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03>STCT3!3Q!3 :Dc 3] "DS!

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03>STCT3!3Q!3 : Dc 3] " DS!

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A0:63%\$%) :E!+% (7"9&%- , -: *A0:63%\$%) :J*! "#"\$%&9 "(7, \$*A0:63%\$%) :J*! '06%2-0"*A-%6"00"0J*
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A0:63%\$%) :*D"#"/J*5426, 7%(, \$*D"0", -63"-J*5\$ "9"(7, -: *<63%\$%\$Y%2-(, \$J*52-%&" , (*Y%2-(, \$*%,*
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Y%2-(, \$*%,*S')3"-*5426, 7%(E!>" , -(') * , (4*Z(07-267%(J*>" , -(') * , (4*Z(4'#'42, \$*! ';;"-"(6"J*
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`.7&!0.1?1\$79!S* -#*X* .!
R22#; *!12!D+(;7%#1&!S*\$*7. ;)E!] 7%#1&79!T&\$%#(%*!12!D+(;7%#1&E!<#&' 7?1 .*E!IZZN=? .*\$*&!
] *%) * .97&+\$!T&#%#7%#-*!21.!D+(;7%#1&!S*\$*7. ;)!7&+!0.1' .7@*@*!C1(& ;#9!21.!a (&+7@*%&79!
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07 '*!N!12!ZV!

03>STCT3!3Q!3 : Dc 3] " DS!

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39*07&+*.E!OQ!3Q!K#&!?.*\$LQ!>)*!#&%*.?97/!12!F&1X9*+'*E!\$.7%*'#!\$E!7&+!#&%*.*\$#!#&!%)*!
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03>STCT3!3Q!3 : Dc 3] " DS!

07 '*!I5!12!ZV!

39*07&+*.E!OQ!3QE!` .1\$\$&#;F9*!O*%*. \$1&E!DQ! 8 QE! " (@7\$E! " QE! _ !A7%%7&E!CQ!K45INLQ!3!.*% .1\$?*;##-!*
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)7-!*X*!;1@*!#&!%X*&%/2#-*/!*7.\$s!T&!3Q!Rp" 1&&*99!KD+QLE!BU;%-4*3, (4=%%@%*;
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39*07&+*.E!OQ!3Q!K45IVLQ!>)*!7.' (@*%&\$!21.!7&+!%)!*. *7\$1&#&'!7b1(%!*?#\$%#@#;1' &##1&U!3!
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S * ; 1 & ; # 9 # & ' ! # \$ \$ (* \$! 12! + * 2 # & # # 1 & E ! + / & 7 @ # \$ @ E ! 7 & + ! + * - * 9 1 ? @ * & % Q ! T & ! O Q ! 3 Q ! 3 229* . b7 ;) ! K D + Q L E !
S, (4=%%@%*;'(4'#42, \$*4';"- "(6''0*(*- ", 4' ()] * ? " U7*, (4*6%(7''U7K??Q!JGG=JZJLQ!!] *X!
o1.FU!S1(%9*+ '*Q!

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a7.9*/E!aQE!39*07&+*.E!OQ!3QE!*%179Q!K45IMLQ!32%*.X1.+!\$!TU!0*.\$?%;#- *\$!1&!%)!?!7\$E!?.*\$*&E!7&+!
2(% (. *!12!*+(;7%#1&79!?\$ / ;) 191 ' / Q!T&! : Q!C1.&1! _!DQ!3&+*. @7&!KD+\$QL!!S, (4=%%@%*;'*
"426, 7'(% (, \$*0:63%\$%) :!KJ#S!*+QE!??Q!HIM=HJ4LQ!] *X!o1.FU!S1(%9*+ '*Q!

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39*07&+*.E!OQ!3QE!` .1\$\$&#;F9*E!DQ! 8 QE! _! : # \$ % E ! 3 Q ! K 4 5 I H L Q !] 7 - # ' 7 % # & ' ! %) * ! 9 7 b / . # & %) ! 1 2 ! % * 7 ;) * !
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8 7 ' '#1&#E! : QE!a1OE!DQE! _! 39*07&+*.E!OQ!3Q!K45IHLQ!Y*9#*2\$!7b1(%!.*7+#&'E!%O%E!7&+!9*7.&#&'!2.1@!
%*O%Q!A!Q!a#-*\$!_!8Q!` . * ' 1 # . * = ` # 9 9 ! K D + \$ Q L E ! Z (7 " - (, 7' % (, \$ * 3 , (4 = % % @ % * ; - " 0 " , - 6 3 % (* 7 " , 6 3 " - *
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9 , 7 3 " 9 , 7 ' 6 0 \$ \$, - (' () " 4 2 6 , 7' % (* K ? ? Q ! M = 4 N L Q ! ! " 1 . + . * ;) % E !] * %) * . 9 7 & + \$ U ! < ? . # & ' * . !

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39*07&+*.E!OQ!3QE!8 (. ?) / E ! O Q ! W Q E ! _ ! ` . ** & * E ! 6 Q ! 3 Q ! K 4 5 I 4 L Q ! 0 . 1 k * ; # & ' ! * + (; 7 % # 1 & 7 9 ! ? \$ / ;) 1 9 1 ' / p \$!
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, . + 7 & ! K D + \$ Q L E ! 5 4 2 6 , 7' % (, \$ * & 0 : 6 3 % \$ %) : * 3 , (4 = % % @ % * ; d % \$ C * Q C * ? 3 " % - " 0 J * 6 % (0 7 - 2 6 7 0 J * , (4 *
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2 . 1 @ ! ?) # 9 ! \$ 1 ?) / ! 7 & + ! ? \$ / ;) 1 9 1 ' / ! % ! !) (@ 7 & ! 9 * 7 . & # & ' Q ! T & ! W Q ! S Q ! A 7 . . # \$ E ! < Q ! ` . 7) 7 @ E ! _ ! > Q !
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39*07&+*.E!OQ!3QE! "#&\$@1.*E! " Q! : QE!a1OE!DQE! ` .1\$\$&#;F9*E!DQ! 8 QE! : 1 (')9#&E!<Q! 8 QE! 8 7 ' '#1&#E! : QE!
 07.F#&\$1&E! 8 Q! 8 QE! _! d #&%*.\$E!aQ!TQ!!K45IILQ!A#')* .!1.+* .!%)#&F#&'!7&+!F&1X9*+ '*U!
 " 1@7#&='* &*.79!7&+!+1@7#&=\$?*;#2#;!%.*&+\$!7&+!2(% (. *!+#.*;#1&\$Q!T&!` Q!<;).7X!_!" Q!
 S1b#&\$1&KD+QLE! . 00"009"(7%;*3')3"-*%-4"-*73'(@') *0@ '\$\$0*K??Q!HG=NNLQ!!C)7.91%%*E!] CU!
 T&21.@7%#1&!3 '*!0(b9#)\$*.\$Q!

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39*07&+*.E!OQ!3Q!K45IILQ!3!@7%%* .!12!?.#&;#?9*U!D-#+*#&;*!12!9*7.&* . = ; * & % * . * + ! ? \$ / ;) 191 '# ; 79!
 ?.7 ; % # ; * \$! 7 @ 1 & ' ! * 22 * ; % # - * ! % * 7 ;) * . \$ Q ! T & ! 3 Q ! ` . 7 * b * . E ! : Q A Q ! \ 799#E! _ ! W Q ! 6 Q !] * X % 1 & ! K D + \$ Q L E !
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39*07&+*.E!OQ!3QE! "#&\$@1.*E! " Q! : QE!07.F#&\$1&E! 8 QE! _! d #&%*.\$E!aQ!K45IILQ!<*92=. * ' (97%*+!9*7.&#&'!
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03>STCT3!3Q!3 :Dc 3] "DS!

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9*7.&#&' !2.1@!%*O%Q!T&!CQ!DQ! d *#&\$%*#&E!DQ!>Q!` 1*%FE! _!OQ! 3 Q! 3 9*07&+*.!KD+\$QLE!>" , -(') *
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(9GGB; ;B9C@D% ' @>9A? ;% =CD% 3 9C9HA=><; %

!

39*07&+*.!E!OQ! 3 QE! _!%) *! "#\$;#?9#&*+!S *7+##&' !7&+! : *7.&#&' !S*\$*7. ;)! : 7b1.7%1./!K45I5LQ! ?3""
63 , \$\$" () "0*% ; *4"#" "\$%&' () *6% 9 &"7" (7*\$'7"- , 6:*' (*73""EQ07*6" (72- : Q!! d 7\$) #&' %1&E! " CU!>) *!
] 7%#1&79! 3 ; 7+* @ / !12! < ; # * & ; * \$ Q !
) % % ? U [[XXXGQ & 7%#1&797 ; 7+* @ # * \$ Q 1 . ' [+ b 7 \$ \$ \$ [S * \$ * 7 . ;) t 1 & t 4 I \$ % t C * & % (. / t C 1 @ ? * % * & ; # * \$ t !
07? * . \$ t 7 & + t 0 . * \$ * & % 7%#1&\$Q) % @ 9!!

!

39*07&+*.!E!OQ! 3 Q!K455VLQ! ?3""& , 73*7%*6% 9 &"7" (6"J* . *\$; "0& , (*4"#" "\$%& 9 " (7 , \$* & "-0& "67"#" "% (*
- , 4' () Q! !07? * . ! ; 1 @ @ # \$ \$ # 1 & * + ! b / ! %) * !] 7%#1&79! S * 7 + # & ' ! C 1 & 2 * . * & ; * Q !
) % % ? U [[XXXQ & . ; 1 & 9# & * Q 1 . ' [? (b 9# ; 7%#1&\$ [>) * 07%) > 1 C 1 @ ? * % * & ; * Q ? + 2 ! !

!

39*07&+*.!E!OQ! 3 QE! 07.\$1&\$E!6Q! : QE! _!] 7\$) E! d Q! S Q! K I Z Z V L Q ! ? % / , - 4 * , * 7 3 " % - : % , * 6 - " , 7 ' # ' 7 : Q !
d 7\$) #&' %1&E! " CU!] 7%#1&79! 3 \$ \$ 1 ; # 7%#1&!21 . ! ` # 2%# + ! C) # 9 + . * & Q !

!

!

0>@IB=E%" ; ; F@% + DB?9A ; ; %

!

39*07&+*.!E!OQ! 3 QE! _! : 1@b7. + # E! " Q! K # &! ? . * ? 7. 7%#1&LQ!] 7 - # ' 7%#&' ! %) * ! @ (. F / ! X 7 * . \$! 1 2 !) # ') * . = 1 . + * . E !
; . # # ; 79E!7&+! ; . # # ; 79=7&79 / % # ; ! %) # & F # &' Q! g < ? * ; # 79! T \$ \$ (* h ! 5 4 2 6 , 7 % (, \$ A 0 : 6 3 % \$ %) . : * D " # " " / Q !

!

^97%F#&=>. 1#%\$;) 7&\$F7#7E!RQE! 3 9*07&+*.!E!OQ! 3 QE! _! 0*99* ' . # & 1E!6Q! d Q! K 4 5 4 I L Q ! 3 \$ \$ * \$ \$ # & ' ! # & 2 1 . @ 7%#1&!
? . 1 ; * \$ \$ # & ' ! 7 & + ! 1 & 9# & * ! . * 7 \$ 1 & # & ' ! 7 \$! 7 ? ' . * . * e (# \$ # # ! 2 1 . ! 9 * 7 . & # & ' ! # & !) # ') * . ! * + (; 7%#1&Q!
g < ? * ; # 79! T \$ \$ (* h ! e - % (7 " " - 0 * ' (* 5 4 2 6 , 7 % (Q !

!

: # \$ % ! 3 Q E ! _ ! 3 9 * 0 7 & + * . ! E ! O Q ! 3 Q ! K D + \$ L ! K 4 5 I N L Q ! > 1 X 7 . + ! 7 ! @ 1 + * 9 ! 1 2 ! @ (9 % # = \$ 1 (. ; * E ! @ (9 % # = @ 1 + 7 9 !
? . 1 ; * \$ \$ # & ' Q ! g < ? * ; # 79! T \$ \$ (* h ! > " , - (' () * , (4 * Z (0 7 - 2 6 7 % (J * F O Q !

!

: # \$ % ! 3 Q E ! _ ! 3 9 * 0 7 & + * . ! E ! O Q ! 3 Q ! K D + \$ Q L ! K 4 5 I G L Q ! 8 1 + * 9 \$! 1 2 ! @ (9 % # ? 9 * ! \$ 1 (. ; * ! (\$ * Q ! g < ? * ; # 79! T \$ \$ (* h !
5 4 2 6 , 7 % (, \$ A 0 : 6 3 % \$ %) ' 0 7 E ! F E Q !

!

39*07&+*.!E!OQ! 3 Q!KD+L!K45IGLQ!S *97%#1&79! . *7\$1&#&' !#&!<>D 8 !+1@7#&\$U! d)7%!*@?#. # ; 79! . *\$*7. ;) !
; 7&! ; 1&% . # b (% * ! % 1 ! %) * ! & 7%#1&79! + # 791 ' (* Q ! g < ? * ; # 79! T \$ \$ (* h ! 5 4 2 6 , 7 % (, \$ A 0 : 6 3 % \$ %) . : * D " # " " / J *
E f Q !

!

39*07&+*.!E!OQ! 3 Q!KD+Q!K45IHLQ!<*F#&' ! ; 1 @ @ 1 & ! ' . 1 (& + U ! 3 ! @ (9 % # + # \$; # ? 9 # & 7 . / ! * 0 7 @ # & 7%#1&12!
; . # # ; 79=7&79 / % # ; ! %) # & F # &' ! # & ! 9 * 7 . & # & ' ! 7 & + ! + * - * 9 1 ? @ * & % Q ! g < ? * ; # 79! T \$ \$ (* h ! 5 4 2 6 , 7 % (, \$
A 0 : 6 3 % \$ %) . : * D " # " " / E ! E g Q !

!

03>STCT3!3Q!3 : Dc 3] " DS!

07 '*!IN!12!ZV!

39*07&+*.E!OQ!3Q!KD+QL!K45IJLQ!!C79#b.7%#&'!;79#b.7%#1&U!C.*7%#&'!;1&.*?%(79!;97.#%/!%1!'(#+*!
@*7\$(*@*%&!7&+!;79;(97%#1&!g<?*;#79!T\$\$(*h!>" , - ('(*) , (4*Z(07-267'%(J*EbQ!
!

03>STCT3!3Q!3 :Dc 3] "DS!

07 '*!45!12!ZV!

a10E!DQE! "#&\$@1.*E!" Q! : QE! _!39*07&+*.E!OQ!3Q!K45I5LQ!S*7+#&'!;1@?%*%&;*E!#&%*.*\$%E!7&+!. *7+#&'!
'179\$!#&!%).*! '#2%*+!/1(&'!7+19*\$;*&!.*7+*.\$!g<?*;*#79!T\$\$(*!1&!81%#-7%#1&!7&+!
'`#2%*+&*\$hQ!S')3*. = '\$7: *<724''0%EQE!IVM=IGNQ!

!

W(9#F1X#;)E!6Q!8QE!_!39*07&+*.E!OQ!3Q!K45I5LQ!T&%*%#1&79#%/!%1!9*7.&!#&!7&!7;7+*#@#;!+1@7#&Q!
g<?*;*#79!T\$\$(*!1&!R-* .97?\$!b*%X**&!\$1;#1=*@1%#1&79!7&+!7;7+*#@#;!+*-*91?@*%&h!!5, -\$.:*
5426,7%(*, (4*! "#"\$%&9"(7%EQJ*G4H=GHIJQ!

!

"#&\$@1.*E!" Q! : QE! 39*07&+*.E!OQ!3QE!_! : 1(')9#&E!<Q!8Q!K455NLQ!a1;(\$#&'!%)!%;1&.*?%(79!9*&\$!1&!&
@*%7;1'&#%#1&E!\$*92=.*'(97%#1&E!7&+!\$*92=.*'(97%*+!9*7.&#&'!Q!g<?*;*#79!T\$\$(*!1&!&
8*%7;1'&#%#1&E!\$*92=.*'(97%#1&E!7&+!\$*92=.*'(97%*+!9*7.&#&'!U!A#\$%1.#;79!.11%\$!7&+!
;1

03>STCT3!3Q!3 : Dc 3] " DS!

07 '*!44!12!ZV!

39*07&+*.E!OQ!3Q!K455VLQ! d)7%!X1(9+! " *X*/!\$7/s!C)7&&*9#&'! " *X*/!1&!%)*!#\$\$(*!12!%)*!
\$?*;#2#;#%/!12!*?#\$%*@#;!b*9#*2\$u!3!S*\$?1&\$*!%1!8 (#E!Y*&+#O*&E!7&+!A7*.9*!K455VLQ!

03>STCT3!3Q!3 : Dc 3] " DS!

07 '*!4J!12!ZV!

!

a#- *\$E!AQE!_!39*07&+*.E!OQ!3Q!K455ILQ!>*7;)#&'!7\$!?*.\$(7\$#1&U!3!;7\$*!#&!1#&%Q! ?3''%-:*(7%*
A-, 67'6'E!bPE!4H4=4HNC*

*

6*%%1&E!>Q!:QE!_!39*07&+*.E!OQ!3Q!K455ILQ!>)*!7\$*\$*\$@*%&!12!#&%*.*\$%7&+!%) *!;1&%*&!7.*7!9#%*.7; /!
&-#.1&@%&U!C)799*&'*\$!21!.!.*\$*7.;)!7&+!?.7;%#;*Q!5426,7%(,\$A0:63%\$%) :*D"#" /J*QH

03>STCT3!3Q!3 : Dc 3] "DS!

07 '*!4M!12!ZV!

03>STCT3!3Q!3 : Dc 3] " DS!

07 '*!4V!12!ZV!

39*07&+*.E!OQ!3QE!_!<#&'*.E!:Q!8Q!K45IGE!R;%1b*.LQ!!>)*!*&+(.##'!?1X*.!12!?.#&!21.!9*7.&#&'!#&!7!
+#'#%79!X1.9+Q!!?3''*+%(#''-0,7'%(Q!)%%?\$U[[%)*;1&-*.\$7%#1&Q;1@[%)*=*&+(.##'=?1X*. =12=?.#&%=
21.

03>STCT3!3Q!3 : Dc 3] " DS!

07 '*!4G!12!ZV!

Y7 ' '*%%7E!OQE! _!39*07&+*.E!OQ!3 Q!K45IVLQ!C1&;*?%(79#f7%#1&17&+!1?*.7%#1&79#f7%#1&12!*0*;(%#- *!
2(&;#1&Q!T'(4J*[-, '(* , (4*5426, 7%(E!QPE!I5=JJQ!

!

39*07&+*.E!OQ!3QE! " (@7\$E! " QE! ` .1\$\$&#;F9*E!DQ! 8 QE! :#\$E!3QE! _!a#. *%%1E!CQ! 8 Q!K45IVLQ!! 8 *7\$(. #& ' !
. *97%#1&79!. *7\$1&#& ' Q!Y%2-(, \$%*, *5U&''- '9 "(7, \$*5426, 7%(E!GbE!IIZ=IMIQ!+1#U!
I5QI5N5[55445ZGJQ45IHQZVJ4IV!

!

` .1\$\$&#;F9*E!DQ! 8 QE! " (@7\$E! " QE! 39*07&+*.E!OQ!3QE! _!Y7 ' '*%%7E!OQ!K45IVLQ!T&+#-#+(79!+#22*. * & ; *\$!
#&!%) *!?. 1 ; *\$!12!. *97%#1&79!. *7\$1&#& ' Q!> " , -(' () * , (4*Z(07-267%(E!bEE!IHI=IMZQ!

!

" #&\$@1. *E! " Q! : QE! _!39*07&+*.E!OQ!3 Q!K45IVLQ!3!@(9%#+#@* & \$ #1&79!#&- *\$%# ' 7%#1&12!+**?-9* - *9!7&+!
\$(.27; * =9* - *9!?. 1 ; *\$#& ' Q! ? 3 " *Y%2-(, \$%*, *5U&''- '9 "(7, \$*5426, 7%(E!GbK4LE!4IJ=4HHQ!

!

:#\$E!3QE! _!39*07&+*.E!OQ!3 Q!K45IMLQ!DO7@#&#&'!. *\$?1&\$*!; 1&2#+* & ; *!#&!@ (9%#?9*!%*O%!%7\$F\$Q!!
T "7, 6%)('7%(* , (4*> " , -(' () J*QPE!H5G=HJVQ!

!

: 1 (')9#&E!<Q! 8 QE! ` .1\$\$&#;F9*E!DQ! 8 QE! " #&\$@1. *E! " Q! : QE! _!39*07&+*.E!OQ!3 Q!K45IMLQ!!i S *7+#&' j!

03>STCT3!3Q!3 : Dc 3] " DS!

07 '*!4N!12!ZV!

C)#(E!<QE!_!39*07&+*.E!0Q!3Q!K45IHLQ!o1(&'!;)#9+.*&q\$!7&791'#;79!.*7\$1&#&'U!>)*!.19*!12!

03>STCT3!3Q!3 : Dc 3] " DS!

07 '*!4Z!12!ZV!

S*/&19+\$E!SQ!DQE!<;)799*.%E! " Q! : QE! _ !39*07&+*.E!OQ!3Q!K455ZLQ!3 &!7%97\$!)7\$!@1.*!%)7&!1&*!@7?U!3!

8 (.?) /E!OQ!WQE! _!39*07&+*.E!OQ!3 Q!K4554LQ! d)7%!; 1 (&%\$s!>)*!?.*+##;#-?!?1X*.!12\$(bk*;%=7%%*!.
F&1X9*+ '*E!\$.7%* '#;!?.1;*\$#\$&'E!7&+!#&%*.*\$#!#&!+1@7#&=\$?*;#2#;!?.21.@7&;*Q!Y%2-(, \$%*,
5U&"-'9"(7, \$*5426, 7%(J*G5E!IZG=4IHC*

!

a#- *\$E!AQ!: QE!39*07&+*.E!OQ!3 QE! _!Y(*)9E! 8 Q! 8 Q!K455ILQ!>*7;)#&'!7\$!?*.\$(7\$#1&U!3?? .17;)#&'!
;97\$.11@!+##;1(. \$*!7\$!. *2(%7%#1&79!%*O%Q!T&!6Q! \ Q!A122@7&E! " Q!: Q!<;)799*.*E!CQ! 8 Q!a7#.b7&F\$E!
6Q! d 1.) /E! _!YQ! 8 791;)!KD+\$LE!e';7''73*:" -=%%%@%*,*73''8, 7%(, \$*D", 4'()*+%(;"-'(6''K??Q!
455=4I4LQ!C)#;7' 1E!T: U!] 7%#1&79!S*7+##&'!C1&2*.*&;*Q!

!

Y(*)9E! 8 Q! 8 QE!39*07&+*.E!OQ!3 QE! 8 (.?) /E!OQ!WQE! _!<?*9E!CQ!>Q!K455ILQ!0.12#9#&'!?*.\$(7\$#1&U!>)*!
.19*!12!b*9#*2\$E!F&1X9*+ '*E!7&+!#&%*.*\$#!#&!%)*!?.1;*\$#\$&'!12!?*.\$(7\$#- *!%*O!%)7%-7./!b/
7.' (@*%\$!\$. (;% (. *Q!Y%2-(, \$%*,>'"- , 6.*D"0", -63J*HHE!4VZ=J5IC!

%

6*%%1&E!>Q!: QE! _!39*07&+*.E!OQ!3 Q!K455IE!6(9/LQ!: *7.&#&'!2.1@!%*O%U!3!@(9%#++@*&\$#1&79!7&+!
+*-*91?@*%&79!?*.\$?*;#- *U!3&!*O*; (%#- *!\$(@7./Q!D", 4'()*B(M>'(''Q!
)%%?U[[XXXQ.*7+##&' 1&9#&*Q1.' [7.%#;9*[\$7.%t#&+*OQ7\$?sASDa | [7.%#;9*\$[]7&+b11F[k*%%1&[#&+*OQ)
%@9!

!

39*07&+*.E!OQ!3 Q!K4555LQ!>1X7.+!7!@1+*9!12!7;7+* @#;!+*-*91?@*%&U!<;) 119#&'!7&+!%)*!
7;e(#\$##1&!12!F&1X9*+ '*U!>)*!\$*e(*9Q!5426, 7%(, \$*D"0", -63"-J*Ef

8 (.) /E!OQ!WQE! _!39*07&+*.E!OQ!3 Q!KIZZNLQ! , \$#& ' !%) *! : *7.&#& ' !7&+!<% (+/!<%.7%* '#*\$!T&- *&%1 ./= A#') !<;)119!-*.#\$1&!X#%) !<#& ' 7?1.*7&!2* @79*\$!D07@#&#& ' !?\$/ ;)1@%*.# ; !?.1?*.%#*\$Q!
5426,7% (, \$* , (4*A0:63%\$%) '6, \$*T", 02-"9"(7J*FGE!HZJ=MI5Q!

d)#%*E!CQ!<QE!39*07&+*.E!OQ!3 QE! _! " 7(')*.%/E! 8 Q!KIZZNLQ!>)*!.*97#1&\$)#?!b*X**&! /1(&'!
;)#9+.*&p\$!7&791 '#;79!.*7\$1&#& ' !7&+!@7%)*@7%#;79!9*7.&#& ' Q! T, 73"9, 7'6, \$*+%) ('7%(J*bK4LE!
I5J=I4J!

6*%1&E!>Q! : QE! _!39*07&+*.E!OQ!3 Q!KIZZGLQ!T&\$%. (;#1&79!#@?1.%7&;*U! d)7%!*7;)*. \$!-79(*!7&+!X)7%!
\$% (+*&%\$!9*7.&Q!D", 4'()*D"0", -63*\ 2, -7"-\$.J*HEE!4Z5=J5NQ!

39*07&+*.E!OQ!3 QE! 8 (.) /E!OQ!WQE! _! d 11+\$E!YQ!<Q!KIZZGLQ! , &*7.%)#& ' !7;7+*@#;!.11\$!D+(;7%1.\$p!
?*. ; *?#1&\$!12!%) *!#&%*..*97#1&\$)#?!12!?)#91\$1?) /E!?\$ / ;)191 ' /E!7&+!*+(;7%1&Q!5426,7% (, \$*
e%-29J*gQE!IG4=INVQ!

39*07&+*.E!OQ!3 QE! 8 (.) /E!OQ!WQE! d 11+\$E!YQ!<QE! " ()1&E!WQ!DQE! _!07.F*.E! " Q!KIZZGLQ!C199* '*!
#&\$%. (;#1&7&+! ;1&;1@#7&#% ;)7& ' *\$!#&!\$% (+*&\$p!F&1X9*+ ' *E!#&%*.*\$E!7&+!\$%.7%* ' /!(\$*U!3!
\$% (+/!12!+1@7#&!9*7.&#& ' Q!+%(7"9&%-, - : *5426,7% (, \$*A0:63%\$%) :J*EEE!I4M=IHV!

39*07&+*.E!OQ!3 QE! 8 (.) /E!OQ!WQE! _! d 11+\$E!YQ!<Q!KIZZVLQ!R2!\$e(799\$!7&+!27%)1@ \$U!] 7-# '7%#& ' !%)*!
\$*7\$!12!*+(;7%1&79!#&&1-7%#1&Q!5426,7% (, \$*D"0", -63"-J*EFKJLE!JI=JVE!JZ!

39*07&+*.E!OQ!3 QE! _!6*%1&E!>Q! : Q!KIZZVLQ!>)*!.19*!12!#@?1.%7&;*7&+!#&%*.*\$!#&!%)*!?.1 ; *\$#& ' !12!
%*O!Q!5426,7% (, \$*A0:63%\$%) . *D"#" /J*GKILE!NZ=I44Q!

39*07&+*.E!OQ!3 QE!6*%1&E!>Q! : QE! _!W(9#F1X#;)E!6Q! 8 Q!KIZZMLQ!T&%*..*97#1&\$)#?!12!F&1X9*+ ' *E!
#&%*.*\$E!7&+!.*;799!3\$\$*\$#& ' !7!@1+*9!12!+1@7#&!9*7.&#& ' Q!Y%2- (, \$*% ; *5426,7% (, \$*
A0:63%\$%) :J*GOE!MMZ=MGMQ!

" 1 ;) /E!aQ!6Q!S!Q!CQE! _!39*07&+*.E!OQ!3 Q!KIZZMLQ! 8 7??#& ' !? .#1.!F&1X9*+ ' *U!3!2.7@*X1.F!21.!
+#\$; (\$#1&!7@1& ' !.*\$*7.;)*.\$Q!52-%&" , (*Y%2- (, \$*% ; *A0:63%\$%) :% ; *5426,7% (J*he!44M=4H4Q!

d 7+*E!<Q!DQE!39*07&+*.E!OQ!3 QE!<;).7XE!`QE! _!W(9#F1X#;)E!6Q! 8 Q!KIZZMLQ!>)*!?* .#9\$!12! ; .#%# ;#\$@U!
S*\$?1&\$*%1! ` 1*%f!7&+!<7+1\$F#Q!D", 4'()*D"0", -63*\ 2, -7"-\$.J*HPE!MI4=MIMQ*

39*07&+*.E!OQ!3 QE! _! " 1 ;) /E!aQ!6Q!S!Q!CQ!KIZZMLQ!C1&;*?#1&\$!12!F&1X9*+ ' *!7&+!b*9#*2\$U!3!
;1@?7.#\$1&!7; .1\$\$!-7./#& ' !; (9% (.79!7&+!*+(;7%1&79! ;1@@ (&#%*\$Q! . 9"- '6, (*5426,7% (, \$*
D"0", -63*Y%2- (, \$*HEE!HIJ=HH4Q*

39*07&+*.E!OQ!3 QE!6*%1&E!>Q! : QE!W(9#F1X#;)E!6Q! 8 QE! _! d 1*)9*.E!CQ!KIZZHLQ!C1&%.7\$#& ' !
#&\$%. (;#1&79!7&+!\$%. (;% (.79!#@?1.%7&;*U!>)*!\$*+(;%#-!*!22%;\$!12!%7;)*.!e(*\$#1&\$Q!Y%2- (, \$*% ; *
D", 4'()* ["3, #%-E!EgE!IZ=HMQ!

!

A*..1&E! 8 Q!3QE!39*07&+*.E!OQ!3QE!_"#Y.#%1E! d Q!KIZZ5LQ!3!?.1?1\$79!21.!?.1b9*@\$19-#&'!
#&\$%. (;#1&!#&!-***.#&7./!*+(;7#1&!?.1'.7@\$Q!Y%2-(, \$%:*d"7"- '(, -:*T"4'6, \$*5426, 7%(J*QOE!
4I=4HQ!

!

W(9#F1X#;)E!6Q! 8 QE!_!39*07&+*.E!OQ!3Q!KIZZ5LQ!>)*!*22*;%\$!12!'*&+*.E!7b#9#%/E!7&+!' .7+*!1&!
7&791' /!?* .21. @7&*Q!+% (7"9&%-, -:*5426, 7'(% , \$*A0:63%\$%) :J*QFE!JVH=JGGQ!

!

39*07&+*.E!OQ!3QE!W(9#F1X#;)E!6Q! 8 QE!_!07%*E!OQ!DQ!KIZNZLQ!3&!*+(;191' /!12!#&\$%. (;#1&U!>.7#&#&'!
+1@7#&!\$?*;#2#;!7&+!\$%.7%*'#!F&1X9*+'*Q!Z(7"- (, 7'(% , \$*Y%2-(, \$%:*5426%\$%) :J*HE!I5H=I4MQ!

!

39*07&+*.E!OQ!3QE!07%*E!OQ!DQE!W(9#F1X#;)E!6Q! 8 QE!a7..*99E!" Q! 8 QE!_! d .# ')%E! J Q! : Q!KIZNZLQ!
" 1@7#&=\$?*;#2#;!7&+!\$%.7%*'#!F&1X9*+'*U!D22*;%\$!12!%.7#&#&'!1&!\$(+*&\$!12!+#22*.#&'!7'*\$!1!
;1@?%*%&*!9*-*9\$Q!

03>STCT3!3Q!3 : Dc 3] " DS!

07 '*!JH!12!ZV!

!

39*07&+*.E!OQ!3QE! d #9\$1&E! 3Q!aQE! d)#%*E!CQ!<QE! d #99\$1&E! \ Q! : QE!>799*%E! 8 Q!WQE! _!<)(%*SE!S!DQ!

03>STCT3!3Q!3 : Dc 3] " DS!

07 '*!JM!12!ZV!

39*07&+*.E!OQ!3QE!_!`7.&*.E!SQ!KIZNHLQ!D22*;%\$!12!.*79#\$%#;!7&+!(&.*79#\$%#;!;.#%*.#7!21.!

03>STCT3!3Q!3 :Dc 3] "DS!

07 '*!JV!12!ZV!

`7.&*.E!SQE!_!39*07&+*.E!OQ!3Q!KIZNILQ!, \$*!12!?7\$7 '*!; (*\$!#&!7&\$X* .#& '!12!e(*\$%#1&\$U!
T&-*\$%# '7%#1&!12!%)! *!22*; %\$!12!7&!*O?9#; #%! *O%* .&79!; .#%* .#1&!1&!7+(9%\$q!\$(+/#& '!b*)7-#1.Q!
Y%2-(, \$%*,*D", 4'()*["3, #'%-J*QHE!J JM=JHVQ!

!

39*07&+*.E!OQ!3QE!_! 8 (#7E!6Q!KIZN5LQ!`#2%*+!. *7+#& '!?.1' .7@\$U! , &;1-*.#& '!%)*!)#++*&! ?1%*OQ!
D", 4'()*\$%- 'L%(OJ*EPE!J54=J95Q!

!

%

899: % '@KB@P; % =CD%#@I<CBI=E% '@>9A?; %!

!

39*07&+*.E!OQ!3Q!K45I4LQ!gY11F!. * -#*Xh!A1X!X*!%)#&FU!3!%)*1./!12!' 179=1.#*&%*+!+*; #1&!
@7F#& '!7&+!#%\$!*+(;7%#1&79!7??9#;7%#1&\$Q! T, 73"9, 7'6, \$*?3'(@'()* , (4*>" , -('E!QbE!4MG=
4VJQ!!!

!

39*07&+*.E!OQ!3Q!KIZZVLQ!

03>STCT3!3Q!3 : Dc 3] " DS!

07 '*!JN!12!ZV!

39*07&+*.E!OQ!3Q!K4545LQ!>'##*/'73*73''*.273%-J*5&'0%4''*Q0Q!>)*!\$;#*#&;*!12!.*7+#&'!\$?*;#79!*+##1&!-#+*1!\$*.*#\$Q!T&*.*&7%#1&79!S*7+#&'!3\$\$1;#7%#1&Q!)%%?\$U[[XXXQ/1(%(b*Q;1@[X7%;)s-|,+S^0;eV\$8;_9#%|0:ODF-fc+W=N.@bfCZ,(-c oM3 I 8 IRHG9)F_#&+*0|IG_%|GZN\$!

!

39*07&+*.E!OQ!3Q!K454ILQ!?'3''&%/'-;%&;77''-(0*'(*73'('@'()*,(4*-'',0%('()Q!D.&1!:*)%#&*!R&9#&*!C1991e(#(@!<*.*\$E!>1.F(!, &#-*. \$#%/E!a#&97&+Q!)%%?\$U[[XXXQ/1(%(b*Q;1@[X7%;)s-|G1kI^''^2C3!

!

39*07&+*.E!OQ!3Q!_!8;]7@7.7E!"Q!K454ILQ!?'3''*;272-''*%;*&2=\$'03'()J*.*;'-'0'4''*63,7*/'73*!-C*A,7-'6',*.C*.\$"U,(4''-*,(4*!-C*!,('"\$''*T68,9,-,C*d*b#&7.!12!"#-#\$#1&!IM!KD+(;7%#1&79!0\$/;)191'/L!12!%)*!3@*.*#;7&!D+(;7%#1&!S*\$*7.;)!3\$\$1;#7%#1&Q!)%%?\$U[[/1(%

!
 39*07&+*.E!OQ!3Q!_!a10E!DQ!K455GL!S*7+#&'!.*@*+#7#1&Q!T&!DQ!a9*%;)*.=67&f*&!_!CQ!SQ!
 S*/&19+\$!KD+\$QLE!5(6:6\$%&"4', %%;*0&"6', \$*"426, 7%(J*d%\$29 "HQ!KJ.+!*+QE!?!?Q!IVNZ=IVZJLQ!
]*X!o1.FU!61)&! d #9*/!_!<1&\$!

!
 39*07&+*.E!OQ!3Q!K455HLQ!e, 6'\$7, 7'()*";;"67'#"\$", -('()*;%-*, \$\$*0724"(70J*T%42\$"* . Q!K \ #+*1!
 ;1(.\$*LQ!: 1\$!3&' *9*\$E!C3U!C7&%*.!_!3\$\$1;#7%*\$Q!

!
 39*07&+*.E!OQ!3Q!KIZZHE!] 1-*@b*.LQ!T%7'#, 7%(J*0'72, 7%(J*'(;%-9, 7%(J*, (4*('7', 7%(J*
 Z(-"4'"(70;%-*, 6, 4"9'6*0266"00Q!] *X\$9*%*!.!21.!%)*!3 @*.#;7&!D+(;7%#1&79!S*\$*7.;)!
 3\$\$1;#7%#1&!<?*;#79!T&%*.*\$%!`.1(!?1&!>*0%E!>*);&191' /E!7&+!: *7.&#&'!<%.7%*'#\$*Q!

!
 39*07&+*.E!OQ!3Q!KIZZ4E! 8 7.;)LQ!<"'@'()*- "0%\$27%(Q!D+#%1.#79!21.!%)*!Y./7&[C199* ' *!<%7%#1&!
 D7'9*Q!

!
 39*07&+*.E!OQ!3Q!KIZZIE! " *;*@b*.LQ!?, 9&"-'()*/'73*0266"00Q!D+#%1.#79!21.!%)*!Y./7&[C199* ' *!
 <%7%#1&!D7'9*Q!

!
 39*07&+*.E!OQ!3Q!KIZZIE!<*?%*@b*.LQ!?3"*#, \$2"*%;*3')3"-*"426, 7%(Q!D+#%1.#79!21.!%)*!
 Y./7&[C199* ' *!<%7%#1&!D7'9*Q!

!
 39*07&+*.E!OQ!3Q!KIZZ5E!<?.#&'LQ! 8 1.*!*22*;#%-*(&#%\$!21.! '#2%*+!7&+!%79*&%*+!\$(+*&%\$Q!?"9 &%E!I5E!

39*07&+*.E!OQ!3Q!KIZNJE!67&(7./LQ!3!] *X!o*7.q\$!.*\$19(%#1&!K` (*\$%!D+#1.#79LQ!?" , 63"-*5426,7'/(*
A-%)- , 9*e%\$\$\$/MX&*<724'''0*8"/0\$'77"-Q!

!

39*07&+*.E!OQ!3Q!KIZNILQ!A-"4'67'#"* , 662- , 6: %%;*73'-4* , (4*;'73*)- , 4"-0* , 6-%00\$'()2'07'6* , (4*
(%(\$'()2'07'6*6%9&-"3"(0%(*9" , 02-"0J*?3"*-"\$, 7'%(03'&*="7/""(*&"-%-9 , (6""%(*
)- , 42,7"4*& , 00,)""N2"07'%(0*2(4"-*\$'07"(')* , (4*- " , 4'()*6%(47'*(0* , (4*73"*<7 , (4 , -4*
A-%)- "00'#"* T , 7-'6"0Q! , &?(b9#\$)*+!+1 ;%1.79!+#\$\$*.%7%#1&Q! , &#-*. \$##/!12! 8 7./97&+Q!

%

%

& ' +0+) # \$ # " .) 0%

!

"C?@AC=?B9C=ES)=?B9C=E%T@QC9?@;%=CD%"CKB=?B9C=E%# =E : ;%

!

39*07&+*.E!OQ!3Q!K4544E!] 1-*@b*.LQ!> " , -(' () *7%*\$" , -(* " ; ; "67'#"\$. *(*7%4 , :m0*3 : & "-6%(("67"4*
/-%\$4J*500"(7' , \$*07- , 7")'''0*;%- *0724"(70* , (4*7" , 63"-0Q!a1(.%)!T&%* .&7%#1&79!C1&2* . *% ; *!1&!
<#% (7%#& ' !<% .7%* ' /! , \$*!K<< , HLU!<% .7%* '# ; ! : *7.&#& ' !#&!7&! , & ; * .%7%#&! d 1.9+E! d *99#& ' %1&E!
] *X!^*797&+Q!

!

39*07&+*.E!OQ!3Q!K4544E! 3 (' (\$%LQ!<@ '\$\$J* / '\$\$J* , (4*73- '\$\$J*X(4"-07 , (4' () *73"*6%9&\$"U*(7"-&\$, : % ; *
6%)('7%(J*9"7 , 6%)('7%(J* , (4*9%7'# , 7'(%('(*\$" , -(' () * , (4*4"#"\$\$%&9"(7Q!W* / &1%*!
+*9#- * . *+!7%!%) *!@**%#& ' !12!D(.1? *7&!3\$\$1 ; #7%#1&121. !S*\$*7. ;)!1&! : *7.&#& ' !7&+!
T&\$% . (; %#1&E!<T` !N! _ IV!61#&%!C1&2* . *% ; *Q0.2412(2Tm / Qq0.2 , 914q0.2 , 9149)0.2(#)0.2(-*)0.2(.*)24.2(1#)2

39*07&+*.E!OQ!3QE!_! : * -#&*E!S!K454IE!6(&*L!<266''00;2\$, 6, 4''9 '6*&2=\$'03'(')J*. *)\$%=, \$*
&''-0&''67'#''Q!T&-#%*+!1&9#&*!X1.F\$)1? !7%!%)! *! d 1.9+!D+(;7%#1&79!S*\$*7.;) !C1&2*.*&;*Q!

39*07&+*.E!OQ!3Q!K07&*9#L!K454IE!3?.#9L!S%/*03%2\$4*/''*(, #'), 7''%&'(*06''(6''*(''426, 7%'(, \$*
-''0'', -63n*[-, '(07%-9'(')J*6%(#''-0, 7%(J*4''=, 7''J*, (4*&-%=\$''9M0%\$#'()Q!T&-#%*+!\$*\$S#1&12!
%)!-#.% (79!7&&(79!@**%#&'!12!%)! *!3 @*.*#;7&!D+(;7%#1&79!S*\$*7.;) !3 \$\$1;#7%#1&Q!

39*07&+*.E!OQ!3Q!K454IE!67&(7./LQ! ?3''*%&/''-%%*&, 77''-(0*'(*73'('@'(')*, (4*-'' , 0%('(')Q!T&-#%*+!
9* ;%(*!21.!%)! *!D.&!1! : *)%#&*!R&9#&*!C199!e(#(@!<*.*\$E! , &#-*.\$#%/!12!>.(F(E!a#&97&+Q!

39*07&+*.E!OQ!3Q!K4545E!6(&*L!>)*!&(%\$!7&+!b19%\$!12!7;7+* @#;!?(b9#\$)#&'Q!T&!OQ!3Q!39*07&+*.*!
KR.' 7&#f*.*LE!S%/*7%*)''7*&2=\$'03''4Q!\ #+*!1X1.F\$)1? !21.!%)! *!3 @*.*#;7&!D+(;7%#1&79!
S*\$*7.;) !3 \$\$1;#7%#1&Q!

39*07&+*.E!OQ!3Q!K] 1-*@b*.E!45IZLQ!S%/*7%*0266''''4*, 7*, 6, 4''9 '6*&2=\$'03'(')Q!>)*!3 DS 3=] <a!
' .7&%\$!0.1' .7@E!a799!C1&2*.*&;*Q! d 7\$)#&' %1&E! " CQ!

39*07&+*.E!OQ!3Q!K] 1-*@b*.E!45IZLQ!A\$: '() *73''*7%\$0%*, 6, 4''9 '6*&2=\$'03'(')J*?3''*(270*, (4*=%\$70Q!
0.*\$*%&7%#1&1%!)! *! d 1@*!#&!D&' #&*.*#&'!C1&2*.*&;*E!3&7)*#@E!C79#21.!

39*07&+*.E!OQ!3Q!K45IZE!R;%1b*.LQ! ?3''*k(%(M09, -71*20''*%*09, -7*7''63(%\$%)''''0J*?3''*(''/4')'7, \$*
4'#'4''*;%-7%4, :j0*' ^''(''-, 7%(Q!>*..7?#&>79F!21.!%)! *!I55!''=/ *7.!; *9*b.7%#1&!12!%)! *!C199* '*!
12!D+(;7%#1&E! , &#-*.\$#%/!12! 8 7./97&+Q!

39*07&+*.E!OQ!3Q!K45IZE!R;%1b*.LQ!D''4'';('(')\$7''-, 6.*;%-*, \$\$*('73''*EQ07*6''(72-:J*?3''*(''U20%*;
7''U7J*6-7'6, \$*73'('@'(')J*, (4*7''63(%\$%):Q!A*9 '*!D&' !T&-#%*+! : *;%(*.E! , &#-*.\$#%/!12!R\$91E!
R\$91Q!

39*07&+*.E!OQ!3QE!_! : * -#&*E!aQ!K45IZE!6(9/LQ!>%%@'(')*)\$%=, \$\$*.*7*73''*&2=\$'6, 7%(*&-%6''00*_ %-\$4*
5426, 7%'(, \$*D''0'', -63*. 00%6', 7%(Q!>1F/1Q!

39*07&+*.E!OQ!3Q!K45IZE!6(&*L!c(%/\$'4)''*, (4*73''*^''(''-, 7%(J*?3''*''&'07''9'6*6%(0''N2''(6''0%*, *
\$#'()*, (4*\$'', -('(')*('73''*4')'7, \$*,)'Q!T&-#%*+!?.*\$*%&7%#1&7%!%)! *!IN%)!T&%*.*&7%#1&79!
W&1X9+ '*!7&+!<?7;*!</@?1\$#(@!1&!i0.12*\$S#1&\$!7&+!0.12#;#&&;/Ej!A*#+*9b*.'E!
' *.*@7&/Q!

39*07&+*.E!OQ!3Q!K45IZE!6(&*L! ?3''*^''(''-, 7%(*, (4*\$7''-, 6.*'(07-267%(J*?'', 63'(')*, (4*\$'', -('(')*
'(73''*,)''%#;#'-72, \$*-'' , \$'7:J*0%6', \$*9''4', J*, (4*;* , @''*(''/0Q!T&-#%*+!?.*\$*%&7%#1&7%!%)! *!
W*/\$1&*!<%7%*! : #%*.7; /!3 \$\$1;#7%#1&! : *7+*.\$)#?! d 1.F\$)1?E!<%7%*!C199* '*E!03Q!

39*07&+*.E!OQ!3Q!K45IZE!3?.#9L!KC)7#.[" #S; (\$7&%LQ!Z((%# , 7%(0*'(\$'', -('(')J*. */-%-\$4/'4''*
&''-0&''67'#''Q!T&-#%*+!\$*\$S#1&!21.!%)! *! d 1.9+!D+(;7%#1&79!S*\$*7.;) !3 \$\$1;#7%#1&!7%!%)! *!7&&(79!
@**%#&'!12!%)! *!3 @*.*#;7&!D+(;7%#1&79!S*\$*7.;) !3 \$\$1;#7%#1&E!>1.1&%1Q!

03>STCT3!3Q!3 : Dc 3] " DS!

07 '*!HJ!12!ZV!

39*07&+*.E!OQ!3Q!K45IGE!3?.#9LQ!!>)*!&(%\$!7&+!b19%\$!12!7;7+*#@#!?!(b9#\$)#&'Q!T&!0Q!3Q!39*07&+*!.!
KR.'7&#f*.LQ!S%/*7%*)"7&2=\$'03"4Q!! d 1.F\$)1?!?.*\$*&%*+!7%!)*!7&&(79!@**%#&'!12!%)*!
3@*.;7&!D+(;7%#1&79!S*\$*7.;)!3\$\$1;#7%#1&E!<7&!3&%1Q!

!

39*07&+*.E!OQ!3Q!K45IGE!3?.#9LQ!

!

39*07&+*.E!OQ!3Q!K45IME!3?.#9L!K"#.*;%1.LQ!S%/*7%*)''7*&2=\$'03"4J*^2'4,(6''*,-%9''9''-)'()*,(4*
0''('%-*063%\$, -0Q!!0.12*\$#1&79!''*-*91?@*%&! d 1.F\$)1?!%1!b*!?.*\$*&%*+!7%!%)*!7&&(79!
@**%#&'!12!%)*!3 @*.*#;7&!D+(;7%#1&79!S*\$*7.;)!3\$\$1;#7%#1&E!C)#;7' 1Q!

!

39*07&+*.E!OQ!3Q!K45IHE!R;%1b*.LQ!Z(;%-9,7%(*9,(,)"9''(7*#"-020*@(%/\$'4)''*=2'\$4'())J*
Z9&\$'6,7%(0*;%-7''U7M=,0''4*\$'',-(')*(%*(M\$'('', (4*%;;M\$'(''6%(7''U70Q!!W*/&1%*!7%!%)*!
] 1.X* '#7&!` .7+(7%*!<;)119!12!D+(;7%#1&79!<;#*%&;*p\$!] 7%#1&79!0) " ! " 7/\$E!<%7-7&' 7.E!
] 1.X7/Q!

!

39*07&+*.E!OQ!3Q!K45IHE!6(9/LQ!D''\$,7%(,\$*73'(@'()*,(4*-''\$,7%(,\$*-''0%('())J*?,&&'()*-%%70*%*
329,(*\$'',-(')*(, (4*4''#''\$%&9''(7Q!!''#-#S#1&79!W*/&1%*!3++.*\$\$!?.*\$*&%*+!7%!%)*!
T&%*.*7%#1&79!C1&' .*\$#!12!3??9#*+!0\$/;)191' /!KTC3OLE!07.#\$Q!

!

39*07&+*.E!OQ!3Q!K45IHE! 87.;)LQ!Z(;%-9,7%(*9,(,)"9''(7*#"-020*@(%/\$'4)''*=2'\$4'())J*_3,7*
0724''0*%;*92\$7'&\$''*

39*07&+*.E!OQ!3Q!K45IJE!3?.#9L!K"#;\$;(\$7&%LQ!>)*!#&%*99# '*&;*!12!.*97%#1&79!.*7\$1&#&'Q!!T&!d Q!
 <97%*!_!S!Q!A1.1X#%f!KC)7#.\$LE!?'3"* ,00"009"(7%*,*-,7%(*,\$*73'('@'())JZ\ *p*D \ C**
 !'07'()2'03"4*<63%\$, -<: 9&%0'29*'(*S%(%-%,*c "'73*5C*<7, (%#'63E!<?1&\$1.*+!b/!%)*!
 3DS3!<T`U!S*\$*7.;)!#&!S*7+##&'!7&+!:#*.*7;/E!3 @*.*#;7&!D+(;7%#1&79!S*\$*7.;)!
 3\$S1;#7%#1&E!<7&!a.7&;#;1Q!

!

39*07&+*.E!OQ!3Q!K45IJE!3?.#9L!K"#.*;%1.LQ!S%/7%*) "7*&2=\$'03"4J*^2'4, (6"*;-9**9"-)'()* , (4*
 0"(%-%063%\$, -0Q!!0.12*\$S#1&79!"*-*91?@*%&! d 1.F\$)1?!21.!%)*!3 @*.*#;7&!D+(;7%#1&79!
 S*\$*7.;)!3\$S1;#7%#1&E!<7&!a.7&;#;1Q!

!

39*07&+*.E!OQ!3Q!K45IJE!a*b.(7./LQ!!Z(;%-9,7%(*9,(,)"9"(7*#" -020*@(%/\$"4)"*=2'\$4'())J*
 +3,\$\$"()0*;%-7",63'()* , (4*\$", -('')*(73"*EQ *6"(72-:Q!!T&-##*+!7++.*\$\$!7% 8 7./!: 1(!
 a(9%1&!>*7;)*.\$!C199* 'E!3.#f1&7!<%7%*! , &#-*.S%#/E!>*@?*Q!

!

39*07&+*.E!OQ!3Q!K45I4E!<*?%*@b*.LQ!!D"\$,7%(*,\$*-,"0%('')*, (4*6%(6"&72,\$*63,()"J*+%2&\$'()*
 &"-6"&7*, (4*6%(6"&7*'(6%9&\$"U*2(4"-07, (4'())OQ!W* /&1%*!7++.*\$\$!?.*\$*%&*+!7%)*!
 D(.1?*7&!3\$S1;#7%#1&121.!S*\$*7.;)!1&!:*7.&#&'!7&+!T&\$%. (;%#1&p\$!N%!)T&%*.*&7%#1&79!
 C1&2*.*&;*!1&!C1&;*?(79!C)7&'*E!>.*#.*E!`*.*@7&/Q!

!

39*07&+*.E!OQ!3Q!K45I4E!6(9/LQ!!X(\$%6@'())*73"*0"6-"70*7%*, 6,4"9'6*&2=\$'03'()Q!!T&-##*+!7++.*\$\$!7%!
 %)*! , &#-*.S%#/!12!3 (;F97&+E!3 (;F97&+E!] *X!^*797&+Q!

!

39*07&+*.E!OQ!3Q!K45I4E!6(9/LQ!!X(\$%6@'())*73"*0"6-"70*7%*, 6,4"9'6*&2=\$'03'()C**T&-##*+!7++.*\$\$!7%!
 %)*!\#;%1.#7! , &#-*.S%#/E! d *99#&'%1&E!] *X!^*797&+Q!

!

39*07&+*.E!OQ!3Q!K45I4E!3?.#9L!K"#.*;%1.LQ!S%/7%*) "7*&2=\$'03"4J*^2'4, (6"*;-9**9"-)'()* , (4*
 0"(%-%063%\$, -0Q!!0.12*\$S#1&79!"*-*91?@*%&! d 1.F\$)1?!21.!%)*!3 @*.*#;7&!D+(;7%#1&79!
 S*\$*7.;)!3\$S1;#7%#1&E!\ 7&;1(-*E!C7&7+7Q!

!

39*07&+*.E!OQ!3Q!K45I4E!87.;)LQ!e,6'()*73"*63,\$\$"()0*%;*7",63'()* , (4*\$", -('')*(73"*EQ *
 6"(72-:Q!!T&-##*+!7++.*\$\$!7%! , &#-*.S%#+7+!3 (%n&1@7!+*! 8 7+.#+E!<?7#&Q!

!

39*07&+*.E!OQ!3Q!K45I4E!87.;)LQ!!?'3"*-,"\$7""0%*;\$", -('')*, (4*7",63'()*(73"*EQ *6"(72-:U!
 Z9&\$'6,7%*(0*;%-73"*20"*%;*92\$7'9"4',Q!!0.*\$*%&7%#1&7%!)#!&-#7%#1&1&1&2*.*&;*!12!
 :*7.&#&'!X#%!)8 (9%#@*+7! 8 7%*.#79\$!#&!a1.@79!7&+!T&21.@79!C1&%*O%\$E! 8 7+.#+E!<?7#&Q!

!

39*07&+*.E!OQ!3Q!K45I4E!a*b.(7./LQ!!D",4'()*(7%73"*;272-"J**?3"*63,\$\$"()0*%;*6%9&"7"(7*
 \$'7"-,6*;%-73"*EQ07*6"(72-:Q!!` .7+(7%*!<(+*%&!3\$S1;#7%#1&E! , &#-*.S%#/!12!] 1.%!)
 C7.19#&7E!C)7?*9!A#99Q!

!

39*07&+*.E!OQ!3Q!K45I4E!a*b.(7./LQ!!c(%/\$"4)"*=2'\$4'()#"-020*'(%-9,7%(*9,(,)"9"(7J**
 +%(;%-(7'())*73"*63,\$\$"()0*%;*7",63'()* , (4*\$", -('')*(73"*EQ *6"(72-:Q!!C*%&*!121.!
 >*7;)&#&'!7&+!*7.&#&'!D&)7&;*@*%&E!:7@7.! , &#-*.S%#/E!Y*7(@1&%E!>c Q!

!

39*07&+*.E!OQ!3Q!K45I4E!a*b.(7./LQ!!_3,7*Z*3,#"*\$", -("4`0%*,-aQ!!0.*\$#+*%#79!3++.*\$\$!7%!)!)*!
 7&&(79!@*%#&'!12%)*!<1(%)X*\$!D+(;7%#1&79!S*\$*7.;)!3\$S1;#7%#1&E!] *X!R.9*7&\$Q!

03>STCT3!3Q!3 : Dc 3] " DS!

07 '*!HV!12!ZV!

!

39*07&+*.E!OQ!3Q!K45IIE!] 1-*@b*.LQ! \ 2"07%(*, 0@'()* , (4*329 , (*'(7"(7%(\$'7:Q!W*/&

03>STCT3!3Q!3 :Dc 3] "DS!

07 '*!HG!12!ZV!

!

39*07&+*.E!OQ!3QE!_!D9@1.*!OQ!!K455ZE!3?.#9L!KC1="#.%;%1.\$LQ!S%/*7%*)''7*&2=\$'03''4J*^2'4,(6''*
;-%9**9''-)'()*,(4*0''(%-*063%\$, -0Q!0.12*\$S#1&79!''*-*91?@*&%! d 1.F\$)1?!21.!%)*!
3@*.;7&!D+(;7%#1&79!S*\$*7.;)!3\$\$1;#7%#1&E!<7&!''#*'1Q!

!

39*07&+*.E!OQ!3Q!K455NE!6(9/LQ!?3''*(,72-''%;*''U&''-7'0''U!Z9&\$'6,7'(0*;%-*\$'',-(')*(,4*7'',63'(')Q!
a7;(9%/!12!D+(;7%#1&E!,&#-*.\$#%/!12!3(;F97&+E!3(;F97&+E!]*X!^*797&+Q!

!

39*07&+*.E!OQ!3Q!K455NE!3('(\$%LQ!?3''*(,72-''%;*''U&''-7'0''Q!>)*16*\$S#!A*%)*.#&'%1&C*&%.*!21.!!
D+(;7%#1&79!S*\$*7.;)E!\#;%1.#7!,&#-*.\$#%/Q! d *99#&'%1&E!]*X!^*797&+Q!

!

D9@1.*E!OQ!YQE!_!39*07&+*.E!OQ!3Q!KC1="#.%;%1.\$LQ!K455NE!87.;)LQ!^''77'()*&2=\$'03''4J*. *&,('\$*%;*
R%2-(,\$*'4'7%-0*(4**9''-)'()*063%\$, -0Q!0.12*\$S#1&79!.7#&#&'!;!1(.\$*!\$*\$S#1&!?.*\$*&%*+!7%!

39*07&+*.E!OQ!3Q!K455ME!3 ('(%LQ!K"#\$((\$7&%LQ!.9"- '6,(*&0:63%\$%)'6,\$*;%2(4,7'%'*5073"-*c,7L*
D%0"(*0:9&%0'29J*X(/,(7"4*);70qD%,4=\$%6@0*7%*0266"00'(*4"#"\$%&'(*)*,6,4"9'6q
. -7'07'6*);7"4("00C!3&&(79!@**%#&'!12!%)*!3@*.;7&!0\$/;)191'#;79!3\$\$1;#7%#1&E!
d7\$)#&'%1&E!"CQ!

!

39*07&+*.E!OQ!3Q!K455ME!3?.#9LQ!?3"* (270*,(4*=%\$70%*,*,6,4"9'6*&2=\$'03'())J*. *3%/M7%*;%-*
)-,42,7"0724"(70*,(4*("/*; ,62\$7:Q!"#-#\$#1&!C!`.7+(7%*!<%(+*&%!C1@#@#%***!?.*\$*&%7%#1&!
7%!%)*!7&&(79!@**%#&'!12!%)*!3@*.;7&!D+(;7%#1&79!S*\$*7.;)!3\$\$1;#7%#1&E!81&%. *79E!
C7&7+7Q!

!

39*07&+*.E!OQ!3Q!K455ME!3?.#9LQ!K07&*9#%LQ!e')37J*,\$')37J%-*;- ,7"-('L,7'%'(J*?3"-%\$""*%*- "0", -63*'(*
;"4"-,\$*"426,7'%'(&%\$'6.*9,@'()

39*07&+*.E!OQ!3Q!K455JE!3 (' (\$%LQ!5U&"-7'0"* , (4* , 6 , 4"9'6*4"#"\$%&9 "(7)* . *("/&"-0&"67'#""%(* , *
6\$, 00'6*73"9"Q!W*/&1%*!7++ . *\$!?. *\$*&%*+!7%!%)!I5"!Y#*&O!C1&2* . *& ; *!12!%)!D(.1?*7&!
3 \$\$1 ; #7%#1&!21 . !S*\$*7. ;)!1&! : *7.&#&'!7&+!T&\$%. (; %1&E!O7+(7E!T%79/Q!

!

39*07&+*.E!OQ!3Q!K4554E! " * ; *@b*.LQ!A-%: '\$' () *73"*4"#"\$%&' () *- " , 4"-J*?3"*'(7"-&\$, . %%:*
@(%/\$"4)"J*(7"- "07J* , (4*07- , 7") '6*&-%6"00'()Q!>)*!R\$;7.!C7(\$*/!S*\$*7. ;)!3 X7.+!
0.*\$*&%7%#1&!1%!)!] 7%#1&79!S*7+&# '!C1&2* . *& ; *E! 8 #7@#E!a : Q!

!

39*07&+*.E!OQ!3Q!K4554E!] 1 -*@b*.LQ!<7- , 7") '00J*_3 , 7* , -"*73":* , (4*3%/*4%*73":*4"#"\$%&n!
0.*\$*&%7%#1&!7%!%)!T&%* .&7%#1&79!S*\$*7. ;)!C1&2* . *& ; *!1&!a#.\$%!7&+!<* ; 1&+! : 7&' (7 '*!
: #%*.7 ; /!<% .7%*' #*\$E!C199* ' *!07.FE! 8 " Q!

!

39*07&+*.E!OQ!3Q!KO.*\$*&%* . [A1&1 . **LQ!K4554E!3 ? . #9LQ!D" , 63*;%- *73"*07 , -0Q!T&- #*+!\$*\$S#1&!12!%)!
Y7\$# ; !S*\$*7. ;)!#&!S*7+&# '!7&+! : #%*.7 ; /!<T`!?. *\$*&%*+!7%!%)!7&&(79!@**%#&'!12!%)!
3 @* . # ; 7&!D+(; 7%#1&79!S*\$*7. ;)!3 \$\$1 ; #7%#1&E!] *X!R . 9*7&\$Q!

!

39*07&+*.E!OQ!3Q!K4554E!67&(7. /LQ!?3"*07-2))\$'() * , 4%\$"06"(7*- " , 4"-J* . *("/&"-0&"67'#""%(* , (*
"(42-'() *&-%=\$"9Q!W*/&1%*!?. *\$*&%*+!7%!%)!3+19*\$; *%#! : #%*.7 ; /! d 1.F\$)1?!\$?1&\$1 . *+!b/!
%)*!] 7%#1&79!T&\$%#(%*!12!C)#9+!A*79)!7&+!A (@7&! " * - *91?@*%&Q!

!

39*07&+*.E!OQ!3Q!K4554E!3 (' (\$%LQ!Z(*73"*: " , -*EPEP]*5 (#'0%(' () *73"*&%00'=\$'7"'0* ; %-*"426 , 7'(% , \$*
&0:63%\$%) : Q!0 . *\$#*+&%#79!3++ . *\$E! " # - # \$ # 1 & ! I M E ! ? . *\$*&%*+!7%!%)!7&&(79!@**%#&'!12!%)!
3 @*%#&'!1Tc mBT505Tf[(@) 0.2(*) (") 0.2(0) - 0.2 - 0.2(') 0.2(% (') 0.2(() *7) 0.2(3 ") 0.2(* & % 0) 9 &'!12!%

39*07&+*.E!OQ!3Q!KIZZVE!6(&*LQ!5(-'63'()*73"*4',%)2"*="7/""(*6%)('7%(*, (4*92\$7'62\$72-, \$*
 "426,7%(J*<3, -"4*73"9"0%:*@(%/\$"4)"J*6%(6"&72, \$'L,7%(J*6%9&\$"U'7:J*0'72,7'#'7:J*, (4*
 '(4'#'42,7%(Q!T&-#%*+!7++.*\$!?.*\$*&%*+!7%!)*!] 7%#1&79!C1&2*.*&*!1&!3 ;)*#-#&'!
 3 ;7+*#@#;!DO;*99*&*!#&!R(!.8 (9%#;(9%(.79!<;)119E! d 7\$)#&'%1&E! " CQ!

!

39*07&+*.E!OQ!3Q!KIZZME!67&(7./LQ! ! %9, '(*\$, -('()J*T, &&'()*73"*92\$7'4'9"(0%(\$,\$, (406, &'Q!
 T&-#%*+!0.*\$#+*%#79!3++.*\$Q!3&&(79!@**%#&'!12!)*!<1(%)X*\$%!D+(;7%#1&79!S*\$*7.;)!
 3 \$\$1 ;#7%#1&E! " 7997\$E!>c Q!!

!

39*07&+*.E!OQ!3QE!_!8 (.?) /E!OQ!WQ!KIZZHE!3?.#9LQ!>)*!.*\$*7.;)!b7\$*!21.!303p\$!: *7.&*!C*&%*.*+!
 0.#& ;#?9*\$Q!T&!YQ! 8 ;C1@b\$!KC)7#.LE!?, @'()*-"0", -63%(*\$", -('()*0"- '%20\$:J*Z9&\$'6,7%(0*
 ;%-*7", 63"-*"426,7%(Q!T&-#%*+!\$/@?1\$#(@!;1&+(;%*+!7%!)*!7&&(79!@**%#&'!12!)*!
 3 @*.#;7&!D+(;7%#1&79!S*\$*7.;)!3 \$\$1 ;#7%#1&E!] *X!R.9*7&\$Q!

!

39*07&+*.E!OQ!3Q!KIZZHE!3?.#9LQ!>" , -('()*07-,7")''0J*92\$7'&\$""(7"\$'\$)"(6"J*0%6', \$*
 6%(07-267'#'09CCC_3,7*'0*, *7", 63"-*7%*4%#n!T&-#%*+! \ #;*=0.*\$#+*%#79!C1&-*.\$7%#1&!
 K "#-# \$#1&!WL!?.*\$*&%*+!7%!)*!7&&(79!@**%#&'!12!)*!3 @*.#;7&!D+(;7%#1&79!S*\$*7.;)!
 3 \$\$1 ;#7%#1&E!] *X!R.9*7&\$Q!

!

39*07&+*.E!OQ!3QE!_!W(9#F1X#;)E!6Q! 8 Q!KIZZ4E!3?.#9LQ!

39*07&+*.E!OQ!3Q!K45IZE!3 ('(\$%L!KC)7#.LQ!> ", - ('()*;-%9*92\$7'&\$""4%629"(70*, (4*92\$7'&\$""*
-''&-''0"(7,7%(0Q!</@?1\$#(@!?.*\$*&+%!7%!%)*!b#*&O!@**%#&'!12!%)*!D(.1?*7&!
3\$\$1;#7%#1&!21.!S*\$*7.;)!#&!:*7.&#&'!7&+!T&\$%.(;#1&E!37;)*&E!`*.@7&/Q!

!

39*07&+*.E!OQ!3Q!K45IZE!3 ('(\$%L!K "#\$; (\$\$7&%LQ!+-'7'6,\$\$73'(@'()*(3')3"-*426,7%(J*5426,7%(,\$*
)2'4"\$'("0*, (4*(07-267%(\$*(7"-#"(7%(\$Q!</@?1\$#(@!?.*\$*&+%!7%!%)*!b#*&O!@**%#&'!
12!%)*!D(.1?*7&!3\$\$1;#7%#1&!21.!S*\$*7.;)!#&!:*7.&#&'!7&+!T&\$%.(;#1&E!37;)*&E!`*.@7&/Q!

!

39*07&+*.E!OQ!3Q!K45IZE!3 ('(\$%L!KC)7#.LQ!A-%42670J*&-%6"00"0J*&0:63%\$%) :J*, (4*7"63(%\$%) :J*\ 2%*
#, 4'0*"426,7%(,\$\$,00"009"(7n!W*/&1%*!7++.*\$\$!?.*\$*&+%!7%!%)*!b#*&O!@**%#&'!12!%)*!
D(.1?*7&!3\$\$1;#7%#1&!21.!S*\$*7.;)!#&!:*7.&#&'!7&+!T&\$%.(;#1&E!37;)*&E!`*.@7&/Q!

!

39*07&+*.E!OQ!3Q!K45IZE!3 ?.#9LQ!K "#\$; (\$\$7&%LQ!Z(7")- ,7%(J*. *6-'7'6,\$\$6%9&'7"(6:;%-*73"*4')'7,\$*
,)"C!</@?1\$#(@!?.*\$*&+%!7%!%)*!7&&(79!@**%#&'!12!%)*!3 @*.#;7&!D+(;7%#1&79!S*\$*7.;)!
3\$\$1;#7%#1&E!>1.1&%1Q!

!

03>STCT3!3Q!3 : Dc 3] " DS!

07 '*!MM!12!ZV!

39*07&+*.E!OQ!3Q!K45INE!3?.#9LQ!K"#;\$;(\$7&%LQ!S*7+##&'!#&!%)*!+#'#%79!7'*U!CR 8 8 3] " E!
CR] >SR : E!7&+!D<C 3 0DQ!T&!6Q! 8 Q!W(9#F1X#;)!KC)7#.LE!D", 4'()'(*73""4') 7, \$*,)"J*
. ;;%-4, (6"0*, (4*6%(0"N2"(6"0*;%-\$", -('()J*R24) 9"(7J*, (4*&"-%-9, (6"Q!</@?1\$#(@!
?.*\$*&%*+!7%!%)*!7&&(79!@**%#&'!12!%)*!3@*.#;7&!D+(;7%#1&79!S*\$*7.;)!3\$\$1;#7%#1&E!] *X!
o1.FQ!

!

39*07&+*.E!OQ!3Q!K45INE!3?.#9LQ!K"#;\$;(\$7&%LQ!: *7.&#&'!7&+!@\$;1&?*%#1&\$Q!T&!3Q!Y(%9*!.!KC)7#.LE!
D"426'()*73""9&, 67%;*9'06%(6"&7%(0

` .1\$\$&#;F9*!0**\$.1&E!DQE!_!39*07&+*.E!OQ!3Q!K45IGE!3?.#9LQ!C(.#1\$#%/!7&+!#&%.*\$%Q!!T&!3Q!
 S*&&#&'*.!KC)7#.LE!5U&\$%- '() *73"*=%2(4, -''0*%;*62-'%0'7.* (4*(7"- '07Q!</@?1\$#(@!
 ?.*\$*&+!7%!)*!7&&(79!@**#&'!12!)*!3@*.;7&!D+(;7#1&79!S*\$*7.;)!3\$\$1;#7#1&E!<7&!
 3&%1Q!

!

^)71E!AQE!<(&E!oQE!_!39*07&+*.E!OQ!3Q!K45IGE!3?.#9LQ!^ "77'() *0724"(70*7%*20"*-\$, 7%(, \$*
 -", 0%('()J*<"N2"(7', \$*, (, \$:0'0*%;*''')373M)-, 4"*06'"(6"*6\$, 00-%%9*4'06%2-0"C!01\$%*.!%1!b*!
 ?.*\$*&+!7%!)*!7&&(79!@**#&'!12!)*!3@*.;7&!D+(;7#1&79!S*\$*7.;)!3\$\$1;#7#1&E!<7&!
 3&%1Q!

!

A7%7&E!CQ!_!39*07&+*.E!OQ!3Q!K45IVE!"*;*@b*.LQ!A-'%-*@(%/\$"4)"*, 67'#, 7%(*-"42UJ*
 +% (6"&7%(0J*7"63('N2"0*, (4*(;\$2"(6"0*%(\$", -('()Q!07?*.!?.*\$*&+!7%!)*!7&&(79!
 @**#&'!12!)*!:#*.;/!S*\$*7.;)!3\$\$1;#7#1&E!] 7\$)-#99*E!>] Q!!

!

39*07&+*.E!OQ!3Q!K45IVE!3?.#9LQ!T&21. @7#1&!@7&7' *@*%&!-*. \$(\$!F&1X9*+ '*!b(#9+#&'!U!
 T@?9#;7#1&\$!21.!9*7.&#&'!7&+!7\$*\$*\$@*%&!#&!#')*!.!*+(;7#1&Q!T&!AQ!3Q!07&#!_!RQ!
 >.1#%\$;)7&\$F7#7!KC)7#.LE!d, \$'4*, 00"009"(7%*;\$", -(')%276%9"0*(*3')3"-*426, 7%(J*
 Z(7"- (, 7%(, \$*&"-0&"67'#"0*, (4*9"73%4%\$%)'6, \$*63, \$\$"() "0Q!</@?1\$#(@!?.*\$*&+!7%!)*!
 d 1.9+!D+(;7#1&79!S*\$*7.;)!3\$\$1;#7#1&Q!!

!

39*07&+*.E!OQ!3Q!K45IVE!3?.#9L!K"#;\$(\$7&%LQ!>)*!T,\$\$",='7:.*%*-''\$,7'%,,\$*-'',0%(')J*5;;"670*%;*
 4'-"67*%-'(4'-"67*(7"-#"(7%(0*%(*\$",-'(')*&-%6"00"0*,(4%276%9"0C!</@?1\$#(@!
 ?.*\$*&%*+!7%!)*!7&&(79!@**%#&'!12!)*!3@*.;7&!D+(;7%#1&79!S*\$*7.;)!3\$\$1;#7%#1&Q!
 d 7\$)#&'%1&! " CQ!

!

<#&'*.E!:Q!8QE!_!39*07&+*.E!OQ!3Q!K45IVE!3?.#9LQ!5;;"670*%;*&-%6"00'()*7'9"*(%6,\$'=-,7'%,*(4*
 6%9&-"3"(0%(*'(&-'(7*,(4*4')7,\$*9"4'290C!07?*!.?.*\$*&%*+!7%!)*!7&&(79!@**%#&'!12!)*!
 3@*.;7&!D+(;7%#1&79!S*\$*7.;)!3\$\$1;#7%#1&Q! d 7\$)#&'%1&! " CQ!

!

A7%7&E!CQE!_!39*07&+*.E!OQ!3Q!K45IVE!3?.#9LQ!A,77"- (0*%;*&-%-*(%/ \$"4)"*,67'#,7'%,*(*
 6\$,00-%9*4'06%2-0"C*07?*!.?.*\$*&%*+!7%!)*!7&&(79!@**%#&'!12!)*!3@*.;7&!D+(;7%#1&79!
 S*\$*7.;)!3\$\$1;#7%#1&Q! d 7\$)#&'%1&! " CQ!

!

39*07&+*.E!OQ!3QE!`.1\$\$&#;F9*E!DQ!8QE!_" (@7\$E!"Q!K45IME!3('(\$%LQ!^"77'()*7%*73"*0%2-6"J*_3,7*
 6%(7-'=27"0*7%*-\$,7'%,,\$*-'',0%(')*&'-%-9,(6"n!07?*!.?.*\$*&%*+!7%!)*!b/\$?*290C

03>STCT3!3Q!3 : Dc 3] " DS!

07 '*!MZ!12!ZV!

: # \$ % ! 3 Q E ! 67 b 97 & \$ F / E ! < Q E ! A 7 % % 7 & E ! C Q E ! _ ! 3 9 * 0 7 & + * . E ! 0 Q ! 3 Q ! K 4 5 I H E ! 3 (' (\$ % L Q ! D " \$, 7 ' % (, \$ * - " , 0 % (' () * ' (*)

03>STCT3!3Q!3 : Dc 3] " DS!

07 '*!V5!12!ZV!

:#\$%!3QE!_!39*07&+*.E!OQ!3Q!K45IJE!3?!.#9LQ!

W(9#F1X#;)E!6Q! 8 QE! 8 ;] 7@7.7E! "QE! ` .7*\$\$*.E! 3QE! _ !39*07&+*.E!OQ! 3Q!K45IIE! 3 (' (\$%LQ!!
 8 (9%#+#@*&\$#1&79%# /!12!..*7+##&'!;1@?.)*&\$#1&!-7.#7b9*\$U!>1?#;\$!#&!%)*1./!7&+!
 @*%)1+191' /Q!!07?*.!?.*\$*%*+!7%!%)*!b*#&O!@**%#&'!12!%)*!D(.1?*7&!3\$\$1;#7%#1&!21.!
 S*\$*7.;)!#&! : *7.&#&'!7&+!T&\$%. (;%#1&E!DO**.*.E! , WQ!

!

: 1 (')9#&E!<Q 8 QE! " #&\$@1.*E! " Q! : QE! " 1 /9*E!<QE!Y7' ' *%7E!0QE! _ !39*07&+*.E!OQ! 3Q!K45IIE! 3 (' (\$%LQ!
 +, &72-'()*73"*92\$7'4'9"(0%(, \$(, 72-"*%:*7-, (0;"-J*?3"*@(%/\$"4)"*7-, (0;"-9, 7-'UQ!!07?*.!
 ?.*\$*%*+!7%!%)*!7&&(79!@**%#&'!12!%)*!3 @*.*;7&!0\$/;)191'#;79!3\$\$1;#7%#1&E! d 7\$)#&'!1&E!
 " CQ!

!

: #S%E!3QE! ` .1\$\$&#;F9*E!DQ! 8 QE! _ !39*07&+*.E!OQ! 3Q!K45IIE! 3 (' (\$%LQ!+\$'6@*3"- "J*<724"(7*0", -63*
 ="3, #'%-%, (4*R207;'6, 7%(;*-%0%2-6"*63%'6"*(*, *4')7, \$*, 6, 4"9'6*6%(7"U7Q!07?*.!
 ?.*\$*%*+!7%!%)*!7&&(79!@**%#&'!12!%)*!3 @*.*;7&!0\$/;)191'#;79!3\$\$1;#7%#1&E! d 7\$)#&'!1&E!
 " CQ!

!

` .1\$\$&#;F9*E!DQ! 8 QE! _ !39*07&+*.E!OQ! 3Q!K45IIE! 3 (' (\$%LQ!! '0"(7, ()\$'()*62-'%0'7:Q!!07?*.!
 ?.*\$*%*+!7%!%)*!7&&(79!@**%#&'!12!%)*!3 @*.*;7&!0\$/;)191'#;79!3\$\$1;#7%#1&E! d 7\$)#&'!1&E!
 " CQ!

!

39*07&+*.E!OQ! 3Q!K45IIE! 3 ?.#9L!KC)7#.LQ!+, \$'=-, 7'()*6, \$'=-, 7%(J*+% (6"&72, \$'L, 7%(J*
 9", 02-"9"(7J*6, \$62\$, 7%(J*, (4*6%(7"U7Q!< / @?1\$# (@!?.*\$*%*+!7%!%)*!7&&(79!@**%#&'!12!
 %)*!3 @*.*;7&!D+(;7%#1&79!S*\$*7.;)!3\$\$1;#7%#1&E!] *X!R.9*7&\$Q!

!

39*07&+*.E!OQ! 3Q!K45IIE! 3 ?.#9L!K " #S; (\$\$7&%LQ!!O**.#&'!%) .1 (')!%)*!*?#%#@#;!\$?7;*\$Q!T!&6Q! 3Q!
 ` .**&*!KC)7#.LE!5U&\$%- '()*4%9, '(* , (4*4"#"#\$%&9"(7, \$*4";"- "(6"0*("*"07"9'6*6%)('7%(*
 20'()*N2, (7'7, 7#"*, (4*N2, \$7, 7#"*9"73%4%\$%)""0Q!< / @?1\$# (@!?.*\$*%*+!7%!%)*!7&&(79!
 @**%#&'!12!%)*!3 @*.*;7&!D+(;7%#1&79!S*\$*7.;)!3\$\$1;#7%#1&E!] *X!R.9*7&\$Q!

!

39*07&+*.E!OQ! 3Q!K45IIE! 3 ?.#9L!KC)7#.LQ!?- , 6'()*, (4*;%07"- '()*73"*4"#"#\$%&9"(7*%:*3'07%- '6, \$*
 73'(@'()J*Z(7"- (, 7%(, \$*"U&"- ""(6"0Q!< / @?1\$# (@!?.*\$*%*+!7%!%)*!7&&(79!@**%#&'!12!%)*!
 3 @*.*;7&!D+(;7%#1&79!S*\$*7.;)!3\$\$1;#7%#1&E!] *X!R.9*7&\$Q!!

!

39*07&+*.E!OQ! 3Q!K45IIE! 3 ?.#9LQ!D&7;##&'!b*9#*2\$!7b1(%!F&1X9*+ '*!7&+!F&1X#&'!#&!7&!#&21. @7%#1&
 7' *U!! 3&!#&% .1+(;%#1&Q!T!&! : Q! 8 7' ' #1KC)7#.LE!5 (, 67'()*="S"";0*, =%27*@(/ \$"4)"*, (4*
 @(%/ '()*(* , (* (;%- 9, 7%(* ,)"C!< / @?1\$# (@!?.*\$*%*+!7%!%)*!7&&(79!@**%#&'!12!%)*!
 3 @*.*;7&!D+(;7%#1&79!S*\$*7.;)!3\$\$1;#7%#1&E!] *X!R.9*7&\$Q!

!

39*07&+*.E!OQ! 3Q!K45IIE! 3 ?.#9LQ!!<*\$S#1&!1- *.-#*XQ!T!&WQ! 8 (#!KC)7#.LE! ?3'(@'()*6-'7'6, \$\$.* , =%27*
 3')3"-M%-4"-*73'(@'()J*8"/&"-0&"67"#"0%(*, *; , 9 '\$', -6%(07-267Q!< / @?1\$# (@!?.*\$*%*+!

S7)@7&E!>QE!39*07&+*.E!OQ!3QE!8 #9*- /E!S!6QE!_!a10E!DQ!K45IE!3?.#9LQ!D",4'()*6%9&-"3"(0%(*,00"009"(7J*. *6,0""*;*9'0,\$')(9"(7Q!07?*!.!?.*\$*&%*+!7%!)*!7&&(79!@**%#&'!12!)*!
3 @*.*#;7&!D+(;7%#1&79!S*\$*7.;)!3\$\$1;#7%#1&E!] *X!R.9*7&\$Q!

!

8 7' '#1&#E!:QE!a10E!DQE!_!39*07&+*.E!OQ!3Q!K45IE!3?.#9LQ!Z(6%-&%-,7'(!)7,0@*,(4*6%(7"U7*(7%*;- ,9'()*&%-7-,70%*;*&"-0%(,\$*"&'07"9%\$%)'"0Q!07?*!.!?.*\$*&%*+!7%!)*!7&&(79!@**%#&'!12!)*!
%)*!3 @*.*#;7&!D+(;7%#1&79!S*\$*7.;)!3\$\$1;#7%#1&E!] *X!R.9*7&\$Q!

!

:7&' +1&E!aQE!"#&\$@1.*E!"Q!:QE!_!39*07&+*.E!OQ!3Q!K45IE!3?.#9LQ!X(6%#"- '()*&"-6"&7%(0%*,73"*'(4267%(*,(4*9"(7%- '()*"U&"-'(6"]*4"#"\$%&'()* ,*9",02-"*73,7*/%-@0Q!07?*!.!?.*\$*&%*+!7%!)*!7&&(79!@**%#&'!12!)*!
%)*!3 @*.*#;7&!D+(;7%#1&79!S*\$*7.;)!3\$\$1;#7%#1&E!] *X!R.9*7&\$Q!

!

39*07&+*.E!OQ!3Q!K45IE!"*;*@b*.L!K"#\$;(\$7&%LQ!!8 *%7+#\$;(\$\$1&U!>(.&#&'!7!;.#%#;79!/*!1&!7;7+*#@#!+#\$;(\$\$1&\$Q!T&!"Q!:Q!<;)799*.*!KC)7#.LE!. *\$"),6:*('\$7"- ,6:J*d, -,7'/(0%(*6%\$\$,=%-,7'#"*-",0%('()* ,6-%00*6%(7"U7J*7"U7*7:&"J*,(4*,6,4"9'6*\$"#"\$Q!</@?1\$#(@!?.*\$*&%*+!7

39*07&+*.E!OQ!3Q!K "#\$; (\$7&%LQ!K45I5E! 8 7/LQ!Z(7")-, 7%(J*4"&73J*, (4*6%9&\$"U7: J*+3, -, 67"- 'L'()*
- ", 4"-*: &'0*73-%2)3*9 2\$7'4'9 "(0%(, \$*&-%; '\$'()Q!</ @?1\$#(@!?. *\$*&%*+!7%!%)!7&&(79!
@**%#&'!12!%)!3 @*.; 7&!D+(;7%#1&79!S*\$*7.;)!3 \$\$1 ;#7%#1&E! " *&-*.Q!

!

39*07&+*.E!OQ!3Q!K07&*9\$%LQ!K45I5E! 8 7/LQ!D", 4'()*%,-*2(4"-07, (4'()J*/3"-**/"- "J*/3"-**/"**
, -"J*/3"-**/"**("4*7%="Q!</ @?1\$#(@!?. *\$*&%*+!7%!%)!7&&(79!@**%#&'!12!%)!3 @*.; 7&!
D+(;7%#1&79!S*\$*7.;)!3 \$\$1 ;#7%#1&E! " *&-*.Q!

!

39*07&+*.E!OQ!3Q!K07&*9\$%LQ!K45I5E! 8 7/LQ!B-*0%*: %2*6\$, '9o*_3, 7*6\$, '90*4%*%2-*9 "73%4%6\$%)'"0*
, \$\$%/n*. *7%/(*9""7'()Q!</ @?1\$#(@!?. *\$*&%*+!7%!%)!7&&(79!@**%#&'!12!%)!3 @*.; 7&!
D+(;7%#1&79!S*\$*7.;)!3 \$\$1 ;#7%#1&E! " *&-*.Q!

!

39*07&+*.E!OQ!3Q!KC)7#. [R. '7&#f*.LQ!K455ZE!3 (' (\$%LQ!_3, 7*0*6%9&"7"(6"*- ", \$\$:n*A, -7*Z]0""@'()*
73- ", 40*'(*"9&'-'6, \$*-'0", -63Q!</ @?1\$#(@!?. *\$*&%*+!7%!%)!7&&(79!@**%#&'!12!%)!3 @*.; 7&!
D(.1?7&!3 \$\$1 ;#7%#1&121.!S*\$*7.;)!#&! : *7.&#&'!7&+!T&\$\$. (;#1&E! 3 @\$.+7@E!
] *%)*.97&+\$Q!

!

39*07&+*.E!OQ!3Q!KR. '7&#f*. [O7&*9\$%LQ!K455ZE!3 (' (\$%LQ!_3, 7*0*6%9&"7"(6"*- ", \$\$:n*A, -7*ZZ]*
5U&"-7*&, ("4*06200"(C!</ @?1\$#(@!?. *\$*&%*+!7%!%)!7&&(79!@**%#&'!12!%)!3 @*.; 7&!D(.1?7&!
3 \$\$1 ;#7%#1&121.!S*\$*7.;)!#&! : *7.&#&'!7&+!T&\$\$. (;#1&Q!

!

07.F#&\$1&E! 8 Q! 8 QE! " #&\$@1.*E! " Q! : QE!A7-* .b7;FE!AQ!S QE! _!3 9*07&+*.E!OQ!3Q!K455ZE!3 (' (\$%LQ!
!"6%(07-267'()*&"-;-%-9, (6"*-, 7'()Q!!07?*.!?. *\$*&%*+!7%!%)!7&&(79!@**%#&'!12!%)!3 @*.; 7&!D(;7%#1&79!
S*\$*7.;)!3 \$\$1 ;#7%#1&E!<7&! " #* ' 1Q!

!

39*07&+*.E!OQ!3Q!KR. '7&#f*.LQ!K455ZE!3 ?.#9LQ!S %/*7%*)"7*&2=\$'03"4]^2'4, (6"*;-9*"9"-')*(, (4*
0"(%-063%\$, -0Q! d 1.F\$)1?!?. *\$*&%*+!7%!%)!7&&(79!@**%#&'!12!%)!3 @*.; 7&!D+(;7%#1&79!
S*\$*7.;)!3 \$\$1 ;#7%#1&E!<7&! " #* ' 1Q!

!

39*07&+*.E!OQ!3Q!KC)7#.L!K455ZE!3 ?.#9LQ!T "7, M/3, 7n*T", 02-'()*9%('7%-')*(, (4*6%(7-%\$Q!
</ @?1\$#(@!?. *\$*&%*+!7%!%)!7&&(79!@**%#&'!12!%)!3 @*.; 7&!D+(;7%#1&79!S*\$*7.;)!
3 \$\$1 ;#7%#1&E!<7&! " #* ' 1Q!

!

C)1(E!<Q!DQE!3 9*07&+*.E!OQ!3 QE! _! 8 7'+7E!6Q!K455ZE!3 ?.#9LQ!Z(*73""-%/(*/-%-40)*c%-" , (*6%\$\$)"*
0724"(70m*, 6, 4"9'6*/-'7'()*4""#"\$%&9"(7'(*, (*5()\$'03*, 0*, *0"6%(4*\$, ()2,)"*/-'7'()*
6\$, 00Q!07?*.!?. *\$*&%*+!7%!%)!7&&(79!@**%#&'!12!%)!3 @*.; 7&!D+(;7%#1&79!S*\$*7.;)!
3 \$\$1 ;#7%#1&E!<7&! " #* ' 1Q!

!

! 1 (') 9#&E!<Q! 8 QE! 3 9*07&+*.E!OQ! 3 QE! " #&\$@1.*E! " Q! : QE! _!a10E!DQ! d Q!K455ZE!3 ?.#9LQ!d'02, \$*
 6%9&- "3"(0%(J*+%)('7#'"&-%6"00') %*, -7*7"U7*=:*&- ", 4%\$ "06"(7*, (4*, 4%\$ "06"(7*
 -", 4"-0Q!07?*.!?.*\$*&+%+!7%!%)!7&&(79!@**%#&'!12!%)!3 @*.;7&!D+(;7%#1&79!S*\$*7.;)!
 3 \$\$1;#7%#1&E!<7&! " #' ' 1Q!

!

3 9*07&+*.E!OQ! 3 QE!<;)799*.%E! " Q! : QE! _!S*/&19+SE!SQ!DQ!K455NE! 8 7.;)LQ! _3, 7*'0\$", -(')*, (: / , : n*
 . *7%&%) -, &3'6, \$*&"-0&"67#"6%(0'4"- "4Q!</@?1\$#(@!;1&+(;%*+!7%!%)!7&&(79!@**%#&'!12!
 %) !3 @*.;7&!D+(;7%#1&79!S*\$*7.;)!3 \$\$1;#7%#1&E!] *X!o 1.FQ!!

!

" #&\$@1.*E! " Q! : QE! 3 9*07&+*.E!OQ! 3 QE! _! : 1 (') 9#&E!<Q! 8 Q!K455NE! 8 7.;)LQ!>)*!#@?7;%!12!&*X!
 9*7.&#&'!*&-#.1&@*%\$!#&!7&!*&'#&*%#&'!+*\$# '&!;1 (.*\$*Q!T&!DQ! " *!C1.%*!KC)7#.LE!5;; "670%*,
 8"/*> ", -(') *5 (#'-%(9 "(70Q!</@?1\$#(@!;1&+(;%*+!7%!%)!7&&(79!@**%#&'!12!%)!
 3 @*.;7&!D+(;7%#1&79!S*\$*7.;)!3 \$\$1;#7%#1&E!] *X!o 1.FQ!

!

a10E!DQE! 8 7' '#1&#E! : QE! " #&\$@1.*E! " Q! : QE! _! 3 9*07&+*.E!OQ! 3 Q!K455NE! 8 7.;)LQ! ?3 "92\$7\$, .:- "4*
 -", 4' () *%, \$0%*, "U&"-7*- ", 4"-0J* [-'4') () *="7 / "" (*@(% / \$ "4) "J* (7"- "07J*, (4*07-, 7") : *20"Q!
 07?*.!?.*\$*&+%+!7%!%)!7&&(79!@**%#&'!12!%)!3 @*.;7&!D+(;7%#1&79!S*\$*7.;)!
 3 \$\$1;#7%#1&E!] *X!o 1.FQ!

!

d #&%*.\$E!aQ!TQE! _! 3 9*07&+*.E!OQ! 3 Q!K455NE! 8 7.;)LQ!A "" - *6%\$\$, =%- , 7%(J*?3 "" - "\$, 7%(%%;* - ") 2\$, 7%- : *
 ="3, #'%-0*7%*6%(6"&72, \$M@(% / \$ "4) ""*\$", -(') C!07?*.!?.*\$*&+%+!7%!%)!7&&(79!@**%#&'!12!
 %) !3 @*.;7&!D+(;7%#1&79!S*\$*7.;)!3 \$\$1;#7%#1&E!] *X!o 1.FQ!

!

a10E!DQE! " #&\$@1.*E! " Q! : QE! 8 7E050400!*0.2(G&E!<)-0.2(7)0.2(&! ") -0.2(#)0.2(*)0.20.2(1& 8 !D)0.2*E!SQ!DQ!(")

03>STCT3!3Q!3 : Dc 3] " DS!

07 '*!VV!12!ZV!

39*07&+*.E!OQ!3Q!K "#\$;(\$7&%LQ!K455GE!3 ('(\$%LQ! ! "#"\$%&'()*&%7"(7', \$0*;%- *9, 73"9, 7'60*\$", -('()*
73-%2)3*9 "7, 6%)('7%(Q!</@?1\$#(@!;1&+(;%*+!7%!%)!b#* &O!@**%#&'!12!%)!D(.1?*7&
3 \$\$1;#7%#1&!21.!: *7.&#&'!7&+!T&\$%. (;%#1&E!Y(+7?*S\$E!A(&'7./Q!

!

39*07&+*.E!OQ!3Q!K455GE!3 ('(\$%LQ! : *7.&#&'!7&+!*7;)#&'!#&!?1\$%#&+(\$%.#79!\$1;#*%#*\$U!] *X!%X#\$!1&

39*07&+*.E!OQ!3Q!K "#\$; (\$\$7&%LQ!K455VE!] 1- *@b*.LQ!T&!%) *!@#&+!12!%) *!b*) 19+*.U!S*\$19-#&'!%) *!
\$F#99[\$%.7%* ' /!; 1& (&+. (@Q!T&!OQ!3Q!3 229*.b7;)!KC)7#.LE! ?3''*- ", 4' () *0@ '\$\$', (4*- ", 4' () *
07-, 7'') : *4''; ('7'%' * & - % = \$ " 9Q! < / @ ? 1\$# (@ ! ; 1& + (; % * + ! 7 % ! %) * ! 7 & & (79 ! @ * * % # & ' ! 12 ! %) * !] 7 % # 1 & 79 !
S*7+#&'!C1&2*.*&,*E! : 1\$!3 & '*9*\$Q!

!

39*07&+*.E!OQ!3Q!C)7@b9#\$E! 8 Q!6Q! _ !0.#; *E!6Q!K455VE! 3 ? .#9LQ!R&%191 '#; 79!7&+!*?#%*@191 '#; 79!
) . *7+\$!#&!%) *!27b.#; !12!?'*+7' 1 '#; 79! . *\$*7. ;) Q!T&! ` Q!] 7%.#*991!KC)7#.LE!A-%9%7' () *73''*
&2=\$'6*)%%4*73-%2)3*(#"07'), 7'%'(0*%;*7'', 63' ()] *+3, \$\$" () '0*, (4*&%00'='7''0

03>STCT3!3Q!3 : Dc 3] " DS!

07 '*!VZ!12!ZV!

39*07&+*.E!0Q!3Q!K455JE!3 ('(\$%LQ!>)*!#&29(*&;*!12!+1@7#&!*?#\$%*@191' /!X#%)#&!%)*!2.7@*X1.F!12!
+*-*91?#&'!*O?*.##\$*Q!T&!8Q!:#@1&!KC)7#.LE!?3"*)"("-\$'7:M0&"6';'6'7.*'002""*%(*6%(6"&72,\$*

8 (.?) /E!OQ!WQE! _!39*07&+*.E!OQ!3Q!K4554E!3?.#9LQ!C)7\$#&'!7!?)7&%1@s!D07@#&#&'!%)!%.*&+!
 %1X7.+!+1@7#&!\$?*;#2#;#%/!#&!*+(;7%#1&79!.*\$*7.;)!7&+!?.7;%#;*Q!T&!S!Q!C792**!KC)7#.LE!
 5U, 9'('()*73''*6%(7''(70*, (4*&-%6''00''0%*,*-', 4'(')*, (4*6%(7''(7*4%9, '(*2(4''-07, (4'(')Q!
 </@?1\$#(@!;1&+(;%*+!7%!%)!7&&(79!@**%#&'!12!%)*!3@*.*#;7&!D+(;7%#1&79!S*\$*7.;)!
 3\$\$1;#7%#1&E!] *X!R.9*7&\$Q!

!

39*07&+*.E!OQ!3Q!K " #\$(;\$7&%LQ!K4551E!3?.#9LQ!X(4''-07, (4'(')*''&'07''9%\$%):J*S%/*, (4*/3:*4%''0*7*
 '(;2''(6''7'', 63'(')*, (4*\$'', -(')Q!</@?1\$#(@!;1&+(;%*+!7%!%)!7&&(79!@**%#&'!12!%)*!

39*07&+*.E!OQ!3QE!a#-*\$E!AQE!_!Y(*)9E!8Q!8Q!K4555E!3?.#9LQ!3!;7\$*!#&!?1#&%U!O(%%#&'!%)!*&*X!
@*%7?)1.!#&%1!?.7;%#;*Q!T&!OQ!WQ!8(./)!KC)7#.LE!?" , 63') * , 0*&"-02, 0%(/) * (" / *
9'7, &3%-*;%-*, * (" / *4"6, 4"Q!</@?1\$#(@!;1&+(;%*+!7%!%)!7&&(79!@**%#&'!12!%)! *!
3@*.;7&!D+(;7%#1&79!S*\$*7.;)!3\$\$1;#7%#1&E!]*X!R.9*7&\$Q!

!

C)#(E!<QE!_!39*07&+*.E!OQ!3Q!K4555E!3?.#9LQ!3?*"9%7'#, 7%(, \$*;2(67%(%%;*%&-"063%/%\$"-0m*&-'#, 7"*
0&""63Q!O7?*!.!?.*%*%*+!7%!%)!7&&(79!@**%#&'!12!%)! *!3@*.;7&!D+(;7%#1&79!S*\$*7.;)!
3\$\$1;#7%#1&E!]*X!R.9*7&\$Q!

!

39*07&+*.E!OQ!3Q!KC)7#.LQ!KIZZZE!3?.#9LQ!<""@'() *6%99%(*)-%2(4J*5U&\$%- '() *73""=%(40*="7/ ""(*
6%(6"&72, \$*63, () * , (4*&"-02, 0%(*73""-.* , (4*&-, 67'6"Q!</@?1\$#(@!;1&+(;%*+!7%!%)! *!
7&&(79!@**%#&'!12!%)! *!3@*.;7&!D+(;7%#1&79!S*\$*7.;)!3\$\$1;#7%#1&E!81&%.*79Q!

!

39*07&+*.E!OQ!3Q!KC)7#.[" #\$(\$7&%LQ!KIZZZE!3?.#9LQ!3?*"-%\$""%*, *%0'7%(, \$'7:*(, 00"00'() *
3'07%- '6, \$*0') (;'6, (6"J)*3""- '7'6, \$*%&"-0&"67'#"0*, (4*-"6"(7*-"0", -63*;%-9*73""XC* <CJ*8""/*
s", \$, (4J, (4*8%-73"- (Z-"\$, (4Q!</@?1\$#(@!;1&+(;%*+!7%!%)!7&&(79!@**%#&'!12!%)! *!
3@*.;7&!D+(;7%#1&79!S*\$*7.;)!3\$\$1;#7%#1&E!81&%.*79Q!

!

Y(*)9E!8Q!8QE!_!39*07&+*.E!OQ!3Q!KIZZZE!3?.#9LQ!Y*9#*2\$!7&+!\$;)119*+!F&1X9*+ '*U!"1@7#&=
\$?*;#2#;!1.!+1@7#&! '*&*.79s!T&!`Q!<#&7%.7!KC)7#.LE!c(%/ '() * , (4*=" \$"#'() J*
5&'07""9%\$%)'6, \$*' ;\$2"(6"0%*(7", 63') * , (4*\$", - ('() Q!</@?1\$#(@!;1&+(;%*+!7%!%)! *!
7&&(79!@**%#&'!12!%)! *!3@*.;7&!D+(;7%#1&79!S*\$*7.;)!3\$\$1;#7%#1&E!81&%.*79Q!

!

39*07&+*.E!OQ!3QE!Y(*)9E!8Q!8QE!<?* .9E!CQ!>QE!W.7@* .E!CQE!C)#(E!<QE!_!>.1&E!8Q!KIZZZE!3?.#9LQ!
+%(;-%(7') *73""002"0J* .6\$%0"-*\$%0%*, 7*73""&"-02, 0%(*%&-"6"00Q!O7?*!.!?.*%*%*+!7%!%)! *!
7&&(79!@**%#&'!12!%)! *!<1;#%# / !21.!) *!<;##;!<%(+ / !12!S*7+##&'E!81&%.*79Q!

!

39*07&+*.E!OQ!3Q!K "#\$(\$7&%LQ!KIZZNE!" *; *@b*.LQ! ! "7"-9'('() J*(N2'- '() J*, (4*-"6%(6'\$'() J*
5\$"9"(7, - : *0724"(70m*20"0*, (4*2(4"-07, (4') 0%*, 7"U7*'(*6%(7"(7*, - , 0Q!O7?*!.!?.*%*%*+!7%!%)
%) *!] 7%#1&79!S*7+##&'!C1&2*.*&;*E!3(\$#&E!>cQ!

!

Y(*)9E!8QE!<?* .9E!CQ!>QE!39*07&+*.E!OQ!3QE!_!8(./)!E!OQ!WQ!KIZZNE!" *; *@b*.LQ!A-%;'\$() *
&"-02, 0%(Q!O7?*!.!?.*%*%*+!7%!%)! *!] 7%#1&79!S*7+##&'!C1&2*.*&;*E!3(\$#&E!>cQ!

!

39*07&+*.E!OQ!3QE!_!8(./)!E!OQ!WQ!KIZZNE!3('(\$%LQ!?- , (0;"-J*D"6"(7*;'(4') 0*, (4*;272-"*
&"-0&"67'#"0Q!</@?1\$#(@!;1&+(;%*+!7%!%)! *!4H""!T&%* .&7%#1&79!C1&' .*\$!12!3??9#*+!
0\$/;) 191' /E!<7&!a.7&;#;1Q!

!

39*07&+*.E!OQ!3Q!K "#\$(\$7&%LQ!KIZZNE!3('(\$%LQ!\ 2, \$'7, 7'#"-"0", -63*9"73%4%\$%) :*(*73""0724:;%*
"426, 7%(, \$*0:63%\$%) :Q!</@?1\$#(@!;1&+(;%*+!7%!%)! *!7&&(79!@**%#&'!12!%)! *!3@*.;7&!
0\$/;) 191'#;79!3\$\$1;#7%#1&E!<7&!a.7&;#;1Q!

!

39*07&+*.E!OQ!3Q!KC)7#.[R.'7&#f*.LQ!KIZZNE!3?.#9LQ!. *9%7'#, 7"4*\$%0%*, 7*9%7'#, 7%(*7"-9'(%\$%) :J*
_3, 7*"426, 7%-0*(""4*7%*@(/ * , =%27*@" : *9%7'#, 7%(, \$*6%(07-2670Q!</@?1\$#(@!;1&+(;%*+!
7%!%)!7&&(79!@**%#&'!12!%)! *!3@*.;7&!D+(;7%#1&79!S*\$*7.;)!3\$\$1;#7%#1&E!<7&!""*!1Q!

!

39*07&+*.E!OQ!3Q!K " #S; (\$7&%LQ!KIZZNE! 3 ?.#9LQ!+%9&- "3"(0%(*'(07-267%(Q!07?*.!\$*\$#1&!
?.\$*\$%&*+!7%!%)*!7&&(79!@**%#&'!12!%)*!3 @*.;7&!D+(;7%#1&79!S*\$*7.;)!3 \$\$1;#7%#1&E!<7&!
"##' 1Q!

!

39*07&+*.E!OQ!3QE! 8 (.?) /E!OQ!WQE!<?* .9E!CQ!>QE! _!Y(*)9E! 8 Q! 8 Q!KIZZNE! 3 ?.#9LQ!?'3"&"-02, 0'#"("00*
%;*%&"-02, 0'#"*4'06%2-0"J*?3""*(7"-&\$, :;%*;\$", -(" - *, (4*7"U7Q!07?*.!?.*\$*\$%&*+!7%!%)*!7&&(79!
@**%#&'!12!%)*!3 @*.;7&!D+(;7%#1&79!S*\$*7.;)!3 \$\$1;#7%#1&E!<7&! "##' 1Q!

!

6*%#1&E!>Q! : QE! _!39*07&+*.E!OQ!3Q!KIZZNE! 3 ?.#9LQ!?'", 63"-0m*#" /0%*,*4'06200%(J*Z002"0%*,*6%(7-%\$J*
7'9"J*, (4*, ='7:Q!07?*.!?.*\$*\$%&*+!7%!%)*!7&&(79!@**%#&'!12!%)*!3 @*.;7&!D+(;7%#1&79!
S*\$*7.;)!3 \$\$1;#7%#1&E!<7&! "##' 1Q!

!

8 (.?) /E!OQ!WQE! _!39*07&+*.E!OQ!3Q!KIZZNE! 3 ?.#9LQ!X0'()*73"">", -('()* , (4*<724: *<7-, 7") ""0*
Z(#"(7%-: q S')3*<63%\$%#" -0%(* /73*<'(), &%- ", (*;"9, \$"0J*5U, 9'('()*73""&0:63%9'7- '6*
&-%&"-7""0Q!07?*.!?.*\$*\$%&*+!7%!%)*!7&&(79!@**%#&'!12!%)*!3 @*.;7&!D+(;7%#1&79!S*\$*7.;)!
3 \$\$1;#7%#1&E!<7&! "##' 1Q!

!

8 (.?) /E!OQ!WQE! 39*07&+*.E!OQ!3QE!Y(*)9E! 8 Q! 8 QE! _!<?* .9E!CQ!>Q!KIZZNE! 3 ?.#9LQ!D", 4'()*&"-02, 0'#""
7"U7J*A-%; '\$'()*'(7-, '(4'#'42, \$*4';;"- "(6"0Q!07?*.!?.*\$*\$%&*+!7%!%)*!7&&(79!@**%#&'!12!%)*!
<1;#*% /!21.!%)*!<;#*%#2#;!<%(+ /!12!S*7+#&'E!<7&! "##' 1Q!

!

39*07&+*.E!OQ!3QE! 8 (.?) /E!OQ!WQE!Y(*)9E! 8 Q! 8 QE! _!<?* .9E!CQ!>Q!KIZZGE! " *, *@b*.LQ!A "-02, 0'#""
7"U7J*_ 3%*'0*- ", \$\$:*&"-02, 4"4*, (4*/3:n!07?*.!?.*\$*\$%&*+!7%!%)*!7&&(79!@**%#&'!12!%)*!
]7%#1&79!S*7+#&'!C1&2*.*&;*E!<;1%\$+79*E!3 ^Q!

!

39*07&+*.E!OQ!3Q!K " #S; (\$7&%LQ!KIZZGE! 3 (' (\$%LQ!>" , -('()*7, 0@0*, (4*7, 0@*4"9, (40J*A-"0"(7, 7%(J*
-"&"-0"(7, 7%(J*, (4*4';;"- "(6"0Q!< /@?1\$#(@!; 1&+(; %*+!7%!%)*!7&&(79!@**%#&'!12!%)*!
D(.1?*7&!3 \$\$1;#7%#1&121.!S*\$*7.;)!#&! : *7.&#&'!7&+!T&\$\$. (;#1&E!3%) *\$E! ` .**;*Q!

!

d)#%#E!CQ!<QE! 39*07&+*.E!OQ!3QE! _! "7(')*.%/E! 8 Q!KIZZGE! 3 (' (\$%LQ!?'3""-\$, 7%(03'&*="7 / ""(*
:%2(')*63\$4-"(m0*, (, \$%)'6, \$*- ", 0%(')*, (4*9, 73"9, 7'6, \$*\$", -('()*Q!07?*.!?.*\$*\$%&*+!7%!%)*!
7&&(79!@**%#&'!12!%)*!D(.1?*7&!3 \$\$1;#7%#1&121.!S*\$*7.;)!#&! : *7.&#&'!7&+!T&\$\$. (;#1&E!
3%) *\$E! ` .**;*Q!

!

39*07&+*.E!OQ!3QE! _! 8 (.?) /E!OQ!WQ!KIZZGE! 8 7.;)LQ! , &.7- *9#&'!%)*!; 1@?9*0#%\$!12!7;7+*#@#;!
?* .21. @7&;*U!3 !%*\$!12!%)*!; 1' &##- *!7&+!@1%#-7%#1&79!+##@*\$&\$#1&\$!12!+1@7#&!9*7.&#&'Q!T&!
OQ!3 ;F*. @7&!KC)7#.LE!c (% /\$"4) ""07-2672-"0J*. 6N2'0'7%(J*- "7"(7%(J*, (4*, 42\$7"U&"-7'0"Q!
< /@?1\$#(@!; 1&+(; %*+!7%!%)*!7&&(79!@**%#&'!12!%)*!3 @*.;7&!D+(;7%#1&79!S*\$*7.;)!
3 \$\$1;#7%#1&E!C)#;7' 1Q!

!

39*07&+*.E!OQ!3Q!KIZZGE! 8 7.;)LQ!3!;7\$*!21.!%)*!@1%#-7%#1&79!&7%(.!12!*0?1\$#%1&U!C1&% .7%#&'!
#&21. @7%#1&E=2#&+##&'!X#)#!F&1X9*+ '*=\$*F#&'!Q!T!<Q!<7%)9!KC)7#.LQ!+%(07-267'#"" , (4*
6%)('7#"*() ,) "9"(7* /73"U&%0'7%- :7"U70Q!< /@?1\$#(@!; 1&+(; %*+!7%!%)*!7&&(79!@**%#&'!
12!%)*!3 @*.;7&!D+(;7%#1&79!S*\$*7.;)!3 \$\$1;#7%#1&E!C)#;7' 1Q!

!

03>STCT3!3Q!3 : Dc 3] " DS!

07 ' *!GJ!12!ZV!

39*07&+*.E!0Q!3QE! 8 (.?) /E!0Q!WQE! _ !<?* .9E!CQ!>Q!KIZZGE! 8 7. ;)LQ! T " , 02- '() * " 9 " -) '() * 6% 9 & " 7" (6 " *
73-%2) 3 * , (, \$%) " " 0 J * . * (" / * & " - 0 & " 6 7 # " " % (* , (% \$ 4 * , 6 N 2 , ' (7 , (6 " Q ! 0 7 ? * . ! ? . * \$ * & % * + ! 7 % ! %) * !
7 & & (7 9 ! @ * * % # & ' ! 1 2 ! %) * ! 3 @ * . # ; 7 & !

03>STCT3!3Q!3 : Dc 3] " DS!

07 '*!GM!12!ZV!

39*07&+*.E!OQ!3Q!K " # \$; (\$ \$ 7 & % L Q ! K I Z Z J E ! 3 (' (\$ % L Q ! ! % 9 , ' (M

03>STCT3!3Q!3 : Dc 3] " DS!

07 '*!GV!12!ZV!

!

39*07&+*.E!OQ!3QE!_!W(9#F1X#;)E!6Q!8Q!KIZZ4E!6(9/LQ!?3"- "\$, 7%(03'&%;*02=R"67M9, 77"-*
@(%/"4)"*7%*(7"- "07*, (4*- "6, \$\$Q!07?*.!?.*\$*&+!7%!%)*!c c \ !T&*.&7%#1&79!C1&' .*\$!12!
0\$/;)191' /E!Y.(\$\$*9\$Q!

!

39*07&+*.E!OQ!3Q!K" #\$((\$7&%LQ!KIZZ4E!3?.#9LQ![".-%(4*&- '%-*(%/"4)"J*Z002"0'(*6%9&-"3"(0%(J*
\$", -(')J*, (4*6%(6"&72, \$*63, ()"Q!</@?1\$#(@!;1&+(;%*+!7%!%)*!7&&(79!@**%#&'!12!%)*!

03>STCT3!3Q!3 : Dc 3] " DS!

07 '*!GG!12!ZV!

W(9#F1X#;)E!6Q! 8 QE! _!39*07&+*.E!0Q!3 Q!KIZZ5E!3 ?.#9LQ!. &&\$'6,7'(%*%:*,*^"("-,\$*526\$'4", (*T%4"\$*
7%*#,\$'4,7"*3'"-, -63'6,\$\$:M6%(07-267"4*,63'"#"9 "(7*7"070Q!07?*!.!?.*\$*&*+!7%!%)*!7&&(79!
@**%#&'!12!%)*!3 @*.*#;7&!D+(;7%(79!

39*07&+*.E!OQ!3QE!6(+/E!6QE!_!W#@E!oQ!AQ!KIZNNE!3?.#9LQ!"1@7#&=\$?*;#2#;!7&+!\$.7%*'#;!
 F&1X9*+'*U!3!.*-#*X!12!%)*!9#%*.7%(. *Q!T&!S!Q!`7.&*.!KC)7#.LE!?'3''*(7"- , 67'(%%:*4%9 , '(M
 0&"6';'6* , (4*07- , 7'')'6*@(/ \$'4)''*(, 6 , 4''9'6*&"-;%-9 , (6''Q!</@?1\$#(@!;1&+(;%*+!7%!%)*!
 7&&(79!@**%#&'!12!%)*!3@*.;7&!D+(;7%#1&79!S*\$*7.;)!3\$\$1;#7%#1&E!] *X!R.9*7&\$Q!

39*07&+*.E!OQ!3QE!_!07%*E!OQ!DQ!KIZNNE!3?.#9LQ!D22*;%\$!12!%.7#&#&'!;1&%*%&!F&1X9*+'*!7&+!
 ?.1b9*@\$19-#&'!\$.7%*'#*!1&!\$\$(+*%&\$!?!*21.@7&;*!12!\$;#*#&*!7&+!7&791' /!%*\$%\$Q!T&!S!Q!
 `7.&*.!KC)7#.LE!?'3''*(7"- , 67'(%%:*4%9 , '(M0&"6';'6* , (4*07- , 7'')'6*@(/ \$'4)''*(, 6 , 4''9'6*
 &"-;%-9 , (6''Q!</@?1\$#(@!;1&+(;%*+!7%!%)*!7&&(79!@**%#&'!12!%)*!3@*.;7&!D+(;7%#1&79!
 S*\$*7.;)!3\$\$1;#7%#1&E!] *X!R.9*7&\$Q!

1*%fE!DQ!>QE!W(9#F1X#;)E!6Q!8QE!39*07&+*.E!OQ!3QE!_!C11?*.E!;!S!Q!KIZNNE!3?.#9LQ!T&-*\$%#7%#&'!
 %)*!22*;%\$!12!+1@7#&=\$?*;#2#;!7&+!\$.7%*'#;!F&1X9*+'*!1&!\$#0%)=' .7+*. \$!7&+!;199*'*!
 \$\$(+*%&\$!?!*21.@7&;*!1&!%X1!7&791' /!%*\$%\$Q!T&!S!Q!`7.&*.!KC)7#.LE!?'3''*(7"- , 67'(%%:*
 4%9 , '(M0&"6';'6* , (4*07- , 7'')'6*@(/ \$'4)''*(, 6 , 4''9'6*&"-;%-9 , (6''Q!</@?1\$#(@!
 ;1&+(;%*+!7%!%)*!7&&(79!@**%#&'!12!%)*!3@*.;7&!D+(;7%#1&79!S*\$*7.;)!3\$\$1;#7%#1&E!] *X!
 R.9*7&\$Q!

Y7;)7.7;)E!] Q!;!QE!_!39*07&+*.E!OQ!3Q!K9ZNNE!3?.#9LQ!.. (%=0"-# , 7'(% , \$*0724:;%,*0"6%(4M* , (4*73'-4M
)- , 4''*7' , 63"-0j*27'\$L , 7'(%%:*= , 0 , \$- , 4''-0*/'73* , #"- ,)''* , (4* , =%#''M , #"- ,)''* , 4''-0Q!
 07?*.!?.*\$*%*+!7%!%)*!7&&(79!@**%#&'!12!%)*!3@*.;7&!D+(;7%#1&79!S*\$*7.;)!
 3\$\$1;#7%#1&E!] *X!R.9*7&\$Q!

W(9#F1X#;)E!6Q!8QE!_!39*07&+*.E!OQ!3Q!KIZNNE!3?.#9LQ!X0'()* , *6%)('7#''M'(;%-9 , 7'(%*%&6"00'()*
 -"0&%(0''*9%4"\$*7%*9" , 02-""4%9 , '(*@(/ \$'4)''Q!07?*.!?.*\$*%*+!7%!%)*!7&&(79!@**%#&'!12!
 %)*!3@*.;7&!D+(;7%#1&79!S*\$*7.;)!3\$\$1;#7%#1&E!] *X!R.9*7&\$Q!

d)#%*E!CQ!<QE!_!39*07&+*.E!OQ!3Q!KIZNNE!3?.#9LQ!5; ;"670%*;* ,)''J*#%6 , =2\$, - :*(/ \$'4)''J*''(4"-J*
 0%6%''6%(%9'6*07 , 720j* , (4*''73('6'7.%(*%2()*63'\$4-''(j0* , (, \$%) :*&"-;%-9 , (6''Q!07?*.!
 ?.*\$*%*+!7%!%)*!7&&(79!@**%#&'!12!%)*!3@*.;7&!D+(;7%#1&79!S*\$*7.;)!3\$\$1;#7%#1&E!] *X!
 R.9*7&\$Q!

d #99\$1&E! \ Q!;!QE!W(9#F1X#;)E!6Q!8QE!39*07&+*.E!OQ!3QE!_!a7..*99E!"Q!KIZNNE!3?.#9LQ!3!;1'&#%-*!
 %)*1./!21.!%*\$!+*\$#&'&U!T@?9#;7%#1&\$!21.!7\$*\$*\$#&'!+1@7#&=\$?*;#2#;!7&+!\$.7%*'#;!
 F&1X9*+'*Q!T&!S!Q!`7.&*.!KC)7#.LE!?'3''*(7"- , 67'(%%:*4%9 , '(M0&"6';'6* , (4*07- , 7'')'6*
 @(/ \$'4)''*(, 6 , 4''9'6*&"-;%-9 , (6''Q!</@?1\$#(@!;1&+(;%*+!7%!%)*!7&&(79!@**%#&'!12!%)*!
 3@*.;7&!D+(;7%#1&79!S*\$*7.;)!3\$\$1;#7%#1&E!] *X!R.9*7&\$Q!

39*07&+*.E!OQ!3QE!W(9#F1X#;)E!6Q!8QE!d #99\$1&E! \ Q!;!QE!_!1*%fE!DQ!>Q!KIZNGE!"*;*@b*.LQ!.. (*
 '(;%-9 , 7'(%(M&-%6"00'()* , &&- , 63*7%* , 00"00'()*4%9 , '(M0&"6';'6* , (4*07- , 7'')'6*@(/ \$'4)''*
 %(*#%6 , =2\$, - :* , (4* , (, \$%) :*7"070!07?*.!?.*\$*%*+!7%!%)*!7&&(79!@**%#&'!12!%)*!] 7%#1&79!
 S*7+&#&'!C1&2*.*&;*E!<%Q!0*%*. \$b(. 'E!a :Q!

03>STCT3!3Q!3 :Dc 3] "DS!

07 '*!GZ!12!Z

03>STCT3!3Q!3 : Dc 3] " DS!

07 '*!N5!12!ZV!

` 7.&*.E!SQE!39*07&+*.E!OQ!3QE!<97%*.E! d QE!A7.*E! \ Q!CQE!<@#%)E!>QE! _ !S*#SE!SQ!KIZNVE!3?.#9LQ!
+3'\$4-"(j0*@(%/\$"4) ""%,*07-2672-, \$*&-%&"-7""0*%,*7""U7Q!07?*.!?.*\$*&%*+!7%!%)!7&&(79!
@**%#&'!12!%)*!3 @*.#;7&!D+(;7%#1&79!S*\$*7.;)!3 \$\$1 ;#7%#1&E!<7&!a.7&;#\$;1Q!

!

d)#%*E!CQ!<QE!_!39*07&+*.E!OQ!3Q!KIZNVE!3?.#9LQ!5;;"670%*:7-, '()*(*%2-M: ", -M%\$40j*, ='\$7:*7%*
0%\$#"")""9 "7-'6*, (, \$%):*&-%=\$"90Q!07?*.!?.*\$*&%*+!7%!%)!7&&(79!@**%#&'!12!%)*!
3 @*.#;7&!D+(;7%#1&79!S*\$*7.;)!3 \$\$1 ;#7%#1&E!<7&!a.7&;#\$;1Q!

!

39*07&+*.E!OQ!3QE!`7.&*.E!SQE!_!A7.*E!\Q!CQ!KIZNHE!3?.#9LQ!>)*!*22*;%\$!12!%#@*E!7;;;*\$!7&+!
 e(*\$#1&!%/?*!1&!. *\$?1&\$*!7;;(.7;!/!7&+!2.*e(*&!/!12!911Fb7;F\$!#&!19+*.E!?.12#;##&!
 .*7+*.\$Q!T&!DQ>Q!`1*%f!KC)7#.LE!T%#'() *73-%2)3*7"U7]*Z(#"07'),7%(0%*,*-" ,4'() *7'9"J*, (4*
 0"N2"(6"Q!</@?1\$#(@!;1&+(;%*+!7%!%)*!7&&(79!@**%#&'!12%)*!3@*.#;7&!D+(;7%#1&79!
 S*\$*7.;)!3\$!\$1;#7%#1&E!]*X!R.9*7&\$Q!

!

d #&1 '.7+E!OQ!3QE!A7.*E!\Q!CQE!`7.&*.E!SQE!39*07&+*.E!OQ!3QE!_!A7/&*E!6Q!KIZNHE!3?.#9LQ!d)*&!
 911Fb7;F\$!27#9Q!T&!DQ>Q!`1*%f!KC)7#.LE!T%#'() *73-%2)3*7"U7]*Z(#"07'),7%(0%*,*-" ,4'()*
 7'9"J*, (4*0"N2"(6"

03>STCT3!3Q!3 : Dc 3] "DS!

07 '*!NH!12!ZV!

03>STCT3!3Q!3 : Dc 3] " DS!

07 '*!NN!12!ZV!

!

C)#(E!<Q!5U&\$%- '() *@ '(4"-), -7("-0m*0%6', \$J*"9%7'%'(, \$J*, (4*9%7'#, 7'%'(, \$*0"\$;

61&*\$E!WQ!WQ![" :%(4*, *-\$, 7%(, \$*2(4"-07, (4'()%*,*;- , 67%(0]5\$ "9 "(70%*;*'(07-267'(%*73, 7*
6%(7-'=27"*7%*&-"0"-#6"*7", 63"-0m*@(%/\$"4)"*, (4*9%7'#, 7%(C*, &?(b9#\$)*+!+1;%1.79!
+##\$\$.%7%#1&Q!C199* '*!07.FE! 8 " U! , &#-*. \$##/!12! 8 7./97&+E!C199* '*!12!D+(;7%#1&Q!
KC1@?9*%#1&! 8 7/!455VLQ! 3 \$\$1 ;#7%*!0.12*\$ \$1.E!>*@?9*! , &#-*. \$##/E!O)#97+*9?)#7E!O 3 Q!

!

` 7-#&\$E! 8 Q! \ Q!K; 1=;)7#.LQ!Z5A*4"#"\$%&9 "(7*, 0*, *;2(67'(%*%*&"4,)%)'6, \$*"U&"-7'0"*'(*0&"6', \$*
"426, 7'(%*7", 63"-0C*, &?(b9#\$)*+!+1;%1.79!+##\$\$.%7%#1&Q!C199* '*!07.FE! 8 " U! , &#-*. \$##/!12!
8 7./97&+E!C199* '*!12!D+(;7%#1&!KC1@?9*%#1&! 8 7.;)!455GLQ! 3 \$\$\$%7%#10.12*\$ \$1.!

a10E!DQ! T, 72- '7: *(*- ", 4' () J* - "#'0'7"4J* . *6\$%0"-*\$%%@*, 7*, 42\$7*6%9&"7" (7*, (4*9, 72- "'- ", 4' () Q!
 , &?(b9#)\$)*+!+1; %1.79!+#\$\$* .%7%#1&Q!C199* '*!07.FE! 8 " U! , &#- * . \$##/!12! 8 7./97&+E!C199* '*!12!
 D+(;7%#1&!KC1@?9*%#1&!3 ? .#9!45I4LQ! 3+k(&;%!0.12*\$S1.E! " *?7.%@*&!12!A (@7&!
 " * - *91?@*%&!7&+!B(7&%#%7%#- *! 8 *%) 1+191' /E! , &#- * . \$##/!12! 8 7./97&+Q!

%

S7)@7&E!>Q!D", 4' () *6%9&- "3" (0' % (*, (4*70*, 00"009" (7)* . \$') (' () %&" - , 7' % (, \$'L, 7' % (* / '73*
 6% (6"&72, \$'L, 7' % (*%, *73" *6% (07-267Q!C199* '*!07.FE! 8 " U! , &#- * . \$##/!12! 8 7./97&+E!C199* '*!
 12!D+(;7%#1&!KC1@?9*%#1&!] 1- * @b* .!45I JLQ!] 7%#1&79!C* &%* .!21. !D+(;7%#1&!<%7%#%#; \$Q!

!

: 1 (') 9#&E!<Q! 8 Q!5U, 9' (' () *7- , (0M0: 9=%\$'6*, (4*0: 9=%\$M

03>STCT3!3Q!3 :Dc 3] "DS!

07'!*!ZI!

03>STCT3!3Q!3 : Dc 3] " DS!

07 '*!ZJ!12!ZV!

! <*;. *%7./E! IZZN=4555!
] 7%#1&79!S*7+#&'!C1&2*.*&.*!
 ! <% (+*&!R(%\$%7&+#&'!S*\$*7.;)!3 X7.+!C1@ @#%*%*E! IZZZ=455I!
 ! 0(b9#;7%#1&\$!C1@ @#%*%*E! IZZH!
 ! R\$;7.!C7(\$*!/!3 X7.+!C1@ @#%*%*E!455J=455H!
 ! D+X7.+!a./!Y11F!3 X7.+!C1@ @#%*%*E!455M=455N!
 C199* ' *!S*7+#&'!3\$\$1;#7%#1&%
 ! S*\$*7.;)!C1@ @\$\$#1&E! IZNH=IZNV!

!
0?=?@%=CD%

! a7;(9%/!3+-#\$1./!Y17.+E!C.##;79!>)#&F#&'!7&+!3 &79/%#;79!S*7\$1&#&'!7@1&'!
 , &+*.' .7+(7%*!<%(+*&%\$U!3!0#91%!<%(+!/7%!)*)!, &#-*. \$#%/!12! 8 7./97&+E!4554!
 ! , &#-*. \$#%/!12! 8 7./97&+!a7;(9%/!<*7%*!>7\$F!a1.;*!1&!3??1#&%@*%&E!0.1@1%#1&!7&+!
 >*&(. *E!455I=455M!
 ! a1(&+&'!C1(E! , &#-*. \$#%/!12! 8 7./97&+p\$!3 ;7+*@!/!21.!DO;*99*%& ;*!#&!>*7;)#&'!7&+!
 :*7.&#&'E!455I=4554!
 ! , &#-*. \$#%/!3??1#&%@*%&E!0.1@1%#1&!7&+!>*&(. *C1@#@#%*%*!
 ! ! C)7#.E!IZZZ!
 ! ! 8 *@b* .E!IZZN=IZZ!
 ! C199* ' !12!D+(;7%#1&E! " *7&p\$!<*7.;)!C1@#@#%*%*E!IZZN!
 ! ` .7+(7%*!S*\$*7.;)!C1@#@#%*%*E!IZZV=IZZN!
 !
 ! !
 #@W=;% \$ X 3 %1CBK@A;B?Q%
 %
 % C)7#.E!0.1-1\$%!<*7.;)!C1@#@#%*%*E!IZZH=IZZM!
 ! A1&1.7./!" * ' .**!C1@#@#%*%*E!IZZJ=IZZM%
 a7;(9%/!C9(bE!>*07\$!3 _ 8 ! , &#-*. \$#%/!
 ! ! DO* ; (%#- *!Y17.+E! 8 *@b* .E!IZZ4=IZZH!
 ! ! 0.*\$#+*%&E!DO* ; (%#- *!Y17.+E! IZZJ=IZZH!
 ! 0.*\$#+*%&p\$!3+!A1;!3+-#\$1./!C1@#@#%*%*!1&!%)*!C1.? \$!12!C7+*%\$E!IZZ4=IZZJ!
 0.*\$#+*%&p\$!C1@#@#%*%*!21.!7!"#\$; #@#&7%#1&=a. **!C7@?(\$E!IZZ5=IZZM!
 W&#')%!C1@#@#\$#1&!>7\$F!a1.;*E!IZZI

03>STCT3!3Q!3 : Dc 3] " DS!

07 '*!ZM!12!ZV!

%

(9EE@H@%

!

(9EE@H@%9M%+DFI=?B9C7% 1 CBK@A;B?Q!9M% 3 =AQE=CD%

!

" *7&p\$!<*7. ;)!C1@ @#%*%*E!454I=4544!

<03 SC!3 X7.+!D-79(7%#1&!C1@ @#%*%*E!45IZ=454I!

3??1#&% @*%&%E!D-79(7%#1&E!7&+!0.1@1%#1&!C1@ @#%*%*E!4544!

