! "#$#! %"& ' ($) %"&* (%") *&! + , $ - ("#$. &/ 0 %!)#! , ' 1#$) (0 $ - *#/&

' %$, %"2&

/ 3456758 9 1#: 6;3: <=7>&+ ?;3?7;@2&

! "#$%&$ ' ( )+%,"+-. &/0122"3&+#%2"04 ! *1560"* #$!%&'(('!) '(*+!,-!*.##' /(01!(+'!234!5/6!,/!(+5(!#70'!*
-+'!,-!(+'!85*.0(1!9 ' 9 : '#!#'-;7/-,:0'!87#!&'((,/<!5/6!5;;#7&,/<!500!8,'06!-,('-! .-'6!:1!(+'!*
;#7<#59!5/6!50-7!-'#&'-!5-!(+'!='1!*59;.->:5-'6!*0,/,*50!-.;'#&,-7#$!3/!'--'/*'?!"#$!) '(*+!*
<.,6'-!-(.6'/(-!(+#7.<+!(+'!;#7*'--!78!,/('#&,'@,/<!5/6!;05*' 9 '/(!,/!5!8,'06!-,('$!A+'!234?!7#!*
(+'!85*.0(1!9 ' 9 : '#!6'-,</5('6!:1!(+'!234?!;#7&,6'-!<#7.;!-.;'#&,-,7/!(7!500!,/('#/-! (+#7.<+7.(!*
(+'!,/('#/-+,;!;#7*'--$!38!85*.0(1!9 ' 9 : '#-!6'-,</5('6!:1!(+'!234!5#'!#'B.,#'6!87#!*0,/,*50!*
-.;'#&,-,7/?!(+'!234!*77#6,/5('-!(+'!-'0'*(,7/!5/6!.-'!78!566,(,7/50!-(588$!A+'!234!#' 95,/-!(+'!*
6'-,</5('6!#'-;7/-,:0'!85*.0(1!9 ' 9 : '#!87#!(+'!;#5*(,*.9!5/6!,/('#/-+,;!;#7*'--$!*

! "#$%&$ ' (602#5*(,*.9!,-!(+'!,/,(,50!8,'06!'C;'#,'/*'!87#!5!<#56.5('!-(.6'/(!,/!(+'! *7./-'0,/<!*
;#7<#59-!5/6!,-!(1;,*5001!788'#'6!,/!(+'!D.99'#!-'9'-('#$!3/!7#6'#!(7!#'<,-('#!87#!(+'!2#5*(,*.9!*
05--!E4F"!GHI!J!D.;'#&,-'6!2#5(,*.9!,/!47./-'0,/<K?!-(.6'/(-!9.-(!+5&'!-.**'--8.001!*
*79;0'('6!;#7;'#!*7.#-'@7#=?!5/6!9.-(!+5&'!'5#/'6!5!<#56'!78!LMN!7#!+,<+'#!,/!(+'!87007@,/<!*
7.#-'-0!

- 4F"!GHP!J!Q7./65(,7/-!78!40,/,*50!R'/(50!S'50(+!47./-'0,/<!
- 4F"!GHT!> 2#,/*,;0'-!5/6!A+'7#,'-!78!47./-'0,/<!
- 4F"!GUV!> D'9,/5#!,/!F(+,*50!5/6!W'<50!3--.'-!,/!47./-'0,/<!
- 4F"!GHV!J!)#7.;!47./-'0,/<!X!).,65/*'!
- 4F"!GUI!J47./-'0,/<!2#7*'--!X!D=,00-!E%*7/&$#8870*9,0%#:,+0&+0%.,0-,(,-%,"0/"&2"0%20 *9,;&++&+;0/"#$%&$'(K!
- F2%!GGG!J!A'-(-?!R'5-.#'9'/(!X!F&50.5(,7/!E*5/!:'!(5='/!-,9.0(5/'7.-01!,/!-.99'#!78!;#5*(,*.9K!
- 4F"!GIY!J!",5</7-,-!X!A#'5(9'/(!205//,/<!,/!47./-'0,/<!
- 4F"!GII!J!R.0(,*.0(.#50!47./-'0,/<!E*5/!:'!(5='/!-,9.0(5/'7.-01!,/!-.99'#!78! ;#5*(,*.9K!

D(.6'/(-!951!:'!;#'&'/('6!8#79!:'<,//,/<!;#5*(,*.9!,8!-,</,8,*5/(!*7/*'#/-!'C,-(!7/! (+'!;5#(!78!
85*.0(1!5-!(7!(+'!-(.6'/(Z-!,/('#;'#-7/50!-=,00-?!'(+,*50!:'+5&,7#?!;#78'--,7/50!:'+5&,7#?!5/6[7#!*
7./-'0,/<!6,-;7-,(,7/-$!D.+!*7/*'#/-!@7.06!.-.5001!:'!#'80'*('6!,/!8''6:5*=!;#7&,6'6!(7!
-(.6'/(-!,/!4F"!GUI!5/6!GHV!@+,*+!5#'!*0,/,*50!-=,00->:5-'6!*7.#-'-!(+5(!#'B.,#'!-(.6'/(-!(7!
6'97/-(#5('!*7./-'0,/<!-=,00-!,/!5!97*=!'/&,#7/9'/($!Q''6:5*=!951!50-7!7**.#!5-!;5#(!78!
56&,-7#!8''6:5*=?!6,-;7-,(,7/(7!8''6:5*=!6.#,/<!(+'!;#7<#59?!7#!(+'!:,5//.50!85*.0(1!'&50.5(,7/!78!
-(.6'/(!6,-;7-,(,7/-$!D''!(+'!;#7<#59Z-!\'('/(,7/!5/6!",-9,--50!270,*1!,/!(+'!D(.6'/(!
S5/6:77=$!

47./-'0,/<!2#5*(,*.9!05-(-!7/''!-'9'-('#!5/6!#'B.,#'-!PYY!(7(50!+7.#-!7/>-,('?!VY!78!@+,*+!5#'!
-;'/(!,/! 5/6! 8/!- :1(>)Tj-0.004Tc3.768!78!

] 8('#!500!-,</5(.#'-!5#'!5*B.,#'6?!(+'!-(.6'/(!-+7.06!95='!-.#'!'5*+!'/(,(1!+5-!5!*7;1!78!(+'!87#9-!-,</'6!:1!500$!A+'!-,</5(.#'!;#7*'--!951!50-7!:'!5**79;0,-+'6!(+#7.<+!5/!'0'*(#7/,*!-,</5(.#'!-1-('9!,8!8'5-,:0'$!3/-(#.*(,7/-!87#!(+,-!;#7*'--!@,00!:'!;#7&,6'6!6.#,/<!(+'!2#5*(,*.9!a#,'/(5(,7/!R''(,/<!+'06!/'5#!(+'!/6!78!(+'!D;#,/<!D'9'-('#$!

a /!(+'!7(+'#!+5/6?!*7 9 ;0'(,/<!(+'!2#5*(,*. 9!5/6!3/('#/-+,;!,/!7/''!-'((,/<!50-7!+5-! 56&5/(5<'$!
) 7,/<!(+,-!#7.('!@,00!#'-.0(!,/!5:7.(!5!P>1'5#!'C;'#,'/*'!E5--. 9,/<!17.!5#'!07<<,/<!5:7.(! PY>P^!
+7.#-!;'#!@''=!6.#,/<!2#5*(,*. 9!5/6!PI>TY!+7.#-!;'#!@''=!6.#,/<!3/('#/-+,;K?!@+,*+!;#7&,6'-!
(+'!-(.6'/(!@,(+!(+'!7;;7#(./,(1!(7!8.001!,9 9'#-'!(+' 9-'0&'-!,/!5/! 5<'/*1$!A+,-!#7.('!50-7! 9 51!
9 5='!,(!'5-,'#!(7!8,/6!5!B.50,(1!3/('#/-+,;!-,('$!D,('-!78('/!5#'! /7(!@,00,/<!(7!5**';(!5!-(.6'/(!87#!
7/01!5!7/''!-' 9'-('#!2#5*(,*. 9$!A+,-!,-!:'*5.-'!(+'!PY!@''=-!(+5(!2#5*(,*. 9!05-(-!,-!/7(!'/7.<+!
(, 9'!87#!(+'!-,('!(7!,/('<#5('!17.!,/(7!(+',#! *.0(.#'!5/6!

" .#,/<!2#5*(,*. 9!17.!@,00!5((' /6!5!#'<.05#!T$G>+7.#!9 5/65(7#1!<#7.;!-.;'#&,-,7/!*05--!'5*+!
@''=$! a /'!+7.#!'5*+!@''=!78!(+,-!*05--!@,00!:'!87*.-'6!7/!6,65*(,*!*7&'#5<'!78!56&5/*'6!
7./-'0,/<!,--.'-!5/6!P! d!+7.#-!'5+!@''=!@,00!:'!87*.-'6!7/!;#7&,6,/<!17.!@,(+!<#7.;!*0,/,*50!
-.;'#&,-,7/!78! 17.#!;#5*(,*. 9!*7./-'0,/<!6.(,'-$!] (('/65/*'!(7!<#7.;!-.;'#&,-,7/!,-!
9 5/65(7#1$! Q,/5001?!17.!9 .-(!#'*',&'!P!*7/(,<.7.-!+7.#!78!*0,/,*50!-.;'#&,-,7/!8#7 9!17.#! -,('!
-.;'#&,-7#!'5*+!@''=!(+#7.<+7.(!17.#!2#5*(,*. 9!5/6!3/('#/-+,;!'C;'#,'/*'$!38!17.! 85,0!(7!
#'*',&'!(+'!,/6,&,6.50!-.;'#&,-,7/!87#! 9 7#'!(+5/!5!@''=!(+,-!-+7.06!:'!#';7#('6! :5*=!(7!17.#!
2#5*(,*. 9!7#!3/('#/-+,;!,/-(#.*(7#$!

" .#,/<!,/('#/-+,;!17.!@,00!5((' /6!5!P$G!+7.#! 9 5/65(7#1!<#7.;!-.;'#&,-,7/! 9 ''(,/<!'5*+!@''=$!
A+,-! 9 ''(,/<!87*.-'-!-70'01!7/!<#7.;!*0,/,*50!-.;'#&,-,7/!78!17.#!,/('#/-+,;!*7./-'0,/<!6.(,'-$!
] (('/65/*'!(7!,/('#/-+,;!<#7.;!-.;'#&,-,7/!,-! 9 5/65(7#1$!Q,/5001?!17.! 9 .-(!#'*',&'!P!*7/(,<.7.-!
+7.#!78!*0,/,*50!-.;'#&,-,7/!8#7 9!17.#!-,('!-.;'#&,-7#!'5*+!@''=!(+#7.<+7.(!17.#!,/('#/-+,;!
'C;'#,'/*'$!38!17.! 85,0!(7!#'*',&'!(+'!,/6,&,6.50!-.;'#&,-,7/!87#! 9 7#'!(+5/!5!@''=!(+,-!-+7.06!:'!
,9 9 '6,5('01!#';7#('6! :5*=!(7!17.#!2#5*(,*. 9!7#!3/('#/-+,;!,/-(#.*(7#$!

B&#9&8&%70+-''#+$,60*

2#,7#!(7!:'<,//,/<!5!2#5*(,*. 9!5/6!(+#7.<+7.(!(+''/(,#'(1!78!(+'!2#5*(,*. 9[3/('#/-+,;!
'C;'#,'/*'?!-(.6'/(-! 9 .-(!+5&'!;#78'--,7/50!0,5:,0,(1!,/-.#5/*'$!%7.!@,00!:'!5-='6!(7! ;#7&,6'!
;#778!78!,/-.#5/*'!:'87#'!:',/<!*0'5#'6!87#!;5#(,*,;5(,7/!,/!2#5*(,*. 9[3/('#/-+,;?! 5/6! 9 .-(!
-.;;01!;#778!(+5(!(+'!,/-.#5/*'!+5-!:''/!#'/'@'6!,8!17.#!2#5*(,*. 9[3/('#/-+,;!
FC;'#,'/*'!05-(-!:'17/6!7/''!1'5#$!%7.!*5/!7:(5,/!-.*+!,/-.#5/*'!8#7 9!5/1!78!(+'! 87007@,/<!
<#7.;-0!

-]05:595!47./-'0,/<!] --7*,5(,7/!
  +((;0[[@@@$505:595*7./-'0,/<$7#<[,/-.#5/*'$+(90!
-] 9'#,*5/!47./-'0,/<!] --7*,5(,7/!J!
  +((;0[[@@@$5*5,($*79[!
-] 9'#,*5/!R'/(50!

5/!50('#/5(,&'!,/('#/-+,;!-,('!(+5(!9''(-!(+'!-(.6'/(Z-!/''6-$!A+'!-(.6'/(!@,00!/''6!(7!,/('#&,'@!@,(+!;7('/(,50!-,('-!5/6!(+'!-,('-!@,00!;#7&,6'!,/;.(!(7!(+'!2334!#'<5#6,/<!+7@!@'00!(+'!-(.6'/(!8,(-[95(*+'-!(+'!-,('$!

>%,/0J0K >&%,0=//"2?#860

=//"2?,30>&%,-60A+'!3/('#/-+,;!4 77#6,/5(7#!+5-!5##5/<'6!#'05(,7/-+,;-!@,(+!5!/.9:'#!78! ;#'>5;;#7&'6!2#5*(,*.9[3/('#/-+,;!-,('-$!A+'-'!5#'!-,('-!(+5(!(+'!2334!+5-!6'('#9,/'6!;#7&,6'!(+'!:'-(!*0,/,*50!(#5,/,/<!7;;7#(./,(,'-$!]!0,-(!78!(+'-'!-,('-!@,00!:'!;#7&,6'6!5(!(+'!7.(-'(!78!(+'!8,'06!;05*'9''(!;#7*'--!,/!-;#,/<!-'9'-('#!78!'5*+!1'5#$!

JA&:A6&54EE&6=;<:&<76:<&A:&DA83&A@:&(+'#'!,-!5!;#7*'--!,/!;05*'!87#!5;;01,/<!(7!(+'-'!-,('-$!38!(+'#'!,-!5!-,('!7/!(+'!0,-(!(+5(!17.!5#'!./5:0'!(7!-'#&'!5-!5/!,/('#/!87#!-79'!#'5-7/?!;0'5-'!/7(,81!17.#!2334!7#!;#7<#59!56&,-7#!5-!-77/!5-!;7--,:0'!5/6!,/87#9!(+'9!78!(+'!*7/80,*(!7#!#'5-7/!(+5(!(+,-!-,('!@7.06!/7(!:'!5/!5;;#7;#,5('!95(*+$!

>%'3,+%K>,8,$%,30>&%,-60D(.6'/(!-'0'*('6!-,('-!5#'!<''#5001!:A6&5/!7;(,7/$!38!5!-(.6'/(!+5-!5/!'C(#'9'!*,#*.9-(5/*'!@+,*+!+'!7#!-+'!:'0,'&'-!/'*'--,(5('-!.(,0,h5(,7/!78!5!(#5,/,/<!7(+'#!(+5/!(+'!;#'>5;;#7&'6!-,('-?!(+'1!-+7.06!95='!5/!5;;7,/(9''/(!@,(+!(+'!2334!(7!6,-*.--!(+,-!5-!-77/!5-!;7--,:0'$!D(.6'/(>-'0'*('6!-,('-!@,00!343;ED&:'!5;;#7&'6?!7G&;?;3?!5/6!7/01!7/!5!*5-'>:1>*5-'!:5-,-!5(!(+'!B7<53;67A:&AG&6=;&/#!1/34567589&#:6;3:<=7>&!AA3B7:46A3K&

!"#$%&$#0@0*+%,"+-.&/0#%0L2''0M290! Q,#-(?!,/('#/-+,;-!5(!17.#!f7:!@,00!7/01!:'!5;;#7&'6!,8! 17.!@7#=!5(!7/'!78!(+'!;#'>5;;#7&'6!;#5*(,*.9[,/('#/-+,;!-,('-?!7#!,8!(+'!-07(-!5(!(+'!;#'>5;;#7&'6!-,('-!+5&'!50#'561!:''/!8,00'6$!D.*+!;05*'9''/(-!5(!5!-(.6'/(Z-!*.##'/(!;05*'!78!''9;0719'/(!5#'!<''/'#5001!8#7@/'6!.;7/!5/6!5#'!#5#'01!5;;#7&'6$!!A+'!#'5-7/!,-!7:&,7.-0!!e''67!/7(!@5/(!(7!''/*7.#5<'!6.50!#'05(,7/-+,;-!5/6!@'!@5/(!(+'!,/('#/!(7!0'5#/!-79'(+,/<!'@$!38!17.!@5/(!-.*+!5/!3/('#/-+,;!(7!:'!*7/-,6'#'6!17.!9.-(!9''(!@,(+!3/('#/-+,;!4 77#6,/5(7#$!D.*+!5!2#5*(,*.9!7#!3/('#/-+,;!'C;'#,'/*'!@,00!7/01!:'!5;;#7&'6!,8!(+'!-07(-!5&5,05:0'!5(!(+'!;#'>5;;#7&'6!-,('-!+5&'!50#'561!:''/!8,00'6!87#!(+5(!-'9'-('#?!7#!,8!(+'!-(.6'/(!,-!50#'561!5/!''9;071''!5(!7/!'!78!(+'!;#'>5;;#7&'6!-,('-!@+'!(+'!1!5#'!(#1,/<!(7!67!(+',#!;#5*(,*.9!7#!,/('#/-+,;$!M'-%09,$#'-,0%.,-,0$2+3&%&2+-0#",0(,%032,-0+2%0(,#+0#0/"#$%&$#02"0&+%,"+-.&/0N&8809,0#//"2?,3$!A7!7:(5,/!5;;#7&50!87#!5!2#5*(,*.9[3/('#/-+,;!5(!17.#!;05*'!78!'9;071'9'/(!17.!9.-(!9''(!@,(+'!2#5*(,*.9[3/('#/-+,;!4 77#6,/5(7#!5/6!5!9.*+!97#'!6'(5,0'6!3/('#/-+,;!]<#''9''/(!9.-(!:'!6#5@/!.;!(+5(!95='-!'C*''6,/<01!*0'5#!(+5(!(+'!87007@,/<!*#,('#,5!5#'!9'(0!

P$! A+'!-(.6'/(!+5-!5/!'C*''6,/<01!*0'5#!-'(!78!(,9'!5007((''6!'5*+!@''=!(7!(5='!;5#(!,/!*0,/,*50!*7./-'0,/<!-'!&,*'-!(+5(!5#'!**L(M+$J&(+',#!*.##'/(!-=,00!-'(!5/6!5#'!5*(,&,('-!(+5(!5#'!,/!+***.4#5.#.)#0$.*7.**(+',#!*.##'/(!f7:!6'-*#,;(,7/$!

T$! %7.#!;#5*(,*.9[,/('#/-+,;!-,('!-.;'#&,-7#!*5//7(!:''!17.#!/7#9 50!f7:!-.;'#&,-7#[:7--!7#!,/!5/1!@51!*.##'/(01!+706!-79'!(1;'!78!-.;'#&,-7#1!#70'!7&'#!17.!5(!17.#!f7:$!

^$! A+'!2#5*(,*. 9[3/('#/-+,;!477#6,/5(7#!9 .-(!+5&'!(+'!.(97-(!*7/8,6'/*'!(+5(!(+'!-,('>
-.;'#&,-7#!,/! (+,-!-,(.5(,7/!./6'#-(5/6-!(+'!;#78'--,7/50!,6'/(,(1!5/6!-(5/65#6-!78!
(#5,/,/<!87#! ;#78'--,7/50!*7./-'07#-!5/6!,-!*7/8,6'/(!(+5(!(+'!-(.6'/(!*5/!7:(5,/!(+'!
/'*'--5#1!;#5*(,*. 9[,/('#/-+,;!+7.#-!@,(+,/!(+'!5007(('6!(,9'!5/6!(+5(!(+'#'!,-!/7!
7&'#05;!:'(@''/!(+'!*.##'/(!f7:!#'-;7/-,:,0,('-!5/6!(+'/!,/('#/-+,;!#'-;7/-,:,0,('-$!

C7/&$#8870 0%.,0!*10N&880+2%0#//"2?,0/"#$%&$'()&+%,"+-.&/-0#%0%.,0-%'3,+%P-0$'"",+%0/8#$,02Q0
,(/827(,+%<0

>%,/0R60*+%,"?&,N&+;0N&%.0#0>&%,<0

]8('#!17.!+5&'!;#7&,6'6!(+'!,/87#95(,7/!#'B.'-('6!:1!(+'!234!5/6!;#7<#59!85*.0(1?!(+'!
2#5*(,*. 9[3/('#/-+,;!477#6,/5(7#!@,00!'>95,0!17.!5/!5;;#7&'6!0,-(!78!-,('-!5/6!*7/(5*(-!5(!
(+7-'!-,('-!87#!17.!(7!-'(!.;!5/!,/('#&,'@$!A1;,*5001?!-(.6'/(-!,/('#&,'@!@,(+!T>V!-,('-$!E-''!;$!
^!87#!(+'!-;'*,8,*!;#7*'--K$!

a/*'!(+'!-(.6'/(!#'*',&'-!(+'!5;;#7&'6!0,-(!78!;7('/(,50!-,('-?!(+'!-(.6'/(!-+7.06!/7(,81!(+'!
234!,9 9'6,5('01!,8!(+'#'!,-!5/!,--.'!@,(+!5!-,('!7/!(+'!0,-($!A+'!-(.6'/(!,-!c aA!(7!*7/(5*(!(+'!
-,('!6,#'*(01!5/6!@,(+6#5@!8#79!(+'!,/('#&,'@!;#7*'--$!".'!(7!(+'!;#7*'--!,/!;05*'?!,(!,-!
,9;7#(5/(!(+5(!(+'234!+5/60'!,--.'-!,/&70&,/<!@,(+6#5@,/<!8#79!,/('#&,'@-!7#!7(+'#!,--.'-$!

%&:A6;&A:&7:6;3?7;@7:C\&63;46&6=7<&4<&4&0AF&7:6;3?7;@K&J3;<<&4>>3A>3746;ED&4:B&456&
>3AG;<<7A:4EEDK&!83<7:C\P&867:C&BA@:&A6=;3&4C;:57;<P&4337?7:C&E46;P&4567:C&
B7<7:6;3;<6;BP&4:B&4337?7:C&8:>3;>43;B&GA3&6=;&7:6;3?7;@&3;GE;56<&>AA3ED&A:&DA8&4:B&
4E<A&A:&A83&5A8:<;E7:C&>3AC34 9 K&%&CAAB&6347:7:C&<76;&@7EE&4<Q&DA8&R8;<67A:<&4FA86&
DA83&F4<75& 4<<8 9 >67A:<&4:B&6=;A3;6754E&<64:5;&4:B&DA83&>4<6&;S>;37;:5;<&4<&@;EE&4<&
4FA86&DA83& >3AG;<<7A:4E&7B;:676DK&JA:T6&F;&<83>37<;B&7G&R8;<67A:<&4FA86&=D>A6=;6754E&
54<;<&43;& 4E<A&4<Q;BK&

F,(,(9,"072'0#",0#8-20&+%,"?&,N&+;0%.,0-&%,0#+30-.2'830#%%,+30%20.2N0N,88072'0-,,(0%20
Q&%0N&%.0%.,0-&%,P-0$'8%'",0#+30%.,0+#%'",02Q0%.,0N2":0%.,0-&%,0/,"Q2"(-0&+$8'3&+;0%.,&"0
$8&,+%0/2/'8#%&2+<0*%0&-0#8-20;2230/"#$%&$,0%20#-:0#92'%0%.,0-'/,"?&-2"P-0-%78,02Q0
-'/,"?&-&2+<0

>%,/0S0H0I#%$.&+;0N&%.0#0>&%,0

]8('#!500!,/('#&,'@-!5#'!*79;0'('6?!'5*+!-(.6'/(!@,00!'95,0!(+'!234!(+',#!#5/=,/<-!78!(+'!
-,('-!5(!@+,*+!(+'1!,/('#&,'@'6$!38!5E14.#(5E,1'4.#(58}0TJ0Tc(F<@,(:043Tc2.0070T2.8'5-31,*.05#!Tc-)-4.4(5E1

*<6%'33.)0#%$,%1 ".&*103.%#++*$.:'.%*1+$'(.#3.,+$'0+3&,).&*103%.*

=>'0#--.?."'-.+'.7*0./0#%$.%1".-#%'"'+$./0*%'33.*

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E, ;&++&+;0%20=$$"',0D2'"-0

%7.!*5/!7/01!:'<,/!5**#.,/<!2#5*(,*. 9!+7.#-!7/*' k !

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:K! %7.!5#'!5*(,&'01!'/#700'6!,/!(+'!2#5*(,*. 9!*7.#-'?!,$'$!(+'!-' 9 '-('#!,/!@+,*+!17.! 5#'!'/#700'6!,/!(+'!2#5*(,*. 9!*7.#-'!+5-!:'<./$!

%7.!*5/!7/01!:'<,/!5**#.,/<!3/('#/-+,;!+7.#-!7/*' k !

%7.!+5&'!(+'!3/('#/-+,;!] <#'' 9 '/(!87# 9!-,</'6!:1!500!(+#''!;5#(,'-!5/6!+5&'! #'(.#/'6!5! *7;1!(7!(+'!234$!

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K!]!<#56'!+5-!:''/!;7-('6!87#!(+'!2#5(,*. 9!*7.#-'?!,$'$!17.!*5//7(!5**#.'! 3/('#/-+,;!+7.#-!./(,0!17.!+5&'!*7 9 ;0'('6!2#5*(,*. 9$!] /1!+7.#-!:'17/6!(+'!PYY! #'B.,#'6!87#!2#5*(,*. 9!(+5(!5#'!5**#.'6!6.#,/<!(+'!2#5*(,*. 9!-' 9 '-('#!67!/7(! 5;;01!(7!(+'!IYY!+7.#-!#'B.,#'6!87#!3/('#/-+,;?!,$'$!2#5*(,*. 9!5/6!3/('#/-+,;!+7.#-! 67!/7(! 9,C$!

D2'"-0B2;60%7.!@,00!.-'!5!-(5/65#6!+7.#-!07<?! 9 56'!5&5,05:0'!8#7 9!(+'!2#5*(,*. 9!5/6! 3/('#/-+,;!477#6,/5(7#!E,/*0.6'6!,/!(+'!5;;'/6,C K$! F5*+! -(.6'/(!-+7.06! 9 5='!(+',#!7@/! *7;,'-!5/6!(.#/!,/!7/''!'5*+! @''=!(7!67*. 9'/(!(+',#!;#7<#'--$! A.#/!,/!17.#!07<!'&'#1! @''=!5(!17.#!<#7.;!-.;'#&,-,7/! 9''(,/<?!/7(!500!5(!7/*'!/'5#!(+'!/6!78!(+'!3/('#/-+,;$!] 66,(,7/5001?!-(.6'/(-!'/('#!(+',#!+7.#-!,/(7!W,&'A'C(!'&'#1!@''=$!%7.#!W,&'A'C(!F/(#1! 5/6! e ''=01!+7.#-!07<!-+7.06! 9 5(*+$!%7.#!3/('#/-+,;!-,('>-.;'#&,-7#! ***3&*1-(.3,@+.'#%&. -*@**$!A+'!-,('>-.;'#&,-7#!,-!5((!-(,/<!(+5(!17.!+5&'!5*(.5001!;'#87# 9 '6! (+'!5 9 7./(!78!(, 9 '! 17.!+5&'!-;'*,8,'6!5/6!'/<5<'6!,/!(+'!(1;'!78!5*(,&,(,'-!17.!+5&'!-;'*,8,'6$!A+,-! 67*. 9'/(5(,7/!,-!*#.*,50!5-!,(!67*. 9'/(-!17.#!;#5*(,*. 9!5/6!,/('#/-+,;!+7.#-$!

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