?L=7?M=(:ED7A=1(J D<B8;<I(BK?B(CI(FED7(?9@(8 9:<D@=(E9=bA(J=9BE78 9M]]]]
?9@(?<<

/?:D<BI(OED9:8<(S27=A8@=9BT1(27=A8@=9B(EF(BK=(*=9?B=(E7(
=L=9(?B(B8J=A(J=JC=7AK8;(89(BK=(0R=:DB8L=(OED9:8<(EF(
BK=(*=9?B=1(A;=:8?<(?@(KE:(:EJJ8BB==A(AD:K(?A(BK=(
-98L=7A8BI(ND@8:8?<(3=?789M(OEJJ8BB==1(-98L=7A8BI(B?AH(
FE7:=A(E7(:EJJ8BB==A(=B:6("BK=7A(J8MKB(C=(
J=JC=7AK8;(E9(?@L8AE7I(CE?7@Ad(FE7(=R?J;<=>(O=9B=7(
FE7(3=?<BK(O?7=(0BK8:A1(&F78:?9(&J=78:?9(*BD@8=A1(
!EJ=9(?9@(g=9@=7(*BD@8=A1(27=]%?G(27EM7?J1(
O?BKE<8:(*BD@8=A1(=B:6(+K=A=(:EJJ8BJ=9BA(L?7I(89(B8J=(
?9@(GE7H(?9@(BKDA(BK=(9==@(FE7(:ED7A=(7=@D:B8E9(8A(
7=<?B8L=(BE(BK=(B8J=QGE7H(BK=A=(:EJJ8BJ=9BA(@=JJJETQq.240

J E9EM7? ; K(?<7=?@ I (D9@=7(: E9B7? : B(C I (?(J ?UE7(; 7=AA6(
g8L=9(?(E9=] : ED7A=(7=@D : B8E91(BK=(F? : D<B I (J = J C=7(J ? I (
J E7=(=R ; =@8B8EDA< I (F89 8AK(BK=(J E9EM7? ; K(E7(7=?@ I (8B(
FE7(F89?<(; DC<8 : ?B8E96(+K8A(8A(9=MEB8?B=@(G8BK(BK=(OK?87(

X6 +E ; (B8=7(; 7=AA=A1(GK8<=(EFB=9(7?9H=@(C I (
A ; = : 8?<8h?B8E91(9E7 J ?« I (?7=(8@=9B8F8=@(?A(BK=(J EAB(
: E J ; =B8B8L=(?9@(J EAB(A