- )*&';6$M*!),+$'6,0!,67!6'6<),+$'6,0!$6.0(*6&*%!'6!-*0$*.!.') 2 ,+$'6:!$6&0(7$6;!-$,%*%:!!
- (67*)%+,67!+#*!$23')+,6&*!,67!)*0*4,6&*!'.!&)$+$&,0!+#$6/$6;!%/$00%:!,67!!
- /6'1!1#*6!+'!,3305!&)$+$&,0!+#$6/$6;:!%/$00%!$6!-'+#!*4*)57,5!,67!,&,7*2$&!&'6+*=+%8!!

| | |
|---|---|
| N),&+$&*!*=*)&$%*%!?'60$6*@! | HIO! |
| P($MM*%!?'60$6*@! | QIO! |
| R$75*,)!*=,2$6,+$'6!?S*&*2-*):!'60$6*@! | CTO! |
| U$6,0!*=,2$6,+$'6!')!3)'V*&+!?D3)$0:!'60$6*@! | HTO! |
| N,)+$&$3,+$'6!?4$,!+(+')$,0!')!11)$++*6!7$%&(%%'6%@! | CIO! |

!

———!
A+(7*6+%!1$%#$6;!+'!(7$+!+#*!&'()%*!%# '(07!&'6(0+!1$+#!+#*!&'()%*')!+!')!!7()$6;!+#*!.$)%+!1**/!'.!&0,%%*%!!
1**/!'.!&0,%%*%!!

!

D+!0*,%+!+#)**!7,5%!3)$')!+'!+#*!7*,70$6*!.')!1$+#7),1,0!.)'2!,!&'()%*!1$+#'(+!,&,7*2$&!3*6,0+5:!
%+(7*6+%!1$00!)*&*$4*!,%%*%%2*6+!'.!1')/!,&&'(6+$6;!.')!,+!0*,%+!CTO!'.!+#*$)!.$6,0!;),7*8!U')!QIII<!
')![III<0*4*0!&'()%*%!$6!1#$&#!%(&#!,!;),7*7!,%%*%%2*6+!$%!$23),&+$&,-0*:!+#*!$6%+)(&+')?%@!2(%+!
'-+,$6!,6!*=*23+$6!.)'2!+#$%!3'0$$&5!.)'2!+#*!S*,6!,67!+#$%!*=*23+$6!2(%+!-*!6'+*7!'6!+#*!
&'))*%3'67$6;!&'()%*!%500,-(%8!96!),)*!$6%+,6&*:!,67!1#*!S*,6Y%!7$%&)*+$6'6!*7%8:!'+#*)!&'()%*%!&'(07!
)*&*$4*!,!%$2$0,)!*=*23+$6!1#$&#!,0%'!'1*!(%+!-*!6'+7!#6!*!&'()%*!%500,-(%8!!

!

"#*!0,%+!7,5!'.!%&#*7(0*7!&0,%%*%!$6!,65!&'()%*!1$00!-*!+!#*!0,%+!7,5!'6!1#$&#!,!&'()%*!,%%$;62*6+!
1$00!-*!,&&*3+*7!'.')!)!&)*7$+8!96+(&+')%!1$00$00!-*!,4$0$)$$2*6+%+!%+!+(7*6+!'.!7*6+%!
,%!3)'23+05!,%!3'%%$-0*!1$+#!)*,%$6,-0*!*=30,6,+$6$'6!'.!+#*!$6%+)(&+')J%!,%%*%%2*6+!'.!+#*!
,%%$;62*6+8!!

!!

A&#'0,%+$&!'..*6&*%!,)*!+,/*6!%*)$'(%05!,67!1#*6!+#*!),33)'3$&)$,*!,&+$'6%!*0$3'0$&5:!
%3*$&$&$.$&,005:!+#*!7*.6$+$6'6#!,+!!&'6%+()(+*%!A&#'0,%+$&X..*6&*:!+!+#*!.'001$6;:!E*-!%$+*B!
#++3BLL111 18(1'8&,L(6$4%*&L37.L,&,7*2$$&Z3'0$&$*%L,33*,0%L&&#'0,%+$&Z7$%&$30$6*Z(67*);),7837.!

!

D00!)*>($)*7!3,3*)%!2,5!-*!%(-V*&++'!'%(-2$$%$'6!.')!*=+(,0!%$2$0,)$+5)$*4$1*4$1!+'!+#*!&'22*)&$,0!
30,;$,)$%,)$%%2!7*+*&+$6'6%*)4$&*!'.1,)!(67*)!10$&*6%*!,+)**2*6+!W6$4*)%$+5:!')!+#*!7*8!D00!
3,3*)%!%(-2$++*7!.')!&)*7$+$6!,65&'()%*!,+!1#$&#!2*6+%!')**6*)$6;:*6)'00*7!7,+,-,%*!
.')!+#*!3()3'%*'.!7*+*&+$6;!30,;$,)$%2!1'!2'%*>(*%+$6'6!%#*+*&+$6'6!%*)4$&*4$1$1!%(-2$++*7!
1'4$%++'*(%+!+#*%(-2$++*7)4$1**$6+%0$8**)**2*6+:1#*$*46?*0$&5,6+%:6+)*4$1%**$6+%!
,67!()6*7($&)*7$+$6%+(7*6+%8!#++3BLL1118+()6$+$68(1'8&,L!

!

]*;$%+),)$,0!A*)4$&*%!#++3BLL1118)*;$%+),)8(1'8&,!!
A+(7*6+!A(33')+!A*)4$&*%!#++3%BLL%+(7*6+8(1'8&,L3%3L#*3)71*-L^&27_0';$6!!
A*)4$&*%!3)'4$7*7!-5!+#*!WAK!#++3BLL1*%+*)6)6(%&&,L%*)4$&*L!!
A+(7*6+S*4*0'32*6+K*6+*!#++3BLL1118+7#8(1'8&,L!!

!

A+(7*6%!1#'),)*!$6!**7!'.!*2*);*6&5!.$6,6&$,0!%(33')+!%#'(07!)*,&#'(++'!R*6,0!b*,0+#c E*%+*)6!6!
#++3BLL1118(1'8&,L(1'&'+,2*6,0#*,0+#L.')!,%%$%+,6&*8D30*,%*:*6%()**#*,007*038!9222*7$,+*05+#*6$**7%#+),&*6$6;!TCd8eeC8QIQI!?7()$6;!0,%%#'()%@!')!!TCd8QQ8HIHQ!,+*)!#'()%!67!'6;'$6;!%(33')+%8