

! ! ! ! ! ! ! ! ! !

! !!!!!!! ! ! !
" # \$ % " # & # ' ! (%) * + !

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!
' , - . / ! 0 ! ! 2 3 4 , 5 6 4 7 ! 8 3 1 0 ! !

8 4 9 : 6 ; ; 9 4 ! 9 : ! \$ < ; ; , . = ? ! + = > ? . ; 3 7 ! , = @ ! A 6 B . ; 3 ! 2 C < @ . 6 ; !
0 6 D , 4 C / 6 = C ! 9 : ! + , ; 0 6 4 = ? ! 2 ? , E . F 7 ! , = @ ! G 6 4 / , = ! 2 C < @ . 6 ; !

,=@!H9?9F,<;C!;C<@.6;7!,C!C36!>4,@<,C6!,=@!<=@64>4,@<,C6!
! ?6E6?;!

!
"9<4C6;5!,DD9.=C / 6=C!.=!C36!+=>?.;3!0 6D,4C / 6=C!;.=F6!IKKI!
_,F<?C5!.=!C36!A6B.;3!2C<@.6;!849>4, / !;.=F6!IKKU!
! ! ! !
!
L9;C9=! "9??6>6! ! !

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!

JVROPJVRV! ! ! ! C6,F3.=>!\$<;;,=!F9 / D9;.C.9=!,=@!F9=E64;,.C.9=!!
!
!
" [# \$ 2+2!) * #GH)!
!
*C!L9;C9=" 9??6>67!JVVPD46;6=C!
!
!
" ? , ; ; .F; !9: ! \$ < ; ; . , = ! & .C64 , C < 46!
) B6=C.6C3P" 6=C<45!\$<;;,=!&.C64,C<46!!
H9?9F,<;C!&.C64,C<46!!H.;C9457! ' 6 / 9457!&6>,F5!
O6;.46!,=@!O6,C3!.=!&.C64,C<46!
+-.?6!,=@!&.C64,C<46!
G6=9F.@6!,=@!" 4. / 6;!,>.,=;C!H< / ,=.C5!!
A6B.;3! a 4.C64;!.=!\$<;;,!,=@!* / 64.F,!!
\ ,Y9b9E!!
" 36b39E!
) 9?;C95!,=@!O9;C96E;b5!!
\$<;;,=!,=@!29E.6C!" .=6 / ,!!
!
!
!
!
" 36b39E!26 / .,=,4!
O9;C96E;b5!,=@!) 9?;C95!26 / .,=,4!!!
+-.?6!26 / .,=,4!
H9?9F,<;C!&.C64,C<46!!26 / .,=,4!
" ? , ; ; .F; !9: ! \$ < ; ; . , = ! & .C64 , C < 46!S.=!\$<;;,=T!
) B6=C.6C3P" 6=C<45!\$<;;,=!&.C64,C<46!S.=!\$<;;,=T!
\$<;;,=!c / .>4d!&.C64,C<467!) 36!_4;C! a ,E67!JV IKPJVMK!26 / .,=,4!S.=!\$<;;,=T!
\ ,Y9b9E!26 / .,=,4!!
\$9 / ,=C.F; / !.=!\$<;;,=!&.C64,C<46!!26 / .,=,4!S.=!\$<;;,=T!
\$<;;,=!,=@!* / 64.F,=!A6B.;3!&.C64,C<46!!26 / .,=,4!
) 36!*4C!,=@!" 4.;C!9: ! & .C64,45!) 4,=;?,C.9=!!26 / .,=,4!!!
a !H! ! * < @6=!,=@!C36! a 4.C.=>!9: ! +- .?6!
* @E,=F6@\$<;;,=!G4, / / ,47!) 4,=;?,C.9=!,=@!" 9 / D9;.C.9=!
!
!
[C364!) 6,F3.=>!!
!
%=C49<FC.9=!C9!H9?9F,<;C!&.C64,C<46!!89=C.:eF.,!#=.E64;.,@,@6!" ,Cf?.F,!@9!\$.9!@6!A,=6.49!
g8# "P! \$.9h!\$.9!@6!A,=6.497!L4,i.77! ' ,5PA<=6!IKJII!
*DD49,F36;C9!(?,@. / .4!\ ,Y9b9E!) 36!(?,@. / .4!\ ,Y9b9E! ' <;6< / 7!2C!86C64;Y<4>7!!
! \$<;;,=,7!A<?5!IKKKT!
a 9 / 6=j;!) . / 6!.=!\$<;;,=!&.C64,C<46!" 9==6FC.F<C!" 9??6>67!JVVN!
' 9@64=.; / !,=@!89;C / 9@64=.; / !.=!C36!29E.6C!864.9@!" 9==6FC.F<C!" 9??6>67!JVUVI!
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! Q! !

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M!

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)36!0 ,E.;!"6=C64!:94!\$<;,.,=!!

0.46FC94!9:!C36!849!6FC!9=!!\$<;,.,=!k!

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U!

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!

+ - C64=,?!@.;;64C,C.9=146,@64!,C!<=.E64;.C.6;!9:!C36!\$<;;,= !_6@64,C.9=7!IKJKPIKIK!
!
!
!
&* \ G# * G+2!
!
"
L.?.=><,?!.=!\$<;;,=!,=@!+=>?.;3!
!
\$6,@.=>! ,=@!?. / .C6@!;D6,b.=>!b=9B?6@>6!9:!!C,?.,=7!_46=F37! ,=@!G64 / ,=!
!
+?6 / 6=C,45!b=9B?6@>6!9:!" i6F37!89?.;37!,=@!#b4, .=. ,=!
!
+?6 / 6=C,45!b=9B?6@>6!9:!H6Y46B! ,=@!] .@@. ;3!
!
\$6,@.=>!b=9B?6@>6!9:!" [?@! " 3<4F3!2?,E9=.F!
"
"
8+\$2 [\ * &! !
!
L94=!U!A<=6!JVNO7! ' 9;F9B7!#22\$!
!
".C.i6=;3.DW!#2*!,=@!%;4,6?!!
!
' ,44.6@!C9!m,46=!+!&;,;647! ' 07! ' 8H!

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!

!
N!

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!

G4,=c!C9!@6E6?9D!,!F9<4;6!9=!%;4,6?.!&.C64,C<46!
! %;4,6?.!%=;C.C<C6!
!
896C45! / ,=<;F4.DC!9:! !?9=>P?.;C6@!:94!C36!IKIQ!+4Y,FF6P84.i6!
!
IKII!
!
H9=94,Y?6! ' 6=C.9=!
29F.6C5!9:!"? , ; ; .F,?!896C;!IKII!%=C64=,C.9=,?!896C45!"9 / D6C.C.9=;7!!
:94!o) 36!&.=><. ;C

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0!

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!

#=@64>4,@<,C6!\$6;6,4F3!G4,=C!
L9;C9="9?6>6!

!
IKJU!
!

8.?9C!F946!F9<4;6!@6E6?9D / 6=C!:6??9B;3.D!
G6=9F.@6!,=@!"4. / 6;!,>.,=;C!H< / ,=.C5!SB.C3!849:!!06E.=!86=@,;T!!
L9;C9="9?6>6!

!
\$6;6,4F3!%=F6=C.E6!G4,=C!!
L9;C9="9?6>6!

!
IKJM!
!

25 / D9;.< / !G4,=C!:94! !k !C36! * 4C;!9:!)4,=;?,C.9=!
! %=;C.C<C6!:94!C36!&.Y64,?! * 4C;?!L9;C9="9?6>6!

!
&.Y4,45!*4F3.E,?!\$6;6,4F3!G4,=C!

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R!

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!

A6B.;3!2C<@.6;!849>4, / 7!L9;C9=" 9??6>6!
!
_,F<?C5!_6??9B;3.D!
L9;C9=" 9??6>6!
!
)6,F3.=>! ,=@! ' 6=C94.=>!G4,=C!
L9;C9=" 9??6>6!!
!
IKKR!
!
)36!\ ,C.9=,?!A6B.;3!L99b!9:!C36!] 6,4!* B,4@!.=!+ , ;C64=!+<49D6,=!2C<@.6;!!
SC36!\$9=,?!2!&,<@64! * B,4@T^!\$<==64P#D! .=! * =C39?9>.6;! ,=@! " 9??6FC.9=;7!Y9C3!:94W!!
!
!
\$6;6,4F3!%=F6=C.E6!G4,=C!
L9;C9=" 9??6>6!
!
IKKO!
!
j;! [<C;C,=@.=>!L99b!9:!C36!] 6,4!:94! !
!
!
IKKM!
!!
)36!L9>?.,;F9!_6??9B;3.D!.=!C36!H< / ,=.C.6;7!" 6=C49!2C<@.!&.><46!D64!?! ,4C.!6!?!6!6CC6467!!
L9>?.,;F97!%C,?57! [FC9Y64P \ 9E6 / Y64!IKKM!
)36!L9>?.,;F9!_9<=@,C.9=!!!
!
_,F<?C5!_6??9B;3.D!
L9;C9=" 9??6>6!
!!
IKKI!
!
)36!\$9Fb6:6??64!_9<=@,C.9= !_6??9B;3.D7!)36!2C<@5!,=@!" 9=:646=F6!" 6=C647!L6??,>.97!%C,?5!!
!
)36!\$9Fb6:6??64!_9<=@,C.9=!!!!
!
)36!0.;C.=><. ;36@!\$6;6,4F3! * B,4@!
L9;C9=" 9??6>6!!!
!
RKq !2,YY,C.F,?:94!IKKI

! ! !
! V! !

JVVR!

!

\$6;6,4F3!G4,=C!:94!JVVRPJVVV!

)36! ' 6 / 94.,?!_9<=@,C.9=!:94!A6B.;3!" <?C<46!!!

!

\$6;6,4F3!,=@!)4,E6?!G4,=C!

)36!&<F.<;!\!&.CC,<64!_9<=@,C.9=!

!

2394CP)64 / !G4,=C!:94! (.;.C.=>!2F39?,4;!

)36!m6==,=!%=;C.C<C6!:94! * @E,=F6@\$<;;.,=!2C<@.6;!!

!

_6??9B;3.Dl:94!#=E64;.C5!)6,F364;!:94!JVVRPVV!

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!

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JK!

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!

!

)36!86064!A! a ,??, F6! ' 6 / 94.,?!84.i6!:94!036!L6;0!23940!20945!SF9P46F.D.6=CT!!
],?6!#=.E64;.C5!

!

JVRR!

!

)36!_94@!_9<=@,C.9=[@5;;65!_6??9B;3.D!:94!#=@64>4,@<,(6!)6,F3.=>!!
L49B=!#=.E64;.C5!!!

!

"

8\$ [_+22% [\ * &! * \ 0! * " * 0+ ' % " !2+\$ (% " +!S;6?6FC6@T!

!

0.46FC94!,=@!84.=F.D,?!%=E6;C.>,C947!849!6FC!9=!\$<;,;.,=! ,=@!+<4, ;.,=!A6B457!0 ,E.;!" 6=064!:94!!

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!

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JJ!

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!

L9;C9=" 9??6>67!JJ!\ 9E6 / Y64!IKJMI!S2D9=;946@!Y5!C36!%=;C.C<C6!:94!C36!&.Y64,?! * 4C;?!
L9;C9=" 9??6>67T!!
[4>,.i64! ,=@! ' 9@64,C947!8,=6?9=!o* =C.;6 / .C.; / !,=@!A6B.;3!%@6=C.C5!p! ' 9;F9B!!
% =C64=,C.9=,?! " 9=:646=F6!9=" 9 / Y,C.=>! * =C.;6 / .C.; / !o849C6FC.=>!C36!_<C<46!p! ' 9;F9B7!
\$ <;,;?!J!\ 9E6 / Y64!IKJN!
[4>,.i647!\$9<=@C,Y?6!o* =C39?9>.6;!9:12?,E.F!&.C64,C<467!C36!IKJQ! " 9=:646=F6!9: !C36!
! * ;;9F.,C.9=!:94!2?,E.F!+, ;C!+<49D6,=7!,=@!+<4, ;.,=!2C<@.6;!S * 2+++2T7!L9;C9=!
" 9P [4>,.i64!SB.C3! * =C9=5!89?9=;b5T7!\$9<=@C,Y?6!o* =C39?9>.6;!9:!A6B.;3!&.C64,C<467p!
C36!IKJK! " 9=:646=F6!9: !C36! * ;;9F.,C.9=!:94!A6B.;3!2C<@.6;!S * A2T7!L9;C9=!
[4>,.i647!8,=6?7!o\$6F6=C! " <?C<4,?! ,=@!H.;C94.F,?!864;D6FC.E6;!9= !C36!H9?9F, <;C! =!!
! +, ;C64= !+<49D6!, =@!C36!# 22 \$!p!) 36! (%%% a 94?@! " 9=>46; ;9: !C36!% =C64=,C.9=,?!
! " 9<=F.?!:94! " 6=C4,?! ,=@!+ , ;C!+<49D6,=!2C<@.6;!2C9Fb39? / 7!2B6@6=7!A<?5!IKJK!
[4>,.i647!2?,E.F!,=@!+ , ;C64=!&, =>>, >6;! ,=@!&.C64,C<46; !O 6D,4C / 6=C! " 6?6Y4,C.9=7!!
OU ! * =.E64; ,45!9: !C36!G4, @<,C6!2F399?9: ! * 4C; !k !2F.6=F6;7!_6Y4<,45!IKKM!
[4>,.i647!8,=6?7!oA6B.;3! a 4.C64;! =!+ , ;C64= !+<49D6!@<4.=>! ,=@!, :C64!C36!239,37p!C36!
! IKKR! " 9=:646=F6!9: !C36! * ;;9F.,C.9=!:94!A6B.;3!2C<@.6;!S * A2T!
[4>,.i647!8,=6?7!o) 36!A6B.;3! | <6;C.9=!.=!\$ <;, ;.,=!&.C64,C<467p!C36!JVVR! " 9=:646=F6!9: !C36!
! * / 64.F,=! * ;;9F.,C.9=!:94!C36! * @E, =F6 / 6=C!9:12?,E.F!2C<@.6;!S * * * 22T!
[4>,.i647!8,=6?7!o\$6F6=C!2C<@.6;!9:!\ ,Y9b9E7p!C36!JVVR! " 9=:646=F6!9: !C36! \ 6B! !+=>?,=@!!
2?,E.F! * ;;9F.,C.9= !S \ + 2 * T!
[4>,.i647!8,=6?7!o ' 6C,D35;.F;! ,=@!26-<,?.C57p!C36!JVVN! * *) 2++&! " 9=:646=F6!
[4>,.i647!2C<@6=CP_ ,F<?C5! " 9??9} <.< / !o (.;<,?! * 4C;! ,=@!) 36,C64!.= !C36!+ ,4?5!
!! 29E.6C!864.9@7p! [FC9Y64!JVUU! " 9==6FC.F<C! " 9??6>67!
[4>,.i647!29E.6C!_? / !264.6;!o) B.?.>3C!_466@9 / 7p! " 9==6FC.F<C! " 9??6>67! [FC9Y64!JVUU!
[4>,.i647!8,=6?7!o849C6,=!G6=46;W! * <C9Y.9>4,D3.F,?! ,=@!+D.;C9?,45! ' 9@6;! =!\$ <;, ;.,=!! 849;67p!
C36!JVVM! * * * 22! " 9=:646=F6!
" 9P94>,.i64!SB.C3!\$9Y64C!&!A, Fb;9=T7!O9;C96E;b5!25 / D9;.< / 7!2D4.=>!JVVQ7!!
] ,?6!# =.E64;.C5!
[4>,.i64! ,=@! " 3, .47!8,=6?7!o\$9 / ,=C.F!%@6,?.; / !,=@!\$9 / ,=C.F!%49=5!.=!\$ <;, ;.,7p!C36!JVJV!
* *) 2++&! " 9=:646=F6!
O.;F<;, ;=C!,=@Z94!F3, .4!9: !D,=6?;! ,C!9E64!UK!.=C64=,C.9=,?! =,C.9=,?! ,=@!46>.9=,?!
F9=:646=F6;!,=@!;5 / D9;.,!
!
!
! \$ * \ 2&*) % [\ 2!
!
' ,-. / !O!1234,564j;!B94b;!3,E6!Y66=!C4,=;?,C6@!.=C9! " 3.=6;67! " 49,C.,=7!_46=F37!G64 / ,=7!
H6Y46B7!H<=>,4.,=7!%C,?. ,=7!A,D,=6;67!89?.;37!894C<<<6;67!\$ <;, ;.,=7!2?9E,b7!2D,=.;3!,=@!9C364!
? ,=><, >6;!
!
!
a [\$m2!) * #GH)!
!
' ,-. / !O!1234,564j;!Y99b;7!94.>.,?!?.C64,45!B94b;! ,=@!?.C64,45!C4,=;?,C.9=;!3,E6!Y66=!
C, <>3C!,C!, !<= / Y64!9: !F9??6>6;!,=@!<=.E64;.C.6;7!.=F?<@.=>!&959?;! ' ,45 / 9<=C!# =.E64;.C57!
\ 6B!] 94b!# =.E64;.C57!\$66@! " 9??6>67!) 36!2F3?6F3C64!%=;C.C<C6;7!O ,4C / 9<C3! " 9??6>67!

!
!
! JQ!
!

| <66=j;!#=.E64;.C57!#=.E64;.C5!9:!)949=C97!)6?!*E.E!#=.E64;.C57! ,=@! a , ;3.=>C9=!k!&66!

!
!

!
JM!

!
!

!IJ!*<<<;C!IKJM!gF39;6=!, / 9=>!oJJ!Y99b;!9:!*<<<;Cp!IKJMh^! !
IM!*<<<;C!IKJM^! !\$, @.9!m<?jC<4, !VNIJ!
_ ' 7!M!26DC6 / Y64!IKJM^! ! [FC9Y64!IKJM^!UK^! ! \$<;, ., !gF39;6=!, / 9=>!oIU!
/ , .=!F<?C<4, ?!6E6=C;!9:!, <C< / =p!IKJMh^! !Sm, i, b3;C, =T!JJ!26DC6 / Y64!IKJM^!
!JO!26DC6 / Y64!IKJM^! !JR!26DC6 / Y64!IKJM!goU!Y99b;!9:;!C36!
B66bph^! !IV!26DC6 / Y64!IKJM^!894., @9b!;?9E!;! \ .b9?, .6 / !*?6b; ,=@49E5 / ?!
[) \$!S\$<;, ., =!8<Y?.F!) 6?6E.; .9=T!JU! [FC9Y64!IKJM^! !I!SIKJMT^! !

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JU!

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%=C64E.6B;! ,=@!:6,C<46!,4C.F?6;W!!

!

o29;C. , i , =.6!>6=.6Ep!S "9=C6;C!9:!G6=.;<6;T7!Y5!) ,C. , =, ! (9?C;b,5,7!\$,@.9!2E9Y9@ ,!!
S\$,@.9!&.Y64C5T7!2E9Y9@ ,!94>!R!* <><;C!IKJU!!

!

o064!_94C;F34.:CC! , / !+=@6!&.C64,4.;F36!m46,C.E.C,C!iB.;F36=!fm, / D:j!<=@!fL , ;06?6.7jp!Y5!!
_6? .-!83.?.DD!%=>9?@! !I!SIKJUTW!MPO!!

!

+ -F64DC;!:6,C<46@W! !IR!* <><;C!IKJM^! !QK!* <><;C!IKJM7!!
4DC! !U!26DC6 / Y64!IKJM^! !U!26DC6 / Y64!IKJM^!
!IN!26DC6 / Y64!IKJM^!4DC! !
Sm54>5i ;C, =T!IQ! [FC9Y64!IKJM^! !II!*D4.?!IKJN!

!

+ -F64DC;!:49 / !C36!Q !6@.C.9=! :6,C<46@W!

!

o89;?6E96==56!i ,D.;.!L<=. , !=, !@9E96==5b3!D9?. ,b3! \ ,Y9b9E,lp! !JR!*D4.?!IKJV!

!

oL<=. !.!\ ,Y9b9E!Y5?!.! ;?i3=5 / .!>6=.. , / .lp! !JU! ' ,5!IKJV!

!

%=C64E.6B!,Y9<C!C36!Q !6@.C.9=W!o84,E6@=.b9 / !?.C64,C<4=5b3!9C=9;36=..!L<=. !=6!Y5?p!SoL<=. =!!
B , ; !=9C! ,!4.>3C69<;!D64;9=9!:?.C64,45!46?,C.9=;pT7p!B.C3!* : , = , ; ...! ' , / 6@9E! !
JK! \ 9E6 / Y64!IKIK!

!

!

W!C4! a , =>!_ , =>!H,4Y.=W!H6.?9=>l. , =>!+@<F,C.9=,?!8<Y?.;3.=>!H9<;67!IKJN!!!

!

W! ' , - . / !O!...4,164W!

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!

!
JN!

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!

26FC.9=;!9:!!2* a !%) !:6,C<46@W!

!

o%?5,!26?E.=;b5!,=@!29E.6C!239,3!896C45!.=!JVMU!p!

!!+@!H.??6?! a 6.;;?!\$9 / ,=!m,C; / ,=!!

,=@!L64!m9C?64 / ,=! " , / Y4.@>6W! " , / Y4.@>6!2F39?,4;!8<Y?.;3.=>!IKJM!UNNPURM!

!o%?j.,!26?jE.=;b..!D, / ..,Cj!9!239,!E6;=9.!JVMU!>9@,p!S%?5,!26?E.=;b5!,=@!239,3!

! ' 6 / 945!.=!C36!2D4.=>!9:!JVMUT7! !QK! \ 9E6 / Y64!IKJQ!

o%?j.,!26?jE.=;b..?!;E.@6C6?j!239,p!S%?5,!26?E.=;b5?!239,3! a .C=6;;T!

!M!S!IKJQT7!!

!

JMNPJNN!

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JO!

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!!!JRKJPIKKJ!!!IE9?;1!!+@.06@7!;6?6FC6@7!F9C4,=;?,06@7!,=@!B.C3!.=C49@<FC945!6;;,5;!
Y5! ', - . / !0!234,564!!!*4 / 9=b7! \] !,=@!&9=@9=W! ' !+!1!23,4D67!IKKO!gG6=64,?!
.=C49@<FC.9=^!;6FC.9=!.=C49@<FC.9=;^!6;;,5;! ,Y9<C!JQI!,<C394;! ,=@!,==9C,C.9=;^!C4,=;?,C.9=;!
,=@!F9C4,=;?,C.9=;h!
!

a .==647!IKKO! \ ,C.9=,?!A6B.;3!L99b!9:!C36!] 6,4! * B,4@!.=!+ , ;C64=!+<49D6,=!2C<@.6;!SC36!!
! \$9=,?@!2!!&,<@64! * B,4@T^!\$<==64P#D!.=! * =C39?9>.6;! ,=@! " 9??6FC.9=;!!

! j;! [<C;C,=@.=>!L99b!9:!C36!] 6,47!IKKO!
!

\$6E.6B;W!!

!MMIJJ!SA<?5!IKKOT^!	7!U!A<?5!IKKO^!	2< / / 64!
IKKOT^!	!S_,??!UONOZIKKOT^!	!S a . =C64!IKKOT7!
	!QR!J!S * D4.?!IKKRT^!	!QR!I!S * <><>;C!
IKKRT^!	!UI!I!S2< / / 64!IKKRT^!	!IO!M!S2< / / 64!
IKKVT^!	!O!S!IKKVT^!	!UI!JPI!S ' ,4F3P
A<=6!IKJKT!!		

! ' 6@.,!F9E64,>6!9:!
! W!!

oL99b!+-D?946;!0.E64;.C5!9:!A6B.;3P\$<;,;.,=!&.C64,C<467p!
! ' ,4F3!IKKOT!!

! _6,C<467!.=C64E.6B7!,=@!;, / D?6!D,>6;!_ ,F<?C5!8<Y?.F,C.9=;!H.>3?.>3C7!

!
!
!
JR!
!

!NU!J!SA,=<,45!IKKNT^!
JV!JPI!SIKKUT^!G,4,>6! ' <;6< / !+-3.Y.C!o2,D.4!,=@!m39?!.=p!
!SA<?5!IKJOT!!

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"

!S \ ,Y9b9E^!)36 / 6;!,=@! (,4.,C.9=;T!!)4!!=C9!\$<;;.,=!Y5! (64,!
! 89?.;3F3<b!B.C3!C36!,<C394!2C!86C64;Y<4>^!*b,@6 / .F36;b..!D496bC7!IKKK!"
!
\$6E.6B;^!!

!MV!SIKKJT^! !A<?5!IKKJ^! !
!M!SIKKJT7! !RKIQ!SIKKI
!MN!I!S2< / / 64!IKKIT^! !MU!JPI!S ' ,4F3PA<=6!
IKKQT^! !Q!SIKKVT^! !O!SIKKVT^!2!!
G6@49.C;!g2, / <.?!&<4j6h7! !S2C!86C64;Y<4>^!25 / D9;.< / 7!IKJVT!!

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!

! !&,=3, / ^!\$9B / ,=!k !&.CC?6:.6?@7!
! IKKK!SF?9C3T^!IKJU!SF9446FC6@!6L99bT!!
!
\$6E.6B;^!!

7!QK! ' ,4F3!IKKJ^!

!
!
!
JV!
!

\$6E.6B;W!

!IQ! ' ,4F3!JVVV^!

?! ' ,4F3!JVVV^!

?!A<=6!JVVV^!

?!;< / / 64!JVVV^!

!URIM!S [FC9Y64!

JVVVT^!

!SJVVRT^!

!J!J!S26DC6 / Y64!JVVVT^!

!M!SJVVVT7!

!OR!J!SA,=<,45!

IKKKT^!

!MM!J!S2D4.=>!IKKKT^!

!N!J!SJVVVPIKKKT^!

!% ` 1J!S2D4.=>!IKKKT^!

!MI!SIKKKT7!

!UV!Q!S_ ,?!IKKKT!!

!N!SIKKJT^!

!VN!M!SIKKJT^!

!Q!SIKKVT!!

!

L99b;?! ,F, @6 / .F7!6@.C94!

!

!+@! ' , - . / !0!1234,564!

!

L9;C9=W! *F, @6 / .F!2C<@.6;!846;;7!:94C3F9 / .=>!IKIU!!

!

!+@!\$9 / ,=!m,C; / ,=! ,=@! ' , - . / !0!1234,564!!

L9;C9=W! *F, @6 / .F!2C<@.6;!846;;7!IKIQ!!

\$6E.6B;W!

!JPI!SIKIQT!!

!

\$<;,=P?,=><, >6!E64;.9=W!

!+@!\$9 / ,=!m,C; / ,=!!

,=@! ' , - . / !0!1234,564!!L9;C9=W! *F, @6 / .F!2C<@.6;!846;;7!IKIQ!!

\$6E.6B;W!

!O!SA<?5!IKIQT^!

!IN!SIKIQT^!

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IK!

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!

!!L9;C9=W!!

" 36445! [4F3,4@!L99b;?!IKIQ!!

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!

_.=,?.;C7!H< / 94Z " 9 / 6@5Z2 ,C.467!IKIQ!%=C64=,C.9=,?!L99b!* B,4@;!!

!
!

)9DZL6;C!A6B.;3!L99b;!9: !C36!] 6,4!IKIQ7!;6?6FC6@!Y5! _____
_____!!

!
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\$6E.6B!,4C.F?6W!o)36!L,>>,>6!]9<!" ,=jC!&6,E6!L63.=@7p!Y5!+E,!_9>6? / ,=! !

!
!

\$6E.6B!,4C.F?6W!o26 / .9C.F.,=j;!046, / 7p!Y5! [?>, !2C6.=!! !U!*D4C.?!IKIM!

!
!

\$6E.6B!,4C.F?6W!o)36!L,>>,>6!9: !+-.?6W!*!\$6E.6B!9:!' ' ,-. / !0!234,564j;!o% / / .>4,=C!L,>>,>67p!

!
!

Y5! ' 9=.F, ! [;Y94=6! !JM!* <><;C!IKIM!

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!

846;;!F9E64,>6W!!

!
!

o234,564j;! ' 6 / 9.4!,!) ,?6!9: !&9; ,=>!€% / / .>4,=C!L,>>,>67jp!Y5!\$9; ,==6!86??6>4.=!!
!JR!*D4.?!IKIQ!!

!
!

o" 3,C3, / !\$6; @6=C; !\$6?6, ;6!) B9! \ 6B!2394C!2C945!" 9??6FC.9=;7p!Y5!06Y4,!&, B?6; ;!!

!
!

!IK!A<?5!IKIQ!!

!
!

| k *!B.C3! ' ,-. / !0!234,564! !!0! ' ,5!IKIQ!!

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!

o€ a 6!?.E6!9<4!?.E6;! =9C!6=C.46?57!:<??5!<=@64;C99@7!A6B.;3!\$<; ;. ,=! * / 64.F,=! a 4.C64!

!
!

2,5;7p!Y5! ' 6=,F36 / ! a 6Fb64! !SA \ 2T!R!A,=<,45!IKIQ!!

!
!

_6,C<46@!.=! ' ,5!IKIQ!A6B.;3!L99b!" ,4=.E,?!

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+ -F64DC;! :6,C<46@W!!

!
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o8? ,. ;.4;!@<!)4, =; ?.=><. ; / 67p!C4!!.=C9!_46=F3!Y5!&<Y, !A<4>6=;9=7!

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IJ!

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!OMIM!S [FC9Y64!IKJRT!

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!

!S) 36!0.;,DD6,4,=F6!9:!!{,?/,=#!2C94.6;T!!!
) 4!Y5!C36!,<C394!0 ,E.@!234,564P86C49E!k!+ / .?.,!234,564!
' 9;F9B#!m=.i3=.b.7!IKJO!

!
+-F64DC;!:6,C<46@W! !IO!A<?5!IKJO^!
!IK! [FC9Y64!IKJO^! !IO! [FC9Y64!IKJO^!
!U! \ 9E6 / Y64!IKJO!

!
\$6E.6B;W! !M!06F6 / Y64!IKJO^! !J!SMQT!A,=<,45!!
IKJR^! !IN!A<=6!IKJR^! !U!
* <<>;C!IKJR!!

!
' 6@.,!F9E64,>6W!!
!
o%,!, / 64.b,=;b..!D49@<FC!4<;;b9.!b<?jC<45!;!6E46.;b9.!.=;C9..!S%j / !,=! * / 64.F,=!D49@<FC!
9:;!\$<;,;.,=!F<?C<46!,=@!A6B.;3!3.;C945T7p!B.C3! * =,;C;,.,!) ;5?.,=,7! !IU!
06F6 / Y64!IKJO!

!
o* EC9Y.9>4,;...!D646b39@,!!%;C94..!;9E6C;b.b3!6 / .>4,=C9E!E!223 * !S * <C9Y.9>4,D35!9:;!C36!
" 49; ; ,=>!12C94.6;!9:;!29E.6C!d / .>4d;!.=!C36!# 2T7p!B.C3!), C5,=,!(9?C;b,5,!!
JQ! * <<>;C!IKJR!!

!
&.,=,!*?,E64@9E,!o \ 9;C,?j>..,!D9! =,;C9.,;3F36 / <lp! !M!S * D4.?!
IKJV!T!&9=>64!E64;.9=!46D4.=C6@!.=W!&! * ?,E64@9E,!
!!A64<;, ?6 / W! ' ?6F3=5.!D<Cj7!IKJV!JUIPJUR!!

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"

!!254,F<;6W!254,F<;6!#=.E64;.C5!846; ;?!IKJQ!SF?9C3T^!
IKJO!SD,D64Y,FbT!S) 36!&.Y4,45!9:!' 9@64=!A6B.;3!&.C64,C<46IT!!

!
_.=,?.;C7!IKJQ! \ ,C.9=,?!A6B.;3!L99b!* B,4@;7! ' 9@64=!A6B.;3!) 39<>3C!,=@!+-D64.6=F6!
!

!
_6,C<46@!Y99b!A6B.;3!L99b!" 9<=F.?! a 66b?57!I!06F6 / Y64!IKJQ!
!

!
\$6E.6B;W! !IR! \ 9E6 / Y64!IKJQ^! !S a .=C64!IKJQT^!
!A<?5Z * <<>;C!IKJM^! ! ! !OQ!M!S [FC9Y64!IKJMT^!

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6,c<467!.=c64E.6B!,=@!;, / D?6!D,>6;!.=!,F<?C5!8<Y?.F,C.9=!H.>3?>3C;7!L9;C9=! " 9??6>6!
! &.Y4,4.6;!!S_,??!IKJMT!
!
2F39?,4;3.D!.,=@!F4.C.F.; / !9:! W!
!
' ,45!L6;6 / 646;!o)4,E6?;!C349<>3!\$<;,.,=!.=!+=>?.;3W!0 ,?6!86; / 6=7! ' ,4.,!)< / ,4b.=7!!
! ' ,-. / !234,564!.,=@!G,45!23C65=>,4C!p! !II!SIKJNTW!JPJO!
!
*@4.,=! a ,==647!o a 4.C.=>!C36!)4,=;?.=><,!&.:6W!\$6F6=C! ' 6 / 9.4;!.,=@! * <C9P_.FC.9=!Y5!!
\$<;,.,=P* / 64.F,=!,=@!\$<;,.,=PG64 / ,=! \ 9E6?.;C; !OIJ!SIKJUTW!JMJPJUI!
!
A<?.,=!_•4;C7!)36!0...:F<?C!849F6;;!9:!&6,E.=>! ,!8?,F6!9:!\ 9=PL6?9=>.>=W!!
' ,-. / !0!234,564j;! ' 6 / 9.47! 7p!
!RII!SA<?5!IKJUTW!JRVPIKR!
!
' 6@.,!F9E64,>6!9:~ W!
!
o)36!c / .>4d!* 6;C36C.F7p!Y5!2,=@66!L4,B,4;b57! !IN! \ 9E6 / Y64!IKJMI

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IM!
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o)36! [=?5!A6B.;3!m.@!.=!H.;! ' 9;F9B!"? , ; ;!\$6 / 6 / Y64.=>!," 3.?@399@!.=!C36!29E.6C!!
! #.=.9=7p! !N!06F6 / Y64!IKJQ!
!
o0<=6;!9;!H,DD.=6; ;!_.:066=!2< / / 64;!.=!+;C9=.,7p! !N!I!S26DC6 / Y64!IKJQ!TW!!
MJPMQ!" 49,C.,=!C4,=;?,C.9=!!0=6!;46F6!!86C=,6;C!>9@.=,!<!+;C9=.1.!!)4! :49 / !C36!+=>?.;3!
Y5!*@4.,=! "E.C,=9E.F!! !JMU!Q!SIKKOTW!JJOPJIR!
!
! ! ! ! !)4! :49 / !C36!\$<;,.,=!Y5! (64,!89?.;3F3<b!!
,=@!C36!,<C394! ! ' 9;F9B!!)4.!bE,@4,C,7!IKJVI!
!
I 7!F9446FC6@!,=@!6-D,=@6@!6@.C.9=!+b,C64.=Y<4>W!%i@,C6?j;b.6!46;36=..,Z\$.@6497!IKIJ!
!
26FC.9=;!9:! !:6,C<46@W!
!
o (;C46F3,!JVRN!>9@,!E! ' 9;bE6!p! !QJ!06F6 / Y64!IKIK!
o89;?6@=.6!??.<i...lp! !QK!A,=<,45!IKJVI!
o8.,<4=<!0.<=5!;F3F3,;Cj.,lp! !R!_6Y4<,45!IKJVI!
o (9;6 / j!6C!E!9Cb,i6lp! !N! ' ,4F3!IKJVI!
o ' 9;b9E;b..!8<4. / ;3D.?jPJVRO!p! !Q!SIKJVTW!QOPMJ!
o09;C96E;b.6! / ,?jF3.b.!S.!@6E9F3b.T!p! !JI! ' ,4F3!IKJVI!
oG<?jY,4..lp! !IV! ' ,4F3!IKJVI!
o [Cb,i=.b.!06 / 9=;C4,C;...lp! !M!*D4.?!IKJVI!
o (;C46F3.!;6;C9=;b. / !b3<@9i3=.b9 / !A<4.!*44,b9 / p!So ' 66C.=>!B.C3!C36!+;C9=.,=*4C.;C!A•4.!!
*44,bpT! !QPM!SIKJVTW!JUOPJNM!
o\$9@9;?9E=.,,p!So_, / .?5!)466pT! !JU!*D4.?!IKIK!
o (=<C4.!@4<>.b3!D49;C4,=;CEp!So%=;,@6! [C364!2D,F6;pT! !JK! ' ,5!IKIK!
om9ij6! / 9?9b9!./ / 4, / 94=56!?jE5lp! !Q!SIKIJTW!IKQPIJJ!
om,Eb,i!&6C9!JVRN!p! !IU!26DC6 / Y64!IKIJ!
o*4C<! ' .?64!E! ' 9;bE6!!JVR0!p! !Q!\ 9E6 / Y64!IKIJ

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&.c64,c<46p!g.=!" 3.=6;6h!
!Q!SIKJMTW!UUPUR!
!
(.FC94.,!* ,49=;!oA6B.;3!.=!* / 64.F,lp!%=W!
7!6@1!
(.FC94.,!* ,49=;! " , / Y4.@>6W! " , / Y4.@>6!#=.E64; .C5!846;;?!IKJV!QQPMQ!
"
###"
"
!!!254,F<;6W!254,F<;6!#=.E64;.C5!846;;7!
IKKO!SF?9C3T^!IKJI!SD,D64T!
!
\$6E.6B;W!
!S [FC9Y64!J?!IKKOT^!
!S JN! 06F6 / Y64!IKKOT7!
!S O6F6 / Y64!IKKOT^!
!S O6F6 / Y64!
IKKOT^!
!SR!_6Y4<,45!IKKRT^!
!S2D4.=>!
UONRZIKKRT^!
!SIKKRT^!
!S* <>;C!IKKRT^!
!IO!J!S_??!IKKRT^!
!S*D4.?Z ' ,5!IKKVT^!
!UNIM!SIKJIT^!
!IJ!* <>;C!IKJQ^!
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!
_6,c<467!.=c64E.6B!,=@!;, / D?6!D,>6;!.=! 7!L9;C9=" 9??6>6!!
&.Y4,4.6;! \ 6B;?6CC64!JKIJ!S2< / / 64!IKKRT!!
!
o a ,.C.=>!94!,! \ 6B! a 94?@7!,! \ 6B!&.:67p!Y5!26,=!2 / .C37! ISJU!!
! \ 9E6 / Y64!IKKOT!!
!
o a ,.C.=>!94!* / 64.F,W!\$<;,.,=!\$6:<>66!*@E6=c<46;!.=!%C,?57p!Y5!A9=,C3,=!L4.Fb / ,=7!
!S06F6 / Y64!IKKOT! !S06F6 / Y64!IKKOT!!
!
o%,!Y5!E6;j;!E9.14<;;b..!, i5b!9C@,?!@9C?, Š p!So%!B9<?@!>.E6!<D! / 5!\$<;,.,=!?,=><,>6!!
F9 / D?6C6?5 Š p!%=C64E.6B!B.C3!2E6C?,=,lm4.;C,? ! \ 9!QIM!!
S ' ,4F3!IKKVTW!R!!
!
2F39?,4;3.D!,=@!F4.C.F.; / !9:! !!
!
H6?6=,!G<4:.=b6?7!o ' 6=!9:IC36! a 94?@W!O .,;D94.F! ' ,;F<?.=.C.6;!.=!)4,=;.CS.9=T!.=!!
' ,-. / !0!234,564j;! a ,.C.=>!94!* / 64.F,W!*!2C945!9:!
!JII!SIKKVTW!JVOPIJII!
\$.C,!_?,=C.1!o ' .>4,C.9=!,;!)4,=;?,C.9=W! ' ,-. / !0!234,564j;! !,=@!
)46;D,;;.=>!&.=><.C.F!" 36FbD9.=C;lp!%=W!
!!+@!12, Y4.=,!L,?@9!@6!L4dY.;;9=!6C!2C6D3,=.6!G6=C5!cC<@6;!
?.=><.C.} <6;1!8,4.;W!* 4C9.;!846;;6;!#=.E64;.Cd!QJVPQQM!
A9i;6:!\ ,>5!lo* / 64.bn4,!En4E,!!+>5!6 / .>4nF.fPCZ4Cd=6Clp! !QQ!S_6Y4<,45!IKIJTW!IUPIR!!
!
W! 7!C4! ' 1 * 17!264>65!%?5.=7!O ,E.@!234,564P86C49E!
!! ! k !+ / .?.,!234,5647!,=@!C36!,<C394! ' 9;F9BW!*?D.=,! \ 9=P_.FC.9=7!IKJQ!
!
26FC.9=;!9:!
!o#?6C,.,<;3F3..!_?6.C.;Cp!S*!_?,<C.;C!.=!_?>3CT7! !JU! \ 9E6 / Y64!IKJI^!!
o&,!_ / .>?.!,!29?9E6.CF3.bp! !

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a 4.C64!9=!+ / .>4,C.9=!C9!* / 64.F,T!Y5!*==,!8?9C=.b9E,! !R!A<?5!IKJQ!!
!
oL6@6b64!.!Y,.b.p!SL,6@6b64!,=@!) ,?6;T!Y5!+E>6=5!L6?9@<Y49E;b57! !JV!
26DC6 / Y64!IKJQ!!
!
%=C64E.6B;W! !JJPJI!SJRKT!IKJM^! !S ' ,5!IKJMT^!G9?9;!!
* / 64.b.!S (9.F6!9:!* / 64.F,T!R!A<?5!IKJQ^!*4F369?9>..,!S*4F369?9>5T!B.C3!264>65!
' 6@E6@6E7!_% \ * ' ! _ ' ?!QK!A<?5!IKJQ^! [b=9!E!\$9;;..<!S a .=@9B!9=C9!\$<;;.,TZ) 36! (9.F6!
9:!*\$<;;.,?!JJ!*D4.?!IKJQ^!\$<;;.,=!L99b! a 94?@Z) 36! (9.F6!9:!*\$<;;.,!IU!_6Y4<,45!IKJQ^!
!4<;;14<!IV! \ 9E6 / Y64!IKJI!S4DC! T!
!
2F39?,4;3.D!,=@!F4.C.F.; / !9:!! W!
!
+E,!L949E.C;b,..?!2E6C?,=,!2646Y4.,b9E,!o&.=>E9?.C64,C<4=5.!C.D,i3!b,b!9Yjj6bc!!
b3<@9i36;CE6==9.146:?6b;..lp!%=W!
!2C,E49D9?jW!26E649Pm,Eb,i;b..!
:6@64,?j=5.!<=.E64;.C6C7!IKJO!OJPON!
!
+E,!L949E.C;b,..!o26 / ,=C.F36;b96!D9?6!€6 / .>4,=Cj!E!D49.iE6@6=..! ' 10!234,64,!€ (!9i3.@,=..!!
* / 64.b.ljp!%=W! !!
2C,E49D9?W!8,4,>4,:?!IKJRI!JKOPJJU!
!
*==,!L,4.?9E;b,..?! \ ,C,?j.,!m9?6;9E,!lo (i ,. / 9@6.;C.6!b<?jC<4!E!C4,=;?.=>E,?j=5b3!C6b;C,b3!!
' !234,64,lp! !JI!SIKJRTW!JKJPJKM!
!
+E,!L949E.C;b,..!om9=C;6DC<,?j=96!.;9@64i3,C6?j=9PC6 / ,C.F36;b96!6@.=;CE9!D49.iE6@=..!!
/ .>4,C;.9==9.!?C64,C<45lp! J!SIKJVTW!IIIOPIQM!
!
*==,!L,4.?9E;b,..?! \ ,C,?j.,!m9?6;9E,!lo\$<;;b9.,i5F3=5.!.<Y;C4,C!E!,=>?9.,i5F3=5b3!C6b;C,b3!!
' 10!234,64,lp!

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IV!
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!
*?6- ,=@64!89i@656E!o%;b39@!.i!<C9D..lp! !QK!06F6 / Y64!IKJO!
!
\$6E.6B;W! !IU! ' ,5!IKJN^! !IU!A<=6!IKJN^! !!
! IQ!A<?5!IKJN!S4DC! ^! T^! !JO!A<?5!IKJO!
!
!
!9:~! 7!Q 7!F9446FC6@!6@.C.9=7!B.C3!,!=6B!D46:,F6W!
!! ' 9;F9BW!*?D.=,! \ 9=P_.FC.9=7!IKII!SF?9C3^!
6L99bT!
!
\$6E.6B;W! !Q!S ' ,4F3!IKIIT^! !IO!* <><;C!IKIQ!
!
' 6@.,!F9E64,>6W!oj&.<Y56!@E64.! / 9><C!i ,b3?9D=<Cj;.,jW! ' ,b;. / !0!234,64!9!D49;3?9 / !.!!
Y<@<;3F36 / !6 / .>4,C;..p!So*=5!0994;! " 9<?@!2?, / !23<CW! ' ,-. / !0!234,564!,Y9<C!C36!
8,;C!,=@!_<C<46!9:~!+ / .>4,C.9=pT7!B.C3!*==,!#Cb.=, !!
 \ 9=:~.FC.9=14<!IM!A,=<,45!IKII!
!
!
W! !!)4!Y5!\$.C,!_?.=C.7!!
! 6@!!,=@!.,:C64B94@!2C6:,=9!G,4i9=.9!8.;,W!#=E64;.C5!9:!8.;,!846;;7!IKJO!SF?9C3^!6L99bT!
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! QK! !

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!!)6,=6Fb7! \ AW!L6=!] 63<@,!846;;7!IKIU7!:94C3F9 / .=>!

G694>6C9B=7!m] W!_ .=.;3.=>!&.=6!846;;7!IKIM!

\$6E.6B;W! !JU!*<><;C!IKIM!

' 6@.,!F9E64,>6W!

om.=;3.DW!L"!849:6;;94!' ,-. /!0!234,564;!=6B!D96C45!F9?6FC.9=!:;! ,!€}<6;C!C9!6- , / . =67!C349<>3!

C36!?6=;!9:!A6B.;3!D96C457!B3,C!.;!3,DD6=.=>!B.C3!C36!B94?@7jx!Y5!\$9; ,==6!86??6>4.=.1!

!IM!*D4.?!IKIM!

L99b! | k *!B.C3!06Y94,3!m,?Y!JR! ' ,5!IKIM!!

!!L9;C9=W! ' !G4,D3.F;!85 01741.484-5 04Tm / T0.240

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o% / / .>4,c.9=7!%@6=C.C5W!) 36!2C945!" 9=C.=<6;7p!Y5!8 ,C4.F.,!0 6?,=65!!!

!SIO!*D4.?!IKKNT!!

o (;6?6==,.,%o6C9!F36?9E6bp!S) 36!#=.E64;6!.;!H< / ,=.C5T7!

!SOPJQ!A<=6!IKKNT!!

oL,Fb!.=!C36!#12121\$!p! !

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QM!

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W!)4,>.b9 / 6@..,!E!@E<b3!@6.;cE.b,3!;!;36;c.!b,4c.=,b3!S
W!*!C4,>.F9 / 6@5!.=!CB9!,FC;!,@!;. -!;F6=6;T!+@.C6@!,=@!B.C3!,=!,.:C64B94@!Y5!
' ,-. / !0!234,564! ' 9;F9Bw!)4.!bE,@4,c,7!IKIJ!

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QU!

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o*=C.P{.9=.:C!"9 / / .CC66;!9:!C36!* / 64.F,=!8<Y?.FW!) 36! a ,4!.=!%;4,6?! ,=@!C36!&6>,F5!9:!89?.C,?!
! *D9;C,;5!p! 7!2D6F.,?!+@.C.9=!! a ,4!.=!%;4,6?! [FC9Y64PO6F6 / Y64!IKIQW!JIMP
! JQU!
!
o \ 9E56!, =C.:.9=.:C:b.6!b9 / .C6C5p!S \ 6B!* =C.P{.9=.:C!"9 / / .CC66;T! !!
! JJ!O6F6 / Y64!IKIQ!
!
o a 6! / <;C!?.E67! !B6! / <;C!=9C!46 / 6 / Y64 Š W!) 36! (64C.=;b5PL?9b3!89?6 / .F,?! "9@6!.=!,=@!!
! ,49<=@! \ , Y9b9Ej;!8=.=!p! !JN!SIKIIPIKIQW!JPN0!
!
o 8,C3;!9:!C36!\$<;;.,=! *E, =CPG, 4@6!896C45!.=!%;4,6?!p!%=W!
! !!+@!\$9 / ,=!m,C; / ,=! ,=@! ' , - . / !0!1234,564!L9;C9=!! *F, @6 / .F!2C<@.6;!846;;7!
! IKIQW!JMOPJVQ!
!
o 8<C.!4<;;b9>9!D96C.F36;b9>9!,E,=>,4@, !E!%i4, .?6p!S8,C3;!9:!C36!\$<;;.,=! *E, =CPG, 4@6!896C45!.=!
! %;4,6?IT!%=W! !!+@!\$9 / ,=!m,C; / ,=! ,=@!
! ' , - . / !0!1234,564!L9;C9=!! *F, @6 / .F!2C<@.6;!846;;7!IKIQW!JRUPI IN!
!
o [!=,D4,E?6=...,b3!4<;;b9>9!D96C.F36;b9>9!,E,=>,4@, !E!%i4, .?6p!So [=!C36!0.46FC.9=;!9:!
! 896C.F!*E, =CPG, 4@6!.=!%;4,6?pT! !J!SIKIQW!OUPJ JM!
!
! IKII!
!
o € L5?! ' ,4C5=9E!>,?;C<b7!Y?6@=9!;645. Š jW!896C!L<=.=!.!849i, .b!L<=.=!E!49 / ,=6!!
! \ , Y9b9E, !€89@E.>p!So) 36!C.6! ' ,4C.=!3, @!9=!C3, C!@, 57!D, ?6!>4, 5!B.C3!D.=b!
! ;(4.D6; Š pW!L<=.=!C36!896C!, =@!L<=.=!C36!_FC.9=! a 4.C64!.=! \ , Y9b9Ej;! \ 9E6?!
! T!

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! QN!
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o8,E6?!*=c9b9?;b5!,;! a .c=6;;!c9!c36!239,3!.=!#b4,.=6!,=@!89?,=@!p! !
!IR!SIKJUTW!UMJPUUN!

!
! IKJM!
!

o%?5,!26?E.=;b5!,=@!29E.6c!239,3!896c45!.=!JVMU!p!
!+@!H.?6?! a 6.;;\$9 / ,=!m,c; / ,=! ,=@!
!! L64!m9c?64 / ,=! " , / Y4.@>6W! " , / Y4.@>6!2F39?,4;!8<Y?.;3.=>7!IKJM!UNNPURM!
\$<;,.,=E64;.9=W!o%?j.,!26?jE.=;b..!.!D, / .,cj!9!239,!E6;=9.!JVMU!>9@,lp!

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! QR! !
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! IKKN!

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o) 36!239,3!.=!29E.6C!89D<?,4!% / ,>.=,C.9=W!\$646,@.=>!*=,C9?5!\$5Y,b9Ej;! p
%=W! 2?,E;! (9?!JOW!) 36!\$<;,.,=! a 94@!.=!C36!&,@!9:!%;4,6?7!C36!A6B.;3!!
a 94@!.=!\$<;,.,!!!+@! (?,@. / .4!m3,i,=! ,=@! a 9?:! ' 9;b9E.F3!!A64<;,?6 / W!) 36!!
H6Y46B!#=E64;.C5!"6=C64!:94!2?,E.F!& ,=><,>6;! ,=@!&.C64,C<46;7!IKKN!QQRPMO!
"49,C.,=!C4,=;?,C.9=Y5!*@4.,=! "E.C,=9E.F! !JNJPNJNISIKJJTW!QQPQO!
"

" IKKU!

"

*@4.,=! "<4C.=?! ' ,-. / !0!234,564!o \ 6CC.=>!C36!L<CC64:?! ' ,=W!) 36!2.>=:F,=F6!9:!(?,@. / .4!
\ ,Y9b9E!.=! a !G!26Y,?@j;! lp!!

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MK!
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894C<><6;6! / 9@..6@!C4,=;?,C.9=!!o*!**=;.6@, @6!@, !A<@, .F.@, @6!6 / !09;C9.dE;b.!6!,!89dC.F,!!
@6! !S)36!*=-.6C5!9:!A6B.;3=6;;!.=!09;C956E;b5!,=@!C36!896C.F;!9:!
Tlp!)4!%,>9! ' 6@6.49;! ,=@!*@, <C9! (.??6?,7!46E!8,<?,!(.,==,!!
7!A<.i!@6!_94,7!JV!J!SIKJNT7!JKPQU!

IKKK!

!

o&6>6=@,!.!;<@jY,!+@<,4@,!L,>4.C;b9>9!S)36!&6>6=@!,=@!_,C6!9:!!+@<,4@!L,>4.C;b..Tlp!
)4!!:49 / !C36!+=>?.;3!Y5!* =,C9?..!L,4i ,b3!!=!!+@<,4@!L,>4.C;b..7! !!!
S \ 9E,.,!Y.Y?.9C6b,!D9^C,!! / ,?,.,!;64..,T!+@!G?6Y! ' 946E!2C!86C64;Y<4>!!*b,@6 / .F36;b..!
D4

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MJ!

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*Y4.@>6@\$<;,..=!E64;.9=!o26b;9>4,;...!\ ,Y9b9E,lp!
IMKPINU!

!JR!S2D4.=>!IKKKTW!!

!
! JVVV!
!

oA6B.;3! | <6;C.9=;!.=!\ ,Y9b9Ej;!*4C!,=@!&.:6lp!

!!

+@!A<?. ,=! a !" 9==9??5!" , / Y4.@>6W!" , / Y4.@>6!#=.E64;.C5!846;;7!!JVVV!OQPVI!

\$<;,..=!E64;.9=W!o+E46.;b.6!E9D49;5!E!i3.i=!.!CE94F36;CE6!\ ,Y9b9E,lp!
!MQ!SJVVVT7!JKVPJIR!!

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o ' ,DD.=>! \ ,44,C.E6!2D,F6!.=! (?,@. / .4! \ ,Y9b9Ej;!2C94.6;lp!
!OUI!M!S [FC9Y64!JVVOT7!N!IMPJ!
!
!o06,C37!% / / 94C,?.C57!,=@! \ ,Y9b9Ej;!A6B.;3!) 36 / 6lp! !QR!S2D4.=>!JVVOTW!
! JOPIU!
!
!o a 35!*46!C36!"4,=6;!2C.??!_?5.=><p! 7!UN!SA<?5!JVVOTW!MIUPQV!
!
! JVVN!
!
!o8.?>4. / ,>67! ' 6 / 945!,=@!06,C3!.=! (?,@. / .4! \ ,Y9b9Ej;!2394C!2C945!€) 36!*<46?.,=!jp!!!
! 7!MK!M!S a .=C64!JVVNTW!OKKPIU!
!
! \$6D4.=C6@!.=! !!!
! (9?!RN!+@!) 39 / , ;!A!2F396=Y64>!,=@!&, B46=F6!A!) 4<@6,<!_ ,4 / .=>C9=!H.??7! ' %W!
!)39 / ;9=!G,?67!IKKN!!IJMPIIV!
!
!
! JVVU!
!
!oL<=.=! \ ,Y9b9EW!896C.b,;!9D64=.F36;CE,!SL<=.!,=@! \ ,Y9b9EW!) 36!896C.F;!9:!. \$.E,?45T!p!%==!!
! ! ' 9;F9BW! \ , ;?6@.67!JVVU!MJPNU!
!
!o ' 6C, / 94D39;6;!9:!. !.=!09;C96E;b.lj;! W! ' ,b;. / 9EP (9=!!
! 293=Pm,4, / , i9E!p! ! ` ` ` (%%!SJVVUTW!VQPJKR!
!
!o) 36!€) <C94P_6 / ,?6!2C<@6=Cj!2C945!,=@!%C;! \$ 9 / ,=C.FP%49=.F!06;.>=!.=!8<;3b.=j;!€0<Y49E;b..!jp!
! 7!6@!1!&,<46=!
!
! G!&6.>3C9=7!IV!QPM!SJVVUTW!QKJ

!
!
!
! MQ!
!

o) B9!896 / ;!9=!C36!06,C3!9:!*b3 / ,C9E,¶!0.,?9><6;7!84.E,C6!"9@6;7!,=@!C36! ' 5C3!9:!!
! *b3 / ,C9E,j;! [4D3,=;lp

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!
MM!

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o*=c.;6 / .c.i / !!<D,@9b!4<;;b9.!@646E6=;b9.!D49i5!SD9;c,=9Eb,!E9D49;,Tp!So*=c.;6 / .c.; / !!
 ,=@!c36!06F?.=6!9:;!\$<;;,=! (.?>6!849;6!g) 36!89;.=>!9:!c36! | <6;c.9=hpTl! !JM!
 O6F6 / Y64!IKIK!

!
o [:!896c457!89?.c.F;! ,=@!8,=@6 / .F;lp! !QK! [FC9Y64!IKIK!]

!
o89?c94,!E6b,!%E,=!L<=.,p!So [=6!,=@!,!H,?;! " 6=c<4.6;!9:!%E,=!L<=.=pTl! !!
 ! II! [FC9Y64!IKIK!]

!
o*!" 6=c<45!,=@!,!H,?:!9:!%E,=!L<=.=lp! !IK! [FC9Y64!IKIK!]

!
o&<.i,!G?.<b! (5Y947!b9c945.!E;6>@,;! ;c9Y9.p!So&9<.6!G?•FbW!) 36!" 39.F6!c3,c!%;!*?B,5;!B.c3!!
] 9<pTl! !R! [FC9Y64!IKIK!]

!
o*!894c4,.c!9:!c36!83.?,=c349D.;c!,;!,!] 9<=>' ,=W!\$6 / 6 / Y64.=>!%?.,!2,?.c,j;!_94 / ,c.E6!] 6,4;!!
 .=! ' 9;F9B!p! !O!*<<>c!IKIK!

!
o\$<;;b..!6E46.!;!c,?j.,=;b9.!: / .?6.p!So*!\$<;;,=!A6B!B.c3!,=!%c,?,=! \ , / 6pTl! !!
 !K!A<?5!IKIK!

!
o*!8<Y?F!H,=>.=>!,=@!c36!)4.,?9:!,!H9?9F,<;c!896 / lp! !JM!A<?5!IKIK!

!
o\$9@9;?9E=.,,p!So_, / .?5!)466pTl! !JU!*D4.?!IKIK!

!
o2, / 9=6=,E.;c=.b!2,=@64;p!So) 36!26?:PH,c.=>!2,=@64;pTl! !IR!_6Y4<,45!IKIK!

!
o*!\$<;;,=!)5D6B4.c64!&9=>;!;94!H64! ' ,;c64lp! !IR!A,=<,45!IKIK!

!
o [=!c36!)6?!*E.E! a ,c64:49=clp!%=W!m,c,4i5=,!A64i,b7! ' ,-. / !0!234,5647!m,49?.,!*!!!
 m49•=.Fb,7!8.9c4!&946=;7!A,F6b! { ,<F3,7!A9,==,!8,4@<;!o) 36!+;6=F6!9:!' ,4.=6!
 ,=@!" 9, ;c,?!2D,F6W!*=!%c64@.;F.D?.,=,45!864;D6FC.E6lp! !QN!SIKJVTW!INP
 IO!

!
o (;c46F3.!:;!6;c9=;b. / !b3<@9i3=.b9 / !A<4.!*44,b9 / p!So ' 66c.=>!B.c3!c36!+;c9=.,=!*4c.;c!A•4.!!
 *44,bpTl! !QPM!SIKJVTW!JUOPJNM!

!
o2,F39b!b9 / D9i.c94,! \ lp!So) 36!L<c64:?! \ 6c!9:!" 9 / D9;64! \ lpTl! !JK!06F6 / Y64!IKJV^!
 JQ!06F6 / Y64!IKJV^!JU!06F6 / Y64!IKJV!

!
o (!)6?jp*E.E6!<!; , / 9>9! / 94., Š p!So%!) 6?!*E.E!4.>3c!Y5!c36!;6, Š pTl! !!
 N!06F6 / Y64!IKJV!

!
o " 3.?@6!H,49?@!L?99 / lp! !JU! [FC9Y64!IKJV!]

!
o)9! ' 9=c46<-%o,=@!_946E64! ' 946 Š W! [=! (.;.c.=>!c36! \ ,Y9b9E;j!&;c!H9 / 6lp!
 !II!*D4.?!IKJV!

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! MN! !

o89;?6@=..!@9 / ! \ , Y9b9E5b3!m!JIKP?6C..<! (?, @. / .4, ! \ , Y9b9E, p!\$ \ , Y9b9E; j!&, ;!H9 / 6!!!
[=! (?, @. / .4! \ , Y9b9Ej; !JIKC3! * ==.E64; , 45T! !II! *D4.?!IKJVI!
!
o\$6Y49!+@6 / , p!S+@6=j; !\$.YT! !II!06F6 / Y64!IKJRI!
!
o&6E!G.=iY<4>7!29E.6C!)4, =;?, C94!)36!2C945!9:!, !A6B.;3!G64 / , =9D3.?6! a 39!L6F, / 6!, !29E.6C!!
! %=E6;C.>, C94!9:!\ , i.! " 4. / 6;lp! !IM! [FC9Y64!IKJRI!
!
oL6;; / 64C.6!)4< / D6?j@94, p!S)4< / D6?@94j;!% / / 94C, ?.C5T! !IQ!A<?5!IKJRI!
!
!o8646E9@F3.b7!b9C945.!E;6>@, !;!C9Y9.p!S)36!)4, =;?, C94! a 39!%;!*?B, 5; ! a .C3!] 9<T!!!
! !IM! *D4.?!IKJRI!
!
o8.;j / 9!.C, ?..;b9 / <!;C.b39CE94C;<!S&6CC64!C9!, =!%C, ?., =!896CT!p!%=W!2C6D, =!_4., i.=7!!
7!6@!12C6: , =9!G, 4i9=.9!S ' 9;F9BW! (9@9?6.7!IKJOT7!JUVPJNK!!
\$6D4.=C6@!, ;!o8.;j / 9!.C, ?..;b9 / <!;C.b39CE94C;<lp! !II! ' , 4F3!IKJRI!
!
o8.;j / , !6E46.;b9.! / <i6W! { 3.i=j! (?, @. / .4! \ , Y9b9E, !.! (645!2?9=. / !b, b!?.C64, C<4, !.!!
.;C94.., !S&6CC64;!C9!, !A6B.;3! ' <;6W!)36!&.:6!94! (?, @. / .4! \ , Y9b9E!, =@! (d4, !2?9=. / !, ;!
?.C64, C<46!, =@!3.;C945T!p! !O!_6Y4<, 45!IKJRI!
!
o29E.6C!G39;C;! (, F, C.9=!.=!2, =C., >9W! * =!c / .>4d!)4, E6?;!.=! " 3.?6!B.C3!H.;! a .:6!, =@!!
0, <>3C64;lp! !IN! [FC9Y64!IKJO!!!
2D, =.;3!C4, =;?, C.9=!Y5!\$<C3!864F9B.FiW!o_, =C; ; / , ;!29E.dC.F9;! (, 4, =6, =!.=!2, =C., >9W!!
#!=!6 / .>4, =C6!\$<;9!E., !, !D94! " 3.?6!F9=;!<!6;D9; , !6!3.1.;pW! !J!
\ 9E6 / Y64!IKJO!
!
o a 4.C.=>!.=!)9=><6;lp! !26DC6 / Y64Z [FC9Y64!IKJOW!JU!
!
oL6i! \ , Y9b9E, p!S a .C39<C! \ , Y9b9ETI! !II!A<?5!IKJO!\$6E.;6@!E64;.9=!46D4.=C6@!, ;!!
o8.;, C6?jP=, 4b9C.b!m!;949b, ?6C.<!;9!@=., !; / 64C.! \ , Yb9E, p!S a 4.C64P@4<>! [=!C36!MK !
* ==.E64; , 45!9:!\ , Y9b9Ej;!06, C3T!!.=!

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o*!_94 / 64!29E.6C!A6Bj;!89?.C.F,!A9<4=65!p! !V!\ 9E6 / Y64!IKJN!
!
o8.Fb.=>! ' <;3499 / ;!.=! * / 64.F,¶! *!A6B.;3!% / / .>4,=C!)4,@.C9=lp! !V!!
 \ 9E6 / Y64!IKJN!
!
o* / 64.b,=;b,.,!)4,p!S* / 64.F,=!)4,TI! !V!\ 9E6 / Y64!IKJN!
!
o [Y46C6==56!:9C9>4, :..p!S\$6>, .=6@!839C9;TI! !JR!26DC6 / Y64!IKJN!
!
o_?.DD!%;, ,b!L64 / ,=!D96C!&<! *4 / ;49=>,p!S83.?.D!%;, ,F!L64 / ,=!2.=>;!&9<. ;!!
 *4 / ;C49=>TI! !M! ' ,5!IKJN^!4DCI! !V! ' ,5!IKJN!
!
o%;F36i=9E6=.6!2, / ;9=,!G9?9;9Eb64,p!S) 36!0.;,DD6,4,=F6!9:!2, / ;9=!G9?9;9Eb64TI!!
 !II!*D4.?!IKJN!
+-D,=@6@!E64;.9=!46D4.=C6@!;, ;¶!%;F36i=9E6=.6!2, / ;9=,!G9?9;9Eb64,l!m!E9D49;<!9!!
 ?.C64,C<4=5b3!.;C9F3=.b,b3!=,Y9b9E;b9>9!(,;?..,!23.;3b9E,p!S) 36!!
 0.;,DD6,4,=F6!9:!2, / ;9=!G9?9;9Eb64!)9B,4@;!C36! | <6;C.9=!9;!C36!&.C64,45!9<4F6;!9:!
 \ ,Y9b9Ej;!(,;?.5!23.;3b9ETI!%=¶!
 !2C!
 86C64;Y<4>¶!\$6=9 / 67!IKJN!QIUPQIV!
!
o&,;C!26@64!.=! ' 9;F9B7!JVR0lp

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o06=j! \ ,Y9b9E,!06;.,Cj!C;.C,C!.:9C9>4, :... ,p!S \ ,Y9b9Ej;!0 ,5!)6=! | <9C,C.9=;! ,=@! ,!!
839C9>4,D3T7! !II!*D4.?!IKJUI!
!
o2C,=;5!9!m45 / 6p!Sg&9E6h!896 / ;!,Y9<C!"4. / 6,T7! !JU!06F6 / Y64!IKJM!
!
o \ 9C6;!9: !_94>.E6=6;;7p! (.;.C.=>!2F4.Y6;Z) 36!A6B.;3!L99b!"9<=F.?!
! BBB!l6B.;3Y99bF9<=F.?!94>!IU! \ 9E6 / Y64!IKJM!
o] 9<=>!A6B;!&9;C!.=!&6=.=>4, @7p! (.;.C.=>!2F4.Y6;Z) 36!A6B.;3!L99b!"9<=F.?!
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"49,C.,=!C4,=;?,C.9=W!oG?,;9E.!9*6E,!.i>,=;CE,!0 ,E.@!...4,64P86C49E!JVVVKP.3!p!!
)4!_49 / !C36!+=>?.;3!Y5!%E,!89?,b! z !JOMIM!SIKJMTW!UOPNOI!

!
o ' 6?C.=>!2.Y64.,!p!%=#!
!!+@!!" 5=C3.,!\$9FbB6?!!L9;C9=7!IKKU!QK!!

!
o+E>6=5!23b?5,47!&.C3<,=. ,j;!A6B.;3P\$<;,.,=!896C!p! !Q!SIKKUTW!OVPRJ!!

!
o0 ,E.@!234,564P86C49E! ' 5!_,C364j;!(9.F6!p! !QQ!JVQ!S* <><;C!IKKMTW!MJPMI!

!
0 ,E.@!234,564P86C49E! ' ,-. / !0!234,564!o_49 / !\$<;,.,?!B.C3!&9E6!9:!!&.C64,C<467p!!!
!IJ!*D4.?!IKKM!!

!
o* :C64B94@W!0 ,E.@!234,564P86C49E!;!A6B.;3! a 4.C64!.=!\$<;,.,!,=@!* / 64.F,!p!%=#!0 ,E.@!
234,564P86C49E!!! !+@! ' ,-. / !0!
234,564!1254,F<;6W!254,F<;6!#=.E64;.C5!846;;?!IKKQ!S&.Y4,45!9:!' 9@64=!A6B.;3!
&.C64,C<46T!;!JOQPJRJ!
"

og" 9=C4.Y<C94j;!2C,C6 / 6=C!9=!896C45!,=@!)4,=;?,C.9=h!p! !I!SIKKIT7!UMPUU!!

!
o89@!;3<Y9.!C4<;9;C.!?!i3.l!l!po!S#=#@64!C36!_<4!" 9,C!9:!" 9B,4@.F6!,=@!&.6; !T!
!QPM!SIKKJT!!

!
o [!6E46.;b9 / !; , / 9=6=,E.;C=.F36;CE6p!\$ [=!A6B.;3!26?:PH,C46@T! !
!! JRPJV!SA,=<,45!IKKITW!MQKPMQ!!

!
o \ ,Y9b9E7!6E46.;b..!E9D49;7!.!i3<4=,?!€ \ 9E96!?.C64,C<4=96!9E9i46=.6jp!S \ ,Y9b9E7!C36!A6B.;3!!
| <6;C.9=7!,=@!C36! ' ,>,i.=6! T7! !!
JK!26DC6 / Y64!IKKJ^!46D4.=C6@!!,;lo [!=6E5D.,F3.E,=..!D.,C9>9!D<=bC,p!S [!=! \ 9=P
+-3.Y.C=>!C36!o_.:C3!&.=6pT! !26DC6 / Y64!IKKJ!!

!
o*! \ 9C6!9=!+@<,4@!L,>4.C;b..j;!€ [4.>.=j!p! !UI!SIKKKTW!IIMPIIU!!

!
o ' ,;C64!9:18,?.=@49 / 6;W!\$6 / 6 / Y64.=>!,=@!\$646,@.=>! ' .F3,6?!L!m46D;!SJVMPJVVMTp!!
! !UJ!SIKKKTW!IQRPIMJ!!

!
o* !89;C;F4.DCW!)4,=;?,C.=>!B.C3!+@B.=!H9=.>7p! !!
S*!_6;C;F34.:C!94!+@B.=!H9=.>T7!6@!0 0 0.240.2 (@!0 0 0.240.2 (@!0 0 0.240.2 (@0.2 (;)30659

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(?, @. / .4! * ?6b; , =@49E.F3!29??9><YI!

!!+@!!" 34.;C.=6! * !!\$5@6?!! 0 6C49.CW!L4<FF9?.?! " ? ,4b!&,5 / ,=ZG ,?6!\$6;6,4F37!

JVVR7!IVI

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\$<;,.,=!E64;.9=! (1 (!! \ ,Y9b9E!.!6>9! , / 64.b,=;b..!D646E9@F3.b!8!8!864C;9E!!
S (1 (!! \ ,Y9b9E!,=@!H.;!* / 64.F,=!)4,=;?,C94!8!8!864i9::Tl! !IQ!SIKKJTW!
JUOPJNU!
\$6D4.=C6@!.=! !g)46=C97!%C,?5h!J!SIKKUT!
Y4.@>6@!E64;.9=W!8.;j / ,!(1 (!! \ ,Y9b9E,!8!!864C;9E<!S (1 (!! \ ,Y9b9Ej;!&6CC64;!C9!
!! 8!*!864Ci9::Tlp! 7!M!SJVVVTW!JIMPJQU!
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" [(+ \$2*)% [\ 2Z% \)+\$ (%+ a 2! a %)H! a \$%) + \$2!* \ 0!2 " H [&* \$2!
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o) ,=@6 / !D96i...!.i9Y4, i.C6?j=9>9!; / 5;?, !%=C64Ej.<!;G6==, @.6 / !m,C;9E5 / !S) , / @6 / !9:!!
! D96C45!,=@!E.;<?! / 6,=. =>!%=C64E.6B!B.C3!G6==, @5!m,C;9ET!p! !4<;;14<!!
V! ' ,5!IKJQ^!46D4.=C6@W!\$<=5B6Y!F9 / !IK! ' ,5!IKJQ!"

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o%=C64Ej.<!;9!2C,=.;?, E9 / !m<=., 6E5 / !S%=C64E.6B!B.C3!2C,=.;?, E!m<=., 6ET!p!
!JRPJV!SA,=<,45!IKKITW!QNVPQVJ!

!! !

o896i...!.!6E46.;CE9W!;!0 / .C4.6 / !L9Y5;36E5 / !Y6;6@9E,?! ' ,b;. / !0!234,64!S896C45!,=@!
! A6B.;3=6;;W! ' ,-. / !0!234,564j;! "9=E64;,C.9=!B.C3!0 / .C4..!L9Y5;36ET!p! !!
JR!S ' ,5!IKKKTW!RPJI!

!

oj%>4<;3b,jW!i,D.;b.!9Y!%>946!" 3.==9E6!S8?, 5C3.=>W! \ 9C6;!9=!%>94j!" 3.==9ET!p! !
!JJ!SJVVVTW!JVVPIIK!

"

o89;?6@=..!4<;b..!b? ,;;b!=, !D949>6!;C9?6C..,W!D46@; / 64C=5.!D94C46C!&69=. @, !&69=9E, !S) 36!&, ;C!!
\$<;;.,=! "?, ;;.F!,C!C36!) 346;39?@!9:!C36!" 6=C<45W! * !894C4, .C!9:!&69=. @!&69=9ET!p!
!` ` (%%!

!! SJVVUTW!QIJPMU!

\$6D4.=C6@ .=! !!I!SJVVRTW!JUQPNM^! !M!SJVVRTW!MKPUK!

"9 / D?6C6! ,==9C,C6@!E64;.9=!D<Y?.;36@! ,;!o846@; / 64C=5.!D94C46C!&69=. @, !
!&69=9E, !!JVVQ!S894C4, .C!9:!&69=. @!&69=9E!Y6:946!H.;!06,C3!JVVQ!p!!
!IJ! ' ,4F3!IKJN!

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L [[m!\$+ (%+ a 2!

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o€ \ 6!C6b;C7!=9!C6b;C<4,jW!m,b!.i / 64.Cj!€6E46.;b9;Cjj!?.C64,C<4=9>9!C6b;C. !So€ \ 9C!C6-C7!Y<C!C6-<46jW!!
H9B!C9! ' 6,;<46!C36!€A6B.;3=6;;j!9:!,!&.C64,45!) 6-CpT!

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oL94.;!8,;C64=,bW!)36!896C.F;! ,=@!89?.C.F;!9:!*D9;C,;5lp!+<49D6,=!+=F9<=C64;W!+,;CP
! a 6;C!0.;F9<4;6!.=! ' 9@64=!A6B.;3!*4C7!&.C64,C<46!,=@!"<?C<46W!*!"9=:646=F6!,C!
! L,4P%?,=!#=.E64;.C5!INPIR! ' ,5!IKIU7!:94C3F9 / .=>|!
o)36!\$6:<;6=.b!&6>,F5lp!*==<,?!"9=:646=F6!9:IC36!* / 64.F,=!*;;9F.,C.9=!:94!2?,E.F7!+,;C!
! +<49D6,=7!,=@!+<4,;.=!2C<@.6;!S*2+++2T1!L9;C9=7!IQ!\9E6 / Y64!IKIM7!:94C3F9 / .=>|!
o)4,=;?.=><,?!8?6,;<46;lp!&.:6!,=@!&.C64,C<46!9:!A6B;!49 / !C36!_94 / 64!29E.6C!#=.2T1!L9;C9=7!

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lo) 36!JVMQ!m4, ;=9@, 4!) 4., ?!, =@!&.C64, 45!06Y, C6;!9=" , D.C, ?!8<=. ;3 / 6=C!p!!
) 36!H9?9F, <;C!, ;!\$6?:6FC6@!.=!8<Y?.F!0.;F9<4;6!.=!C36!29E.6C!#=, 9!=@<4.=>!C36!
2C, ?., =;C!864.9@7!JVMJ"JVUQ"! *!25 / D9;.< / !!] , @! (, ;36 / 7!%;4, 6?7!Q!06F6 / Y64!
IKJVI!
oL<=. ;j;!) , / Y9<4.=6" +F396;!9!:C36! [?@! ' , ;C64!.=!H.;!0.;F.D?6j;!_9<4C3! \ 9E6?lp! \ , Y9b9E!
\$6, @.=>;!IKJV7!%=;C.C<C6!9:;!\$<;;., =!&.C64, C<46!S8<;3b.=!H9<;6T7!2C!86C64;Y<4>7!\$<;;., !!!
Q!A<?5!IKJVI!
!o\$6, @.=>!, =@!8, =6?9!&.C64, 45!) 4, =;?, C.9=7p!B.C3! ' , 4>, 4.C!) !! [4@<b3, =5, =7!!
*4=, !L!L49=;C6.=7!, =@!0, E.@!234, 564P86C49E!\$6:<;6=.b!&.C64, C<46"!!
!25 / D9;.< / !C9! ' , 4b!C36! / 64.F, =!8<Y?.F, C.9=9:!
!0, E.@!234, 564P86C49E!L9;C9=" 9?6>6!JN!*D4.?!IKJVI!
o) 36!A6B.;3=6; ;!9!:C36!) 3.4@! a , E6!\$<;;., =!c / .>4d!&.C64, C<46!.=!* / 64.F, lp!*==<, ?!!
"9=:646=F6!9!:C36!* ; ;9F., C.9=!:94!A6B.;3!2C<@.6;!S *A2T!L9;C9=7!JR!06F6 / Y64!IKJRI!
o) 3.4@! a , E6!c / .>4d!&.C64, C<46!.=!* / 64.F, !, ;!A6B.;3P\$<;;., =!, =@!A6B.;3P* / 64.F, =!
&.C64, C<46!p!*==<, ?!"9=:646=F6!9!:C36!* / 64.F, =!* ; ;9F., C.9=!:94!2?, E.F7!+ ; ;C!+<49D6, =7!
, =@!+<4, ;., =!2C<@.6;!S *2+++2T!L9;C9=7!N!06F6 / Y64!IKJRI!
!o\$, ., ;, !L'9b37!*?6-, =@64! (64C.=;b5!, =@! [C364;W!06, C3!, =@!2<4E.E, ?!9:;!\$<;;., =!A6B;!!
.=! \ , Y9b9Ej;! lp!25 / D9;.< / !.=!H9=94!9:84.;F.?, ! ' 6564j; !\$6C.46 / 6=C!!!
a 6;?65, =!#=E64;.C5!IR!*D4.?!IKJRI!
o% ;!%C!) . / 6!C9!" 9 / D9;6!, =!+?6>5!:94!\$<;;., j;!A6B45<p!m65=9C6!*@@46; ;!) 36!I=@!
%=C64=, C.9=, ?!"9=:646=F6!9!:A6B.;3!2C<@.6;7! { 36l., =>!G9=>;3, =>!#=E64;.C5!H, =>i39<7!
"3.=, 7!R! ' , 4F3!IKJRI!
o&6E!G.=iY<4>W!A6B.;3!G64 / , =9D3.?6!29E.6C!%=E6;C.>, C94!9:!\ , i!" 4. / 6;lp!!
==<, ?!"9=:646=F6!9!:C36! / 64.F, =!* ; ;9F., C.9=!:94!2?, E.F7!+ ; ;C!+<49D6, =7!, =@!+<4, ;., =!
2C<@.6;!S *2+++2T!" 3.F, >97!JJ! \ 9E6 / Y64!IKJO!
o [=!29 / 6!H.;C94.F, ?!29<4F6;!94! \ , Y9b9Ej;! =9E6? p \ , Y9b9E!\$6, @.=>;!IKJO7!!
2C!86C64;Y<4>!2C, C6!#=E64;.C5P (?, @. / .4! \ , Y9b9E! ' <;6< / 7!2C!86C64;Y<4>7!\$<;;., !M!
A<?5!IKJO!!
o264>65!%?5.=W!%=! ' 6 / 94., / p!S94>, =.i64!, =@!D, =6?;.CT7!B.C3!*=@465!L, Y.b9E7!
*?6b; , =@!m9=9=9E7! (64, !89?.;3F3<b7!, =@!0, =.?, !264>66E! \ , Y9b9E!\$6, @.=>;!IKJO7!2C!
86C64;Y<4>!2C, C6!#=E64;.C5P (?, @. / .4! \ , Y9b9E! ' <;6< / 7!2C!86C64;Y<4>7!\$<;;., !M!A<?5!
IKJO!!
o+- .?67!) 4, =;?.=><, ?.; / 7!" 349=9C9D67!94!*!G6=.<;!.=!C36!*CC.F!p!2D6F., ?!*@@46; ;!!
"349=9C9D6!\$6E.;.C6@!! *!=!%=C64@.;F.D?., =45!"9=:646=F6!<=@64!C36!*<;D.F6;!9:!*F, @6 / ., !
89 / 64, =.6=;.;!G@5=., 7!89?, =@!IO!*D4.?!IKJO!
o) 36!) 6-C<46!9:!) 4, =;?.=><, ?!" 6 / 9457!94! \ , Y9b9E!.=!C36!*CC.F!p!m65=9C6!*@@46; ;!!
\$6" 9=;C4<FC.9=;W! *!=!%=C64@.;F.D?., =45!_94< / !9=" 6 / 945!, =@!% / , >.=, C.9=7!#=E64;.C5!9:!
(.4>.=., 7!J!*D4.?!IKJO!
o*=C.;6 / .C.i / !.!<D, @9b!4<;b9.!@646E6=b9.!D49i5W! (i>?. , @!.i!IKJN!>9@, p!S * =C.;6 / .C.; / !!
, =@!C36!06F?=.6!9:;!\$<;;., =! (.??.>6!849;6W!*! (.6B!;49 / !IKJNT! ' 9;F9B!%=C64=, C.9=, ?!
"9=:646=F6!9=" 9 / Y, C.=>! * =C.;6 / .C.; / !o849C6FC=>!C36!_<C<46!p! ' 9;F9B7!\$<;;., 7!I!
\ 9E6 / Y64!IKJN!
o8.;j / , !b!6E46.;b9.! / <i6W! { 3.i=j! (?, @. / .4, !.! (645!b, b!?.C64, C<4, !.!.;C94...p!S&6CC64;!C9!, !!
A6B.;3! ' <;6W! (?, @. / .4!, =@! (d4, ! \ , Y9b9E!; ;!&.C64, C<46!, =@!H.;C945T!!
\ , Y9b9E!\$6, @.=>;!IKJN7!2C!86C64;Y<4>!2C, C6!#=E64;.C5P (?, @. / .4! \ , Y9b9E! ' <;6< / 7!2C!
86C64;Y<4>7!\$<;;., !QK!A<=6!IKJN!
o*!_99C=9C6!C9!C36! !

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! UO! !

" 9=:646=F6!9=!C36!H9?9F,<;C!,=@!G6=9F.@6! ' .??64;E.??6!#=.E64;.C57!0!*D4.?!IKJN!
o*!_99C=9C6!C9!C36! !.=!,! ' 9;F9B! ' ,>,i.=6W!8,E6?!*=(9b9?;b5!,;!,! a .C=6;;!C9!C36!
239,3lp! ' 946!29E.6C!94! ' 946!A6B.;3<W!A6B.;3!%@6=C.C.6;!.=!C36!#22\$!!@<4.=>! a 94?@! a ,4!
%%!#!25 / D9;< / !,C!] ,@! (;,36 / 7!%;4,6?!JK!A,=<,45!IKJN!
o8,E6?!*=(9b9?;b5!,;!,! a .C=6;;!C9!C36!239,3!#!#b4,.=6!,=@!89?,=@!lp!*==<,?! " 9=:646=F6!9:!!
C36!* ;;9F.,C.9=!:94!A6B.;3!2C<@.6;!S*A2T!L9;C9=!!JQPJU!06F6 / Y64!IKJU!
o8,E6?!*=(9b9?;b5!,;!,! a .C=6;;!C9!C36!239,3lp!*==<,?! " 9=:646=F6!9:!!C36!* / 64.F,=!
* ;;9F.,C.9=!:94!2?,E.F7!+,;C!+<49D6,=7!,=@!+<4,;.,=!2C<@.6;!S*2+++2T!83.?,@6?D3.,7!JVP
IJ! \ 9E6 / Y64!IKJU!
o29E.6C!896C45!,=@!C36!&6>,F5!9:!!L6,4.=>! a .C=6;;!C9!C36!239,3lp!) 36! \ .=C3!% " " ++2!!
! S%=C64=,C.9=,?! " 9<=F.?!:94! " 6=C4,?!,=@!+,;C!+<49D6,=!2C<@.6;! a 94?@! " 9=>46;;T7!
! ' ,b<3,4.7!A,D,=!U!*<><;C!IKJU!
oL<=.=!,=@! \ ,Y9b9E!#!H.;C945!9:!!\$.E,?45lp! \ ,Y9b9E!\$6,@.=>;!IKJU!2C!86C64;Y<4>!!
2C,C6!#=.E64;.C5P(?,@./ .4! \ ,Y9b9E! ' <;6< / 7!2C!86C64;Y<4>7!\$<;,.,!I!A<?5!IKJU!
o \ ,Y9b9E!,=@!29E.6C! " <?C<46!9:!!C36!JVOK;W!G,Y4.?9E.F37!_==7!*E64Y,b3!,=@!C36! ' ,b.=>9:!!
! lp! \ ,Y9b9E!\$6,@.=>;!IKJM!2C!86C64;Y<4>!2C,C6!#=.E64;.C5P
! (?,@./ .4! \ ,Y9b9E! ' <;6< / 7!2C!86C64;Y<4>7!\$<;,.,!IQ!A<?5!IKJM!
oA6B.;3P\$<;,.,=!&.C64,C<46!,;!,!_94 / !9:!!\$6;.;C,=F6!C9!C36!239,37!JVMKPJVMN!lp! ' .??64;E.??6!
!! #=.E64;.C5! " 9=:646=F6!9=!C36!H9?9F,<;C!,=@!G6=9F.@6! ' .??64;E.??6!7!8 *!Q!*D4.?!IKJM!
o%?5,!26?E.=;b5!,=@!239,3! ' 6 / 945!.=!C36!2D4.=>9:!!JVMUlp!*==<,?! " 9=:646=F6!9:!!C36!!
* ;;9F.,C.9=!:94!A6B.;3!2C<@.6;!S*A2T!L9;C9=!!JU!06F6 / Y64!IKJQ!
o(?,@./ .4! \ ,Y9b9E!,=@!C36!H64.C,>6!9:!! a 6;C64=!89 / 64,=.,lp!*==<,?! " 9=:646=F6!9:!!
C36!* / 64.F,=!* ;;9F.,C.9=!:94!2?,E.F7!+,;C!+<49D6,=7!,=@!+<4,;.,=!2C<@.6;!!
S*2+++2T!L9;C9=!!IQ! \ 9E6 / Y64!IKJQ!
o*=(C39?9>.6;!9:!!2?,E.F!&.C64,C<46;p!

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o\$6;F<.=>!,!A6B.;3P\$<;,.,=!L95W!2C94.6;!.=!*=C.F.D,C.9=9:!" ,C,;C49D36lp!) 36!_9<4C3!!
! %=C64=,C.9=,?! \ ,Y9b9E!" 9=:646=F6! (?,@. / .4! \ ,Y9b9E! ' <;6< / Z2C!86C64;Y<4>!2C,C6!
! #=.E64;.C5!!IU!A<=6!IKKV!
oA6B.;3P\$<;,.,=!H9?9F,<;C!896C45!.=! [:.F.,?!29E.6C! (6=<6;W!JVMMPJVMN!S+346=Y<4>7!!
! *=C9b9?;b57! [i649ETlp!*==<,?! " 9=:646=F6!9:!C36!* ;;9F.,C.9=!:94!A6B.;3!2C<@.6;!S*A2T!
!! a ,;3.=>C9=7!!IJ!06F6 / Y64!IKKR!
!o&6E!G.=iY<4>7!29E.6C!H9?9F,<;C! ' 6 / 945!,=@!G64 / ,=9D3.?. ,lp!*==<,?! " 9=:646=F6!9:!!
! C36!* ;;9F.,C.9=!:94!A6B.;3!2C<@.6;!S*A2T!!) 949=C97!JO!06F6 / Y64!IKKO!
o8,;C64=,bj;!\$6;D9=;6!C9!C36!239,3lp!!) 36!MU !29<C364=! " 9=:646=F6!:94!2?,E.F!2C<@.6;!!!!
' 9=C>9 / 645!*?!IQ! ' ,4F3!IKKO!!!!
o) 36!239,3!.=!C36!29E.6C!89D<?,4!% / ,>.,C.9=W! \$6C3.=b.=>!*=,C9?5!\$5Y,b9Ej;!
lp!*==<,?! " 9=:646=F6!9:!C36!* ;;9F.,C.9=!:94!A6B.;3!2C<@.6;!S*A2T!!
a ,;3.=>C9=7!0 " !IK!06F6 / Y64!IKKU!
o*=C39?9>5!9:!A6B.;3P\$<;,.,=!&.C64,C<46lp!!* / 64.F,=!&.C64,45!)4,=,?,C94;!* ;;9F.,C.9=!

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`%C3!25 / D9;.< / !9:!C36!%=C64=,C.9=,?!09;C96E;b5!29F.6C5!!!L,@6=PL,@6=7!G64 / ,=57!U!
[FC9Y64!IKKJ!
o&69=.@!&69=9E!,=@!29E.6C!2,C,=.i,C.9=!9:!C36!A6B;lp! (%! a 94?@" 9=>46;;!:94!" 6=C4,?!,=@!!
+,,;C!+<49D6,=!2C<@.6;!S% " " ++2T!!) , / D6467!*<><;C!I7!IKKKI!*Y;C4,FC!D<Y?.;36@!.=! (%!
a 94?@" 9=>46;;!:94!" 6=C4,?!,=@!+,;C!+<49D6,=!2C<@.6;W!O.E64>6=F.6;7!" 9=E64>6=F.6;7!
#=F64C,=.C.6;!!) , / D6467!IKKK7!QVK!
o89F36 / <! \ ,Y9b9E!=6!?.<Y.?!D.;,C6?j=.C;<p!S a 35! \ ,Y9b9E!O.@=jC!&.b6! a 9 / 6=!*<C394;<T!!!

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! \$.E,?45pT!!)36!%=C64=,C.9=,?! "9=:646=F6!o%E,=!L<=.=! ,=@!) B6=C.6C3P "6=C<45!!
\$<;,.,=!&.C64,C<46lp! ' 9;F9B7! [FC9Y64!JVVU!
o)36!896C.F;!9:!A6B.;3!%@6=C.C5!.=!L,>4.C;b.j;! lp!)36!JVVU!* * * 22!"9=:646=F6!!
! a ,;3.=>C9=7!01" l7! [FC9Y64!JVVU!

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% / .>4,=c!L,>>, >6W!2F6=6;! :49 / !,!)4,=;?.=><,?!&.:6! ' ,4.9=!k!L549=!2C4<>' 6 / 94.,?!
&6FC<46!)<?,=6!#=.E64;.C57!JJ!*D4.?!IKIQ!
*!\$6,@.=>!:49 / ! 7! / 9@64,C6@!Y5!&.=@,!&! a 64C36. / 64!894C64!2 }<,46!
L99b;!Q!*D4.?!IKIQ!
*!\$6,@.=>!:49 / ! !L99b;!9=!C36!2 }<,467!849E.@6=F67!\$%!IV! ' ,4F3!IKIQ!
o)36!\$6:<;6=.b!&6>,F5lp!*!><6;C!6FC<46!:94! (, ; ; .?!.!2F36@4.=j;!F9<4;67!o\$<;;.,!C349<>3!C36!
&6=;6!9:!,!A6B.;3!*<C9Y.9>4,D35lp!#=.E64;.C5!9:!)949=C9!!IO! ' ,4F3!IKIQ!
!\$6,@.=>!:49 / ! 7! / 9@64,C6@!Y5!?6- ,=@4,! (,F49<-!0 ,E.;!" 6=C64!:94!
! \$<;;.,=! ,=@!+<4,;.,=!2C<@.6;7!H,4E,4@!#=.E64;.C5!IK! ' ,4F3!IKIQ!
o*!

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B.C3!+E>6=5!+4 / 9?.=?! * ==, lm49Cb.=, PL49@;b57!* ==, !\$, i<E, ?9E, !!*F, @6 / .F!
! 2C<@.6;!846;;ZL.Y?.949;;.F,!8<Y?.;364;!2C!186C64;Y<4>7!\$<;;.,!I! ',4F3!IKIJ!
! SE.4C<,?T!
*!\$6,@.=>!49 / ! !,=@! 7!B.C3!
!) ,C.,=,!\$6Y6FF,!234,564!!L6? / 9=C!L99b;!JJ!_6Y4<,45!IKIJ!SE.4C<,?T!



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S ' OmT!IN!A<=6!IKJV^!%1*!L<=.=! ' <;6< / 7!+:46 / 9E7!IO!A<=6!IKJV^!%1*!L<=.=!+?6C;!
2C,C6!#=.E64;.C5!IR!A<=6!IKJV^!*=@465!L6?5!"6=C647!2C!86C64;Y<4>!I!A<?5!IKJV^!L<bE96@!
L99b;C946!9=IC36! \ 6E;b5!2C!86C64;Y<4>!I!A<=6!IKJV^! \ , Y9b9E!\$6,@.=>;7!%=;C.C<C6!9:!
\$<;,.,=!&.C64,C<46!S8<;3b.=;b.1!09 / T!Q!A<?5!IKJV!
8,=6?!9=lo ' .b3,?!L9CE.==.b7p!B.C3!+ / ?!2<C9E;b5!,=@!A93=!09=,?@;9=!)36!0,E.;!"6=C64!!
:94!\$<;,.,=@!+<4,;.,=!2C<@.6;7!H,4E,4@!#=.E64;.C5!JK!*D4.?!IKJV!!
8,=6?!9=lo0,E.@! [.;C4,b37p!B.C3! [?63!m45;.,!,=@!H,4?9B!\$9Y.=;9=!)36!0,E.;!"6=C64!!
:94!\$<;,.,=@!+<4,;.,=!2C<@.6;7!H,4E,4@!#=.E64;.C5!JQ! ' ,4F3!IKJV!!
\$6,@.=>!:49 / ! !S a ,.C.=>!:94!* / 64.F,T!%;C.C<C9!@.!"<?C<4,!6!&.=><,\$<;,7!
! \$9 / 67!%C,?5!JV!06F6 / Y64!IKJR7!B.C3!2C6:.,=9!G,4i9=.9!,=@!&69=,4@9!_46@@<i i .!
8,=6?!9=lo (,;?5!G49;; / ,=7p!B.C3!L94.;!&.,.=!=@!*?6- ,=@4,!89D9:;!)36!0,E.;!"6=C64!!
:94!\$<;,.,=@!+<4,;.,=!2C<@.6;7!H,4E,4@!#=.E64;.C5!JM! \ 9E6 / Y64!IKJR!!
\$6,@.=>!:49 / !

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H.;0945lp!23,=>3,.!%=064=,0.9=,!20<@.6;!#=.E64;.057!

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JM! ' ,4F3!IKJN!
o*!_99c=9c6!c9!c36!239,3!.=!,! ' 9;F9B! ' ,>,i.=6w!8,E6?!*=c9b9?;b5!,;!,! a .c=6;;!c9!c36!
!239,3!p!L,4!%?,=!#=.E64;.c57!N!A,=<,45!IKJN!
om65=9c6!* @46;;w!o lp!IJ !* ==<,?!A6B.;3!* / 64.F,=!
,=@!H9?9F,<;c!&.c64,c<46!25 / D9;< / !SA * H&%)T! ' ., / .7!JN! \ 9E6 / Y64!IKJU!
\$9<=@c,Y?6w!)36! " ,c;b.??;7!c36!H9?9F,<;c7!,=@!c36!&.c64,45!% / ,>.=,c.9=1!IJ !* ==<,?!
A6B.;3!* / 64.F,=! ,=@!H9?9F,<;c!&.c64,c<46! " 9=646=F6!SA * H&%)T! ' ., / .7!JN! \ 9E6 / Y64!
IKJU!
o&6,E.>!\$<;;..w! * !A6B.;3!2c945!p!L499b?.=6!0.;c.><.;36@!&6FC<46!264.6;!!!
IO! [FC9Y64!IKJU!
oL<=.=!,=@! \ ,Y9b9Ew! * !H.;c945!9:!!\$.E,?45!p!] ,?6!#=.E64;.c57!JM! [FC9Y64!IKJU!
o8,=6?!B.c3!,=@!\$6,@=>!Y5!)4,=;?.=><,?! a 4.c64;w!%?,=!2c,E,=;7! ' ,-. / !0!1234,5647!&<F!!
! 2,=c67!\$9?,=@9!H.=919;,P2 / .c37! ' 9=>!&,=7! * ?c,!%:?,=@!p! a 4.c=>!c36!2c6D / 9c364!
)9=><6w! * !25 / D9;< / !9=!)4,=;?.=><,?!&.c64,c<46! * / 364;c! " 9??6>67!V! [FC9Y64!IKJU!
o\$6,@=>!49 / ! lp!*4c;!0,57!L46B;c64!0,5! " , / D7!!
L46B;c647! ' * !JK!A<?5!IKJU!
oL<=.=!,=@! \ ,Y9b9E!%;c94..,;!9D64=.F36;EC,p!SL<=.=!,=@! \ ,Y9b9E! * !H.;c945!9:!!
\$.E,?45T!] ,49;?,EPC36P a .;6! \ 9E>949@!2c,c6!#=.E64;.c57! (6?.b..! \ 9E>949@7!\$<;;..!!QK!
A<=6!IKJU!
o Z lp!L99b;!k!*4c;!L99b;c946!L499b?.=67! ' * !!!
IR! ' ,5!IKJU! a .c3!0 ,E.@!234,564P86c49E!
o\$6,@=>!c!c36!&,<=F3!9:!! !S T7!,=! ,=c39?9>5!9:!!D96c45!!L499b?5=!!
8<Y?.F!&.Y4,45!S ' ,.=!L4,=F3T!L499b?5=?! \] !!QJ!A,=<,45!IKJU!
oL<=.=!,=@! \ ,Y9b9Ew! * !H.;c945!9:!!\$.E,?45!p!L99b;!k!*4c;!L99b;c946!L499b?.=67! ' * !!!
JJ!06F6 / Y64!IKJM!
\$6,@=>!49 / ! !L.Y?.9PG?9Y<;!L99b;c946!!
S ' 9;F9BT^! ' 9;bE,!L99b;c946!S ' 9;F9BT^! ' 9;F9B!H9<;6!9:!!L99b;!S ' 0mT7!IOPIV!
\ 9E6 / Y64!IKJM!
o8,E6?!*=c9b9?j;b..!2E.@6c6?j!m39?9b9;c,!=,!#b4,.=6! !E!89?j;36!S8,E6?!*=c9b9?;b5w!!
a .c=6;;!c9!c36!239,3!.=!#b4,.=6!,=@!89? ,=@!T!p! ' <;6< / !9:!!A6B.;3!H64.C,>6!,=@!
H9?9F,<;cZH9?9F,<;c! " 6=c64!,=@!_9<=@ ,c.9=7! ' 9;F9B!\$<;;..,?!QK! \ 9E6 / Y64!IKJM!
oL<=.=!,=@! \ ,Y9b9E!%;c94..,;!9D64=.F36;CE, !SL<=.=!,=@! \ ,Y9b9Ew! * !H.;c945!9:!!\$.E,?45!T!p!
! &6bc94..!o ' 9.!b<4;.Ep!S&6FC<46!264.6;!o ' 5!%c,?.F;pT7! \ ! (!!G9>9?

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oA6B.;3!896CP29?@.64;!L6,4.=>! a .C=6;;!C9!C36!239,3!p! a ,4!,=@!H9?9F,<;C!9=!C36!\$<;;.,=!!_49=C

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IR!*D4?!IKJJ!
o\$6,@.=>!49 / !,=@!@.;F<;.9=9:!
JI!*D4?!IKJJ!
oA6B.;3P

lp!\$66@!"9??6>6!!!

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o2C,?.=!,=@!H.C?647!L6CB.-C!,=@!L6CB66=#!L,>4.C;b5j;!A6B.;3!\$6,B,b6=.=>lp!)36!0,E.;!
!! "6=C64!:94!\$<;,.,=@!+<4,;.,=!2C<@.6;7!H,4E,4@!#=.E64;.C5!JN! ',4F3!IKKM!
oA6B.;3!%@6=C.C57!\$<;,.,=!896C457!,=@!C36!&. / .C;!9:!*;;. / .?,C.9=lp!L4,=@6.;!#=.E64;.C5!!
!! U!*D4.?!IKKJ!
o\$<;,.,=!896CZ29E.6C!A6B!p!894C?,=@!2C,C6!#=.E64;.C5!JM!06F6 / Y64!IKKK!"
oA6B.;3!%@6=C.C57!\$<;,.,=!896C457!,=@!C36!&. / .C;!9:!*;;. / .?,C.9=lp!* / 364;C!"9??6>6!!!!
JO! \ 9E6 / Y64!IKKK!
oA6B.;3!%@6=C.C57!C36!29E.6C!*E,=CPG,4@67!,=@!C36!&. / .C;!9:!*;;. / .?,C.9=lp!L9;C9=!
!! "9??6>6P ' F ' <??6=! ' <;6< / !9:!*4C7!JV! [FC9Y64!IKKK!!!!
o 7!c / .>4d!_,=C,;.6;!9:!!\$6C<4=7!,=@! \ ,Y9b9Ej;!864:6FC!+=@.=>p^!o)36!)46,C / 6=C!9:!
26-<,?.C5!.=! \ ,Y9b9Ej;! a 94b;p^!o !,;!,!"9<4C499 / !04, / ,p^!oA6B.;3! | <6;C.9=;!.=!
 \ ,Y9b9Ej;!&.6!,=@!*4C!p!_9<4!G<6;C!26 / .,4;! ,C!C36!%=,<><4,?! \ ,Y9b9E!JKJ!
 %=C64=,C.9=,?!849>4, / 7! (? ,@. / .4! \ ,Y9b9E! ' <;6< / 7!2C!86C64;Y<4>7!MPV!*<><;C!IKKK!
oL.?.=><,?!896C45!\$6,@.=>lp!*! \ 6B!&,=><,>6#!\$<;,.,=@!* / 64.F,=!896C45!)9@,57!
! "9=:646=F6!,C!2C6E6=;!%=;C.C<C6!9:!)6F3=9?9>57!>49<D!46,@.=>7!IR!*D4.?!IKKK!
o849;6!\$6,@.=>lp! !2D4.=>!%;;<6!"6?6Y4,C.9=!!!L9;C9=!8?,5B4.>3C;j!)36,C6m / TT2!Tf (!)TjETQ q 0.240 0

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oA6B.;3! | <6;C.9=;!.=! \ ,Y9b9Ej;!&.:6!,=@!*4Clp!! \ 94c3B6;C64=!#=.E64;.C57!+E,=;C9=!!!!
! JI! \ 9E6 / Y64!JVVR!"
o \ ,Y9b9E!,=@!C36!A6B.;3! | <6;C.9=lp! \ ,Y9b9E!_9<=@,C.9=!,=@! ' <;6< / 7!2C!86C64;Y<4>7!\$<;;,!!
! U!A,=<,45!JVVR!"
oA6B.;3!) 36 / 6;!.=!C36!*4C!,=@!&.:6!9:!(?,@./!4! \ ,Y9b9E!p!) 6 / D?6!+ / ,=<P+?!!!!
849E.@6=F67!\$%!_6Y4<,45!JVVO!
oA6B.;3!) 36 / 6;!.=! \ ,Y9b9Ej;!&.:6!,=@!*4Clp!" 94=6?!#=.E64;.C51!%C3,F,7! \ 9E6 / Y64!JVVN!"
o) 36!\$<;;,=;!c / .>4d! a 94?@!,=@! \ ,Y9b9Ej;!A6B.;3!) 36 / 6;lp!) 36! ' 64F,=C.?6!&.Y4,457!!
 \ 6B!] 94b!" .C57! [FC9Y64!JVVN!
o) 36!+D.;C9?,45!,=@!C36!*<C9Y.9>4,D3.F,?!.=! \ ,Y9b9Ej;!2394C!_FC.9=lp!0 ,?39<;.6!
! #=.E64;.C57!A,=<,45!JVVN!
o \ ,Y9b9E!,=@!L<=.W!) 36!896C.F;!9:!. \$.E,?45!p!H,4E,4@!#=.E64;.C57!A,=<,45!JVVU!
o " 9=C9<4;!9:!. \$ 9 / ,=C.F!%49=5!.=!8<;3b.=j;!) 6-C!p!) 36! [3.9!2C,C6!#=.E64;.C57!A,=<,45!JVVU!
o) 36! ' 5C3!9:!*b3 / ,C9E,j;! [4D3,=;lp!!#=.E64;.C5!9:!.&66@;7! \ 9E6 / Y64!JVVQ!
o\$ 9 / ,=C.F!%49=5!,=@!8<;3b.=j;!€) 36! | <66=9:!.2D,@6;lp!#=.E64;.C5!9:!.236:!.6?@7!!
 \ 9E6 / Y64!JVVQ!
o896 / ;!9=!C36!06,C3!9:!*b3 / ,C9E,lp!" 3,4?6;!#=.E64;.C57! ' ,5!JVVQ!!!
o ' 9@64=!\$<;;,=;!c / .>4d!&.C64,C<46W!*!&6FC<46!,=@!\$6,@.=>lp!%??.=9:;! a 6;?65,=! #=.E64;.C57!!
! *D4.?!JVVQ!
!
!
2+&+ ") +0! ' +0%*!*88+* \$ * \ " +2!!
!
[o+E46.:b..!D.:.C6?j!;<;3F36;CE<6C!E=6!>4,=.C:;!C4,=!..,i5b9Ep!](#)So*!A6B.;3! a 4.C64!+-.;C;! [<C;.@6!
! C36!L9<=@,4.6;!9:!" 9<=C4.6;! ,=@!&,=><,>6;pT! *4b369?9>..!B.C3!264>6.' 6@E6@6E!
! \$,@.9!2E9Y9@,!I!A<=6!IKIM!S (.@69!?.=bT!
o€ a 6!?.E6!9<4!?.E6;! =9C!6=C.46?57!:<??5!<=@64;C99@7!A6B.;3!\$<;;,=!* .2420.24000.24!24857!05Tm / TT (4;) - C

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T! !QN!SIKIJT!
%=C64E.6B!B.C3!&.!_6=>! !S_#!0 * \!0 * !!
` #+! a *%! a + \!` #+!] # * \!L%* \T!_,??!IKIKW!MRPUM!
o ! ' , - . / !0!234,564!\$6:?6FC;!9=!!
* / 64.F,j;!0 ,4b6;c!] 6,4;7p!B.C3! ' .F36?6!* !L64@5!! !JV!06F6 / Y64!
! IKIK!
L99b;| k * ;!B.C3!06Y94,3!m,?Y!J!06F6 / Y64!IKIK!g,Y9<C! hl!
o84,E6@=.b9 / !?.C64,C<4=5b3!9C=9;36=..!L<=.!=6!Y5?p!SoL<=.!=!B , ;!=9C! ,!4.>3C69<;!D64;9=9:!!
?.C64,45!46?,C.9=;pT7p!B.C3!*:,=,;...! ' , / 6@9E! !JK! \ 9E6 / Y64!IKIK!
o_,?!%;!_94!_94,>.>! ' <;3499 / ;7p!B.C3!L6C3!2F36=b64Z) 36!L.>!2F3 / 6,4!IN! [FC9Y64!IKJV!
L99b;| k * ;!B.C3!06Y94,3!m,?Y!IU! [FC9Y64!IKJV!g,Y9<C! hl!
o8.;,C6?j! ' ,b;. / !0!234,64!9!@.;b4. / .,C;..!6E466E!E!222\$7!6 / .>4,C;..!4<;;b9.!b<?jC<46p!!
\$) 36! a 4.C64! ' , - . / !0!234,564!9=!C36!0 .;F4. / .,C.9=!9:!A6B;!.=!C36!# 22\$7!+ / .>4,C.9=!
,=@!\$<;;.,=! " <?C<46!pT!%=C64E.6B!B.C3!+>94!26==.b9E! ?!

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oG49B.=>!#D!\$6:<;6=.bW!*| k 2!B.C3! ' ,-. / !234,564!9=!H.;!\ 6B! ' 6 / 9.47p!Y5!&6,!!
! { 6?C;64 / ,=7! !JI!06F6 / Y64!IKJQ!
o%=C64E.6B!p!\$, @.9!\$<;;b..!L64?.=! [=6P39<4!D49>4, / !B.C3! ' ,;F3,!m4.CF36E;b,1,!!
! U!06F6 / Y64!IKJQ!
o ' ,-. / !0!234,564!9=(,;.?!5!G49;; / ,=7p!B.C3!*?6F!* ;37! 7!!
! JJ!26DC6 / Y64!IKJQ!
!o" 3,C3, / !2< / / 64!\$6;.@6=C!\$6F9<=C;!A9<4=65!:49 / !\$<;;.!,C9!* / 64.F,7p!!
! Y5!06Y4,!&,B?6;;!! !IJ!*<><;C!IKJQ!
o€%i>=,.6!E!4,.jpW!4<;;b..!D.;,C6?j!9Y!6 / .>4,C;..!E!* / 64.b<p!So\$6:<6!.=!8,4,@.;6pW!!
! *!\$<;;.=! a 4.C64!9=!+ / .>4,C.9=!C9!* / 64.F,T7!Y5!*==,!8?9C=.b9E,!

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IKKN7!Y5!C6?6D39=6!
o%=C64E.6B!p!!23 / 99i6!\$, @.9W!A6B.;3!) ,?b!239B7!mm [&!JQKK!S26,CC?6T!!!IM!A<=6!IKKN!
oL"!*@@;! ' .=94!.=!A6B.;3!2C<@.6;7p!Y5! ' .F3,6?8,<?;9=1!! !!
II!26DC6 / Y64!IKKUW!* J^!LN!"
o89F36 / <!G,4E,4@%o?<F3;3..<p!So a 35!%;!H,4E,4@!C36!L6;C<pT!!!
!!SIKKUTW!IRPQI!
o),?6;!&,F6@!B.C3!8, .=:<?!)4<C37p!Y5!A9=,C3,=! ' !L4.Fb / ,=1!! !QIU!!
SIKKMTW!JK^!QOPMJ!
oA6B.;3!864;D6FC.E67p!B.C3!\$,YY.!\$9==6!_4.6@ / ,=7! a H0 (P) (!S" 3,==6?!07!L9;C9=T7!IV!!
_6Y4<,45!IKKM!
o06;C.=5W!!*!896C! a 4.C6;!.=!H.;!_,C364j;! a 94@;7p!Y5!0 ,E.@!\$6.;F3!S !
!! ?!_,??!IKKQTW!JOPJR!
o \ ,Y9b9E!.=!L9;C9=|p!849><?b.!D9!L49@E6.<!m,=?,?m<?jC<4,!Sm<?jC<4,! " 3,==6?!\$<;;,.,=!
) (T7! ' 9;F9B7!JO! [FC9Y64!IKKI^!46Y49,@F,;C!IU!*D4.?!IKKV!

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ON!

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!

) 36!%?5,!26?E.=;b5! ' 6 / 94.,?! ' <;6< / 7!2. / :649D9?!IKJJ!
) 36!L,b3 / 6C6::!*4F3.E6!\$,46!L99b!k! ' ,=<;F4.DC!&.Y4,457!L<C?64!&.Y4,457!"9?< / Y.,!
!! #=.E64;.C5!) 36!8,D64;!9:! ' ,4b!*?@,=9E!IKKM!
) 36!H9<>3C9=!&.Y4,457!H,4E,4@!#=.E64;.C5!) 36!8,D64;!9:!A93=!H,Bb6;7!A, / 6;!!
&,<>3?.=7!,=@! !!IKKI!
) 36! ' ,=<;F4.DC!0.E.;9=!9:!C36!%=;C.C<C6!9:! a 94?@!&.C64,C<46!S% ' &%7! ' 9;F9BT!) 36!+@<,4@!!
L,>4.C;b..!8,D64;7!JVVR!
) 36!* / 364;C!"6=C64!94!\$<;;.,=! "<?C<467!* / 364;C!"9??6>6!) 36!{.,.,!23,b39E;b,..!,=@!!
! %9,==!23,b39E;b95!8,D64;!JVVMI!
) 36!L6.=6Fb6!&.Y4,457!] ,?6!#=.E64;.C5!8,D64;!9:!\$<;;.,=!c / .>4d!*<C394;!JVVMP!IKKM!
) 36!\ 6B!] 94b!8<Y?.F!&.Y4,457!L64>!"9??6FC.9=!) 36! (?,@. / .4! \ ,Y9b9E!8,D64;!JVVIPJVVMI!!
IKIJ!
) 36!&66@;!\$<;;.,=!*4F3.E67!L49C364C9=!&.Y4,457!#=.E64;.C5!9:!!&66@;!S+=>?,=@T!) 36!%E,=!
!! L<=.=!8,D64;!JVVQPIKKJ^!IKJQPIKJR!
) 36!&.Y4,45!9:!"9=>46;?7! ' ,=<;F4.DC!0.E.;9=!) 36! (?,@. / .4! \ ,Y9b9E!8,D64;7!JVVQPJVVR!
) 36!\$<;;.,=!2C,C6!*4F3.E6!9:!!&.C64,C<46!,=@!*4C;!S\$G * &%7! ' 9;F9BT!) 36!%E,=!L<=.=!8,D64;7!!
JVVQ^!) 36!+@<,4@!L,>4.C;b..!8,D64;!JVVVRPVV!
2?9E,=;bn!b=.39E=,!S2?,E9=.F!&.Y4,457!84,><6T!) 36!\$ { % * !S\$<;;.,=!H.;C94.F,?!*4F3.E6!
! *Y49,@T!"9??6FC.9=!JVVQ!

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o*3?,Y<;C.=7!94!\$<;,.,=;!8<=C,! " ,=,lp! !JQ!_6Y4<,45!IKJU!
!
o ' 5!&,;C!29E.6C!2</ / 647p! !IM! ' ,4F3!IKJM!
!
o\$6:<;6=.b7p! !S a .=C64!IKJMTW!MUPMNI!
!
o)36! [=?5!A6B.;3!m.@!.=!H.;! ' 9;F9B!"?;,;W!\$6 / 6 / Y64.=>!," 3.?@399@!.=!C36!29E.6C!
! #.=9=7p! !N!O6F6 / Y64!IKJQ!
!
o0<=6;!9:!H,DD.=6;;W!_.:C66=!2</ / 64;!.=!+;C9=.,7p! !N!I!S26DC6 / Y64!IKJQW!!
! MJPMQ!
"49,C.,=!C4,=;?,C.9=W!O=6!;46F6W!86C=,6;C!>9@.=,!<!+;C9=.1.1!)4!;49 / !C36!+=>?.;3!
!Y5!*@4.,=! " E.C,=9E.F! !JMU!Q!SIKKOTW!J JOPJ IR!
!
o a ,.C.=>!94! \ ,Y9b9E!p! !U!J!SIKKRTW!QUPMJ!
\$<;,.,=!C4,=;?,C.9=W!o (!9i3.@,=..! \ ,Y9b9E,p!S a ,.C.=>!94! \ ,Y9b9ET7! !!
! ! IJ!SIKJITW!JVJPJVM!
!
o*!2<=@,5! a ,?b!C9!C36!*4Y946C</ lp! !I!J!SIKKRT!\$6D4.=C6@!.=!
!S254,F<;6W!254,F<;6!#=.E64;.C5!846;;7!IKKVT!
!
o2,4@,!\$6;,4C,lp!! !S [FC9Y64!IKKOT!
!
o \ ,D9?69=!.=!2,=! ' ,4.=9!p!! !VI!I!S2D4.=>!IKKOTW!IJUPIQM!
!
o)49<C!_.;3.=>!.=! (.4>.=.,lp!! !J!SIKKOT!\$6D4.=C6@!.=!
!S254,F<;6W!254,F<;6!#=.E64;.C5!846;;7!IKKVT!

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!
!
OR!
!

! ! 234,564! !JM!SIKKUTW!VKPVN^!46E.;6@!\$<;,.,=!C4,=;?,C.9=W! !IVM!
!! ! S [FC9Y64!IKJNT7!JJPJJR!
\$6D4.=C6@!.=!234,5647! !S)36!O.;,DD6,4,=F6!9:!!{,?/,=W!
!! ! 2C94.6;T1!JUPMM1!
"3.=6;6!C4,=;?,C.9=7!Y5!&.<! a 6=-.,!! !g h!M!SIKJMT7!UNPNJ!
!
oL,>>,>6!p! 7!MMIQ!S_,??!IKKQTW!UMNPUNJ!
"49,C.,=!C4,=;?,C.9=7!o84C?1,>,7p!Y5!*@4.,=! "E.C,=9E.F! !MI!S2D4.=>!!
IKJKTW!OQPOR!
!
oH9 / ,>6!C9!%;,,F!L,Y6?lp! !RR!J!S2< / / 64!IKKQTW!JMMPJN1!
\$<;,.,=!C4,=;?,C.9=7!o ' 9.!L,Y6?j7p!Y5!O ,E.@!234,564P86C49E!,=@!+ / .?.!,234,564!!
!M!SIKKMTW!IKMPIII!!\$6D4.=C6@!.=W! !JQ!SIKKMTW!UNPNU^!4DC!
!S83.?,@6?D3.,W!)36!"9,;C7!IKKNTW!JNNPJOQ!
"49,C.,=!C4,=;?,C.9=7!o#!D9F,;C!%;,b<!L,Y,?I<7p!Y5!*@4.,=! "E.C,=9E.F! !!
! ! MI!S2D4.=>!IKJKTW!OVPRN!
!
o&94F,lp! !UO!SIKKQTW!JKPJU!
!
o%=!H94;6!"9<=C45!p! !I!S a .=C64!IKKQTW!JMVPJNM!!
\$6D4.=C6@!.=! !S254,F<;6W!254,F<;6!#=.E64;.C5!846;;7!
!! IKKVT!

o29=6CF3b,lp! !I!S2< / / 64!IKKIT7!JKPJR!!
\$6D4.=C6@!.=! !S254,F<;6W!254,F<;6!#=.E64;.C5!846;;7!!
IKKVT!
\$<;,.,=!C4,=;?,C.9=W!!o29=6CF3b,7p!C4!O ,E.@!234,564P86C49E!,=@!+ / .?.!,234,5647!!
!J!SIKKQT7!IMPIO!
\$6D4.=C6@!.=W! !J!SIKKMTW!QMPMI^!46D4.=C6@!.=! !JK!JR!S [FC9Y64!IKKUT^!
! 46D4.=C6@!.=!

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!
!
OV!
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\$<;..=!04,=? ,C.9=!Y5!036! ,<0394!.=!234,5647!

!!

S) 36!0 .; ,DD6,4,=F6!9:!! { ,? / ,=!!2094.6;T!!JVPIIKI!

!

o) 36!0 .; ,DD6,4,=F6!!*! a 9 / ,=j

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RK!

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\$6D4.=C6@!.=! 7!6@!1264>6.! \ .b9?,6E.F3!,=@!+?6=,!23<Y.=,! ' 9;F9BW!!
* 2)7!IKJN!IVJPQKN!
\$6D4.=C6@!.=!234,5647! !S) 36!0.;,DD6,4,=F6!9:!!{,? / ,=W!
!! 2C94.6;T!INOPIRR!
!
o 06E9F3b,!=,;36.! / 6F3C5!p! !06F6 / Y64!IKJU!
!
o (! ' 9=C46%!.!Y9?j;36!=.b9>@,p!S)9! ' 9=C46<- %o,=@!=6E64!,>.,.=T!
!A<=6!IKJQW!RRPVK!
+-D,=@6@!E64;.9=!46D4.=C6@!;,!o%=! ' 6 / 94., / !0 / .C4.! \ ,Y9b9Ep!.=! !!
!S!IKJUT7!B.C3!) ,C.,=,!89=9 / ,46E,!,=@!0 ,=..?!264>66E!S2C!86C64;Y<4>W! ' <i6.!!
(1 (! \ , Y9b9E,?!IKJUT7!IVIPIVO!
!
o * b3?,Y5;C.=7!?!\$<;;b.6!E!8<=C, !m, =6!p!) 4!1:49 / !C36!+=>?.;3!Y5!C36!,<C394! !!
JQ!A,=<,45!IKJMI!!
\$6D4.=C6@!.=!234,5647! !S) 36!0.;,DD6,4,=F6!9:!!{,? / ,=W!
!! 2C94.6;T!IRVPQKN!
!
o \ 9F3=9.!: / 9C4p!S \ .>3C!8,4,@6T! !7!II! * D4.?!IKJU!
+-D,=@6@!E64;.9=!46D4.=C6@!;,!o+b;D6@.C;...p!.=! !NR!S!IKJUTW!VKPVI!
!
oG6..!=6!F364@,b6!p!) 4!1:49 / !C36!+=>?.;3!Y5!C36!,<C394! !IR!A<=6!IKJQ!
\$6D4.=C6@!.=! !!+@!1264>6.! \ .b9?,6E.F3!,=@!+?6=,!23<Y.=,! ' 9;F9BW!!
* 2)7!IKJQ7!IMUPIUR!
\$6D4.=C6@!.=!L9;C9=!! !!+@!1!&69=!2D.E,b!L9;C9=W! ' !G4,D3.F;!
! 8<Y?.;3.=>7!IKIQ!JJQPJIQ!
!
o89;?6@=.,,!,?.<Y9Ej!29b9?9E.F3,p! !N!S!JVVOTW!QQPMI!
!
o2C,4,..!4<;,?b,7p! !M!S!JVVUTW!JUUPNQ!
!
o ' <4 / ,=;b..!D94C7p! !Q!S!JVVMTW!IKRPJR!
!
om6=C,E4..,7p! !JU!06F6 / Y64!JVV!7!QQPQO^!
\$6E.;6@!E64;.9=W!o2C6D=.,,!,;C4;,Cj7p! !O!S!JVVRTW!IJPIO!
!
o8,..,C;7p! !IQ! * D4.?JVV!1!
!
o0?.==5.!=9;7p! !JKI!S!JVRRT7!NQPOJ!
!
"
+=>?.;3!D96C45!,=@!,<C9C4,=;?,C.9=;!
!
o) 36!896C;!9;!H, / ,;p^!o " , / D<;!" 9=;49=C,C.9=lp!%!=!

! ! !
! ! RJ! !

!
o [H9B!\)36;6! a 94@;!9:!&9E6lp!](#)

!QJ!SIKIMTW!IKU!\$6D4.=06@!.=!
!+@!A, / 6;!8! a ,>=64!S%;3B ,T!&!G!846;;?!IKIM!

JMJPMI!

!
o ([.FC945!0,5!.=! ' ,;:,F3<;6CC](#);lp!

!JQ!SIKIMT!

!
o [2.?6=CE64;..C.6](#);lp!

!JQ!A<=6!IKIM!!

!
o " , / D<;!"9=:49=C,C.9=lp!

!IV! ' ,5!IKIM!

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om.=;3.D|p! !O!SIKIQT!
!
o)36!L9 / Y.=>!9:![@6;:,lp! !IQ!*D4.?!IKIQ!
!
o_94! ' 5!0 ,<>3064;?9=!]9 / !m.DD<4|p! ! a .=064!IKIQ!
!
oL,C;!,C!2<=;60p^!o)36!&.=><.;C|p! !!IJ!A,=<,45!IKIQ!
! o)36!&.=><.;Cp!46F6.E6@!H9=94,Y?6! ' 6=C.9=!.=!036!29F.605!9:!"? , ; ;.F,?!8960;!IKII!!

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o (9;D.C.,=.6!F3<E;CE!p! !R!SIKIQT!
o \$9@;CE9!p! !O!SIKIQT!
o 8.,4=<!&6C!;D<;C.,lp! !IKIKPIKIIW!IJOPIJR!
o 89D5Cb,!D;.b39,=,?.i,?!.i!=9E5b3!;C.b39CE946=..p!So \$9;3!G,;3,=,b3p^!o89D5Cb,!D;.b39,=,?.i,!!
E!,D46?j;b...!;=6>9D,@p^!oL6i</ .6p^!o (!@6C;b9.!Y9?j=.C;6!2,;4,!E!\$, / ,CP! G,=6pT! !!
IQ!S \ 9E6 / Y64!IKIIT7!JRV PJVJ!
o (9iE4,;3F36=.6lp! !JQ!SIKIIT!
o 2=. / : ,!;!;=6.:,p^!o%9E!b9E.@=9>9!E46 / 6=.p^!o_6E4,?j!=(,)46;b9E9 / ! ' 5;6p^!o%9;.:!!
)4< / D6?j@94p^!o2=. / : ,!;!;=6.@,p^!o! ' .:=;b,..!6?6>..,lp! !JI! ' ,4F3!IKII!
o # ;C,?p^!o0E<;C949==.,.,!D=6E / 9=..,p^!o&.=>E.;Clp! !QN!SIKIJT!

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RM!

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! OŽ4?6 / ,=7!IKJI!!INPIO!
o [;6==...!4,i?<Y9EjW!D.,Cj!;C.b39CE946=..p^!o%i!€ \ j.<!b36.E6=;b.b3!;9=6C9Ejp!.=!
!!!!!!!!!!!!!! !S83.?,@6?D3.,W!) 36!"9,;C7!IKKNTW!QQNPQO!
o [;6=j!=",!9;C49E6! \ ,=C,b6Cp^!o%i!D96 / 5!€ (! ' 6.=6!>,E,=j!>9?<Y,..,jp^!o)4.;C,=!..!%i9?j@ ,p!
! .=! 7!6@! ' ,4b!!
! " 3<?;b5!SL9;C9=W! ' PG4,D3.F;!8<Y?.;3.=>7!IKKNTW!!JVIPJVN!
o \ 9.,Y4j;b.6!;C,=;5p^!o (!9b46;C=9;C.,b3!4,..,p^!o [>=6==,..!b949E,p^!o29=6CP!
D4.>?,;36=.6p^!o2C.b3.!b!) ;.=C..p^!o849;3F3 ,?j=5.!;6b;lp!%=!
!!+@!0 / .C4..!m<ij / .=!!!!
' 9;F9BW! \ 9E96!?.C64,C<4=96!9Y9i46=.67!IKKMI!NUUPNUO!
o (!84,>6lp!%=! !!+@! \ !&!
!! G?, i, b9E, !! ' 9;F9BW! (GL%&7!IKKQ!QQM!
o)49.C;6P&5b9E9!SQT!p! !I!SIKKITW!JMOPJMV!
o (5b39@.,!.i!Y,4,!E6F3649 / p^!o { ,b,C!=6!Y646><!L?6b;C9<=P4.E64!llp^!o \ ,!;39;;6!D9i@=9!
!! E6F3649 / 7p! !Q!SIKKJTW!QJOPQJR!
o [;6==...!4,i?<Y9EjW!D.,Cj!;C.b39CE946=..W!o2F3.C,?b,p

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RU!
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o89!@949>, / !86=;.?!jE,=.p!D96 / ,lp! !! \ 6B!] 94b!+::6FC!

!! 8<Y?.;3.=>!JVVNI!RIPRQ!!

o29=6CPD4.>?;,36=.6p^!o89;?6@=66!E!D64E9 / p^!o \ .;3F3.6!=,!D?., i367p!

7 JM A,=<,45!JVVNI!

o [;6=j!=?,!9;049E6! \ ,=c,b6C7p! U!SJVVNT!QQV1!

o29=6CPD4.>?;,36=.6p^!o \ .;3F3.6!=,!D?., i36p^!o (!>,E,=.p^!o [>=6==,.,!b949E,7p!

!JJ!*D4.?!JVVU1!

o%i!€0646E6=;b.b3!;c.b39Ej!o (6?9;.D6@=56!;c.b3.p^!o \ ,!%E,=,!m<D,?,p^!om394!D9@!

!! C,?j.,=b<p^!o)9>@,!,!,D9=.,?!llp^!_4., i.=9p^!o " 364=56!;3,457p! !R!_6Y4<,45!!

JVVM7!QKPQJ1!

o%i!€G949@;b.b3!;c.b39Ej!oL6?,.,!=9F3jp^!o

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RN!

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_____7!B.C3!" ,49?! (!!0 ,E.;!/:49 / !C36!\$<;,.,=9:!0 ,E.@!234,564P86C49E!!

!QK!SIKIQT!!

o%=!C36!L,.;6 / 6=C7p!:49 / !C36!\$<;,.,=9:!!;,,F!L,Y6?!!

!N! ' ,4F3!IKJR! 6,C<46@!

!_____!V! ' ,4F3!IKIQ!! "

o)36!29<4F6!.=!C36! (. =65,4@!p!)4!!:49 / !C36!\$<;,.,=9:!*?6- ,=@64!L,4,;3!!

!IV!SIKKITW!UPV!

o+ / .>4,=C!!*?6- ,=@64! (64C.=;b5!.=!JVM0!p!)4!!:49 / !C36!\$<;,.,=9:!0 ,E.@!234,564P86C49E!!

!IR!A,=<,45!IKIJ!!

o&.:C! ' 6!#DW! \ . =6!896 / ;p!So \ 9;C,?>.,p^!o * !L49b6=! a ,??p^!o) 36!89F,;;6C!\$.E64!2F49??;p^!

o] 9<!) 9?@! ' 6W!€%!&9E6!] 9<jp^!o a . =C64!29=>p^!o%:! a 6! a 646!C9! " 9 / D<C6p^!o&.:C! ' 6!#Dp^!

o&,;C!\$9;6;p^!o) 36! * <C< / =!G,4@6=pT7!:49 / !C36!\$<;,.,=9:!0 ,E.;!234,564P86C49E7!C41!B.C3!

) ,C,.,=!\$Y6FF,!234,564!

!IU!SIKIKTW!JNP

IKI!

oG9@9E;3F3.=,7p!:49 / !C36!+=>?.;3!9:!!&9<.;6!G?•Fb!!

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RO!

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%E,=9E=,!&,@9 / .4;b,5,7p!:49 / !C36!\$<;,.,=!9:!*==,!2<?. / 9E,!%=W! 7!6@!!
A9;6D3!L,?.9!6C!,?! \ 6B!] 94bW! ' 6C49D9?.C,?! ' <;6< / !9:!*4C7!IKJN!JMU^!JVM^!IKR!
o2=9B!9=!C36!G49<=@7p!;.-!D96 / ;!:49 / !C36!\$<;,.,=!9:!*0 ,E.@!234,564P86C49E7!

!JJ!SIKJUTW!JRPII

o ' . / 9; ,!_?9B64;!94!G4,=@ / 9C364j;!G4,E6p^!o)4<Y6C;b957!\$,6E;b57! ' ,;3,! ' ,?6E.F37!!
! ,=@!C36!06,C3!9:!' ,5,b9E;b57p!:49 / !C36!\$<;,.,=!9:!*0 ,E.@!234,564P86C49E!!
! %=W! 7!Y5!0 ,E.@!234,564P86C49E7!6@!1Y5!!
! ' ,-. / !0!234,564!254,F<;6W!254,F<;6!#=E64;.C5!846;;7!IKJMI!JUOPJNR^!JROP!
IKU!

o\$<==64!L6>99=7p!:49 / !C36!\$<;,.,=!9:!*0 ,E.@!234,564P86C49E!

!O!SIKJMTW!UMPUV!

o ' . / 9; ,!_?9B64;!94!G4,=@ / 9C364j;!G4,E67p!:49 / !C36!\$<;,.,=!9:!*0 ,E.@!234,564P86C49E!!
! !Q!SIKJMTW!QVPMM!

o896 / ;7p!:49 / !C36!\$<;,.,=!9:!*?5,!+346=Y<4>1!%=W!

+@!m?,E@.,!2 / 9?,!! ' <=.F3P! L64?!.=W!

0.6! a 6?C!@64!2?,E6=!2, / / 6?Y,=@67! (64?,>! [CC9!2,>=647!IKJQ!IKNPIKO!!!

o%!2,B!%Cp^!om64F37p!:49 / !C36!\$<;,.,=!9:!*?5,!26?E.=;b5!

!M!SIKJQW!IVPQO!\$6D4.=C6@!.=W! ' ,-. / !0!234,564!

!!L9;C9=W! *F,@6 / .F!2C<4.6;!

846;;7!IKJQ!INNPINV^!IOMPIOO^!

7!6@!! ' ,-. / !0!

234,564!SL9;C9=W! *F,@6 / .F!2C<@.6;!846;;7!IKJRT7!MKKPMKR!

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_49 / !

7!:49 / !C36!\$<;;,=!9:!%?5,!%?:!,=@!+E>6=5!86C49E7!%=W!

7!6@1!234,564! (9?!JW!QVIPQVO!\$6D4.=C6@!.=W!

7!6@1! ' , -. / !0!234,564!SL9;C9=W!*F,@6 / .F!2C<@.6;!

846;;7!IKJRT7!QUNPQNI!

o%=! ' 6 / 945!9:!H64i?7p!:49 / !C36!\$<;;,=!9:!(?, @. / .4!A,Y9C.=;b57!C41!B.C3!A.. / 6!!

! G99@4.F3!!!%=W!

7!6@1!234,564! (9?!JW!JMRPJUK!

! \$6D4.=C6@!.=W!

7!6@1! ' , -. / !0!234,564!SL9;C9=W!

*F,@6 / .F!2C<@.6;!846;;7!IKJRT7!JINPJIV!

o%=!,=!*?.6=!)9=><6p^!o [::!C36!"94:<!"9,;C7p!:49 / !C36!\$<;;,=!9:!!&65Y!A,::67!C41!B.C3!!

! A!L!L!2.;;9=1!!!%=W!

7!6@1!234,564! (9?!JW!

JNIPJNQ!

o*!A6B.;3! a 6@@.=>p^!o\$6>. / 6=C,?!%=;D6FC.9=7p!:49 / !C36!\$<;;,=!9:!!&69=.@!m,==6>.647!!

! C41!B.C3!A!L!L!2.;;9=1!!!%=W!

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VK!

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! L94.;!2?<C;b57!C4!B.C3!264>65!&6EF3.=!\$DC!!.=!
7!6@!234,564! (9?!I!W!OVUPOVNI!\$6D4.=C6@!.=W!
7!6@! ' , -. / !0!234,564!SL9;C9=W!*F,@6 / .F!2C<@.6;!846;;7!IKJRT7!NQKPNQI!
o [<4!8,C37p!:49 / !C36!\$<;,.,=!9:!' ,4b!) ,4?9E;b57!C4!B.C3!A!L!2.;;9=!!%=!
7!6@!234,564! (9?!J!W!QMRPUJ!
oJVVU!H,DD5!\ 6B!] 6,47p!:49 / !C36!\$<;,.,=!9:!' ,4.=,!) 6 / b.=,!%=W!
7!6@!234,564! (9?!I!W!JKORPOV!\$6D4.=C6@!.=W!
7!6@! ' , -. / !0!234,564!SL9;C9=W!*F,@6 / .F!2C<@.6;!846;;7!IKJRT7!
RMUPRMN!
_49 / !
:49 / !C36!\$<;,.,=!9:!!%9;.:!#Cb.=!%=W!
7!6@!234,564! (9?!J!W!QIJPII!
o* <C< / =!.=!] ,?C,7p!:49 / !C36!\$<;,.,=!9:!!0 ,E.@!234,564P86C49E!!!%=W!
7!Y5!0 ,E.@!234,564P86C49E!!!+@.C6@7!F9C4,=;?,C6@7!!,=@!!

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VI!

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SIKKUTW!INPQJ!

oH,;.@.; / p^!o%;, ,F! (64;<;!*Y4,3, / 7p!:49 / !C36!\$<;;,=9:;!264>6.!2C4,C,=9E;b57!C4!B.C3!!

Al!L!2.;;9=!!! !Q!SIKKUTW!JKVPJJI!

o23.6?@!9:;!0 ,E.@!F46;F6=C!94!.b9= Š p^!o a 3646j;!H9 / 6<p!:49 / !C36!\$<;;,=9:;!+E>6=5!!

! 23b?5,47!C4!B.C3!*=@46B!E9=!H6=@5!!! !Q!SIKKUTW!RQPRU^!4DC!!.=!

7!6@!1234,564! (9?!!JW!MMMPMU!\$6D4.=C6@!.=W!

7!6@!1 ' , -. / !0!1234,564!SL9;C9=W!*F,@6 / .F!2C<@.6;!

846;;7!IKJRT7!IORPIOV!

o*!G64 / ,=!G.4?p^!o ' .-6@! ' ,44.,>67p!:49 / !C36!\$<;;,=9:!(?,@. / .4!L4.C,=. ;3;b57!C4!B.C3!

! Al!L!2.;;9= !Q!SIKKUTW!JJQPJJNI!\$DC!

7!6@!1234,564! (9?!!I!VIVPQJ!\$6D4.=C6@!.=W!

7!6@!1 ' , -. / !0!1234,564!SL9;C9=W!*F,@6 / .F!2C<@.6;!846;;7!IKJRT7!UQRPUQV!

!o*!(.;.C!B.C3! ' ,4F! " 3,>,??p!:49 / !C36!\$<;;,=9:!] <4.!)4.:9=9E! !NJ!S2D4.=>!!

! IKKUTW!JUNPJNU^!46D4.=C6@!.=! 7!!

6@!1234,564! (9?!!I!RMJPMV!\$6D4.=C6@!.=W!

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VQ!

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! IKKQW!QKPMK!!\$DC!!.=!

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VM!

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(9?!JW!QOVPRM!\$6D4.=C6@!.=W!

7!6@!! ' ,-. / !0!234,564!

SL9;C9=W!*F,@6 / .F!2C<@.6;!846;;7!IKJRT7!QIOPQQMI!

o236;cj!9D.;,=..p!S2.-!06;F4.DC.9=;pT7!:49 / !C36!+=>?.;3!9:!)39 / ,;!L9?C!

!V!!

SIKKKTW!QQMPQQU!

\$6D4.=C6@!.=!

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! m9 / ,49E9p^!o)9!010!!239;c,b9E.F3! [=F6l!lp^!o+,4?5! ' 94=.=>!.=! ' 9;F9B7p!:49 / !C36!
\$<;,=!9:!0 ,E.@!234,564P86C49E7!C4!B.C3!+@B.=!H9=.>7! !I!S2D4.=>!JVVUT7!!
QVPMQ^!o" 3,>,??j;!26?:P894C4,.C!B.C3! a .:6

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VN!

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