

! ! ! ! ! ! !!!!!!! ! ! ! ! "#!\$"%"&

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

!

! ,-. / !0!234,5647!8310!

849:6;;94!9:!"\$<;,=7!+=>?.;37!,=@!A6B.;3!2C<@.6;!
06D,4C / 6=C!9:!+,;C64=7!2?,E.F7!,=@!G64 / ,=!2C<@.6;!

&59=;!H,??!IJK!

L9;C9="9?6>6!

"36;C=<C!H.??! ' *!KIMNOPQRKM!#2*!

C6?!9:..F6!SNJOT!UUI

,=@!H9?9F,<;C!;C<@.6;?! ,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 / ,!!

!

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!

!

" 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 I KP J VMK!!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;.,@,@!" ,Cf?.F,!@9!\$.9!@6!A,=6.49!

g8# "P! \$.9h!\$.9!@6!A,=6.497!L4,i.??! ' ,5PA<=6!IKJI!!

*DD49,F36;!C9! (?,@. / .4!\ ,Y9b9E!) 36! (?,@. / .4!\ ,Y9b9E! ' <;6< / 7!2C!86C64;Y<4>7!

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!

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Q!

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!

!
) 36!0 ,E.;!" 6=C64!:94!\$<;,.,=!!
,=@!+<4,;.,=!2C<@.6;7!! ! !
H,4E,4@!#=.E64;.C5!
IKJOPIKIJ!
!

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+ - C64=,?!@.;;64C,C.9=146,@64!,C!<=.E64;.C.6;9:!C36!\$<;;.,=!_6@64,C.9=7!IKJKPIKIK!

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!

&* \ 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! ' 8HI!!

!

0 ,<>3C64;W! ' .4, !%; ,Y6??,!234,564!SY!IKKNT^!) ,C. ,=,!\$6Y6FF,!234,564!SY!IKKOT!

"

"

G\$* \)27!_+&& [a 2H%827!H [\ [\$27!* a * \$ 02!S;6?6FC6@T!

!

!

IKIM!

!

' 6 / Y647!%;4,6?! * ;;9F.,C.9=9:!" a 4.C64;!.=!+=>?.;3!S% * a +T!

!

IKIQ!

!

!, / 9=>!C9DZY6;C!A6B.;3!Y99b;!9:!"IKIQ!!

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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!
L9;C9="9??6>6!&.Y4,4.6;!

!
\$<==64P

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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!?6!,4C.!6!?6!?6CC6467!!
L9>?. ,;F97!%C,?57! [FC9Y64

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!

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V!

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!

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.D!:94!#=.E64;.C5!)6,F364;!:94!JVVRPVV!
\,C.9=,?!+=@9B / 6=C!:94!C36!H< / ,=.C.6;!

!

JVVO!

!

"6=C64!* ;;9F.,C67!JVVO PD46;6=C!
0,E.;!"6=C64!:94!\$<;,.,=!@!+<4,;.,=!2C<@.6;!H,4E,4@!#=.E64;.C5!

!

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

!

\$6;6,4F3!,=@!)4,E6?!G4,=C!
)36!&<F.<;!\!&.CC,<64!_9<=@,C.9=!!

!

JVVU!

!

2394CP)64 / !G4,=C!:94! (.;.C.=>!2F39?,4;!
)36!m6==,=!%=;C.C<C6!:94! * @E,=F6@\$<;,.,=!2C<@.6;!!!

!

JVVM!

!

)36!\$9Y64C! ' !!&65?,=!0.;;64C,C.9= !_6??9B;3.D!.=!H< / ,=.C.6;!
] ,?6!#=.E64;.C5!

!!

JVVQ!

!

)36! ' 9;F9B!#=.E64;.C5!*F,@6 / .F!+-F3,=>6!_6??9B;3.D!
] ,?6!#=.E64;.C5!!!

!

2394CP)64 / !G4,=C!:94! (.;.C.=>!2F39?,4;!!!
)36!m6==,=!%=;C.C<C6!:94! * @E,=F6@\$<;,.,=!2C<@.6;!!

!

JVVI!

!

)36!A93= !_!+=@64; !\$6;6,4F3!G4,=C!
] ,?6!#=.E64;.C5!

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!

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JK!

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!

!

)36!86064!A! a ,??, F6! ' 6 / 94.,?!84.i6!:94!C36!L6;C!2394C!2C945!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!!

!
!

!
JJ!

!
!

' 6 / Y647!+@.C94.,?!L9,4@7!
' 6 / Y647!+@.C94.,?!L9,4@7!
IKJOPIKJV!
' 6 / Y647!+@.C94.,?!L9,4@7!
' 6 / Y647!+@.C94.,?!L9,4@7!
' 6 / Y647!+@.C94.,?!L9,4@7!

7!IKIQPD46;6=C!

7!!

7!IKKJPIKKM!

7!IKKUPIKKO!

!
!

!
JI!

!
!

L9;C9=" 9?6>67!JJ!\ 9E6 / Y64!IKJMI!S2D9=;946@!Y5!C36!%=;C.C<C6!:94!C36!&.Y64,?! * 4C;?!
L9;C9=" 9?6>67!T!!
[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=!:9: !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: !2?,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!

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JM!

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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!
! !SIV!!

! _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!!

!
•••!
"

!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! !RK!Q!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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!

! IKKK!SF?9C3T^!IKJU!SF9446FC6@!6L99bT!!
! !
\$6E.6B;^!!

!&,=3, / ^!\$9B / ,=!k !&.CC?6:.6?@7!
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^!

!% ` !J!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;;?!:94C3F9 / .=>!IKIU!!

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IK!

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!!L9;C9=W!!

" 36445! [4F3,4@!L99b;7!IKIQ!!

!

_.=,?.;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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IJ!

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II!

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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:!
!
' ,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!JMJPJUJ!
!
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:!
!
o)36!c / .>4d!* 6;C36C.F7p!Y5!2,=@66!L4,B,4;b57! !IN! \ 9E6 / Y64!IKJMI

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!
!
IM!
!

o)36! [=?5!A6B.;3!m.@!.=!H.;! ' 9;F9B!"?;,;W!\$6 / 6 / Y64.=>!,!" 3.?@399@!.=!C36!29E.6C!!
! #.=.9=7p! !N!0 6F6 / Y64!IKJQ!
!
o0<=6;!9;!H,DD.=6; ;W!_:!C66=!2< / / 64;!.=!+;C9=.,7p! !N!I!S26DC6 / Y64!IKJQTW!!
MJPMQ!" 49,C.,=!C4,=?,C.9=W!0=6!;46F6W!86C=,6;C!>9@.=,!<!+;C9=.1.1!!)4!!:49 / !C36!+=>?.;3!
Y5!*@4.,=! "E.C,=9E.F!! !JMU!Q!SIKKOTW!JJOPJIR!
!
W! ! ! !)4!!:49 / !C36!\$<;,.,=!Y5!(64,!89?.;3F3<b!!
,=@!C36!,<C394!! ' 9;F9BW!)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!0 6F6 / 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=.,=590.1694cm6652H&2-

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IU!

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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;;7!IKJV!QQPMQ!
"

"
!!254,F<;6W!254,F<;6!#=.E64;.C5!846;;7!
IKKO!SF?9C3T^!IKJI!SD,D64T!
!
\$6E.6B;W!
!S [FC9Y64!J7!IKKOT^!
!S06F6 / Y64!IKKOT7!
!S06F6 / 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^!
!S,DD?6@96;=9C: ,??!F9 / T!QJ!06F6 / Y64!IKJO^!
!QQ!S_6Y4<,45!IKIJT^!
!S!Q! * D4.?!IKIIT!
!
&. ;c6@! , / 9=>!oR!Y99b;!6E645!d / .>4d! / <;C!46,@p!Y5!
!S!Q! * D4.?!IKIIT!
!
26FC.9=;!9:!C36!Y99b!B646!D<Y?.;36@!.=! " 49,C.,=7!A,D,=6;67!%C,?,=7!,=@!H<=>,4.,=!C4,=;?,C.9=!
!
26FC.9=;!.=! " 49,C.,=!C4,=;?,C.9=W!o#!D9F,;C!%; ,b<!L,Y,?l<7p!Y5! * @4.,=! " E.C,=9E.F!
!MI!S2D4.=>!IKJKTW!OVPRN^!o84C?l,>,7p!Y5! * @4.,=! " E.C,=9E.F!
!MI!S2D4.=>!
IKJKTW!OQPOR!
!
26FC.9=;!.=!A,D,=6;6!C4,=;?,C.9=W!Y5!] ! \ ,><4,l!%=W!
7!6@! ' ! \ < / ,=97!!
m! ' 9<4.7!,=@!] ! \ ,><4,!S)9b59W!) 36!#=.E64;.C5!9:!)9b597!06D,4C / 6=C!9:!"9=C6 / D94,45!
&.c64,45!2C<@.6;Z06D,4C / 6=C!9:!2?,E.F!&,=><,>6;! ,=@!&.c64,c<46;7!IKJJT7!QOPMV!
!
26FC.9=;!.=!H<=>,4.,=!C4,=;?,C.9=W!Y5!A9i;6:!\ ,>5W!o ' 6=6@db!,!8,4,@.F;9 / Y,=7p!
!QQ!
S_6Y4<,45!IKIJTW!IRPQJ!
!
26FC.9=;!.=!%C,?,=!C4,=;?,C.9=W!o0 ,!
p!Y5!\$.C,!

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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.!4<;;b..!, i5b!9C@,?!@9C?, Š p!So%!B9<?@!>.E6!<D! / 5!\$<;,.,=!?,=><,>6!!
!F9 / D?6C6?5 Š p!%=C64E.6B!B.C3!2E6C?,=,!m4.;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:!+ / .>4,C.9=7p!
!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:!! :6,C<46@W!
!o#?6C,.,<;3F3..!_?6.C.;Cp!S*!_?,<C.;C!.=!_?>3CT7! !JU! \ 9E6 / Y64!IKJI^!!
o&,!_ , / .>?.,!29?9E6.CF3.bp! !

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! IR! !
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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<;;!4<!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<45!p! 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!
!

!
*?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!\$4DC! ^! 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!
!

!
! QK! !

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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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!

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QM!

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o*=C.P

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QN!

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!

!!+@!!\$9 / ,=!
m,c; / ,=7! ' ,-. / !0!!234,5647!m?,E@.,!2 / 9?,!L9;C9=!!*F,@6 / .F!2C<@.6;!846;;?!IKIJ!UVP
VII
!
IKJV!
!
m,c,4i5=,!A64i ,b7! ' ,-. / !0!!234,5647!m,49?.=,!*!m49•=.Fb,7!8.9C4!&946=;7!A,F6b!!
{ ,<F3,7!A9,==,!8,4@<;!lo) 36!+;;6=F6!9:!' ,4.=6!,=@!"9,;C,?!2D,F6!!*!=!
%=C64@.;F.D?.,45!864;D6FC.E6lp! !QN!SIKJVTW!JUPQQ!!
!
o\$,.,;!L?9b3!,;!,=!H.;C94.F,?!&.C64,45!,=@!+ / 9C.9=,?!29<4F6!:94! \ ,Y9b9Ej;! lp!%=!!

!!+@!!&,i,4!_?6.;3 / ,=7!2C6: ,=! ' .F3,6?!
\ 6B64b?,7!,=@! ' .F3,6?! a ,F3C6?!!
IKJV!NJVPNUN! ! (9?!MV!L64?.=!!86C64!&,=>7!
!
o89;?6E96==56!i ,D.;!L<=. ,! =,!@9E96==5b3!D9?.,b3! \ ,Y9b9E,p!SL<=. =j;!89;CB,4! \ 9C6;!.=!!
\ ,Y9b9Ej;!846B,4! ' ,4>.=;T! !JR!*D4.?!IKJV!
!
oL<=. =j;!) , / Y9<4.=6!!+F396;!9:!C36! [?@! ' ,;C64!.=!H.;!0.;F.D?6j;!_9<4C3! \ 9E6?lp!
!JN!SIKJVT!
!
oL<=. =;b..!Y<Y6=! [C>9?9;b.!<F3.C6?.,!E!F36CE64C9 / !49 / ,=6! \ ,Y9b9E,p!SL<=. =j;!) , / Y9<4.=6!
!!) 36! ' ,;C64j;!+F396;!.=! \ ,Y9b9Ej;!_9<4C3! \ 9E6?T! !M!SIKJVTW!JNUPJOI!
"
" IKJR!
!
o*=C.;6 / .C.i / !.!D.;,C6?.!@646E6=;3F3.b.W!2?<F3,.(.bc94,!* ;C6:j6E,p!S*=C.;6 / .C.; / !,=@! (.?>6!!
a 4.C64;W!) 36!" ,;6!9:!(.bc94!* ;C,;j6ET!!=W!

+@!!%1*! *?jC / ,=! ' 9;F9B!,=@!\$9;C9EP9=P09=!!_6=.b;7!IKJR!QKVPQJR!
!
o%?j1,!26?jE.=;b.W!896C.b!<=@!89?.C.b!@64!239,3P { 6<>6=;F3, :C!+. =6!\$6b9=;C4<bC.9=lp!!
) 4!18 ,<?!&ZB6=;C6.=!%=W!

!
!
!
QO!
!

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! !!

! QK! \ 9E6 / Y64!IKJQ!

\$6D4.=C6@!..=!
!+@!\$1 ' !G94.<=9E,!,=@!&!%!0 ,.=6b9!2. / :649D9?W!L.i=6;P%=:94 / 7!IKJM!JIP

IV!
!

o&6E! [i649E!,;!,!&.C64,45! a .c=6;;!C9!C36!239,3!.=!C36! [FF<D.6@!29E.6C!) 644.C94.6;lp!%=W!! !
+@! (.FC94.,!m3.C64647!\$5,=!L644.Fb7!,=@!0 ,E.@!

' .; ,?!" , / Y4.@>6W! " , / Y4.@>6!2F39?,4;!8<Y?.;3.=>7!IKJM!JONPJRO!

"
" IKJQ!
"

o%?5, !+346=Y<4>j;!A,=<,45!JVMU! !

!
!
!
QR!
!

!" " ++2!g

!!L9?9>=,W!894C,?!9=" 6=C4,?!+,;C64=!

,=@!L,?b,=!+<49D67!IKJJ!!UVPJJV!BBB!D6F9Y16<

!

! oL6,4.=>! a .C=6;;W!) 36! a ,47!C36!239,3!,=@!C36!&6>,F5!9:!(,;.!5!G49;; / ,=lp!

! IJO!S2D4.=>!IKJJTW!JMPJV!

!

o2D,;6=.6!6E46.;b9P4<;b9>9! / ,?jF3.b,W!4,;;b,i5!\ ,Y9b9E,!E!9i3.@,=..!b,C,;C49:5p!!

S\$6;F<.=>! ,!A6B.;3P\$<;,.,=!L95W!\ ,Y9b9Ej;!2C94.6;!.=!*=C.F.D,C.9=!9:" ,C,;C49D36T!)4!!

(64,!89?.;3F3<b!B.C3!C36!,<C394!

!J!S!KJJTW!ONPRV!

!

"

IKJK!

!

o \ ,Y9b9Ej;!#;6!9:!H6Y46B!.=!€+ ,;C64!\$,.=7jp!

!M!S!KJKT!

!

o ' ,4b!+>,4C!,=@!C36!&6>,F5!9:!H. ;!29E.6C! \ 9E6?! ,Y9<C!

lp!

!J!S!KJKTW!JPJM!

!

o2 ,E.=>!A6B.;3P\$<;,.,=!c / .>4d;lp!

!) 36!

!!+@! ' .C;<59;3.! \ < / ,=9!,=@!) ,@,;3.! a ,b,;3. / ,!!

m59C9W!) 36! \ ,Y9b9E!29F.6C5!9:!A,D,=7!IKJK!JIQ

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!
QV!

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! IKKN!

!

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!1234,564!o \ 6CC.=>!C36!L<CC64:?! ' ,=W!) 36!2.>=.:.F,=F6!9:!(?,@. / .4!
\ ,Y9b9E!.=! a !G!126Y,?@j;! lp!! ?!VIQPM!SIKKUTW!!
IURPIRQ!!!

!

! IKKM!

!

' ,-. / !0!1234,564!0 ,E.@!234,564P86C49E!o

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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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!

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MJ!

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!

*Y4.@>6@!\$<;,;.,=!E64;.9=!o26b;9>4,;...!\ ,Y9b9E,lp! !JR!S2D4.=>!IKKKTW!!
IMKPINU!

!
! JVVV!
!

oA6B.;3! | <6;C.9=;!.=!\ ,Y9b9Ej;!*4C!,=@!&.:6lp! !!
+@!A<?.,=! a !" 9==9??5!" , / Y4.@>6W!" , / Y4.@>6!#= .E64;.C5!846;;7!!JVVV!OQPVJ!
\$<;,;.,=!E64;.9=W!o+E46.;b.6!E9D49;5!E!i3.i=.! !CE94F36;CE6! \ ,Y9b9E,lp!
!MQ!SJVVVT7!JKVPJIR!!

!
o* :C64!\$,DC<46!,=@!\$6F,DC<46W!)4,=;:94 / ,C.9=;!.=!C36!04,:C;!9:!\ ,Y9b9Ej;!2C94.6;lp!!!
! ?!UR!S [FC9Y64!JVVVT7!UMRPNM!
! \$6D4.=C6@!.=! ?!6@!A6?6=, !m4;C9E.F!S06C49.CW!G,?6!
! "6=>, >6!&6,4.=>?!IKJJT7!IJJPIII!!
!

o \ ,Y9b9Ej;!)6-C9Y.9>4,D35lp! ?!VJ!J!SA,=<,45!JVVVT7!JQIPJMV!
!
"49,C.,=!C4,=;?,C.9=W!o \ ,Y9b9E?l6E,!C6b;C9Y.9>4, :.1,lp!)4! :49 / !C36!+=>?.:3!Y5!0<Y4,Eb,!!
! ! 86C49E.F! !JKNIM!SJVVOT7!VPIJ!!

!
JVVV!
!

o \ ,Y9b9E!,=@!L<=.W!)36!"9 / D,4,C.E6!896C.F;!9:!!\$.E,?45lp!
! !+@!\$9Y64C!*!! ' ,><.46!,=@!*? ,=!
) . / Y64?,b6!L?99 / .=>C9=W!2?,E.F,!8<Y?.;364;7!JVVV!JRIPIVNI!

!
o (? ,@. / .4! \ ,Y9b9E!,=@!%E,=!L<=.W!*!\$6F9=;C4<FC.9=lp! ?!2D6F.,?!%;<6W!
! ` &%%!SJVVRT7!QQVPMJJ!

!
o*!09i6=!\ 9C6;!C9! \ ,Y9b9Ej;!2394C!2C94.6;lp! !MK!S2D4.=>!JVVRT7!MIPNQ!!
!
\$6D4.=C6@!.=! { + ' L&*W! (? ,@. / .4! \ ,Y9b9E! a 6Y;.C6!
!

Ó\$A.e"É·I a f8i\$\$;YjL13;PÉ.C=&W!A&<Sp4QLÉb696Y.2L(r)M#2,(S)0L(u&f)0#0-J694shp@.\$A.e"É\$ k a f 8 0 0 5 0 1 1 0

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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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o89;?6@=..!@9 / ! \ , Y9b9E5b3!m!JIKP?6C..<! (?, @. / .4, ! \ , Y9b9E, p!\$ \ , Y9b9E; j!&, ;!H9 / 6!!!
[=! (?, @. / .4! \ , Y9b9Ej; !JIKC3! * ==.E64; , 45T! !II! *D4.?!IKJV! !
!
o\$6Y49!+@6 / , p!S+@6=j; !\$.YT! !II!06F6 / Y64!IKJR! !
!
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!IKJR! !
!
oL6;; / 64C.6!)4< / D6?j@94, p!S)4< / D6?@94j;!% / / 94C, ?.C5T! !IQ!A<?5!IKJR! !
!
!o8646E9@F3.b7!b9C945.!E;6>@, !;!C9Y9.p!S)36!)4, =;?, C94! a 39!%;! *?B, 5; ! a .C3!] 9<T!!!
! !IM! *D4.?!IKJR! !
!
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!IKJR! !
!
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!IKJR! !
!
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! \ , Y9b9ET! !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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MR!

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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!IKJMI!
!
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!IKJMI!
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=hlp! !I!SIKKIT7!UMPUU!!

!
o89@!;3<Y9.!C4<;9;C.!?!i3.!!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!IQRPI MJ!!

!
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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UJ!

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

!!+@!" 34.;C.=6!*!!\$5@6?!!06049.CW!L4<FF9?.?! " ?,4b!&,5 / ,=ZG,?6!\$6;6,4F37!

JVVR7!IVIPQKM!

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' ,-. / !0!234,564! !JK!SIKKKT!
!
\ ,Y9b9E!&6CC64;!C9!C36!* / 64.F,=!)4,=;?,C94!!!%=C49@<FC.9=7!C4,=;?,C.9=7!,=@!,==9C,C.9=;!
!Y5! ' ,-. / !0!234,564! !UK!S [FC9Y64!JVVVT7!JIRPJMU!
!
\$<;,.,=!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!SIKKJT!
JUOPJNU!
\$6D4.=C6@!.=! !g)46=C97!%C,?5h!J!SIKKUT!
*Y4.@>6@!E64;.9=!!8.;j / ,!(1 (!! \ ,Y9b9E,!8! *!864C;9E<!S (1 (!! \ ,Y9b9Ej;!&6CC64;!C9!
!! 8! *!864C;9E::Tlp!

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UQ!

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!
o0.==64!B.C3!2C,?.=W!*!QP8,4C!"9=E64;,.C.9=!B.C3!0,E.@!234,564P86C49E!p!(.;.C.=>!2F4.Y6;ZA6B.;3!
L99b!"9<=F.?!RPJK!A<?5!IKJM!

!
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<;!4<!!
V! ',5!IKJQ^!46D4.=C6@W!.\$<=5B6Y!F9 / !IK! ',5!IKJQ!"

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

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o

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UM!

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6@.06@!Y5!\$9Y64C!"3,=@?64!
! I1J!S2D4.=>!IKJJTW!JO^!JV!
!
o\$<;,.,=!2C94.6;!94! [<4!) . / 6!p!
! 8,<?!+!\$.F3,4@;9=^! 7!6@.06@!Y5!!
! ' .b3,.?!%9;;6?! ,=@!A6:;!8,4b64!
! S)949=C9TJQ!A,=<,45!IKJK!
!
o \ 6.C364!B.C3!) 36 / 7! \ 94!B.C39<C!) 36 / W!) 36!\$<;,.,=! a 4.C64!,=@!C36!A6B!.=!C36!*>6!9:!!
! \$6,?.; / 7p!Y5!+?6=,! ' !m,Ci7! !NR1J!S1KKVT7!JQQPJQM!
!
!o%=!,! ' ,6?;C49 / W!) 36!H.;C945!9:!!\$<;,.,=PA6B.;3!849;6!SJRNPJVMK 7p!Y5! { ;<i;,!!
! H6Cd=5.!S46E.6B!,4C.F?6T!
! QMUPQMQ!
! !QR!Q!S06F6 / Y64!IKKRTW!!
!
o)9!\$6E6,?! [<4!H6,4C;W!A6B.;3! a 9 / 6=! a 4.C64;!.=) ; ,4.;C!\$<;,.,7p!Y5!" ,49?6!L!L,?.=
! !VO1J!S1KKITW!IMQPIMU!
!
o (? ,@. / .4! \ ,Y9b9E7p!Y5! \ 6.?! " 94=B6??!
! IUIPIUM!
! VO1J!S1KKITW!

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\$<;..=!E64;.9=!!o&.064,C<49E6@6=.6!b,b!.>4,p!S&.064,45!2F39?,4;3.D!.,;!;!G, / 6T7!
!!
!JRV!SJVVITW!QVQPQVO!
!
omE,4C,?!i,!D9E949C9 / 7p!Y5! (,@. / !m465@7!

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oL<=.=! ,=@! \ ,Y9b9E! * !\$.E,?45!9:!G6=.<;6;!0.;F9E64.6;!9:!C36! * ==.E64; ,45!] 6,4!p!
* !8?6=, 45!&6FC<46!%=C64=, C.9=,?!_94< / !o"?, ;,; .F!,=@!" 9=C6 / D94,45! [=!C36!JUK)*!
* ==.E64; ,45!9:!%E,=!L<=. =j;!L.4C3!p!) 36!29?i36=.C;5=!H9<;6!9:;!\$<;,;.,!* Y49, @7!
' 9;F9B7!\$<;,;.,!JI! [FC9Y64!IKIK!

!o) 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?!p! \ ,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:!

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A6B.;3! ' <;6W! (?,@./ .4!,=@! (d4,! \ ,Y9b9E! ,;!&.C64,C<46!,=@!H.;C945T!!!
 \ ,Y9b9E!\$6,@.=>;!IKJN7!2C!86C64;Y<4>!2C,C6!#=.E64;.C5P

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o (? , @ . / .4! \ , Y9b9E! , =@!C36!H64.C , >6!9: ! a 6;C64=!89 / 64 , = . , lp!_49 / !!\$ < ; ; , , !B.C3!&9E6W!
! &.C64,C<467! ' <; .F7! *4C7! , =@!_? / !!\$9F36;C64!%=;C.C<C6!9:!) 6F3=9?9>5!JR! *D4.?!IKJQ!
!oA6B.;3P\$ < ; ; , =!896C;! , ; ! a .C=6; ; 6;!C9!C36!239 , 3lp! *49<=@!C36!89.=C!) 36!& , =>< , >6;7!
! &.C64,C<46;7! , =@! " <?C<46;!9: !A6B; !L , 4P%? , =!#=.E64; .C57!%;4 , 6?!JR!06F6 / Y64!IKJII!
o0 / .C4.! \ , Y9b9E!%=! ' 6 / 94. , / lp! \ , Y9b9E!\$6 , @. => ; !IKJII7!2C!86C64; Y<4>!2C , C6!#=.E64; .C5P!
! (? , @ . / .4! \ , Y9b9E! ' <; 6< / 7!2C!86C64; Y<4>7!\$ < ; ; , , !U!A<?5!IKJII!
o2.>3C;! , =@!29<=@;!9: ! a 6;C64=!89 / 64 , = . , !.=! (? , @ . / .4! \ , Y9b9Ej; ! a 94b;lp! \ , Y9b9E!
! \$6 , @. => ; !IKJII7!2C!86C64; Y<4>!2C , C6!#=.E64; .C5P (? , @ . / .4! \ , Y9b9E!
! ' <; 6< / 7!2C!86C64; Y<4>7!\$ < ; ; , , !N!A<?5!IKJII!
o_ , F6;!9: ! , ! " 4. / 6 , =! " .C5!.=!%?5 , !26?E. = ; b5j ; !H9?9F , <; C!896C45lp! * ; ; 9F. , C.9=!_4 , =F9P!
! L4.C , =. } <6!D9<4!j6C<@6!@6! , !F<?C<46!4<; ; 6W! ` ` %6!F9?9 } <6!#=.E64; .Cd!@6! " , 6=!L , ; ; 6!
! \ 94 / , =@.6!U! ' , 5!IKJII!
o%?5 , !26?E. = ; b5!) 36!896C.F ; ! , =@!89?.C.F ; !9: !L6 , 4. => ! a .C=6; ; !C9!C36!239 , 3lp!~ [; C6<49D , . ; F3P
! I•@. ; F36!&.C64,C<46=! . / !IKI!<=@!IJ!A , 343<=@64C!%@6=C.C , C!<=@!896C.blp!) , ><=>! , / !!
! *? : 4.6@!m4<DD! a . ; ; 6=; F3 , : C ; b9?6>!G46. ; B , ?@7!G46. ; B , ?@7!G64 / , =5!JV! *D4.?!IKJII!
o%?5 , !26?E. = ; b5! , =@!C36!84.F6!9: !L6 , 4. => ! a .C=6; ; !C9!C36!239 , 3lp!A6B. ; 3!&. : 6! , =@!06 , C3! =!
! C36!29E.6C!#=.9=!@<4. => ! a 94?@! a , 4!%W! * = !% = C64= , C.9= , ?! " 9=: 646=F6! , C!C36!#=.E64; .C5!9: !
!) 949=C9!IU! ' , 4F3!IKJII!
o%?5 , !26?E. = ; b5!H9?9F , <; C! a .C=6; ; p!So%?j. , !26?jE. = ; b. 7! ; E. @6C6?j!m39?9b9; C , pT!18?6= , 45!
! 846; 6=C , C.9=! ` (%%! ' 6i3@<= , 49@=56!F3C6=... !%1!&!26?jE. = ; b9>9!o) 4 , > .F36; b..!9D5C!
(6?.b9. ! [C6F36; CE6==9. !E9.=5!E! . ; C94.b9Pb<?jC<4=9 / !9 ; / 5 ; ?6=..p!S ` (%%!% = C64= , C.9= , ?!%1!&!1!
26?E. = ; b5! " 9=: 646=F6!o) 4 , > .F!6-D64.6=F6!9: !C36!G46 , C!8 , C4.9C.F! a , 4! . = !C36!3. ; C94.F , ?P
F<?C<4 , ?!D64F6DC.9=T1!%?5 , !26?E. = ; b5! ' 6 / 94. , ?! ' <; 6< / !12. / : 649D9?7! " 4. / 6 , =!
* <C9=9 / 9<; ! \$6D<Y?.F7!#b4 , . =6!JU!06F6 / Y64!IKJII!
o%?5 , !+346=Y<4>! , =@!C36!84.F6!9: ! a 4.C. => !896C45! , Y9<C!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! a , ; 3. => C9=7!0 " !JV! \ 9E6 / Y64!IKJII!
o \ , Y9b9E! , =@!29E.6C!&.C64,C<46p!S49<=@C , Y?6!D46; 6=C , C.9=T1! * ==< , ?! " 9=: 646=F6!9: !C36!
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*!25 / D9;.< / !9=!A6B.;3! " <?C<46!.=!+ , ;C64=!+<49D6!!#=.E64; .C5!9: !254, F<;67!!
R!*D4.?!IKKI!
o) 36!A<@, .F! | <6;C.9=!.=!) 36!L49C364;!m,4, / , i9E!jp!09;C9!6B;b.!!<=@!06<C;F3?,=@!
`%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!IKKK! *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!\$ a 35! \ , Y9b9E!0. @=jC!&.b6! a 9 / 6=! * <C394; <T!!!
!!&j #=.E64; .Cd!@6!
8,4.;P294Y9==6!!IO! \ 9E6 / Y64!JVVV!
o] 6C! * =9C364!&99b!,C!C36!A6B.;3! | <6;C.9=!.=! lp!_9F<;!9=!!
! W!*!25 / D9;.< / !!!] , ?6!#=.E64; .C5!!! [FC9Y64!Q7!JVVV!
o26b;9>4, :... , ! \ , Y9b9E, p!\$ \ , Y9b9Ej;!26-9>4, D35T!) 36!%=C64=, C.9=, ?! (?, @. / .4! \ , Y9b9E!
! 25 / D9;.< / ?!) , ??.=!86@, >9>.F, ?!#=.E64; .C5Z) , 4C<!#=.E64; .C57!A, =<, 45!JMPJR7!JVVV!
o \ , Y9b9E!,=@! a 9 / 6=! * <C394;lp!) 36!JVVVR! ' &*!" 9=:646=F6!2, =!_4, =F.;F97!06F6 / Y64! !JVVVR!
o) 36!864:6FC!G?945!9:!\ , Y9b9Ej;!+ -D?9.C!p!) 36!" 94=6?!! \ , Y9b9E!" 6=C6=, 45!_6;C.E, ?!!!%C3, F, 7!!
! 26DC6 / Y64!JVVVR!
o) 36!A6B.;3! | <6;C.9=!,=@!C36!06F?.=6!9: ! \$ <; , .=! (.??, >6!849;6lp!) 36!JVVVR! " 9=:646=F6!9: !C36!
!! * / 64.F, =!* ; ;9F., C.9=!:94!C36! * @E, =F6 / 6=C!9: !2?, E.F!2C<@.6; !S * * * 22T! !L9F, !
\$, C9=7!26DC6 / Y64!JVVVR!
o%E, =!L<=.=! ,=@! (?, @. / .4! \ , Y9b9E!" 9 / D, 4, C.E6!896C.F; !9: ! \$.E, ?45!p!) 36! ` %C3!%=C64=

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o) 36!JVMQ!) 4.,?! ,=@!C36!+-6F.C.9=9!:!,!H9?9F,<;C!896 / !S26?E.=;b57!*!) 9?;C957!
! 2. / 9=9E!,=@!C36!&.C64,45!06Y,C6!;,Y9<C! " ,D.C,?!8<=.;3 / 6=CT!p!) 36!H6Y46B!
! #=.E64;.C5!9:!A64<;,?6 / !!IO! ' ,5!IKIMI!
o) 36!+-6F<C.9=9!:!,!H9?9F,<;C!896 / !S26?E.=;b57!*!) 9?;C957!2. / 9=9E!,=@!C36!8<i i?6;!9:!
! C36!m4,;=9@,4!) 4.,?T!p!L,Y6?!L99b;(946P) 6?!*E.E!!IO! ' ,5!IKIMI!
o) 36!%;4,6?!&,<=F3!9:!
!p!A64<;,?.; / !,C!L6;,4,Y.,!!A64<;,?6 / 7!%;4,6?!!!
!IN! ' ,5!IKIMI!
o\$<;,.,=P* / 64.F,=! ,=@!\$<;,.,=P%;4,6?!&.C64,45!) 4,=;?.=><,?.; / W! *!=!*CC6 / DC!,C!26?:P
! \$6F9=;C4<FC.9=lp!L,4P%?,=!#=.E64;.C5!!IQ! ' ,5!IKIMI!
o) 36!+-6F<C.9=9!:!,!H9?9F,<;C!896 / !S26?E.=;b57!*!) 9?;C957!2. / 9=9E!,=@!C36!8<i i?6;!9:!
! C36!m4,;=9@,4!) 4.,?T!p!L,Y6?!L99b;(946PH,.,,!!IK! ' ,5!IKIMI!
oA6B!;!49 / !C36! 94 / 64!29E.6C!#=.9=7p!B.C3!%i ,Y6?!,) ,Y,49E;b57! / 9@64,C6@!Y5! a ,446=
! H9:: / ,=! 7!9=?.=6!6E6=C!V! ' ,5!IKIMI!
o \ ,Y9b9E7!\$6?>.9=7!,=@!" 9=E64;C.9=!Y6:946!,=@!, :C64!C36!239,3!p!" 9?>,C6!#=.E64;.C57!
! I! ' ,5!IKIMI!
o) 36!) 6-C<46!9:IS#=#T\$6 / 6 / Y4,=F6W!% / / .>4,=C! a 4.C.=>7!) 4,=;?.=><,?.; / 7!,=@!C36!
! ' 6 / 945!9:!C36!239,3!p!" 9?>,C6!#=.E64;.C5!!J! ' ,5!IKIMI!
o*!\$6,@.=>!49 / ! 7p!B.C3!+4.F! a 6.;b9CC!L<4=;!&.Y4,457!L9;C9=!" 9??6>6!QK!*D4.?!
! IKIMI!
o*!\$6,@.=>!B.C3!2<;,=! " 9 / =.9=7!&6;?6! \ 6<;C,@C7!A,5!\$9>9:?!\$39=@,!\$9;6=36Fb7! !
) ,C.,=,!\$6Y6FF,!234,5647!L,4Y,4,!#=>,4!p!896C;!9:!A6B.;3!896C45!.=!C36!UJR!! !
! JM!*D4.?!IKIMI! \ ,;;,<!25=,>9><6! (.??,>6!9:!\ ,;;,<7! \ 6B!] 94b!
o%?5,!26?E.=;b5j;!896 / !o*!) 4.,?! ,C!m4,;=9@,4p!S!JVMQ^!D<Y!!JVMUTW!*!" 9=C6-C<,?!
! \$6,@.=>!p!#=.E64;.C5!9:!(.6==,7!%=;C.C<C!:•4!2?,B.;C.b!IJ! ' ,4F3!IKIMI!
o\$<;,.,=P* / 64.F,=!&.C64,45!) 4,=;?.=><,?.; / W! *!=!*CC6 / DC!,C!26?:P\$6F9=;C4<FC.9=lp!
! #=.E64;.C5!9:!(.6==,7!%=;C.C<C!:•4!2?,B.;C.b!IJ! ' ,4F3!IKIMI!
o) 36!JVMQ!m4,;=9@,4!) 4.,?! ,=@!C36!) 4.,?;!9:!!%5,!26?E.=;b5j;!896C.F!\$6D94C,>6!p!+<49D6!
! ,=@!C36!#22\$!&.C64,C<46!.=!C36!_ ,F6!9:!C36!

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oL<=,! ,=@! \ ,Y9b9E! * !H. ;C945!9: !\$.E, ?45!p!L, Y6?!L99b;C946PH, .: ,!IR! ' ,5!IKIQ!
o) 36!&.:6!9:!(? ,@. / .4! \ ,Y9b9E! , ;!&.C64, C<46! ,=@!H. ;C945!p!#=#.E64; .C5!9:!(.6==, 7!%=;C.C<C!
:•4!2?, B. ;C.b!IU! ' ,5!IKIQ!
*!\$6, @.=>! ,C!C36!?, <=F3!9: !C36! ,=C39?9>5! !SL9;C9=#! " .C5! ,=@!869D?67!!
IKIQ7!6@!!&69=!2D.E, b!#!#?.=!H9<;67!L9;C9=!JK! ' ,5!IKIQ!
*!\$6, @.=>! :49 / ! !L99b? .=6!8<Y.F!&.Y4, 45!IV! ' ,5!IKIQ!
*!\$6, @.=>! :49 / ! !H, 4E, 4@!L99b!2C946!I! ' ,5!IKIQ!
' .F3, 6?!L!m46D; ! ' 6 / 94. ,?!\$6, @.=>! .!\$<; ;. ,=!c / .>4d!896C45!IV! *D4.?!IKIQ!
*!\$6, @.=>! :49 / ! !L9;C9=! " 9?6>6!IM! *D4.?!IKIQ!
) 36!) 6-C<46!9: !S#=#T\$6 / 6 / Y4, =F6!H9?9F, <;C!&6> ,F5! ,=@!% / / .>4, =C! a 4.C.=>! .=!C36!IJ·)!!
" 6=C<45!! * !] 9 / !H, 239, 3!&6FC<46!&959?, ! ' ,45 / 9<=C!#=#.E64; .C5!JR! *D4.?!IKIQ!!
% / .>4, =C!L, >> ,>6!!2F6=6; !:49 / !, !) 4, =; ? . =>< , ?!&.:6! ' ,4.9=!k !L549=!2C4<> ' 6 / 94. ,?!
&6FC<46!) <? , =6!#=#.E64; .C5!JJ! *D4.?!IKIQ!
*!\$6, @.=>! :49 / ! 7! / 9@64, C6@!Y5!&.=@, !&! a 64C36. / 64!894C64!2 }<, 46!!
L99b; !Q! *D4.?!IKIQ7!
*!\$6, @.=>! :49 / ! !L99b; !9=!C36!2 }<, 467!849E. @6=F67!\$%!!IV! ' ,4F3!IKIQ!
o) 36!\$6:<;6=.b!&6> ,F5!p! * !><6; C!6FC<46!:94! (, ; ; . ? . !2F36@4.=j; !F9<4; 67!o\$<; ; . , !C349<>3!C36!
&6=; 6!9: !, !A6B. ; 3! * <C9Y.9>4, D35!p!#=#.E64; .C5!9: !) 949=C9!IO! ' ,4F3!IKIQ!
*!\$6, @.=>! :49 / ! 7! / 9@64, C6@!Y5! * ?6- ,=@4, ! (, F49<-! !O , E. ; ! " 6=C64!:94!
! \$<; ;. , =! , =@!+<4, ;. , =!2C<@.6; 7!H, 4E, 4@!#=#.E64; .C5!IK! ' ,4F3!IKIQ!
o*!\$6, @.=>! :49 / ! !S T!L, Y6?!L99b;C9467!) 6?! *E.E7!%;4, 6?!!
JK! \ 9E6 / Y64!IKII!
o) 36! ' ,44. ,>6!9:!(d4, !2?9=. / ! ,=@! (? ,@. / .4! \ ,Y9b9E! , ;!H. ;C945! ,=@!&.C64, C<46!p!) 36! * @ , / !!
' .Fb.6B.Fi!#=#.E64; .C5!89i=, ™7!89?, =@!JR! [FC9Y64!IKII!
o) 36! ' ,44. ,>6!9:!(d4, !2?9=. / ! ,=@! (? ,@. / .4! \ ,Y9b9E! , ;!H. ;C945! ,=@!&.C64, C<46!p!
) 36!#=#.E64; .C5!9: !š f@>7!š f@>7!89?, =@!JV! [FC9Y64!IKII!
oL<=,! ,=@! \ ,Y9b9E! * !\$.E, ?45!9: !G6=.<;6;lp!) 36! * @ , / !! ' .Fb.6B.Fi!#=#.E64; .C57!!
89i=, ™7!89?, =@!IK! [FC9Y64!IKII!
o*!\$6, @.=>! :49 / ! !S T! ,=@! S

! ! !
! NM! !

o*!\$<;,.,=!% / / .>4,=Cw!)4,=?.=><,?!_ .Fc.9=lp!0 ,4c / 9<C3!" 9??6>6!IU! ' ,5!IKIJ!
A6B.;3! (9.F6;!:49 / !C36!_94 / 64!29E.6C!#= .9=¶! *!8,=6?!0 .;F<;, .9=!B.C3!0 ,E.@!L64=;C6.=7! \ ,C,=!!

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\$6,@.=>!:49 / !

W!JV!26DC6 / Y64!IKJV!L6? / 9=C!L99b;^!!

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o) 36!849;D6FC!:94!A6B;!.=!)9@,5j; !\$<;;,lp!)36!"9??6>6!9:!\ 6B!A64;657!IR! ',4F3!IKJR!!
oL?9b37!(64C.=;b5!,=@! [C364;W! [!=!C36!H.;C94.F,?!29<4F6;!9:!\ ,Y9b9Ej;! !!!
84.=F6C9=!#=.E64;.C57!IV! ' ,4F3!IKJR!
o) 36!849;D6FC!:94!A6B;!.=!)9@,5j; !\$<;;,W!*!06,=j;!"9??9}<.< / lp!L9;C9="9??6>6!
!! II! ' ,4F3!IKJR!
\$6,@.=>!49 / ! Z 7!B.C3!2C6:.,=9!G,4i9=.9!!!
%!* ' !L [[m2!L99b;C9467!L9;C9=7!JU! ' ,4F3!IKJR!
o&6CC64;!C9!,!A6B.;3! ' <;6W!)36!&.:6!9:!(?,@. / .4!,=@!(d4,! \ ,Y9b9E!,;!&.C64,C<46!,=@!!
H.;C945lp!23,=>3,!.!%=C64=,C.9=,?!2C<@.6;!#=.E64;.C57!U! ' ,4F3!IKJR!
\$6,@.=>!49 / ! 7!L499b?.=6!L99b; / .C37!IU!A,=<,45!IKJR!
o) 3.=b.=>!9:!.FC.9=,?! \ ,44,C.E6;lp!)36! ' .F3,6?!04.;F9??!2F399?7!M)*!>4,@6!!!
L499b?.=67! ' *!JQ!06F6 / Y64!IKJO!
\$6,@.=>!49 / !

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NO!

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o\$6,@.=>!:49 / !

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o89@b39@5!b!€ (9iE4, ;3F36=..<j! *=@46.,!8?,c9=9E, !S

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! JI!_6Y4<,45!IKJM!
G<6;C!846;6=C,C.9=!9=! !!849:!!+?.i,Y6C3!G4,E64j;!F9<4;6!9=!o26F9=@!
! (9.F6;W!I;C!"6=C<45! a 4.C.=>!Y5!* / 64.F,=!% / / .>4,=C;lp!L9;C9=! "9??6>6!!
! IR!A,=<,45!IKJM!
\$6,@.=>!49 / !

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OK!

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o a 4.C64;j!8,=6?!p!*49<=@!C36!89.=CW!)36!&,>=<,>6;?!&.C64,C<46;?! ,=@!"<?C<46;!9:!! A6B;!L,4P%?,=!
! #=.E64;.C57!%;4,6?!JR!06F6 / Y64!IKJII!
o&9=>!,=@!2394C!9:!!CW!*!8,=6?!p!L9;C9=!A6B.;3!L99b!_,.4!JR!\ 9E6 / Y64!IKJII!
oA6B.;3P\$<;,.,=!896C;! ,=@!C36!84.F6!9:;! a .C=6;;!C9!C36!239,3!p!89=C.:eF.,!#=.E64;.@,@6!
! ",Cf?.F,!@9!\$.9!@6!A,=6.49!S8#"P\$.9T7!\$.9!@6!A,=6.497!L4,i.?!QK!' ',5!IKJII!
o%?5,!26?E.=;b5!,=@!C36!84.F6!9:;!L6,4.=>! a .C=6;;!C9!C36!239,3!p!%=;C.C<C!:•4!2?,B.;c.b%
! H< / Y9?@CP#=.E64;.C,C!i<!L64?.=!JO!*D4.?!IKJII!
oA6B.;3P\$<;,.,=!896C;!L6,4.=>! a .C=6;;!C9!C36!239,3!p!A6B;!.=!' 9@64=!+<49D6!2C<@5!G49<DZ!
)36!' .=@,!@6!G<=iY<4>!"6=C64!:94!+<49D6,=!2C<@.6;7!H,4E,4@!#=.E64;.C5!!!
IR!*D4.?!IKJII!
o\$6,@.=>!49 / !,=@!@.;F<;,9=!9:!
lp!\$66@!"9??6>6!!!
JI!*D4.?!IKJII!
oA6B.;3P\$<;,.,=!896C;!L6,4.=>! a .C=6;;!C9!C36!239,3!p!894C?,=@!2C,C6!#=.E64;.C5!!
JI!*D4.?!IKJII!
oA6B.;3P\$<;,.,=!896C;!L6,4.=>! a .C=6;;!C9!C36!H9?9F,<;C!SJVMPJVMNT!p!06?.E646@!,;D,4C!
9:!C36!.,<><4,?!;64.6;!94!C36!H9?9F,<;C!,=@!G6=9F.@6!2C<@.6;!849>4, / ?!)36!"9??6>6!9:!
\ 6B!A64;65!Q!_6Y4<,45!IKJII!
oA6B.;3P\$<;,.,=!896C;!L6,4.=>! a .C=6;;!C9!C36!239,3!p!84.=F6C9=!#=.E64;.C5!!!
Q!_6Y4<,45!IKJII!
o*!46,@.=>! ,=@!@.;F<;,9=!9:!
lp!MM*!*==<,?!&6,3!"936=!

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OJ!

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! _ ,F9?Cw!@.!&.=><6!6!&.CC64,C<46!2C4,=.6467!#=.E64;.Cw!@.!G6=9E,7!V! \ 9E6 / Y64!IKKM!
o\$6,@.=>!B.C3!0,E.@!234,564P86C49E!p!)36!L49B=Z\$%20!H.??6?!_9<=@,C.9=1!!!
! 849E.@6=F67!\$%!!U! [FC9Y64!IKKM!
o&6FC<46!,=@!\$6,@.=>!B.C3!0,E.@!234,564P86C49E!p!)36!IKKM!L49B=Z
!8<Y?.F!*:;,4;! "9=:646=F61!!849E.@6=F67!\$%!!U!*D4.?!IKKM!
o&6FC<46!,=@!\$6,@.=>!B.C3!0,E.@!234,564P86C49E!p!#=.E64;.C5!9:!\ 6B!H, / D;3.461!!!
! II!*D4.?!IKKM!
o\$6,@.=>!B.C3!0,E.@!234,564P86C49E7!L,4Y,4,! ' 9;;7!A9=!8,D64=.Fb!p!)36!\ 6BC9=
!! _466!&.Y4,451!!IQ! ' ,4F3!IKKM!
o2C,?.=! ,=@!H.C?647!L6CB.-C! ,=@!L6CB66=!!L,>4.C;b5j;!A6B.;3!\$6,B,b6=.=>!p!)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>61!!!
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!

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o (C9496!@5b3,=.6!+;?.!Y5!b=.,!;C,?.!Y6;C;6??649 / Š p!\$26F9=@! a .=@1%:!C36!Y99b!Y6F, / 6!!
! ,!Y6;C;6??64 Š !T! a .C3! ' ,;F3,!m4.CF36E;b,1,! !! ' ,5!IKJM!
o\$6,@.=>!" 36b39E!p!\$,@.9! [D6=!29<4F6!B.C3!" 34.;C9D364!&5@9=7! a L# \$7!IV! ' ,5!IKJM!
o8<C.=7!#b4,=.6!,=@!\$6,@.=>!C36!\$<;,.,=<p!\$,@.9! [D6=!29<4F6!B.C3!" 34.;C9D364!&5@9=7!!
! a L# \$7!IK! ' ,4F3!IKJM!
oA6B.;3!864;D6FC.E67p!B.C3!\$,YY.!\$9==6!_4.6@ / ,=7! a H0 (P) (!S" 3,==6?!07!L9;C9=T7!!
! JN! ' ,4F3!IKJM!!
o89b.@,.,!\$9;;..<W!+E46.;b,.,!.;C94..,p!S&6,E.=>!\$<;,.,W!*!A6B.;3!2C945T7!Y5!&6,!{ 6?C;64 / ,=7!!
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!! ! 234,564! !JK!SIKJUT!
\$6D4.=C6@!.=!234,564!
!! 2C94.6;T!IQOPINNI!

!S)36!0.;,DD6,4,=F6!9:!,? / ,=W!

o] 9 / !m.DD<4!.=* / ;C64@, / lp!

J!J!SIKKMTW!UOPNNI!!

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

!S254,F<;6W!254,F<;6!#=.E64;.C5!846;;7!!

! IKKVTI

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

1!!

! ! +@!Y5! (.FC94.,!* ,49=;7!*E.=9, / !A!8,CC7!,=@! ' ,4b!236F3=64!106C49.CW!!

! a ,5=6!2C,C6!#=.E64;.C5!846;;7!IKJU!QROPQVR!

\$<;.,=!C4,=;?,C.9=W!o2<@=5.!@6=j!E!* / ;C64@, / 67p!Y5!0 ,E.@!234,564P86C49E!,=@!+ / .?. ,!!

! ! 234,564!

!JM!SIKKUTW!VKPVN^!46E.;6@!\$<;.,=!C4,=;?,C.9=W!

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o%=' 6 / 945!9:!A93=!H, Bb6;lp!! !JK!S2< / / 64!IKKITW!UPO!!
!
o206D3, =;D?, Ci lp! !UU!S2D4. =>!IKKITW!JQOPJMN!!
!
o) 36! * :064?9E67p! 7!IQ!QPM!S2< / / 64P_, ??!IKKJT7!JONPJVM! \$6D4.=06@!.=!!
!S254, F<;6W!254, F<;6!#=.E64;.C5!846;;? !IKKVT!
\$<;.,=!04, =;?, C.9=!Y5!036!, <C394!.=!234, 5647! !!
S) 36! 0.;, DD6, 4, =F6!9: ! { , ? / , =W!2094.6;T!MUPRJ!

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o \ ,!9;C49E6!:94C3!
/ , ,lp!)4!!:49 / !C36!+=>?.;3!Y5!C36!,<C394!!=W!234,5647!
!S)36!0.;,DD6,4,=F6!9:!!{ ,? / ,=W!2C94.6;T!RIPJIQ!
!
o)9?jb9!9@.=!@6=j!E! (6=6C;..p!\$ [=?5! [=6!0,5!.=! (6=.F6T! !QK!06F6 / Y64!IKJO!
!
o&9;3,@.=56!<>9@j.,lp!)4!!:49 / !C36!+=>?.;3!Y5!C36!,<C394! !I!*D4.?!IKJO!
\$6D4.=C6@!.=!234,5647! !S)36!0.;,DD6,4,=F6!9:!!{ ,? / ,=W!
!! 2C94.6;T!JIM

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RJ!

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o8,..,c;7p! !IQ!*D4.?JVVI!
!
o0?.==5.!9;7p! !JKI!SJVRT7!NQPOJ!
!
"
+=>?.;3!D96C45!,=@!,<C9C4,=;?,C.9=;!
!
o)36!G39;C!)4.9!p! !IN!26DC6 / Y64!IKIM!!
!
o*!2< / / 64! \ .>3C!.=!8,4.;!p! ž

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!
 oA6B.:3!06C4,FC94;!9:#!4,6?lp! !Q!A,=<45!IKIQ!
 !
 o8,?6;C.=9D3.?.,lp! !JJ!SIKIQTI!
 !
 o%;4,6?!.!29?@.64;!:=!#b4,.=6lp! !S&9;!*=>6?6;T!J!06F6 / Y64!IKIQ!
 !
 o (64;6;! ,Y9<C!,!L<4=6@!8,.;:D94C!p! !JK!SIKIQTI!
 "
 o] 9 / !m.DD<4!.=!L9;C9=p^!oG4,D6;!9:!2<bb9Clp! !* <C / !=!IKIQ!
 "
 o86F<?.,4.C.6;!9:!C36 \ ,C.9=,?!8.?>4. / ,>6lp! !V!SIKIQTI!!
 !
 !o' .=:b!+?6>5lp! !A<=6!IKIQ!
 !
 o&jc@<F,C.9=!26=C. / 6=C.?6lp! !R!SIKIQTI!
 !
 om.=;3.Dlp! !O!SIKIQTI!
 !
 o) 36!L9 / Y.=>!9:![@6; ,.lp! !IQ!*D4.?!IKIQ!
 !
 o 94! ' 5!0 ,<>3C64;?9=!] 9 / !m.DD<4lp! ! a .=C64!IKIQ!
 !
 oL,C;! ,C!2<=;6Cp^!o) 36!&.=><. ;C!p! !IJ!A,=<,45!IKIQ!
 ! o) 36!&.=><. ;C!p!46F6.E6@!H9=94,Y?6! ' 6=C.9=!.=!C36!29F.6C5!9:!"? , ; ,.F,?!896C;!IKII!!
 %=C64=,C.9=,?!896C45!" 9 / D6C.C.9=;! !
 !
 o ' 5!) ,?6=C6@!* <=C!,=@!H64!89?.C.F,?!*??6>.,=F6;lp! !O!06F6 / Y64!IKII!!
 a .==64!9:!C36!I ' (!84.i6!.=!C36! a .=C64!896C45!" 9=C6;C!
 !
 o849@.>,?! " 3.?@46=!9:!89?.C.F;p^!o) .46@p^!o) 36!&.=><. ;C!p! !QN!SIKIJTI!
 !
 o&6E!,=@!%>94p^!o [@6!C9!* Y;<4@.C5p^!o&99b!H9 / 6B,4@!,=@!\$6F9.?p^!o *!84,564!:94!%C,?5p^!
 o " 39?64,!.=" 4. / 6,lp! !JV!06F6 / Y64!IKIK!
 !
 o+=@!9:!* <><C!.=!) 4,b, .7!&.C3<,=. ,lp! !Q!SIKKUTW!OO!
 \$6D4.=C6@!.=! 7!6@!1234,564! (9?!!IW!JKVQPVM!
 o),??.=7!JVRNp^!o2399C.=>! ,!_.? / !.=! a 6;C64=!+;C9=.,lp! !J!SIKKITW!NOPOR!
 !
 o)4.=.C5P&5b9E9!SQTlp! !I!SIKKITW!JMNPJMV!
 \$6D4.=C6@!.=! 7!6@!1234,564! (9?!!IW!JKVMPVUI
 !
 o_,?!9=!\ ,=C<Fb6C!%;?,=@7p! !MR!SJVVRTW!JJVPJIK!
 !
 "
 \$<; ,. ,=!896C45!,=@!,<C9C4,=,?,C.9=;! !
 ! ! !
 ! RQ! !

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o \ 6E9?j=56!064C;.=5 !SIKIMT!

o V! / ...!E! ' ,;:,F3<;6C;6lp! !JQ!SIKIMT!

o L? ,>9CE94.06?jlp! !J!SIKIMTW!MUPMNI!

o % / ..!9CF36;CE9lp! \$ [* \$!JI!SIKIMT!

o ' 9.,!E.,i.,=,...!b.D,W!%i!;C.b39CE946=..!9;6=..!IKIQ!>9@,W! ' 9.,!E.,i.,=,...!b.D,^!%i4,.?j;b.6!;9?@,C5!

! E!#b4,.,=6^!\$6i9?.<C;..!G6=64,?j=9.!,;,, / Y?6.! [[\ ^!896C5!m3, / ,; ,lp! !IM!SIKIMTW!

! IMUPIMO!

o L9;C9=;b96!<C49!%i!;C.b39CE946=..!IKIQ!>9@,lp! !JK!_6Y4<,45!IKIMI!

o 8,?6;C.=9:..?.,lp! !JJ!SIKIQTI!

o 2C.b3.!9!;9i3i36==9 / !D,;D94C6lp! !JK!SIKIQTI!

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o%i!) ;.b?,!€86;=.!4<;;b9>9!. / / .>4,=c,jp!So\$<;;b..! / / .>4,=c!;4, i3,6c;.,!;!b949=9E.4<;=9.!

! !Y6;;9==.c;6.p^!o\$<;;b..! / / .>4,=c!D46D9@=9;.c!6c.!E.4;3.! ' ,b;<!m49?.b<!=,;!@6=j!

! 49i3@6=..,%oE!G9@!m949=9E.4<;,pT!%=W!

!!IK!*D4.?!IKIK7!3CCD;WZZF949=,E.4<;D96C45!F9 / !!

!o%,=E,4j!JNP>97!+46C;p!SN!D96 / ;T!%=W!

!! \ 6B!] 94bW!m\$.m7!IKJR!!IRQPIRR!

o29=6C!;!Y6?b, / .p^!o29=6C!E!@<b36!8.b,;;9p^!o%i!D<C6E9@.C6?.,p^!o)4.;C,=!%!i9?j@,!!)4.!!9=6C,lp!!

! %=W! !!!

+@!G64;39 / !m.D4.;F3.!,=@! (?,@. / .4!L,C;36E!_4,=b:<4C!, / ! ' ,.=W!&.C64,C<4=5.!

6E49D66C;7!IKJO!UMMPUMNI!

o)4.!!9=,C,;!b45 / ;b. / .!46 / .=. ;C;6=C;., / .lp!%=W! 7!6@!G6==,@5!m,C;9E!,=@!!

%>94!2.@!8,?.,@6;!8,4b7! \ AW!m\$.m7!IKJM!!IONPIOO!

om36DD.P6=@p^!oH,DD5!+=@p!C4!!.=C9!G64 / ,=!Y5!_6?.-!83.?.DD!%=>9?@!!=!

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o \ ,!b3<?.c6?.,lp!! !R!SJVVVTW!QUQI!
om9=6C;! ,E><;C,p^!o%i!D<C6E9@.C6?.,p^!o29=6C! =,;! ; / 64Cj!E?.<Y?6==9>9!iE64.,7p!
!JN!S_6Y4<,45!JVVVTW!IKPIJ!
oL6?.,,! =9F3jp^!o29=6C!;!b<D.@9=, / .p^!o* =>6?!E!,649D9D94C<7p! !SJVVRTW!INUPNN!
o [;6==.,.,!4,i?.<Y9Ejp^!D.,Cj!;C.b39CE946=..!o2F3.C,?b,p^!o (5b39@.,!.i!Y,4,!E6F3649 / p^!
!! o849;3F3,?j=5.!:6b;p^!o&.E6=jp^!om36DD.P6=@7p! !O!SJVVRTW!IOQPIOM!
o)4.;C,=!%!i9?j@,7p! !II!SJVVRTW!JUQPUM!
o \ .;3F3.6! =,!D?.,i36p^!om36DD.P6=@7p! !IJJ!SJVVRTW!NVPOJ!
o ' 6.=;b,.,!D?.,;9E,.,p^!o \ ,!D4.F3,?6p^!o \ 9F3=9.!4,i>9E94!E!Y,46p^!o [C!Y4<b?. =;b9>9!
!! D96C,!<;3?,!i36=p^!o " 364=56!;3,45p^!o* / 64.b, =;b..!49 / , =;7p!
!JU! \ 9E6 / Y64!JVVOW!NI!
o%i!€ \ .<Pb36.E6 =;b.b3!;9=6C9Ej^!o \ .;3F3.6! =,!D?.,i36p^!o (! \ .<P&9=@9=6p^!o89;?6@=66!E!
!! D64E9 / p^!o2F3.C,?b,p^!o { ,b?. =, =.6p7p! !N!SJVVOTW!QQR!!!
o29=6C!;!Y6?b, / .p^!o29=6C!E!@<b36!8.b,;;9p^!o%i!D<C6E9@.C6?.,7p! !IJ!SJVVOTW!JMUPN!
o89!@949>, / !86 =;?jE, =.p^!D96 / ,lp! !! \ 6B!] 94b^!+::6FC!
!! 8<Y?.;3.=>!JVVN!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;C49E6! \ , =C, b6C7p!

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o) B9!896 / ;7p! 7!JRN!SJVVT7!RQPRM!
o (949=j.!D9C;6?<.p^!o { 36;C9b96!D49;3F3 ,=.6p^!o \ ,!; / 64C=9 / !9@46!117p! 7!JVVVI!
!! JJQPJU!
o* / 64.b,=;b..!49 / ,=;7p! !O!SJVVTW!UU!
o (9;D9 / .,=.6p^!o (9;D9 / .,=.,!9!8.,4=<p^!oG4.,@6C!i. / ,!1p^!o%=C6??.>6=Cp^!
o%;D9E6@jp^!om.=9;j6 / b.!E!26E64=9.!+;C9=..p^!o#C49!D9@!2C,E49D9?6 / p^!
o \ 9F3=,.,!D49><?b,lp! !JV! ' ,5!JVVIV!INPIR!
o%i< / 4<@=5.!F364Ej7p! !J!SJVVTW!UN!
om.=9;j6 / b.!E!26E64=9.!+;C9=..p^!o+C9!@6E9F3b,!E!D9?<D,?jC97p! !JNO!
!! SJVROTW!JQUPQN!
o

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RO!

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o)36!\$,YY.j;!29=7p!:49 / !C36!\$<;,.,=!9:;!%,,,F!L,Y6?lp!%=W! 7!!

6@! ' ,-. / !0!234,564!SL9;C9=W!*F,@6 / .F!2C<@.6;!846;;7!IKJRT7!IRUPIRO!

o* B,b6=.=>7p!:49 / !C36!\$<;,.,=!9:;!%,,,F!L,Y6?! !J! ' ,5!IKJR! !\$6D4.=C6@!.=W!

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

846;;7!IKJRT7!IROPIVQ!

o_.4;C!2=9B7p!

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!M!SIKJQTW!IVPQO!\$6D4.=06@!.=W! ' ,-. / !0!234,564!

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

7!6@! ' ,-. / !0!1!234,564!SL9;C9=W!*F,@6 / .F!2C<@.6;!846;;7!IKJRT7!!

JRPIQ!+-F64DC!46D4.=C6@!.=!

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!+@!+?.;36E,! " ,4?6Y,F3! \ 6B!H,E6=W!] ,?6!

#=.E64;.C5!846;;Z&<F64=6W!) 36!89;6=!_9<=@,C.9=7!IKJV!QIMPQIU!

_49 / !

7!:49 / !C36!\$<;;.,=!9:!!&6E!&6E,=@,1!%=W!

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

7!6@! ' ,-. / !0!1!234,564!SL9;C9=W!*F,@6 / .F!2C<@.6;!846;;7!IKJRT7!MIPUN!

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) , @6E9;5, =1!!%=W! 7!Y5!0 ,E.@!234,564P86C49E!!!
+@.C6@7!F9C4, =;?, C6@7!! ,=@!B.C3! ,=! , :C64B94@!Y5! ' , -. / !0!234,564!254,F<;6W!254,F<;6!
#=.E64;.C5!846;;7!!IKKN!S264.6;W!&.Y4,45!9:! ' 9@64=!A6B.;3!&.C64,C<46T!JUKPJRQ!
o)36;6!*Y4n / 7!%;nb!,=@!] nb9E Š p^!o [37!Y<C!B6!A6B;!3, @!, ??!C36!<Fb Š p^!oH94;6;!.=!
!! C36! [F6, =p^!o849@.>,?!29=p^!o8<=5!A6B.;3!" 3.?@46=p^!o)36!4, YY.;!F, / 6!@9B=!C9!C36!
!! E, ??65 Š l7p!:49 / !C36!\$<;;, =!9:!L94.;!2?<C;b57!C4!B.C3!264>65!&6EF3.=!!
U!S!KKN!W!QMPMK^!4DC1!.=! 7!!
6@!234,564! (9?!!I!W!NMQPMO^!OVN!.\$6D4.=C6@!.=W!

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!Q!S!K!K!M!T!W!O!K!P!R!K!^!4!D!C!1!.=!

7!6@!1!234,564!!(9?!1!I!W!J!J!K!U!P!J!Q!!

!oH,;.@.; / 7p!:49 / !C36!\$<;,;.,=!9!:264>65!2C4,C,=9E;b57!C4!B.C3!A!L!2.;;9=7!

!J!I!S!K!K!M!T!W!I!V!!

o€ [=?5! ' 5!H6,4C! a ,;!L49b6= Š j7p!:49 / !C36!\$<;,;.,=!9!:!&6E!G.=iY<4>7! !QUIJ!

\$2D4.=>!I!K!K!M!T!W!I!I!U!P!I!Q!U!^!I!M!Q!1!!\$!D!C!1!!.=!

7!6@!1!

234,564!!(9?!1!I!W!R!I!R!P!Q!O!1!\$!6!D!4.=C6@!.=W!

7!6@!1! ' ,-. / !0!!

234,564!S!L!9;C!9=W! *F,@6 / .F!2C<@.6;!846;;7!I!K!J!R!T!7!N!N!Q!P!N!O!Q!1!

o846: ,F6W!)9!L6!\$.DD6@!* B,57p!C4!B.C3!0.,=,!26=6F3,?!.-P-.-^!o);<b64 / ,=!,=@!H.;

! "3.?@46=7p!O!R!P!R!V!^!oH,=@6!H9F3•7p!J!M!K!P!J!U!I!^!o [?@! a 4.C64!_946 / ,=p!C4!B.C3! ' ,4>,4.C!

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!! IKKITW!VPIK^!46D4.=C6@!.=!

!!UIPNU!

o (? , @ . / .4! \ , Y9b9Ew! # =D<Y? . ; 36@!% =C64E.6B7!JVUR!p!!) 4 , = ; ? , C6@! : 49 / !C36! \$ < ; ; . , = !Y5!

! ' , - . / !0! 234 , 564! !UJ!S_ , ??! IKKJTW!JJKPJJU!

o \ , Y9b9Ew! & 6CC64 ; !C9!C36! * / 64.F , = !) 4 , = ; ? , C94! !!) 4! ! : 49 / !C36! \$ < ; ; . , = !Y5!!

' , - . / !0! 234 , 564! !UK!S [FC9Y64!JVVVTW!JIRPJMU!

o [4 . > . = 7p! : 49 / !C36! \$ < ; ; . , = !9 : ! + @ < , 4@!L , > 4.C ; b . . !!! !UI!SIKKKT7!IIJPIIQ!!

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(9?! !Jw!QOOPOV! \$6D4.=C6@!.=w! 7!6@! ' , - . / !0! !

234 , 564!SL9 ; C9=w! * F , @6 / .F!2C<@.6 ; !846 ; ; 7!IKJRT7! \$6D4.=C6@!.=w!

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So%:!%_94>6C!!) 3667!9!A64<;,?6 / pW!*=!+;;,5!9=! " 36b39Ej;!o\$9C3;F3.?@j;!_.@@?67p!:49 / !
C36!+=>?.;3!9:!!\$9Y64C!&!A,Fb;9=7! !JQ!SJVVVTW!JUMPJNU!
o8,D949C=.b9E,..!>94,p!So

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