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" # \$ % & ' () * !

+,-#-! ! . /01,23453! \$ 647/83492!0:;! ; 466/309<=:! ; 466/<10>43=! ; *! ! ?@@@!
 ; -A-! ! . /0>0B2! %<4:0864<!(63949C9/!0:!' /5, 60>0B2=!!+<3<D/6<=:!%&! ?@@E!
 F-A-! ! . /0>0B2! \$ 647/83492!0:!G05, /39/8-! * H=! ! "#\$"%&' !%("') * ! ?@@I!
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&%&# " ; (%!J " &# " GAK(+!+) A(' () * A!

!""#\$%&' " & (%) % * + \$, - & . ' / 0 \$! * # + & 2 0 * 0 % & 3 / # 4 % +) # 0 5 &

6+%*)&' " & (%) 7 ' /) # 8 # 1 # 0 5 9 &

' , / !) : : 45 / ! 0 : ! G / 3 / < 85 , ! 3 C 1 1 0 8 9 3 ! < 6 D ! : < 5 4 > 4 9 < 9 / 3 ! 8 / 3 / < 85 , ! D / 7 / > 0 1 L / 6 9 = ! 1 8 0 D C 5 9 4 0 6 = !
 < D L 4 6 4 3 9 8 < 9 4 0 6 = ! < 6 D ! 5 0 L 1 > 4 < 6 5 / - 1 & 3 ! , / < D ! 0 : ! 9 , / !) : : 45 / ! 0 : ! G / 3 / < 85 , = ! (! M 0 8 N ! < 5 8 0 3 3 ! \$ 6 4 7 / 8 3 4 9 2 !
 D 4 7 4 3 4 0 6 3 ! < 6 D ! 0 : : 45 / 3 ! 9 0 ! 0 C 4 > D ! < ! 5 C > 9 C 8 / ! 0 : ! 8 / 3 / < 85 , ! M 4 9 , 4 6 ! < 6 D ! 0 / 2 0 6 D ! & 5 < D / L 4 5 ! & : : < 4 8 3 = ! 4 L 1 8 0 7 / !
 9 , / ! \$ 6 4 7 / 8 3 4 9 2 P 3 ! 8 / 3 / < 85 , ! 4 6 : 8 < 3 9 8 C 5 9 C 8 / ! 0 0 8 0 < D > 2 ! D / : 4 6 / D ! < 3 ! 3 9 < : : 4 6 B = ! 3 9 < : : ! 9 8 < 4 6 4 6 B = ! 1 0 > 4 5 4 / 3 = !
 4 6 9 / 8 6 < > ! 1 8 < 5 9 4 5 / 3 = ! : < 5 4 > 4 9 4 / 3 R = ! / 6 B < B / ! 4 6 ! 8 / 3 / < 85 , ! L < 3 9 / 8 ! 1 > < 6 6 4 6 B = ! < 6 D ! 1 8 0 L 0 9 / ! < 6 D ! < D 7 < 6 5 / !
 ; 0 6 9 5 > < 4 8 3 3 ! > / < D / 8 3 , 4 1 ! 8 0 > / ! 4 6 ! * / M ! T / 8 3 / 2 ! < 3 ! < ! 1 C 0 > 4 5 ! D 0 5 9 0 8 < > ! 8 / 3 / < 85 , ! C 6 4 7 / 8 3 4 9 2 - ! & 5 9 4 7 4 9 4 / 3 ! < 6 D !
 < 8 / < 3 ! 0 : ! 8 / 3 1 0 6 3 4 0 4 > 4 9 2 ! 4 6 5 > C D / U !

) : : 45 / ! 0 : ! G / 3 / < 85 , ! < 6 D ! A 1 0 6 3 0 8 / D ! + 8 0 B 8 < L 3 U ! + 8 / V < M < 8 D ! < 6 D ! 6 0 6 V : 4 6 < 6 5 4 < > ! 1 0 3 9 V < M < 8 D !
 3 C 1 1 0 8 9 ! 0 # 4 8 / 5 9 0 8 ! < 6 D ! W ! 1 8 0 : / 3 3 4 0 6 < > ! 3 9 < : : R X !

) : : 45 / ! 0 : ! G / 3 / < 85 , ! % 0 L 1 > 4 < 6 5 / ! < 6 D ! G / B C > < 9 0 8 2 ! + 8 0 B 8 < L 3 U ! % 0 L 1 > 4 < 6 5 / ! 5 0 L L 4 9 9 / / 3 ! Q (G F = !
 (& % \$ % = ! (F % R = ! / Y 1 0 8 9 ! 5 0 6 9 8 0 = ! 5 0 6 : > 4 5 9 ! 0 : 4 6 9 / 8 / 3 9 ! L < 6 < B / L / 6 9 = ! 8 / 3 1 0 6 3 4 0 > / ! 5 0 6 D C 5 9 ! 0 : !
 8 / 3 / < 85 , = ! 8 / 3 / < 85 , ! 4 6 9 / B 8 4 9 2 = ! 8 / 3 / < 85 , ! L 4 3 5 0 6 D C 5 9 ! < > / B < 9 4 0 6 3 = ! 0 # 4 8 / 5 9 0 8 ! < 6 D ! Z ! 1 8 0 : / 3 3 4 0 6 < > !
 3 9 < : : = ! < 6 D ! E ! 3 9 < : : ! 3 / < 85 , / 3 ! 4 6 ! 1 8 0 B 8 / 3 3 R X !

G / 3 / < 85 , ! # / 7 / > 0 1 L / 6 9 X !

+ 0 > 4 5 2 ! [8 4 9 4 6 B ! : 0 8 ! 9 , / ! \$ 6 4 7 / 8 3 4 9 2 P 3 ! 8 / 3 / < 85 , ! < 6 D ! 3 1 0 6 3 0 8 / D ! 1 8 0 B 8 < L ! / 6 9 / 8 1 8 4 3 / X !

J 4 L 4 9 / D ! 3 C O L 4 3 3 4 0 6 ! 5 0 L 1 / 9 4 9 4 0 6 3 X !

A C 1 1 0 8 9 ! \$ 6 4 7 / 8 3 4 9 2 ! 1 / 8 3 0 6 6 / > ! M 4 9 , ! < 1 1 > 4 5 < 9 4 0 6 3 ! : 0 8 ! / Y 9 8 < L C 8 < > ! : C 6 D 4 6 B = ! : 0 8 ! / Y < L 1 > / !
 M 0 8 N 4 6 B ! M 4 9 , ! 6 / M ! < 1 1 > 4 5 < 6 9 3 ! C 1 0 6 ! 8 / \ C / 3 9 = ! < 3 3 4 3 9 < 6 5 / ! M 4 9 , ! 4 6 3 9 4 9 C 9 4 0 6 < > ! D < 9 < ! < 3 3 / L 0 > 2 = !
 1 8 0 7 4 D 4 6 B ! 1 8 / V 8 / 7 4 / M 3 ! 0 : ! 1 8 0 1 0 3 < > ! 5 0 L 1 0 6 / 6 9 3 ! C 1 0 6 ! 8 / \ C / 3 9 X ! < 6 D ! 1 8 / 1 < 8 4 6 B ! > / 9 9 / 8 3 ! 0 : !
 4 6 3 9 4 9 C 9 4 0 6 < > ! 3 C 1 1 0 8 9 X !

+ 8 / 1 < 8 4 6 B ! 6 0 L 4 6 < 9 4 0 6 ! > / 9 9 / 8 3 ! < 6 D ! 3 C 1 1 0 8 9 4 6 B ! L < 9 / 8 4 < > 3 ! : 0 8 ! : < 5 C > 9 2 ! 8 / 3 / < 85 , / 8 3 ! : 0 8 ! / Y 9 / 8 6 < > !

: / > > O M 3 , 4 1 3 ! 3 C 5 , ! < 3 1 9 , / ! A > 0 < 6 ! G / 3 / < 85 , !] / > > O M 3 , 4 1 = ! % < 8 6 / B 4 / ! % 0 8 1 0 8 < 9 4 0 6 !] / > > O M 3 , 4 1 = !

; 0 0 8 / ! (6 7 / 6 9 0 8 !] / > > O M 3 , 4 1 = ! & > < 6 ! ' - ! [< 9 / 8 L < 6 ! & M < 8 D = ! / 9 5 X !

(6 9 / 8 6 < > ! G / 3 / < 85 , = ! A 5 , 0 < 8 3 , 4 1 = ! < 6 D ! % 8 / < 9 4 7 / ! & 5 9 4 7 4 9 4 / 3 ! A / / D ! . 8 < 6 9 3 ! + 8 0 B 8 < L !

\$ 6 4 7 / 8 3 4 9 2 ! \$ 6 D / 8 B 8 < D C D < 9 / ! G / 3 / < 85 , ! + 4 > 0 9 ! + 8 0 B 8 < L ! Q A 1 8 4 6 B ! E I E ^ R X !

\$647/83492VM4D/!

J /<D!<C9, 08!0:!! \$ 647/83492P3!3C55/33:C>!<11>45<9406!90!9, /!14>09! * (K!" 6B<B/L /69!<6D!
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- o G/18/3/69!9, /!%0>>/B/!06!9, /!\$ 647/83492!

d47<84CL!Q?!#48/5908-!?!&64L<!%<8/!' /5,6454<6-!?VE!39CD/69!M08N/83-!<6D!
<>!8/3/<85,/83RX!
%OL1C9/8!)1/8<94063!:08!G/3/<85,!<6D!"DC5<9406!QE!180:/33406<!39<.:RX!
G/3/<85,!B8//6,0C3/X

o

- +8/3/69/8=! . 8<CD<9/!&33439<69!) 84/69<9406=! ' , /! . 8<DC<9/!A5 , 00>!
- +<6/>439!<6D!BC/39!31 /<N/8! :08!9 , /!% /69/8! :08!&D74346B!<6D!A9CD/69! ' 8<63494063! b#43507/8c!+<6/>3! :08! \$ 6D/5><8/D!]8/3 , L /6!

\$ 647/83492!J /<D/83 , 41!<6D!+80:/33406<>!A9<::!G/58C49L/69!

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- A/<85 , !%0L L 499//! ; /L O/8! :08!(6<CBC8<>!#48/5908!0 :!9 , /!%A& ; !A9CD/69! AC55/33!% /69/8!<6D!493!&5<D/ L 45!&D743083X!
- A/<85 , !%0L L 499//!L /L O/8! :08! \$ 647/83492VM4D/!>/<D/83 , 41!103494063!<6D!N/2! 39<::!103494063!465>CD46B!&33054<9/! # /<6!0 :!9 , /!J408<82=!A ' " ; !] <54>494/3! #48/5908!Q \$ 647/83492!] <54>494/3RX!&33439<69! d45/!+8/34D/69! :08!) 55C1<9406<>! A< :/92=! " 674806L /69!A/8745/3!<6D!F403< :/92!Q \$ 647/83492!] <54>494/3RX! #48/5908! 0 :! ; /5 , <645<>!A/8745/3!Q \$ 647/83492!] <54>494/3RX! J <008<9082!%06980>3! ' /5 , 6454<6!Q \$ 647/83492!] <54>494/3RX! . 8<69!&550C6946B!A1/54<>439!Q]46<65/!<6D! ' 8/<3C82R-!

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. * : ' +&6\$0#4#0#%)&*/@&6\$\$ ' ; 7!#) , ; %/0!&*)&6)) '\$#*0%&A%*/9&

G/D/34B6/D!" 674806L /69<>!A54/65/!<6D! ; <6<B/L /69!D05908<>!<33439<69! :C6D46B!L OD/>3! 90!4658/<3/!9 , /!6CLO/8!0 :!39CD/693!3C11089/D!1/8!2/<8X!

(6!50>><008<9406!M49 , !%A& ; !FCDB/9! ; <6<B/8!8/D/34B6/D!%A& ; P3!6/M! :<5C>92!39<89VC1! 5039!5/69/83!90! :<54>4<9/!<550C69!L <6<B/L /69!<6D!398/<L>46/! :435<>!2/<8!5>03/VOC93X!

(6!50>><008<9406!M49 , ! . 8<69!&550C6946B!<6D!KCL<6!G/30C85/3!8/D/34B6/D!<6D! 4L 1>/L /69/D!<!3CL L /8!3<><82!8/\C/39!<6D!<11807<>!1805/33!46! [08ND<2!]46<65/! 30:9M<8/X!

G/D/34B6/D!9 , /!%A& ; !5C8845C>CL!50L L 499//!90!4658/<3/! :8/\C/652!0 :!L //946B3!0 :! /63C8/!94L />2!1805/3346B!0 :!5C8845C>CL!180103<>3X!

] <54>49<9/D!9 , /!<5\C4349406!0 :!h!iE ; !46!L<08!8/3/<85 , !/\C41L /69!02!<3343946B!%A& ; ! 8/3/<85 , /83!M49 , !9 , /!5<149<>!1805C8/L /69!1805/33=!50VM84946B!<6D!/D4946B! ?f!30>/!30C85/! <6D!346B>/!30C85/!_C394:45<94063=!<6D!M08N46B!M49 , ! \$ 647/83492!] <54>494/3!90!18/1<8/!31<5/3! :08!/\C41L /69!4639<>><9406=!465>CD46B!K<6D , />D! j V8<2!]>C08/3/65/!31/5980L /9/8=!430901/! 8<940!L <33!31/5980L /9/8!8/3/<85 , VB8<D/! :>C08/35/65/!L45803501/!<C>98<!1/8 :08L <65/! >4\C4D!5 , 80L <90B8<1 , !L <33!31/5980L /9/8!>L C>94L OD<>!50>><008<947/!80009!3239/L =!3/9!0 :! 39CD/69V>/7/>! :>C08/35/69!L45803501/3!><008<9082!<64L <>/!65>03C8/3!3

K<>!? !<6D!E !>0083=!G45 , <8D306!??W!Q9/L 108<82!1 , 23453!8/3/<85 , !><0!DC846B!
8/607<9406R=!G45 , <8D306!K<>!^Ef!Q:08!6/M!/\C41L /69R=!G(%K!^EW!Q:08!6/M!/\C41L /69R=!
%>07!/!G0<D! . 8//6 , 0C3!/Q/674806L /69< !506980>3!C1B8<D/3=! ; /30503L!<8/<=!G) !M<9/8!
3239/LR=!A54/65/!K<>!^?kV^EE=!% " JA! ?Ik!Q:08!6/M!/\C41L /69R=!% " JA!3C49/!ZE?!Q:08!6/M!
!\C41L /69!<6D!/39<0>43 , 46B!D/D45<9/D!M08N31<5/3!:08!D4::/8/69!921/3!0!:040 , <`<8DOC3!
L<9/84<>3R-!!

#/7/>01/D!<6D!4L 1>/L /69/D!LC>94V2/<8!3M46B!31<5/!<6D!3908<B/!31<5/3!1<>63!90!
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(6!50>><008<9406!M49 , ! \$ 647/83492!] <54>494/3=!18/1<8/D!3C55/33:C>!180103<>!08!<!A " " ; !
: <54>494/3!L<6<B/8!10349406!<6D!3/8745/!50698<59!OCDB/9!:08!1/8L<6/69!/\C41L /69!Q:CL /!
 , 00D3=!G) !M<9/8!3239/L3=!<C905><7/3=!50>D!800L3=!/674806L /69<>!5 , <L0/83RX!

%>03/VOC9!0: !<!:4/>D!39<9406!DC846B!9 , /!%074D!1<6D/L45=!465>CD46B!50L18/ , /6347/!
457/69082!0: !1 , 2345<>!<54>494/3=!/\C41L /69=!L<9/84<>3!<6D!3C11>4/3X!A/8746B!<3!9/L 108<2!
C1/874308!:08!% [&!<6D!&] ' !180:/33406<>!39<: !C694>6/M!_00!<334B6L /693!M49 , 46!9 , /!
\$ 647/83492!M/8/!46<4` /DX! ; <6<B46B!:46<65/3=!980CO>/3 , 00946B!433C/3!8/><9/D!90!

5<65/>><9406!0: !180B8<L3=!<6D!1<246B!8/L<4646B!04>3!<6D!<>!5>03/VOC9!50393X!(D/694:246B!
 , <`<8DOC3!M<39/!<6D!<88<6B46B!1801/8!50>>/59406!<6D!D43103<>X!%008D46<946B!M49 , !
\$ 647/83492!] <54>494/3!90!8/9C86! \$ 647/83492!:4/3=!8/508D3=!<6D! \$ 647/83492VOM6/D!/\C41L /69!
90!L<46!5<L 1C3X!%0>><008<946B!M49 , ! \$ 647/83492!] <54>494/3!90!/63C8/!<>!OC4>D46B3!<6D!

80C6D3!M/8/!b0800L!5>/<6Xc!%008D46<946B!M49 , !9 , /! * T# # /1<89L /69!0: ! " 674806L /69<>!
7809/59406!Q * T# " +R!06!9 , /!98<63: /8!0: !01/8<946B!1/8L493!<6D!9 , /!8/9C86!0: !A9<9/VOM6/D!
OC4>D46B3!<6D!B80C6D3!L<6<B/L /69!0<5N!90! * T# " +X!(6!50>><008<9406!M49 , !9 , /!# /<6=
D4310349406!0: !/DC5<9406<>!<6D!8/58/<9406<>!L<9/84<>3!<6D!/\C41L /69!90!3C11089!<8/B406<>!
/674806L /69<>!/DC5<9406!5/69/8-!

VTf(5) 500050(:4) 0 . 22(<) 0 . 2(008<) 0 . 2(9) 0 . 2(4) *99 , !T!#9406!(/) 0 . 2(8-) JTJETqQ0 . 24000 . 248 . 39

. *:' +&*\$\$' ; 7I#), ; %/0)(&*)&<#4*+&B ; &A#+%\$0'+9&

%0><008<9/D!M49, !\$ 647/83492!] <54>494/3!90!/39<0>43, !3/8745/!50698<593!<6D!8/BC><8!
18/7/69<947/!L<469/6<65/!<08!d47<84CL!/\C41L/69!Q/674806L/69<!L06490846B!3239/L=!
5<B/!M<3, /8=!!<C905><7/3=!!<6D!5<B/!M<9/846B!3239/LRX!
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EIE?>!

6+&*)&' "+%&7' /)#8#1#059&

G/58C49L/69!0:!!6/M!39CD/693!<6D!6/M!D05908<!:<5C>92!L/L0/83X!
%, <48!0:!, /!+80B8<L!&DL4334063!%0LL499//X!
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0:!!L4>/3906/!<5947494/3!Q5<6D4D<52!/Y<L3=!!180103<D/!/63/3=!!D433/89<9406!D/!/63/RX!
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/Y1/59<94063!<08!5<6D4D<52!/Y<L3=!!180103<D/!/63/3=!!<6D!<46<D433/89<9406!D/!/63/X!
/DC5<946B!6/M!180B8<L!<5C>92!06!180B8<L=!!%0>>/B/!<6D!\$ 647/83492!8/30C85/3!90!3C11089!
B8<DC<9/!39CD/693X!
&>>05<9406!<6D!<DL464398<9406!0:!!D05908<!:<33439<693, 413X!
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8/74/M!0:!!6/M!<6D!8/6/M<D!<11>45<94063X!
' 8<5N46B!D05908<!:<5C>92!/6B<B/L/69!M49, !D433/89<9406!<D743/L/69!<6D!50L LC645<946B!
M49, !9, /!# /<6!8/B<8D46B!180B8<L!<5C>92!/>4B404>492!<08!8/<334B6/D!94L/X!
G/18/3/69!9, /!%0>>/B/!<6D!D05908<!!180B8<L!D48/59083!06! . 8<DC<9/!A5, 00>!<6D!G/B4398<8!
8/74/M!<6D!<11807<D>X!

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. *:' +&*\$\$' ; 7I#), ; %/0)(&*)&A '\$0'+*I&=+'?>* ; &A#+%\$0'+9&

G/0C4>9!98C39=!!L10M/8/D!<6D!8/V/6B<B/D!180B8<L!39CD/693=!!D05908<!:<5C>92=!!<6D!9, /!
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0:!!<6D!18/1<8<9406!<08!180B8<L!L4>/3906/3=!!<6D!90!8/74/M!<55C8<52!0:!!98<63:/8!58/D493!<6D!
50C83/!3C03949C94063!<6D!3, /1, /8D!98<63<594063!9, 80CB, ! . 8<DC<9/!A5, 00>!<6D!G/B4398<8!
8/74/M!<6D!<11807<D>X!
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39CD/693X!
G/D/34B6/D!" & " A!k@I!%0>>0\C4CL!46!" 674806L/69<D! ; <6<B/L/69!90!/6B<B/!180B8<L!
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+, #!<6D! ; A!39CD/69!<99/6D//3X!
G/D/34B6/D!" & " A!1@f!<6D!" & " A!1@W!QG/3/<85, !+80_/59!(!a!(=!8/31/5947/>2R!90!46394>!!
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B8<693!<6D!1CO>45<94063-!!

6+%*)&'"+%#7' /)#8#1#059&

+8074D/!>/<D/83, 41!<6D!743406!<08!9, /!# /1<89L/69P3!<5<D/L45!180B8<L3=!5C8845C>CL=!<6D!
8/3/<85, !/69/81843/X!
) 7/83//!50C83/!35, /DC>46B!<6D!39<.:46B!46!50>><008<9406!M49, !9, /!&33054<9/!%, <48X!
) 7/83//!(6398C59406<A/8745/!G/108946B!46!50>><008<9406!M49, !9, /!&33054<9/!%, <48X!
A9CD/69!8/58C4946B!9, 80CB, !8/18/3/6946B!9, /!# /1<89L/69!<9!) 1/6!K0C3/3=!&55/19/D!
A9CD/69!#<23=!L<_08!:<483=!<6D!0C98/<5, !90!8/B406<!463949C94063X!
(6494<!<D74346B!<6D!0600<8D46B!0!:6/M!:4839V2/<8!39CD/693!<6D!98<63:/8!39CD/693!DC846B!
\$647/83492!084/69<9406!/7/693X!
) 7/834B, 9!0:!/D/1<89L/69<!39CD/69!3/8745/3!<6D!39CD/69!3C55/33!<5947494/3!465>CD46B!
3C1/8743406!0:!!180B8<L!<D743083X!L<_08!<6D!L4608!D43507/82!4670>746B!"<89, !<6D!
"674806L/69<A9CD4/3!180B8<L3X!<3343946B!39CD/693!M49, !8/B4398<9406!1/8L493=!58/D49!
<D_C39L/693=!5, <6B/!0:!!L<_08=!5, <6B/!0:!!L4608=!<6D!<11>45<94063!90!50L1>/9/!50C83/3!<9!
<609, /8!463949C9406X!5066/5946B!39CD/693!M49, !:<5C>92!L/69083!<08!46D/1/6D/69!39CD4/3!<6D!
5<13906/!/Y1/84/65/3X!
&DL464398<9406!0:!!kV@!<66C<!39CD/69!35, 0><83, 413!<6D!<M<8D3X!
G/3/<85, !:<54>49<9406!9, 80CB, !<D705<946B!<08!180:/33406<!39<.:!90!L<6<B/!L<_08!8/3/<85, !
46398CL/69<9406!<6D!98<46!6/M!C3/83=!C346B!D/1<89L/69!(#%!:C6D3!<08!18/7/69<947/!
L<469/6<65/!<6D!8/1<483=!1805C8/L/69!0:18/3/<85, !30:9M<8/!Q&85. (A=! ; <9<OR=!<6D!C346B!
(#%!:C6D3!90!3C11089!:<5C>92!<6D!39CD/69!98<7/>!90!180:/33406<!506:/8/65/3X!

+ /83066 /> !L <6 <B / L /69 =!465 >CD46B !3C1 /8743406 !<6D !/7 <C <9406 !0 :! ?^v ?k !:C >>v94L /!&] ' !

%06DC59/D!<!50L1>/9/!8/74/M!0:!46398C59406<>!8/><9/D!/Y1/63/3!:08!5063CL<0>/3=!
/\C41L/69!3/874546B=!/\C41L/69!8/1><5/L/69!4:/!525>/3=30:9M<8/!>45/63/3=1<6D!:4/>D!9841!
/Y1/6/3!90!D/9/8L46/!OC8!<66C<>!OCDB/9!8/\C/39X!
(6494<9/D!L<6D<9082!<D74346B!<08!<>!C6D/8B8<DC<9/!L<_083!Q:8/3, L/6!9, 80CB, !3/6408R!
/7/82!3/L/39/8!9, 80CB, !B8<DC<9406=!<DL46439/8/D!9, 80CB, !C3/!0:!<<8/B4398<9406!+(*!50D/!
18074D/D!DC846B!<D74346B!L//946B3X!
A/87/D!<3!#/1<89L/69!>4<4306!90!#/ <6P3!) : :45/!DC846B!DC846B!1><6646B=!D/34B6=!<6D!
506398C59406!0:!9, /!?!Ik=III!3\ -! :9!%/69/8!:08!" 674806L/69<>!<6D!J4:/!A54/65/3!Q%" JAR!
OC4>D46B=!18074D46B!D/34B6!3CBB/394063!<6D!8/18/3/6946B!/6DVC3/8!6//D3!:08!9/<5, 46B!
31<5/3!<6D!8/3/<85, !><008<908/3X!

8/50B64` /!0C939<6D46B!_C64083!<6D!3/64083!46!0C8!6/M>2!58/<9/D!AC39<46<04>492!A54/65 /!
180B8<L3=!50L 1<8<0>/!90!/Y43946B!39CD/69!8/50B6494063!46!"<89, !<6D!" 674806L/69<>!
A54/65/!<6D! . /0B81 , 2X!

%0>><008<947!/G/3/<85,U!J46N46B! ; <846/!<6D! ' /88/3984<>!A/D4L/69<82!" 74D/65/!:08!+>40V1>/43905/6/!
d<84<04>492!0:! [/DD/>>>" L0<2L/69!<6D!&69<85945!+/6463C><! . ><54<9406=!A-!K/L L46B!
Q%0>CL04<!\$ 647/83492=!>/<D!+(R=!(-!F<4>/2=! ; -!o<1<<6=!F-!o/43>46B=!A-!F8<5, :/>D!Q ; 0695><48!
+(R=! ' -! [4>>4<L3=!A-!) P%066/>>=!F-!G/4>>2=!J-! ' <CY=!T-! [<8605N=! " - ' -!G<30C82-!i ?@?=1@I-!
* A J!) ::45/!0:!!+0><8!+80B8<L3=!I@eI?eE?!90!I I e^?eEIEW-!

) 11089C6492! ; //93!(6607<9406!% , <>/6B/!Q) ; (%R=!+ , - . * & % 0 1 2 3 4 % 0 5 " ! 6 7 - \$ 7 \$ # % I & & * 8 8 9 %
2 * 8 * " , & 5 9 % " \$) % 3 \$ # " # * ! * \$ N ! % C > 9 4 7 < 9 4 6 B ! G / 3 / < 8 5 , = ! (6 6 0 7 < 9 4 0 6 ! < 6 D ! ' < > / 6 9 - ! ! J - ! F 4 > 4 6 B 3 !
Q% A & ; !+(R=!A-!F8<5, :/>D!Q50V+(R=! * /M!T/83/2!) ::45/!0:!!9, /!A/58/9<82!0:!!K4B, /8!" DC5<9406-!
i f ? I = k k f = ! I k e ? E e E ? ! n ! I k e ? ? e E Z - !

%0>><008<947!/G/3/<85,U! ' 8<546B!50<><3, !30>4D3!46!9, /!/674806L/69V!(L1>45<94063!:08!>06BV9/8L!
5069<L46<9406!0:!!9, /!<\C<945!/503239/L-!&-!d/6B03, !Q#CN/!\$ 647/83492-!>/<D!+(R=! " -!%0M<6!
Q&11<><5, 4<6!A9<9/!\$ 647/83492!+(R=!<6D!A-!F8<5, :/>D!Q3COV<M<8D!

\$ 1B8<D/!0:!9, /!) 1945<>!(%+!<9! ; 0695><48!A9<9/!\$ 647/83492=! ; -! . 08846B!Q+-(R!M49,! ; A\$!50

50>><008<9083!o-!J4C=!:<6D!&-!+80N01/6N0=!* <9406<>!A54/65/!]OC6D<9406-! " <89, !A239/L3!
K439082=!IkeI?eIZV!IWe^IeIW-!
+/980>OB45!<6D!"Y1/84L/69<>!"7<>C<9406!0:!:<6!(B6/OC3!)84B46!:08! ; <B6/945!&60L<>4/3!06! ; <83-!
T-!K<L L /8!Q+(R=!M49, !A-!F8<5, : />D!Q50V+(=!C6D/D!<3!9/L108<82!^VL069, !/L1>02//!O:!!\$647-!
K<M<44-!T<6C<82V ; <85, !EII^R-!<6D!50>><008<9083! ; -!GC9, /8:08D!<6D!F-! ; 03NOM49`=!
* <9406<>!&/806<C9453!<6D!A1<5/!&DL464398<9406-! ; <83!#<9<!&6<>2343!+80B8<L=!i?f=III!90!
) ,40!A9<9/!O:!!ikI=III!LC>94V463949C9406!909<>=!@e?eEIIe!n!1e^?eEIIIZ-!
&6!4B6/OC3!084B46!:08! ; <894<6!L<B6/945!<60L<>4/3t!T-!K<L L /8!Q+(-R=!A-!F8<5, : />D!Q+(R=!<6D!
50>><008<9083!F-! ; 03NOM49`=! ; -!GC9, /8:08D-!(63949C9/!08!G05N! ; <B6/943L!d434946B!
] />>OM3,41-!?!IeIE-!
"39<0>43,46B!9, /!398<94B8<1, 2!0:!!B><54B/645!0/D:08L3!06!9, /!%, CN5, 4!F08D/8<6D-!&85945!)5/<6-!
90!8/506398C59!9, /!, 439082!0:!!+>/43905/6/!&85945!45/!3, />7/3=!J-!+O>2<N!Q+(R=!A-!F8<5, : />D!Q50V
+(R!<6D!50>><008<9083!#-!#<802!<6D!T-!F435, 0:!!i?^E=IkW!90!)A\$!0:!!iEfE=III!LC>94V
463949C9406!909<>!!^eI?eIEVEeE!eIZ-! * <9406<>!A54/65/!]OC6D<9406!&85945!* <9C8<>!A54/65/3-!
'OM<8D3!9, /!# /7/>01L/69!0:!! ; <B6/945!+807/6<65/!'8<5/83!46!&69<85945! . ><54<>V ; <846/!
A/D4L/69U!&!+4>09!A9CD2!46!9, /!&69<85945!+/6463C><=!A-!F8<5, : />D=!Q+(R=!ikI=?@I=!keI?eIEV
We^IeIZ-! * <9406<>!A54/65/!]OC6D<9406!) : :45/!O:!!+O><8!+80B8<L3-!
\$AV]8<65/!%0>><008<947/!G/3/<85, U!K4B, V8/30>C9406!CV5, <66/>!L<B6/945!39CD2!0:!!J<9/!
rC<9/86<82!3/D4L/69!508/3!:80L!9, /!"<39!&69<85945! ; <8B46=!A-!F8<5, : />D=!Q+(R!M49, !
50>><008<9083!%-!J<_!<6D!%<9, /846/!o433/>=!i?k=WII=??eI?eI?V?Ie^IeI^=! * <9406<>!A54/65/!
]OC6D<9406!(69/86<9406<>!+80B8<L3!q* A]V(* 'R! [/39/86!"C801/!#4743406-!
K4B, !G/30>C9406!rC<9/86<82! . ><54<>!K439082!<6D!+<>/0/674806L/693!0:!!9, /!"<39!&69<85945!

+-(=!M49,!A-o-!F<6/8_//!Q50V+(R=!iEI=kEk=!WeI?e@1VEeE1eII=!T0469!)5/<60B8<1,45!(63949C94063!
\$649/D!A9<9/3!A54/65/!AC11089!+80B8<L-!

K0>05/6/!1</O180DC5947492!34B6<0!0:!9, /!&69<85945!50<39<0!05/<6U!>46N<B/3!<L06B!9, /!3C6-!
<9L031, /8/=!05/<6-!3/<!45/!<6D!0409<="!-!#0L<5N!Q>/<D!+(R!M49, !50)><008<9083!A-!F8<5, :/>D-!
&-!J/7/69/8=!G-! ; C88<2-! ' -!T<6/5/N=!A-!(3, L<6-!T-!o/66/99=!A49/!A/>/59406!:08!)5/<6!
#84>>46B!+80B8<L!J/B!?k1-!

!

G"A"&G%K!.G&* 'A!&*#!G"%).*('() *A!')!A '\$ # " * '! ; " * ' " "A!

K<33<6!o<33,4:!QA9CD/69!<C9,08R!<6D!A-!F8<5, :/>D!Q&DL464398<947/!+(!<6D!:<5C>92!L/6908R-!
d/69C8/ [/>!"V' /<L!+80B8<L!A9<B/!?! . 8<69=!i f III=!IkeI?eEE!90!I^eE?eE^-!

G45, <8D!T<L/3!QA9CD/69!<C9,08R=!b \$3/!0:!* <947/!*/M!T/83/2!+><693!90!G/L07/! ; /9<3!:80L!
%069<L46<9/D!A04>3c-! . /O>0B45<0!A054/92!0:!!&L/845<!A9C/69!G/3/<85, ! . 8<69-!&M<8D/D!M49, !
)C939<6D46B! ; /69406-!iEEfI-!EI?W-!A-!F8<5, :/>DU!G/3/<85, !L/6908!

F8/6D<6!G/4>>2-! ; <39/83!G/3/<85, !&M<8D=!%0>>/B/!0:!A54/65/!<6D! ; <9, /L<9453!&M<8D3!0:!
"Y5/>>/65/=! ; 0695><48!A9<9/!\$647/83492-!EI?^-!A-!F8<5, :/>DU!G/3/<85, !L/6908!

%<9, >/!6!Q#<0/R!#0, /892-!)C939<6D46B! . 8<DC<9/!A9CD/69!46! . /0354/65/!&M<8D-! ; 0695><48!A9<9/!
\$647/83492-!EII@-!A-!F8<5, :/>DU!G/3/<85, !L/6908-!

; 0>>2!G034B-!b# /:4646B!9, /!+807/6<65/!%, <8<59/8439453!0:![/DD/>>!A/<!<6D!*089, /<39/86!
&69<85945!+ /6463C><!A/D4L/69U!&! ; C>94V180Y2!&1180<5, =c!

G"A"&G%K!A\$+"Gd(A() *!=! ; " * ')G(* . !=&*#!) 'K"G!'G&(*(* . !
+ -8/) - &/- , "(%2*8*" , &5* , 8%

#8-!% , 843946<!d /8 , <B/6-!EIE^!90!18/3/69!
!

J5*878%"\$)% : 788* , /" / - \$%I) > 78**8%

. 46<! r C4u06/3= ! ; -&-! " 674806L /69< !A54/65/3! ; <2!EIIW!Q60M!+80_/59!A54/69439!<9!&85<D43R!
#8-!%<9 , > / /6!Q#< /R!#0 , /892= ! ; -A-! . /0354/65/= ! ; <2!EII@!Q60M!&33054<9/!+80:/3308!0:!
+80:/33406< !+8<5945/!<6D!#48/5908!0:!(608B<645!&6<2343!] <54>492= ! ") KA(= !GC9B/83!
\$647/83492R!
o /66/9 , !o<51/80M3N4!T8= ! ; -A-! . /0354/65/= !&CBC39!EII@!Q60M!A/6408! . /O>OB439!<9! [A+!
" 674806L /69!<6D!(6:8<398C59C8/! \$ A&R!
#<74D!%COL0= ! ; -A-! . /0354/65/= !&CBC39!EI?I!Q60M! . /O>OB439!<9!JOC43!F/8B/8! . 80C1R!
%<8>! * <99/8= ! ; -A-! . /0354/65/= !&CBC39!EI??!Q60M!A54/69439!<9! ' /98< ' /5 ,

%<6D45/!]<C>N=! ; -A-!46! . /0354/65/!=! ; <2!EI@!Q60M!oV?E!354/65/!/DC5<908!46!* TR!
#8-!#<6!K<C1970B/>=! ; -A-!46! . /0354/65/!=! ; <2!EI?I!Q60M!(6398C59406<>!&33054<9/!+80:/3308-!
\$ 647-!KOC3906R!
#8-! ; />433<!K<63/6=!+ , -#-=" 674806L/69<>! ; <6<B/L/69-!&CBC39!EI?W=! ; A!EI??=!Q60M!<D_C659!
46398C5908!<9! ; 0695><48!A9<9/!\$ 647/83492R!
TC3946!oC>45N=! ; -A-!46! . /0354/65/!=! ; <2!EI?E!Q60M!oV?E!354/65/!/DC5<908!46!* TR!
" 845!A066/6M<>D=! ; -A-!46! . /0354/65/!=!&CBC39!EI?^!Q60M!oV?E!354/65/!/DC5<908!46!* TR!
o<9 ,>/!6! ; 4>/8=! ; -A-!46! . /0354/65/!=! ; <2!EI?Z!
T<2!+<9/>=! ; -A-!46! . /0354/65/!=! ; <2!EI?Z!Q60M!<9!&"%) ; R!
T/3345<!G03/60/8B=! ; -A-!46! . /0354/65/!=! ; <2!EI?Z!Q60M! . /O>OB439!<9! . "(!%063C>9<693=!(65-R!
#8-!AC3 , <69!A46B , =!+ , -#-=" 674806L/69<>! ; <6<B/L/69-! ; <2!EI?f!Q60M!&33439<69!d45/!+8/34D/69!
0:#!#<9<!a!&6<>29453!) A=!A06<9<!A0:9M<8/=\$ A&R!
&184>!o />>2=! ; -A-!46!" <89 , !<6D!" 674806L/69<>!A54/65/!=! ; <2!EI?k!Q60M!<9!\$ -A-!&8L2!%0813!0:!
" 6B46/83R!
#8-!* <9<>4/!A , /8MOOD=!+ , -#-=" 674806L/69<>! ; <6<B/L/69-! ; <2!EI?k!
T/664:/8!J4B , 9=! ; -A-!46!" <89 , !<6D!" 674806L/69<>!A54/65/!=!&CBC39!EI?k!Q60M!<9! . "(!%063C>9<693R!
#8-! ; 495 , />>!%><2=! ; -A-!46!" <89 , !<6D!" 674806L/69<>!A54/65/!=!&CBC39!EI?k!Q60M!J<0! ; <6<B/8!<9!
&C3946!+ /<2!A9<9/!\$ 647/83492R!
#8-!&>4306!J/11=! ; -A-!46!" <89 , !<6D!" 674806L/69<>!A54/65/!=! ; <2!EI?I!Q60M!+039D05908<>!
G/3/<85 , /8!<9!\$ 647-!d48B464<R!
; <99 , /M!A<6D/ :C8=! ; -A-!46!" <89 , !<6D!" 674806L/69<>!A54/65/!=!&CBC39!EI?@!Q60M!* G%A!
. /O>OB45<>!A/8745/3!\$ 649!Q . A \$R!A9<9/! . /O>OB439! :08!* H=!* T=!<6D!+&R-!

; />433<!A5 ,><6N=! ; -&-!46!" 674806L/69<>!A9CD4/3=EI I k-!" * dGVf^?=-!b# /7/>0146B!\$ 649!+><63!:08!
" 674806L/69<>!%063/87<652-c!50L1>/9/D!ACL L/8!EI IW-!
#//1<!A ,< ,=! ; -A-!46! . /0354/65/=! . ") Af@E!b+><6/9<82! ; <B6/943L=c!A1846B!EI ?E!
#//1<!A ,< ,=! ; -A-!46! . /0354/65/=! " &" Af^f!b . /01 ,23453-c!] <>!EI ?^!
T<2!+<9/>=! ; -A-!46! . /0354/65/=! " &" Af@=!] <>!EI ?^!bA " ; !<6D! j V8<2!L4580<6<>2343!0:;!%08D4/849/!
46!* /M!T/83/2!K4B ,><6D3! ; /9<1/>49/3-c!
AC3 ,<69!A46B ,=!+ , -#-!46!" 674806L/69<>! ; <6<B/L/69/=! " &" Af@=!ACL L/8!EI ?Z!bA " ; !<6D! j V8<2!
; 4580<6<>2343-c!
G45 ,<8D!T<L/3=! ; A!46!AC39<46<04>492!A54/65/=! " &" A!k@E-!

%

E/5* ,%G, ") '"/*!2 *8*" ,&5%?'6* ,>787-\$%

; />433<!K<63/6=!B8<69!:C6D/D! . &=!@e?I!n!We??=!(806!0Y4D/!98<5/8!D/7/>01L/69!46!9 , /!G033!A/<=!
&69<85945<!
; 45 ,</>! ; <8/35 ,=! . 0>D:<80!] />>OM=!@e?^!n!?Ee?^=!(806!0Y4D/!<33/L0><B/3!46!3/D4L/69!:80L!9 , /!
[,4>>63!(5/!A98/<L!Q60M! . /031<94<>!&6<>239!<9!%06946/69<>! ; <1146B!%063C>9<693R!
#<74D!A ,<81/!B8<69!:C6D/D! . &=!@e?^!n!?Ee?^=! ; <B6/945!<6D!B/05 , /L45<>!<6<>2343!0:;!L<846/!
3/D4L/693!Q60M!" 674806L/69<>! . /0>0B439!<9!&L04/69!" 674806L/69<>=!(65-R!

!

A\$)* ,# ,") '"/*!I\$)*6*\$)*\$%/?/')B%+ , - . * &/8%I)>78*)!

; 45 ,</>!%<554<1C094=!F-A-!46! . /0354/65/=!EI If-!(67/394B<946B!+09/694<>!30C85/!0:!949<64CL V845 ,!
' 49<60L<B6/949/!46!+<>L/8!# //1!L4DD>/!K0>05/6/!3/D4L/69=! ; 0695><48!A9<9/!\$ 647/83492=!
50L1>/9/D!] <>!EI If-!

' ,0L<3!A-!%>2906=!F-A-!46! . /0354/65/!M49 ,!" <89 ,!A54/65/!' /<5 ,46B!%/894:45<9406=!EI ?E-!
&6<>2343!0:;!9 , /!B/05 , /L45<>!34B6<9C8/3!0:;!d465/66/3!F<2!50<39>46/!3/D4L/693=!%0L1>/9/D!
A1846B!EI ?E-!

% ,843901 , /8!%066<>06=!F-A-!46! . /0354/65/=! " ::/593!0:;!08/39!:48/3!06!304>!L<B6/945!L46/8<>!
<33/L0><B/3=131846B!EI ?E-!

(3<L<8!%089/3=1F-A-!46!AC39<46<04>492!A54/65/!46!180B8/33=+807/6<65/!' 8<5/83!0:;!+<>/0V45/!
398/<L3= [/DD/>>!A/<=!&69<85945<!

#<74D!%COL0=!F-A-!5<6D4D<9/!46! . /0354/65/=-! ; <B6/945!1801/894/3!0:!" <39!&69<85945!D8013906/3!
<6D!D8/DB/!L<9/84<>3=! ; 0695><48!A9<9/!\$ 647/83492=!] <>!EI I I-!

T<306!#<8>/2=!F-A-!46! . /0354/65/=! . 8<46V34 /!D/1/6D/69!B/05 , /L43982!0:;!6089 , /<39/86!&69<85945!
+/6463C><!K0>05/6/!3/D4L/69=! ; 0695><48!A9<9/!\$ 647/83492=!] <>!EI I @VA1846B!EI ??-!!

A9/1 ,<64/!#C>B<8=!F-A-!46! . /0354/65/3!EI I k=!A0C9 ,/86!(>>46043!\$ 647/83492=!F<59/84<>! ; <B6/949/!46!
&69<85945!D//1V3/<!3/D4L/69t!%0L1>/9/D!] <>!EI IW-!

o<9 ,>/!6!) 99/63=!F-A-!46! . /0354/65/=!EI ?f=!A5<6646B!">/59806! ; 458035012!<6D! j V8<2!
; 4580<6<>2343=!A1846B!EI ?f-!

TC>4<6<+46`06=!F-A-!46!F40>0B2=!EI I I-! ; <B6/945!+801/894/3!0:;!9 , /!&* #G(J J! ; 5 ; C8D0!(5/!A , />:!
D84>!508/=! ; 0695><48!A9<9/!\$ 647/83492=!50L1>/9/D!A1846B!EI I I-!

// 1 < ! A , < , = ! F - A - ! 4 6 ! . / 0 3 5 4 / 6 5 / ! 4 6 ! 1 8 0 B 8 / 3 3 - ! + < > / 0 3 / 5 C > < 8 ! 7 < 8 4 < 9 4 0 6 ! < 6 D ! 8 / > < 9 4 7 / ! 1 < > / 0 4 6 9 / 6 3 4 9 2 !

?&"\$\$7\$#%3(*&/, -\$%@7&, -8&-6B%"\$)\X, "B%@7&, - "\$"(B878%J, "7\$7\$#%

#8!

!y ; 5%<896/2=!o=!K<L L /8=!T- " =!A, /<=! ' =! . 4<5, /994=! ' =!" 7<>C<946B!9, /!80>/!0:!
949<60L<B6/949/!46!0C00>/!6C5>/<9406!G05N!L<B6/945!D/9/59406!<6D!5, <8<59/84` <9406!0:!
6<60>49/3!<6D!C>98<V6<60>49/3!46!8, 20>49/!1CL45/!<6D!0034D4<6!:80L! . ><33! ; 0C69<46=!
%<4:0864<=!G* - &5* ! 78/, B%G* - 65B87&8%G* - 8B8/* ! 8=! , [.9913!eeD04-08Be?I-?IE@eEIE^ . % I??^W;!](#)

y ; 5%<896/2=!o=!K<L L /8=!T- " =!A, /<=! ' =! -! . 4<5, /994=! ' =!(67/394B<946B!9, /!80>/!0:!
6<6035<>/!949<60L<B6/949/!46!0C00>/!6C5>/<9406!74<!607/>!<11>45<94063!0:!L<B6/945!<6<>23/3=%
G* - &5* ! 78/, B%G* - 65B87&8%G* - 8B8/* ! 89% , [.9913!eeD04-08Be?I-?IE@eEIE^ . % I??^L,%](#)

[<6B=!%V

[/O/8! ; -!" -!F<4>/2!(-!K/LL46B=!A-G-! ; <8903=!H- ; -!xG/4>>2=!F- ' -!G06B/=! ' -!&-!
! [4>>4<L3=! ' -!G<2L0=! ; -!" -!F/>9=!A- ' -!AL4N=!J -!d0B/>=!K-!+/5N=!d -!J-!&8L08/5, 9=!
J-!%<B/=!% -!%<8D4>>0=!]- . -!#C=!s -!]<C9, =! . -!]OBM4>>=!% -!T-! . <854<=! ; -! . <863M089, 2=! ; -!
y . >|D/8!&-!y . C49<8D=! ; -! . C9_<, 8=! ; -!K/86z6D/`V&>L/4D<=!(-!yK0/L=!]-A-!yKM<6B=!T-!V
K-!y(4`CN<=! ; -!o<90=!H-!y o /6>/=!F-!) P%066/>>=!A-!+v8/`=!J-]-!A/N4=!) -!A9/7/63-!J-!
' <CY/=!J-!y ' 841<9, 4-!A-! [<8605N=!T-!s , /6B=!j -!EIEE-!&6941 , <3/D!DC39!D/10349406!<6D!
180DC5947492!46!9, /!&69<85945!s 06/!07/8!?-f!L4>>406!2/<83-!H"/' , *%0 - ! ! '\$7&"/7- \$89! ?^!Q?R-!
?V?I-!, 9913!eeD04-08Be?I-?I^!e3Z?ZWkVIEEVE@WZEVf-%

xG/4>>2=!F-!' <CY/=!J-! -!G<2L0=! ; -!F<4>/2!(-!K/LL46B=!A-! [/O/8! ; -! [4>>4<L3-!
' -! . <854<=! ; -!y . C49<8D=! ; -! ; <8903=!H-!+/8/`=!J-!s , /6B=!j -!&8L08/5, 9=!J-!%<8D4>>0=!]-!
#C=!s -!]<C9, =! . -!y . >C/D/8!&-! . C9_<8=! ; -!K/86<6D/`V&>L/4D<=!(-!yK0/L=!]-!yKM<6B-!
T-!y(4`CN<=! ; -!o<90=!H-!y J //=!F-!) P%066/>>=!A-!+/5N=!d -!G06B/=! ' -!A/N4=!) -!y ' 841<9, 4-!
A-! [<8605N=!T-!EIEE?-* /M!L<B6/90398<94B8<1, 45!4634B, 93!:80L!(5/O/8B!&>>/2!06!9, /!98/6D3!
<6D!8, 29, L3!&69<85945!54L<9/!DC846B!9, /!+>40V+>/43905/6/=!+ "(*-&*"\$-#, "65B%"\$)%
+ "(*-&(7! "/-(-#B

y+/8/48<=!+-A=!7<6!D/!]>4/8D9=! ' -=!K/LL46B=!A-G-!K<L L06D=!A-T=!oC,6=! . !
#0, /892=!%-<6D!K4>>/608<6D-!%-V# -=!EI?1-! . /05, /L45<>!:46B/8184693!0: !B><54<>>2!/80D/D!
O/D805N!:80L! [/39!&69<85945<!!D/9849<>!9, /8L05,8060>OB2=!8<D40B/645!430901/!3239/L<9453!
<6D!98<5/!/>/L/69!B/05, /L43982!46!J<9/!KO>05/6/!B><54<>VL<846/!3/D4L/693=c!3",/5X?&7*\$&*%
2*>7*O8=!?1Z=!EIZVE^E=!,9913!ueeD04-08Be?I-?I?We_-/<83548/7-EI?1-IZ-I??-!
yo28L<64D0C-!&=-!yd<DL<6=!o-!(3, L<6=!A-!J/7/69/8-!&-=! =!#0L<5N-! " -=!EI?1-!
J<9/!KO>05/6/!05/<60B8<1,45!<6D!5>4L<945!7<84<04>492!46!9, /!+/83/7/8<65/!#84:9=!
6089, M/39/86! [/DD/>>!A/<!0<3/D!06!0/69,45!:08<L464:/8<!<6D!D4<90L3-!@ ",7\$*%
@7&, -6"(*-\$/-(-#B=!,9913!ueeD04-08Be?I-?I?We_-L<8L4580-EI?1-I^-II? -!
%OM<6-! " -&-!y " 11/8306-! " - " -!A/8<LC8-!o-%-!

+4/85/=" -!K/L L46B=A-G= [4>>L3= ' -!7<6!D/!]>4/8D9= ' -! ' ,0L306=A- * -!G/46/83=!+- [-!
. / ,8/>3=! . -" -!
-! . 0>D39/46=A-J -!EI?Z=!!50L1<84306!0:!D/9849<!)\$V+O!
`48506=ZI&8e^@&8!, 0860>/6D/!=<6D!ZI&8e^@&8!040949/!<B/3!46!L<846/!3/D4L/693!O::!" <39!
&69<85945<!!4L1>45<94063!:08!9, /!B/0>0B2!0:!3COB<54<!9/88<463!<6D!1807/6<65/!39CD4/3=
3", /5%?&7*\$&*%2*>7*O8=!?^1=?fW ?k1=!.9913!eeD04-08Be?I-?I?We -/<83548/7-EI?Z-11-I?I,!
G/O/350=! ; -!#0L<5N=" -!sBC8=!] -!J<704/=!%-!J/7/69/8=!!&=!! [4>>L099=! d=!
K<7/8306=! . -!'8C::/8=! ; -!A5<L003=!' -!AL49, =!T=!!+/949=" -!EI?Z=!FOC6D<82!%06D49406!0:!
. 80C6D46B!J46/!A239/L3!F/6/<9, !J<83/6!F!(5/!A, />:!!&69<85945<=!+8408!90!%0>><13/=
?&7*\$&*=!^Zf=!60-!WEIE=!?^fZV?^f1=!D04!?I-??EWe354/65/-?EfWW@k-!
F<50=! . -!A5, </:/8=!T- ; -!<6D!J&G(AA&!B80C1!QF<50=! . -! -!D/F<9439=! ; -!#0L<5N=!
" -! . 08D06=!!&=!!K<8<6=!' -!K/684/9=!!T-V+=!!KCO/8=!!F=!(3, L<6=A=!!yT/06B=A=!!o46B=! ; -!
J<704/=!%-!7<6!#07/8=!!%-!J/7/69/8=!!&=!! ; 5%08L45N=! ; -!+/9949=" -!A5<L003=!' -!AL49, =!%-!
; 03>/2V ' ,0L1306=" -!' ,0L1306=!!J=!'8C::/8=! ; -!d/86/9=! ; -!HC=!o=!!s<B<80D607=!!d-R=!
EI?^=!' /88/3984<!/Y103C8/V<B/!8/508D!0:!!KO>05/6/!45/!3, //9!<6D!45/!3, />:!15, <6B/!46!9, /!
6089, /<39!&69<85945!+/6463C<=!] ' '/*, \$", B%?&7*\$&*%2*>7*O8=!f@=?I?V???-!
-!x+46`06=!!T=!!x#<8>/2=!!T=!!A<B60994=!!J=!!oC, 6=! . -!]>0846D0=!] -! [4>306=! . -!
y) , 6/43/8=!!%-! ; 064/6=!!#=!!<6D!T03/1, =!!J=!!EI?^=!

FOM>/3=T-&=K<L L/8=T- "-<6D!

%OM<6=" -! -!+OM/>>=!G=-!yA5,00>4/>D=!A=-!EIIW=! ; 46/8<VL<B6/945!1801/894/3!0:!
KO>05/6/!B><54L<846/!3/D4L/69!:80L!AOC9,/86!%0<39<>!&<3N<=!0 "\$")7"\$%L- ', \$"(%-<%3",/5%
?&7*\$&*8=!Z^Q@R=!?EW@V?EIE-!

#OL<5N=" -!y&LO>w3=!# -! . 4>O/89=!G=-! -!%<L/8>/6B,4=!&=-!G/O/3350=! ; -!%<6<3=!
; -!\$8B/>/3=!G=-!EII f=!ACOB><54<>!L081,0>OB2!<6D!B><54<>!/70>C9406!0!:9,/!+<L/8!#//1!
OC9>/9!3239/L=!&69<85945!+/6463C><=!

y [<6B=!s-!%0M<6!"-&=!A/8<LC8=!o-!#M2/8! . -A-!y [4>306!T-%-!y o<85, /8=G-! !
<6D!d /6B03,=!&-!EIEE-!J /B<52!0:150<>!<3, !5069<L46<9406!46!>N/!3/D4L /693!<6D!
4L 1>45<94063!:08!18/7<>/69!843N3!90!<\C<945!/503239/ L 3=!Q#<9<3/9R-! ; <B6/9453!(6:08L<9406!
%0630894CL!Q ; <B(%R=!D04U?I-kE1ledZe ; & . (%eEI?kW-%

!y ; 5%<896/2-!o-!K<L L /8-!T- " -!A, /<=! ' -! . 4<5, /994-! ' -!EIEZ-!" 7<>C<946B!9, /!80>/!
0:1949<60L<B6/949/!46!0C00>/!6C5>/<9406!G05N!L<B6/945!D/9/59406!<6D!5, <8<59/84` <9406!0:!
6<60>49/3!<6D!C>98<V6<60>49/3!46!8, 20>49/!1CL45/!<6D!0034D4<6!:80L! . ><33! ; 0C69<46-!
%<4:0864<!Q#<9<3/9R-! ; <B6/9453!(6:08L<9406!%0630894CL!Q ; <B(%R-!
D04U?I-kE1ledZe ; & . (%eEIEI-!

y ; 5%<896/2-!o-!K<L L /8-!T- " -!A, /<=! ' -! -! . 4<5, /994-! ' -!EIEZ-!(67/394B<946B!9, /!
80>/!0:16<6035<>/!949<60L<B6/949/!46!0C00>/!6C5>/<9406!74<!607/>!<11>45<94063!0:!!L<B6/945!
<6<>23/3!Q#<9<3/9R-! ; <B6/9453!(6:08L<9406!%0630894CL!Q ; <B(%R-!
D04U?I-kE1ledZe ; & . (%eEII?@-!

xG/4>>2!F-! ' <CY/=!J-! -!G<2L0=! ; -!F<4>/2-!(=!K/ L L46B=!A-! [/0/8-! ; -! [4>>4<L3-!
' -! . <854<=! ; -!y . C49<8D=! ; -! ; <8903=!H-!+/8/`=!J-!s, /6B=!j -!&8L08/5, 9=!J-!%<8D4>>0=!] -!
#C=!s-!]<C9,=! . -!y . >C/D/8-!&-! . C9_<8-! ; -!K/86<6D/`V&>L/4D<=!(=!yK0/L-!] -!yKM<6B-!
T-!y(4`CN<=! ; -!o<90=!H-!yJ//=!F-!) P%066/>>=!A-!+/5N=!d-!G06B/=! ' -!A/N4=!) -!y ' 841<9, 4-!
A-! [<8605N-!T-!EIEE?-* /M!L<B6/90398<94B8<1, 45!4634B, 93!:80L!(5/0/8B!&>>/2!06!9, /!98/6D3!
<6D!8, 29, L3!&69<85945!5>4L<9/!DC846B!9, /!+>40V+>/43905/6/!Q#<9<3/9R-!s /60D0-!
D04-08Be?I-fE1?e` /60D0-^kkWfk^!

[/0/8-! ; -! " -!F<4>/2-!(=!K/ L L46B=!A-G-! ; <8903=!H- ; -!xG/4>>2!F- ' -!G06B/=! ' -!&-!

FOM>/3=!T-&=!K<L L /8=!T- " -!<6D! -!EII@-! ; <B6/945!<6D!+/980>0B45!% ,<8<59/84`<9406!
0:!A269 ,/945! ; <894<6!F<3<>93!<6D!(L1>45<94063! :08!9 ,/!AC8:<5/! ; <B6/94`<9406!0:!! ; <83!
Q#<9<3/9!7^R=! ; <B6/9453!(6:08L<9406!%0630894CL!Q ; <B(%R=!D04U?I-kE11edZe ; & . (%e?@?@1-!
. C20D0=!H-!&5906-! . -#-!

xG/4>>2=F-! ' <CY=/J-! !. C9<, 8=; -!J//=F-!K/86z6D/^V&>L/4D<!(=-!K/L L46B-!
A-G-!F<4/2!(-!s , /6B=j -! [/O/8=; -!G<2L0=; -" -! [4>>4<L3=!' -!EIE^!&!B/05, /L45<>
L/5, <643L!:08!g?I!L!O::3/93!O:!L<B6/945!8/7/83<>3!46:/88/D!:80L!9, /!50L1<84306!O:!9MO!
A5094<!A/<D84>>!349/3!Q() #+!" Y1/D49406!^1ER=!] <>!EIE^! ; //946B!O:!9, /!&L/845<6!
. /O1, 2345<> \$ 6406=# /5/ L O/8!??V?f=IEIE^!A<6!] 8<654350=!%&-!

y+ /<8306= [-]=!%OM<6=" -&-! [<6B=!s-! -!K4>>=!G-!d /6B03, -!&-!A/8<LC8=!o-%-!
K<B/L<6!A-T=IEIE^!%, <8<59/84`<9406!O:!L081, 0>OB2=!5, /L43982=!<6D!L<B6/945!
3C35/19404>92!O:!50<>!<3, !<6D!<11>45<94063!O:08!98<5N46B!9, /!98<631089!46!<C<945!
/674806L/693! . /O>OB45<>!A054/92!O:1&L/845<! . A&!%066/593!EIE^!) 5900/8!??fV?1!
+49930C8B, =!+&=IEIE^!

y] OY=! . -%=!%OM<6=" -&-! [<6B=!s-! -!d /B03, -!&-!A/8<LC8=!o-%-!EIE^!+<8945>/!
34` /!7<84<9406!<6D!B/05, /L45<>!34B6<9C8/3!O:!50<>!<3, !D/10349406!46!K250!J<N/=! *% -!
. /O>OB45<>!A054/92!O:1&L/845<! . A&!%066/593!EIE^!) 5900/8!??fV?1=!+49930C8B, =!+&=IEIE^!

xJ40L<6VG03, <>=) -! -!xG/4>>2=F-! ' <CY=/J-!<6D!() #+!" Y1/D49406!^1E!A54/694393!
EIE^!G05NVL<B6/945!/Y18/33406!O:13C1/8469/8B><54<>! ; (A!^?!46!9, /!A5094<!A/<?!^?^9, !
%06:/8/65!/06!G05N! ; <B6/943L=TC6!/fVk=IEIE^! \$ 647/83492!O:1 ; 466/309<=! ; 466/<10>43=
; * -!!

y [<6B=!s-!%OM<6=" -!A/8<LC8=!o-! -!d /6B03, -!&-!EIE^!G<D406C5>4D/3!:08!
98<546B!D439840C9406!<6D!, 439082!O:!50<>!<3, !5069<L46<9406!46!>N/!3/D4L/69! . /O>OB45<>
A054/92!O:1&L/845<!A0C9, /<39/86e * 089, /<39/86!A/59406! ; //946B=?kn?@! ; <85, !EIE^!
G/3906=!d48B464<=!\$ A&-!

y ; 5%<896/2!o- * -!K<L L/8!T- " -!A, /<=!' -! -!KOCB, 906=F-! . 4<5, /994!' -!EIEE-!
/9/5946B!6LV35</!949<60L<B6/949/!46!, 4B, !34>45<18, 20>49/!1CL45/!M49, !607/!<11>45<94063!O:
805N!L<B6/943L-!(&d% "(!A54/694:45!&33/L O>2!T<6C<82!^!I!90!] /O8C<82!^=IEIE^!G0908C<=
* /M!s /<><6D-!

=!xJ40L<6VG03, <>=) -!xKODB=!&-!x#0, /892=!% -!x * 45, 0>3V) P * /4>>=!A-!xG/4>>2=
F- ' -! ' <CY=/J-! [/O/8=; -!G<2L0=; -" -!+ /5N= d -J-! [4>>4<L3=!' -!F<4/2!(-!K/L L46B-!
A-G-!) P%066/>>=!A-!o<1><6=; -G-!J45, 9!o-!<6D!() #+!" Y1/D49406!^1E!A54/694393!EIEE-!
J<9/!+>/43905/6/!&9L031, /8/V) 5/<6V(5/!A, //9!%0C1>46B!46!9, /!A5094<!A/<!! \$ 68<7/!>46B!9, /!
; <B6/945!AC35/19404>92V(5/!%08/!#C39!%088/>>9406=!] <>! ; //946B!O:!9, /!&L/845<6!
. /O1, 2345<> \$ 6406=# /5/ L O/8!?EV?W=IEIEE=!%, 45<B0=(J-

% , 8439!&-T-!F4/8L<6=!+-G-! ' 4306=TVJ=F><8D=+VK=! -!%O>>463=!% -!%OC874>>=!s-!
; <3980=K-!' , 0L<3=" -o-!&BC4<8=IT- ; -!%<: //! ; -!#<, >VT/63/6=!# -!# /9, 4/8!# -+>!
]O3D45N=T-%-!K/L L46B=!A-G-!K4D2!&-T-!o<345=!o-!o6C9` =!+-%-!+ /8D84<>=! * -!+ /9/9!
#- ; -!G499/60C8!' - ; -!A5, </:/8=IT=ID/!AOC`<=IT- . -G-!A9/::/63/6=IT-+>=<6D!A9/4B=" -T=IEIEE-!
' , /!3COB><54<>!3/D4L/69!:80L!9, /!%<L1!%/69C82!45/!508/U!<C64\C/!\$X87/'!1</O5>4L<9/!
<85, 47/!>80L!6089, M/39! . 8//6><6D=!] <>! ; //946B!O:!9, /!&L/845<6! . /O1, 2345<> \$ 6406=
/5/ L O/8!?EV?W=IEIEE=!%, 45<B0=(J-

!%OM<6=" -&-!y [<6B=!s-!yo<85, /8=IG-!y [4>306=T-%-!A/8<LC8=!o-%-!d /6B03, -!
&=IEIEE-! ; <B6/945!5, <8<59/84`<9406!O:16<9C8<>!<6D!<69, 8010B/645!] /VOY4D/!<33/L O><B/3!46!
* 089, !%<80>46<!>N/3U! ' 00>3!:08!D/9/59406!O:!50<>!50L OC39406!8/34DC<>3=! . /O>OB45<>!A054/92!
O:1&L/845<! . A&!%066/593!EIEE-!# /67/8=!) =) 5900/8!EIEE-!

%OM<6=" -&-!y [<6B=!s-!y [4>306=T-%-!yo<85, /8=IG-!A/8<LC8=!o-%-! d /6B03, -!
&=IEIEE-!J<5C39846/!3/D4L/69!508/3!8/508D!<6!/70>746B!, 439082!O:!50<>!<3, !5069<L46<9406!46!

><N/3!M49,!50<V:48/D!10M/8!1><693!46!* 089,!%<80>46<=!. /O>0B45<!A054/92!0:!!&L/845<!

:80L!(5/0/8B!&>>/2!06!9, /!8, 29, L3!0:!!&69<85945!5>4L<9/!DC846B!9, /!+>40V+>/43905/6/=-!
. /0>0B45<>!A054/92!0:!!&L/845<! . A&!EIEI!%066/593!) 6>46/=-!) 5900/8!EWVE?=-!EIEI-!

!xG/4>>2=!F- ' -!' <CY/=-!J-! [/0/8=! ; -"-=-!G<2L0=! ; -!+/5N=!d-! [4>>4<L3=!' -!
F<4>/2=!(=-!K/L L46B=!A-G-!) P%066/>>=!A=!G06B/=-! ' -&=-!yJ//=-!F-!o<1><6=! ; -!J45,9=!o-!
() #+!" Y1/D49406!^!IE!A54/694393=! ' , /!A5094<!A/<! ; <B6/945!AC35/19404>492!G/508DU!%0C1>46B!
0:!9, /!#//1!) 5/<6!<6D!&9L031, /8/t!&L/845<6! . /01, 2345<>!\$ 6406!] <>! ; //946B=!
#/5/L0/8!kV??=-!EIEI-!

!xG/4>>2=!F- ' -!' <CY/=-!J-! [/0/8=! ; -"-=-!G<2L0=! ; -!+/5N=!d-! [4>>4<L3=!' -!
F<4>/2=!(=-!K/L L46B=!A-G-!) P%066/>>=!A=!G06B/=-! ' -&=-!yJ//=-!F-!o<1><6=! ; -!J45,9=!o-!
() #+!" Y1/D49406!^!IE!A54/694393=! ' , /!A5094<!A/<! ; <B6/945!AC35/19404>492!G/508DU!%0C1>46B!
0:!9, /!#//1!) 5/<6!<6D!&9L031, /8/t! . /0>0B45<>!A054/92!0:!!&L/845<! . A&!EIEI!%066/593!
) 6>46/=-!) 5900/8!EWVE?=-!EIEI-!

y ' 841<9, 4=!A-!' 4M<84=! ; -! [/0/8=! ; -!G<2L0=! ; -!+/5N=!d-! [4>>4<L3=!' -!%<8D4>>0=!] - . -!#C-!s-!
] <C9, =! . -!y . >C/D/8-!&=-!y(4`CN<=! ; -!) P%066/>>=!A=!G06B/=-! ' -!<6D!9, /!

y ; 5%<896/2=!o-*=!K<LL/8=!T-"=!A,/<=! ' -! . 4<5,/994=! ' -!
949<60L<B6/949/!<OC6D<65/!46!8,20>49/!1CL45/=! . 0>D35, L4D9! d 489C<>!EIEI=!E?VEW!TC6/=!
EIEI-!
o<90=!H=!A/N4=!) -!(4`CN<=! ; -! [/O/8=! ; -!G<2L0=! ; -!+/5N=!d=! [4>4<L3=! ' -!<6D!9,/!
=!+8/>4L46<82!8/3C>93!0:!() #+!"Y1-!^1EU!(5/O/8B!&>>/2!<6D!

[/DD/>>>A/<=&69<85945!+/6463C<<-. /O>OB45<>A054/92!0:!!&L/845<!EI?k!&66C<>! ; //946B=!) 5900/8!EEVEf=!EI?k=!A/<99>/=! [<3,46B906-!

!x%4806/!&=< [4>4<L3=! ' -!K/LL46B=!A=!J45,9=!o=!EI?k-! . /05,/L45<>!<6D!
L46/8<>OB45<>!34B6<9C8/3!0:!9,8//!45/!398/<L3!46!9, /! [/DD/>>>A/<!" L0<2L/69=!&69<85945<=<!
. /O>OB45<>A054/92!0:!!&L/845<!EI?k!&66C<>! ; //946B=!) 5900/8!EEVEf=!EI?k=!A/<99>/=!
[<3,46B906-!

xT<L/3=!G-T=! =!EI?k=!K/<72! ; /9<>!&55CLC<>9406!&>06B!9, /!+<>43<D/3!(69/839<9/!
+<8NM<2=! *T-! . /O>OB45<>A054/92!0:!!&L/845<!&66C<>! ; //946B=!) 5900/8!EEVEf=!EI?k=!
A/<99>/=! [<3,46B906-!

[4>4<L3=! ' -!K/LL46B=!A-G=!J45,9=!o=!y&B8403=!J-! !7<6!D/!>4/8D9=! ' -!oC,6=!
. -!K4>/608<6D=!%V#=" ,8L<66=! [-!s ,<4!j -!%<4! ; -!%08>/2=!&=<EI?k-!\$346B!A/D4L/69!
+807/6<65/!90!A9CD2!(5/!A98/<L3!46!9, /! [/DD/>>>A/<!" L0<2L/69!0:!!&69<85945<=<+<39!
&69<85945!(5/!A, //!#26<L453!0+&(AR!%06:/8/65/! '84/39/!0(9<2R!?I9, V?f9, !A/19/L0/8!EI?k-!

yF80M6=!%-G-! . 84::49,3=! ; -J-!yK<63/6=! ; -J-!yo2>/=! . -!y . /95,=!A-T-! . 4>4N46=#-+<=<!
=!#<A4>7<=< ; -!+<8D4=!G-!<6D!A/O/945,=! ; -!+8/ ,4390845!,CL<615C>9C8<>!3,4:93!
46!9, /!L4DV<9><6945U!"74D/65/!0:!!5>4L<9/!46:>C/65/!06!<85, <45!5C>9C8/3!46!* /M!T/83/2!
46:/88/D!:80L!<?f=II!2/<8!>N/!3/D4L/69!508/! . /O>OB45<>A054/92!0:!!&L/845<!T0469!fE6D!
*089, /<39/86!&66C<>A/59406!e!f?39!*089, V%/698<>!&66C<>A/59406! ; //946B!EI?k-! ; <85,!
?@nE?=<EI?k-!+49930C8B,=!+&-!

!y]4839=" -!K<LL/8-!T-!A9/M<89-!A- ' -!K<6N46-! ; -!A1<C>D46B=#-o-!FOM/>3-!T-!
yA98<C33-!F- " -! [49, /83-!&-!<6D!] /460/8B-!T-!EI?W-! ; <B6/945!+801/894/3!0:!!A269, /945! ; <83!
. C3/7!%8<9/8!F<3<>93-!] <>!EI?W! ; //946B!0:!!9, /!&L/845<6! . /01, 2345<>!\$6406-!A<6!
]8<654350-!%&-!

x%4806/=&=< -!x%089/3-!(=-!x d /8, <B/6-!%=< [4>4<L3=! ' -!<6D!K/LL46B=!A-!EI?W-!
+807/6<65/! '8<546B!0:!! . ><54<>A/D4L/69!80L!9, /!]0C6D<9406-!&5<D/L2-!<6D!G/507/82!(5/!
A98/<L3-! [/DD/>>>A/<=&69<85945<=<!] <>!EI?W! ; //946B!0:!!9, /!&L/845<6! . /01, 2345<>!\$6406-!
A<6!]8<654350-!%&-!

=!&-!#0L<5N=" -!F8<5, : />D-!A-!(3, L<6-!A-! [/>>6/8-!T-!EI?W-!G/508D3!0:!!45/!8/98/<9U!
D4<90LVO<3/D!L/33<B/3!80L!9, /!&69<85945!506946/69<>L<8B46-!_T %\$/*, \$"/7-\$"/%
0-\$* , *\$&*%-\$%+ "/(*-&*"\$-#, "65B-!\$98/5, 9-!* /9, /8<6D3-!

A, /<=< ' -!K<LL/8-!T-!<6D! -!EI?W-!FC00>/!6C5>/<9406!46!L<BL<3U!<!D0L46<69>2!
, /9/80B/6/OC3!1805/33t!] <>!EI?W! ; //946B!0:!!9, /!&L/845<6! . /01, 2345<>!\$6406-!A<6!
]8<654350-!%&-!

[4>4<L3=! ' -!K/LL46B=!A-G-!F03M/>>>F-!J45,9=!o=!y&B8403=!J-! -!7<6!D/8!
]4/8D9=! ' -!oC,6-! . -!EI?W-\$346B!3/D4L/69!1807/6<65/!90!39CD2!45/!398/<L3!46!9, /! [/DD/>>>A/
A/<!/L0<2L/69!0:!!&69<85945<=<!] <>!EI?W! ; //946B!0:!!9, /!&L/845<6! . /01, 2345<>!\$6406-!A<6!
]8<654350-!%&-!

A/8<LC8-!o-!%0M<6-! "-&-!F8<5, : />D-!A-!K<B/L<6-!A-!<6D!">>4306-! ; - [-!EI?W-!" ::/593!0:!
DOM6398/<L!98<631089!06!1, 2345<>!<6D!5, /L45<>!1801/849/3!0:!!50<>!<3, !f!2/<83!<9/8!9, /!
o46B3906! ' d&!314>>-! . /O>OB45<>A054/92!0:!!&L/845<!&66C<>! ; //946B!46!# /67/8-!%0>08<D0-!
\$A&!n!EI?W-

y . /95,=!A-!T-!yK<63/6-!o-! . -! . 84::49,3=! ; -!J-! -! . 8//6D2N/=" -!#<A4>7<=< ; -!
A/O/945,=! ; -!<6D!+<8D4=!G-!EI?W-!# /B><54<>!5>4L<9/!7<84<04>492!46!6089, /86!* /M!T/83/2!

46:/8/D!:80L!<!\>N/!3/D4L/69!508/=! . /O>0B45<!\A054/92!0:!\&L/845<! *089, /<39/86!A/59406!V!
f?39!&66C<!\ ; //946B=!&>0<62=! *H=!E?nE^! ; <85 , !EI?W-

y . /95 ,=!A-!T-!yK<63/6=!o-! . -=! . 84::49,3=! ; -!J-!
A/O/945 ,=! ; -!<6D!+<8D4=!G-!EI?f-!G/506398C5946B!1<39!5>4L<9/!7<84<04>492!<:9/8!9, /!
J<C8/694D/!(5/!A, //9!G/98/<9!46!6089, /86! * /M!T/83/2!C346B!<!\>N/!3/D4L/69!508/=! . /O>0B45<!\
A054/92!0:!\&L/845<!EI?f!&66C<!\ ; //946B=!F<94L08/=! ; <82><6D=! \$A&=?VZ! *07/L0/8!
EI?f-!

K/L L46B=!A-G-!
* -!7<6!D/!]>4/8D9=! ' -!<6D! [4>4<L3=! ' -!EI?f-!# /9849<!\9, /8L05,8060>0B2!0:!\&69<85945!
B><54B/645!3/D4L/693U!(634B,93!4690!1<39!45/!3, //9!0/ , <7408!<6D!&69<85945<P3!,4DD/6!B/O>0B2-!
]>!\ ; //946B!0:!\9, /! . /O>0B45<!\A054/92!0:!\&L/845<!\F<94L08/=! ; <82><6D=! \$A&=?VZ!
*07/L0/8!EI?f-!

[4>4<L3=! ' =!J45,9=!o-!K/L L46B=!A=!oC,6=! . =!7<6!D/!]>4/8D9=! ' =!F8<5, :/>D=!A=! ' 08:394/6-!&=
K4>>/608<6D=!%#-!]>0M/8D/M-! ; =!F8<DD05N-!+!QEI?fR!(5/!D26<L453!46!9, /! [/DD/>>>!A/<!
/L0<2L/69!0:!\&69<85945<!\C346B!3/D4L/69!1807/6<65/-!& . \$!T0469!&33/L0>2-! ; 0698/<=<!
%<6<D<=!^vk! ; <2!EI?f!

A54/65/3=!TC>2!?!^

06!&69<85945!+/6463C><!%>4L<9/!% , <6B/U!%>4L<9/!=(5/!) 5/<63=!<6D!J4: /=!A5, 00>!0: !+ , 2345<>! A54/65/3=!\$%!(8746/=!TC6/!EZVEW=!EIII-!

x#</=!%=-! -!K/L L46B=!A=-!7<6!D/!]>4/8D9=! ' -!EIII-! ' 8<546B!&69<85945!(5/VA, //9! 39<04>492!9, 80CB, !3/D4L/69!1807/6<65/-!A4BL4! j 4!A9CD/69!G/3/<85, !%06:/8/65/=! ; <2!^=! EIII-! ; 0695><48-! * T-!

J/7/69/8-!&=-!y [/39=! * -! #0L<5N=! " -! -!(3, L<6=!A-!QEIII R-! #/541, /846B!D4<90LV 0<3/D!34B6<3!0: !B><54<VL<846/!/674806L/693U!5<3/!39CD2!0: !9, /!J<83/6!&!<6D!F!/L0<2L/693=! f !(69/86<9406<>! [08N3, 01!06!&69<85945!+/6463C><!%>4L<9/!% , <6B/U!%>4L<9/!=(5/!) 5/<63=! <6D!J4: /=!A5, 00>!0: !+ , 2345<>!A54/65/3=!\$%!(8746/=!TC6/!EZVEW=!EIII-!

-!#0L<5N=! " - [-! [4>L099-!d-!J/7/69/8-!&=-!(3, L<6=!A-!QEIII R-!K0>05/6/!K439082! 0: !9, /!J<83/6

-!#0L<5N!" - [-!J/7/69/8!&-!y [4>>L099!d-!(3, L<6-!A-!QEIIkr-! * /M/G/3C>93!<6D!
]C9C8/!(+H!(67/394B<94063!46!K/N9084<! ' 80CB, =(66/8!J<83/6VF!" L0<2L/69-!&69<85945!
+/6463C><!]<>! ; //946B!0!:9, /!&L/845<6! . /01, 2345<>! \$ 6406=#/5/LO/8! ?IV?Z=!A<6!
]8<654350=!%&-!

FOM>/3=IT-&-!K<L L /8=IT-" -! -!QEIIkr-! ; <B6/945!%, <8<59/84`<9406!0:!A269, /945!
; <894<6!F<3<>93!<6D!(L1>45<94063!08!9, /!AC8:<5/! ; <B6/94`<9406!0!: ; <83-!]<>! ; //946B!0!:9,
9, /!&L/845<6! . /01, 2345<>! \$ 6406=#/5/LO/8! ?IV?Z=!A<6!]8<654350=!%&-!

y%0Y=!A-" -!G/46/83!+ [-!*450>/35C=!A-!' , 0L306=!A-* -! . / , 8/>3=! . -" -!K/L L 46B=!A-G-!7<6!D/!
]4/8D9!' -! . 0>D39/46=!A-J -! -!QEIIkr-!(3090145!<6D!' , /8L05, 8060>0B45<>!
"74D/65/!08!) 84B46!<6D!" 803406!K439082!0!:9, /! . <LOC893/7! ; 0C69<463-! "<39!&69<85945<!
]<>! ; //946B!0!:9, /!&L/845<6! . /01, 2345<>! \$ 6406=#/5/LO/8! ?IV?Z=!A<6!]8<654350=!%&-!

yJ43vV+80607039-!&-!A9V) 6B/! . -!F<8>/99<!] -! -!+0>2<N=!J-!#<802-!#-!QEIIkr-!
K4B, !G/30>C9406!K0>05/6/!+</OL<B6/945!A/5C>8!d<84<9406!G/508D3!]80L!9, /!
&>3N<6e%, CN5, 4!A/<!F08D/8><6D-!]<>! ; //946B!0!:9, /!&L/845<6! . /01, 2345<>! \$ 6406=#/5/LO/8! ?IV?Z=!A<6!]8<654350=!%&-!

-!K/L L 46B=!A-G-!7<6!D/!]4/8D9!' -! . 0>D39/46=!A-J -!G02-! ; -! [4>>L3-! -!
yG034B-! ; -!QEIIkr-!(69/B8<9/D!1807/6<65/!5, <8<59/8439453!0!:B>54<>!L<846/!3/D4L/69!:80L!
9, /! "<39!&69<85945! ; <8B46V!) 6>46/!+805//D46B3!0!:9, /! ?I !(A&" A-!/D49/D!02!&-!o-!%001/8!
<6D!%-!G-!G<2L06D!/9!<>-!\$ A . A!) 1/6V]4>/!G/1089!EIIk-!" Y9/6D/D!&0398<59-!^!11-!

y%0Y=!A-!K/L L 46B=!A-G-!G/46/83!+ [-!*450>/35C=!A-!' , 0L306=!A-* -! . / , 8/>3=! . -" -!7<6!D/!
]4/8D9!' -! . 0>D39/46=!A-J -! -!QEIIkr-!# /9849<>!<1<949/!<6D!`48506!Q\$V` , ReK/!
/74D/65/!08!/<8>2!08L<9406!<6D!3>0M!/803406!0!:9, /! . <LOC893/7! ; 0C69<463-! "<39!
&69<85945<!) 6>46/!+805//D46B3!0!:9, /! ?I !(A&" A-!/D49/D!02!&-!o-!%001/8!<6D!%-!G-!
G<2L06D!/9!<>-!\$ A . A!) 1/6V]4>/!G/1089!EIIk-!" Y9/6D/D!&0398<59-! ?VZ-!

#0L<5N=" -! [-! . -!K<7/8306=lyd-! [4>>L099-!&-!J/7/69/8-! -!A-!(3, L<6-!QEIIkr-!
A1<94<>!<6D!' /L108<>!#439840C9406!0:!(N<49/!%8239<>3!46!&69<85945! . >54<>! ; <846/!A/D4L/693-!
) 6>46/!+805//D46B3!0!:9, /! ?I (A&" A! j -!/D49/D!02!&-!o-!%001/8!<6D!%-!G-!G<2L06D!/9!<>-!
\$ A . A!) 1/6V]4>/!G/1089!EIIk-!" Y9/6D/D!&0398<59-! ?VZ-!

#0L<5N=" - [-!J/7/69/8!&-!y [4>>L099-!d-! -!(3, L<6-!A-" -!KCO/8-!F-!G/0/350-!
; -!sBC8-!] -!+<DL<6-!J-! . 4>0/89-!G-!QEIIkr-! * /M!L<846/!3/D4L/69!508/!D<9<!3C11089!
KO>05/6/139<04>92!0!:9, /!J<83/6!F!(5/!A, />:-!) 6>46/!+805//D46B3!0!:9, /! ?I (A&" A! j -!
/D49/D!02!&-!o-!%001/8!<6D!%-!G-!G<2L06D!/9!<>-!\$ A . A!) 1/6V]4>/!G/1089!EIIk-!" Y9/6D/D!
&0398<59-! ?VZ-!

K/L L 46B=!A-G-! -! . / , 8/>3=! . -! . 0>D39/46=!A-J -!7<6!D/!]4/8D9!' -!QEIIkr-!"74D/65/!
:80L!D/9849<>!, 0860>/6D/!ZI&8e^@&8!<6D!`48506!\$V+O!<B/3!08!9, /!30C85/3!0!:B>54<>!
D/103493!46!9, /!+82D`!F<2!8/B406-!) 6>46/!+805//D46B3!0!:9, /! ?I !(A&" A-!/D49/D!02!&-!o-!
%001/8!<6D!%-!G-!G<2L06D!/9!<>-!\$ A . A!) 1/6V]4>/!G/1089!EIIk-!" Y9/6D/D!&0398<59-! ?VZ-!

sBC8-!] -!G/0/350-! ; -!#0L<5N=" - [-!J/7/69/8!&-! -!y [4>>L099-!d-!QEIIkr-!
. /01, 2345<>!3C87/2!0!:9, /!9, 45N-!/Y1<6D/D!3/D4L/69<82!:4>>0!:9, /!6/MV0086!%8<6/!:_08D!
Q:08L/8!J<83/6!F!(5/!A, />:-!&69<85945<R-!) 6>46/!+805//D46B3!0!:9, /! ?I !(A&" A-!/D49/D!02!&-!
o-!%001/8!<6D!%-!G-!G<2L06D!/9!<>-!\$ A . A!) 1/6V]4>/!G/1089!EIIk-!" Y9/6D/D!&0398<59-! ?VZ-!

FOM>/3=IT=K<L L /8=IT-!<6D! -!QEIIkr-! ; <B6/945!<6D!1/980B8<1, 45!5, <8<59/84`<9406!0:!
3269, /945! ; <894<6!0<3>93-!A/7/69, !(69/86<9406<>!%06:/8/65/!06! ; <83-!+<3<D/6<=!%&=!TC>2!@V
?^-!&0398<59!^E f-! ?VZ-!

yJ43vV+80607039=&=-!A9V) 6B/! . -!+>0>2<N!J -!#<802!# -! -!QEIIkR-!+ , 2345<>!<6D!
L<B6/945!1801/894/3!0:!, 4B, !8/30>C9406!K0>05/6/!3/D4L/69!508/3!:80L!9, /!%, CN5, 4!A/<!
L<8B46!+8/>4L46<82!8/3C>93-!% ;) Ae% . \$e& ; A!EIIk!506B8/33=;! ; <2!EIV!TC6/!?!A9VT06, 33=!
* /M:0C6D><6D=!!%<6<D<-!

-! ; <6>/2=!!+ -! . 08846B=! ; -!G2<6=!!+ -!QEIIkR-!%069840C94063!0:!3/D4L/69!1807/6<65/!
<6D!3/D4L/69!D4<B/6/343!90!M/39/86!&69<85945!+/6463C><!L<B6/945!180Y2!8/508D3=!A1846B!
EIIk!&L/845<6! . /01, 2345<>! \$6406!T0469!&33/L0>2=! ; <2!EEVEf=!EIIk-!

!7<6!D/!]>4/8D9=!' -!K/L L46B=!A=!. 0>D39/46=!A=!G02=! ; -! . 08846B=! ; -! [4>4<L3=!
' -!QEIIkR-!' 8<546B!+807/6<65/!0:!!&69<85945! . >540VL<846/!A/D4L/69!9, 80CB, !G<D40B/645!
(30901/3=!&8e&8!K0860>/6D/!&B/3-!<6D!FCN! . /05, /L43982=!A1846B!EIIk!&L/845<6!
. /01, 2345<>! \$6406!T0469!&33/L0>2=! ; <2!EEVEf=!EIIk-!

y#C>B<8=!A=!! -!(3, L<6=!A=!] /88v=! " -% -!QEIIkR-!# /9849<>=!D4<B/6/945=!08!0<59/84<>!
084B46!0:!!L<B6/949/!46!3/D4L/69!D84:93!:80L!9, /!M/39/86!&69<85945!+/6463C><=!A1846B!EIIk!
&L/845<6! . /01, 2345<>! \$6406!T0469!&33/L0>2=! ; <2!EEVEf=!EIIk-!

x+/8/`=!G=!! ! . 08846B=! ; -!#0L<5N=!! -!J/7/69/8=!& -!y ; <849`=!T=!!+<335, 4/8=!A=!
QEIIkR-! ; C>94V180Y2!<6<>23/3!0:!!N<39/6!508/3!<6D!3C8:<5/!3<L1>/3!:80L!9, /!T04674>/V
DP\$874>>/!' 80CB, =! *089, /<39/86!&69<85945!+/6463C><!!G/3C>93!<6D!5088/>9406!M49, !9, /!
[/39/86!&69<85945!+/6463C><=!A1846B!EIIk!&L/845<6! . /01, 2345<>! \$6406!T0469!&33/L0>2=!
; <2!EEVEf=!EIIk-!

xG034B=! ; -T=!! !+<335, 4/8=!A=!! . 08846B=! ; -!QEIIkR-!# /:4646B!9, /!+807/6<65/!
%, <8<59/8439453!0:!! [/DD/>>!A/<!<6D! *089, /<39/86!&69<85945!+/6463C><!A/D4L/69!!&!LC>94V
180Y2!<1180<5, =!A1846B!EIIk!&L/845<6! . /01, 2345<>! \$6406!T0469!&33/L0>2=! ; <2!EEVEf=!
EIIk-!

/L0<2L/69U!&6!469/86<9406<>!B/O>OB45!<6D!B/01,2345<>!/Y1/D49406!QHF%+ "(! *,!EIIWVI^R=!
] <>! ; //946B!0:19, /! . /O>OB45<!A054/92!0:!!&L/845<=!+,4<D/>1,4<=!+&=!) 5900/8!EEVEf=!EIIW-

!K<L L /8=!T=!QEIIWR=!A269, /945!] /V845, !O<3<>93!<3! ; <83!&6<>OB3U!(L 1>45<94063! :08!
9, /! ; <83! ; <B6/945!&60L<>4/3=!k !%06:/8/65!/06!G05N! ; <B6/943L=!A<69<!] /=!* ; =!TC6/!EEV
Ef=!EIIW-

!K<L L /8=!T=!QEII fR=!A269, /945!] /V845, !O<3<>93!<3! ; <83!<6<>OB3U! ; 46/8<>!L<B6/945!
<6D!8/L<6/65/!1801/894/3=!3 -8%J, "\$8;%IGA=!1WQfER=!] <>! ; //9-!AC11>=!&O398<59! . +ZE&VIE-

-!o433/>=!%=-!J<_=!%=-!y [4>>L09-!d=!QEII fR=! ' OM<8D3!<!%485CLV&69<85945!K0>05/6/!
G/>947/!+<>/0469/63492!%C87/=!3 -8%J, "\$8;%IGA=!1WQfER=!] <>! ; //9-!AC11>=!&O398<59!
. +ZZ&VI f-

x%<554<1C094=! ; -! -!QEII fR=!(67/394B<946B!+09/694<>!30C85/!0: !949<64CLV845, !
' 49<60L<B6/949/!46!+<>L/8!# //1!L4DD>/!K0>05/6/!3/D4L/69=!3 -8%J, "\$8;%IGA=!1WQfER=!] <>! ;
; //9-!AC11>=!&O398<59!++Z?&VIWEW-



3/D4L/693!:80L!9, /! ; <5-G00/89306!A, />:=" <39!&69<85945! ; <8B46=!% , <1L<6!%06:/8/65!/06!
' , /!G0>/!0:#!4<90L!+80DC59406!<6D!A4!]>CY!<6D!FC84<>!46!9, /!G/BC<9406!0:!. >00<>!%25>/3=!
+<804N4<=!. 8//5/=!A/19/LO/8!EEVEW=!EII^!

o433/>=!%-=!J<_=!%-=!#0L<5N=! " - [-! . 4>0/89=!G=!(3, L<6=!A- " -=!J/7/69/8=!&-=!
%<L/8>/6B, 4=!&-=! . /0L<B6/945!1<>/0469/63492!D<946B!0:!K0>05/6/13/D4L/69<82!8/508D3!:80L!
0/6/<9, !9, /!:08L/8!J<83/6V&!(5!/!A, />:=! j d(!(* r \$ &!%06B8/33=!G/60=! * d=!TC>2!EII^!

+0>2<N=!J-!
!#<802=!#-&-=!F435, 0:=!T=!, +, 4>413=!yJ-!] /00=!J-&-=!%0<N>/2=!F-T=!
"DM<8D3=! ; -K-=" 6B/>3=!T-J-!EII^<=! ; C>941>/!B<54<>/!803406!06!9, /!% , CN5, 4!F08D/8<6D=!
&85945!) 5/<6=!<3!46D45<9/D!02!18/>4L46<82!D<9<!06!3/D4L/69!398<94B8<1, 2!<6D!3/<:>008!
L081, 0>0B2-!! j d(!(* r \$ &!%06:=-!+80B8<L!M49, !&0398<593=1-!?!@f-!

!K4B, V:4/>D!L<B6/945!3C35/19404>492!<3!<!98<5/8!0:!040B/645!3/D4L/69<9406!525>/3!

EIII! d]^k@!A/<85,!%OLL499//=!d45/!+807039!0:!!&5<D/L45!&::<483!<6D!&33/33L/69!
EIIWVEIII! \$647/83492! . 8<DC<9/!%OC654>!Q%A& ; !8/18/3/69<947/R!
EIIW! ; <84/!]8<`//!A5,0<83,41!%OLL499//!
EII f! +8/3/69/8=! . 8<DC<9/!# /7/>01L/69!%06:/8/65/!
EII f! ; <84/!]8<`//!A5,0<83,41!%OLL499//!
EII^! . >00<>!"DC5<9406!%/69/8! . 8<69!+80103<>!"7<C<9406!%OLL499//!

!

%0>>/B/!0:!A54/65/!<6D! ; <9,/L<9453!

EIEE!

EI?IVEI?^! &33054<9/!% ,<48=#/19-!" <89,!<6D!" 674806L/69<>!A9CD4/3!Q/>/59/D!?!9/8LR!
EI?I! d%V?^@!"&"A!#/1<89L/69!A/58/9<82!A/<85,!%OLL499//!L/LO/8!
EI?I! d]V?I!"&"A!]<5C>92!A/<85,!%OLL499//!L/LO/8=" <89,!A239/L3! ; OD/>46B!
EI?IVEI?f! ; A!46! . /0354/65/! . 8<DC<9/!+80B8<L!%008D46<908!
EII@VEI??! % ,<48=#/1<89L/69!+/83066/>!&59406!%OLL499//!
EIIIIV

I)>78- ,B%F- " ,)8%WH"/7-\$"(Z%

EIE?V!EIEf! ; /LO/8=\$ 649/D!A9<9/3!&D743082!%OLL499//!90!A54/694:45!) 5/<6!#84>46B!Q\$A&%R!
<6D!% ,<48!0:!A54/65/!%OLL645<9406!AC050LL499//=!\$A!A54/65/!AC11089!+80B8<L!
Q\$AAA+R!

EIE?! % ,<48=!%C8<9084<!)&D743082!F0<8D=\$A!+0<8!G05N!G/10349082=!) ,40!A9<9/!\$ 647/83492!
EI?@VEIEI! ; /LO/8=!%C8<9084<!)&D743082!F0<8D=\$A!+0<8!G05N!G/10349082=!) ,40!A9<9/!
\$ 647/83492!

EI?fVEI?1! ; /LO/8=!+0<8!G/3/<85 ,!AC050LL499//! :08!9 , /!* <9406<!)A54/65/!]OC6D<9406!
. /0354/65/!#48/5908<9/!&D743082!%OLL499//!

EI?EV?W! ; /LO/8=!G/74/M!<6D!&D743082!%OLL499//!QG&%R=(63949C9/! :08!G05N! ; <B6/943L=!
\$ 647/83492!0:;! ; 466/309<!

EIIWVEI! ; /LO/8=!&69<85945!G/3/<85 ,!<6D!AC11>2!d/33/>!A54/694:45!&D743082!%OLL499//=!
* <9406<!)A54/65/!]OC6D<9406!

EIIfVEI?W! ; /LO/8=!&69<85945! ; <846/! . /0>0B2!G/3/<85 ,!] <54>492!&D743082!%OLL499//=!]0 . 2(/) 0 . 2(/) 0 . 2(/

- * &A&!" <89, !<6D!A1<5/!A54/65/!] />>OM3,41!!
- ; <83!#<9<!&6<2343!+80B8<L!Q ; #&+R!
- +039D05908<!] />>OM3,41!180B8<L!
- A0<8!A239/L! [08N46B3!+80B8<L!QAA [R!

!

* <9406<!A54/65/!]10C6D<9406!Q* A]R!

* A]!+<6/>3!Q?WR!

-) ::45/!0: !+0<8!+80B8<L3!Q) ++R!

%`/5,!*<9406<>!A54/65/!]0C6D<9406!
(69/B8<9/D!)5/<6!#84>>46B!+80B8<L!Q() #+R!A49!/A/>/59406!+80B8<L!
(38</>!A54/65/!]0C6D<9406!
*/M!s /<><6D!&69<85945!G/3/<85,! (63949C9/!
AM433!" 'KV sC845,!G/3/<85,!%0L L433406!
\$649/D!o46BD0L!* <9C8<>!"674806L/69!G/3/<85,!%0C654!Q* "G%R!

!

G*-(-#7&"(%?-&7*/B%-<%I ! *,7&"%

EIEf! A/33406!)8B<64`/8!<6D!% ,<48=IEIEf!*089, /<39!G/B406<>!. A&! ; //946B!' /5,645<>!A/33406!
'?^!bG/506398C5946B!"674806L/69<>!% ,<6B/! :80L! ; <846/=!J<5C39846/=!<6D!' /88/3984<>
A/D4L/69<82!G/508D3c!Q35, /DC>/DR!
EIEZVEIEK!! . /O>OB45<>!A054/92!O:!!&L/845<!A9CD/69!G/3/<85,! . 8<693!%0L L499//!
EI?W! G/3/<85,! ; /6908! :08! . /O>OB45<>!A054/92!O:!!&L/845<!A9CD/69!G/3/<85,! . 8<69!8/5414/69=
G45, <8D!T<L/3=!!&M<8D/D!M49,!) C939<6D46B! ; /69406-!
EIII!) C939<6D46B!G/74/M/8=!G*-(-#7&"(%?-&7*/B%-<%I ! *,7&"%F'((*/7\$!
EIIW! A/33406!)8B<64`/8!<6D!% ,<48=!' /5,645<>!A/33406!' ?IE!b&9L031, /8/n(5!/A, //9n)5/<6!
(69/8<594063U! ; OD/86!) O3/87<94063!<6D!K4390845<>!(69/818/9<94063=c! . /O>OB45<>!A054/92!O:!
&L/845<=!+, 4<D/>1, 4<=!+&=!) 59-!EEVEf=IEIIW-!
?@@@V18/3/69U! ; <6C358419!8/74/M3U!G*-(-#B9%G*-(-#7&"(%?-&7*/B%-<%I ! *,7&"%F'((*/7\$9!G*-(-#7&"(%
?-&7*/B%-<%I ! *,7&"%?6*&7"(%+"6*,8!
?@@1!90!18/3/69U!! ; /L0/8!Q5C88/69>2!J4:/94L/! ; /L0/8R!

%

I\$87/'/*%<-, %2 -&Y@ "#\$*78! 9%A\$7>* ,87/B%-<%@7\$*\$8-/'%

EI?EVEI?W! ; /L0/8=!G/74/M!<6D!&D743082!%0L L499//!QG&%R!
EIIW! (6749/D!31/<N/8=!k !%06:/8/65!/06!G05N! ; <B6/943L=!A<69<!] /=!* ; =!TC6/!EEVEf=IEIIW-!
EIIW! A/33406!5067/6/8=!k !%06:/8/65!/06!G05N! ; <B6/943L=!A<69<!] /=!* ; =!TC6/!EEVEf=IEIIW-!
?@@W! ', 48D!%06:/8/65!/06!G05N! ; <B6/943L!<6D!"674806L/69<>! ; <B6/943L=!A<69<!] /=!* ; !
?@@f! A/D4L/69<82!F40VB/OVL<B6/943L! [08N3,01=!\$647-! ; 466/309<!
?@@Z! A/506D!%06:/8/65!/06!G05N! ; <B6/943L!<6D!"674806L/69<>! ; <B6/943L=!A<69<!] /=!* ; !

!

@ "\$'8&,76/2*>7*O8%<-, %E/5*, %+, -<*887-\$"(%?-&7*/7*8%W8**"C->*<-, %I ! *,7&"%\$G*-65B87&"(%
A\$7-\$"\$)\$)G*-(-#7&"(%?-&7*/B%-<%I ! *,7&"% - ', \$"(8Z%

I ! *,7&"%@\$7\$, "(-#78!Q ; 46/8<>OB45<>!A054/92!O:!!&L/845<R!
G*-(-#7&"(%?-&7*/B%-<%D-\$)-\$%@-\$-#, "65?*,7*8!Q . /O>OB45<>!A054/92!O:!!J06D06R!
G*-65B87&"(%L-' , \$"(I\$/ , \$"7-\$"!(QG02<>!&398060L45<>!A054/92R!
E&*"\$-#, "65B%Q' , /!)5/<60B8<1, 2!A054/92R!
+, -&**)7\$#8-<%/5%*H"/7-\$"(%I&") * ! B%-<%?&7*\$&*8!Q* <9406<>!&5<D/L2!O:!!A54/65/3R!
?/')7"%"G*-65B87Y"!!Q(63949C9/!O:!. /01, 23453!O:!9, /!&5<D/L2!O:!!A54/65/3!O:!9, /!%`/5, !
G/1CO>45R!

%

EIIZ! (6749/D!31/<N/8=! [08N3,01!06!9, /!]C9C8/!"Y1<63406!0:!!9, /!&69<85945!G/3/<85, !]<54>492=!!
! !]>084D<!A9<9/!\$ 647/83492=!' <><, <33//=!] J=!&CBC39! ?EV?^=!EIIZ-!
EIIE! (6749/D!1<894541<69=!& * #G(J J!\$A!A54/65/! [08N3,01=!&184>! ?@VE?=!J4650>6=! * " !
EIIE! &69<85945! ; <846/! . /O>0B2!<6D! . /01,23453!G/3/<85, !d/33/>!+><6646B! [08N3,01=! ; <85, !!
! ! E^VEZ=! [<3,46B906=!#-%-!
?@@k! &69<85945!(5/V ; <8B46!"70>C9406!Q&* '(; "R! [08N3,01=!K00<89=! ' <3L<64<!
?@@k! +<L/8!J06B9/8L!"50>0B45<G/3/<85, !QJ ' "GR! [08N3,01=!\$ 647-!%<4:0864<=!A<69<!
F<80<8<!

!

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

EIEI! TCDB/=!A9-!%<334<6!A5,00>! ; 4DD>/!A5,00>!A' " ; !]<48!
EI?@! "<89,E%>33!+8/3/69/8=!A<9C8D<2! [08N3,013!:08!"DC5<9083=!J<L069!#0, /892!"<89, !
) 03/87<9082!
EI?@! A54%, <9!+8/3/69/8=!&L/845<6! ; C3/CL!0:!* <9C8<K439082=!* /M!H08N!%492=!* /M!H08N!
EI?1! +<6/>439=!(L1<593!0:!!%>4L<9/!%, <6B/=!]<48>/4B, !#45N46306!\$ 647/83492!]8/3, L/6!K06083!93 . 7694cmBT5000

Ike?E! ACO_/59!O:!A54/694:45!&L/845<6!<8945>/!<6D!M/OVO<3/D!3>4D/!3,OM!bA54/694393!]O8B/!
9,80CB,!A/7/8/!A/<! (5/!90!F/99/8!#/9/8L46/! [,2!&69<85945<P3! .><54/83!<8/!
%0>><1346B=c!,.991!leeMMM-354/694:45<L/845<6-50Le<8945>/-5:L t4Dp<69<85945<V
354/694393VD/9/8L46/VM,2VB><54/83V<8/V50>><1346B!!

?EeEfeI@! ACO_/59!O:!**HL**?/"/,%D*)#*,!<8945>/U!%08O/99=!* -!b ; 0695><48! \$ 647/83492!180:/33083!!
! ! ,/<D46B!C1!&69<85945<!98413!90!39CD2!B>00<>!M<8L46B!/::/593c!
IkeI@! !]/<9C8/D!46! ; 0695><48!A9<9/! \$ 647/83492P3!EII@!+8/34D/69P3!G/1089!
I^e^?eII! (69/874/M!M49,! *T* !8/B<8D46B!9, /! [4>N463!(5/!A, />:!50>><13/=!&69<85945<!
I^eEkeII! (69/874/M!M49,! ' , /! [/<9, /8!% , <66/>!8/B<8D46B!9, /! [4>N463!(5/!A, />:!50>><13/=!
! ! &69<85945<!
IEeIkeIk! ACO_/59!O:!**@ - \$/ & ("7, %J7 ! *8!<8945>/U!+089/8=!** ; <8N-!A-!b .>00<>!M<8646BU! ; A \$!!
! ! 354/694393!M496/33/3!B><54<>!D43469/B8<9406c!
I^e?WeIk! (69/874/M!M49,! *T* !06!%>4L<9/!% , <6B/!46!&69<85945<!
?e?WeIW! (69/874/M!M49,! !o /69!A9<9/! * /M3!06!&85945!) 5/<6/!Y1/D49406=13/!
.991!leeL/D4<-MMM-N/696/M36/9-50LeL/D4<e3908<B/e1<1/8!Wke6/M3eEIIkeI?e?We*/
M3e+80:/33083!!

! ! ' 0- ; <N/-&85945- ' 8/N-A9CD2-%>4L<9/!-% , <6B/VEW^^?I?-3,9L>!
TC6/!EIIIZ!]/<9C8/D!46!* /M!T/83/2!FC346/33!L<B<`46/!3!31/54<>!3/59406!06U! ' , /!(6607<947/!!
A9<9/=! ' /5, 60>OB2! ' 84CL 1, 3-!f%0>>/B/3!<8/!9, /!%<9<>2393!:08!8/3/<85, !<6D!, 4B, V!
9/5, f!M49, ! ; A \$!50>>/<BC/3!#8-! ; <8N!% , 01146B!<6D!#8-!HC<6! . <0-!
I feEkeIZ! ACO_/59!O:!**@ - \$/ & ("7, %J7 ! *8!<8945>/U!+089/8=!** ; <8N-!A-!bK09!D43507/82!46!<150>D!!
! ! 05/<6U! ; A \$!180:/3308=139CD/69!1<89!O:!/ /<L!7/84:246B!70>5<60!46!&69<85945!!
! ! A0C6Dc!
I feIEeIZ! (69/874/M!M49,! *T* !06!9, /!D43507/82!0:!**!<6!C6D/83/<!70>5<60!46!&69<85945<!**
; <2!EIIIZ! %07/8<B/!0:!**!&69<85945!C6D/83/<!70>5<60!D43507/82!5<884/D!02!9, /! :0>>OM46B!!**
6/M3!<B/654/3U!!&33054<9/D!+8/33=!!J -&-! ' 4L /3=!* /M3D<2=!A<6!]8<654350!
% , 80645>/=!&9><69<!TOC86<>V%063949C9406=# /98049!]8//!+8/33=!! \$ A&! ' OD<2=! ' 080690!
A9<8=!(6D4<6<10>43!A9<8=!o<63<3!%492!A9<8=!+406/ /8!+8/33!Q ; *R=!+8070!#<4>2!K/8<D!
Q\$ ' R=!* /M3M43/!Q6/M3!M48/R=!%0698<!%039<!Q%&R! ' 4L /3=! ; 069/8/2!%OC692!K/8<D!

%) * ' (* \$ (* . ! " # \$ % & ' () * ! & * # ! + G] " AA () * & J ! # " d " J) + ; " * ' !

EIEZ! A054/92!O:!G/3/<85,!&DL464398<9083!(69/86<9406<U!* (K!GVA/84/3!Q?-f!% " !58/D493R!
EIEZ! A054/92!O:!G/3/<85,!&DL464398<9083!(69/86<9406<U!+846541>/3!46!G/3/<85,!# /7/>01L/69!
QZ-I!% " !58/D493R!
EIEZ! A054/92!O:!G/3/<85,!&DL464398<9083!(69/86<9406<U!&(46!G/3/<85,!&DL464398<9406U!]C9C8/!
'8/6D3=\$3/!%<3/3=!<6D!%0><008<947/!) 11089C6494/3!Q?-I!% " !58/D49R!
EIEZ! A054/92!O:!G/3/<85,!&DL464398<9083!(69/86<9406<U!&(46!G/3/<85,!&DL464398<9406U!&! * /M!
% , <>/6B!/Q?-I!% " !58/D49R!
EIEZ! A054/92!O:!G/3/<85,!&DL464398<9083!(69/86<9406<U!&D7<6546B!G/3/<85,!&DL464398<9406!
M49,!&(V+OM/8/D!A0>C94063!<9!" L082!\$ 647/83492!Q?-I!% " !58/D49R!
EIEZ! b' , /! * /M!<6D!]C9C8/!A/6408!G/3/<85,!) ::45/8!QAG) R! [08N3 , 01=!&33054<9406!0: !+CO>45!
<6D!J<6D! . 8<69!\$ 647/83494/3!%0C654!06!G/3/<85 , -!
EIE^! b' , /! * /M!<6D!]C9C8/!A/6408!G/3/<85,!) ::45/8!QAG) R! [08N3 , 01=!&33054<9406!0: !+CO>45!
<6D!J<6D! . 8<69!\$ 647/83494/3!%0C654!06!G/3/<85 , !
EI?E! b r C<6949<947/! j v8<2! ; 4580<6<>2343U!+800>/L!A0>746B!C346B!" #A!<6D! [#A! ' /5 , 64\C/3-c!!
! ! J / , 4B , ! ; 458035012!A5 , 00>=!TC6/!ZV1=!EI?E!
EI?I! KOON/!%0>>/B/!O: !&11>4/D!A54/65/3!Q:08L/8>2! ; 5%806/! . 80C1!%0>>/B/!O: ! ; 458035012R=!!
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