!"#$%#&'#()!"#(F"$*$- !

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

!"#$%&%'())

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

/012%3456+(#(78%..%.%9,::($55"%..;

!"#$%&"''(%)

!"#$%&%'())("*(+,-,'(%,+(,"'.,(/&'(.,(01,,.,(2,#,3.44#34-("'(5&$*,'(-,64#,'(,'(.44#(7"8'(94$$,#(&3*(/,:3,'(;,,-,'4;,'(4<(%&&#(/3:=%+ /44#(.,('&.,#,'.,(>:**"*=%,(+#4,<,'('&&#(?,.,#*&$*,'@(A3*(+1,,8&#"-,("*(%"8(/,#$4=%+(,'("33,-&&3('&&#(.,(+4,';&3"-,(B:"+*,(B,;4$#&+"*=%, >,<:63",$(-,6#&=%+@(C"8(%,,9+(."/,#*,(*:==,**,'(4<(.,(#,'6&&'(-,64,$+(,'("*(/&'(DEFD(+4+(DEFE(4<(.,(*+&&+**+4,+,#"8("'(G#&."+7("'-,7,+(/44# .,(94$$,#"8@(H'(DEFE("*(%"8(+,-,'(.,(%,'-*+(A*+,#"4*())(-,#:"3.(,'(+,#,=%+(-,$4;,'(4<(.,("'/34,.#"8$,(2,*+(B:"+*,(/43634,.*+4,+,#"8 5=%3,'.,#%&%'(6"8(I,:3,'@

H'(.,(94$$,#"8(%,,9+(%"8(.,(/44#(.,(#"8<&&#.94$$,#"8(6,3&'-#"8$,(%,'-*+,'(!3&:,#(>,"+,#())J(2",*,'6&:;())(,'(K#"&;4*())(-,6#&=%+@

!"#$%&%'())(*+(,-.-.--/012/

344#$456'(6'(&789&55"':

'()*+,+-%..%(7%$$-%<)=(-$%+$->78%?($%":%/1%#,,)8%/012%(7%>$<")$-@%!(A%(7%>$B"*8%?"")%C,>?,%D"-%!$E-(8F%$-%>$<")$-%":%$$- <"$)?$)(A%(-%G)H76+*,=I%?,8%8=77$-%G)$7?$-%$-%J")>,=%":%?$%K$78$5(A*$%"D)%D,-%?$%L5<$%(-%?$%?$$578,,8%M,*7$-%5(>8@%L$-%:,,) K$*$-%5,8$)%(7%C,>?,%N"-%!$E-(8F%D"")%+$8%-,?$)<(A%*"#$-?$%O=77(76+$%5$>$)%#$8%?$%+$->78%-,,)%+$8%K$78$-%>$8)"**$-I%K,,)%F$%(- P()6+<$)>%<(A%M$$7$-%(-%Q$?$)7,*7$-%$$-%D$(5(>$)%"-?$)*"#$-%D"-?@

3&;6#

G$%D,?$)%D,-%'()*+,+-%..%(7%?$%+$->78%456+(#(78%..%3N@%!$)"5?%..;I%?($%(-%/0RS%":%?$%78,,8778"$8$)(A%(-%T),?(8F%(7%>$<")$-%=(8%$$- ?"6+8$)%D,-%Q=,>$%..@%Q,%$$-%7=66$7D"55$%)$-6,))(U)$%(7%+(A%(->F8%D"")%?$%B"**$)(AI%#,,)%?"")%?(D$)7$%"")F,*$-%+$$B8%+(A%?$%$$)78$ A,)$-%75$6+87%$$-%<$:$)*8%,,-8,5%#$))($7%,,->$<"?$-%>$*)$>$-%$-%5,8$)%>""(?$%?$%JK$$?$%V$)$5?"")5">%)"$8%(-%F(A-%8-@%!$8%(7 "-<$*$-?%"B%456+(#(78%..%?$%"")5">%+$$B8%"D$)5$$B?%"B%?,8%+(A%(-%/012%(7%>$?""?@ Q,,78%'()*+,+-%..%(7%456+(#(78%..%?$%D,?$)%D,-%?$%+$->78$-%T=-?"#,)%..%3/01W;$-%V,-?$)B,5*%3/01W;@

<46;6#

G$%#"$?$)%D,-%'()*+,+-%..%(7%?$%(-%X),-*)(A*%>$<")$-%#$))($%'),#"=7$%..%3/0RYI%N@%9,::($55"%..;@%JK$$?$%#"$?$)%(7%?$?"-*$)<)=(-$%Z$)$>)(-$%..%3/0WYI%N@%Z+,5,)(7%..;@
G$%>)"8$%D$)$)D$)%M8@%M(#"-%..%3/[[/I%N@%T,5":(-%..;%*"#8%,6+8%*$$)%D"")%(-%?$%,B78,##(->%D,-%'()*+,+-%..@

=>4#9?&##"@#6

\-%+$8%D"")A,,)%D,-%/01]%(7%'()*+,+-%..%(-%8),(-(->%>$-"#$-%$-%<5$$*%+(A%$$-%F$$)%D$$5%<$5"D$-?%)$-:,,)?@%^(A-%8),(-$)%?)""#?$%,5 D,-%$$-%7=66$7%(-%?$%G$)<EI%#,,)%$$-%K$$*%5,8$)%(7%'()*+,+-%..%D"")%W[S@SSS%O$(6+7#,)*%D$)*"6+8%,,-%$$-%,-8($*+,-?$5,,)%=(8 _$(:F(>@%'()*+,+-%..%>(->%D,-%V$78%G=(875,-?%-,,)%`"78%G=(875,-?%$-%(7%?,,)<(A%(-%+$8%!,)F%>$<$)>8$%,,-%?$%+,-?%(55$>,,5%?$%>)$-7 "D$)>$<),6+8@%G$%J+a)(->7$%"D$)+$(?%*K,#%?,,)%,6+8$)%$-%+$$B8%'()*+,+-%..%(-%<$75,>%>$-"#$-%$-%+$#%8(A?$5(A*%"-?$)>$<),6+8%(- $$-%*(::$-+"*@%J"$-%,,-%,55$%B")#,5(8$(8$-%K,7%D"5?,,-%*"-%?$%8),(-(->%D,-%?$%+$->78%K$$)%K")?$-%":>$:,*8@ !(A%+$$B8%":%Y%A=5(%/01]%(-%_$(:F(>%(-%$$-%)$-%"D$)%/SSS%#8)%F(A-%?$<==8%>$#,,*8%$-%K"-%?,,)<(A%#$8%F$7%5$->8$-%D"")7:)"->@%`"* ?$%D"5>$-?$%D($)%)$--$-%,57%8K$$A,)(>$%K"-%+(AI%K,,)?"")%+(A%(-%/01]%$$-%K(-7"#%+,?%D,-%/SR@SSS%O$(6+7#,)*@ \-%/01[%<$>(-8%+(A%#$8%K(-78%(-%$$-%)$-%":%?$%)$-<,,-%!"::$>,)8$-%<(A%'$)5(A-%"D$)%/YSS%#$8$)I%D$)D"5>$-7%K(-8%+(A%?$%*5,77($*$!$-6*$5%O$--$-%$-%?,,)-,%?$%T)"8$%Z)(A7%?$)%G)($A,)(>$-I%?($%""*%K$5%?$%G$)<E%D,-%?$%GGO%K$)?%>$-"$#?@ C$8%?$%-"?(>$%#"$(8$%K")?8%8"$78$##(->%>$*)$>$-%"#%#$8%'()*+,+-%..%$-%$$-%*5$(-$%>)"$:%<$>5(?$)7%D,-=(8%?$%GGO%-,,) !,#<=)>%8$%>,,-%"#%?,,)%,,-%?$%G=(87$%G$)<E%?$$5%8$%-$#$-@%G$%)$(7%D,-%_$(:F(>%-,,)%!,#<=)>%-$$#8%D$$)8($-%==)%(-%<$75,>I (-65=7($B%$$-%8K$$%==)%?=)$-?$%>)$-76"-8)"5$%?"")%+$8%L->$57$%5$>$)@%!(A%K(-8%?$%G=(87$%G$)<E%(-%!,#<=)>%#$8%$$-%5$->8$%$- D$)D"5>$-7%""*%?$%4)8+=)%D"-%V$(-<$)>bT$?c6+8-(7bO$--$-%(-%X),-*B=)8@%J$)=>%(-%?$%GGO%K(-8%+(A%(-%7$:8$#<$)%/01[%": !"::$>,)8$-%?$%_$+-?")d%O$--$-%"D$)%WYSS%#$8$)I%K,,)#$$%'()*+,+-%..%""*%,57%?)($A,)(>$%"->$75,>$-%<5(AB8@ \-%+$8%D"")A,,)%D,-%/010%#,,*8$%'()*+,+-%..%$$-%D$)#"$(?$%(-?)=*@%^(A-%$$)78$%":8)$?$-%K,7%(-%?$%T$)5(->%Z)(A7%3W1SS%#;%(-%P$=5$-I K,,)%+(A%#$8%$$-%"->=-78(>%>$K(6+8%$-%"-?$)%#(7$),<5%"#78,-?(>+$?$-%D"")%+$8%$$)78%K$)?%D$)75,>$-@ `"*%?$%)$78%D,-%+$8%A,,)%K,7%+(A%>$$-%76+(#%#$$)%D,-%+$8%$.6$55$-8$%)$-:,,)?%?,8%+(A%(-%D"")>,,-?$%A,)$-%K,7%>$K$$78@ \-%,=>=78=7%/02S%K(-8%+(A%(-%'$)5(A-b!"::$>,)8$-%?$%T)"8$%Z)(A7%?$)%GGO%"D$)%W1SS%#I%K,,)-,%+(A%":%78"8)(A%T),?(8F%K")?8%(->F8 (-%?$%B"**$)(A@

A4$$6#"B?&##"@#6

\-%/020%(7%+(A%>$)=(5?%8$>$-%?$%+$->78%478$)("7%..%3/01]I%N@%`5$,-?$)%..;%$-%(7%+(A%(-%+$8%<$F(8%>$*"#$-%D,-%?$%8""-,,->D-?$ G=(87$%78"$8$)(A%M6+5$-?$)+,-%(-%e=,?),8+b\6+$-?")BI%?,8%WS%*#%8$-%K$78$-%D,-%P$=5$-%5(>8@%G,,)%(7%+(A%-">%8"8%/0Y2%,57%B"*+$->78 ,68($B%>$K$$78@
'()*+,+-%..%(7%,,-%+,)8B,5$-%"D$)5$?$-@

C4'6'

^"-$-%D,-%'()*+,+-%..%?($%$$-%)"5%+$<<$-%>$7:$$5?%(-%?$%)(A:,,)?B"**$)(A%F(A-%'5,=$)%O$(8$)%..%3/0Y/;I%C,77,<,))"%..%3/0Y/;I V(7-<,=#%..%3/0YR;I%Z)(,#"7%..%3/0Y1;I%_(8$),8%..3/0Y2;%$-%4*,)(%..%3/0YY;@

*4?%96#8

G"6+8$)7%D,-%'()*+,+-%..%?($%D"")%?$%)(A:,,)?B"**$)(A%$$-%)"5%+$<<$-%>$7:$$5?%F(A-f

L#&'7"*$&())I%/02WI%CN@%'=<<5$7%..I%(7%?$%#"$?$)%D,-%?$%+$->78%X),-*%..%3/0YRI%N@%T),-?$%..;I%?($%(7%>"$?>$*$=)?%?"")%+$8 J),*$+-$)%78,#<"$*g

M&'&."*())I%/02WI%CN@%J)(6,#$)"-%..I%(7%?$%8K$$?$%#"$?$)%D,-%?$%?"-*$)<)=(-$%+$->78%N,)>,7%..%3/020I%N@%'),8%..;I%?($%(7 >"$?>$*$=)?%+$8%C$6*5$-<=)>7$%78,#<"$*g

N,,#9,,())I%/021I%CN@%'),-8h#$%..I%(7%?$%8K$$?$%#"$?$)%D,-%?$%+$->78%C$$)K()<$5%..%3/0[RI%N@%J,=6+7:")8%..;I%?($%(7%>"$?>$*$=)? ?"")%+$8%C$6*5$-<=)>7$%78,#<"$*g

O"-,:',#$"'.())I%/021I%CN@%V,55$-78$(-%..I%(7%?$%#"$?$)%D,-%?$%+$->78%^(>$=-$)7"+-%..%3/0Y2I%N@T),-?$%..%;I%?($%?$%D,?$)%(7%D,-%?$?"")%+$8%J),*$+-$)b%$-%+$8%M,*7(76+$%78,#<"$*%>"$?>$*$=)?$%+$->78%X($),-8%..%3/0]Y;g

N&=%+"-,())I%/02]I%CN@%`)>$58"-%..I%(7%?$%#"$?$)%D,-%?$%+$->78%C,)6"%..I%?($%?"")%B"**$)7%D,-%+$8%C$6*5$-<=)>7$%78,#<"$*%(7 >$<)=(*8g

H*&6,33&())I%/020I%CN@%M6+K,)F*a-785$)%..I%(7%?$%8K$$?$%#"$?$)%D,-%?$%?"-*$)<)=(-$%+$->78%\<,)%..%3/0[WI%N@%9,)"5=7%..;I%?($%(7 >"$?>$*$=)?%?"")%+$8%C$6*5$-<=)>7$%78,#<"$*g

L".,3,())J%/0YSI%CN@%!"-D$?%..I%(7%?$%#"$?$)%D,-%?$%+$->78%X(?$5("%..%3/0Y2I%N@%'),8%..;%$-%F$%(7%?$%8K$$?$%#"$?$)%D,-%?$%+$->78 X($),-8%..I%?($%(7%>"$?>$*$=)?%?"")%+$8%J),*$+-$)b%$-%+$8%C$6*5$-<=)>7$%78,#<"$*g

H'*"-'"*().I%/0YSI%CN@%M6+K,)F*a-785$)%..I%(7%?$%#"$?$)%D,-%?$%+$->78%\7"-F"%..%3/0Y[I%N@%'$)-,)?=7%..;I%?($%(7%>"$?>$*$=)?%?"") +$8%J),*$+-$)%78,#<"$*g

A;&+"&())I%/0Y/I%CN@%4->$<$)%..I%(7%?$%#"$?$)%D,-%?$%?"-*$)<)=(-$%+$->78%4-8)($<%..%3/0]1I%N@%J=-E%..;I%?($%?$%D,?$)%(7%D,-%?$?"")%+$8%C$6*5$-<=)>7$b%$-%J),*$+-$)%78,#<"$*%>"$?>$*$=)?$%<)=(-$%+$->78%^(>$=-$)+$5?%..%3/0[S;g

P&*;"',())I%/0Y/I%CN@%C,>-,8%..I%(7%?$%8K$$?$%#"$?$)%D,-%?$%FK,)8$%+$->78%i=78(-(,-%..%3/0[2I%N@%P)"-$-*),-(6+%..;I%?($%(7 >"$?>$*$=)?%?"")%+$8%^B?Z%$-%+$8%V$78B,,57$bI%+$8%`5?$-<=)>7$b%$-%+$8%',?$-bVa)88$#<$)>7$%78,#<"$*g

Q"6,#+&*())I%/0Y/I%CN@%J(6(-"%..I%(7%?$%#"$?$)%D,-%?$%?"-*$)<)=(-$%+$->78%_$*8")%..%3/0Y[I%N@%45,)(6+%..;I%?($%(7%>"$?>$*$=)?%?"") +$8%!,--"D$),,-7$%78,#<"$*g

K:'+&(G4#.&())I%/0Y/I%CN@%9),:"#%..I%(7%?$%8K$$?$%#"$?$)%D,-%?$%+$->78$-%Z,8)(6(=7%..%3/0]WI%N@%P,(7$),?5$)%..;%$-%Z5,6(?" G"#(->"%..%3/0][I%N@%P)"-F$=>$%..;@
Z,8)(6(=7%..%(7%>"$?>$*$=)?%?"")%+$8%!"578$(-7$b%$-%+$8%J),*$+-$)%78,#<"$*%$-%Z5,6(7"%G"#(->"%..%(7%>"$?>$*$=)?%?"")%+$8 O(A-5,-?7$%78,#<"$*g

A3<,'3,#=%,())J%/0YWI%CN@%C,->"-%..I%(7%?$%#"$?$)%D,-%?$%FK,)8<)=(-$%+$->78%4j?"%..%3/0][I%N@%P)"-F$=>$%..;I%?($%(7%>"$?>$*$=)? ?"")%+$8%!"578$(-7$%78,#<"$*f

H'.#&())J%/0YWI%CN@%J(6(-"%..I%(7%?$%#"$?$)%D,-%?$%+$->78%\5("-%..%3/0Y]I%N@%Z,-8+$"-%..;%$-%?$%8K$$?$%#"$?$)%D,-%?$%+$->78%\)(7+ M8$K%..%3/0[[I%N@%G,57,,-%..;@
\5("-%..%(7%>"$?>$*$=)?%?"")%+$8%!,--"D$),,-7$b%$-%+$8%O(A-5,-?7$%78,#<"$*%$-%\)(7+%M8$K%?"")%+$8%O(A-5,-?7$bI%+$8%J),*$+-$)b%$- +$8%V$78B,,57$%78,#<"$*g

5%:#&())J%/0YWI%CN@%J(6(-"%..I%(7%?$%#"$?$)%D,-%?$%+$->78$-%M,#=-%..%3/0Y]I%N@%L7:)$77"%..;%$-%M6+(K,>"%..%3/0Y0I%N@%C,7$88"%..;@ `"*%(7%F$%?$%8K$$?$%#"$?$)%D,-%?$%+$->78$-%M"5"%G,-6$)%..%3/0][I%N@%T)$$-%G,-6$)%..;I%M6+,#:=7%..%3/0[WI%N@%i=5("%C,)(-$)%..;%$- MD)=7%..%3/0[RI%N@%Z)(,#"7%..;@
M,#=-%..%(7%>"$?>$*$=)?%?"")%+$8%`5?$-<=)>7$%78,#<"$*%$-%M6+(K,>"%?"")%+$8%!,--"D$),,-7$%78,#<"$*@%M"5"%G,-6$)%..%(7 >"$?>$*$=)?%?"")%+$8%M,*7$-bJ+a)(->7$%78,#<"$*g%M6+,#:=7%..%?"")%+$8%!,--"D$),,-7$bI%+$8%!"578$(-7$I%+$8%O(A-5,-?7$b%$-%+$8 J),*$+-$)%78,#<"$*%$-%MD)=7%..%?"")%+$8%M,*7(76+$%78,#<"$*g

2",*,'1,"%,())J%/0YWI%CN@%Q$6*,)%..I%(7%?$%#"$?$)%D,-%?$%<)=(-$%+$->78%V(-?K=)B%..%3/0]WI%N@%P,(7$),?5$)%..;I%?($%#$$)?$)$%F"-$- +$$B8%>$>$D$-%?($%D"")%?$%)(A:,,)?B"**$)(A%F(A-%>$<)=(*8g

H'."#&())J%/0YRI%CN@%J(6(-"%..I%(7%?$%8K$$?$%#"$?$)%D,-%?$%?"-*$)<)=(-$%+$->78%\5?$B"-7"%..%3/0[2I%N@%Z)(,#"7%..;I%?($%?"")%+$8 J),*$+-$)%78,#<"$*%(7%>"$?>$*$=)?g

A#&3"'&())J%/0Y1I%CN@%456+(#(78%..I%(7%?$%#"$?$)%D,-%?$%+$->78%4)),8"7%..%3/0Y0I%N@%P)"-F$=>$%..;I%?($%$-*5%F"-$-%+$$B8%>$<),6+8 ?($%D"")%?$%)(A:,,)?B"**$)(A%F(A-%>$<)=(*8@%4),5(-,%..%(7%""*%?$%8K$$?$%#"$?$)%D,-%?$%+$->78$-%4=>=78(-=7%..%3/0]YI%N@%P)"-F$=>$ ..;%$-%4*(8"7%..%3/0[/I%N@%T)$$-%G,-6$)%..;@
4=>=78(-=7%..%(7%>"$?>$*$=)?%?"")%+$8%!,--"D$),,-7$%78,#<"$*%$-%4*(8"7%..%(7%>"$?>$*$=)?%?"")%+$8%'$($)7$bI%O(A-5,-?7$b%$- V$78B,,57$%78,#<"$*g

H*+&'6:3())J%/0Y1I%CN@%'5,7(=7%..I%(7%?$%#"$?$)%D,-%?$%FK,)8$%+$->78%\K,-"K(876+%..%3/0][I%N@%\5(.%..;I%?($%(7%>"$?>*$=)?%?"")%+$8 !,--"D$),,-7$b%$-%+$8%M,*7$-bJ+a)(->7$%78,#<"$*g

5&R4'&#&())I%/0Y2I%CN@%J(6(-"%..I%(7%?$%#"$?$)%D,-%?$%+$->78$-%MK,F(%..%3/0]RI%N@%!$))$)"%..;%$-%M,)"7%..%3/0]1I%N@%9+,)5"88"K-%..;@ MK,F(%..%(7%>"$?>$*$=)?%?"")%+$8%C$6*5$-<=)>7$%78,#<"$*%$-%M,)"7%..%?"")%+$8%J),*$+-$)%78,#<"$*%$-%+$8%PVZQg

2",',#(S<,#,++,())I%/0Y2I%CN@%`5(D$)(%..I%(7%?$%#"$?$)%D,-%<)=(-$%+$->78%V(5?76+a8F%..%3/0]/I%N@%X,+-$-8)c>$)%..;I%?($%(7 >"$?>$*$=)?%?"")%+$8%J),*$+-$)%78,#<"$*g

N&'8&'&())J%/0YYI%CN@%T""?E%..I%(7%?$%#"$?$)%D,-%?$%+$->78%C"**,%..%3/0]2I%N@%_"#<,)?%..;I%?($%(7%>"$?>$*$=)?%?"")%+$8 J),*$+-$)%78,#<"$*%$-

N"',++,())J%/0YYI%CN@%_HK$-+$)F%..I%(7%?$%8K$$?$%#"$?$)%D,-%?$%D"7%+$->78%C(?,7%..%3/0][I%N@%',5=78),?$%..;I%?($%(7%>"$?>$*$=)? ?"")%+$8%J),*$+-$)b%$-%+$8%C$6*5$-<=)>7$%78,#<"$*@

C4'6'("'(;6(74$$6#"B

0D(!E&F6#(G6"96#())(*+(,-.-.--2HH.0

'5,=$)%O$(8$)%..%3N@%'()*+,+-%..;%(7%$$-%<)=(-$%+$->78%?($%(-%/0Y/%(7%>$<")$-@%!(A%(7%>$B"*8%?"")%78"8)(A%M6+5$-?$)+,-%(-%e=,?),8+b \6+$-?")BI%?,8%WS%*#%8$-%K78-%D,-%P$=5$-%5(>8@
G$%#"$?$)%D,-%'5,=$)%O$(8$)%..%(7%?$%?"-*$)<)=(-$%#$))($%'5,=$%T)"88$%..%3/011I%N@%`68,D(,-=7%..;%$-%8K$$?$%#"$?$)%(7%?$%<)=(-$ '5,=$%G"-,=%..%3/0R2I%N@%X$))"%..;@
'5,=$%G"-,=%..%(7%""*%?$%#"$?$)%D,-%?$%+$->78%'$)>>$(78%..%3/01SI%N@%4D$-8(-%..;@ G$%+$->78%G,)*%O"-,5?%..%3/0S2I%N@%',E%O"5,-?%..;%*"#8%?)($%*$$)%D"")%(-%?$%,B78,##(->%D,-%'5,=$)%O$(8$)%..%$-%+$$B8%$$-%(-<)$-> D,-%/2IY%k%(-%?$%$)B$5(A*$%,,-5$>%D,-%'5,=$)%O$(8$)%..@

'5,=$)%O$(8$)%..%+$$B8%$$-%5,->$%)$-6,))(U)$@%\-%A=-(%/0YR%+$$B8%+(A%(-%!,#<=)>%+$8%!,#<=)>$)%9)(8$)(=#%"D$)%/SSS%#8) >$K"--$-@%\-%/0Y1%K"-%+(A%?$%T),B%C,-B)$?%D"-%_$+-?")dbO$--$-%3WWSS%#;%(-%P$=5$-%$-%(-%/0Y2%K,7%+(A%?$%<$78$%(-%?$%Z)(A7%D,- V,5?B)($?%3WYSS%#;%(-%Ca-6+$-I%?$%G,#$-%Z)(A7%3/[YS%#;%(-%',?$-b',?$-%$-%?$%T)"8$%Z)(A7%D,-%P)$B$5?%3WSSS%#;%(-%P)$B$5?@%\-%/0YY +$$B8%+(A%?$%Z)(A7%D,-%?$%M8,?%',?$-b',?$-%3WWSS%#;%(-%',?$-b',?$-%$-%?$%O"<$)8%ZB$)?#$->$7bO$--$-%3/[SS%#;%(-%P$=5$- >$K"--$-%$-%(-%/0Y]%?$%Z)(.%?=%Z"(-8%?=%i"=)%3WSSS%#;%(-%Z,)(A7b_"->6+,#:%$-%?$%Z)(.%?$%5,%9"-6")?$%3WSSS%#;%D-$$-7%": _"->6+,#:@

N,-%/0Y0%8"8%$-%#$8%/0[Y%(7%'5,=$)%O$(8$)%..%,68($B%>$K$$78%(-%?$%B"**$)(A@%N,-%+$#%F(A-%W[Y%L->$57%D"5<5"$?%-,*"#$5(->$- >$)$>(78)$$)?%$-%?,,)D,-%F(A-%$)%/0/%>$78,)8%(-%?$%)$-7:")8@%N,-%+$-%+$<<$-%//[%-,*"#$5(->$-%$$-%)$-%>$K"--$-@

N,-%F(A-%F"-$-%(7%_$#"-%..%3/0]/I%CN@%J"=)#$-8%..;%>"$?>$*$=)?%?"")%+$8%!,--"D$),,-7$%78,#<"$*%3F($%+B?78@%/@/@;I%(7%O$D5"-%'"E ..%3/0]YI%CN@%Q$6*,)%..I%F($%+B?78@%/@W@;%$$-%7=66$7D"55$%B"*+$->78%(-%Z"5$-%>$K")?$-%$-%(7%'$)>B)($?%..%3/0[WI%CN@%',-?(8%..I%F($ +B?78@%/@R@;%>"$?>$*$=)?%?"")%+$8%',?$-bVa)88$#<$)>7$%78,#<"$*@

G$%G=(87$%!(::(76+$%M:")8<"-?%+$$B8%2/%-,*"#$5(->$-%D,-%'5,=$)%O$(8$)%..%>$)$>(78)$$)?%,57%K$?78)(A?:,,)?@%^(A%+$<<$-%7,#$- $$-%K(-7"#%D,-%l%2@]/1@

0D0D(I654'())(*+(,-.-.--.0/J0

_$#"-%..%3N@%'5,=$)%O$(8$)%..;%(7%$$-%?"-*$)<)=(-$%+$->78%#$8%$$-%78"*#,,8%D,-%/Y0%6#@%!(A%(7%(-%/0]/%>$<")$-%$-%(7%>$B"*8%?"")%O@ _$+#,--@
G$%#"$?$)%D,-%?$%+$->78%(7%?$%<)=(-$%#$))($%_(885$%C(77%C=d$8%..%3/020I%N@%J"=)#$-8%..;@%^(A%(7%""*%?$%#"$?$)%D,-%?$ >"$?>$*$=)?$%+$->78%_,-F$5"8%..%3/0]2I%N@%_$,)%i$8%..;@
JK$$?$%#"$?$)%D,-%_$#"-%..%(7%?$%?"-*$)<)=(-$%CE%C,76"8%..%3/01[I%N@%G$()(%..;@

_$#"-%..%+$$B8%(-%/0]]%?$%`5$,-?$)%O$--$-%3RWSS%#;%(-%',?$-b',?$-%>$K"--$-@%G,,)-,%(7%+(A%>"$?>$*$=)?%?"")%+$8 !,--"D$),,-7$%78,#<"$*%$-%(7%+(A%D,-%/0][%8"8
/00Y%,68($B%>$K$$78%(-%?$%B"**$)(A@

^(A-%F"-$-%_$#"-%J)$$%!,--%3/0[2;I%_$#"-%Z,)*%!,--%3/0[Y;I%_(D$):"5%!,--%3/0[Y;I%_$,)%!,--%3/0[];I%_$#"-7%G,)5(->%!,--%3/00/; $-%_$-E7%_$#"-%!,--%3/00/;%F(A-%>"$?>$*$=)?%D"")%?$%B"**$)(A@

_$,)%(7%(-%/0[0%?"")%+$8%!,--"D$),,-7$%78,#<"$*%>"$?>$*$=)?@%!(A%+$$B8%(-%/00/%(-%4?$5+$(?7?")B%?$$5>$-"#$-%,,-%$$- D$))(6+8(->7"-?$)F"$*@%G,,)(-%:)$78$$)?$%+(A%F$$)%#,8(>%$-%?,8%)$7=58$$)?$%(-%75$6+87%YWI/Y%:=-8$-@%!(A%$(-?(>?$%?,,)#$$%,57%Y2$ D,-%?$%]W%?$$5-$#$-?$%+$->78$-@%N,-%+$#%(7%mm-%?"6+8$)%,57%B"*#$))($%":>$-"#$-%(-%$$-%78,#<"$*%$-%mm-%-,*"#$5(->%(7 >$)$>(78)$$)?%,57%K$?78)(A?:,,)?@

_$#"-7%G,)5(->%(7%D"")%F"D$)%<$*$-?%-($8%,68($B%>$K$$78%(-%?$%B"**$)(A@

L-*5%?"6+8$)7%D,-%_$#"-%..%F(A-%#"$?$)%"B%8K$$?$%#"$?$)%D,-%$$-%>"$?>$*$=)?$%+$->78%>$K")?$-I%F",57f

Q&."',(C&''(*+&&+*<#,;",;,##",I%/0]0I%<)=(-I%CN@%L#()%!,--I%(7%?$%8K$$?$%#"$?$)%D,-%?$%D"7%+$->78%!(7%!(>+5(>+8%!,--%3WSS1I%N@ !(7%!(>+-$77%!,--g

Q&#"'&(C&''(*+&&+*<#,;",;,##",I%/0[RI%?"-*$)<)=(-I%CN@%M$$n76+$)%!,--I%(7%?$%8K$$?$%#"$?$)%D,-%?$%+$->78$-%L:(*=)%!,--%3/00YI N@%L7:)(%!,--;I%X,<=5"=7%JE#$%`5?<>%3WSS2I%N@%X5")$-6("%\%V$78B;I%X5E--%Z9!%!,--%3WSSYI%N@%X,578$)<"%!,--;I%Xa)78%V,55$)78$(-%!,-- 3WSS0I%N@%Xa)78%QE#:+$-<=)>%!,--;%$-%G$%5o4#"=)%!,--%3WS//I%N@%G"-%!$-)(6"%!,--;@ L:(*=)%(7%>"$?>$*$=)?%?"")%+$8%',?$-bVa)88$#<$)>7$%78,#<"$*I%X,<=5"=7%JE#$I%X5E--%Z9!%$-%Xa)78%V,55$)78$(-%F(A-%>"$?>$*$=)? ?"")%+$8%!,--"D$),,-7$%78,#<"$*%$-%G$%5o4#"=)%(7%>"$?>$*$=)?%?"")%+$8%C$6*5$-<=)>7$%78,#<"$*g

Q"33RTI%&'(C&''I%/0[]I%<)=(-I%CN@%4>,%P+,-%!,--I%(7%?$%8K$$?$%#"$?$)%D,-%?$%D"7%+$->78%_,#<$)*%!,--%3WSS2I%N@%_")?,-"7%!,--;I ?($%(7%>"$?>$*$=)?%?"")%+$8%!,--"D$),,-7$%78,#<"$*g

Q"'&(C&''I%/0[[I%?"-*$)<)=(-I%CN@%J),::$)%!,--I%(7%?$%8K$$?$%#"$?$)%D,-%?$%?"-*$)<)=(-$%+$->78%X)$$%C,-%"B%i")*%!,--%3WSS[I N@%X")%L?(8("-%\%!,--;I%?($%(7%>"$?>$*$=)?%?"")%+$8%^B?Z%$-

B4''&(C&''I%/00WI%<)=(-I%CN@%G,)5(->%!,--I%(7%?$%#"$?$)%D,-%?$%<"-8$%+$->78%4?"-(7%4Vp%3/00]I%N@%478$*%^B?Z;I%?($%(7 >"$?>$*$=)?%?"")%+$8%`"78$-)(A*7$%78,#<"$*%4Vp@

G$%G=(87$%!(::(76+$%M:")8<"-?%+$$B8%WYW%-,*"#$5(->$-%D,-%_$#"-%>$)$>(78)$$)?%,57%K$?78)(A?:,,)?@%^(A%+$<<$-%7,#$-%l%1/S@0R0 >$K"--$-@
M=66$7D"55$%-,*"#$5(->$-%D,-%_$#"-%..%F(A-f

!"#$%&"&'()**I%)=(-I%/0]0I%<)=(-I%CN@%9(?%!,--I%(7%?"")%C(6+,$5%X,77<$-?$)%3TLO;%(-%?$%A,)$-%/0[[%q%/00Y%=(8>$<),6+8%(-%T),-? Z)(.%?)$77==)K$?78)(A?$-%(-%G=(875,-?@%_=6)"7=7%+$$B8%$$-%K(-7"#%D,-%l%Y1@/01g

!%$+'!,**%*'()**I%)=(-I%/0[YI%<)=(-I%CN@%V,5?B)($?$-%!,--I%(7%?"")%9+)(78(5"8%'"E5$-%394Q;I%'(,-6,%P,77$5#,--%3TLO;%$-%95,=?(, Z")76+$%3Mr\;%=(8>$<),6+8%(-%T),-?%Z)(.%?)$77==)K$?78)(A?$-@
_")?%_$--"-%+$$B8%$$-%K(-7"#%D,-%l%//@22Sg

!-../,'0#1"2*'34('()**I%)=(-I%/0][I%<)=(-I%CN@%4D=7%!,--I%(7%?"")%Q5%OH#$)%3TLO;%=(8>$<),6+8%(-%(-8$)-,8("-,5$ D-8(->K$?78)(A?$-@%\-%/000%(7%#$8%+$8%G=(87$%8$,#%?$%F(5D$)$-%#$?,(55$%>$K"--$-%<(A%+$8%L=)":$$7%*,#:("$-76+,:%$D$-8(->%(- _=+#a+5$-%$-%(-%WSSS%(7%?$%D($)?$%:5,,87%<$+,,5?%(-%?$%5,-?$-K$?78)(A?%D-8(->%8(A?$-7%?$%`5E#:(76+$%M:$5$-%(-%ME?-$E@%_(885$ C6#=j-%XO!%+$$B8%l%]@YRW%>$K"--$-g

!-.,$).'()**I%)=(-I%/00SI%?"-*$)<)=(-I%CN@%J),::$)%!,--I%(7%?"")%P,8+)(-%P),>$%3TLO;%(-%(-8$)-,8("-,5$%$D$-8(->K$?78)(A?$- =(8>$<),6+8@%\-%/00[%(7%?$%6"#<(-,8($%(-%V,)$>$#%L=)":$$7%*,#:("$-%<(A%?$%s"=->%O(?$)7%>$K")?$-@%G$%6"#<(-,8($%+$$B8%$$- K(-7"#%D,-%l%/S@1Y]g

34('!-../,'!,1%*'()**I%+$->78I%/00/I%<)=(-I%CN@%Z"*,5%!,--I%(7%(-%?$%A,)$-%/000%q%WSS[%?"")%4-?)$,7%G(<"K7*(%3TLO;%=(8>$<),6+8 (-%D-8(->K$?78)(A?$-@%\-%WSSW%(7%$$-%9\9ttt%(-%'"--bO"??$)<$)>%>$K"--$-%$-%(-%WSSR%(7%(-%?$F$5B?$%K$?78)(A?%?$%8K$$?$%:5,,87 <$+,,5?@%`"*%(7%(-%WSSR%?$%8K$$?$%:5,,87%<$+,,5?%<(A%+$8%99\ttt%'"$*$5"@%\-%WSS1%F(A-%?$%9\9o7ttt%(-%M6+$-$B$5?%$-%(-%M8)F$>"# >$K"--$-@%'(A%?$%`5E#:(76+$%M:$5$-%(-%48+$-$%(7%(-%?$%5,-?$-K$?78)(A?%#$8%+$8%G=(78$%8$,#%?$%D($)?$%:5,,87%<$)$(*8%$-%(-?(D(?=$$5 ?$%/1$@%\-%WSS2%F(A-%8K$$?$%:5,,87$-%<$+,,5?%<(A%+$8%9\9ttt%M8)F$>"#%$-%+$8%99\ttt%'"$*$5"@%\-%WSSY%(7%?$%?$)?$%:5,,87%<$+,,5?%<(A ?$%n-,5$%D,-%?$%K$)$5?<$*$)%D-8(->%399\ttt;%(-%C,5#H%$-%(7%<(A%+$8%99\ttt%'"$*$5"%":-($=K%$$-%8K$$?$%:5,,87%<$+,,5?@%\-%WSS] (7%<(A%+$8%9\9ttt%L?$%?$%8K$$?$%:5,,87%<$+,,5?%$-%(-%WSS[%(7%+$8%9\9ttt%',)"6,%?o45D,%>$"--$-@%G$%+$->78%+$$B8%$$-%K(-7"#%D,-%l [[@1S0g

!)+5'!,1%*'34('()**I%#$))($I%/00WI%FK,)8<)=(-I%C'@%N"58=)-"%`5?<>I%(7%?"")%4-?)$,7%`78+"58%3TLO;%(-%?$%A,)$-%WSSS%q%WSS[=(8>$<),6+8%(-%(-8$)-,8("-,5$%$D$-8(->K$?78)(A?$-@%G$%#$))($%+$$B8%$$-%K(-7"#%D,-%l%W/@RY1%$-

!,1%*'6$,,'()**I%)=(-I%/00RI%<)=(-I%CN@%G,)5(->%!,--I%(7%?"")%Q,?(-$%P)=>%3TLO;%=(8>$<),6+8%(-%(-8$)-,8("-,5$%T),-?%Z)(. ?)$77==)K$?78)(A?$-%$-%+$$B8%$$-%K(-7"#%D,-%l%/[@1S1@

_$#"-%.%+$$B8%$$-%?)$77==)(-?$.%D,-%0S%#$8%$$-%<$8)"=K<,,)+$(?%D,-%[[%k%$-%$$-%7:)(->(-?$.%D,-%[1%#$8%$$-%<$8)"=K<,,)+$(? D,-%[[%k@

0D0D0D(I654'(K#66(*+(,,0,0,/-H,H/(L&''

_$#"-%J)$$%!,--%3N@%_$#"-%..;%(7%$$-%<)=(-$%+$->78%#$8%$$-%78"*#,,8%D,-%/YY%6#@%!(A%(7%(-%/0[2%>$<")$-%$-%(7%>$B"*8%?"") !$)#,--%L(<$%G,+5%=(8%G")=#I%?,8%$-*$5$%*(5"#$8$)7%8$-%-"")?$-%D,-%')$#$)+,D$-%(-%Q$?$)7,*7$-%5(>8@ G$%#"$?$)%D,-%?$%+$->78%(7%?$%<)=(-$%78,,87:)$#($#$))($%G$-D$)%!,--%3/0]0I%N@%G,)5(->%!,--;@%JK$$?$%#"$?$)%(7%?$%D"7%#$))($ L5(8$%!,--%3/0]/I%N@%L#()%!,--;%$-%F(A%(7%""*%?$%#"$?$)%D,-%?$%<)=(-$%+$->78%G"F$-8%!,--%3/0][I%N@%G,)5(->%!,--;@ T$)$*$-?%"D$)%,6+8%>$-$),8($7%+$$B8%_$#"-%J)$$%$$-%,B78,##(->%?($%D"")%2S%k%<$78,,8%=(8%L->$57%D"5<5"$?%$-%D"")%12IR%k%=(8 !,--"D$),,-7%<5"$?@

_$#"-%J)$$%(7%(-%"*8"<$)%/0[]%>"$?>$*$=)?%?"")%+$8%!,--"D$),,-7$%78,#<"$*@%\-%/0[[%+$$B8%+(A%(-%4?$5+$(?7?")B%?$$5>$-"#$- ,,-%$$-%D$))(6+8(->7"-?$)F"$*%D,-%RSS%?,>$-@%N"")%?$%":%?$%?)$77==)%>$)(6+8$%"-?$)?5-%<$+,,5?$%+(A%/R0IS[%:=-8$-%$- ?,,)#$$%K,7%+(A%?$%<$78$%D,-%?$%R[%?$$5-$#$-?$%+$->78$-@%'(A%?$%":%+$8%7:)(->$-%>$)(6+8$%"-?$)?$5$-%(7%+(A%,6+878$%>$K")?$- #$8%//2I]W%:=-8$-@%\-%?$%8"8,,578,-?%-,#%+(A%#$8%/RRI1S%:=-8$-%?$%$$)78$%:5,,87%(-@ _$#"-%J)$$%(7%?"")%+$8%_,-?>$78a8%9$55$%<$76+(*<,,)%>$78$5?%D"")%?$%B"**$)(AI%#,,)%(7%$(-?%/0[0%,,-%*"5($*%>$78")D$-@

!(A%+$$B8%#$8%F(A-%F"-$-%_$%'$,=%!,--%3/00S;I%_$--"-%'$,8%!,--%3/00S;I%_(>)$88"%!,--%3/00S;%$-%_"-7?,5$%!,--%3/00S;%D($) >"$?>$*$=)?$%+$->78$-%>$<),6+8@

N,-%+$-%(7%_"-7?,5$%>"$?>$*$=)?%?"")%+$8%!,--"D$),,-7$b%$-%+$8%'),-?$-<=)>7$%78,#<"$*@%!(A%+$$B8%#$8%0]I10%:=-8$-%$$- D"5?"$-?$%)$7=58,,8%D"")%+$8%D$))(6+8(->7"-?$)F"$*%<$+,,5?I%#,,)%+$$B8%-,=K$5(A*7%>$?$*8@

J"8%$-%#$8%WS/Y%F(A-%R]%?"6+8$)7%D,-%_$#"-%J)$$%,57%B"*#$))($%(->$76+)$D$-%(-%$$-%78,#<"$*@%N($)%D,-%+$-%F(A-78,,87:)$#($#$))($%>$K")?$-@
N,-%?$%?"6+8$)7%(7%_(#"-$%!,--%3/00SI%CN@%V$-?$*)$(7%!,--;%?$%#"$?$)%D,-%?$%+$->78%_,=)($7%!,--%3/002I%N@%_,=)($7%9)=7,?") ..;I%?($%(7%>"$?>$*$=)?%?"")%+$8%V$78B,,57$%78,#<"$*@
`"*%(7%F$%?$%8K$$?$%#"$?$)%D,-%?$%+$->78$-%'"-(B,8(=7%!,--%3WSSYI%N@%'$5(77(#"%C;%$-%G,-F,?")%!,--%3WS//I%N@%G(,#"-?%!(8 `5?<>;@
'"-(B,8(=7%(7%>"$?>$*$=)?%?"")%+$8%!,--"D$),,-7$bI%V$78B,,57$bI%',?$-bVa)88$#<$)>7$b%$-%X),-7$%MX%78,#<"$*%$-%G,-F,?")%(7 >"$?>$*$=)?%?"")%+$8%!,--"D$),,-7$%78,#<"$*@

G$%G=(87$%!(::(76+$%M:")8<"-?%+$$B8%2S%-,*"#$5(->$-%D,-%_$#"-%J)$$%>$)$>(78)$$)?%,57%K$?78)(A?:,,)?@%^(A%+$<<$-%7,#$-%l R2@R02%>$K"--$-@
_$#"-%J)$$%+$$B8%$$-%?)$77==)(-?$.%D,-%02%#$8%$$-%<$8)"=K<,,)+$(?%D,-%]2%k

0D0D0D0D(I6(!6&F(*+(,,0,022M0,1-(L&''

_$%'$,=%!,--%3N@%_$#"-%J)$$%!,--;%(7%$$-%D"7%+$->78%#$8%$$-%78"*#,,8%D,-%/]S%6#@%!(A%(7%":%//%B$<)=,)(%/00S%>$<")$-%$-%(7 >$B"*8%?"")%T=?)=-%G,-*$)7%=(8%G)"6+8$)7$-I%?,8%/2%*#%8$-%-"")?$-%D,-%M8,?$%(-%+$8%-"")?$-%D,-%Q$?$)7,*7$-%":%?$%K$78$5(A*$ "D)%D,-%?$%L5<$%5(>8@
G$%#"$?$)%D,-%_$%'$,=%(7%?$%D"7%',55$)(-,%!,--%3/0YSI%N@%'"5$)"%..;@%JK$$?$%#"$?$)%(7%?$%D"7%T(>,-8(-%!,--%3/0[WI%N@%T),-?$!,--;@
T$)$*$-?%"D$)%,6+8%>$-$),8($7%+$$B8%_$%'$,=%2S%k%L->$57%D"5<5"$?%$-%1]I]%k%!,--"D$),,-7%<5"$?%(-%F(A-%,B78,##(->@

\-%"*8"<$)%/00W%(7%_$%'$,=%(-%N$)?$-%>"$?>$*$=)?%?"")%+$8%!,--"D$),,-7$%78,#<"$*@ \-%/00R%+$$B8%+(A%(-%4?$5+$(?7?")B%,,-%$$-%D$))(6+8(->7"-?$)F"$*%D,-%RSS%?,>$-%?$$5>$-"#$-@%N"")%?$%":%?$%?)$77==)%>$)(6+8$ "-?$)?$5$-%+$$B8%+(A%/R2I[S%:=-8$-%<$+,,5?I%K,,)#$$%+(A%?$)?$%K,7%D,-%?$%1/%?$$5-$#$-?$%+$->78$-@%N"")%?$%":%+$8%7:)(->$- >$)(6+8$%"-?$)?$5$-%<$+,,5?$%+(A%[YI/[%:=-8$-%+$8>$$-%$$-%RW$%:5,,87%":5$D$)?$@%\-%?$%8"8,,578,-?%78"-?%_$%'$,=%#$8%//YI01 :=-8$-%":%?$%-$>$-?$%:5,,87@
\-%A,-=,)(%/00[%+$$B8%""*%+$8%V$78B,,57$%78,#<"$*%_$%'$,=%>"$?>$*$=)?@%!(A%(7%8"8%$-%#$8%WS/W%,68($B%>$K$$78%(-%?$%B"**$)(A@

N,-%_$%'$,=%F(A-%R2%?"6+8$)7%,57%B"*#$))($%":>$-"#$-%(-%$$-%78,#<"$*@%JK$$%?"6+8$)7%+$<<$-%+$8%:)$?(*,,8%78,,87:)$#($#$))($ "-8D,->$-@
N,-%?$%-,*"#$5(->$-%F(A-%$)%]]%>$)$>(78)$$)?%,57%K$?78)(A?:,,)?%$-%?($%+$<<$-%8"8%$-%#$8%WS/0%l1S211%>$K"--$-@

N,-%?$%-,*"#$5(->$-%(7%?$%D"7%)=(-%!"#-)*%'()**%3/0[YI%N@%V,-?$)>$7$55%!,--;%(-%?$%A,)$-%WS//%q%WS/1%?"")%i=5(,%9+$D,--$%3XO4; =(8>$<),6+8%(-%(-8$)-,8("-,5$%T),-?%Z)(.%?)$77==)K$?78)(A?$-@ _$%'$,=%+$$B8%$$-%?)$77==)(-?$.%D,-%//Y%#$8%$$-%<$8)"=K<,,)+$(?%D,-%]Y%k@

0D0D0DMD(I6''4'(!6&9(*+(,,0,0M,0J11-(L&''

_$--"-%'$,8%!,--%3N@%_$#"-%J)$$%!,--;%(7%$$-%?"-*$)<)=(-$%+$->78%#$8%$$-%78"*#,,8%D,-%/YY%6#@%!(A%(7%>$B"*8%?"")%',)<,), ^$(85$)%=(8%4?$5+$(?7?")BI%?,8%D(AB%*#%8$-%F=(?$-%D,-%9$55$%(-%Q$?$)7,*7$-%5(>8@ G$%#"$?$)%D,-%_$--"-%'$,8%(7%?$%?"-*$)<)=(-$%#$))($%V(5+$5#(-$%!,--%3/0[YI%N@%V$78>"8$%!,--;%$-%8K$$?$%#"$?$)%(7%?$ FK,)8<)=(-$%78,,87:)$#($#$))($%9,)5(-$%!,--%3/0[SI%N@%9,D,5($)%!,--;@ _$--"-%'$,8%(7%(-%B$<)=,)(%/00R%>"$?>$*$=)?%?"")%+$8%'$($)7$%78,#<"$*@%\-%+$8%-,A,,)%D,-%/00R%+$$B8%+(A%(-%Ca-6+$-bO($# ?$$5>$-"#$-%,,-%$$-%D$))(6+8(->7"-?$)F"$*%D,-%/SS%?,>$-@%N"")%?$%":%?$%?)$77==)%>$)(6+8$%"-?$)?5-%<$+,,5?$%+(A%/WRI1Y :=-8$-%$-%D"")%?$%":%+$8%7:)(->$-%>$)(6+8$%"-?$)?5-%//RIW2@%N,-%?$%R/%?$$5-$#$-?$%+$->78$-%(7%+(A%?,,)#$$%)$7:$68(D5(A* D($)?$%$-%F$D$-?$%>$K")?$-@%\-%?$%$(-?78,-?%-,#%+(A%?$%D($)?$%:5,,87%(-%#$8%/WSI00%:=-8$-@

_$--"-%'$,8%(7%8"8%$-%#$8%WSS/%,68($B%>$K$$78%(-%?$%B"**$)(A@%N(AB8($-%?"6+$)7%D,-%+$#%F(A-%,57%B"*#$))($%":>$-"#$-%(-%$$- 78,#<"$*%$-%R2%-,*"#$5(->$-%F(A-%?"")%?$%G=(87$%!(::(76+$%M:")8<"-?%>$)$>(78)$$)?%,57%K$?78)(A?:,,)?@%!=-%>$F,#$-5(A*$ K(-7"#%<$?),,>8%l%/Y@WRW@

_$--"-%'$,8%(7%=(8>$<),6+8%(-%_%?)$77==)K$?78)(A?$-%$-%+$$B8%$$-%K(-7"#%D,-%l%Y2W@

0D0D0D,D(I":#6994(*+(,,0,022-2-1-(L&''

_(>)$88"%!,--%3N@%_$#"-%J)$$%!,--;%(7%$$-%D"7%+$->78%#$8%$$-%78"*#,,8%D,-%/]W%6#@%!(A%(7%>$<")$-%":%W[%B$<)=,)(%/00S%$-%(7%>$B"*8 ?"")%!,-7b4)-"5?%C$E$)%=(8%!"55$)-%?,8%8=77$-%M8,?$%$-%?$%)(D($)%?$%L5<$%(-%+$8%-"")?$-%D,-%Q$?$)7,*7$-%5(>8@ G$%#"$?$)%D,-%_(>)$88"%(7%N"58,),%!,--%3/0[/I%N@%N"58=)-"%`5?<>;@%JK$$?$%#"$?$)%(7%?$%D"7%VE8,),%!,--%3/0]RI%N@%V$-?$*)$(7 !,--;I%?($%""*%?$%#"$?$)%(7%D,-%?$%+$->78%N"58,()$%!,--%3/0[SI%N@%N"58=)-"%`5?<>; T$)$*$-?%"D$)%,6+8%>$-$),8($7%<$78,,8%?$%,B78,##(->%D,-%_(>)$88"%D"")%1YI0%k%=(8%L->$57%D"5<5"$?I%D"")%1SIY%k%=(8%!,--"D$),,-7 <5"$?%$-%D"")%YIW2%k%=(8%`5?$-<=)>7%<5"$?@

!(A%+$$B8%(-%/001%(-%Ca-78$)b!,-?")B%?$$5>$-"#$-%,,-%$$-%D$))(6+8(->7"-?$)F"$*%D,-%/SS%?,>$-@%G,,)(-%+$$B8%+(A%D"")%?$%":%?$?)$77==)%>$)(6+8$%"-?$)?5-%//YIRY%:=-8$-%<$+,,5?I%K,,)#$$%+(A%/R$%K$)?%D,-%?$%21%?$$5-$#$-?$%+$->78$-@%'(A%?$%":%+$8 7:)(->$-%>$)(6+8$%"-?$)?$5$-%(7%+(A%$5B?$%>$K")?$-%#$8%//WI/W%:=-8$-@%\-%?$%$(-?78,-?%<$)$(*8$%_(>)$88"%?$%D$$)8($-?$%:5,,87%#$8 //2IYS%:=-8$-@

_(>)$88"%(7%":%W1%B$<)=,)(%/002%(-%_$-8BH+)?$-I%8$-%-"")?$-%D,-%!,#<=)>I%>"$?>$*$=)?%?"")%+$8%^B?Z@%_,8$)%+$$B8%""*%+$8 V$78B,,57$%78,#<"$*%?$%+$->78%>"$?>$*$=)?@%!(A%(7%8"8%WSS[%,68($B%>$K$$78%(-%?$%B"**$)(A@ N,-%_(>)$88"%F(A-%8K$$%?"6+8$)7%,57%B"*#$))($%":>$-"#$-%(-%$$-%78,#<"$*%$-%D(AB8($-%-,*"#$5(->$-%F(A-%>$)$>(78)$$)?%,57 K$?78)(A?:,,)?@%G$%-,*"#$5(->$-%+$<<$-%8"8%$-%#$8%WS/Y%7,#$-%l%0@/SS%>$K"--$-@

0D0DMD(I654'(N&#$(*+(,,0,0,/M0,H.(L&''

_$#"-%Z,)*%!,--%3N@%_$#"-%..;%(7%$$-%<)=(-$%+$->78%#$8%$$-%78"*#,,8%D,-%/YY%6#@%!(A%(7%(-%/0[Y%>$<")$-%$-%(7%>$B"*8%?"")%ia)>$- !,--*$-%=(8%_".78$?8I%?,8%$$-%:,,)%*(5"#8)7%8$-%F=(?$-%D,-%')$#$)+,D$-%(-%+$8%-"")?$-%D,-%Q$?$)7,*7$-%5(>8@ G$%#"$?$)%D,-%_$#"-%Z,)*%(7%?$%<)=(-$%#$))($%G,55$7%!,--%3/0[/I%N@%G,)5(->%!,--;%$-%8K$$?$%#"$?$)%(7%?$%D"7%C,)$-,%!,-- 3/0]YI%N@%C,)6"-(%!,--;@
T$)$*$-?%"D$)%,6+8%>$-$),8($7%+$$B8%_$#"-%Z,)*%$$-%,B78,##(->%?($%D"")%20I1%k%=(8%L->$57%D"5<5"$?%<$78,,8%$-%D"")%R2I0%k%=(8 !,--"D$),,-7%<5"$?@

_$#"-%Z,)*%(7%(-%"*8"<$)%/0[[%>"$?>$*$=)?%?"")%+$8%!,--"D$),,-7$%78,#<"$*%$-%$)*$-?%?"")%+$8%O(A-5,-?7$%78,#<"$*@ \-%/0[0%+$$B8%+(A%(-%4?$5+$(?7?")B%?$$5>$-"#$-%,,-%$$-%D$))(6+8(->7"-?$)F"$*%D,-%RSS%?,>$-@%N"")%?$%":%?$%?)$77==)%>$)(6+8$ "-?$)?$5$-%*)$$>%+(A%$$-%K,,)?$)(->%D,-%/RYIW/%:=-8$-%$-%?,,)#$$%K,7%+(A%?$%<$78$%D,-%?$%R[%?$$5-$#$-?$%+$->78$-@ N"")%?$%":%+$8%7:)(->$-%>$)(6+8$%"-?$)?$5$-%<$+,,5?$%+(A%//1I10%:=-8$-%K,,)#$$%+(A%":%?$%$5B?$%:5,,87%*K,#@%\-%?$%$(-?78,-?%(7 +(A%8K$$?$%>$K")?$-%#$8%/W[I01%:=-8$-@
_$#"-%Z,)*%(7%8"8%$-%#$8%WS/W%,68($B%>$K$$78%(-%?$%B"**$)(A@

N($)%F"-$-%D,-%_$#"-%Z,)*%F(A-%>"$?>$*$=)?%D"")%?$%B"**$)(Af%_$#"-o7%477%!,--%3/00R;I%_$.=7%!,--%3/00R;I%_$#"-%M8,)%!,-- 3/001;%$-%_,:(?"=%!,--%3/000;@

_$.=7%(7%>"$?>$*$=)?%?"")%+$8%`"78$-)(A*7$%78,#<"$*I%?,8%mm-%-,*"#$5(->%D,-%+$#%+$$B8%>$)$>(78)$$)?@

_$#"-%M8,)%(7%>"$?>$*$=)?%?"")%+$8%!,--"D$),,-7$%78,#<"$*%$-%+$$B8%(-%/002%,,-%$$-%D$))(6+8(->7"-?$)F"$*%D,-%RSS%?,>$- ?$$5>$-"#$-@%!(A%K$)?%#$8%/SYIS[%:=-8$-%/[$%D,-%?$%1R%?$$5-$#$-?$%+$->78$-I%#,,)%(7I%D"")%F"D$)%<$*$-?I%?,,)-,%-($8 <$76+(*<,,)%>$78$5?%D"")%?$%B"**$)(A@

,:(?"=%(7%(-%"*8"<$)%/000%?"")%+$8%!,--"D$),,-7$%78,#<"$*%>"$?>$*$=)?%$-%+$$B8%(-%WSSS%(-%4?$5+$(?7?")B%,,-%$$- D$))(6+8(->7"-?$)F"$*%D,-%RSS%?,>$-%?$$5>$-"#$-@%N"")%?$%":%?$%?)$77==)%>$)(6+8$%"-?$)?5-%+$$B8%+(A%[/IRR%:=-8$-%<$+,,5?I K,,)#$$%+(A%,57%R[$%$(-?(>?$%D,-%?$%12%?$$5-$#$-?$%+$->78$-@%'(A%?$%":%+$8%7:)(->$-%>$)(6+8$%"-?$)?$5$-%+$$B8%+(A%0WI10%:=-8$- <$+,,5?%$-%?,8%<$8$*$-?$%$$-%W0$%:5,,87@%\-%?$%8"8,,578,-?%+$$B8%+(A%[2ISS%:=-8$-%$-%$$-%R2$%:5,,87@%`#?,8%?$%K$88$5(A*$%>)$-7%"# (-%?$%B"**$)(A%8$%K")?$-%8"$>$5,8$-%":%0S%:=-8$-%5(>8I%(7%,:(?"=%-($8%#$$)%8$)%?$**(->%>$78$5?@

N,-%_$#"-%Z,)*%F(A-%/1R%?"6+8$)7%,57%B"*#$))($%(->$76+)$D$-%(-%$$-%G=(87%78,#<"$*%$-%?,,)D,-%F(A-%W[%#$))($7 78,,87:)$#($#$))($%>$K")?$-@
L-*5%?"6+8$)7%D,-%_$#"-%Z,)*%F(A-%#"$?$)%>$K")?$-%D,-%$$-%>"$?>$*$=)?$%+$->78%F",57f

Q&(Q:'&(C&''(*+&&+*<#,;",;,##",I%/00/I%<)=(-I%CN@%Q"D(F$%!,--I%(7%?$%#"$?$)%D,-%?$%+$->78%V"5*$-F=>%!,--%3/00YI%N@%V"5*$-78$(- \\%!,--;I%?($%(7%>"$?>$*$=)?%?"")%+$8%',?$-bVa)88$#<$)>7$%78,#<"$*%$-

Q&(!4%,;,(C&''(*+&&+*<#,;",;,##",I%/000I%D"7I%CN@%V$58#$E$)%!,--I%(7%?$%#"$?$)%D,-%?$%D"7%+$->78%!(>+5,-?%9+($B%VX%!,-- 3WSS1I%N@%!(7%!(>+-$77%!,--;I%?($%(7%>"$?>$*$=)?%?"")%+$8%!,--"D$),,-7$%78,#<"$*@

G$%G=(87$%!(::(76+$%M:")8<"-?%+$$B8%W[1%-,*"#$5(->$-%D,-%_$#"-%Z,)*%,57%K$?78)(A?:,,)?%>$)$>(78)$$)?@%M,#$-%+$<<$-%F(A%8"8 $(-?%WS/Y%l%/[[@/Y]%>$K"--$-@

M=66$7D"55$%-,*"#$5(->$-%F(A-f

!"#75'!,1%*'()**I%#$))($I%/00/I%?"-*$)<)=(-I%CN@%J,--$-<$)>%!,--I%(7%?"")%9+)(78(5"8%'"E5$-%394Q;%(-%?$%A,)$-%WSSS%q%WSSY =(8>$<),6+8%(-%(-8$)-,8("-,5$%T),-?%Z)(.%?)$77==)K$?78)(A?$-@%G$%#$))($%+$$B8%$$-%K(-7"#%D,-%l%1]@R2Sg

!,1%*'8)$7'9&'()**I%)=(-I%/00WI%D"7I%CN@%T"5B78)"#%\\%!,--I%(7%"-?$)%?$%-,,#%_")"%Z(,-,%_$#"-%Z,)*%47%(7%(-%WSS2%?"")%4-?)$,7 P-(::5(->%3TLO;%>$78,)8%(-%(-8$)-,8("-,5$%/@YS%#%7:)(->K$?78)(A?$-g

!,1%*':.)$'()**I%)=(-I%/00WI%<)=(-I%CN@%4)>$-8,-%\%!,--I%(7%(-%WSS]%?"")%C"-(*,%M(8,)7*,%3Z`_;%=(8>$<),6+8%(-%(-8$)-,8("-,5$ T),-?%Z)(.%?)$77==)K$?78)(A?$-g

!)+5';<)..,$/,5'()**I%#$))($%/00RI%<)=(-I%CN@%'"5$)"%!,--I%(7%?"")%C,)*=7%'$6*$)%3TLO;%(-%WSS]%(-%(-8$)-,8("-$5,%T),-?%Z)(. ?)$77==)K$?78)(A?$-%=(8>$<),6+8%$-

!)'8-#%/-*)'()**I%#$))($I%/002I%?"-*$)<)=(-I%CN@%9,D,5($)%!,--I%(7%(-%?$%:$)("?$%WSS1%q%WS/S%?"")%?)@%')(88,%M6+Hd#,--%3TLO;%(- T),-?%Z)(.%?)$77==)K$?78)(A?$-%(-%G=(875,-?%>$78,)8@%J=77$-?"")%+$$B8%""*%!,E?$$%V$557%q%Z,)#$-8($)%3Q^_;%?$%#$))($%(- (-8$)-,8("-,5$%T),-?%Z)(.%K$?78)(A?$-%=(8>$<),6+8@

L(-?%WS/0%+$$B8%_$#"-%Z,)*%$$-%?)$77==)(-?$.%D,-%//S%#$8%$$-%<$8)"=K<,,)+$(?%D,-%0W%k%$-%$$-%7:)(->(-?$.%D,-%]S%#$8%$$- <$8)"=K<,,)+$(?%D,-%]]%k@

0D0DMD0D(I654'O8(P88(*+(,,0,022--210(L&''

_$#"-o7%47%!,--%3N@%_$#"-%Z,)*%!,--;%(7%$$-%D"7%+$->78%#$8%$$-%78"*#,,8%D,-%/Y]%6#@%!(A%(7%>$<")$-%(-%/00/%$-%(7%>$B"*8%?"") C,)($b_=(7$%!"58$-%=(8%X)$(<=)>I%?,8%6()6,%1S%*#%8$-%-"")?$-%D,-%M8,?$%(-%+$8%=(8$)78$%-"")?$-%D,-%Q$?$)7,*7$-%5(>8@ G$%#"$?$)%D,-%_$#"-o7%477%(7%?$%D"7%#$))($%T),-?$:"$7($%!,--%3/0]0I%N@%T),-?$%!,--;@%JK$$?$%#"$?$)%(7%?$%D"7%G=$55:"$7($!,--%3/02YI%N@%G=$55,-8%!,--;I%?($%""*%?$%#"$?$)%(7%D,-%?$%+$->78$-%T),-??=$55%!,--%3/0]2I%N@%T),-?$%!,--;%$-%F(A-%<)"$)7 T),-??=$55%\\%!,--%3/0]Y;%$-%T),-??=$55%!,--%3/0]];@
G$%<$(?$%+$->78$-%T),-??=$55%F(A-%>"$?>$*$=)?%?"")%+$8%!,--"D$),,-7$%78,#<"$*%$-%T),-??=$55%\\%(7%>"$?>$*$=)?%?"")%+$8 'VZ@%G=$55:"$7($%(7%""*%?$%8K$$?$%#"$?$)%D,-%?$%+$->78$-%C,>-$8%!,--%3/0]RI%N@%C,8)"7$;I%?($%(-%!,--"D$)%(7%>"$?>$*$=)?I%F(A-<)"$)%C$55(-")%!,--%3/0]1;I%?($%(7%>"$?>$*$=)?%(-%'$5>(u@
G$%78$#:$5+$->78%G=$55,-8%!,--%3/01RI%N@%G"5#,-%!,--;%*"#8%D($)%*$$)%D"")%(-%?$%,B78,##(->%D,-%_$#"-%o7%477%$-%<$:,,58%D"") WRI1%k%?$%$)B$5(A*$%,,-5$>%D,-%_$#"-7o7%477@
T$)$*$-?%"D$)%,6+8%>$-$),8($7%<$78,,8%?$%,B78,##(->%D"")%YRIR%k%=(8%!,--"D$),,-7%<5"$?%$-%D"")%R/IW2%k%=(8%L->$57%D"5<5"$?@

_$#"-o7%477%!,--%(7%(-%?$6$#<$)%/00R%>"$?>$*$=)?%?"")%+$8%V$78B,,57$%78,#<"$*%$-%$)*$-?%?"")%+$8%O(A-5,-?7$%78,#<"$*@%\- B$<)=,)(%/00[%+$$B8%+$8%!,--"D$),,-7$%78,#<"$*%?$%+$->78%""*%>"$?>$*$=)?@

!(A%+$$B8%(-%/002%(-%V,)$-?")B%?$$5>$-"#$-%,,-%$$-%D$))(6+8(->7"-?$)F"$*%D,-%/SS%?,>$-@%\-%?$%":%?$%?)$77==)%>$)(6+8$ "-?$)?$5$-%:)$78$$)?$%+(A%#$8%[2I]1%:=-8$-%#,8(>%$-%K$)?%+(A%D,-%?$%WS%?$$5-$#$)7%/2$@%'(A%+$8%7:)(->$-%D$)>,,)?$%+(A%/WYI]2 :=-8$-%K,,)#$$%+(A%8K$$?$%K$)?@%\-%?$%$(-?78,-?%-,#%+(A%?$%$5B?$%:5,,87%(-%#$8%/SSI11%:=-8$-@

_$#"-o7%477%(7%8"8%$-%#$8%WSSS%,68($B%>$K$$78%(-%?$%B"**$)(A@ ^$7%?"6+8$)7%D,-%+$#%F(A-%,57%B"*#$))($%":>$-"#$-%(-%$$-%78,#<"$*%$-%?,,)D,-%F(A-%$)%D($)%78,,87:)$#($#$))($%>$K")?$-@%L5B -,*"#$5(->$-%F(A-%>$)$>(78)$$)?%,57%K$?78)(A?:,,)?%$-%?($%+$<<$-%7,#$-%l%/@SY/%>$K"--$-@

0D0D,D(I"Q6#>4E(*+(,,0,0,/MM,H.(L&''

_(D$):"5%!,--%3N@%_$#"-%..;%(7%$$-%76+(##$5%+$->78%?($%(-%/0[Y%(7%>$<")$-@%!(A%(7%>$B"*8%?"")%V$)-$)%!$(-7%=(8%_,->$-I%?,8%-$8%8$- -"")?$-%D,-%')$#$)+,D$-%5(>8@
G$%#"$?$)%D,-%_(D$):"5%(7%?$%76+(##$5%T"5?B$$%!,--%3/0[/I%N@%T,78)"-"#%!,--;%$-%8K$$?$%#"$?$)%(7%?$%<)=(-$%C,?A,)(-%!,-- 3/0]1I%N@%C,)6"-(%!,--;@
T$)$*$-?%"D$)%,6+8%>$-$),8($7%+$$B8%_(D$):"5%$$-%,B78,##(->%?($%D"")%20I1%k%<$78,,8%=(8%L->$57%D"5<5"$?I%/RIR%k%4),<(76+%D"5<5"$? $-%W2%k%!,--"D$),,-7%<5"$?@

_(D$):"5%(7%(-%-"D$#<$)%/0[[%>"$?>$*$=)?%?"")%+$8%^B?Z%$-%+$$B8%(-%/0[0%(-%C$?(->$-%?$$5>$-"#$-%,,-%$$- D$))(6+8(->7"-?$)F"$*%D,-%/SS%?,>$-@%N"")%?$%":%?$%?)$77==)%>$)(6+8$%"-?$)?5-%<$+,,5?$%+(A%[1I[0%:=-8$-%$-%D"")%?$%":%+$8 7:)(->$-%>$)(6+8$%"-?$)?5-%//1I02@%!(A%K$)?%?,,)#$$%1/$%$-%/2$%D,-%?$%Y[%?$$5-$#$-?$%+$->78$-@%\-%?$%8"8,,578,-?%+$$B8%+(A /S/I/Y%:=-8$-%>$+,,5?%#$8%$$-%RR$%:5,,87@%!(A%(7%)=(#%8K(-8(>%A,,)%<$76+(*<,,)%>$K$$78%D"")%?$%B"**$)(A%#,,)%(7%-,=K$5(A*7%>$<)=(*8@ G$%G=(87$%!(::(76+$%M:")8<"-?%+$$B8%-$>$-%-,*"#$5(->$-%D,-%_(D$):"5%>$)$>(78)$$)?%,57%K$?78)(A?:,,)?%$-%?($%+$<<$-%7,#$-%l /@S10%>$K"--$-@

0D0D2D(I6'R8(I654'(*+(,,0,0,/MJ110(L&''

_$-E7%_$#"-%!,--%3N@%_$#"-%..;%(7%$$-%?"-*$)<)=(-$%+$->78%#$8%$$-%78"*#,,8%D,-%/Y0%6#@%!(A%(7%(-%/00/%>$<")$-%$-%(7%>$B"*8 ?"")%M=F,--$%C$E$)%=(8%')$#$-@
G$%#"$?$)%D,-%?$%+$->78%(7%?$%D"7%#$))($%477,(%!,--%3/0]WI%N@%4<7,8F%!,--;%$-%8K$$?$%#"$?$)%(7%?$%D"7%78,,87:)$#($#$))($ V(-(8F,%!,--%3/0YYI%N@%V$(77>$)<$)%!,--;@
T$)$*$-?%"D$)%,6+8%>$-$),8($7%+$$B8%_$-E7%_$#"-%$$-%,B78,##(->%?($%D"")%2RI/%k%=(8%L->$57%D"5<5"$?%<$78,,8I%D"")%RWI[%k%=(8 !,--"D$),,-7%<5"$?%$-%D"")%/SI0%k%=(8%J),*$+-$)%<5"$?@

_$-E7%_$#"-%(7%$(-?%/00R%>"$?>$*$=)?%?"")%+$8%!,--"D$),,-7$%78,#<"$*%$-%+$8%',?$-bVa)88$#<$)>7$%78,#<"$*@%G$%+$->78%(7 >$*"6+8%?"")%+$8%',?$-bVa)88$#<$)>(76+$%!,=:8b%$-%_,-?>$78a8%C,)<,6+%$-%+$$B8%(-%/001%(-%C,)<,6+%?$$5>$-"#$-%,,-%$$- D$))(6+8(->7"-?$)F"$*%D,-%/SS%?,>$-@%!(A%<$+,,5?$%D"")%?$%?)$77==)%>$)(6+8$%"-?$)?$5$-%//WI1/%:=-8$-%K,,)#$$%+(A%,6+878$%K$)? D,-%?$%W[%?$$5-$#$-?$%+$->78$-@%N"")%?$%7:)(->$-%>$)(6+8$%"-?$)?5-%*)$$>%+(A%//RIRS%:=-8$-%$-%?,8%5D)?$%$$-%-$>$-?$:5,,87%":@%\-%?$%$(-?78,-?%(7%+(A%FD-?$%>$K")?$-%#$8%//2IW0%:=-8$-@

_$-E7%_$#"-%(7%8"8%$-%#$8%WSSY%,68($B%>$K$$78%(-%?$%B"**$)(A@%^(A-%F"-$-%_,=7$)%',?K=%3/002;%$-%_$.."-%',?K=%3/002;%F(A->"$?>$*$=)?%D"")%?$%B"**$)(A@
G,,)-,,78%F(A-%21%?"6+8$)7%,57%B"*#$))($%":>$-"#$-%(-%$$-%78,#<"$*@%G)($%B"*#$))($7%F(A-%78,,87:)$#($#$))($%>$K")?$-@

J"8%$-%#$8%WS/0%F(A-%/WS%-,*"#$5(->$-%D,-%_$-E7%_$#"-%>$)$>(78)$$)?%,57%K$?78)(A?:,,)?%$-%F(A%+$<<$-%7,#$-%l%0R@1/[>$K"--$-@
N,-%?$%-,*"#$5(->$-%(7%?$%D"7%#$))($%_(55(%',?K=%3/00YI%CN@%V$)8+$)%!,--;%?"")%J(#%P"6+%3TLO;%=(8>$<),6+8%(-%(-8$)-,8("-,5$ T),-?%Z)(.%?)$77==)K$?78)(A?$-@%G$%#$))($%+$$B8%$$-%K(-7"#%D,-%l%/2@2]Y@

0D0D2D0D(I&F86#(*+(,J,J,M-/-01/(!&;SF

_,=7$)%',?K=%3N@%_$-E7%_$#"-%!,--;%(7%$$-%D"7%+$->78%?($%(-%/002%(7%>$<")$-@%!(A%(7%>$B"*8%?"")%+$8%!,=:8b%$-%_,-?>$78a8 C,)<,6+@
G$%#"$?$)%D,-%f_,=7$)%(7%?$%D"7%#$))($%4=78)(,%Va)88%3/0[[I%N@%4=B8)(88%`5?<>;@%JK$$?$%#"$?$)%(7%477(,%',?K=%3/0]2I%N@%4#")%\\ J),*;%$-%F(A%(7%""*%?$%#"$?$)%D,-%?$%+$->78%X($7"5"%',?K=%3/00WI%N@%X5()8%`5?<>;@ G$%+$->78%4<7,8F%!,--%3/0YSI%N@%4<>5,-F%J),*;%*"#8%8K$$%*$$)%D"")%(-%?$%,B78,##(->%D,-%_,=7$)%$-%+$$B8%$$-%(-<)$->%D,-%/[I[%k (-%?$%$)B$5(A*$%,,-5$>%D,-%_,=7$)@
T$)$*$-?%"D$)%,6+8%>$-$),8($7%+$$B8%_,=7$)%$$-%,B78,##(->%#$8%R]I2%k%!,--"D$),,-7%<5"$?I%R]I2%k%L->$57b%$-%4),<(76+%D"5<5"$? $-%W1IW%k%J),*$+-$)%<5"$?@

_,=7$)%+$$B8%(-%,=>=78=7%/00[%(-%C,)<,6+%?$$5>$-"#$-%,,-%$$-%D$))(6+8(->7"-?$)F"$*%D,-%/SS%?,>$-@%N"")%?$%":%?$%?)$77==) >$)(6+8$%"-?$)?5-%(7%+(A%D(AB?$%D,-%?$%W]%?$$5-$#$-?$%+$->78$-%>$K")?$-%#$8%/WYISW%:=-8$-@%N"")%?$%":%+$8%7:)(->$-%>$)(6+8$ "-?$)?$5$-%<$+,,5?$%+(A%/S]@SS%:=-8$-%K,,)#$$%+(A%-$>$-?$%K$)?@%\-%?$%$(-?78,-?%76"")?$%+(A%/WRISY%:=-8$-%$-%?,8%5$D$)?$%+$# $$-%D($)?$%:5,,87%":%(-%?$%$(-?78,-?@
Q,%+$8%"-?$)F"$*%(7%_,=7$)%>"$?>$*$=)?%?"")%+$8%78,#<"$*%',?$-bVa)88$#<$)>@%!(A%(7%8"8%$-%#$8%WSSS%,68($B%>$K$$78%(-%?$ B"**$)(A@
N,-%_,=7$)%(7%75$6+87%mm-%-,*"#$5(->%>$)$>(78)$$)?%,57%K$?78)(A?:,,)?@%G($%+$$B8%$$-%K(-7"#%D,-%l%W]@

0D0D2DMD(I6))4'(*+(,J,J,M-/-M1/(!&;SF

_$.."-%',?K=%3N@%_$-E7%_$#"-%!,--;%(7%$$-%FK,)8<)=(-$%+$->78%?($%(-%/002%(7%>$<")$-@%!(A%(7%>$B"*8%?"")%+$8%!,=:8b%$-%_,-?>$78a8 (-%C,)<,6+@
G$%#"$?$)%D,-%_$.."-%(7%?$%#$))($%4)D$%C,?K=%3/0[[I%N@%4=B8)(88%`5?<>;%$-%8K$$?$%#"$?$)%(7%Z()"=$88$%',?K=%3/0[WI%N@%Z(*B$(- !,--;@
G$%+$->78%4<7,8F%!,--%3/0YSI%N@%4<>5,-F%J),*;%*"#8%8K$$%*$$)%D"")%(-%?$%,B78,##(->%D,-%_$.."-%$-%+$$B8%$$-%(-<)$->%D,-%/[I[%k (-%?$%$)B$5(A*$%,,-5$>%D,-%_$.."-@
T$)$*$-?%"D$)%,6+8%>$-$),8($7%<$78,,8%?$%,B78,##(->%D,-%_$.."-%D"")%R0I[%k%=(8%L->$57b%$-%4),<(76+%D"5<5"$?I%RWI[%k%=(8 !,--"D$),,-7%<5"$?I%/WI2%k%=(8%J),*$+-$)%<5"$?%$-%0I1%k%=(8%X),-7%<5"$?@

_$.."-%(7%(-%-"D$#<$)%/00]%>"$?>$*$=)?%?"")%+$8%',?$-bVa)88$#<$)>7$%78,#<"$*@%\-%/00[%+$$B8%+(A%(-%C,)<,6+%?$$5>$-"#$- ,,-%$$-%D$))(6+8(->7"-?$)F"$*%D,-%/SS%?,>$-@%N"")%?$%?)$77==)#,8(>$%"-?$)?5-%<$+,,5?$%+(A%/1/I]/%:=-8$-%$-%?,,)#$$%K,7%+(A ?$%<$78$%D,-%?$%W]%?$$5-$#$-?$%+$->78$-@%N"")%?$%":%+$8%7:)(->$-%>$)(6+8$%"-?$)?$5$-%K$)?%+(A%#$8%/WYISW%8K$$?$%$-%(-%?$ $(-?78,-?%-,#%+(A%#$8%/1/I/[%:=-8$-%""*%?$%8K$$?$%:5,,87%(-@
_$.."-%(7%8"8%$-%#$8%WSSY%,68($B%>$K$$78%(-%?$%B"**$)(A@
Q$>$-%?"6+8$)7%D,-%+$#%F(A-%,57%B"*#$))($%":>$-"#$-%(-%$$-%78,#<"$*%$-%R2%-,*"#$5(->$-%F(A-%,57%K$?78)(A?:,,)?%>$)$>(78)$$)?@ ^(A%+$<<$-%7,#$-%l%/S@1[/%>$K"--$-@
_$.."-%+$$B8%$$-%?)$77==)(-?$.%D,-%0[%#$8%$$-%<$8)"=K<,,)+$(?%D,-%]1%k%$-%$$-%7:)(->(-?$.%D,-%02%#$8%$$-%<$8)"=K<,,)+$(? D,-%]/%k@

0DMD(G6QE4'(!4R())(*+(,-.-.--.M2J.

O$D5"-%'"E%..%3N@%'5,=$)%O$(8$)%..;%(7%$$-%FK,)8<)=(-$%+$->78%#$8%$$-%78"*#,,8%D,-%/Y]%6#@%!(A%(7%>$<")$-%(-%/0]Y%(-%G=(875,-?%$-%(7 >$B"*8%?"")%C@%!"-7$5@
G$%#"$?$)%D,-%?$%+$->78%(7%?$%?"-*$)<)=(-$%O,d,$5,%..%3/0]WI%N@%Q$6*,)%..;%$-%8K$$?$%#"$?$)%(7%?$%D"7%#$))($%O,+%..%3/02[I%N@ J=?")%C(-78)$5%..;@
\-%?$%,B78,##(->%D,-%O$D5"-%'"E%..%*"#8%?$%+$->78%G,)*%O"-,5?%..%FD-%*$$)%D"")%$-%+$$B8%+(A%$$-%(-<)$->%D,-%/WI/%k%(-%?$ $)B$5(A*$%,,-5$>%D,-%O$D5"-%'"E%..@

O$D5"-%'"E%..%K"-%(-%#,,)8%/0]0%?$%X)a+5(->7)$--$-%3/Y2S%#;%(-%Q$=77%$-%(-%A=5(%/0]0%?$%!,)#"-(,%O$--$-%3WWSS%#;%(-%!,#<=)>b !")-@%\-%/0[S%K"-%+(A%PH5-$)%X)a+A,+)7%4=7>5$(6+%3/YSS%#;@%\-%/0[/%K,)$-%$)%"D$)K(--(->$-%(-%?$%O"<$)8%ZB$)?#$->$7bO$--$- 3WWSS%#;%(-%P$=5$-%$-%?$%Z)$(7%D"#%T),B$-<$)>%3/]SS%#;%(-%Ga77$5?")B@%\-%/0[W%K"-%+(A%?$%C"")#,--%O$--$-%3/[SS%#;%(- G")8#=-?I%?$%Z)(A7%D"-%M6+5"77%')"(6+%3WWSS%#;%(-%Ca5+$(#bO=+)%$-%?$%J+$"?")%458+"dbL)(--$)=->7:)(A7%3WSSS%#;%(- T$57$-*()6+$-b!")78@%J$-75"88$%K"-%+(A%(-%/0[R%D"")%?$%8K$$?$%*$$)%?$%C"")#,--%O$--$-%(-%G")8#=-?@

O$D5"-%'"E%..%(7%D,-%/0[1%8"8%$-%#$8%/001%(-%Z"5$-%,68($B%>$K$$78%(-%?$%B"**$)(A@ !(A%+$$B8%?$%+$->78$-%M8),D(-7*E%..%3/0[[;I%'$8$5%..%3/00S;%$-%G(D(7")%..%3/002;%>$<),6+8@ JK$$%?"6+8$)7%D,-%O$D5"-%'"E%..%F(A-%#"$?$)%D,-%$$-%>"$?>$*$=)?$%+$->78%>$K")?$-f

N&-',7"&())%3/0[2I%CN@%4-8(v=,)(,-%..;%(7%?$%#"$?$)%D,-%?$%+$->78%C,)($-7F8,8%..%3/00YI%N@%L8$)-(8Eo7%')$,8+%..;%$-

?&"#&())%3/002I%CN@%9+(,D,)(%..;%(7%?$%#"$?$)%D,-%?$%+$->78%Q$"%V_PZ%?($%?"")%+$8%V($5*":"57*,%78,#<"$*%(7%>"$?>$*$=)?@

G$%G=(87$%!(::(76+$%M:")8<"-?%+$<<$-%F$D$-%-,*"#$5(->$-%>$)$>(78)$$)?%,57%K$?78)(A?:,,)?@%^(A%+$<<$-%7,#$-%l%2@]RR >$K"--$-@

0DMD0D(=9#&Q"'8$R())(*+(,-.-.,-HH-HH

M8),D(-7*E%..%(7%$$-%FK,)8<)=(-$%+$->78%#$8%$$-%78"*#,,8%D,-%/Y]%6#@%!(A%(7%":%0%#,,)8%/0[[%(-%Z"5$-%>$<")$-%$-%(7%>$B"*8%?"")%?$ 78,,8778"8)(A%\K-"I%?($%6()6,%WS%*#%8$-%""78$-%D,-%Z"F-,-%5(>8@ G$%+$->78%+$$88$%"")7:)"-*$5(A*%J),6+(8%..%$-%(7%<(A%F(A-%D$)*"":%-,,)%G$-$#,)*$-%"#>$?"":8%(-%M8),D(-7*E%..@

G$%#"$?$)%D,-%?$%+$->78%(7%?$%<)=(-$%JE*K,%..%3/0]YI%N@%J,=)"K%..;%$-%8K$$?$%#"$?$)%(7%?$%<)=(-$%J,-$K%..%3/0Y]I%N@%Q$>)$76" ..;@%G$%D"7%#$))($%J,)-,K,%..%3/02WI%N@%Z(5,?$%..;%*"#8%(-%?$%,B78,##(->%D,-%M8),D(-7*E%D"")%,57%D($)?$%#"$?$)%$-%,57%?$%#"$?$) D,-%#"$?$)7D,?$)%J,=)"K%..%$-%+$$B8%?,,)#$$%$$-%(-<)$->%D,-%/[@[%k%":%?$%$)B$5(A*$%,,-5$>%D,-%M8),D(-7*E%..@

J),6+(8%..%+$$B8%(-%?$%A,)$-%/00S%q%/00W%(-%Z"5$-%,,-%W[%)$--$-%?$$5>$-"#$-%K,,)D,-%+(A%$)%F$D$-%K"-@%\-%/00R%+$$B8%+(A%(-%Z"5$- ?(D$)7$%#$))($7%>$?$*8I%K,,)=(8%8($-%-,*"#$5(->$-%F(A-%>$)$>(78)$$)?@ G,,)-,%(7%+(A%D$)*"6+8%-,,)%G$-$#,)*$-I%K,,)%+(A%(-%/00Y%?"")%+$8%G$$-7$%K,)#<5"$?%78,#<"$*%(7%>"$?>$*$=)?%$-%,,-%$$-%*")8 D$))(6+8(->7"-?$)F"$*%+$$B8%?$$5>$-"#$-@%\-%?$%),::")8,>$%(7%7:),*$%D,-%$$-%+$->78%#$8%$$-%=(878$*$-? *,),*8$)%?($%F(A-%)=(8$)%$$-%>"$?%>$D"$5%>$$B8@%!(A%+$$B8%$$-%78$)*%,6+8$)<$$->$<)=(*@

\-%WSSS%+$$B8%+$8%PVZQ%G$$-7$%-,*"#$5(->$-%D,-%M8),D(-7*E%..%<$"")?$$5?%$-%#$?$%":%<,7(7%?,,)D,-%+$#%":%?$ +$->78$-*$=)(->%WSS/%(-%o7b!$)8">$-<"76+%>"$?>$*$=)?@%G,,)<(A%(7%,,->$>$D$-%?,8%?$%+$->78%$$-%)=(#%D"5?"$-?$%"-8K(**$5?$ D"5<5"$?%(7%#$8%$$-%>"$?%>$D")#?$%+,57%$-%$$-%":D,55$-?%>"$?%"-8K(**$5?$%76+"B8b%$-%76+"=?$):,)8(A@%G$%<"D$-5(A-%(7%>"$? ,,->$75"8$-%$-%<$7:($)?%$-%?$%6)"=:$%+$$B8%$$-%>"$?$%5$->8$%$-%<$7:($)(->@%G$%+$->78%+$$B8%$$-%<=(8$->$K""-%D-K(6+8(>%$- K$)*K(55(>*,),*8$)$$-,68(D?),B$-$$-:)(#,>,5":

K$)*K(55(>%*,),*8$)I%$$-%,68(D%?),B%$-%$$-%:)(#,%>,5":@
\-%$$-%*")8%?=)$-?%3/0%?,>$-;%D$))(6+8(->7"-?$)F"$*%(-%L)#$5"%F(A-%?($%$(>$-76+,::$-%<D78(>?@%\-%?),B%F"=%+(A%#$$) FK$$B#"#$-8%#"$8$-%8"-$-@%\-%>,5":%*,-%+(A%>"$?%76+,*$5$-%$-%5,,8%+(A%F(6+%>"$?%75=(8$-@%!(A%+$$B8%)=(#%D"5?"$-?$%,,-5$>%,57 ?)$77==):,,)?@%G"")%?$%8),(-(->7,)<$(?%8(A?$-7%+$8%"-?$)F"$*%F(A-%?$%7:)"->>$K)(6+8$-%$-%:$$776+$?$7%"D$)D=5?%>$),,*8@

\-%WSSW%+$$B8%+$8%PVZQ%8K(-8(>%D$=5$-7%D,-%M8),K(-7*E%..%<$"")?$$5?@%T$),::")8$$)?%(7%?,8%+$8%$$-%=-(B")#$%6"55$68($I%D"5?"$-?$ 8"8%)=(#%D"5?"$-?$%"-8K(**$5?$%D$=5$-7%K,7@%`D$)%+$8%$.8$)($=)%D,-%?$%D$=5$-7%(7%>$#$5?%?,8%?$%<)"$*7:($)%#$$)%5$->8$%F"= #"8-%+$<<$-I%?,8%+$8%,6+8$)<$$-%D,,*%5,->%$-%>$<">$-%(7%$-%?,8%?$%<"=K%$-%(-78$$*%D,-%+$8%7:)"->>$K)(6+8%D,,*%8$%K$-7$- "D$)5,,8@%G$%?),B%$-%>,5":%D,-%?$%D$=5$-7%+$<<$-%K$(-(>%)=(#8$%$-%F(A-%K$(-(>%*),6+8(>@ Q,,)%,,-5$(?(->%D,-%?$%D$=5$-<$"")?$5(->%(7%M8),D(-7*E%..%":%K,6+8%>F8@

\-%WSSW%(7%M8),D(-7*E%..%>"$?>$*$=)?%?"")%+$8%'),-?$-<=)>7$bI%J),*$+-$)b%$-%'$($)7$%78,#<"$*%$-%(-%WSS2%+$<<$-%+$8 C$6*5$-<=)>7$b%$-%+$8%`5?$-<=)>7$%78,#<"$*%?$%+$->78%$)*$-?@

!$8%G$$-7$%78,#<"$*%+$$B8%F(A-%F"-$-%!"AD,->7%M8),=77%GV'%3/00[;%$-%M8),8$>(%4578)=:%`M%3WSS/;%>"$?>$*$=)?I%#,,)%,57 B"*+$->78%+$<<$-%F(A%>$$-%(-D5"$?%>$+,?@
!$8%G$$-7$%`5?$-<=)>$)%78,#<"$*%+$$B8%?$%F""-%M8=-8#,--%,B%!D,))$%G`4%3WSSS;%>"$?>$*$=)?@%N,-%+$#%F(A-%?$%F"-$-%M("-%,B !D,))$%G`4%3WSS1;%$-%M(-65,()%,B%!D,))$%G`4%3WSS1;%>"$?>$*$=)?I%#,,)%D$$5%(-D5"$?%":%?$%B"**$)(A%+$<<$-%F(A%-($8%>$+,?@

!$8%J),*$+-$)%78,#<"$*%+$$B8%?$%F"-$-%9+,)?"--$%J),*%3WSS1;%$-%G$)%G,-8$%J),*%3WSSY;%>"$?>$*$=)?@

9+,)?"--$%(7%(-%"*8"<$)%WSSY%>"$?>$*$=)?%$-%+$$B8%(-%?6#<$)%WSS]%?$$5>$-"#$-%,,-%$$-%,,-5$>8$78@%!(A%*)$$>%$$-%K,,)?$)(-> D,-%]IRR%D"")%?)$77==)%$-%YI[0%D"")%+$8%7:)(->$-@%9+,)?"--$%(7%(-%WSS]%$-%WSS[%<$76+(*<,,)%>$K$$78%D"")%?$%B"**$)(AI%#,,)%(7 -,=K$5(A*7%>$<)=(*8@

G$)%G,-8$%(7%$$-%(-8$)-,8("-,,5%$D$-8(->:,,)?%?,8%(-%WSS0%(-%C,)<,6+%,,-%$$-%,,-5$>8$78%D,-%RS%?,>$-%+$$B8%?$$5>$-"#$-@%!(A%(7 >$K,,)?$$)?%#$8%[IWY%D"")%?)$77==)%$-%]I1[%D"")%7:)(->$-@%G,,)-,%(7%+(A%>"$?>$*$=)?%?"")%+$8%J),*$+-$)%78,#<"$*@%\-%B$<)=,)(WS/S%+$<<$-%?$%78,#<"$*$-%M,*7$-b4-+,58I%M,*7$-bJ+a)(->$-%$-%'),-?$-<=)>b4-+,58%?$%+$->78%""*%>"$?>$*$=)?%8$)K(A5%+$8 78,#<"$*%C$6*5$-<=)>bN"):"##$)-%?$%+$->78%+$$B8%$)*$-?@%N,-K$>$%F(A-%7:")86,))(U)$%(7%G$)%G,-8$%$6+8$)%-,=K$5(A*7%>$<)=(*8 ,57%B"*+$->78@

!$8%PVZQ%+$$B8%/21%+$->78D$=5$-%$-%/2/%#$))($D$=5$-7%D,-%M8),D(-7*E%..%>$)$>(78)$$)?@%N,-%?$%?"6+8$)7%F(A-%$)%R2%,57%B"*#$))($ ":>$-"#$-%(-%+$8%78,#<"$*@%G)($%D,-%+$-%F(A-%78$)#$))($%>$K")?$-%$-%mm-%+$$B8%+$8%*$=):)$?(*,,8%"-8D,->$-@%G)($%?"6+8$)7%F(A-$5(8$#$))($%>$K")?$-@

M8),D(-7*E%..%+$$B8%(-%?$%PVZQ%:":=5,8($%$$-%?)$77==)(-?$.%D,-%[Y%#$8%$$-%<$8)"=K<,,)+$(?%D,-%[R%k%$-%$$-%7:)(->(-?$.%D,-%10 #$8%$$-%<$8)"=K<,,)+$(?%D,-%2Sk@
r(8%+$8%>$-$8(76+%:)"n$5%<5(A*8%?,8%?$%-,*"#$5(->$-%75$6+8%:)78)$-%<(A%+$8%D)(A%7:)(->$-@%\-%+$8%$.8$)($=)%D,-%?$%-,*"#$5(->$- D,55$-%?$%%$-+")(F"-8,5$%$-%%,)#<$7:($)?$%+,57%$-%?$%+">$%76+"B8%":@%G$%#$$78$%-,*"#$5(->$-%+$<<$-%$$-%+55-?%*)=(7I 7,<$5<$-(>$%,6+8$)<$-$-%$-%K$*$%*"8$-@%!$8%<$$-K$)*%(7%8$$)%#,,)%-($8%,58(A?%?)"">@

\-%?$%A,)$-%WSSR%q%WSS]%+$$B8%M8),D(-7*E%..%(-%G=(875,-?%$-%^K$?$-%>$?$*8%$-%(7%?,,)-,%D$)*"6+8%,,-%?$%O,-<E%78"8)(A%(-%O$8B")?I ?,8%8=77$-%_(-6"5-%$-%M+$j$5?%(-%Q"88(->+,#7+()$I%L->$5,-?%5(>8@%V$>$-7%F($*8$%D,-%?$%$(>$-,,)%D,-%?$%78"$8$)(A%+$$B8%+(A%?$%5,,878$ #,,-?$-%D,-%F(A-%5$D$-%":%?$%Z$5("-%78"$8$)(A%<(A%O$,?(->%(-%'$)*7+()$%>$78,,-@%G,,)%(7%+(A%":%WS%"*8"<$)%WSS0%K$>$-7 D$)5,##(->7D$)76+(A-7$5$-%>$u=8+,-,7$$)?@

M=66$7D"55$%-,*"#$5(->$-%D,-%M8),D(-7*E%..%(-%?$%7:")8%F(A-f

:."*.1)**')='(>)$$,'?@9I%>"$?>$*$=)?$%+$->78I%WSSSI%FK,)8I%CN@%45$*7,-?$)%`5?<>%(7%?"")%'$88(-,%i,>$)%3GLQ;%$-%i",--$ N,=>+,-%3TL`;%=(8>$<),6+8%(-%T),-?%Z)(.%?)$77==)K$?78)(A?$-g

A)$*%/+-'BC8DI%)=(-I%WSSWI%FK,)8I%CN@%N,)(,-8%PVZQI%(7%?"")%C$5,-($%C"=8+,,-%3QLG;%=(8>$<),6+8%(-%T),-?%Z)(. ?)$77==)K$?78)(A?$-g

A,+)E)'BC8DI%)=(-I%WSSWI%FK,)8<)=(-I%CN@%^$::$5(-%PVZQI%(7%?"")%X5$=)%D,-%o8%_,,)%=(8>$<),6+8%(-%T),-?%Z)(.%?)$77==)K$?78)(A?$-g

C%*+,$'BC8DI%+$->78I%WSSRI%<)=(-I%CN@%_,-6$)%\\%!"578I%(7%"-?$)%?$%-,,#%9+$v=$)7%Z5,E%8+$%T,#$%?"")%i"-,8+,-%Z,>$8%3Q^_; =(8>$<),6+8%(-%9\9tt%K$?78)(A?$-%$-%?,,)-,%?"")%N(88")(,%Z,-(FF"-(%3\J4;%(-%9\9tt%$-%9\9ttt%K$?78)(A?$-@%Z,-(FF"-(%K"-%+$8 9\9tt45?"-%WS/2%$-%+$8%99\tt%!":$8"=-%WS/Y%$-

?,$'?)*.,'6$)7I%>"$?>$*$=)?$%+$->78I%WSSYI%FK,)8I%CN@%!"+-78(-%J),*I%(7%?"")%C(6+,$5%i=->%3TLO;%(-%?$%A,)$-%WS/W%q%WS/2%(- 99\t%$-%99\tt%K$?78)(A?$-%=(8>$<),6+8%$-%K"-%/W%K$?78)(A?$-@%G$%6"#<(-,8($%+$$B8%$$-%K(-7"#%D,-%l%]@/W]@ \-%WS/2%$-%WS/Y%+$$B8%P(#<$)5E%P"A(#,%3rM4;%?$%+$->78%(-%$$-%,,-8,5%99\t%K$?78)(A?$-%=(8>$<),6+8%K,,)<(A%$$-%W[$%:5,,87%?$%<78 *5,77$)(->%K,7@

0DMDMD(!696E())(*+(,-.-.MHMJM1-

'$8$5%..%3N@%O$D5"-%'"E%..;%(7%$$-%FK,)8<)=(-$%+$->78%#$8%$$-%78"*#,,8%D,-%/Y]%6#@ !(A%(7%":%W[%B$<)=,)(%/00S%(-%M5"K,*(A$%>$<")$-%$-%(7%>$B"*8%?"")%L)K(-%P")876+%D,-%78"8)(A%C"78$7(6$I%?($%"->$D$$)%WS%*#%8$- ""78$-%D,-%J)$-č(-%5(>8@
G$%#"$?$)%D,-%?$%+$->78%(7%?$%<)=(-$%#$))($%'),6,%..%3/0[/I%N@%9,7:,5%..;%$-%8K$$?$%#"$?$)%(7%')(-?(7(%9M%..%3/0Y2I%N@%M"5$%C(" ..;@

'$8$5%..%(7%$$-%(-8$)-,8("-,,5%7:)(->:,,)?%$-%+$$B8%(-%WSSS%$-%WSS/%$$-%,,-8,5%#$))($7%(-%M5"K,*(A$%>$?$*8@%\-%-"D$#<$)%WSS/%(7%+(A D$)*"6+8%-,,)%G=(875,-?I%K,,)%+(A%(-%A,-=,)(%WSSW%(7%>"$?>$*$=)?%?"")%+$8%!"578$(-7$%78,#<"$*@%\-%?$%A,)$-%?,,)-,%(7%+(A >"$?>$*$=)?%"B%$)*$-?%?"")%?$%78,#<"$*$-%D,-%C$6*5$-<=)>bN"):"##$)-I%!,--"D$)I%'$)5(-b'),-?$-<=)>I%J),*$+-$-I `5?$-<=)>%$-%`5?$-<=)>%\-8$)-,8("-,5@
!(A%(7%":%W1%?6#<$)%WSS[%"D$)5$?$-@

\-%G=(875,-?%F(A-%D,-%+$#%R1%?"6+8$)7%,57%B"*#$))($%":>$-"#$-%(-%$$-%78,#<"$*%$-%?)($%D,-%+$-%F(A-%78,,87:)$#($#$))($ >$K")?$-@%N,-%F(A-%-,*"#$5(->$-%F(A-%$)%]W%,57%K$?78)(A?:,,)?%>$)$>(78)$$)?@%J"8%$-%#$8%WS/Y%+$<<$-%?($%7,#$-%l21@[20 >$K"--$-@

'$8$5%..%+$$B8%D$)76+(55$-?$%-,*"#$5(->$-%?($%(-%(-8$)-,8("-,5$%D-8(->K$?78)(A?$-%F(A-%=(8>$<),6+8I%F",57f

F%$,)/,'?:8I%#$))($I%WSSYI%?"-*$)<)=(-I%CN@%9(-6(-,88(%!"578I%(7%(-%WS/2%?"")%!,),5?%4#<)"7%34rM;%$-%(-%WS/Y%?"")%4=)")$%G=<=7 3XO4;%=(8>$<),6+8%(-%9\9ttbK$?78)(A?$-g

F%*-.%'()**I%)=(-I%WSS]I%<)=(-I%CN@%O,#()"o7%M"-%\\%!"578I%(7%(-%WS/1%?"")%Z+(5(::$%P"5"77,%3TLO;%(-%9\9tbK$?78)(A?$-%=(8>$<),6+8%$- (-%WS/Y%?"")%'"E?%C,)8(-%3rM4;%(-%9\9ttbK$?78)(A?$-@%G$%6"#<(-,8($%C,)8(-%q%'"-(8"%K"-%?$%9\9tto7%(-%')"#"-8%e9%$-%O(6+5,-?%C\g

F%5'?:8G%)=(-%WSS]I%<)=(-I%CN@%Z,),?($7D">$5%V$78BI%(7%?"")%V"=8$)%?$%95$$-$%3'L_;%(-%WS/2%$-%WS/Y%=(8>$<),6+8%(-%9\9t%$-%9\9tt%b K$?78)(A?$-%=(8>$<),6+8@%'(A%+$8%9\9t%V,)$>$#%WS/2%$-%9\9tC,)<,6+%WS/Y%(7%?$%8K$$?$%:5,,87%<$+,,5?g

3,/+<,H,$'6$)7I%)=(-I%WSS]I%?"-*$)<)=(-I%CN@%47:(),-8%J),*I%(7%?"")%X"76"%T(),)?(%3\J4;%(-%?$%A,)$-%WS/1%q%WS/Y%>$78,)8%(-%9\9ttb K$?78)(A?$-@%\-%WS/2%(7%+$8%9\9ttO,D$--,%>$K"--$-g

F)*+-.'()**I%)=(-I%WSS[I%?"-*$)<)=(-I%CN@%Z)$=77$-:)(-F%J),*I%(7%?"")%X$5(.%L8F$5%3TLO;%=(8>$<),6+8%(-%9\9tttbK$?78)(A?$-g

F-H'F$%.<,$'()**I%)=(-I%WSS[I%<)=(-I%CN@%4,5<")>%!,--I%(7%(-%WS/2%$-%WS/Y%?"")%X)$$*%'($<=E6*%3'L_;%=(8>$<),6+8%(-%9\9ttb K$?78)(A?$-g

F5'15':-+,'()**I%)=(-I%WSS[I%<)=(-I%CN@%O,<(-"%!"578I%(7%(-%WS/2%$-%WS/Y%?"")%i"+,--$7%!,E77-%3TLO;%(-%9\9ttbK$?78)(A?$- =(8>$<),6+8%$-

I)JJ,/J<-/-JJ'6$)7I%)=(-I%WSS[I%?"-*$)<)=(-I%CN@%M,:)"7%J),*I%(7%?"")%Q(-,%M6+=58=7%3TLO;%(-%WS/Y%=(8>$<),6+8%(-%9\9ttbK$?78)(A?$-@ G$%6"#<(-,8($%+$$B8%+$8%9\9ttM6+K,(>,->$)%>$K"--$-@

0DMD,D(*"Q"84#())(M.2.

G(D(7")%..%3N@%O$D5"-%'"E%..;%(7%$$-%?"-*$)<)=(-$%+$->78%#$8%$$-%78"*#,,8%D,-%/Y[%6#@%!(A%(7%":%/W%,:)(5%/002%>$<")$-%$-%(7%>$B"*8 ?"")%78,,8778"8)(A%C"7F-,I%?($%6()6,%WS%*#%8$-%K78-%D,-%P),:*"K(6$%(-%+$8%F=(?$-%D,-%Z"5$-%5(>8@ G$%#"$?$)%D,-%G(D(7")%..%(7%?$%<)=(-$%#$))($%G(76")7,%..%3/0[]I%N@%M+,):%L-?%..;%$-%8K$$?$%#"$?$)%(7%?$%<)=(-$%G)"#"-,%.. 3/0][I%N@%C$+,)(%..;@

G(D(7")%..%(7%D,-,B%/000%(->F8%D"")%?$%B"**$)(AI%K,,)<(A%+(A%8"8%$-%#$8%WSSR%D)(AK$5%=(875=(8$-?%(7%>$<)=(*8%":%?$%>)"8$%78,,8778"$8$)(A V,5$K(6$I%K,,)%#$$)%?,-%/SSS%:,,)?$-%K")?$-%>$+"=?$-%D"")%?$%B"**$)(A%D,-%C,5":"57*,%:,,)?$-I%?($%>$F($-%*=--$-%K")?$-%,57 Z""57$%4->5"b,),<($)$-@
\-%WSS1%$-%WSS2%+$$B8%P)FE7F8"D%V"A75,8%?$%+$->78%>$<)=(*8%":%F(A-%J),*$+-$)%78"$8$)(A%$-%(-%WSSY%$-%WSS]%(7%+(A%(->$F$8%":%?$ 78,,8778"8)(A%_(7*(I%?($%D5,*%,,-%?$%>)$-7%#$8%?$%O=77(76+$%$-65,D$%P,5(-(->),?%5(>8@%G,,)%+$$B8%+(A%D"")-,#$5(A*%V($5*":"57*, #$))($7%>$?$*8@
G(D(7")%..%(7%(-%WSS]%"D$)5$?$-@%\-%Z"5$-%F(A-%D,-%+$#%Y2%-,*"#$5(->$-%>$)$>(78)$$)?@

0D,(!6#:7#"6;())(*+(,-.-.--1.,HM

'$)>B)($?%..%3N@%'5,=$)%O$(8$)%..;%(7%$$-%<)=(-$%+$->78%#$8%$$-%78"*#,,8%D,-%/YY%6#@%!(A%(7%(-%/0[W%>$<")$-%$-%(7%>$B"*8%?"")%V(55E P"5*7%=(8%'")*$-I%?,8%(-%Q"")??)(A-bV$78B,5$-%5(>8%":%6()6,%/2%*#%D,-%V(-8$)7K(A*@ G$%#"$?$)%D,-%'$)>B)($?%..%(7%?$%<)=(-$%#$))($%'$<),%..%3/0]RI%N@%',-?(8%..;%$-%8K$$?$%#"$?$)%(7%?$%<)=(-$%'$)>78),77$%..%3/0Y/I N@%9,),-%?o46+$%..;@

'$)>B)($?%..%+$$B8%(-%/0[0%(-%4?$5+$(?7?")B%?$$5>$-"#$-%,,-%$$-%D$))(6+8(->7"-?$)F"$*%D,-%/SS%?,>$-%$-%?,,)(-%#,8(> >$:)$78$$)?@%N"")%?$%?)$77==)>$)(6+8$%"-?$)?$5$-%<$+,,5?$%+(A%[2IWR%:=-8$-I%K,,)#$$%+(A%":%?$%10$%:5,,87%*K,#%D,-%?$%YY ?$$5-$#$-?$%+$->78$-@%N"")%?$%":%+$8%7:)(->$-%>$)(6+8$%"-?$)?$5$-%*)$$>%+(A%01I//%:=-8$-%$-%?,,)#$$%(7%+(A%1S$%>$K")?$-@%\-%?$ $(-?78,-?%+$$B8%+(A%?$%1W$%:5,,87%<$+,,5?%#$8%0WI0]%:=-8$-@ Q,%+$8%"-?$)F"$*%(7%+(A%(-%A,-=,)(%/00S%>"$?>$*$=)?%?"")%+$8%',?$-bVa)88$#<$)>7$%78,#<"$*@%!(A%(7%$$-%,,-8,5%A,)$-%<$76+(*<,,) >$K$$78%D"")%?$%B"**$)(AI%#,,)%(7%?"")%?$%B"**$)7%K$(-(>%>$<)=(*8@ Lm-%?"6+8$)%(7%,57%B"*#$))($%(->$76+)D-%(-%$$-%78,#<"$*%$-%FD-%-,*"#$5(->$-%F(A-%>$)$>(78)$$)?%,57%K$?78)(A?:,,)?@%^(A +$<<$-%7,#$-%l%/@01/%,,-%:)(AF$->$5?%>$K"--$-@

MD(<&88&T&##4())(*+(,-.-.--212.0

C,77,<,))"%..%3N@%'()*+,+-%..;%(7%$$-%?"-*$)<)=(-$%+$->78%?($%(-%/0Y/%(7%>$<")$-@%!(A%(7%>$B"*8%?"")%78"$8$)(A%_,=D$-<=)>%(-%Q$=77I ?,8%<(A%Ga77$5?")B%8$-%K$78$-%D,-%?$%O(A-%5(>8@
G$%#"$?$)%D,-%C,77,<,))"%..%(7%?$%<)=(-$%C$5=7(-$%..%3/0]YI%N@%455>c=%..;%$-%8K$$?$%#"$?$)%(7%?$%<)=(-$%C,)>=$)(8$%..%3/01SI%N@ `5$,-?$)%..;@
C,77,<,))"%..%+$$B8%(-%/0Y1%$-%/0Y2%D"")%78"$8$)(A%M6+5$-?$)+,-%,,-%)$--$-%?$$5>$-"#$-%$-%+$$B8%(-%/0Y2%?$%M,#8%=-?%M$(?$b Z)(A7%3WSSS%#;%(-%P)$B$5?%>$K"--$-@
\-%/0YY%(7%+(A%<$76+(*<,,)%>$K$$78%D"")%?$%B"**$)(A@
G$%G=(87$%!(::(76+$%M:")8<"-?%+$$B8%?$)8($-%-,*"#$5(->$-%D,-%+$#%>$)$>(78)$$)?%,57%K$?78)(A?:,,)?@%^(A%+$<<$-%7,#$-%l%R@Y2W >$K"--$-@
\-%/0Y]%(7%?$%+$->78%,57%?)$77==):,,)?%D$)*"6+8@%!(A%(7%>$6,78)$$)?%$-%"-?$)%?$%-,,#%C,),%..%=(8>$<),6+8%(-%?)$77==)K$?78)(A?$- *5,77$%C%$-%M@%C,),%..%+$$B8%$$-%K(-7"#%D,-%l%W@[W2@

,D(U"686'T&F5())(*+(,-.-.--2...,

V(7-<,=#%..%3N@%'()*+,+-%..;%(7%$$-%<)=(-$%+$->78%#$8%$$-%78"*#,,8%D,-%/YS%6#@%!(A%(7%(-%/0YR%>$<")$-%$-%(7%>$B"*8%?"") 78"8)(A%O,D$-7<$)>%(-%Ta8$)75"+I%?,8%8$-%F=(?$-%D,-%'($5B5?%(-%?$%G=(87$%?$$578,,8%Q"")?)(A-bV$78B,5$-%5(>8@ G$%#"$?$)%D,-%V($7$-<,=#%..%(7%?$%<)=(-$%#$))($%V($7$-<5a8$%..%3/02YI%N@%Q$6*,)%..;I%?($%""*%?$%#"$?$)%(7%D,-%?$%+$->78 V($7$-*5$$%..%3/0Y/I%N@%9+($B%..;@
JK$$?$%#"$?$)%(7%?$%<)=(-$%V(-?78(55$%..%3/010I%N@%4D,-8(%..;I%?($%""*%?$%#"$?$)%(7%D,-%?$%+$->78%V,(?K$)*%..%3/0YWI%N@%Q$6*,) ..;@
G$%+$->78%456+(#(78%..%(7%,,-%D,?$)7*,-8%?$%>)""8D,?$)%D,-%V($7$-<,=#%..%$-%,,-%#"$?$)7*,-8%?$%D,?$)%D,-%?$%?$)?$%#"$?$) D,-%V($7$-<,=#I%K,,)?"")%+(A%$$-%(-<)$->%D,-%R/IR%k%+$$B8%":%?$%$)B$5(A*$%,,-5$>%D,-%V($7$-<,=#%..@

V(7-<,=#%..%(7%(-%/0YY%$-%/0Y]%=(8>$<),6+8%(-%?$%)$-7:")8@%\-%/0YY%+$$B8%+(A%(-%',?$-b',?$-%?$%Z)(A7%D,-%M6+5$-?$)+,-%3/[YS%#; >$K"--$-@%!(A%+$$B8%$$-%K(-7"#%D,-%l%]@]2S@

G$%+$->78%(7%>"$?>$*$=)?%?"")%+$8%!,--"D$),,-7$%78,#<"$*%$-%D,-%/0]S%8"8%$-%#$8%/0][%?"")%+$8%_,-?>$78a8%9$55$%<$76+(*<,,) >$78$5?%D"")%?$%B"**$)(A@

^(A-%F"-$-%V,:(8(%!,--%3/0]/;I%V(88$57<,6+%!,--%3/0]/;I%V($7$->)=-?%!,--%3/0]W;I%V()<$5K(-?%!,--%3/0]W;%$-%V,-B)($?%!,-- 3/0]R;%F(A-%>"$?>$*$=)?%D"")%?$%B"**$)(A@

L$-%,,-8,5%?"6+8$)7%F(A-%#"$?$)%>$K")?$-%D,-%$$-%>"$?>$*$=)?$%+$->78I%F",57f

2&3.9,,(C&''I%/0]WI%CN@%L(->5,7%!,--I%(7%?$%#"$?$)%D,-%?$%+$->78%T5a6*7B,55%!,--%3/0[]I%N@%T5a6*778$)-%!,--;I%?($%(7%>"$?>$*$=)? ?"")%+$8%')(87$%!,--"D$),,-7$%78,#<"$*g

2&3.63:;,(C&''I%/0]2I%CN@%L(->5,7%!,--I%(7%?$%#"$?$)%D,-%?$%+$->78$-%T5a6*78,5$)%\%!,--%3/0[]I%N@%T5a6*778$)-%!,--;%$-%F(A-<)"$)%T5a6*78,5$)%\\%!,--@%T5a6*78,5$)%\%(7%>"$?>$*$=)?%?"")%+$8%!,--"D$),,-7$%78,#<"$*%$-%T5a6*78,5$)%\\%(7%>"$?>$*$=)?%?"") +$8%C$6*5$-<=)>7$%78,#<"$*g

2",*,'3",6,(C&''I%/0]2I%CN@%G=*8=7%!,--I%(7%?$%#"$?$)%D,-%?$%+$->78$-%T(#:$5%!,--%3/0[/I%N@%T,)?$78$)-%\%!,--;I%J+,??,$=7 !,--%3/0[2I%N@%J,--$-<$)>%!,--;%$-%_$%9":,(-%!,--%3/00WI%N@%_,=)($7%9)=7,?")%..;@ T(#:$5%(7%>"$?>$*$=)?%?"")%+$8%!,--"D$),,-7$bI%M,*7(76+$b%$-%'$($)7$%78,#<"$*@%J+,??,$=7%(7%>"$?>$*$=)?%?"")%+$8 !,--"D$),,-7$%78,#<"$*%$-%_$%9":,(-%?"")%+$8%O(A-5,-?7$%78,#<"$*g

2&3.#:%,(C&''(*+&&+*<#,;",;,##",I%/0]]I%CN@%L(->5,7%!,--I%(7%?$%#"$?$)%D,-%?$%+$->78%T5a6*78,>%!,--%3/0[[I%N@%T5a6*778$)- !,--;I%?($%(7%>"$?>$*$=)?%?"")%+$8%V$78B,,57$b%$-%+$8%O(A-5,-?7$%78,#<"$*g

24''"(C&''J%/0]]I%CN@%L)-H%!,--I%(7%?$%#"$?$)%D,-%?$%+$->78%V,5(?"%!,--%3/0[]I%N@%V$)8+$)%!,--;I%?($%(7%>"$?>$*$=)?%?"")%+$8 `5?$-<=)>7$%78,#<"$*%$-

2,#6"',(C&''J%/0][I%CN@%X5")$-8(-$)%\\%!,--I%(7%?$%#"$?$)%D,-%?$%+$->78%V$58$-<=##5$)%!,--%3/0[RI%N@%V$-?$*)$(7%!,--;I%?($%(7 >"$?>$*$=)?%?"")%+$8%!,--"D$),,-7$%78,#<"$*@

G$%G=(87$%!(::(76+$%M:")8<"-?%3XQ;%)$>(78)$$)8%D,-,B%/0]Y%?$%7:")8:)$78,8($7%D,-%?$%-,*"#$5(->$-%D,-%?$%(-%G=(875,-? >"$?>$*$=)?$%+$->78$-@%G,8%+"=?8%(-%?,8%D,-%$$-%?$$5%D,-%?$%-,*"#$5(->$-%D,-%V($7$-<,=#%..%>$$-%>$>$D$-7%<$76+(*<,,)%F(A-"B%?,8%F$%75$6+87%>$?$$58$5(A*%F(A-%>$)$>(78)$$)?@
G$%XQ%+$$B8%WRR%-,*"#$5(->$-%D,-%V(7-<,=#%..%,57%K$?78)(A?:,,)?%>$)$>(78)$$)?%$-%7,#$-%+$<<$-%?($%l%WYY@0Y2%>$K"--$-@

G$%#$$78%7=66$7D"55$%-,*"#$5(->%(7%?$%<)=(-$%)=(-%V(#<5$?"-%!,--%3/0]1I%CN@%X$)?(-,-?%!,--;%?($%?"")%'$)-+,)?%T"5?76+#(?8 3TLO;%(7%=(8>$<),6+8%(-%T),-?%Z)(.%?)$77==)K$?78)(A?$-@%V(#<5$?"-%+$$B8%$$-%K(-7"#%D,-%l%W]@]W[@

,D0D(U&>"9"(*+(,,0,0-2M..J0(L&''

V,:(8(%!,--%3N@%V(7-<,=#%..;%(7%$$-%<)=(-$%+$->78%#$8%$$-%78"*#,,8%D,-%/Y2%6#@%!(A%(7%(-%/0]/%>$<")$-%$-%>$B"*8%?"")%!$(-F !"58+=7$-%=(8%',5A$I%?,8%(-%+$8%-"")?$-%D,-%Q$?$)7,*7$-%<(A%?$%#"-?(->%D,-%?$%L5<$%5(>8@ G$%#"$?$)%D,-%V,:(8(%(7%?$%D"7%#$))($%4+-$-:$)*$%!,--%3/02YI%N@%48+"7%!,--;%$-%8K$$?$%#"$?$)%(7%?$%<)=(-$%X5(-8<a7$%!,-- 3/01/I%N@%X5(-8>5,7%!,--;@
T$)$*$-?%"D$)%,6+8%>$-$),8($7%+$$B8%V,:(8(%$$-%,B78,##(->%?($%D"")%20I1%k%<$78,,8%=(8%L->$57b%$-%4),<(76+%D"5<5"$?%$-%D"")%R]I2 k%=(8%!,--"D$),,-7%<5"$?@

V,:(8(%(7%$(-?%/0]R%>"$?>$*$=)?%?"")%+$8%!,--"D$),,-7$%78,#<"$*%$-%(7%D,-%/0]1%8"8%$-%#$8%/0[R%,57%B"*+$->78%,68($B%>$K$$78@ \-%/0]1%+$$B8%+(A%(-%V78)6$55$%?$$5>$-"#$-%,,-%$$-%D$))(6+8(->7"-?$)F"$*%K,,)%+(A%F$D$-?$%(7%>$K")?$-%D,-%?$%W]%?$$5-$#$-?$ +$->78$-@

G$%G=(87$%!(::(76+$%M:")8<"-?%+$$B8%//R%-,*"#$5(->$-%D,-%V,:(8(%>$)$>(78)$$)?%,57%K$?78)(A?:,,)?@%^(A-%-,*"#$5(->$-%+$<<$- 7,#$-%l%Y/@//W%>$K"--$-@

,DMD(U"996E8T&?%(*+(,,0,0-2M.2J0(L&''

V(88$57<,6+%!,--%3N@%V($7$-<,=#%..;%(7%$$-%<)=(-$%+$->78%#$8%$$-%78"*#,,8%D,-%/YY%6#@%!(A%(7%(-%/0]/%>$<")$-%$-%(7%>$B"*8%?"") V$)-$)%!,,6*%=(8%X)$(<=)>I%?,8%R2%*#%8$-%-"")?$-%D,-%M8,?$%(-%+$8%-"")?$-%D,-%Q$?$)7,*7$-%5(>8@ G$%#"$?$)%D,-%V(88$57<,6+%(7%?$%D"7#$))($%L5B$%!,--%3/0YYI%N@%L(->5,7%!,--;%$-%8K$$?$%#"$?$)%(7%?$%D"7%X),-F(7*,%!,--%3/SYSI%N@ X)=78),%\\%!,--;@
X),-F(7*,%(7%""*%?$%#"$?$)%D,-%?$%+$->78$-%T),D$=)%!,--%3/0]2I%N@%T),-?$%!,--;%$-%F(A-%<)"$)%M(>B)(?%!,--%3/0Y[;@%T),D$=)%(7 D"")%?$%B"**$)(A%(->$F$8%(-%Q,#(<(u%$-%M(>B)(?%(-%4)>$-8(-(u@ T$)$*$-?%"D$)%,6+8%>$-$),8($7%+$$B8%V(88$57<,6+%$$-%,B78,##(->%#$8%#$8%2[IY%k%L->$57b%$-%4),<(76+%D"5<5"$?%$-%R]I2%k !,--"D$),,-7%<5"$?@

L(-?%/0]R%(7%V(88$57<,6+%>"$?>$*$=)?%?"")%+$8%!,--"D$),,-7$%78,#<"$*@%\-%/0]1%+$$B8%+(A%(-%V78)6$55$%?$$5>$-"#$-%,,-%$$- D$))(6+8(->7"-?$)F"$*%K,,)%+(A%8K$$?$%(7%>$K")?$-%D,-%?$%/[%?$$5-$#$-?$%+$->78$-@ N$)D"5>$-7%(7%+(A%D,-%/0]2%8"8%$-%#$8%/00W%,57%+$->78%,68($B%>$K$$78%(-%?$%B"**$)(A@

^(A-%F"-$-%V$),-"%!,--%3/0]0;I%V(-8$)K,5?%!,--%3/0[R;%$-%V(55(<,5?%!,--%3/0[Y;%F(A-%>"$?>$*$=)?%D"")%?$%B"**$)(A@%N,-%+$-%+$$B8 V$),-"%#,,)%$-*5%-,*"#$5(->$-%>$*)$>$-@
N$)76+(55$-?$%?"6+8$)7%D,-%V(88$57<,6+%F(A-%#"$?$)%D,-%$$-%>"$?>$*$=)?$%+$->78%>$K")?$-I%F",57f

2"=4'.&(C&''I%/0]YI%CN@%9,)?(-,5%..I%(7%?$%#"$?$)%D,-%?$%FK,)8<)=(-$%+$->78%G=)<)(?>$%!,--%3/0[1I%N@%G=)*+$(#%!,--;I%?($%(7 >"$?>$*$=)?%?"")%+$8%!,--"D$),,-7$%78,#<"$*g

2&3.9,,(C&''I%/0]]I%CN@%_=*,7%!,--I%(7%?$%#"$?$)%D,-%?$%D"7%+$->78%T),B$-78$)-%!,--%3/00/I%N@%T),-?%T,)6"-%!,--;I%?($%(7 >"$?>$*$=)?%?"")%+$8%78,#<"$*%O(A-5,-?bZ,587bM,,)%$-%?"")%+$8%!,--"D$),,-7$%78,#<"$*g

2&3.$U'"-"'(C&''I%/0[1I%CN@%G"-%9,)5"7%!,--I%(7%?$%#"$?$)%D,-%?$%+$->78%C,86+(-"%QOZM%3/00WI%N@%C,86+"%.;I%?($%(7%>"$?>$*$=)? ?"")%+$8%QOZMg

2:'.,#$"'.(C&''J%/0[2I%CN@%C(),6"5"%..I%(7%?$%#"$?$)%D,-%?$%D"7%+$->78%Z,??"6*%!,--%3/00SI%N@%Z(-*=7%!,--;I%?($%(7%>"$?>$*$=)? ?"")%+$8%!,--"D$),,-7$%78,#<"$*%$-

2,"-&(C&''I%/0[]I%CN@%T,5,-%!,--I%(7%?$%#"$?$)%D,-%?$%?"-*$)<)=(-$%+$->78%O"5,-?%!,--%3/002I%N@%O,#()"o7%M"-%\%!"578;I%?($%(7 >"$?>$*$=)?%?"")%+$8%!,--"D$),,-7$%78,#<"$*%$-%+$8%Z""57$%V($5*":"57*,%78,#<"$*@

G$%G=(87$%!(::(76+$%M:")8<"-?%+$$B8%RW2%-,*"#$5(->$-%D,-%V(88$57<,6+%>$)$>(78)$$)?%,57%K$?78)(A?:,,)?I%K,,)D,-%$)%W1%F(A-=(8>$*"#$-%(-%?$%*5,77$%M%?)$77==)@%G$%-,*"#$5(->$-%+$<<$-%7,#$-%l%/[1@[01%>$K"--$-@

M=66$7D"55$%-,*"#$5(->$-%F(A-

C,$)*%'()**I%+$->78I%/0]0I%D"7I%CN@%458$-,5?$%!,--I%(7%?"")%!$(?(%'$#$5#,-73TLO;%$-%487=*(%P"(F=#(%3iZQ;%=(8>$<),6+8%(-%T),-? Z)(.%?)$77==)K$?78)(A?$-@%V$),-"%+$$B8%$$-%K(-7"#%D,-%l%/W@W/]%$-

C)7,K,/+'()**I%)=(-I%/0[[I%CN@%M$$5HK$%!,--I%(7%?"")%'$87E%O$<,)bM$55%3rM4;%(-%?$%A,)$-%WSS1%q%WSS0%=(8>$<),6+8%(-%(-8$)-,8("-,5$ T),-?%Z)(.%?)$77==)K$?78)(A?$-@%`:%?$%V'XM!b),-*(->%+$$B8%V,*n5?%(-%>$-"$#?$%A,)$-%8=77$-%?$%:5,,87$-%W/R%$-%11W%>$78,,-g

V(88$57<,6+%+$$B8%$$-%?)$77==)(-?$.%D,-%[]%#$8%$$-%<$8)"=K<,,)+$(?%D,-%0S%k%$-%$$-%7:)(->(-?$.%D,-%2]%#$8%$$- <$8)"=K<,,)+$(?%D,-%Y[%k@

,DMD0D(U"'96#S&E;(*+(,,0,0JM--JH,(L&''

V(-8$)K,5?%!,--%3N@%V(88$57<,6+%!,--;%(7%$$-%D"7%+$->78%-#$8%$$-%78"*#,,8%D,-%/Y[%6#@%!(A%(7%(-%/0[R%>$<")$-%$-%>$B"*8%?"") !$)#,--%M6+-,*$-<$)>%=(8%GH)D$)?$-I%?,8%8($-%*#%8$-%F=(?$-%D,-%N$)?$-%(-%Q$?$)7,*7$-%5(>8@ V(-8$)K,5?%(7%$$-%<)"$)%D,-%?$%+$->78%V$),-"%3/0]0;I%?($%(7%>"$?>$*$=)?%#,,)I%D"")%F"D$)%<$*$-?I%75$6+87%8K$$%-,*"#$5(->$- +$$B8%>$<),6+8@
G$%#"$?$)%D,-%<$(?$%+$->78$-%(7%?$%<)=(-$%#$))($%485,-8(7%!,--%3/0]SI%N@%458$-K,5?$%!,--;%$-%8K$$?$%#"$?$)%(7%?$%D"7 M"--$-B$78%!,--%3/0YWI%N@%M"5,)(=7%..;@%M"--$-B$78%(7%""*%?$%#"$?$)%D,-%?$%+$->78%G$#"78+$-$7%'VZ%3/0]]I%N@%G=B8%\\%!,--;I%?($ (7%>"$?>$*$=)?%?"")%+$8%'VZ@
T$)$*$-?%"D$)%,6+8%>$-$),8($7%D"$)8%V(-8$)K,5?%2RI/%k%L->$57b%$-%4),<(76+%D"5<5"$?%$-%11I2%k%!,--"D$),,-7%<5"$?@

V(-8$)K,5?%(7%(-%+$8%-,A,,)%D,-%/0[2%(-%N$)?$-%>"$?>$*$=)?%?"")%+$8%!,--"D$),,-7$%78,#<"$*%$-%+$$B8%(-%/0[Y%(-%4?$5+$(?7?")B ?$$5>$-"#$-%,,-%$$-%D$))(6+8(->7"-?$)F"$*%D,-%RSS%?,>$-@%!(A%<$+,,5?$%?,,)<(A%//2I/2%:=-8$-%D"")%?$%?)$77==)>$)(6+8$ "-?$)?$5$-I%K,,)#$$%+(A%,6+878$%(7%>$K")?$-%D,-%?$%RW%?$$5-$#$-?$%+$->78$-@%N"")%?$%":%+$8%7:)(->$-%>$)(6+8$%"-?$)?$5$- *)$$>%+(A%//0I]Y%:=-8$-%$-%<$+,,5?$%?,,)#$$%$$-%?$)?$%:5,,87@%\-%?$%$(-?78,-?%-,#%+(A%?$%F$7?$%:5,,87%(-%#$8%//]IS1%:=-8$-@ V(-8$)K,5?%(7%D,-%/0[]%8"8%$-%#$8%/00R%,57%B"*+$->78%,68($B%>$K$$78@%N,-%+$#%F(A-%YR%?"6+8$)7%,57%B"*#$))($%(->$76+)$D$-%(-%$$- 78,#<"$*%$-%D(AB%D,-%+$-%F(A-%78,,87:)$#($#$))($%>$K")?$-@

G$%G=(87$%!(::(76+$%M:")8<"-?%+$$B8%//R%-,*"#$5(->$-%D,-%?$%+$->78%>$)$>(78)$$)?%,57%K$?78)(A?:,,)?I%K,,)D,-%$)%75$6+87%mm-%(- ?$%*5,77$%M%(7%>$78,)8@%M,#$-%+$<<$-%?$%-,*"#$5(->$-%l%RY@00]%>$K"--$-@

V(-8$)K,5?%+$$B8%$$-%?)$77==)(-?$.%D,-%[Y]%#$8%$$-%<$8)"=K<,,)+$(?%D,-%[S%$-%$$-%7:)(->(-?$.%D,-%Y0%#$8%$$- <$8)"=K<,,)+$(?%D,-%][%k@

,DMDMD(U"EE"T&E;(*+(,,0,02-0MJH.(L&''

V(55(<,5?%!,--%3N@%V(88$57<,6+%!,--;%(7%$$-%<)=(-$%+$->78%#$8%$$-%78"*#,,8%D,-%/Y2%6#@%!(A%(7%":%W2%,:)(5%/0[Y%>$<")$-%$-%(7%>$B"*8 ?"")%G($?)(6+%i,)6*%=(8%L->$576+"dI%?,8%D(AB8($-%*#%8$-%-"")?K78-%D,-%M8,?$%(-%+$8%-"")?$-%D,-%Q$?$)7,*7$-%5(>8@ G$%#"$?$)%D,-%V(55(<,5?%(7%?$%FK,)8$%#$))($%G"-,=5"<%!,--%3/0Y]I%N@%G"-%9,)5"7%!,--;@%^(A%(7%""*%?$%#"$?$)%D,-%?$%+$->78%M,- 9,)5"7%!,--%3/0[WI%N@%M,-%X$)-,-?"%MX;I%?($%(7%>"$?>$*$=)?%?"")%+$8%!,--"D$),,-7$bI%`5?$-<=)>7$bI%V$78B,,57$b%$-%'$($)7$ 78,#<"$*@
JK$$?$%#"$?$)%D,-%V(55(<,5?%(7%?$%FK,)8$%M6+,8FB$$%!,--%3/0YRI%N@%M$7,#%\\%!,--;@ T$)$*$-?%"D$)%,6+8%>$-$),8($7%+$$B8%V(55(<,5?%$$-%,B78,##(->%?($%D"")%YSIW%k%<$78,,8%=(8%!,--"D$),,-7%<5"$?%$-%D"")%RWI0%k%=(8 L->$57%D"5<5"$?@%G,,)-,,78%D"$)8%?$%+$->78%YI0k%J),*$+-$)%<5"$?@

V(55(<,5?%(7%(-%-"D$#<$)%/0[[%>"$?>$*$=)?%?"")%+$8%`5?$-<=)>7$%78,#<"$*%$-%+$$B8%(-%/0[0%(-%4?$5+$(?7?")B%?$$5>$-"#$-%,,- $$-%D$))(6+8(->7"-?$)F"$*%D,-%/SS%?,>$-@%N,-%?$%YY%?$$5-$#$-?$%+$->78$-%(7%+(A%<(A%?$%?)$77==)>$)(6+8$%"-?$)?5-%W/$ >$K")?$-%#$8%/S0IW2%:=-8$-@%'(A%?$%":%+$8%7:)(->$-%>$)(6+8$%"-?$)?5-%(7%+(A%/2$%>$K")?$-%#$8%//2I/Y%:=-8$-@%\-%?$%$(-?78,-? -,#%+(A%#$8%//WI[Y%:=-8$-%?$%8K,,5B?$%:5,,87%(-@
Q,%+$8%D$))(6+8(->7"-?$)F"$*%+$$B8%""*%+$8%!,--"D$),,-7$%78,#<"$*%V(55(<,5?%>"$?>$*$=)?@%G$%+$->78%+$$B8%(-%/00S%(-%?$?$$578,,8%',?$-bVa)88$#<$)>%(-%G=(875,-?%>$?$*8%$-%(7%?,,)-,%D$)*"6+8%-,,)%^K$?$-@%G,,)%(7%+(A%8"8%$-%#$8%WSSR%,68($B%>$K$$78%(- ?$%B"**$)(A@
\-%G=(875,-?%F(A-%F$7%-,*"#$5(->$-%>$)$>(78)$$)?%,57%K$?78)(A?:,,)?%$-%?($%+$<<$-%7,#$-%l%/@[2/%>$K"--$-@ V(55(<,5?%+$$B8%(-%^K$?$-%//R%#$))($7%>$?$*8%$-%?,,)=(8%F(A-%][%-,*"#$5(->$-%D"")8>$*"#$-I%K,,)D,-%$)%]W%?"")%+$8%^K$$?7$ 78,#<"$*%F(A-%>$)$>(78)$$)?@
\-%^K$?$-%F(A-%W1%-,*"#$5(->$-%(-%K$?78)(A?D$)<,-?%=(8>$<),6+8@

,V,V((U"686':#F';(*+(,,0,0,M-01JM(L&''

V(7->)=-?%!,--%3N@%Vw7-<,=#%..;%(7%$$-%<)=(-$%+$->78%#$8%$$-%78"*#,,8%D,-%/YW%6#@%!(A%(7%(-%/0]W%>$<")$-%$-%(7%>$B"*8%?"") P5,=7%D"-%?$)%G$6*$-%=(8%',5A$I%?,8%(-%+$8%=(8$)78$%-"")?$-%D,-%Q$?$)7,*7$-%<(A%?$%#"-?(->%D,-%?$%L5<$%5(>8@ G$%#"$?$)%D,-%?$%+$->78%(7%?$%?"-*$)<)=(-$%#$))($%4->$5(-,%!,--%3/0YYI%N@%458$-K,5?$%!,--;%$-%8K$$?$%#"$?$)%(7%?$%<)=(-$ L?(*8%!,--%3!,--I%N@%L<)"%!,--;@
T$)$*$-?%"D$)%,6+8%>$-$),8($7%+$$B8%V(7->)=-?%$$-%D"5<5"$?:$)6$-8,>$%D,-%YWI2%k%$-%D"$)8%+(A%R2IW%k%!,--"D$),,-7%<5"$?@

V(7->)=-?%(7%$(-?%/0]1%>"$?>$*$=)?%?"")%+$8%!,--"D$),,-7$%78,#<"$*%$-%(7%<(A%?$%:)(#$)(->%8"8%*,#:("$-%=(8>$)"$:$-@%!(A +$$B8%(-%/0]2%(-%4?$5+$(?7?")B%?$$5>$-"#$-%,,-%$$-%D$))(6+8(->7"-?$)F"$*@%G,,)(-%<$+,,5?$%+(A%?$%?$)?$%:5,,87%D,-%?$%/0 ?$$5-$#$-?$%+$->78$-@
\-%/0]Y%(7%+(A%?"")%+$8%_,-?>$78a8%9$55$%<$76+(*<,,)%>$78$5?%D"")%?$%B"**$)(A@%J"$-%?$%-,*"#$5(->$-%D,-%V($7$->)=-?%K$(-(> =-(B")#%<5$*$-%8$%F(A-%(7%+(A%D$)*"6+8%,,-%+$->78$-+"=?$)%!$5#"5?8I%?($%+$#%":%F(A-%78,8("-%(-%X$+$)-<H8$5I%?,8%8=77$-%',? M$>$<$)>%$-%Q$=#a-78$)%(-%M5$$7K(A*b!"578$(-%5(>8I%8"8%WSSS%8$)%?$**(->%+$$B8%>$78$5?@

G$%G=(87$%!(::(76+$%M:")8<"-?%+$$B8%WRW%-,*"#$5(->$-%D,-%V(7->)=-?%>$)$>(78)$$)?%,57%K$?78)(A?:,,)?%$-%?($%+$<<$-%7,#$-%l /[S@2YY%>$K"--$-@

G$%#$$78%7=66$7D"55$%-,*"#$5(->%(7%C)/+=,,'()**I%#$))($I%/0[WI%76+(##$5I%CN@%V,8F#,--I%?($%(-%?$%A,)$-%/00S%q%/002%?"") D$)76+(55$-?$%)=(8$)7%(-%M%7:)(->K$?78)(A?$-%(7%=(8>$<),6+8@%G$%#$))($%+$$B8%$$-%K(-7"#%D,-%l%RW@2/2@

,D2D(U"#T6ES"';(*+(,,0,0,M-.,JM(L&''

V()<$5K(-?%!,--%3N@%V($7$-<,=#%..;%(7%$$-%D"7%+$->78%#$8%$$-%78"*#,,8%D,-%/YS%6#@%!(A%(7%(-%/0]W%>$<")$-%$-%(7%>$B"*8%?"") L5(7,<$8+%',)"-$7%D,-%^$?5(8F%Q$=*()6+%=(8%',5A$I%?,8%(-%+$8%=(8$)78$%-"")?$-%D,-%Q$?$)7,*7$-%<(A%?$%#"-?(->%D,-%?$%L5<$%5(>8@ G$%#"$?$)%D,-%V()<$5K(-?%(7%?$%D"7%#$))($%L5<$%!,--%3/0Y1I%N@%L(->5,7%!,--;%$-%8K$$?$%#"$?$)%(7%?$%?"-*$)<)=(-$%#$))($ X,)#>)$-F$%!,--%3/01YI%N@%X,76+(78%\\%!,--;@
G$%+$->78%X5(-8>5,7%!,--%3/0WWI%N@%X5(-8%..;%*"#8%(-%?$%,B78,##(->%8K$$%*$$)%D"")%,57%"D$)>)""8D,?$)%D,-%L5<$%$-%+$$B8%?,,)#$$ $$-%(-<)$->%D,-%/WI2%k%(-%+$8%>$-$-:,5$8%D,-%V()<$5K(-?@
T$)$*$-?%"D$)%,6+8%>$-$),8($7%D"$)8%V()<$5K(-?%2]IS%k%L->$57b%$-%4),<(76+%D"5<5"$?%$-%R]I2%k%!,--"D$),,-7%<5"$?@

V()<$5K(-?%(7%$(-?%/0]1%>"$?>$*$=)?%?"")%+$8%!,--"D$),,-7$%78,#<"$*%$-%+$$B8%(-%/0]2%(-%4?$5+$(?7?")B%?$$5>$-"#$-%,,-%$$- D$))(6+8(->7"-?$)F"$*@%!(A%+$$B8%+$8%"-?$)F"$*%,B>$75"8$-%,57%F$7?$%D,-%?$%/0%?$$5-$#$-?$%+$->78$-@ V()<$5K(-?%(7%D,-%/0]Y%8"8%$-%#$8%/0[S%,68($B%>$K$$78%(-%?$%B"**$)(A@%N,-%+$#%F(A-%Y[%-,*"#$5(->$-%>$)$>(78)$$)?%,57 K$?78)(A?:,,)?%$-%?($%+$<<$-%7,#$-%$$-%K(-7"#%D,-%l%YW@[Y0@

,D/D(U&'7#"6;(L&''(*+(,,0,0,M-H0J,

V,-B)($?%!,--%3N@%V($7$-<,=#%..;%(7%$$-%D"7%+$->78%#$8%$$-%78"*#,,8%D,-%/YY%6#@%!(A%(7%(-%/0]R%>$<")$-%$-%>$B"*8%?"") !($)"-E#=7%PH)-$)%=(8%V$?$5I%?,8%-$8%8$-%K78-%D,-%!,#<=)>%":%?$%-"")?$5(A*$%"$D$)%D,-%?$%L5<$%5(>8@ G$%#"$?$)%D,-%?$%+$->78%(7%?$%D"7%4),<$55,%!,--%3/0Y0I%N@%4)>=7%!,--;%$-%8K$$?$%#"$?$)%(7%?$%FK,)8$%LD6+$-%!,--%3/0YRI%N@ L(->5,7%!,--;@
T$)$*$-?%"D$)%,6+8%>$-$),8($7%+$$B8%V,-B)($?%$$-%,B78,##(->%?($%D"")%2WIR%k%(7%":>$<"=K?%=(8%L->$57b%$-%4),<(76+%D"5<5"$?%$- D"")%1RIS%k%=(8%!,--"D$),,-7%<5"$?@

V,-B)($?%(7%(-%+$8%-,A,,)%D,-%/0]2%?"")%+$8%!,--"D$),,-7$%78,#<"$*%>"$?>$*$=)?%$-%(7%D,-%/0]Y%8"8%$-%#$8%/00S%,68($B%>$K$$78 (-%?$%B"**$)(A%(-%!77-@
G$%G=(87$%!(::(76+$%M:")8<"-?%+$$B8%0R%-,*"#$5(->$-%D,-%+$#%>$)$>(78)$$)?%,57%K$?78)(A?:,,)?%$-%F(A%+$<<$-%7,#$-%l%1S@[Y] >$K"--$-@

2D(N#"&548())(*+(,-.-.--/J2.2

Z)(,#"7%..%3N@%'()*+,+-%..;%(7%$$-%FK,)8<)=(-$%+$->78%#$8%$$-%78"*#,,8%D,-%/Y[%6#@%!(A%(7%>$<")$-%(-%/0]1%$-%(7%>$B"*8%?"") 78"8)(A%M6+5$-?$)+,-%D,-%',)"-%D"-%`::$-+$(#%(-%e=,?),8+b\6+$-?")BI%?,8%WS%*#%8$-%K78-%D,-%P$=5$-%5(>8@ G$%#"$?$)%D,-%Z)(,#"7%..%(7%?$%<)=(-$%#$))($%Z,5,FF"%..%3/02SI%N@%G,-8$%..;I%?($%""*%?$%#"$?$)%(7%D,-%8K$$%<)"$)7%D,-%Z)(,#"7 ..I%8@K@%?$%+$->78$-%Z,#(-"%3/0Y/;%$-%Z,55,76+%..%3/0YW;I%$-%D,-%?$%(-%Q$?$)5,-?%>"$?>$*$=)?$%+$->78%Z,-8+$"-%..%3/02[I%N@ '")$,5(7%..;@
JK$$?$%#"$?$)%D,-%Z)(,#"7%..%(7%?$%<)=(-$%L?(n6$%..%3/01/I%N@%C"-=#$-8%..;@

Z)(,#"7%..%+$$B8%$$-%7=66$7D"55$%)$-6,))(U)$%":>$<"=K?@%\-%/0YY%K"-%+(A%?$%O=?"5B%`$8*$)%O$--$-%3/WSS%#;%(-%P)B5?%$-%?$ ^=*=-B87%O$--$-%3/WSS%#;%(-%',?$-b',?$-@%\-%/0Y[%K,7%+(A%?$%K(--,,)%D,-%?$%C"")#,--%O$--$-%3/[SS%#;%(-%G")8#=-?I%?$%T)"8$ Z)(A7%D,-%?$%M8,?%T$57$-*()6+$-%3W1SS%#;%(-%T57-*()6+$-I%?$%T)"8$%Z)(A7%D,-%G")8#=-?%3WWSS%#;%(-%G")8#=-?%$-%?$%Z)(.%C,77(-$ 3/[SS%#;%(-%C,(7"-7b_,j88$%<(A%Z,)(A7@%`#?,8%Z)(,#"7%..%8$%K$(-(>%=(8+"=?$)(->7D$)#">$-%<5$$*%8$%+$<<$-%D"")%)$--$-%"D$)%WSSS #8)%$-%5,->$)%+$$B8%+(A%D,-,B%/0Y0%D)(AK$5%=(875=(8$-?%,,-%)$--$-%"D$)%*")8$)$%,B78,-?$-%?$$5>$-"#$-@ \-%/0Y0%K"-%+(A%?$%Z)(A7%D,-%?$%'=-?$7>,)8$-76+,=%L=)"x")%3/YSS%#;%(-%G")8#=-?%$-%?$%i,6"<7bZ"*,5%3/[2S%#;%(-%')$#$-%$-%(- /0]S%K,7%+(A%D"")%?$%8K$$?$%*$$)%?$%7-$578$%(-%?$%i,6"<7bZ"*,5%3/0SS%#;%(-%')$#$-%$-%K"-%+(A%?$%Z)(.%G"55,)%3/02S%#;%(- _"->6+,#:7I%?$%Z)(A7%D,-%V$78B,5$-%3/2SS%#;%(-%G")8#=-?%$-%?$%Z)(.%i,6v=$7%5$%C,)"(7%3/YSS%#;%(-%G$,=D(55$@%Z)(,#"7%..%78,)88$%(- W[%)$--$-%$-%K"-%$)%D$$)8($-%D,-@%^(A-%K(-7"#%<$?),,>8%3"#>$)$*$-?;%l%WS/@[W[@

N,-,B%/0]/%(7%+(A%(->F8%D"")%?$%B"**$)(A@%!(A%<),6+8%/Y%>"$?>$*$=)?$%F"-$-f%9"5=#<=7%..%3/0]R;I%_$:,-8"%..%3/0]R;I%M8=ED$7,-8%.. 3/0]R;I%_,%J"=)%..%3/0]1;I%`78<5(8F%..%3/0]1;I%M,-%N(6$-8$%..%3/0]1;I%4#,?$=7%..%3/0]2;I%O"-6,55(%..%3/0][;I%4-,8,7%..%3/0[S;I%45:+,)? ..%3/0[/;I%P,8,#,),-%..%3/0[/;I%_(5("#%..%3/0[W;I%M$D$)=7%..%3/0[R;I%^K(6*,=%..%3/0[1;I%478(6"%..%3/0[2;%$-%\5?$B"-7"%..%3/0[2;@ N,-%+$-%F(A-%_$:,-8"%..I%_,%J"=)%..I%`78<5(8F%..I%4#,?$=7%..%$-%4-,8,7%..%,55$$-%(->F8%D"")%?$%D"5<5"$?B"**$)(AI%8$)K(A5%?$%,-?$)$ +$->78$-%""*%F(A-%>$<)=(*8%D"")%?$%)(A:,,)?$-B"**$)(A@

L$-%,,-8,5%?"6+8$)7%D,-%Z)(,#"7%..%(7%?$%#"$?$)%D,-%$$-%>"$?>$*$=)?$%+$->78%>$K")?$-I%F",57f

!#"-".&())J%/0]WI%CN@%G+,=5,>()(%..I%(7%?$%#"$?$)%D,-%?$%+$->78%'=$-"%..%3/0]]I%N@%_"#<,)?%..;I%?($%(7%>"$>$*$=)?%?"")%+$8 '),-?$-<=)>7$%78,#<"$*g

>&9&3,())J%/0]]I%CN@%C,7$88"%..I%(7%?$%#"$?$)%D,-%?$%+$->78%G"-%O"-6,55(%!,--%3WSSSI%N@%G"--$)+,55%`5?<>;I%?($%(7%>"$?>$*$=)? ?"")%+$8%!,--"D$),,-7$%78,#<"$*g

K#")())J(DEVWJ%CN@%O$5(,-6$%..I%(7%?$%#"$?$)%D,-%?$%+$->78%Z$):$-?(6=5,)%..%3/0[[I%N@%M+()5$E%!$(>+87%..;I%?($%(7%>"$?>$*$=)?%?"") +$8%\$)7$%7:")8:,,)?$-%78,#<"$*g

>%4.4'())I%/0[SI%CN@%C,7$88"%..I%(7%?$%#"$?$)%D,-%?$%+$->78%O"?(-%`5?<>%3/000I%N@%O"6+$)%?o`)%`5?<>;I%?($%(7%>"$?>$*$=)?%?"") +$8%'$($)7$bI%V$78B,,57$b%$-%O(A-5,-?7$%78,#<"$*%$-

A36,'-&())I%/0[WI%CN@P,(7$),?5$)%..I%(7%?$%#"$?$)%D,-%?$%+$->78%45<,)),-"%J),*%3/00YI%N@%X"-8,(-<5,=%J),*;I%?($%(7%>"$?>$*$=)? ?"")%+$8%M,*7(76+$%78,#<"$*@

G$%G=(87$%!(::(76+$%M:")8<"-?%+$$B8%RR%-,*"#$5(->$-%D,-%Z)(,#"7%>$)$>(78)$$)?%,57%K$?78)(A?%:,,)?%$-%F(A%+$<<$-%7,#$-%l%2@2Y1 >$K"--$-@

Z)(,#"7%..%(7%8"8%$-%#$8%/0[0%,68($B%>$K$$78%(-%?$%B"**$)(A%$-%(7%"=?$)%?,-%RS%A,,)%>$K")?$-@

2D0D(W4EF5TF8())(*+(,-.-.-02,0J,

9"5=#<=7%..%3N@%Z)(,#"7%..;%(7%$$-%?"-*$)<)=(-$%+$->78%#$8%$$-%78"*#,,8%D,-%/Y2%6#@%!(A%(7%(-%/0]R%>$<")$-%$-%(7%>$B"*8%?"") 78"8)(A%^"::$-<)"(6+%(-%CH-6+$->5,?<,6+@
G$%#"$?$)%D,-%?$%+$->78%(7%?$%<)=(-$%#$))($%9"78,%'),D,%..%3/02YI%N@%Q$<$5K$)B$)%..;@%^(A%(7%""*%?$%#"$?$)%D,-%?$%+$->78%9")8$F ..%3/0Y2I%N@%`)7(-(%..;@
JK$$?$%#"$?$)%D,-%9"5=#<=7%..%(7%?$%<)=(-$%9,#:,-=5,%..%3/010I%N@%4-7(8F%..;I%?($%""*%?$%8K$$?$%#"$?$)%(7%D,-%?$%+$->78 9,D,5($)%..%3/0YWI%N@%Q($?$)5c-?$)%..;I%?($%(7%>"$?>$*$=)?%?"")%+$8%!,--"D$),,-7$%78,#<"$*@

9"5=#<=7%..%(7%(-%/0]Y%?$)?$%>$K")?$-%(-%?$%Z)(A7%D,-%!"::$>,)8$-%3WS2S%#;%(-%G")8#=-?@ \-%/0][%(7%+(A%>"$?>$*$=)?%?"")%+$8%!,--"D$),,-7$%78,#<"$*%$-%$(-?%/0[1%(7%+(A%D$)*"6+8%,,-%_E--%$-%!,-7%L)(*%V(?$>)$-%=(8 Nc?$)78,?I%?,8%8=77$-%_(-*H:(->%$-%i"-*H:(->%5(>8I%?($%+$#%(-%^K$?$-%<$76+(*<,,)%+$<<$-%>$78$5?%D"")%?$%B"**$)(A@

G$%G=(87$%!(::(76+$%M:")8<"-?%+$$B8%Y2%-,*"#$5(->$-%D,-%9"5=#<=7%..%>$)$>(78)$$)?%,57%K$?78)(A?:,,)?@%^(A%+$<<$-%7,#$-%l WR@0WS%>$K"--$-@
\-%^K$?$-%+$$B8%+(A%]2%#$))($7%>$?$*8%$-%?,,)=(8%F(A-%1S%-,*"#$5(->$-%>$)$>(78)$$)?@

2DMD(=9FRQ68&'9())(*+(,-.-.-0-1/J,(X(,-//(!!

M8=ED$7,-8%..%3N@%Z)(,#"7%..;%(7%$$-%?"-*$)<)=(-$%+$->78%#$8%$$-%78"*#,,8%D,-%/Y0%6#@%!(A%(7%(-%/0]R%>$<")$-%$-%(7%>$B"*8%?"") 78"8)(A%M6+5$-?$)+,-%D,-%',)"-%D"-%`::$-+$(#%(-%e=,?),8+b\6+$-?")BI%?,8%WS%*#%8$-%K78-%D,-%P$=5$-%5(>8@ G$%#"$?$)%D,-%?$%+$->78%(7%?$%<)=(-$%+$->78%M,<$),%..%3/0Y/I%N@%X,78%X".%..;%$-%8K$$?$%#"$?$)%(7%?$%<)=(-$%+$->78%M=5$(*,%.. 3/021I%N@%J(6(-"%..;@
M=5$(*,%..%(7%""*%?$%#"$?$)%D,-%?$%+$->78%M+">=-%..%3/0Y0I%N@%J,#$)5,-$%..;I%?($%(7%>"$?>$*$=)?%?"")%+$8%!,--"D$),,-7$ 78,#<"$*@%'"D$-?($-%(7%F$%?$%8K$$?$%#"$?$)%D,-%?$%+$->78$-%MK,F(%..%3/0]RI%N@%!$))$)"%..;I%?($%(7%>"$?>$*$=)?%?"")%+$8 C$6*5$-<=)>7$%78,#<"$*I%$-%M,)"7%..%3/0]1I%N@%9+,)5"88"K-%..;I%?($%(7%>"$?>$*$=)?%?"")%+$8%J),*$+-$)%78,#<"$*%$-%+$8%PVZQ@ G$%+$->78%456+(#(78%..%3/0RSI%N@%!$)"5?%..;%*"#8%8K$$%*$$)%D"")%(-%?$%,B78,##(->%D,-%M8=ED$7,-8%..%$-%<$:,,58%/2IY%k%D,-%?$ $)B$5(A*$%,,-5$>%D,-%M8=ED$7,-8%..@

M8=ED$7,-8%..%+$$B8%(-%A=5(%/0]Y%?$%G=(87$%G$)<E%3W1SS%#;%(-%!,#<=)>b!")-%>$K"--$-%#$8%YI2%5$->8$%D"")7:)"->@%\-%7$:8$#<$) /0]Y%K"-%+(A%?$%G=(87$%M8@%_$>$)%3W[SS%#;%(-%G")8#=-?@%\-%/0]]%K"-%+(A%?$%T)"8$%!,-7,%Z)(A7%3WWSS%#;%(-%!,#<=)>b!")-%$-%(-%/0][K"-%+(A%?$%T)"8$%Z)(A7%D,-%C(5,,-%3W1SS%#;%(-%C(5,,-%$-%?$%O"<$)8%ZB$)?#$->$7bO$--$-%(-%P$=5$-%3WWSS%#;@ M8=ED$7,-8%..%+$$B8%,,-%W1%)$--$-%?$$5>$-"#$-%$-%+$$B8%$)%?,,)D,-%F$D$-%>$K"--$-@%!(A%+$$B8%$$-%K(-7"#%D,-%3"#>$)$*$-?;%l RRY@Y[Y@

\-%/0]0%(7%M8=ED$7,-8%..%>"$?>$*$=)?%?"")%+$8%PVZQ%$-%(7%D$)D"5>$-7%8"8%$-%#$8%/0[2%(-%Q$?$)5,-?%,68($B%>$K$$78%(-%?$%B"**$)(A@ G,,)-,%(7%+(A%D$)*"6+8%-,,)%i,:,-@

!$8%PVZQ%+$$B8%<(A%?$%>"$?*$=)(->%>$),::")8$$)?%?,8%M8=ED$7,-8%..%$$-%B")7$%+$->78%(7%#$8%$$-%5,->$%76+"=?$)I%$$-%>"$? "-8K(**$5?$%76+"B8%$-%$$-%?($:$%)(<<$-*,78@
\-%+$8%-,A,,)%D,-%/0[S%+$$B8%+$8%PVZQ%$$-%>)"$:%D$=5$-7%D,-%M8=ED$7,-8%..%<$"")?$$5?@%4,->$>$D$-%(7%?,8%?$%D$=5$-7%":%?(D$)7$ "-?$)?$5$-%K(78$-%8$%"D$)8=(>$-@%!$8%K,)$-%B")7%"-8K(**$5?$I%<$78%>$7:($)?$%D$=5$-7%#$8%=(878$*$-?$%76+"=?$)7%$-%$$-%7"5(?$ D$)<(-?(->%8=77$-%D"")b%$-%,6+8$)+,-?@%G$%<"=K%D,-%+$8%,6+8$)<$$-%(7%D"")%D$)<$8$)(->%D,8<,,)@%!$8%<$$-K$)*%(7%+,)?%$-%?)"">@ G$%7:)"->>$K)(6+8$-%K,)$-%D$$5,5%5,->I%<)$$?%$-%?)"">@%G$%78,:%D,-%?$%D$=5$-7%(7%>"$?I%#$8%$$-%>"$?%>$<)=(*%D,-%+$8%7"#7%78$)* >$+"$*8$%,6+8$)<$$-@%G$%?),B%K,7%(-%?$%#$$78$%>$D,55$-%$.8),%>"$?@

!$8%PVZQ%+$$B8%R/R%?$**(->$-%D,-%M8=ED$7,-8%..%D,78>$5$>?%$-%?,,)=(8%F(A-%/SR%+$->78D$=5$-7%$-%[W%#$))($D$=5$-7%>$)$>(78)$$)?@ ^(A-%F""-%V(-*$-<=)>+%PVZQ%3/0[S;%(7%>"$?>$*$=)?%D"")%?$%B"**$)(A@

G$%F"-$-%V,5$7,%PVZQ%3/0[SI%CN@%Z,78)(6("%..;%$-%V(-n$5?%PVZQ%3/0[SI%CN@%P,),,8%PVZQ;%F(A-%,,->KF$-%"#%,,-%+$8 D$))(6+8(->7"-?$)F"$*%(-%L)#$5"%?$$5%8$%-$#$-@
V,5$7,%+$$B8%$6+8$)%-($8%,,-%+$8%D$))(6+8(->7"-?$)F"$*%?$$5>$-"#$-I V(-n$5?%+$$B8%(-%/0[R%K$5%,,-%+$8%"-?$)F"$*%?$$5>$-"#$-@%^(A-%*,),*8$)%$-%78,5>$?),>%F(A-%>$K,,)?$$)?%#$8%$$-%,6+8%$-%,55$,-?$)$%"-?$)?$5$-%#$8%$$-%F$7%"B%$$-%F$7b$-b+,5B@%N"5>$-7%$$-%-($8%"j6(u5$%),->5(A78%D,-%?$%D$))(6+8(->7A=)E%(7%+(A%D,-%?$%WW +$->78$-%?($%+$8%D"55$?(>$%"-?$)F"$*%+$<<$-%"-?$)>,,-%":%?$%WS$%:5,,87%>$u(-?(>?@%Q,%,x"":%D,-%+$8%"-?$)F"$*%+$$B8%+$8%PVZQ V(-n$5?%-($8%":>$-"#$-%(-%+$8%78,#<"$*@

N,-%?$%?"6+8$)7%F(A-%$)%2[%,57%B"*#$))($%":>$-"#$-%(-%+$8%78,#<"$*@%^$78($-%F(A-%78$)#$))($%>$K")?$-%$-%/]%?"6+8$)7%+$<<$-%+$8 *$=):)$?(6,,8%<$+,,5?@%N(AB%?"6+8$)7%F(A-%:)$B$)$-8%>$K")?$-%$-%-$>$-%F(A-%:)$78,8($#$))($%>$K")?$-@

L-*5%?"6+8$)7%D,-%M8=ED$7,-8%..%F(A-%#"$?$)%D,-%$$-%>"$?>$*$=)?$%+$->78%>$K")?$-I%F",57f

4B,-")E%PVZQ%*$=)%:)$B$)$-8%:)$78,8($I%/0[WI%CN@%r8":(,%M>5?8I%(7%?$%#"$?$)%D,-%?$%<)=(-$%+$->78$-%i,-(67,)%PVZQ%3/00/I%N@ X,)#$)%PVZQ;I%_,(77$)%X,()$%PVZQ%3/00RI%N@%9"-6")?$%PVZQ;%$-%O"E,5%N(-6*$-<=)>+%PVZQ%3/00[I%N@%'=)>>),,B%!"578;@ i,-(67,)%(7%>"$?>$*$=)?%?"")%+$8%!"->,,)7$%78,#<"$*g%_,(77$)%X,()$%?"")%+$8%4->5"%L=)":$,-%78,#<"$*%$-%O"E,5%N(-6*$-<=)>+ ?"")%+$8%^,->$)7+$(?$%78,#<"$*%$-

9$5"#,%PVZQ%*$=)%:)B)$-8I%/0[1I%CN@%X,)-%!"578I%(7%?$%#"$?$)%D,-%?$%?"-*$)<)=(-$%+$->78%O"?)(>"%PVZQ%3/00[I%N@%\-?"),?" !"578;I%?($%(7%>"$?>$*$=)?%?"")%+$8%QOZM%$-%+$8%4->5"%L=)":$,-%78,#<"$*@

G$%)=(-%C""-8,-%PVZQ%3/0[1I%CN@%r5$.%M>5?8;%(7%(-8$)-,8("-,,5%(-%T),-?%Z)(.%?)$77==)K$?78)(A?$-%=(8>$<),6+8@

M8=ED$7,-8%..%+$$B8%$$-%?)$77==)(-?$.%D,-%/SY%#$8%$$-%<$8)"=K<,,)+$(?%D,-%]R%k%$-%$$-%7:)(->(-?$.%D,-%YR%#$8%$$- <$8)"=K<,,)+$(?%D,-%]Y%k@

r(8%+$8%>$-$8(76+%:)"n$5%D,-%M8=ED$7,-8%..%<5(A*8%?,8%F(A-%-,*"#$5(->$-%D,,*%$$-%+")(F"-8,,5%>$78$5?$I%*")8$%$-%,)#<$7:($)?$%+,57 +$<<$-@%G$%76+"B8%(7%+"">I%?$%78,-?%D,-%?$%D"")<$-$-%(7%D,,*%<"*<$-(>%$-%?($%D,-%+$8%,6+8$)<$$-%D,,*%7,<$5<$-(>@%N)(AK$5%,55$ -,*"#$5(->$-%+$<<$-%8$$)%<$$-K$)*%$-%F(A-%D,,*%K$$*%>$*""8@

2DMD0D(U"'?$6'TF#:%(YUNZ(/MH--,01H--,.-H(=9TD

V(-6*$-<=)>+%PVZQ%3N@%M8=ED$7,-8%..;%(7%$$-%76+(##$5%+$->78%#$8%$$-%78"*#,,8%D,-%/]/%6#@%!(A%(7%":%W2%#$(%/0[S%>$<")$-%$-%(7 >$B"*8%?"")%T@i@%N$)#""E%=(8%`?(A*I%?,8%$-*$5$%*(5"#$8$)7%8$-%""78$-%D,-%r8)$6+8%5(>8@ G$%#"$?$)%D,-%?$%+$->78%(7%?$%76+(##$5%#$))($%X,-")E%PVZQ%*$=)%:)B)$-8%:)$78,8($%3/0Y1I%N@%r8":(,%M>5?8;@%^(A%(7%$$-%<)$?$%$- ?($:$%B"*#$))($%#$8%$$-%78"*#,,8%D,-%/YR%6#@%^$%(7%""*%?$%#"$?$)%D,-%?$%76+(##$5%+$->78%M$<,78(,,-%PVZQ%3/0]YI%N@%N$7(-7%..;I ?($%(7%>"$?>$*$=)?%?"")%+$8%PVZQI%$-%8K$$?$%#"$?$)%D,-%?$%+$->78$-%!,E?-%PVZQ%3/0[0I%N@%CE8$-7%..;I%i,-(67,)%PVZQ%3/00/I%N@ X,)#$)%PVZQ;I%_,(77$)%X,()$%PVZQ%3/00RI%N@%9"-6")?$%PVZQ;%$-%O"E,5%N(-6*$-<=)>+%PVZQ%3/00[I%N@%'=)>>),,B%!"578;@ !,E?-%(7%>"$?>$*$=)?%?"")%+$8%PVZQg%i,-(67,)%?"")%+$8%!"->,,)7$%78,#<"$*g%_,(77$)%X,()$%?"")%+$8%4->5"%L=)":$,-%78,#<"$*%$- O"E,5%N(-6*$-<=)>+%?"")%+$8%^,->$)7+$(?$%78,#<"$*@

JK$$?$%#"$?$)%D,-%V(-6*$-<=)>+%(7%?$%76+(##$5%4-")E%M>5?8%:)B)$-8%3/020I%N@%`)5,-?"%M>5?8;@%^(A%(7%""*%?$%8K$$?$%#"$?$)%D,- ?$%+$->78%^=(?:""5%PVZQ%3//0[/I%N@%4#")%!"578;@
T$)$*$-?%"D$)%,6+8%>$-$),8($7%+$$B8%V(-6*$-<=)>+%$$-%,B78,##(->%?($%D"")%2/I2%k%(7%":>$<"=K?%=(8%L->$57%D"5<5"$?I%/1I[%k T$5?$)7%<5"$?I%/RIR%k%`5?$-<=)>7%<5"$?%$-%/SIW%k%X),-7%<5"$?@

V(-6*$-<=)>+%(7%(-%/0[R%?"")%+$8%PVZQ%,,->KF$-%D"")%?$$5-,#$%,,-%+$8%D$))(6+8(->7"-?$)F"$*%(-%L)#$5"@%G,,)<(A%(7 ,,->$>$D$-%?,8%V(-6*$-<=)>+%$$-%+$->78%#$8%D$$5%B")#,,8%(7I%?($%-">%)(A8E:(76+$)%>$<"=K?%F"=%#">$-%F(A-@%G$%5,->$%6)"=:$%(7 8,#$5(A*%)$6+8%$-%+$8%B")7%"-8K(**$5?$%,6+8$)<$$-%F"=%#$$)%+,)?+$(?%*=--$-%+$<<$-@

'(A%+$8%D$))(6+8(->7"-?$)F"$*%<5(A*8%V(-6*$-<=)>+%$$-%$$)5(A*$%$-%D)($-?$5(A*$%+$->78%#$8%)=(#$%<K>(->$-@%!(A%+$$B8%$)%-"> #"$(8$%#$$)%"#%>$75"8$-%8$%<5(AD$-%$-%F"=%#$$)%?),,>*),6+8%#"8-%8"-$-@%'(A%+$8%7:)(->$-%8""-8%+(A%K$(-(>%7"=:5$77$@%!(A%+$$B8)=(#%D"5?"$-?$%D$)#">$-I%#,,)%F"=%+,-?(>$)%#"$8$-%F(A-@%G$%+$->78%+$$B8%D"5?"$-?$%,,-5$>%,57%?)$77==):,,)?%$-%)=(# D"5?"$-?$%,57%7:)(->:,,)?@
!(A%K")?8%>$K,,)?$$)?%#$)%6(AB$)7%?($%D,)(u)$-%D,-%YI2%8"8%]I2%#$8%?,,)-,,78%,6+8$-%D"")%+$8%7:)(->$-%"-?$)%?$%#,-%$-%D"")%+$8 *,),*8$)@%^(A-%78,5>$?),>%(7%>$K,,)?$$)?%#$8%$$-%-$>$-@%!$8%"-?$)F"$*%(7%?"")%WW%+$->78$-%,B>$#,,*8%$-%V(-6*$-<=)>+%(7 ?,,)D,-%":%?$%8($-?$%:5,,87%>$u(-?(>?@

\-%/0[2%+$$B8%+$8%PVZQ%$$-%>)"$:%D$=5$-7%D,-%V(-6*$-<=)>+%<$"")?$$5?@%!$8%K,7%$$-%6"55$68($%D"5?"$-?$%)(A8E:(76+%>$<"=K?$ D$=5$-7%?($%(-%<$K$>(->%+$8%,6+8$)<$$-%#$$)%F"=?$-%#"$8$-%"-?$)<)$->$-@%G$%78,:%D,-%?$%D$=5$-7%K,7%,#:$)%D"5?"$-?$@%L$- ?$$5%D,-%?$%D$=5$-7%5($8%$$-%<78%?),B%F($-%#$8%D$$5%)=(#8$%$-%6,?,-7%$-%$$-%#""(%FK$$B#"#$-8@

\-%A,-=,)(%/00[%(7%V(-6*$-<=)>+%":%<,7(7%D,-%?$%*$=)(->7),::")8,>$7%"D$)%F(A-%-,*"#$5(->$-%?$n-(8($B%>"$?>$*$=)?@

V(-6*$-<=)>+%(7%(-%#$(%WSS]%?"")%"=?$)?"#%"D$)5$?$-@

!$8%PVZQ%+$$B8%121%?$**(->$-%D,-%V(-6*$-<=)>+%D,78>$5$>?%$-%?,,)=(8%F(A-%/]/%+$->78D$=5$-7%$-%/YS%#$))($D$=5$-7 >$)$>(78)$$)?@
N,-%?$%?"6+8$)7%F(A-%$)%]R%,57%B"*#$))($%":>$-"#$-%(-%$$-%78,#<"$*@%G,,)D,-%F(A-%$)%/R%78$)#$))($I%D(AB%*$=)#$))($%$-%D($) $5(8$#$))($%>$K")?$-@%^D-%#$))($7%F(A-%:)$78,8($#$))($%>$K")?$-%$-%F$7%+$<<$-%+$8%:)$?(*,,8%:)B)$-8%>$*)$>$-@

JK$$%?"6+8$)7%D,-%V(-6*$-<=)>+%F(A-%#"$?$)%D,-%$$-%>"$?>$*$=)?$%+$->78%>$K")?$-f

B&"*R(I2K?(*+,#(<#,9,#,'+J%/0[2I%N@%N$7(-7%..I%(7%?$%#"$?$)%D,-%?$%FK,)8$%+$->78%Q$76("%PVZQ%3/002I%N@%T$)D,-8=7%\%`5?<>;I%?($%(7 >"$?>$*$=)?%?"")%+$8%'$5>(76+$%78,#<"$*%M'M%$-

L"'$,'6:#-%(I2K?(,3"+,(<#,9,#,'+(<#,*+&+",(*<4#+I%/0[]I%N@%V(-6*$-<=)>+%PVZQI%(7%?$%#"$?$)%D,-%?$%<)=(-$%+$->78%O"b5$.%PVZQ 3/00[I%N@%C"-8$6)(78"%PVZQ;I%?($%(7%>"$?>$*$=)?%?"")%+$8%PVZQ@

N,-%F(A-%-,*"#$5(->$-%(7%?$%76+(##$5%)=(#%!%$,*.E'BC8D%3/00RI%CN@%O(D,,5%PVZQ;%?"")%C,)($bi"7m%!=57#,-%3QLG;%$-%P,8$)(-, _"7%3TOL;%"-?$)%?$%-,,#%_$%C"-8),6+$8%(-%WSS]%$-%WSS[%=(8>$<),6+8%(-%(-8$)-,8("-,5$%T),-?%Z)(.%?)$77==)K$?78)(A?$-@

2D,D(=&'(3"?6'96())(*+(,-.-.--,/JJ2

M,-%N(6-8%..%3N@%Z)(,#"7%..;%(7%$$-%<)=(-$%+$->78%?($%(-%/0]1%(7%>$<")$-@%!(A%(7%>$B"*8%?"")%78"8)(A%Xc+)+"B%=(8%M"88)=#I%?,8%6()6, RS%*#%8$-%""78$-%D,-%')$#$-%5(>8@
G$%#"$?$)%D,-%?$%+$->78%(7%?$%<)=(-$%#$))($%M,-8,%N(88")(,%..%3/0YYI%N@%O,>=7,%..;%$-%8K$$?$%#"$?$)%(7%?$%D"7%O=--(->%'5=$%.. 3/02]I%N@%'5=$%Z8)%..;@

M,-%N(6-8%..%(7%(-%?$%A,)$-%/0]Y%8"8%/0[W%=(8>$<),6+8%(-%?$%)$-7:")8@ \-%/0]]%K"-%+(A%?$%',E$)(76+$7%^=6+8)$--$-%3W1SS%#;%(-%Ca-6+$-%$-%?$%i,6"<7bZ"*,5%3WWSS%#;%(-%')$#$-@%\-%/0]0%K,7%+(A%K(--,,) D,-%?$%T)"8$%!,-7,%Z)(A7%3WWSS%#;%(-%!,#<=)>@%\-%/0[W%K"-%+(A%":-($=K%?$%i,6"<7bZ"*,5%(-%')$#$-%$-%""*%?$%Z)(A7%D,-%?$%78,? ',?$-b',?$-%3WSSS%#;%(-%',?$-b',?$-@
M,-%N(6-8%..%(7%(-%Y1%)$--$-%>$78,)8I%K,,)D,-%+(A%$)%FD-%+$$B8%>$K"--$-@%!(A%+$$B8%$$-%K(-7"#%D,-%3"#>$)$*$-?;%l/2]@[1Y@

M,-%N(6-8%..%(7%D,-,B%/0[R%(->F8%D"")%?$%B"**$)(A%$-%(7%(-%/0[Y%>"$?>$*$=)?%?"")%+$8%!,--"D$),,-7$%78,#<"$*@ G$%G=(87$%!(::(76+$%M:")8<"-?%+$$B8%(-%8"8,,5%[2%-,*"#$5(->$-%D,-%M,-%N(6-8%..%>$)$>(78)$$)?%,57%K$?78)(A?:,,)?I%#,,)%75$6+87 -$>$-%D,-%+$-%+$<<$-%$$-%>$5?:)(A7%>$K"--$-@%M,#$-%+$<<$-%?$%-,*"#$5(->$-%$$-%K(-7"#%D,-%l%1@/YS@

!"!"#$%&'())*#++#,-#./0/0/1.2345

O"-6,55(%..%3N@%Z)(,#"7%..;%(7%$$-%?"-*$)<)=(-$%+$->78%#$8%$$-%78"*#,,8%D,-%/Y0%6#@%!(A%(7%>$<")$-%":%R%,:)(5%/0][%$-%(7%>$B"*8 ?"")%4--$5($7$%M$(8F%=(8%Ca-6+$-@@
^(A-%#"$?$)%(7%?$%<)=(-$%O"-6,(55$%..%3/0Y[I%N@%C,7$88"%..;%$-%8K$$?$%#"$?$)%(7%?$%<)=(-$%O"7(-,-8$%..%3/020I%N@%Q"78),?,#=7%..;@

O"-6,55(%..%(7%(-%/0[/%(-%D($)%)$--$-%>$78,)8%$-%+$$B8%?$%!,##"-(,%Z)(A7%3WWSS%#;%(-%!,#<=)>%>$K"--$-@ !(A%(7%(-%/0[Y%>"$?>$*$=)?%?"")%+$8%!,--"D$),,-7$%78,#<"$*%$-%5,8$)%""*%?"")%+$8%`5?$-<=)>7$%78,#<"$*@ O"-6,55(%..%(7%(-%WSSS%>$u=8+,-,7$$)?%K$>$-7%$$-%$)-78(>$%"-878$*(->%D,-%?$%5(-*$)%D"")*-($@

!$8%`5?$-<=)>7$%78,#<"$*%+$$B8%]S%?"6+8$)7%D,-%O"-6,55(%..%,57%B"*#$))($%":>$-"#$-%(-%+$8%78,#<"$*@%Q$>$-%D,-%+$-%F(A-78,,87:)$#($#$))($%>$K")?$-@

N$)76+(55$-?$%?"6+8$)7%D,-%O"-6,55(%..%F(A-%#"$?$)%D,-%$$-%>"$?>$*$=)?$%+$->78%>$K")?$-I%F",57f

5";4',(C&''I%/0[]I%CN@%M$$n76+$)%!,--I%(7%?$%#"$?$)%D,-%?$%<"-8$%+$->78%V$56"#$%O=--$)%^B?Z%3/00/I%N@%V$56"#$%\::$%!,--;I ?($%(7%>"$?>$*$=)?%?"")%+$8%^B?Zg

>4'.&(C&''J%/0[[I%CN@%T5,-?$)%!,--I%(7%?$%#"$?$)%D,-%?$%D"7%+$->78%'"-+$=)%!,--%3/00RI%N@%')$-8,-"%\\%!,--;I%?($%(7 >"$?>$*$=)?%?"")%+$8%!,--"D$),,-7$bI%+$8%'),-?$-<=)>7$b%$-%+$8%9,-,?7%V,)#<5"$?%:,,)?$-78,#<"$*g

>&;4'&(C&''J%/0[0I%CN@%V$?$*(-?%!,--I%(7%?$%#"$?$)%D,-%?$%<)=(-$%+$->78%_")?%X,-8,78(6%O+$(-%3WSS1I%N@%_")?%_".5$E%\%O+$(-;I%?($ (7%>"$?>$*$=)?%?"")%?$%7,#$-K$)*$-?$%^=(??=(87$%78,#<"$*$-%$-%+$8%`5?$-<=)>7$%78,#<"$*g

>:6"'&(C&''J%/00SI%CN@%G()*%!,--;I%(7%?$%#"$?$)%D,-%?$%?"-*$)<)=(-$%+$->78%O"#$"%O(,-"%`5?<>%3/00YI%N@%O"+?(,#,-8%`5?<>;I%?($ (7%>"$?>$*$=)?%?"")%+$8%'$)5(-b'),-?$-<=)>7$%78,#<"$*%$-

X#"*(MH(0#&$I%/000I%CN@%M,78")%J),*I%(7%?$%#"$?$)%D,-%?$%FK,)8<)=(-$%+$->78%L5B,?"%J),*%3WSS1I%N@%P"78"5,-E%J),*;I%?($%(7%>"$?>$*$=)? ?"")%+$8%J),*$+-$)%78,#<"$*@

G$%G=(87$%!(::(76+$%M:")8<"-?%+$$B8%/Y]%-,*"#$5(->$-%D,-%O"-6,55(%..%,57%K$?78)(A?:,,)?%>$)$>(78)$$)?@%J"8%$-%#$8%WS/Y%+$<<$- F(A%7,#$-%l%]]@]]S%>$K"--$-@
G$%#$$78%K(--$-?$%-,*"#$5(->%(7%?$%<)=(-$%)=(-%4%5)/'4"*'()**%3/0[]I%CN@%i"-,7%!,--;I%?($%?"")%P5,=7%P)a:%3TLO;%$-%T,<)(5 X)($7%3TLO;%(-%M%7:)(->K$?78)(A?$-%(7%=(8>$<),6+8%$-%$$-%K(-7"#%+$$B8%D,-%l%/S@]Y[@

L(-?%WS/Y%+$$B8%O"-6,55(%..%$$-%?)$77==)(-?$.%D,-%[/%#$8%$$-%<$8)"=K<,,)+$(?%D,-%[]%k%$-%$$-%7:)(->(-?$.%D,-%]W%#$8%$$- <$8)"=K<,,)+$(?%D,-%]Y%k@

2D/D(PE>%&#;())(*+(,-.-.-01/MH0

45:+,)?%..%3N@%Z)(,#"7%..;%(7%$$-%?"-*$)<)=(-$%+$->78%?($%(-%/0[/%(7%>$<")$-@ !(A%(7%>$B"*8%?"")%78"$8$)(A%V($7$->)=-?%(-%L)*),8+I%?,8%6()6,%/S%*#%8$-%""78$-%D,-%Ga77$5?")B%5(>8@ G$%#"$?$)%D,-%45:+,)?%..%(7%?$%D"7%#$))($%45=%..%3/0]/I%N@%_=6(,-"%..;%$-%8K$$?$%#"$?$)%(7%?$%D"7%48+$-$%..%3/0Y1I%N@%M*E#,78$) ..;@
45:+,)?%..%+$$B8%(-%/0[Y%?$%Z)(A7%D,-%?$%M8,?87:,)*,77$%Ca5+$(#%,@?@%O=+)%3WRSS%#;%(-%Ca5+$(#bO=+)%>$K"--$-@%\-%/0[]%K"-%+(A%?$!$-)E%C@%'$8)(.%9(8E%Z)(A7%3W/SS%#;%(-%X),-*B=)8%$-%?$%T)"8$%Z)(A7%D,-%P)$B$5?%3WR2S%#;%(-%P)$B$5?@

\-%/00/%(7%45:+,)?%..%>"$?>$*$=)?%?"")%+$8%!$77(76+$%78,#<"$*@%!(A%(7%(-%$5*%>$D,5%8"8%$-%#$8%/00Y%(-%?$%B"**$)(A%,68($B%>$K$$78@ !$8%!$77(76+$%78,#<"$*%+$$B8%-$>$-%?"6+8$)7%D,-%45:+,)?%..%,57%B"*#$))($%(->$76+)$D$-%(-%$$-%78,#<"$*@ Q$>$-8($-%-,*"#$5(->$-%F(A-%?"")%?$%G=(87$%!(::(76+$%M:")8<"-?%>$)$>(78)$$)?%,57%K$?78)(A?:,,)?%$-%F(A%+$<<$-%7,#$-%l%W@RWbS >$K"--$-@

2D.D(Y&9&5&#&'())(*+(,-.-.-00J1H0

P,8,#,),-%..%3N@%Z)(,#"7%..;%(7%$$-%<)=(-$%+$->78%#$8%$$-%78"*#,,8%D,-%/YR%6#@%!(A%(7%":%WW%#$(%/0[/%>$<")$-%$-%(7%>$B"*8%?"") 78"$8$)(A%Q$+#8$-%(-%Z5H-I%?,8%6()6,%RS%*#%8$-%F=(?""78$-%D,-%P($5%(-%M5$$7K(A*b!"578$(-%5(>8@ G$%#"$?$)%D,-%P,8,#,),-%..%(7%P,8+,)(-,%..%3/0]2I%N@%X)"-8,5%..;%$-%8K$$?$%#"$?$)%(7%?$%#$))($%P(77%#$%P,8$%..%3/0Y]I%N@%P+,5*(7 ..;@

P,8,#,),-%..%+$$B8%,,-%$-*$5$%)$--$-%?$$5>$-"#$-%$-%mm-%)$-%>$K"--$-@ \-%-"D$#<$)%/0[2%+$$B8%+$8%`5?$-<=)>7$%78,#<"$*%+$#%>"$?>$*$=)?%$-%(-%A,-=,)(%/0[]%+$$B8%+$8%J),*$+-$)%78,#<"$*%?,8%""* >$?,,-@
P,8,#,),-%..%(7%D,-%/0[Y%8"8%$-%#$8%/000%,68($B%>$K$$78%(-%?$%B"**$)(A@ !(A%+$$B8%#$8%P$-8=6*E%`5?<>%3/0[0;I%M:()?(->%J),*%3/00S;%$-%P,(7$)8,-F%`5?<>%3/000;%?)($%>"$?>$*$=)?$%+$->78$-%>$<),6+8@ P$-8=6*E%(7%(-%-"D$#<$)%/00/%>"$?>$*$=)?%?"")%+$8%^B?ZI%#,,)%+$$B8%(-%?$%B"**$)(A%>$$-%(-D5"$?%>+,?@%M:()?(->%K")?8%<$7:)"*$- (-%+B?78@%1@Y@/@
P,(7$)8,-F%+$$B8%(-%,:)(5%WSSW%(-%^K$(<)a6*$-%$$-%,,-5$>8$78%,B>5>?%$-%(7%(-%#$(%WSSW%>"$?>$*$=)?%?"")%+$8%!$77(76+$%78,#<"$*I #,,)%+$$B8%(-%?$%B"**$)(A%>$$-%)"5%D,-%<8*$-(7%>$7:$$5?@

N,-%P,8,#,),-%..%F(A-%R2%?"6+8$)7%":>$-"#$-%(-%$$-%78,#<"$*%$-%mm-%D,-%+$-%(7%78,,87:)$#($#$))($%>$K")?$-@

G$%G=(87$%!(::(76+$%M:")8<"-?%+$$B8%10%-,*"#$5(->$-%D,-%P,8,#,),-%..%>$)$>(78)$$)?%,57%K$?78)(A?:,,)?@%M,#$-%+$<<$-%?($%$$- K(-7"#%D,-%l%/2@2S1@

P,8,#,),-%..%(7%(-%/000%-,%$$-%"->$5=*%>$?""?@

2D.D0D(=>"#;"':(*+(,-1-1-,-,21-(K#&$

M:()?(->%J),*%3N@%P,),#,),-%..;%(7%$$-%FK,)8<)=(-$%+$->78%#$8%$$-%78"*#,,8%D,-%/YY%6#@%!(A%(7%":%W]%,:)(5%/00S%>$<")$-%$-%(7 >$B"*8%?"")%Z8)%L5.-,8%=(8%V,->$)5,-?I%?,8%8$-%-"")?$-%D,-%V(5+$5#7+,D$-%(-%+$8%-"")?K78-%D,-%?$%?$$578,,8%Q$?$)7,*7$- 5(>8@
G$%#"$?$)%D,-%M:()?(->%(7%?$%FK,)8<)=(-$%$5(8$%78,,87:)$#($#$))($%4=.(--$%M%J),*%3/0[1I%N@%M6+K$)88)c>$)%J),*;I%?($%""*%?$ #"$?$)%(7%D,-%?$%+$->78$-%M+,#,-$%J),*%3/002I%N@%_=F(B$)%J),*;%$-%M8=<<$-?")B%J),*%3WSSSI%N@%4)>"-,=8%J),*;@%M+,#,-$%(7 >"$?>$*$=)?%?"")%+$8%'$($)7$b%$-%+$8%`5?$-<=)>7$%78,#<"$*%$-%M8=<<$-?")B%?"")%+$8%J),*$+-$)%78,#<"$*@ JK$$?$%#"$?$)%D,-%M:()?(->%(7%?$%FK,)8$%M*=->())$-%J),*%3/0]YI%N@%\-6(8,8=7%J),*;@ T$)$*$-?%"D$)%,6+8%>$-$),8($7%+$$B8%M:()?(->%$$-%,B78,##(->%#$8%2]I[%k%L->$57b%$-%4),<(76+%D"5<5"$?%$-%1WIW%k%J),*$+-$)%<5"$?@ 457%F(A-%,B78,##(->%8"8%(-%8K,,5B%>$-$),8($7%K")?8%=(8>$:5"F$-%*"#8%?$%78$#:$5+$->78%M8@%M(#"-%..%3/[[/I%N@%T,5":(-%..;%?,,)%/S/*$$)%(-%D"")@

M:()?(->%(7%(-%"*8"<$)%/00W%?"")%+$8%J),*$+-$)%78,#<"$*%>"$?>$*$=)?%$-%(-%?$6$#<$)%/00[%$)*$-?%?"")%+$8%78,#<"$*%M,*7$-b 4-+,58@%\-%B$<)=,)(%WSS1%+$$B8%""*%+$8%O(A-5,-?bZ,587bM,,)%78,#<"$*%?$%+$->78%$)*$-?@ \-%+$8%-,A,,)%D,-%/00R%+$$B8%M:()5(->%(-%V,)$-?")B%?$$5>$-"#$-%,,-%$$-%D$))(6+8(->7"-?$)F"$*%D,-%/SS%?,>$-@%N"")%?$%":%?$?)$77==)%>$)(6+8$%"-?$)?5-%<$+,,5?$%+(A%/S1I02%:=-8$-%$-%?,,)#$$%(7%+(A%D,-%?$%/[%?$$5-$#$-?$%+$->78$-%":%?$%FD-?$%:5,,87 >$*"#$-@%'(A%?$%":%+$8%7:)(->$-%>$)(6+8$%"-?$)?$5$-%(7%+(A%#$8%//]I1S%:=-8$-%?$)?$%>$K")?$-%$-%(-%?$%$(-?78,-?%-,#%+(A%#$8 //SIW[%:=-8$-%?$%D(AB?$%:5,,87%(-@

M:()?(->%(7%D,-%/00R%8"8%$-%#$8%WS/W%,68($B%>$K$$78%(-%?$%B"**$)(AI%#,,)%+(A%(7%-($8%D$$5%>$<)=(*8@%N,-%+$#%%F(A-%//%?"6+8$)7%D,-%+$# ,57%B"*#$))($%":>$-"#$-%(-%$$-%78,#<"$*I%K,,)D,-%$)%?)($%78,,87:)$#($#$))($%F(A-%>$K")?$-@ N,-%?$%-,*"#$5(->$-%F(A-%$)%WR%>$)$>(78)$$)?%,57%K$?78)(A?:,,)?%$-%F(A%+$<<$-%7,#$-%l%/1@]Y[%,,-%:)(AF$->$5?%>$K"--$-@

M:()?(->%+$$B8%$$-%?)$77==)(-?$.%D,-%]/%#$8%$$-%<$8)"=K<,,)+$(?%D,-%]R%k@%L$-%7:)(->(-?$.%(7%-($8%>$:=<5(6$$)?@

2DJD(I"E"45())(*+(,-.-.-0.M-HM

_(5("#%..%3N@%Z)(,#"7%..;%(7%$$-%<)=(-$%+$->78%#$8%$$-%78"*#,,8%D,-%/Y2%6#@%!(A%(7%(-%/0[W%>$<")$-%$-%(7%>$B"*8%?"")%78"8)(A M6+5$-?$)+,-%D,-%',)"-%D"-%`::$-+$(#%(-%e=,?),8+b\6+$-?")BI%?,8%WS%*#%8$-%K78-%D,-%P$=5$-%5(>8@ G$%#"$?$)%D,-%_(5(=#%..%(7%?$%D"7%#$))($%_,?E%N($--,%..%3/0]SI%N@%N($--,%..;%$-%8K$$?$%#"$?$)%(7%?$%D"7%Z)"#(7$?%_,?E%..%3/00/I N@%Z)(-6$%9+$D,5($)%..;@
Z)"#(7$?%_,?E%..%(7%?$%#"$?$)%D,-%?$%+$->78$-%_"#<,)?%3/0Y]I%N@%4>("%..;%$-%_$:,-8"%..%3/0]RI%N@%Z)(,#"7%..;%$-%F$%(7%?$%8K$$?$ #"$?$)%D,-%?$%+$->78%_"-$5E%'"E%..%3%/0]0I%N@%48+$-,>"),7%..;@ _"#<,)?%..%$-%_$:,-8"%..%F(A-%,55$$-%D"")%?$%D"5<5"$?B"**$)(A%(->$F$8%$-%_"-$5E%'"E%..%(7%>"$?>$*$=)?%?"")%+$8%O(A-5,-?bZ,587bM,,) 78,#<"$*@

_(5("#%..%(7%F$78($-%*$$)%>$78,)8%(-%$$-%)$-%$-%+$$B8%?,,)<(A%8K$$%*$$)%$$-%8K$$?$%:5,,87%<$)$(*8@ !(A%(7%(-%-"D$#<$)%/0[[%>"$?>$*$=)?%?"")%+$8%O(A-5,-?7$%78,#<"$*%$-%(-%B$<)=,)(%/001%?"")%+$8%78,#<"$*%C$6*5$-<=)>b N"):"##$)-@
_(5("#%..%(7%8"8%$-%#$8%WS/W%>$<)=(*8%,57%B"*+$->78@
N($)%?"6+8$)7%D,-%+$#%F(A-%,57%B"*#$))($%":>$-"#$-%(-%$$-%78,#<"$*%$-%/0%-,*"#$5(->$-%F(A-%,57%K$?78)(A?:,,)?%>$)$>(78)$$)?@ G$%-,*"#$5(->$-%+$<<$-%7,#$-%$$-%K(-7"#%D,-%l%/@//Y@

2DHD(=6Q6#F8())(*+(,-.-.-0.M1H,

MD)=7%..%3N@%Z)(,#"7%..;%(7%$$-%?"-*$)<)=(-$%+$->78%#$8%$$-%78"*#,,8%D,-%/Y]%6#@ !(A%(7%(-%/0[R%>$<")$-%$-%(7%>$B"*8%?"")%78"8)(A%M6+5$-?$)+,-%D,-%',)"-%D"-%`::$-+$(#%(-%e=,?),8+b\6+$-?")BI%?,8%WS%*#%8$- K78-%D,-%P$=5$-%5(>8@
G$%#"$?$)%D,-%M$D$)=7%..%(7%?$%<)=(-$%#$))($%M+$<,%..%3/0]SI%N@%G76+(->(7%P+,-%..;%$-%8K$$?$%#"$?$)%(7%?$%FK,)8<)=(-$%M+=),%.. 3/0YWI%N@%'()*+,+-%..;@
'()*+,+-%..%(7%F"K$5%>)""8D,?$)%,57%"D$)>)""8D,?$)%D,-%MD)=7%..%$-%+$$B8%?,,)#$$%$$-%(-<)$->%D,-%R]I2%k%":%+$8%>$-$-:,5$8 D,-%M$D$)=7%..@

MD)=7%..%(7%(-%#,,)8%/00R%>"$?>$*$=)?%?"")%?$%78,#<"$*$-%M,*7$-b4-+,58%$-%'),-?$-<=)>b4-+,58%$-%(7%8"8%$-%#$8%WSS]%,68($B >$K$$78%(-%?$%B"**$)(A@
N,-%MD)=7%..%F(A-%WW%?"6+8$)7%,57%B"*#$))($%(->$76+)D-%(-%$$-%78,#<"$*%$-%mm-%D,-%+$-%(7%78,,87:)$#($#$))($%>$K")?$-@ N"")87%F(A-%1R%-,*"#$5(->$-%?"")%?$%G=(87$%!(::(76+$%M:")8<"-?%>$)$>(78)$$)?%,57%K$?78)(A?:,,)?%$-%7,#$-%+$<<$-%?($%8"8%$-%#$8 WS/Y%l%/1@20W%>$K"--$-@

2D1D(CS"?$&F())(*+(,-.-.--0.-H2

^K(6*,=%..%3N@%Z)(,#"7%..;%(7%$$-%?"-*$)<)=(-$%+$->78%?($%""*%K$5%<$*$-?%78,,8%"-?$)%?$%-,,#%^$=7%..@%!(A%(7%(-%/0[1%>$<")$-%$- (7%>$B"*8%?"")%C(6+,$5%'5,=%=(8%P$=5$-@
G$%#"$?$)%D,-%^K(6*,=%..%(7%?$%#$))($%^,77($%..%3/0]SI%N@%Q$6*,)%..;%$-%8K$$?$%#"$?$)%(7%^$-"<(,%..%3/020I%N@%^=66,)$55"%..;@ `-?$)%?$%-,,#%^$=7%..%+$$B8%?$%+$->78%,,-%,6+8%)$--$-%?$$5>$-"#$-%K,,)D,-%+(A%$)%mm-%+$$B8%>$K"--$-@

\-%+$8%-,A,,)%D,-%/0[[%+$$B8%^K(6*,=%(-%C$?(->$-%?$$5>$-"#$-%,,-%$$-%D$))(6+8(->7"-?$)F"$*%D,-%/SS%?,>$-@%N"")%?$?)$77==)#,8(>$%"-?$)?5-%<$+,,5?$%+(A%0YIWS%:=-8$-I%K,,)#$$%+(A%1S$%(7%>$K")?$-%D,-%?$%]R%?$$5-$#$-?$%+$->78$-@%N"")%?$%": +$8%7:)(->$-%>$)(6+8$%"-?$)?$5$-%*)$$>%+(A%Y[IS2%:=-8$-%K,,)#$$%+(A%":%?$%Y2$%:5,,87%*K,#@%\-%?$%$(-?78,-?%(7%^K(*,=%..%":%?$ 22$%:5,,87%>$*"#$-%#$8%[YIY/%:=-8$-@
\-%/0[0%(7%^K(6*,=%..%>"$?>$*$=)?%?"")%+$8%^B?Z%$-%""*%+$8%O(A-5,-?7$%78,#<"$*%+$$B8%^K(6*,=%8"8%F(A-%B"**$)(A%8"$>$5,8$-@

!(A%(7%8"8%$-%#$8%WS/W%,68($B%>$K$$78%(-%?$%B"**$)(A@%G)($%?"6+8$)7%D,-%+$#%F(A-%,57%B"*#$))($%":>$-"#$-%(-%$$-%78,#<"$*%$-%/1 -,*"#$5(->$-%F(A-%,57%K$?78)(A?:,,)?%>$)$>(78)$$)?@%!=-%>$F,#$-5(A*$%K(-7"#%<$?),,>8%l%/@2[Y@

2D0-D([E;674'84())(*+(,-.-.-0/.HH/

\5?$B"-7"%..%3N@%Z)(,#"7%..;%(7%$$-%?"-*$)<)=(-$%+$->78%#$8%$$-%78"*#,,8%D,-%/Y[%6#@%!(A%(7%>$<")$-%":%W2%#,,)8%/0[2%$-%(7%>$B"*8 ?"")%78"8)(A%M6+5$-?$)+,-%(-%e=,?),8+b\6+$-?")BI%?,8%WS%*#%8$-%K78-%D,-%P$=5$-%5(>8@ G$%#"$?$)%D,-%?$%+$->78%(7%?$%<)=(-$%#$))($%\?)(77,%..%3/0]WI%N@%J,#$)5,-$%..;%$-%8K$$?$%#"$?$)%(7%?$%?"-*$)<)=(-$%\-?(),%.. 3/0YRI%N@%'()*+,+-%..;@%\-?(),%..%(7%""*%?$%8K$$?$%#"$?$)%D,-%?$%+$->78%\7"-F"%..%3/0[SI%N@%45:$-*H-(>%..;I%?($%(7%>$<)=(*8%(-%?$ D"5<5"$?B"**$)(A@
G$%+$->78%'()*+,+-%..%3/012I%N@%456+(#(78%..;%(7%F"K$5%>)""8D,?$)%,57%"D$)>)""8D,?$)%D,-%\5?$B"-7"%..%$-%+$$B8%?,,)#$$%$$- (-<)$->%D,-%R]I2%k%":%F(A-%$)B$5((A*$%$(>$-76+,::$-@

\5?$B"-7"%..%+$$B8%,57%?)($b%$-%D($)A,)(>$%,,-%8K,,5B%)$--$-%?$$5>$-"#$-%$-%$)%?,,)%8K$$%D,-%>$K"--$-@ !(A%(7%(-%#,,)8%/00S%>"$?>$*$=)?%?"")%+$8%O(A-5,-?7$%78,#<"$*%$-%(-%#$(%/002%$)*$-?%?"")%+$8%J),*$+-$)%78,#<"$*@ \-%/00]%(7%+(A%"D$)5$?$-@

Lm-%?"6+8$)%D,-%\5?$B"-7"%..%(7%,57%B"*#$))($%(->$76+)$D$-%(-%$$-%78,#<"$*%$-%WW%-,*"#$5(->$-%F(A-%>$)$>(78)$$)?%,57 K$?78)(A?:,,)?@%^(A%+$<<$-%7,#$-%l%1@RSR%>$K"--$-@

/D(I"96#&9())(*+(,-.-.--/2../

_(8$),8%..%3N@%'()*+,+-%..;%(7%$$-%<)=(-$%+$->78%?($%(-%/0Y2%(7%>$<")$-@%!(A%(7%>$B"*8%?"")%78"8)(A%OH75$)%(-%V,5?-($5I%?,8%+,5D$)K$>$ CH-6+$->5,?<,6+%$-%O"$)#"-?%5(>8@
G$%#"$?$)%D,-%_(8$),8%..%(7%?$%<)=(-$%#$))($%_(7%..%3/0YSI%N@%C,7$88"%..;%$-%8K$$?$%#"$?$)%(7%?$%<)=(-$%#$))($%_($<$75($?%..%3/02RI N@%J(6(-"%..;@
_($<$75($?%..%(7%""*%?$%8K$$?$%#"$?$)%D,-%?$%+$->78$-%_,=76+$)%..%3/0Y[I%N@%Z,-8+$"-%..;%$-%_=7(8,-"%..%3/0Y0I%N@%Q,),7%..;I%?($ <$(?$%,68($B%F(A-%>$K$$78%(-%?$%D"5<5"$?B"**$)(A@
G$%78$#:$5+$->78%!$)"5?%..%3/0/]I%N@%G,)*%O"-,5?%..;%*"#8%?)($%*$$)%D"")%(-%?$%,B78,##(->%D,-%_(8$),8%..%$-%<$:,,58%D"")%/[I[%k ?$%$)B$5(A*$%$(>$-76+,::$-%D,-%_(8$),8%..@

_(8$),8%..%(7%=(8>$<),6+8%(-%?$%)$-7:")8%$-%+$$B8%(-%/0Y[%?$%!$-6*$5bO$--$-%3/YSS%#;%(-%T$57$-*()6+$-%$-%?$%r-("-%O$--$-%3WWSS #;%(-%P$=5$-%>$K"--$-@%\-%8"8,,5%(7%+(A%(-%-$>$-%)$--$-%>$78,)8%$-%+$$B8%?,,)(-%3"#>$)$*$-?;%l%W/@SSS%>$K"--$-@

N,-%/0]S%8"8%$-%#$8%/0[W%(7%_(8$),8%..%,57%B"*+$->78%(->F8%(-%?$%D"5<5"$?B"**$)(A@ !(A%(7%"@,@%?$%D,?$)%D,-%?$%+$->78$-%C,,8%..%3/0]R;I%'"-(8"%..%3/0]1;I%M=)=#=%..%3/0]1;%$-%V(-?5,=B%..%3/0]Y;@%N,-%+$-%(7%C,,8%.. D,-%K$(-(>%(-D5"$?%>$K$$78%D"")%?$%)(A:,,)?B"**$)(A@

/D0D(!4'"94())(*+(,-.-.--00.J2

'"-(8"%..%3N@%_(8$),8%..;%(7%$$-%D"7%+$->78%#$8%$$-%78"*#,,8%D,-%/Y1%6#@%!(A%(7%(-%/0]1%>$<")$-%$-%(7%>$B"*8%?"")%78"8)(A%'"-,%(- P$=5$-@
G$%#"$?$)%D,-%?$%+$->78%(7%?$%<)=(-$%#$))($%'"--($%..%3/0]SI%N@%M"?$)-(%..;%$-%?$%8K$$?$%#"$?$)%(7%?$%<)=(-$%#$))($%'"-,%.. 3/021I%N@%C,>-,8%..;@

'"-(8"%..%+$$B8%(-%/0]Y%?$%M($)78"):dbO$--$-%3/SSS%#;%(-%G")8#=-?%$-%(-%/0]]%?$%9"-8$77,%C,??,5$-,bO$--$-%3/SSS%#;%(- ',?$-b',?$-%>$K"--$-@%\-%/0][%+$$B8%+(A%?$%Z)$(7%D"-%M6+5$-?$)+,-%3/YSS%#;%(-%',?$-b',?$-%>$K"--$-g%(-%/0]0%?$%\?=-, O$--$-%3/YSS%#;%(-%P$=5$-%$-%?$%',?$-$)%C$(5$%3/YSS%#;%(-%',?$-b',?$-%$-%(-%/0[S%?$%V(5"%Z"*,5%31/SS%#;%(-%G")8#=-?%$-%?$ V$78B,5(,%q%G)@%!$)<$)8%M6+5(6+8$%i,>?)$--$-%32SSS%#;%(-%T57-*()6+$-b!")78@%J$-75"88$%+$$B8%'"-(8"%..%(-%/0[/%?$%F$>$%>$:,*8%(- ?$%',-?"5,bi,>?)$--$-%31SSS%#;%(-%',?$-b',?$-%$-%?$%458$7%',?$-$)%i,>?)$--$-%312SS%#;%(-%',?$-b',?$-@ i,>?)$--$-%F(A-%+(-?$)-(7)$--$-%$-%(-%/0[/%K,7%'"-(8"%..%+$8%7=66$7D"578$%A,6+8)$-:,,)?%(-%G=(875,-?@

'"-(8"%..%(7%(-%/0[R%>"$?>$*$=)?%?"")%+$8%'$($)7$%78,#<"$*@%^(A-%F""-%'")?"5(-"%',D,)%3/0[1;%(7%>"$?>$*$=)?%?"")%+$8%'$($)7$ 78,#<"$*%$-%+$8%^B?Z%$-%F(A-%F""-%\-78$)%T),?(8F%J),*%3/0[];%(7%>"$?>$*$=)?%?"")%+$8%J),*$+-$)%78,#<"$*@

G$%G=(87$%!(::(76+$%M:")8<"-?%+$$B8%]/%-,*"#$5(->$-%D,-%'"-(8"%..%,57%K$?78)(A?:,,)?%>$)$>(78)$$)?@%M,#$-%+$<<$-%F(A%l%W]@Y1S@

L(-?%WS/Y%+$$B8%'"-(8"%..%$$-%?)$77==)(-?$.%D,-%2W%#$8%$$-%<$8)"=K<,,)+$(?%D,-%]1%k%$-%$$-%7:)(->(-?$.%D,-%2/%#$8%$$- <$8)"=K<,,)+$(?%D,-%]/%k@

'"-(8"%..%(7%(-%/00]%"D$)5$?$-@

/D0D0D(!4#;4E"'4(*+(,H0H0--M/0H2(!&Q&#

'")?"5(-"%',D,)%3N@%'"-(8"%..;%(7%$$-%D"7%+$->78%#$8%$$-%78"*#,,8%D,-%/Y]%6#@%!(A%(7%(-%/0[1%>$<")$-%$-%(7%>$B"*8%?"")%?)@%!,-7 O$76+%=(8%',?%T)($7<,6+%(#%O"88,5I%?,8%RS%*#%8$-%F=(?K$78$-%D,-%Z,77,=%(-%?$%?$$578,,8%'$($)$-%5(>8@ G$%#"$?$)%D,-%'")?"5(-"%(7%?$%D"7%#$))($%V$(77>"5?%`5?<>%3/0]YI%N@%9"5"),?"%.;%$-%8K$$?$%#"$?$)%(7%?$%76+(##$5 78,,87:)$#($#$))($%V$>,%`5?<>%3/0]WI%N@%X=8=)"%MX;@
V$>,%(7%""*%?$%#"$?$)%D,-%?$%+$->78$-%X,578,d%`5?<>%3/0]0I%N@%X=)("7"%\\%MX;I%N(D,5?(%`5?<>%3/0[SI%N@%N"55*")-%..;I%X,5*"-$8%`5?<> 3/0[1I%N@%X,5*-$)%`5?<>;I%\-7$5Ba)78%`5?<>%3/0[YI%N@%\-76+,55,+%.; X,578,d%(7%>"$?>$*$=)?%?"")%+$8%9,-,?$7$%M:")8:,,)?$-%78,#<"$*%$-%N(D,5?(%(7%>"$?>$*$=)?%?"")%+$8%`5?$-<=)>7$bI%V$78B,,57$b $-%O(A-5,-?7$%78,#<"$*@%X,5*"-$8%(7%>"$?>$*$=)?%?"")%+$8%`5?$-<=)>7$%78,#<"$*%$-%\-7$5Ba)78%?"")%+$8%`5?$-<=)>7$bI V$78B,,57$bI%O(A-5,-?7$bI%'$($)7$%78,#<"$*%$-%+$8%^B?Z@
V$>,%(7%?,,)-,,78%?$%8K$$?$%#"$?$)%D,-%?$%+$->78$-%9,-,78$)%\%`5?<>%3/00/I%N@%9,:)(#"-?%J),*;%$-%F(A-%<)"$)%9,-,78$)%\\%`5?<> 3/002;@
9,-,78$)%\%(7%>"$?>$*$=)?%?"")%+$8%`5?$-<=)>7$bI%!,--"D$),,-7$bI%'$($)7$b%$-%`"78$-)(A*7$%78,#<"$*%$-%9,-,78$)%\\%?"")%+$8 `5?$-<=)>7$%78,#<"$*%$-%+$8%^B?Z@

T$)$*$-?%"D$)%,6+8%>$-$),8($7%+$$B8%'")?"5(-"%$$-%,B78,##(->%?($%D"")%[1I1%k%<$78,,8%=(8%L->$57bI%4),<(76+b%"B%4->5",),<(76+ D"5<5"$?I%D"")%]I[%k%=(8%X),-7%<5"$?%$-%D"")%YIW2%k%=(8%`5?$-<=)>7%<5"$?@

'")?"5(-"%+$$B8%(-%/0[]%(-%C$?(->$-%?$$5>$-"#$-%,,-%$$-%D$))(6+8(->7"-?$)F"$*%D,-%/SS%?,>$-@%N"")%?$%?)$77==)>$)(6+8$ "-?$)?$5$-%<$+,,5?$%+(A%/SWIR0%:=-8$-%K,,)#$$%+(A%WY$%K$)?%D,-%?$%1]%?$$5-$#$-?$%+$->78$-@%'(A%?$%":%+$8%7:)(->$-%>$)(6+8$ "-?$)?$5$-%(7%+(A%-$>$-?$%>$K")?$-%#$8%//1I1S%:=-8$-%$-%(-%?$%$(-?78,-?%(7%+(A%":%?$%/Y$%:5,,87%>$*"#$-%#$8%//SI2[%:=-8$-@ \-%B$<)=,)(%/0[[%+$<<$-%+$8%'$($)7$%78,#<"$*%$-%+$8%^B?Z%'")?"5(-"%>"$?>$*$=)?%D"")%?$%B"**$)(A@ G$%G=(87$%!(::(76+$%M:")8<"-?%+$$B8%/[%-,*"#$5(->$-%D,-%'")?"5(-"%>$)$>(78)$$)?%,57%K$?78)(A?:,,)?@%^(A%+$<<$-%7,#$-%$$- K(-7"#%D,-%l%]@SR[@

L(-?%WS/Y%+$$B8%'")?"5(-"%$$-%?)$77==)(-?$.%D,-%Y/%#$8%$$-%<$8)"=K<,,)+$(?%D,-%]2%k@%L$-%7:)(->(-?$.%(7%-($8%>$:=<5(6$$)?@

'")?"5(-"%(7%F$5B%8"8%":%C%-(D$,=%=(8>$<),6+8%(-%7:)(->K$?78)(A?$-%$-%7,#$->$78$5?$%K$?78)(A?$-%$-%+$$B8%$$-%K(-7"#%D,-%l%W@WS1@

/D0DMD(['896#(\#&;"9](*+(,-1-1-1-.HHJ(K#&$

\-78$)%T),?(8F%J),*%3N@%'"-(8"%..;%(7%$$-%D"7%+$->78%#$8%$$-%78"*#,,8%D,-%/]S%6#@ !(A%(7%(-%/0[]%>$<")$-%$-%(7%>$B"*8%?"")%!,-7%L)-78%VF5%=(8%'=)>*()6+$-%,-%?$)%45FI%?,8%6()6,%/S%*#%8$-%K$78$-%D,-%'=)>+,=7$-%(- '$($)$-%5(>8@
G$%#"$?$)%D,-%?$%+$->78%(7%?$%D"7%#$))($%\77,-?),%J),*%3/0]1I%N@%P,77(=7%J),*;%$-%8K$$?$%#"$?$)%(7%?$%D"7%\78,-,%J),*%3/0Y0I%N@ C,+,),?76+,%J),*;@
T$)$*$-?%"D$)%,6+8%>$-$),8($7%+$$B8%\-78$)%T),?(8F%$$-%,B78,##(->%?($%D"")%YRIR%k%<$78,,8%=(8%L->$57b%$-%4),<(76+%D"5<5"$?%$-%W[I/k%J),*$+-$)%<5"$?@

\-78$)%T),?(8F%(7%(-%"*8"<$)%/0[0%>"$?>$*$=)?%?"")%+$8%J),*$+-$)%78,#<"$*@%\-%/00S%+$$B8%+(A%(-%4?$5+$(?7?")B%?$$5>$-"#$-%,,- $$-%D$))(6+8(->7"-?$)F"$*%D,-%/SS%?,>$-@%G,,)%+$$B8%+(A%D"")%?$%?)$77==)>$)(6+8$%"-?$)?$5$-%02IWS%:=-8$-%<$+,,5?%$-%?,,)#$$ *K,#%+(A%":%?$%1R$%:5,,87%D,-%?$%Y]%?$$5-$#$-?$%+$->78$-@%N"")%?$%":%+$8%7:)(->$-%>$)(6+8$%"-?$)?$5$-%76"")?$%+(A%[YIYS :=-8$-%$-%$$-%2S$%:5,,87@%\-%?$%$(-?78,-?%<$+,,5?$%+(A%01IYS%:=-8$-%$-%$$-%1S$%:5,,87@ \-%/00/%+$<<$-%?$%78,#<"$*$-%M,*7$-%$-%M,*7$-bJ+a)(->$-%?$%+$->78%>"$?>$*$=)?%$-%(-%/00Y%+$$B8%+$8%'$($)7$%78,#<"$*%\-78$) T),?(8F%$)*$-?@
G$%+$->78%(7%8"8%$-%#$8%WSSS%,68($B%>$K$$78%(-%?$%B"**$)(A@

\-78$)%T),?(8F%+$$B8%(-%/00R%$-%/001%?$$5>$-"#$-%,,-%+$8%-,8("-,,5%G=(87%*,#:("$-76+,:%8$))$(-)(8%3T$5c-?$:)aB=->;%*5,77$%C%$- ?,,)<(A%$$-%?$)?$%$-%$$-%D(AB?$%:5,,87%<$+,,5?@%!(A%+$$B8%$$-%K(-7"#%D,-%l%/@]]2@

^(A-%F"-$-%\-?(,-%9+($B%M4%3/00W;%$-%M()%T),?(8F%J),*%3/002;%F(A-%>"$?>$*$=)?%D"")%?$%B"**$)(AI%#,,)%+$<<$-%>$$-%<8*$-(7%>$+,? ,57%B"*+$->78@
N,-%\-78$)%T),?(8F%F(A-%2/%?"6+8$)7%,57%B"*#$))($%":>$-"#$-%(-%$$-%78,#<"$*%$-%8($-%D,-%+$-%F(A-%78,,87:)$#($#$))($%>$K")?$-@

JK$$%?"6+8$)7%F(A-%#"$?$)%D,-%$$-%>"$?>$*$=)?$%+$->78%>$K")?$-f

N"#&-&'.&(0#&$(*+&&+*<#,;",;,##",I%/00WI%CN@%N$)7%\\%J),*I%(7%?$%#"$?$)%D,-%?$%D"7%+$->78%C(-$88(%J),*%3/000I%N@%L5(8c)%J),*;I%?($%(7 >"$?>$*$=)?%?"")%+$8%J),*$+-$)%78,#<"$*%$-

Q:-41,'(0#&$I%/00RI%CN@%C,->,-%..I%(7%?$%#"$?$)%D,-%?$%D"7%+$->78%_"K$5,7%J),*%3WSSSI%N@%!"6*$E%\\%J),*;%$-%D,-%?$%<)=(-$%+$->78 _,.?"E$-%J),*%3WSS]I%N@%!$)F$-7?($<%J),*;@%'$(?$%+$->78$-%F(A-%>"$?>$*$=)?%?"")%+$8%J),*$+-$)%78,#<"$*@

G$%G=(87$%!(::(76+$%M:")8<"-?%+$$B8%[1%-,*"#$5(->$-%>$)$>(78)$$)?%,57%K$?78)(A?:,,)?@%J"8%$(-?%WS/Y%+$<<$-%F(A%7,#$-%l%R[@]W1 >$K"--$-@

N,-%?$%-,*"#$5(->$-%(7%?$%+$->78%;,/),*%'6$)7%3/00]I%CN@%M,(-8%95"=?%J),*;%?"")%4-8+"-E%478($)%3XO4;%=(8>$<),6+8%(- (-8$)-,8("-,5$%T),-?%Z)(.%?)$77==)K$?78)(A?$-%$-%?$%+$->78%:-$'L$)+-.E'6$)7%3/00]I%CN@%9$7,)%J),*;%(7%?"")%4-?)$K%G,D($7%3T'O;%(- (-8$)-,8("-,5$%7:)(->K$?78)(A?$-%=(8>$<),6+8@

L(-?%WS/Y%+$$B8%\-78$)%T),?(8F%$$-%?)$77==)(-?$.%D,-%]R%#$8%$$-%<$8)"=K<,,)+$(?%D,-%]2%k%$-%$$-%7:)(->(-?$.%D,-%0W%#$8%$$- <$8)"=K<,,)+$(?%D,-%]2%k@

/DMD(=F#F5F())(*+(,-1-1--,/HJ2

M=)=#=%..%3N@%_(8$),8%..;%(7%$$-%D"7%+$->78%?($%(-%/0]1%(7%>$<")$-@%!(A%(7%>$B"*8%?"")%78"$8$)(A%Xc+)+"B%(-%M"58)=#I%?,8%6()6,%RS%*#%8$- ""78$-%D,-%')$#$-%(-%?$%?$$578,,8%Q$?$)7,*7$-%5(>8@
G$%#"$?$)%D,-%M=)=#=%..%(7%?$%FK,)8$%#$))($%M=),#,%..%3/0]SI%N@%O$5(,-6$%..;%$-%8K$$?$%#"$?$)%(7%?$%?"-*$)<)=(-$%M=-6"=)8%.. 3/02WI%N@%!E:$)("-%..;@%M=-6"=)8%(7%""*%?$%#"$?$)%D,-%?$%+$->78%J$76"%'"E%..%3/0YRI%N@%Z)(-6$5E%T(B8%..;@

M=)=#=%..%K,7%$$-%=(878$*$-?%)$-:,,)?I%?,8%(-%-$>$-%)$--$-%(7%>$78,)8@%\-%/0]]%K"-%+$8%?$%r-("-bO$--$-%3WWSS%#;%(-%P$=5$-%$- ?$%G=(87$%G$)<E%3W/1SS%#;%(-%!,#<=)>@@%!$8A%+$$B8%$$-%K(-7"#%D,-%l%/0W@2S]@ 457%B"*+$->78%K,7%+(A%F$7%*$$)%?$%<$78%:)78)$-?$%D"5<5"$?+$->78%(-%G=(875,-?%$-%<),6+8%+(A%?$%G=(87$%G$)<E%K(--,,)7%46,8$-,->" ..%3/0[W;I%C"-?),(-%..%3/0[Y;%$-%J$#:"),5%..%3/0[[;%$-%?$%\8,5(,,-7$%G$)<E%K(--,,)%`7")("%..%3WSSS;@ '"D$-?($-%(7%+(A%?$%D,?$)%D,-%$$-%,,-8,5%D"5<5"$?+$->78$-%?($%F(A-%>"$?>$*$=)?%?"")%G=(87$%78,#<"$*")>,-(7,8($7@ !$8%V$78B,,57$%78,#<"$*%+$$B8%F(A-%F""-%',-?"5($)"%..%3/0[W;%>"$?>$*$=)?I%+$8%`5?$-<=)>7$%78,#<"$*%+$$B8%?$%+$->78$-%P,5=%.. 3/0[Y;%$-%O(D$)"%..%3/00W;%>"$?>$*$=)?I%+$8%!,--"D$),,-7$%78,#<"$*%+$$B8%?$%+$->78%_"*,8")%..%3/0[];%>"$?>$*$=)?I%+$8 !$77(76+$bI%+$8%J+a)(->7$b%$-%+$8%M,*7$-bJ+a)(->7$%78,#<"$*%+$<<$-%L57=)(#"%..%3/0[];%>"$?>$*$=)?I%+$8%O(A-5,-?bZ,587bM,,) 78,#<"$*%+$$B8%?$%+$->78%`6,#"-8$%..%3/0[0;%>"$?>$*$=)?I%+$8%'$($)7$%78,#<"$*%+$$B8%?$%+$->78$-%J,#,-"%..%3/0[Y;%$- J$#:$58,-F%..%3/0[Y;%>"$?>$*$=)?%$-%+$8%^B?Z%+$$B8%?$%+$->78%Q"-%O,)$(5%..%3/0[];%>"$?>$*$=)?@%N,-%?F%+$->78$-%(7%?$%(-D5"$? D,-%J,#,-"%..%$-%Q"-%O,)$(5%..%":%?$%B"**$)(A%8$%D$)K,,)5"F$-@

L$-%>)""8%,,-8,5%?"6+8$)7%D,-%M=)=#=%..%(7%?$%#"$?$)%D,-%$$-%>"$?>$*$=)?$%+$->78%>$K")?$-I%F",57f

X#;"4',())I%/0[SI%CN@%s">>(%..I%(7%?$%#"$?$)%D,-%?$%+$->78%L)#(-(=7%..%3/00/I%N@%!(>+$78%!"-"=)%..;I%?($%,55$$-%D"")%?$ D"5<5"$?B"**$)(A%(7%>"$?>$*$=)?g

Q&(Y434#&.&())I%/0[/I%CN@%P)"-F$=>$%..I%(7%?$%#"$?$)%D,-%?$%+$->78$-%_"#(8,7%..%3/0[[I%N@%Q(-(7*(%..;%$-%_"6"%..%3/001I%N@%M,?5$)o7 V$557%..;I%?($%<$(?$%D"")%?$%D"5<5"$?B"**$)(A%F(A-%>"$?>$*$=)?g

A'";&())I%/0[1I%CN@%X)"-8,5%..I%(7%?$%#"$?$)%D,-%?$%+$->78%4#$)(6,-%Z,8)"5%..%3/00WI%N@_,>=-,7%..;I%?($%?"")%+$8%X(-7$%78,#<"$*%(7 >"$?>$*$=)?g

X#"<%R3,())I%/0[2I%CN@%O"6*$8%..I%(7%?$%#"$?$)%D,-%?$%+$->78%L?$-%O"6%..%3/001I%N@%G,7+(->%'5,?$%..;I%?($%(7%>"$?>$*$=)?%?"")%+$8 M,*7(76+$%78,#<"$*g

H#:'())I%/0[2I%CN@%V(-?K=)B%..I%(7%?$%#"$?$)%D,-%?$%+$->78%\:+(-"%..%3/001I%N@%T)$(-8"-%..;I%?($%(7%>"$?>$*$=)?%?"")%+$8%Z""57$ V($5*":"57*,%78,#<"$*g

N4'*,33&())I%/0[2I%CN@%4=8+(%..I%(7%?$%#"$?$)%D,-%?$%+$->78%C"-7=-%..%3/00SI%N@%PH-(>778=+5%..;I%?($%(7%>"$?>$*$=)?%D"")%?$ D"5<5"$?B"**$)(Ag

A3"6&;&())I%/0[YI%CN@%Z)(,#"7%..I%(7%?$%#"$?$)%D,-%?$%+$->78%4?($=%..%3/002I%N@%G,7+(->%'5,?$%..;I%?($%,55$$-%(-%?$%D"5<5"$?B"**$)(A (-%(->$F$8g

!4'(Y%&'=,())I%/0[]I%CN@%M"?$)(-(%..I%(7%?$%#"$?$)%D,-%?$%+$->78%'"-D(D,-8%..%3/00]I%N@%M8$)-*H-(>%..;I%?($%,55$$-%(-%?$ D"5<5"$?B"**$)(A%(7%>$<)=(*8g

Q&(M"#-"'"&())J%/0[[I%CN@%P)"-F$=>$%..I%(7%?$%#"$?$)%D,-%?$%+$->78$-%_,D()6"%..%3/00RI%N@%PH-(>778=+5%..;%$-%F(A-%<)"$)%_,D$)"-%.. 3/002;I%?($%<$(?$%F(A-%>$<)=(*8%(-%?$%D"5<5"$?B"**$)(Ag

N&'*:#&())I%/0[[I%CN@%_"#<,)?%..I%(7%?$%#"$?$)%D,-%?$%+$->78%C(78$)%_,K%..%3/002I%N@%_,K%M"6($8E%..;I%?($%(-%?$%D"5<5"$?B"**$)(A%(7 (->$F$8g

A*+"=&())I%/0[0I%CN@%Z$-8,8+5"-%..I%(7%?$%#"$?$)%D,-%?$%76+(##$5%+$->78%46,#<,)"%..%3/00YI%N@%T""B,5(*%..;I%?($%,55$$-%(-%?$ D"5<5"$?B"**$)(A%(7%>$<)=(*8f

Q&.R(Q4:())I%/00/I%CN@%L.:$)8$%..I%(7%?$%#"$?$)%D,-%?$%+$->78%_,78%468("-%!$)"%..%3WSSWI%N@%G,7+(->%'5,?$%..;I%?($%?"")%+$8 `5?$-<=)>7$%78,#<"$*%(7%>"$?>$*$=)?%$-

0#"=3&#"&())I%/00/I%CN@%Q$<"7%..I%(7%?$%#"$?$)%D,-%?$%+$->78%J(#"7%..%3WSS2I%N@%M+"5"*+"D%..;I%?($%(7%>"$?>$*$=)?%D"")%?$ D"5<5"$?B"**$)(A@

G$%G=(87$%!(::(76+$%M:")8<"-?%+$$B8%W[%-,*"#$5(->$-%D,-%M=)=#=%..%,57%K$?78)(A?:,,)?%>$)$>(78)$$)?@%^(A%+$<<$-%7,#$-%l%R@YR1 >$K"--$-@

/DMD0D(!&';4E"6#4())(*+(,-.-.--220HM

',-?"5($)"%..%3N@%M=)=#=%..;%(7%$$-%D"7%+$->78%#$8%$$-%78"*#,,8%D,-%/Y]%6#@%!(A%(7%(-%/0[W%>$<")$-%$-%(7%>$B"*8%?"")%78"8)(A L8F$,-%(-%'$$)B$5?$-I%?,8%6()6,%RS%*#%8$-%-"")?""78$-%D,-%!$(?$5<$)>%(-%+$8%`?$-K,5?%(-%?$%?$$578,,8%!77-%5(>8@ G$%#"$?$)%D,-%?$%+$->78%(7%?$%D"7%#$))($%',55(78,%..%3/0]1I%N@%G(*$%..;%$-%8K$$?$%#"$?$)%(7%?$%D"7%',<(,-,%..%3/0YSI%N@%'(>%T,#$ ..;@%',<(,-,%..%(7%""*%?$%8K$$?$%#"$?$)%D,-%?$%+$->78%P(-?%..%/0[WI%N@%M=:$)%M*E%..;@

\-%/0[2%+$$B8%',-?"5($)"%..%?$%Z)$(7%?$)%G$=876+$-%',-*%4T%3WWSS%#;%(-%!,#<=)>b!")-%>$K"--$-%$-%(-%/0[Y%?$%i,-%V55#bZ)$(7 3WWSS%#;%(-%Ga77$5?")B@%\-%8"8,,5%(7%+(A%(-%W1%)$--$-%>$78,)8%K,,)D,-%+(A%$)%D($)%+$$B8%>$K"--$-@%!(A%+$$B8%$$-%K(-7"#%D,-%l%1W@Y[R@

',-?"5($)"%..%(7%(-%"*8"<$)%/0[Y%?"")%+$8%V$78B,,57$%78,#<"$*%>"$?>$*$=)?%D"")%?$%B"**$)(A@%\-%A,-=,)(%/00S%+$<<$-%""*%?$ 78,#<"$*$-%'),-?$-<=)>b4-+,58%$-%M,*7$-b4-+,58%?$%+$->78%>"$?>$*$=)?@

^(A-%F""-%',-A"%V$78B%3/0[0;%(7%>"$?>$*$=)?%D"")%?$%B"**$)(A@ N,-%',-?"5($)"%..%F(A-%[R%?"6+8$)7%,57%B"*#$))($%":>$-"#$-%(-%$$-%78,#<"$*%$-%D(AB%D,-%+$-%F(A-%78,,87:)$#($#$))($%>$K")?$-@ G"6+8$)%!&6*R(2,*+9%3/0[0I%CN@%O$.%X)(8F%V$78B;%(7%?$%#"$?$)%D,-%?$%?"-*$)<)=(-$%+$->78%4)8$#(7%',D,)%3WSSSI%N@%478(%M:=#,-8$ `5?<>;I%?($%(7%>"$?>$*$=)?%?"")%+$8%'$($)7$b%$-%+$8%`5?$-<=)>7$%78,#<"$*@

G$%G=(87$%!(::(76+$%M:")8<"-?%+$$B8%/02%-,*"#$5(->$-%D,-%',-?"5($)"%..%>$)$>(78)$$)?%,57%K$?78)(A?:,,)?@%M,#$-%+$<<$-%F(A%8"8 $(-?%WS/Y%l%]R@Y/]%>$K"--$-@

/DMD0D0D(!&'B4(*+(,2020-2./JH1(U6897

',-A"%V$78B%3N@%',-?"5($)"%..;%(7%$$-%?"-*$)<)=(-$%+$->78%#$8%$$-%78"*#,,8%D,-%/Y]%6#@%!(A%(7%(-%/0[0%>$<")$-%$-%(7%>$B"*8%?"") ?)@%V$)-$)%M:($)$-%=(8%V$-?$-I%?,8%8$-%F=(?$-%D,-%`5:$%(-%+$8%F=(?$-%D,-%+$8%M,=$)5,-?%(-%?$%?$$578,,8%Q"")?)(A-bV$78B,5$-%5(>8@ G$%#"$?$)%D,-%',-A"%(7%?$%?"-*$)<)=(-$%#$))($%M,),+%V$78B%3/0[SI%N@%M$E?5(8F%V$78B;%$-%8K$$?$%#"$?$)%(7%?$%<)=(-$%G($8,%!,-- 3/0]2I%N@%G($8K,)8%\\%!,--;@
T$)$*$-?%"D$)%,6+8%>$-$),8($7%+$$B8%',-A"%$$-%,B78,##(->%?($%D"")%YSIW%k%=(8%L->$57%D"5<5"$?%<$78,,8%$-%D"")%R2IW%k%=(8 !,--"D$),,-7%<5"$?@

',-A"%(7%(-%"*8"<$)%/00/%>"$?>$*$=)?%?"")%+$8%V$78B,,57$%78,#<"$*@%!(A%(7%8"8%$-%#$8%/00[%,68($B%>$K$$78%(-%?$%B"**$)(A@ \-%+$8%-,A,,)%D,-%/00W%+$$B8%+(A%(-%V,)$-?")B%?$$5>$-"#$-%,,-%$$-%D$))(6+8(->7"-?$)F"$*%D,-%/SS%?,>$-@%\-%$$-%D$5?%D,-%/Y +$->78$-%(7%+(A%<(A%?$%":%?$%?)$77==)%>$)(6+8$%"-?$)?$5$-%#$8%0YI[2%:=-8$-%":%?$%-$>$-?$%:5,,87%>$*"#$-%$-%<(A%?$%":%+$8 7:)(->$-%>$)(6+8$%"-?$)?5-%+$$B8%+(A%?$%$5B?$%:5,,87%<$+,,5?%#$8%01I2/%:=-8$-@%\-%?$%$(-?78,-?%+$$B8%+(A%0YI]/%:=-8$-%<$+,,5?@

N,-%',-A"%F(A-%,6+8%?"6+8$)7%,57%B"*#$)($%":>$-"#$-%(-%$$-%78,#<"$*%$-%D$$)8($-%-,*"#$5(->$-%F(A-%>$)$>(78)$$)?%,57 K$?78)(A?:,,)?@%M,#$-%+$<<$-%F(A%8"8%$(-?%WS/Y%$$-%K(-7"#%D,-%l%/@RY0@

/DMDMD(Y&EF())(*+(,-.-.--2.,H.

P,5=%..%3N@%M=)=#=%..;%(7%$$-%?"-*$)<)=(-$%+$->78%#$8%$$-%78"*#,,8%D,-%/YY%6#@%!(A%(7%(-%/0[Y%>$<")$-%$-%(7%>$B"*8%?"")%?$ 78(6+8(->%78"8)(A%Xc+)+"B%(-%M"58)=#I%?,8%6()6,%RS%*#%8$-%""78$-%D,-%')$#$-%(-%?$%?$$578,,8%Q$?$)7,*7$-%5(>8@ G$%#"$?$)%D,-%P,5=%..%(7%?$%FK,)8<)=(-$%#$))($%P)$=F<$$)$%..%3/0][I%N@%9")8$F%..;I%?($%""*%?$%#"$?$)%(7%D,-%?$%?"-*$)<)=(-$ +$->78%P,-=?"7%..%3/0[0I%N@%46,8$-,->"%..;@%P,-=?"7%..%(7%>"$?>$*$=)?%?"")%?$%78,#<"$*$-%',?$-bVa)88$#<$)>I%`5?$-<=)>I J),*$+-$-I%!"578$(-%$-%'$($)$-@
JK$$?$%#"$?$)%(7%?$%?"-*$)<)=(-$%PH-(>7*)"-=->%..%3/0Y2I%N@%J($:"5$88"%..;I%?($%""*%?$%#"$?$)%(7%D,-%?$%+$->78%PH-(>778=+5%.. 3/0]YI%N@%G76+(->(7%P+,-%..;%$-%8K$$?$%#"$?$)%(7%D,-%?$%+$->78$-%PH-(>78),=#%..%3/0[WI%N@%P=6(,-"%..;%$-%P(->%C(5B")?%..%3/0[2I%N@ C(5B")?%..;@
PH-(>778=+5%..%(7%>"$?>$*$=)?%D"")%?$%D"5<5"$?B"**$)(Ag%PH-(>78),=#%..%(7%>"$?>$*$=)?%?"")%+$8%'$($)7$%78,#<"$*%$-%P(->%C(5B")? ..%(7%>"$?>$*$=)?%?"")%+$8%!,--"D$),,-7$bI%J),*$+-$)b%$-%!"578$(-7$%78,#<"$*@

P,5=%..%+$$B8%,,-%RY%)$--$-%?$$5>$-"#$-I%K,,)D,-%+(A%D(AB%)$--$-%+$$B8%>$K"--$-@%!(A%+$$B8%$$-%K(-7"#%D,-%l%R[@110@

P,5=%..%(7%(-%-"D$#<$)%/00/%>"$?>$*$=)?%?"")%+$8%`5?$-<=)>7$%78,#<"$*%$-%(7%8"8%$-%#$8%/000%,68($B%>$K$$78%(-%?$%B"**$)(A@ J($-%?"6+8$)7%D,-%P,5=%..%F(A-%,57%B"*#$))($%":>$-"#$-%(-%$$-%78,#<"$*%$-%mm-%D,-%?$%?"6+8$)7%(7%78,,87:)$#($#$))($%>$K")?$-@ N$$)8($-%-,*"#$5(->$-%F(A-%>$)$>(78)$$)?%,57%K$?78)(A?:,,)?%$-%?($%+$<<$-%7,#$-%l%W@/Y1%>$K"--$-@

/DMD,D(K65>6E9&']())(*+(,-.-.--/0-H.

J$#:$58,-F%..%3N@%M=)=#=%..;%(7%$$-%?"-*$)<)=(-$%+$->78%#$8%$$-%78"*#,,8%D,-%/Y1%6#@%!(A%(7%(-%/0[Y%>$<")$-%$-%(7%>$B"*8%?"")%N@I 4@%$-%!@%D"-%X(-6*%=(8%Ca-6+$-@
G$%#"$?$)%D,-%?$%+$->78%(7%?$%FK,)8<)=(-$%#$))($%J),=#5,?E%..%3/0]0I%N@%_=6(,-"%..;%$-%8K$$?$%#"$?$)%(7%J),=#5($<$%..%3/0Y[I%N@ 9+$)%..;@
J$#:$58,-F%..%+$$B8%,,-%1S%)$--$-%?$$5>$-"#$-I%K,,)D,-%+(A%$)%F$7%+$$B8%>$K"--$-@ \-%/00S%K"-%+(A%?$%4O4Tb9=:%3W/SS%#;%(-%Ca5+$(#bO=+)%$-%?$%\-8$)-,8("-,5$%X(?$5("%M"B8K,)$%J)":+E%3WWSS%#;%(-%Ca-6+$-%$-%(- /00W%+$$B8%+(A%?$%Ca-6+$-$)%M8$+$)bZ)$(7%3W0SS%#;%(-%Ca-6+$-%>$K"--$-@%J$#:$58,-F%+$$B8%l%//R@110%,,-%:)(AF$->$5?%>$K"--$-@

\-%A,-=,)(%/00Y%+$$B8%+$8%'$($)7$%78,#<"$*%J$#:$58,-F%..%>"$?>$*$=)?%D"")%?$%B"**$)(A%$-%(-%A,-=,)(%/00]%+$$B8%+$8%J),*$+-$) 78,#<"$*%?,8%""*%>$?,,-@

^(A-%F""-%`78$)#"-?%..%3WSSS;%(7%>"$?>$*$=)?%?"")%D$)76+(55$-?$%78,#<"$*$-@ Lm-%?"6+8$)%D,-%J$#:$58,-F%..%(7%,57%B"*#$))($%":>$-"#$-%(-%$$-%78,#<"$*@ ^$78($-%-,*"#$5(->$-%F(A-%>$)$>(78)$$)?%,57%K$?78)(A?:,,)?%$-%F(A%+$<<$-%7,#$-%$$-%K(-7"#%D,-%l%/S@2YS@

/DMD,D0D(^896#54';())(*+(2-.-.--HM1--

`78$)#"-?%..%3N@%J$#:$58,-F%..;%(7%$$-%?"-*$)<)=(-$%+$->78%#$8%$$-%78"*#,,8%D,-%/Y]%6#@%!(A%(7%(-%WSSS%>$<")$-%$-%(7%>$B"*8 ?"")%V"5B>,->%!,)8#,--%=(8%P"-F$55I%?,8%YS%*#%8$-%""78$-%D,-%O$>$-7<=)>%(-%+$8%F=(?""78$-%D,-%?$%?$$578,,8%'$($)$-%5(>8@ G$%#"$?$)%D,-%`78$)#"-?%..%(7%?$%?"-*$)<)=(-$%#$))($%`=8,)?$%..%3/0[0I%N@%PH-(>778=+5%..;%$-%8K$$?$%#"$?$)%(7%?$%<)=(-$ `=6+E%..%3/0][I%N@%48+$-,>"),7%..;@

`78$)#"-?%..%+$$B8%F"-?$)%7=66$7%,,-%$$-%:,,)%)$--$-%?$$5>$-"#$-@ \-%#,,)8%WSS1%+$$B8%+(A%(-%O,?$>,78%?$$5>$-"$-%,,-%$$-%,,-5$>8$78%D,-%RS%?,>$-I%?($%+(A%#$8%$$-%<$"")?$5(->%D,-%]IY/%:=-8$- +$$B8%,B>$75"8$-@%\-%,:)(5%WSS1%(7%+(A%>"$?>$*$=)?%?"")%?$%78,#<"$*$-%D,-%M,*7$-b4-+,58I%'),-?$-<=)>b4-+,58%$-%'$($)$-%$-%(7%+(A $)*$-?%?"")%+$8%J),*$+-$)%78,#<"$*@
\-%WSS2%+$$B8%+(A%(-%`)8$-<=)>%?$$5>$-"#$-%,,-%$$-%7,#$->$78$5?$%K$?78)(A?%K,,)#$$%+(A%,,-%?$%K$88$5(A*$%D$))(6+8(->7$(7$-%(- G=(875,-?%+$$B8%D"5?,,-@
J"8%$-%#$8%WS/2%+$$B8%+$8%'$($)7$%!,=:8b%$-%_,-?>$78a8%M6+K,(>,->$)%?$%+$->78%<$76+(*<,,)%>$78$5?%D"")%?$%B"**$)(A@

N($)%?"6+8$)7%D,-%`78$)#"-?%..%F(A-%,57%B"*#$))($%":>$-"#$-%(-%$$-%78,#<"$*%$-%F(A-%W/%-,*"#$5(->$-%D,-%+$#%>$)$>(78)$$)?%,57 7:")8:,,)?@%M,#$-%+$<<$-%?($%l%/S@RW]%,,-%:)(AF$->$5?%>$K"--$-@ ^$5B%+$$B8%?$%+$->78%,,-%?(D$)7$%8$))$(-)(88$-%?$$5>$-"#$-%$-%$)%?,,)D,-%?)($%>$K"--$-@%!(A%+$$B8%$$-%K(-7"#%D,-%l%W[Y@

/DMD2D(+E8F#"54())(*+(,-.-.--..2HJ

L57=)(#"%..%3N@%M=)=#=%..;%(7%$$-%?"-*$)<)=(-$%+$->78%?($%(-%/0[]%(7%>$<")$-@%!(A%(7%>$B"*8%?"")%#$D)"=K%4--$5($7$%!(5<(>@ G$%#"$?$)%D,-%L57=)(#"%..%(7%?$%<)=(-$%#$))($%L5*$%..%3/0][I%N@%4=8+(%..;%$-%8K$$?$%#"$?$)%(7%?$%<)=(-$%L5(7,<$8+%..%3/0YYI%N@ `)7(-(%..;@

L57=)(#"%..%+$$B8%,,-%WY%)$--$-%?$$5>$-"#$-%$-%$-%?,,)D,-%FD-%>$K"--$-@%4,-7:)$*$-?$%F$>$7%K,)$-%(-%/00S%?$%/SY$%G=(87$ M8@%_$>$)%3W[SS%#;%(-%G")8#=-?I%(-%/00/%?$%Ca5+$(#$)%N")A,+)7%M8,E$)%Z)(A7%3RWSS%#;%(-%Ca5+$(#bO=+)%$-%?$%`5$,-?$)bO$--$- 3RWSS%#;%(-%',?$-b',?$-%$-%(-%/00W%?$%J$5$-")#,bZ)(A7I%/W2$%_c->$)%!,#<=)>$)%3RWSS%#;%(-%!,#<=)>b!")-@ G$%+$->78%+$$B8%$$-%K(-7"#%D,-%l%/20@22W@

\-%7$:8$#<$)%/000%(7%L57=)(#"%>"$?>$*$=)?%?"")%+$8%!$77(76+$bI%+$8%J+a)(->7$b%$-%+$8%M,*7$-bJ+=)(->7$%78,#<"$*@ J"8%$-%#$8%WS/Y%F(A-%F$7%?"6+8$)7%D,-%?$%+$->78%,57%B"*#$))($%(->$76+)$D$-%(-%$$-%78,#<"$*%$-%F(A-%W"%-,*"#$5(->$-%,57 K$?78)(A?:,,)?%>$)$>(78)$$)?@%G$%-,*"#$5(->$-%+$<<$-%7,#$-%l%[@][/%>$K"--$-@

/DMD/D(I4$&94#())(*+(,-.-.--MM-HJ

_"*,8")%..%3N@%M=)=#=%..;%(7%$$-%<)=(-$%+$->78%#$8%$$-%78"*#,,8%D,-%/Y[%6#@%!(A%(7%(-%/0[]%>$<")$-%$-%>$B"*8%?"")%\57$%'76+$)%=(8 P$=5$-@
G$%#"$?$)%D,-%_"*,8")%..%(7%?$%<)=(-$%#$))($%_"+$%..%3/0][I%N@%9,)"%..;%$-%8K$$?$%#"$?$)%(7%_"(7,6+%..%3/0]/I%N@%P,(7$)78=+5%..;@

"*,8")%..%(7%(-%/[%)$--$-%>$78,)8%K,,)D,-%+(A%$)%?)($%+$$B8%>$K"--$-@%G$%#$$78%,,-7:)$*$-?$%"D$)K(--(->%K,7%F(A-%F$>$%(-%#$(/00S%(-%?$%L=>$-%Xa)78%F=%`$88(->$-bV,55$)78$(-bC$#")(,5%3WSSS%#;%(-%Ca-6+$-@ \-%?$6$#<$)%/00W%+$$B8%+$8%!,--"D$),,-7$%78,#<"$*%?$%+$->78%>"$?>$*$=)?%$-%(-%"*8"<$)%/001%(7%"*,8")%..%?"")%+$8%'$($)7$ 78,#<"$*%>"$?>$*$=)?@
!$8%^B?Z%+$$B8%F(A-%F""-%_">"%',D,)%3/00]I%CN@%X$=$)>5,-F%V$78B;%>"$?>$*$=)?%D"")%?$%B"**$)(AI%#,,)%(-%?$%B"**$)(A%+$$B8%?($%>$$- (-D5"$?%>$+,?@
N,-%_"*,8")%..%F(A-%8K$$%?"6+8$)7%,57%B"*#$))($%(->$76+)D-%(-%$$-%78,#<"$*@%Lm-%D,-%?($%#$))($7%(7%78,,87:)$#($#$))($ >$K")?$-@%Q$>$-8($-%-,*"#$5(->$-%F(A-%>$)$>(78)$$)?%,57%K$?78)(A?:,,)?%$-%F(A%+$<<$-%7,#$-%8"8%$(-?%WS/Y%l%Y@W1W%>$K"--$-@

/DMD.D(^?&54'96())(*+(,-.-.--2J-H1

`6,#"-8$%..%3N@%M=)=#=%..;%(7%$$-%D"7%+$->78%#$8%$$-%78"*#,,8%D,-%/YY%6#@%!(A%(7%(-%/0[0%>$<")$-%$-%(7%>$B"*8%?"")%?$%78(6+8(-> 78"$8$)(A%Xc+)+"B%(-%M"58)=#I%?,8%6()6,%RS%*#%8$-%""78$-%D,-%')$#$-%(-%?$%?$$578,,8%Q$?$)7,*7$-%5(>8@ G$%#"$?$)%D,-%?$%+$->78%(7%?$%FK,)8<)=(-$%#$))($%`6,-,%..%3/0]2I%N@%_$%!,,)%..;%$-%8K$$?$%#"$?$)%(7%`)-,8,%..%3/0Y0I%N@%Q$6*,) ..;@%`)-,8,%..%(7%""*%?$%#"$?$)%D,-%?$%+$->78%`6"7%..%3/0[SI%N@%X)"-8,5%..;I%?($%(7%>"$?>$*$=)?%?"")%+$8%!,--"D$),,-7$bI `5?$-<=)>7$bI%J),*$+-$)bI%O(A-5,-?7$b%$-%V$78B,,57$%78,#<"$*@

`6,#"-8$%..%+$$B8%,,-%$5B%)$--$-%?$$5>$-"#$-I%K,,)D,-%+(A%$)%D($)%+$$B8%>$K"--$-@%^(A-%K(-7"#%<$?),,>%l%/]@]0R@ \-%A,-=,)(%/001%(7%?$%+$->78%>"$?>$*$=)?%?"")%+$8%O(A-5,-?bZ,587bM,,)%78,#<"$*%$-%(-%,=>=78=7%/00[%+$$B8%+$8%4),<(76+%:,,)?$- 78,#<"$*%N^4Z%+$#%""*%>"$?>$*$=)?%$-%+$$B8%+$8%J),*$+-$)%78,#<"$*%+$#%$)*$-?@

`6,#"-8$o7%F"-$-%V(-?+"Bo7%^$-(8+%.%3/00];%$-%G($8+$)%D"-%_=?K(>7<=)>%.%3WS/S;%F(A-%>"$?>$*$=)?%?"")%)$7:$68($D$5(A*%+$8%^M44 $-%+$8%N^4Z@%T$$-%D,-%<$(?$%+$->78$-%+$<<$-%(-D5"$?%>$+,?%":%?$%B"**$)(A@ N,-%`6,#"-8$%..%F(A-%W]%?"6+8$)7%,57%B"*#$))($%":>$-"#$-%(-%$$-%78,#<"$*%$-%8K$$%?"6+8$)7%F(A-%78,,87:)$#($#$))($%>$K")?$-@ JK$$%?"6+8$)7%F(A-%#"$?$)%D,-%$$-%>"$?>$*$=)?$%+$->78%>$K")?$-f

S#=%".,,(O1,"6#(*+&&+*<#,;",;,##",I%/002I%CN@%Z,)5,-?"%\%V$78BI%(7%?$%#"$?$)%D,-%?$%?"-*$)<)=(-$%+$->78%9,82Y%VX%O+$(-%3WSS[I%N@ _")?%_".5$E%\%O+$(-;I%?($%(7%>"$?>$*$=)?%?"")%+$8%V$78B,,57$%78,#<"$*I%$-

S=&#,33&(O1,"6#I%/00]I%CN@%9,D,5($)%!,--I%(7%?$%#"$?$)%D,-%?$%+$->78%G"-%G=%O"(%^K$(<)%3WSSWI%N@%G"-%Z)(#$)"%`5?<>;%I%?($%(7 >"$?>$*$=)?%?"")%+$8%O(A-5,-?bZ,587bM,,)%78,#<"$*

G$%G=(87$%!(::(76+$%M:")8<"-?%+$$B8%[S%-,*"#$5(->$-%>$)$>(78)$$)?%,57%K$?78)(A?:,,)?%$-%8"8%$(-?%WS/Y%+$<<$-%?($%7,#$-%$$- K(-7"#%D,-%l%WS@]RS@

/DMDJD(G"Q6#4())(*+(,-.-.-M0,11M

O(D$)"%..%3N@%M=)=#=%..;%(7%$$-%D"7%+$->78%?($%(-%/00W%(7%>$<")$-@%!(A%(7%>$B"*8%?"")%M6+K(-?(<"?$%4T%(-%Ta8$)75"+I%?,8%8$-%F=(?$- D,-%'($5B5?%(-%Q"")?)(A-bV$78B,5$-%5(>8@
G$%#"$?$)%D,-%O(D$)"%..%(7%?$%D"7%#$))($%O,F"=#"D,%..%3/0[/I%N@%G"#(-("-%..;I%?($%""*%?$%#"$?$)%(7%D,-%?$%<)=(-$%+$->78%O(" T),-?$%..%3/00SI%N@%V(-?K=)B%..;I%?($%(7%>"$?>$*$=)?%?"")%+$8%V$78B,,57$b%$-%+$8%O(A-5,-?7$%78,#<"$*@ G$%8K$$?$%#"$?$)%D,-%O(D$)"%..%(7%?$%D"7%O+"?,-8$%..%3/0]2I%N@%'=78$?%..;@

O(D$)"%..%+$$B8%,,-%F$7%)$--$-%?$$5>$-"#$-%$-%$)%?,,)D,-%mm-%>$K"--$-@%!(A%+$$B8%$$-%K(-7"#%D,-%l%/]@00]@ \-%A,-=,)(%/00]%(7%?$%+$->78%?"")%+$8%`5?$-<=)>7$%78,#<"$*%>"$?>$*$=)?@%!(A%(7%8"8%$-%#$8%WS/R%,68($B%>$K$$78%(-%?$%B"**$)(A@ ^(A-%F"-$-%O"E,5%"B%_"+%`5?<>%3/00[;I%O(7(->%M8,)%`5?<>%3WSSS;%$-%O(D$)"%i$K$5%`5?<>%3WSS/;%F(A-%>"$?>$*$=)?%D"")%?$%B"**$)(AI%#,,) +=-%(-D5"$?%":%?$%B"**$)(A%(7%F$$)%>$)(->%8"8%-(+(5@
^$78($-%?"6+8$)7%D,-%O(D$)"%..%F(A-%,57%B"*#$))($%(->$76+)$D$-%(-%$$-%78,#<"$*%$-%?,,)D,-%(7%$)%mm-%78,,87:)$#($#$))($ >$K")?$-@
G"6+8$)%>"/,#&(S3.6-%3WSS1I%CN@%_")?,-"7%!"578;%(7%?$%#"$?$)%D,-%?$%76+(##$5%+$->78%9"=:$%?o`)%`M%3WSS[I%N@%9"=:%?$%9"$=) !"578;I%?($%(7%>"$?>$*$=)?%?"")%+$8%O(A-5,-?7$bI%`5?$-<=)>7$bI%`5?$-<=)>%\-8$)-,8("-,5bI%!,--"D$),,-7$b%$-%M,*7$-bJ+a)(->7$ 78,#<"$*@

G$%G=(87$%!(::(76+$%M:")8<"-?%+$$B8%8"8%$(-?%WS/0%1]%-,*"#$5(->$-%D,-%O(D$)"%..%>$)$>(78)$$)?%,57%K$?78)(A?:,,)?@%^(A%+$<<$-%8"8 $(-?%WS/Y%7,#$-%l%W]@/1Y%>$K"--$-@

/D,D(U"';E&F7())(*+(,-.-.--..0J.

V(-?5,=B%..%3N@%_(8$),8%..;%(7%$$-%<)=(-$%+$->78%#$8%$$-%78"*#,,8%D,-%/YR%6#@%!(A%(7%(-%/0]Y%>$<")$-%$-%>$B"*8%?"")%M8"8)(A \7,)5,-?%(-%M8,)-<$)>I%?,8%6()6,%W2%*#%8$-%F=(?K78-%D,-%Ca-6+$-%5(>8@ G$%#"$?$)%D,-%?$%+$->78%(7%?$%<)=(-$%#$))($%V(-?78c)*$%..%3/0]/I%N@%9$5,?"-%..;I%?($%""*%?$%#"$?$)%(7%D,-%?$%?"")%+$8%',?$-b Va)88$#<$)>7$%78,#<"$*%>"$?>$*$=)?$%+$->78%V(-?#77)%..%3/0][I%N@%C,?)=FF"%..;@%G$%8K$$?$%#"$?$)%D,-%V(-?5,=B%..%(7%?$ <)=(-$%V(88(<%..%3/0YSI%N@%M8,-(%..;@
V(-?5,=B%..%(7%(-%$5B%)$--$-%>$78,)8%$-%+$$B8%?,,)%?)($%)$--$-%D,-%>$K"--$-@%\-%/0]0%+$$B8%+(A%(-%Ca-6+$-%?$%L=>$-%Xa)78%F= `$88(->$-bV,55$)78$(-bC$#")(,5%3/]SS%#;%$-%?$%T)"8$%!$)8($bZ)(A7%3WSSS%#;%>$K"--$-%$-%(-%/0[S%K"-%+(A%?$%M(5<$)-$7%ZB$)?%3W[SS #;%(-%',?$-b',?$-@%G,,)-,,78%(7%+(A%(-%/0]0%8K$$?$%>$K")?$-%(-%?$%G=(87$%M8@_$>$)%(-%G")8#=-?@

V(-?5,=B%..%+$$B8%?$%<)=(-$%+$->78%V(5?D">$5%..%3/0[R;%>$<),6+8I%?($%(7%>"$?>$*$=)?%?"")%+$8%^K$$?7$%78,#<"$*@

/D,D0D(U"E;Q4:6E())(JH/(=U!

V(5?D">$5%..%(7%$$-%<)=(-$%+$->78%#$8%$$-%78"*#,,8%D,-%/Y0%6#@%!(A%(7%>$<")$-%":%WR%#,,)8%/0[R%$-%(7%>$B"*8%?"")%78"8)(A%L8F$,- (-%X),-B=)8%,#%C,(-@
G$%#"$?$)%(7%?$%?"-*$)<)=(-$%#$))($%V(-*E%..%3/0]1I%N@%P+,5*(7%..;%$-%8K$$?$%#"$?$)%(7%?$%#$))($%V(6*5"K%..%3/0Y0I%N@%4#<"77 ..;@

V(5?D">$5%..%+$$B8%D,-%/0[2%8"8%$-%#$8%/0[[%,,-%$$-%,,-8,5%)$--$-%?$$5>$-"#$-@%\-%/0[]%K"-%+(A%(-%',?$-b',?$-%?$%`5$,-?$)b O$--$-%3RWSS%#;%$-%?$%r-("-bP5=<bZ"*,5%3RWSS%#;%$-%(-%/0[[%K"-%+(A%(-%P$=5$-%?$%T$)5(->%Z)(A7%3W1SS%#;@

V(5?D">$5%..%(7%D$)*"6+8%-,,)%Q"")K$>$-%$-%D$)D"5>$-7%-,,)%^K$?$-@ \-%^K$?$-%(7%+(A%(-%/00W%$-%/00R%(-%,68($B%>$K$$78%(-%?$%B"**$)(A@%L)%F(A-%[Y%-,*"#$5(->$-%D,-%+$#%>$)$>(78)$$)?@ V(5?D">$5%..%(7%(-%/0[1%"D$)5$?$-@

.D(P$&#"())(*+(,-.-.--0/1..

4*,)(%..%3N@%'()*+,+-%..;%(7%$$-%<)=(-$%+$->78%?($%(-%/0YY%(7%>$<")$-@%!(A%(7%>$B"*8%?"")%78"8)(A%L<<$75"+%(-%Ta8$)75"+I%?,8%6()6, D(AB8($-%*#%8$-%F=(?$-%D,-%'($5B5?%(-%?$%G=(87$%?$$578,,8%Q"")?)(A-bV$78B,5$-%5(>8@ G$%#"$?$)%D,-%4*,)(%..%(7%?$%<)=(-$%#$))($%4)"-,%..%3/02[I%N@%478$)("7%..;%$-%8K$$?$%#"$?$)%(7%?$%<)=(-$%458$%..%3/01YI%N@%_,#:"7 ..;@%458$%..%(7%""*%?$%#"$?$)%D,-%?$%<)=(-$%+$->78%4=BK(-?%3/021I%N@%C,>-,8%..;I%?($%?"")%+$8%O(A-5,-?bZ,587bM,,)%78,#<"$*%(7 >"$?>$*$=)?@
4*,)(%..%(7%(-%W1%)$--$-%>$78,)8%$-%K"-%D(AB%*$$)@%G$%#$$78%,,-7:)$*$-?$%"D$)K(--(->$-%F(A-%?$%K(-78%(-%/0Y[%(-%?$%45$.,-?$) O$--$-%3Z)(A7%D,-%?$%X"**$)(A6"##(77($;%3/WSS%#;%(-%X),-*B=)8%$-%?$%"D$)K(--(->$-%(-%/0Y0%(-%?$%r-("-%O$--$-%3WWSS%#;%(-%P$=5$- $-%?$%4),5%Z"*,5%3W1SS%#;%(-%T57-*()6+$-@%4*,)(%..%+$$B8%$$-%K(-7"#%D,-%l%[0@RSW@

Q,%F(A-%)$-6,))(U)$%(7%4*,)(%..%D,-%/0]W%8"8%$-%#$8%/0[2%(->F8%(-%?$%B"**$)(A@ !(A%+$$B8%#$8%F(A-%?"")%+$8%!,--"D$),,-7$%78,#<"$*%>"$?>$*$=)?$%F""-%4#$)(>"%N$7:=66(%..%3/0[W;%mm-%+$->78%>$<),6+8%?($%(7 >$<)=(*8%(-%?$%)(A:,,)?$-B"**$)(A@

.D0D(P56#":4(368>F??"())(*+(,-.-.--,.,HM

4#$)(>"%N$7:=66(%..%3N@%4*,)(%..;%(7%$$-%?"-*$)<)=(-$%+$->78%#$8%$$-%78"*#,,8%D,-%/Y1%6#@%!(A%(7%(-%/0[W%>$<")$-%$-%(7%>$B"*8%?"") 78"8)(A%L<<$75"+%(-%Ta8$)75"+I%?,8%6()6,%D(AB8($-%*#%8$-%F=(?$-%D,-%'($5B5?%(-%?$%G=(87$%?$$578,,8%Q"")?)(A-bV$78B,5$-%5(>8@ G$%#"$?$)%D,-%?$%+$->78%(7%?$%FK,)8<)=(-$%#$))($%48(85,-,%..%3/0]WI%N@%P,(7$),?5$)%..;%$-%8K$$?$%#"$?$)%(7%?$%?"-*$)<)=(-$ 4#")8(7,8("-%..%3/0Y]I%N@%L)?<,55%..;@

4#$)(>"%N$7:=66(%(7%(-%?$%A,)$-%/0[2%q%/0[0%=(8>$<),6+8%(-%?$%)$-7:")8@%!(A%K"-%(-%/0[2%(-%P$=5$-%?$%'$+)%C$#")(,5%3/0SS%#;@%\- /0[Y%K,7%+(A%?$%7-$578$%(-%T)"8$%Z)(A7%D,-%?$%Q$?$)7,*7$-5"8$)(A%3/YSS%#;%(-%!,--"D$)%$-%(-%?$%Z)(A7%D,-%M6+5$-?$)+,-%3/YSS%#;%(- ',?$-b',?$-@%\-%/0[]%K$)?%+(A%8K$$?$%(-%?$%Z)(-6$%"B%V,5$7%M8,*$7%":%476"8@%\-%/0[0%K"-%+(A%?$%!,-7$%C$)*=)%_,?Eb9=:%3WWSS%#; (-%!,#<=)>%$-%?$%P,)78,?8%Z)(A7%3/]SS%#;%(-%Ga77$5?")B@

\-%?6#<$)%/0[0%+$$B8%+$8%!,--"D$),,-7$%78,#<"$*%4#$)(>"%N$7:=66(%..%(-%4?$5+$(?7?")B%>"$?>$*$=)?%D"")%?$%B"**$)(A@%G$ +$->78%(7%D,-,B%+$8%?$*7$(F"$-%/00S%<$76+(*<,,)%>$78$5?%?"")%+$8%_,-?>$78a8%(-%9$55$%$-%(7%8"8%$-%#$8%WSSW%,68($B%>$K$$78%(-%?$ B"**$)(A@

^(A-%F"-$-%4#(6=7%!,--%3/001;I%46,#<,)"%!,--%3/00Y;I%4?D$-8=)$%!,--%3/00[;%F(A-%>"$?>$*$=)?%D"")%?$%B"**$)(A@

4#(6=7%(7%(-%+$8%-,A,,)%D,-%/00Y%?"")%+$8%!,--"D$),,-7$%78,#<"$*%>"$?>$*$=)?@%\-%/00]%+$$B8%+(A%?$$5>$-"#$-%,,-%$$-%RSS ?,>$-%?=)$-?%D$))(6+8(->7"-?$)F"$*%(-%4?$5+$(?7?")B@%!(A%<$+,,5?$%/S/I/S%:=-8$-%K,,)#$$%+(A%/]$%(7%>$K")?$-%D,-%?$%1/?$$5-$#$-?$%+$->78$-@%\-%?$%B"**$)(A%+$$B8%4#(6=7%$6+8$)%>$$-%)"5%D,-%<8*$-(7%>$7:$$5?@

46,#<,)"%(7%(-%"*8"<$)%/00[%>"$?>$*$=)?%?"")%+$8%!,--"D$),,-7$%78,#<"$*@%\-%/000%+$$B8%+(A%(-%C$?(->$-%?$$5>$-"#$-%,,-%$$- /SS%?,>$-%?=)$-?%D$))(6+8(->7"-?$)F"$*%K,,)(-%+(A%FK,,)%"-D"5?"$-?$%:)$78$$)?$%$-%75$6+87%Y/IW1%:=-8$-%<$+,,5?$@%46,#<,)"%(7 ?,,)":%-($8%<$76+(*<,,)%>$78$5?%D"")%?$%B"**$)(A@

4?D$-8=)$%(7%(-%"*8"<$)%WSSS%>"$?>$*$=)?%?"")%+$8%!,--"D$),,-7$%78,#<"$*@%!(A%+$$B8%(-%WSS/%(-%4?$5+$(?7?")B%,,-%$$-%RSS ?,>$-%?=)$-?%D$))(6+8(->7"-?$)F"$*%?$$5>$-"#$-%K,,)(-%+(A%F$$)%75$6+8%:)$78$$)?$%$-%75$6+87%2]I]S%:=-8$-%<$+,,5?$@%4?D$-8=)$ (7%-($8%-($8%<$76+(*<,,)%>$78$5?%D"")%?$%B"**$)(A@

G,,)-,,78%F(A-%01%?"6+8$)7%D,-%4#$)(>"%N$7:=66(%..%,57%B"*#$))($%":>$-"#$-%(-%$$-%78,#<"$*@%N,-%?($%#$))($7%F(A-%$)%8($- 78,,87:)$#($#$))($%>$K")?$-@

G$%G=(87$%!(::(76+$%M:")8<"-?%+$$B8%/2]%-,*"#$5(->$-%D,-%4#$)(>"%N$7:=66(%..%,57%K$?78)(A?:,,)?%>$)$>(78)$$)?@%^(A%+$<<$-%8"8 $(-?%WS/Y%7,#$-%l%W0]@0[]%>$K"--$-@

4#$)(>"%N$7:=66(%..%+$$B8%$$-%?)$77==)(-?$.%D,-%[Y%#$8%$$-%<$8)"=K<,,)+$(?%D,-%[2%k%$-%$$-%7:)(->(-?$.%D,-%]]%#$8%$$- <$8)"=K<,,)+$(?%D,-%][%k@

M=66$7D"55$%-,*"#$5(->$-%D,-%4#$)(>"%N$7:=66(%..%F(A-f

9-$'M%$+)*'()**G%)=(-I%/002I%D"7I%CN@%V(88$-7$$%!,--I%(7%?"")%X),-*%`78+"58%(-%(-8$)-,8("-,5$%$D$-8(->K$?78)(A?$-%=(8>$<),6+8@%\- WSSR%(7%?$%6"#<(-,8($%W$%>$K")?$-%(-%+$8%99\tttt%_=+#a+5$-@%\-%WSS1%(7%?$$5>$-"#$-%,,-%?$%`5E#:(76+$%M:$5$-%(-%48+$-$I%K,,) ?$%W1$%:5,,87%(7%<$+,,5?@%\-%WSS2%(7%+$8%9\9ttt%'"--bO"?$)<$)>%>$K"--$-@%\-%WSSY%(7%+$8%99\tttt_=+#a+5$-%>$K"--$-%$-%(7%?$ D($)?$%:5,,87%<$+,,5?%<(A%+$8%K$)$5?*,#:("$-76+,:%$D$-8(->%(-%4*$-@%\-%WSS]%$-%WSS[%(7%+$8%9\9ttt4*$-%>$K"--$-@%4()%i")?,- +$$B8%$$-%K(-7"#%D,-%l%W/1@W10I%$-

;<)J,/'91N/,'()**I%/00]I%FK,)8I%CN@%4():")8%!,--I%(7%(-%WSS0%$-%WS/S%?"")%Q(6*%T,=-85$88%3T'O;%(-%?(D$)7$%99\ttt%K$?78)(A?$- =(8>$<),6+8@

Stempelhengsten

De paardenfokkerij heeft een eeuwenlange geschiedenis. Vrijwel vanaf het begin van de domesticatie van het paard heeft de mens geprobeerd door gerichte paringen de kwaliteit van de paarden te verbeteren.

Contact

h.b.a.hulsbergen@ziggo.nl
Henk Hulsbergen

Service

Cookies
Disclaimer

Pagina's

Homepage
Introductie
Hengsten
Contact

Copyright © 2023 Stempelhengsten.eu | Mooi Online