



!""#\$%&'(")%*+,&-'.)/%,&0&123%*)+,&4""'+#*/&
 -')3*+\$3&5%6#%7&+)8&499*'6+,&:*'\$%///&
 !"#\$\$%&'()*+,-./-0+01#23)(4")*#5467#8&)"4*)964\$:#!%&'(\$;#

-')3%)3/&

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=< -'6%*+>%&

=<< -')3*+\$3/&5%?.##*)>@%>+,&5%6#%7&

=<< 12%A93#')/&3'&3B%&@%>+,&5%6#%7&5%?.##%A%)3&

C< -')3*+\$3&5%6#%7&:*'\$%///&

& C<:&& D)#3#+,&5%6#%7&EF&3B%&D)#3#+3#>&G%9+*3A%)3&

& C<=&& H.EA#//#')&'& -')3*+\$3&5%6#%7&5%?.%/3I'*A&

& C<C& @%>+,&5%6#%7&

& C<J&& G#/9'/#3#')&

J<&H#>)+3.*%&4.3B'*#3F&

K<&L.%/3#')/&+)8&488#3#')+,&D)''*A+3#')&

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"#\$%&'()*+,-./!0+1\$\$\$',!'2!/13',45%-/,&\$,4!6'3\$(7!83/%-!0+1\$%+&!9/,)/07!;.:!<=>?!'2!")%@+4+++
 A,\$1+0%\$-7!8B"AC!'0!-#!+!BA,\$1+0%\$-7C?!.&+%(\$D+%"AE!(',-0/(-!0+1\$+F!/,&!/660'1/3!60'(+%!/,&!
 0+G)\$0+*+,-%.\$,(3)&\$,4!-#!+0+G)\$0+&!0+1\$+F!D7!-#!+,\$,-\$-,\$,4!&+6/0-*+,-%!/&*\$,,\$-0/-!\$1+!
 '22\$(/\$/3%./!/&!-#!+!H22\$(+!'2!I+,+0/3!J')%,+3K!''#&!&'()*+,-/3%'!&+%(\$D+%"-#!+!\$4,-)0+!/-)#!0\$-\$+!
 2'0!(',-0/(-!F\$-#\$,!-#!+!A,\$1+0%\$-7K!L33!6+0%' ,+3!\$,1'31+&!\$,!60'(+%%\$,4!(',-0/(-!0+!/&1\$+&!-!
 0+/&!-#%\$!&'()*+,-/,&!D+('*+!2/*\$3\$/0!\$-!\$,!\$-!+,-\$0+7.!/%!\$-!(',-/\$,%!\$*6'0-,-!\$,2'0*-/-\$',!-#/-!
 7')!F\$33!,++&!F#+,!)D*\$-\$-\$,4!/(',-0/(-!2'0!0+1\$+F!/,&M'0!/660'1/3K!

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=<&& -'6%*+>%&

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I+,+0/337.!/(',-0/(-!\$!0+G)\$0+&!\$,!'0&+0-'!(0+/-+!/,!'D3\$4/-\$',!' ,!-#!+6/0-'2!-#!+!A,\$1+0%\$-7!-'!
 60'1\$&+!4'&%'!0!%+01\$(+%'!0!-'!6/7!2'0!4'&%'!0!%+01\$(+%K!L!(',-0/(-!\$!0+G)\$0+&!\$,!'0&+0-'!(0+/-+!/,!'D3\$4/-\$',!' ,!-#!+6/0-'2!-#!+!A,\$1+0%\$-7!-'!
 /40++*+,-!F#+-#!0!'0!,-!\$-!\$!2'0*/337!-\$-3+&!/B(',-0/(-K!J',-0/(-%,\$,(3)&+!D)!/0+!,'-!3\$*\$-+&!
 -'!/(',%)3-\$,4!/40++*+,-%!.40/-!/40++*+,-%!.%)D(',-0/(-%!.(',-0/(-%!2'0!4'&%'!0!%+01\$(+%60'1\$&+&!
 D7!'0!0+(+!\$1+&!D7!-#!+!A,\$1+0%\$-7.13+--+0%'2!/40++*+,-.13+(-)0+!'0!6+02'0*/,(+!/40++*+,-.13\$(+,%+%!
 +'0/,&!/'2!),&+0%-/,&\$,4!*%/-+0!%+01\$(+!/40++*+,-%./-#3+-\$(!4/*+!(',-0/(-%!.!-/+*+,-%!'2!
 F'0@!./,&!+0*%!/,&!(',&\$-\$',%0+3/-+&!-'!/33!-76+%'2!-0/,%/(-\$',%K!L!&'()*+,-/*7!D+!/+!D\$,&\$,4!
 (',-0/(-!+1+,-!-#')4#!',+!6/0-7!60'1\$&+!%*' +-#\$,4!'2!1/3)+!-'!-#!+!-#!+0!6/0-7!/-!,!'(#/04+K!

!
C<kk - ')3*+\$3k5%6#%7k:*\$%//k
!
! C<;kk D)#3#+,k5%6#%7kEFk3B%kD)#3#+3#)>kG%9+*3A%)3k
!
! !
RO\$'0!-'!%)D*\$-\$,4!/!60'6'#+&!(',-0/(-!2'0!0+1\$+F!D7!-#!H22\$(+'!2!I+,+0/3!J') ,%+3!-#!\$,\$-\$/-\$,4!
&+6/0-*+,-!*)%-(',&)(-!\$-%!'F,!0+1\$+F!'2!-#!60'6'#+&!(',-0/(-K!"#\$%!0+1\$+F!%#')3&!2'()%'!,-#!+!
D)%\$,+%%!*63\$(-\$',%!'2!-#!-+0*%!/,&!(',&\$-\$',%!'2!-#!(',-0/(-K!P+2'0+!%)D*\$-\$,4!/!(',-0/(-!2'0!
3+4/3!0+1\$+F!-#!+!,\$,\$-\$/-\$,4!&+6/0-*+,-!'0!(',-0/(-!'0\$4\$,-'0!*%)-!]

!
/K HD-/\$,!\$, -+0,/3!/660'1/3!20' *!-#!#+/&!(',-0/(-!'0\$4\$,-'0E%! '6+0/-\$,4!),-\$!8\$,!
/(('0&/,(+!F\$-#!-#/-!'6+0/-\$,4!),-\$E!\$, -+0,/3!(',-0/(-!/660'1/3!6'3\$(7?!

DK S+&!#+(',-0/(-!/,&!D+('*+!2/*\$3\$/0!F\$-#!\$-!+0*%X!

(K P+('*+!2/*\$3\$/0!F\$-#!/,7!3/F%.!0)3+!/,&!0+4)3/-\$',%14'1+0,\$,4!-#!(',-0/(-!
8=? \ '0!+W/*63+!\$2!-#!(',-0/(-!\$!2'0!/!4'1+0,*+,-!40/,-!4'1+0,*+,-!(',-0/(-!
'0!%)D(',-0/(-!-#!\$,\$-\$/-\$,4!&+6/0-*+,-!'0!(',-0/(-!'0\$4\$,-'0!*%)-!0+&!
/,&!D+('*+!2/*\$3\$/0!F\$-#!-#!%/-)+%.!0+4)3/-\$',%!/,&!6'3\$(+\$+!4'1+0,\$,4!-#!
40/,-!(',-0/(-!'0!%)D(',-0/(-!

8:?' ##!H22\$(+'!2!I+,+0/3!J') ,%+3!/,&!-#!H22\$(+'!2!J' *63\$/,(+!0+!+01+!-#!+!
0\$4#-!'!\$,G)\$0+!/!-!'!-#!(',-0/(-!'0\$4\$,-'0E!@,'F3+&4+!'2!/,&!2/*\$3\$/0\$-7!
F\$-#!-#!+!663\$(/D3+!%-/-)+%.!0+4)3/-\$',%!/,&!6'3\$(+\$+!

&K L(%)0+!-#/-!-#!+!(',-0/(-!/&&0+%%+%/33!'2!-#!5%?.#*%8k1,%A%)3/N!3\$%-+&!\$,!T+(-\$',!
^k^!8D?!D+3'F!

+K L(%)0+!-#/-!-#!+!(',-0/(-!&'+%!,-'!\$, (3)&+!/ ,7!'2!-#!G#/'+'*%8kD3%A/!3\$%-+&!\$,!
T+(-\$',!^k^!8(?!D+3'F!

2K _&+,-\$27!-#'%+!+0*%!'!F#\$(#!\$!(/,! '0!(/ , ,-'!40++!/,&!F#/-!,++&%!'!D+!,+4'-\$/-+&!
F\$-#!-#!+!(',-0/(-'0k!VW/*63+!'2!\$%)%)+%!'!(',%\$&+0!\$, (3)&+!]

8=? ` #+#+0!-#!+!(',-0/(-!+0*%!/,&!(',&\$-\$',%!,\$, (3)&\$,4!&)-\$+!'2!-#!6/0-\$+%.!
/0+!(3+0.!(',%\$%+,-!/,&!/(+6-/D3+!'!-#!+!),\$1+0%\$-7!/,&!-#!&+6/0-*+,-!

8:?' #+#+0!-#!+!('33+4+!&+6/0-*+,-!'0!),-\$!#/%!-#!+!,+(+%/07!2),&%!/,&!
0+%')0(+!2'0!-#%!(',-0/(-k!

8^? ` #+#+0!-#!+!(',-0/(-!\$, \$-\$/'0!(/ ,!/%%)0+!-#!A,\$1+0%\$-7E%!('*63\$/,(+!F\$-#!
-#!+'D3\$4/-\$',%!F#\$(#!-#!+!(',-0/(-!63/(+%'! ,!-#!+!A,\$1+0%\$-7!

8a? ` #+#+0!-#!+!(',-0/(-!\$!%/660'60\$/-+!/,&!%+01+!-#!+!&+6/0-*+,-E%!*\$%\$'\$,!/,&!
0+%'6',%D\$3\$-\$+%

8Z? ` #+#+0!-#!+!%+01\$(+%'60'1\$&+&!/0+!-#!* '%-!2+/%SD3+!2'0!-#!A,\$1+0%\$-7!\$,!
-+0*%!'2!G)/3\$-7!/,&!('%-!

8b? ` #+#+0!-#!+!(',-0/(-!\$, (3)&+!%-#!+,-\$0+!),&+0%-/,&\$,4!D+-F++,-#!+6/0-\$+%.!
'0!F#+-#!+0!-#!+0!+0+!/0+!/&&\$-\$',/3!-+0*%!'!0!+W63/,-\$',%!'0!60' *\$+%-!-#/-!0+!
,-'!\$, (3)&+&!\$,!-#!+!(',-0/(-!

!
C<=kk H.EA#//#')&'k - ')3*+\$3k5%6#%7k5%?.%/3kI'*A&

!
\ '33'F\$,4!\$-%!\$, \$-\$/3!0+1\$+F!-#!+!_,\$-\$/-\$,4!c+6/0-*+,-!*)%-('*63+!+!/-')3*+\$3k5%6#%7k5%?.%/3k
''*A&+)8k/.EA#3k3B%k''*A3'k3B%k!''#\$%k''k(%)%*+,&-'.)/%,k#)k+86+)\$%&'k3B%k\$'AA%)\$A%)3k
''k3B%k\$')3*+\$3k3%*A'k3%*A'k9%*' '*A+)\$%<k''#+!2'0*!F\$33!(',-/\$,!/(',-0/(-!(#+(3\$%-!/,&!F\$33!

0+G)+%-!\$,2'0* /-\$',!-#/-!-#+!H22\$(+!'2! I+,+0/3! J '),%+3!U!VW-+0,/3!L22/\$0!F\$33!)%+!&)0\$,4!\$-#!-#+!
0+1\$+F!'2!-#+!(',-0/(-K!
!
" '1+0\$27! -#/-!7')!/0+!)%\$,4! -#+!)6&/-+&!1+0%\$',!'2! -#+!2'0*!+/(#!-\$*+!7')!/0+!)D*\$-\$,4!/!
(',-0/(-!&'F,3' /&!-#+!2'0*!/-]!
!
d)03e!
!
` #+,!(' * 63+-\$,4!-#%\$!2'0* .!63+/%+!\$, (3)&+]!
!

/K P0\$+2!D/(@40'),&,\$,2'0* /-\$',!/D')-!-#+!6)06' %+!'2!-#+!(',-0/(-!-'!/\$&+!\$,!-#+!0+1\$+F!
60' (+%%.!\$,!/&&\$-\$',!-'!/,7!(' * * +,-!'0!(' ,(+0,%!7')!#/1+!0+4/0&\$,4!-#+!(',-0/(-!
-+0* %.!\$, (3)&\$,4!-#+!2'33' F\$,4]!
8=? VW63/, /-\$',!'2!-#+!-0/,% /(-\$',!
/? ` #!'!\$%!%)6637\$,4!F#/-!4' ' &%!'0!%+01\$(+%-!'!F#' * .!\$,!+W(#/,4+!2'0!
F#/-!/,&!F#7f!
D? _%! -#%\$! /! -0/,% /(-\$',! -#/-! -#+! J ',-0/(-! H0\$4\$, /- '0!'0! (' , -0/(-\$,4!
&+6/0- * +,-!F\$%#%+!-'!+, -+0!\$, -' f!
(? ` #7!&' +%!-#+!J ',-0/(-!H0\$4\$, /- '0!'0!(' , -0/(-\$,4!&+6/0- * +,-!F\$%#!-'!
+, -+0!\$, -'!-#+!(' , -0/(-f!
&? c '+%!-#+!(' , -0/(-!/%!%)D * \$-+&!2'0!0+1\$+F.!0+23+(-!/,7!(#/ ,4+%!-#/-!
-#+!J ',-0/(-!H0\$4\$, /- '0!'0!(' , -0/(-\$,4!&+6/0- * +,-!#/%!,+4'-\$/-+&'0!
)44+%+&f!_2!%' .!+W63/\$,!F#/-!-#'%+!(#/ ,4+%!/0+K!
+? L0+!-#+0+!/,7!(#/ ,4+%!-'!-#+!(' , -0/(-!-#/-!-#+!J ',-0/(-!H0\$4\$, /- '0!'0!
(' , -0/(-\$,4!&+6/0- * +,-!F ')3&!3\$@+!-'!%+!+f!_2!%' .!+W63/\$,!F#/-!-#'%+!
(#/ ,4+%!/0+K!
2? ` #/-! * +(#/ , \$% *! #/%! D++,! 6)-! \$,-'! 63/(+! -'! /%%)0+! -#/-! -#+!

(? _,!4+,+0/3!3+4/3!0+1\$+F!D7!-#+!H22\$(+!'2! I +, +0/3! J '), %+3!\$%!3\$ * \$-+&!
- '!(' , -0/(-! ' !F#\$(#!-#+!A, \$1+0%\$-7!\$%!/!6/0-7K!
8^? "#+!(' , -0/(-! *)%-!60' 1\$&+! * +/%)0/D3+!&+-\$3!/D')-!!
/? ` #\$(#!6/0-7!\$%!-'!60' 1\$&+!F#/-!% '0-'!2!6+02'0* / , (+!
D? N' F!-#+!/ * '), -!'2!6/7 * +, -!\$%!-'!D+!&+--+0 * \$, +&!
(?

8=a? R0' 1\$\$\$, %! /)-#' 0\$g/-\$', ! /((+3+0/-\$', ! '2! 6/7 *+, -! 8\$K+K.! 60' 1\$\$\$, %!
-#/-!), &+0! (\$0() *%-%/, (+%!.! -#+! 0+G)\$0+ *+, -! '2! 6/7 *+, -! ' 1+0! -\$ *+!
F\$33!D+!(' , 1+0+&!-! /!0+G)\$0+ *+, -! '2! /!3) * 6!%) * !6/7 *+, -?!

8=Z? R0' 1\$\$\$, %! 0+G)\$0\$, 4! D\$, &\$, 4! /0D\$-0/-\$', ! \$, ! /! * / , , +0! \$, (' , %\$%-+, -!
F\$-#! -#+! ")%+4+! A, \$1+0%\$-7! h+, &' 0! O+&\$/-\$', ! /, &! L0D\$-0/-\$', !
J 3/) %+!

8=b?

I +, +0/337.! ' ,37!-# +!R0+%\$&+ , -!-# +! I +, +0/3! J ') , % +3! U! h \$(+!R0+%\$&+ , -!2' 0! VW +0 , /3! L22/\$0%!! / , &M ' 0!
 -# +! h \$(+!R0+%\$&+ , -! ' 2! P) % \$, +% % ! U ! \ \$ % (/3! L22/\$0% ! 8J \ H ? ! # / % ! -# + ! /) -# ' 0\$ -7! - ' ! % \$ 4 , ! / , 7! (' , -0 / (-% !
 +W (+6- ! / % ! 3\$ * \$ - + & ! D7! -# + ! ") % @ +4 + + ! A , \$ 1 + 0 % \$ -7! P ' / 0 & ! ' 2! " 0) % - + + ! ' 0! D7! -# \$ % ! ! & ' () * + , -K ! I + , +0 / 337 !
 -# +! I + , +0 / 3! J ') , % +3! U ! h \$(+!R0+%\$&+ , -!2' 0! VW +0 , /3! L22/\$0% ! F \$ 33! , ' -! 60 ' 1 \$ & + ! -# + ! % \$ 4 , / -) 0 + ! ' , ! / !
 (' , -0 / (-! -# / -! # + ! ' 0! % # + ! # / % ! 0 + 1 \$ + F + & ! / , & ! F \$ - # ! 0 + % 6 + (-! - ' ! F # \$ (# ! # + ! ' 0! % # + ! # / % ! 60 ' 1 \$ & + & ! / & 1 \$ (+! - ' ! -# +!
 A , \$ 1 + 0 % \$ -7K ! " # + ! A , \$ 1 + 0 % \$ -7! * / \$, - / \$, % ! 0 + % 6 ' , % \$ D \$ 3\$ -7! - ' ! + % - / D3\$ % # ! \$, - + 0 , /3! 6 ' 3\$ (\$ + % ! 0 + 3 / - + & ! - ' !
 6) 0 (# / % \$, 4! /) -# ' 0\$ -7! / , & ! 6) 0 (# / % \$, 4! 3\$ * \$ - % . ! 2 ' 0! / 33! / 660 ' 60\$ / - + ! 6 + 0 % ' , , +3! F \$ - # \$, ! -# + ! A , \$ 1 + 0 % \$ -7K!
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 " # + ! - / D3 + ! D3 + ! F ! ') -3\$, + % ! -# + ! () 00 + , -! % \$ 4 , / -) 0 + ! /) -# ' 0\$ - \$ + % . ! 2 ' 0! (' , -0 / (-% . ! 2 ' 0! -# + ! 60 ' () 0 + * + , -! ' 2!
 4 ' ' & % ! / , & M ' 0! % + 01 \$ (+ %] !
 !

<p>L , ,) / 3! J ' , -0 / (-! h / 3) +! A6! - ' ! Ya . ; ; ; k ; ; !</p>	<p>L) -# ' 0\$ g + & ! T \$ 4 , / - ' 07! h \$(+!R0+%\$&+ , -% . ! c + / , % . ! c + 6 / 0 - * + , -! N + / & % . ! ' 0! c \$ 0 + (- ' 0 % ! H , 37! ' , + ! (' , -0 / (-! 6 + 0! 1 + , & ' 0 . ! F \$ - # \$, ! -# + ! % / * + !</p>
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