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"#\$%&'()*!+,-./0!,. # 10!23!4560!"#\$%&'()*+,-,##\$&'0!

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7'8')!"'+\$"'!)#(.+ -0!23!4560!./&)/#%0\$'-0!"#\$%&'()*+,-,##\$&'0!

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:+; '<1!\$6!8&)' -0!:\$60!&-!1&;!+%&*#&#!*#<#*#&. /!#;!<\$';&)' -.!+%!
. 1'!, -&.')!; . # . ' ;0!23!4560! I -(-&0\$&')*+,-,##--)0!

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1 +<&! . \$&8 '0!23!4560! I -(-&0\$&'!2&' -34-&/3)*+,-,##--)0!

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+>!#??245!@ABC!3D2! ,>E32F! ;3432G!) EG3AEH3! *BIA3!

@BA!3D2!) EG3AEH3!B@! , 34D0! - B6!JKLLMH9MNO!

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42:2!46!05(6;;2<<225%6!4%42:2!46!05(/!029?2!895(
6;;2<<225%/!%:6?89%8:%6::/9@6!72%

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*DAEG3B?D2A!"6!PE>32A!

"23HD2GMPE5QE>GB>!*2>32A!@BA!-43IA45!

\$2GBIAH2G0!'>2ARS0!4>F!'>9EAB>C2>3!

,>E92AGE3S!B@!*B5BA4FB!(4T!;HDBB5!

PB5@!(4T!8IE5FE>R0!JUV!,*8!

8BI5F2A0!*+!WUXUO!

YNUXZ![UVM\UUL!

HDAEG6TE>32A]HB5BA4FB62FI!

;4A4D!#6!^43GICB3B!

"23HD2GM"A22>!-43IA45!\$2GBIAH2G0!

'>2ARS0!4>F!'>9EAB>C2>345!(4T!*5E>EH!

,>E92AGE3S!B@!*B5BA4FB!(4T!;HDBB5!

PB5@!(4T!8IE5FE>R0!JUV!,*8!

8BI5F2A0!*+!WUXUO!

YLU\Z!XNVMMNNVN!

G4A4D6C43GICB3B]HB5BA4FB62FI!

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./5&)-#/(/3!\$6%7%.753%\$-!8\$9!"3/(-)/3)

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06=<2%8 :%7 8 ! 02 ! 05%
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6@/7/%739/62N5%50602@2!0%8:!/!029250%

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! # CEHE!4A2!54T!GHDBB5! ?AB@2GGBAG! TDB!4A2!2a?2A3G!E>!3D2!@E25F!B@! ?Ib5EH!54>F!
 54T!4>F!>43IA45!A2GBIAH2G!54T6! ^ BG3!D492!TAE332>!4>F! ?Ib5EGD2F!2a32>GE925S!E>!3D2G2!
 @E25FG6! . DABIRD!BIA!324HDE>R!4>F!GHDB54AGDE?0!T2! ?ABC B32!I>F2AG34>FE>R!B@!3D2!54T!
 RB92A>E>R! C4>4R2C2>3! B@! @2F2A45! ?Ib5EH! 54>FG0! 4>F! 3D2! DEG3BAS! B@! 3D2! 54T_G!
 F2925B?C2>36!!

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. DEG! H4G2! ?A2G2>3G! @I>F4C2>345! ` I2G3EB>G! 4bBI3! 3D2! 4FCe>EG3A43EB>! B@! 3D2!
 #>3E` IE3E2G! #H36! *2>3A45! 3B! 3D2! A2GB5I3EB>! B@! 3DEG! H4G2! EG! 4>! I>F2AG34>FE>R! B@! 3D2!
 DEG3BAS!B@!3D2! #>3E` IE3E2G! #H3!4>F!3D2!C4>>2A!E>!TDEHD!@2F2A45!HB IA3G!D492!A29E2T2F!
 3D2!2a2AHEG2!B@!<A2GEF2>3E45!FEGHA23EB>! I>F2A!3D2! #H36! . D2!4CEHE!54T! ?AB@2GGBAG!4A2!
 I>E` I25S!GE3I432F!3B!4GGEG3!3DEG! *B IA3!E>!A2GB5I3EB>!B@!3DEG!H4G26!!

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<IAGI4>3! 3B! %2F6! \$6! # ??6! <6! LOY4ZYJZY) ZMY ' Z0! 4CEHE! @E52! 3DEG! bAE2@! TE3D! 3D2!
 HB>G2>3!B@!455! ?4A3E2G6! - B! ?4A3S_G!HB I>G25!4I3DBA2F!3DEG!bAE2@!E>!TDB52!BA!E>! ?4A30!4>F!
 >B! ?2AGB> 1 E>H5IFE>R!4>S! ?4A3S!BA! ?4A3S_G!HB I>G25 1 HB>3AEbI32F!CB>2S!BA!B3D2ATEG2!
 @I>F2F!3D2! ?A2?4A43EB>!4>F!GIbCEGGEB>!B@!3DEG!bAE2@6! #>!4??2>FEa!5EG3E>R!3D2!>4C2G!
 B@!3D2!4CEHE!54T! ?AB@2GGBAG!EG!E>H5IF2F!4@32A!3D2!HB>H5IGEB>!B@!3DEG!bAE2@6!

53@@690%8:%69P3@2!0%

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. D2! #>3E` IE3E2G! #H3!B@!VOU\ !HB>@2AG! I ?B>!3D2!<A2GEF2>3!bAB4F!4I3DBAE3S!4>F!
 FEGHA23EB>!3B! ?AB32H3! Bbc2H3G! TE3D! DEG3BAEH! BA! GHE2>3E@EH! 945I2!4>F!3B! A2G2A92! ?Ib5EH!

\$!

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3T2>3SMB>2!?A2GEF2>3G!TDB!D492!G2A92F!GE>H2!3D2!#H3!T4G!?4GG2F!B92A!VV[!S24AG!4RB0!
2ERD322> 1 >E>2! \$2?Ib5EH4>G!4>F!>E>2!) 2CBHA43G 1 D492! IG2F!E3!3B!2G34b5EGD!GBC2!
VNU! ?AB32H32F!4A24G!HB92AE>R!>24A5S!VUU! CE55EB>!4HA2G!B@! ?Ib5EH!54>FG6#! +92A!3D43!
2>3EA2! ?2AEBF0% *B>RA2GG!D4G! >292A!4C2>F2F!E3G! ?AEC4AS!32ACG6! .B!3D2!HB>3A4AS0!
*B>RA2GG!D4G!B@32>!HB>@EAC2F!4>F!2a?4>F2F! ?AB32H3EB>G! ?A2GEF2>3G!D492! ?I3!E>! ?54H2!
3DABIRD!3D2! #H36!&>F22F0!4bBI3!D45@!B@!3D2!>43EB>_G!\X!mHABT>!c2T25n!>43EB>45! ?4AQG!
3D43! *B>RA2GG!D4G!52REG5432F! T2A2!@EAG3! ?AB32H32F!bS! ?A2GEF2>3G! IGE>R!3D2! #H36! - B!
@2F2A45!HBIA3!D4G!292A!F2H54A2F!4!<A2GEF2>3E45! ?ABH54C43EB>!3B!b2!E>!9EB543EB>!B@!3D2!
#H30! 4>F! 24HD! S24A0! 32>G! B@! CE55EB>G! B@! ?2B?52! 9EGE3! 3D2G2! 4A24G6! &>! GDBA30! 3D2!
#>3E` IE3E2G! #H3!D4G! ?AB92>!3B!b2!B>2!B@!3D2!CBG3!EC ?BA34>3!4>F!2>FIAE>R! ?E2H2G!B@!
?Ib5EH!54>F!52REG543EB>IE>! , 6; 6!DEG3BAS0!A2GI53E>R!E>!3D2! ?AB32H3EB>!B@!94G3!>ICb2AG!B@!
@A4RE52!4>F!EAA2?54H24b52!A2GBIAH2G!4HABGG!3D2!HBI>3AS0!@BA!3D2!b2>2@E3!B@!@I3IA2!4G!
T255!4G! ?A2G2>3!R2>2A43EB>G6!!!!

&>9BQE>R!3DEG!4I3DBAE3S0!<A2GEF2>3!8EF2>!EGGI2F!3TB! ?ABH54C43EB>G!A2G3BAE>R!
824AG! ' 4AG!4>F! " A4>F! ; 34EAH4G2M ' GH454>32! - 43EB>45! ^ B>IC2>3G!E>! , 34D6!8B3D!4A24G!
4A2! F2>G2! TE3D! HI53IA45! 4A3E@4H3G0! 4>F! 3D2S! 4A2! G4HA2F! 3B! 3D2! . AEB2G! B@! 3D2! F2G2A3!
GBI3DT2G3!A2REB>6! . D2!824AG! ' 4AG!&>32AM . AEB45! *B45E3EB>!2G3EC432G!3D43!824AG! ' 4AG!EG!

#!=- -!*B>RA2GGEB>45!\$2G24AHD! ; 2A9EH20!M\$%/&\$#!B /&56 - &')!\$&O!'@ - !+ &%N5%"-)!+7!
YI?F432F! :4>6!L0!LULJZ0!D33?KggGR?6@4G6BARgHAGgCEGHg\$JVXXU6?F@6!

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 >292A! 455BT2F! 3D2! 5E3ER43EB>! 3B! ?ABH22F! b2SB>F! 3D2! ?524FE>RG! G34R26! =- -0! -;G;0!
 B\$))\$7@5)-''!) 8/A)'-36-&H!) +))H&! 4;! ?/))0! OJN! %6XF! NXN! Y) 6*6! *EA6! LUVOZ0!
 B/5&'\$%&!='\$'-)!8-G\$#!>/5&0;!4;!I5)@0!XU\!%6XF!VVXL!Y) 6*6!*EA6!LUULZ0!<'\$@!+))H&!

 /(!. &'J);!4;!I5)@0!XV\!%6!; I??6!LF!VV[L!Y) 6! , 34D!LUUJZ6!8 2H4IG2!3D2!#>3E` IE3E2G!#H3!
 FB2G! >B3! ?AB9EF2! @BA! cIFEHE45! A29E2T0! @2F2A45! HBIA3G! D492! TA2G352F! TE3D! 3D2!
 494E54bE5E3S! 4>F! GHB?2! B@! >B>G343I3BAS! cIFEHE45! A29E2T! B@! <A2GEF2>3E45! CB>IC2>3!
 ?ABH54C43EB>G6! . D2!) 6*6!*EAHIE3!*BIA3!B@!# ??245G!D4G!F2925B?2F!4!IG2@I5!@A4C2TBAQ!
 3D43! H4>! G2A92! 4G! 4! RIEF2! @BA! 3DEG! HBIA30! HB>FIH3E>R! 4! @4HE45! A29E2T! B@! 3D2!
 ?ABH54C43EB>G!@BA! ?IA25S!52R45!` I2G3EB>G!4G!3B! TD23D2A!3D2! <A2GEF2>3!4H32F! TE3DE>!
 F252R432F!G343I3BAS!4I3DBAE3S6!%BA!B3D2A!H54ECG!3D43!EC ?5EH432!` I2G3EB>G!B@!@4H3!BA!3D43!
 C4S!E>3AIF2!E>3B!3D2!<A2GEF2>3_G!FEGHA23EB>0!HBIA3G!D492!A2@A4E>2F!@ABC!F2HEFE>R!3D2!
 I53EC432!` I2G3EB>!4G!3B!3D2!494E54bE5E3S!BA!GHB?2!B@!>B>G343I3BAS!cIFEHE45!A29E2T!B@!
 <A2GEF2>3E45!4H3EB>6!

. D2!H54ECG!43!EGGI2!E>!3DEG!4??245!4A2!GECe54A!E>!455!C432AE45!A2G?2H3G!3B!3D2G2!
 H4G2G!@ABC!3D2!) 6*6!*EAHIE3!*BIA3!B@!# ??245G6!# ??2554>3G!4GQ!3DEG!HBIA3!3B!RB!@4A!
 b2SB>F!3D2! ?AB?2A!bBI>F4AE2G!@BA!cIFEHE45!A29E2T!4>F!3B!GIbG3E3I32!E3G!cIFRC2>3!@BA!
 3D43!B@!3D2! <A2GEF2>36! . DBG2!4ARIC2>3G!4G!3B!3D2! ?AB?2A!AB52!B@!3D2!@2F2A45!HBIA3G!
 GDBI5F!b2!A2c2H32F!B>!3D2!G4C2!b4GEG!3D43!3D2S!T2A2!E>!3D2!) 6*6!*EAHIE36!!

. D2!@2F2A45!RB92A>C2>3!4GQG!3DEG! *BIA3!3B!RB!@4A3D2A!3D4>!4>S! ?A29EBIG!HBIA3!
 D4G! FB>2! E>! A2G3AEH3E>R! cIFEHE45! A29E2T0! 4>F! 3B! 4FFA2GG! D2A23B@BA2! I>A2GB592F!

!

` I2G3EB>G!B@!54T!3D43!TBI5F!D492!bAB4F!EC ?5EH43EB>G!@BA!G2?4A43EB>!B@! ?BT2AG6!&3!EG!
>B3!>2H2GG4AS!@BA!3DEG! *BIA3!3B!4FFA2GG!3D2G2!` I2G3EB>G6! '92>!E@!E3!GEC ?5S!4GGIC2G!
3D43!5ECE32F!A29E2T!B@!3D2!<A2GEF2>3_G!2a2AHEG2!B@!FEGHA23EB>!I>F2A!3D2!#>3E` IE3E2G!#H3!
CERD3!b2!494E54b520!E3!H4>!A24FE5S!@E>F!3D43! #??2554>3G!D492!@4E52F!3B!4552R2!@4H3G!
H455E>R!3D43!FEGHA23EB>!E>3B!` I2G3EB>6!!

69P3@2!0%

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/\$% /K%QB##JKL%DMC% 6KDJREJJC## 6HDS% 7"KLGC##%BT"QDCT%UFCVJWFC%FBKLEBLC%DMBD%
LGBKD#% D"" DMC% ;GC#JTCKD% WG"BT" TJ#HGCDJ"K% D"" QG"DCHD% B% XJTC% BGGBY% "U"
GC#"EGHC#%BKT%UCBDEGC#%U"EKT%"K%QEWfJH%FBKT#%B#%KBDJ"KBF% I "KE I CKD#\$%%

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#??2554>3G! ?IA?BA3! 3B! HD4552>R2! 3D2! 3S?2G! B@! Bbc2H3G! 3D43! H4>! b2! ?AB32H32F!
I>F2A!3D2!#>3E` IE3E2G!#H3!4>F!3D2!GEp2!B@!3D2!A2G2A943EB>G6!#G!FEGHIGG2F!E>!CBA2!F234E5!
@IA3D2A!b25BT0!3D2EA!H54ECG!D492!b22>!A2c2H32F!bS!292AS!HBIA3!3B!HB>GEF2A!3DBG2!EGGI2G6!
#G!4! ?A25ECE>4AS!C4332A0!DBT292A0!#??2554>3G!4332C?3!3B! ?AB?!I? !3D2EA!@54T2F!H54ECG!
TE3D! 4>! E>HBC?5232! 4>F! E>4HHIA432! A2HE343EB>! B@! 3D2! 52REG543E92! DEG3BAS0! TDEHD!
CEGA2?A2G2>3G!3D2!FEGHA23EB>!RA4>32F!3B!3D2!<A2GEF2>3!bS!*B>RA2GG6! P 2!3D2A2@BA2!G34A3!
TE3D! b4HQRABI>F! HB>32a3! B>! 3D2! #>3E` IE3E2G! #H3! 4>F! 3D2! ?ABH2GG! 3D43! 52F! 3B! E3G!
4FB?3EB>!bS!*B>RA2GG!E>!VOU\6!

. D2!#>3E` IE3E2G!#H3!B@!VOU\!4I3DBAEp2G!3D2!<A2GEF2>3!3BK!

%&! '@-! "3-)%O-&'H)!O%)73- %/&0!F2H54A2!bS! ?Ib5EH! ?ABH54C43EB>!DEG3BAEH!
54>FC4AQQ0! DEG3BAEH! 4>F! ?A2DEG3BAEH! G3A!H3IA2G0! 4>F! B3D2A! Bbc2H3G! B@!
DEG3BAEH!BA!GHE2>3E@EH!E>32A2G3!3D43!4A2!GE3I432F!I?B>!3D2!54>FG!BT>2F!BA!
HB>3AB552F!bS!3D2!%2F2A45! "B92A>C2>3!3B!b2!>43EB>45!CB>IC2>3G6!!

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NJ! , 6; 6*6!f!XLUXUVY4Z!Y2C ?D4GEG!4FF2FZ6! . D2! ?54E>!54>RI4R2!B@!3D2! #H30!C432AE455S!
I>HD4>R2F!GE>H2!2>4H3C2>30!2a32>FG!@4A!b2SB>F!4AHD42B5BREH45!4A3E@4H3G6!&>G324F0!E3!
RE92G!3D2!<A2GEF2>3!FEGHA23EB>!3B!EF2>3E@S!mBbc2H3G!B@!DEG3BAEH!BA!GHE2>3E@EH!E>32A2G3n!
3D43!T4AA4>3! ?AB32H3EB>0!4G! T255!4G!3D2!4I3DBAE3S!3B!EF2>3E@S!4A24G!B@! ?Ib5EH!54>F!3D43!
4A2!E>!3D2!<A2GEF2>3_G!cIFRC2>3!m3D2!GC4552G3!4A24!HBC ?43Eb52! TE3D!3D2! ?AB ?2A!H4A2!
4>F!C4>4R2C2>3!B@!3D2!Bbc2H3G!3B!b2! ?AB32H32F6n!206!43!f!XLUXUVYbZ6!!

. D2! #H3! T4G!3D2! ?ABFIH3! B@! C4>S!S24AG! B@! F25Eb2A43EB>! bS! *B>RA2GG6! . D43!
2a32>F2F!DEG3BAS!E>H5IF2F!HB>RA2GGEB>45!HB>GEF2A43EB>!4>F!A2c2H3EB>!B@!54>RI4R2!3D43!
TBI5F!D492!CIHD!CBA2!3ERD35S!A2G3AEH32F!3D2!<A2GEF2>3_G!FEGHA23EB>6!=- -E! - ;G;E! ^ 4AQ!
; ` IE554H20!D@-! B /&5 6 - &'\$#! 8 -G\$7J! /(!'@-! +& "%N5% %-)! +7'! /(!STUV0!X[! " \$6% (6% \$# . 6!
J [X0!J [\MW \!YLUUXZo!:BD>!) 6! (2GDS0%W . K P + C + H
" 8 E! LNXMNW! Y / 452! , >E92AGE3S! <A2GG! LULLZo! \$B>45F! %6! (220! - 43_5! <4AQ!
; 2A960% D

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B@!3D2!&>32AEBA!4>F!3D2! " 2>2A45! (4>F! +@@EH26! (220!)5, 3\$!43!NL6! (4H2S!3D2>!B@@2A2F!4!

HBC ?23E>R!bE550! 1 6\$6!VVULV0!N\!"! *B>R6!YVOUZ0!3D43!E>H5IF2F!4!C IHD!bAB4F2A!RA4>3!

B@!4I3DBAE3S!3B! ?AB32H3!A2GBIAH2G!B>! ?Ib5EH!54>F0!4I3DBAEpE>R!3D2!<A2GEF2>3!3B!

qGr23! 4?4A3! 4>F! A2G2A92! 3A4H3G! B@! ?Ib5EH! 54>F0! TDEHD! @BA! 3D2EA! GH2>EH!
b24I3S0!>43IA45! TB>F2AG!BA!HIAEBGE3E2G0!4>HE2>3!AIE>G!BA!A25EH3G0!BA!B3D2A!
Bbc2H3G!B@!GHE2>3E@EH!BA!DEG3BAEH!E>32A2G30!BA!G?AE>RG!B@!C2FEHE>45!BA!B3D2A!
?AB?2A3E2G!E3!EG! F2GEA4b52! 3B! ?AB32H3! 4>F! I3E5Ep2! E>! 3D2! E>32A2G3G! B@! 3D2!
?Ib5EHo! 4>F! 3D2! <A2GEF2>3! GD4550! bS! ?Ib5EH! ?ABH54C43EB>0! F2H54A2! 3D2!
2G34b5EGDC2>3!B@!GIHD!A2G2A943EB>G!4>F!3D2!5ECE3G!3D2A2B@6!

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. D2! 54>RI4R2! 4FFA2GGE>R! mBbc2H3Gn! TE3D! GHE2>3E@EH! BA! DEG3BAEH! 945I2G! 3DIG!

4??24AG!3B!D492!BAERE>432F!E>! 1 6\$6!VVULV!CBG35EQ25S!43!3D2!A2` I2G3!B@!3D2!) 2?4A3C2>3!

B@! 3D2! &>32AEBA0! TDEHD! mT4G! ?54E>5S! G22QE>R! bAB4F! FEGHA23EB>4AS! 4I3DBAE3S! @BA! 3D2!

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*B>RA2GG!4>F!GER>2F!bS!<A2GEF2>3! . D2BFBA2! \$BBG292536! P D2A24G!24A5E2A!92AGEB>G!B@!
3D2! bE55! mD4F! b22>! 5ECE32F! 3B! DEG3BAEH! 4>F! ?A2DEG3BAEH! 4>3E` IE3E2G! 4>F! C4F2! >B!
?AB9EGEB>! B@! ?AB32H3E>R!>43IA45!4A24Gq0r! s! s! s! 1 2T233! T4G! ?2AGI4F2F0! ?ABb4b5S!bS!
B@@EHE45G!B@!3D2!&>32AEBA!) 2?4A3C2>30!3B!bab4F2>!DEG!FA4@3!3B!E>H5IF2!3D2! ?DA4G2!tB3D2A!
Bbc2H3G! B@! DEG3BAEH! BA! GHE2>3E@EH! E>32A2G36_n! (220!)5, 3\$! 43! [J6! . DEG! 54>RI4R2! T4G!
E>32>F2F! bS!E3G!FA4@32AG!3B!E>H5IF2!3D2! ?AB32H3EB>! B@!EC ?BA34>3!R2B5BREH! 4>F!B3D2A!
>43IA45!A2GBIAH2G6!!

. D2!4H3! C4F2!H524A!3D43!GIHD! tBbc2H3G_! T2A2!>B3!HB>@E>2F!3B!G?2HE@EH!
E32CG!B@!4>3E` IE3S!5EQ2!4A3E@4H3G!BA!G3A!H3IA2G0!b2H4IG2! 1 2T233!GDA2TF5S!
bBAABT2F! 54>RI4R2! @ABC! B>2! B@! 3D2! bab4F2A! bE55G! 3D43! D4F! b22>!
E>3ABFIH2F! E>! VOUU! 3B! 455BT! 3D2! ?A2GEF2>3! 3B! A2G2A92! ?Ib5EH! 54>F! 3B!
?AB32H3! >B3! B>5S! tDEG3BAEH! 54>FC4AQQ_! 4>F! tDEG3BAEH! 4>F! ?A2DEG3BAEH!
G3A!H3IA2G0_!bI3!45GB!tB3D2A!Bbc2H3G!B@!DEG3BAEH!BA!GHE2>3E@EH!E>32A2G36_!

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(2GDS0!)5, 3\$! 43! LNW6! ^ BA2B92A0! 3D2! bE55! A2c2H32F! G3AEH3! 5ECE3G! B>! 3D2! GEp2! B@!
CB>IC2>3G!4>F!E>G324F!HDBG2!4!CBA2!m@52aEb52! ?AB9EGEB>!3D43! ?2ACE332F!3D2!<A2GEF2>3!
3B!2G34b5EGD!54AR2A!4A24G!E@!cIG3E@E4b52!s!s!s6n! (220!)53\$

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3B!HB92A!B>5S!mA4A2!E32CGn!4>F!mFEGH4AF2F!bAB4F2A!H432RBAE2G6n! " 4A@E25F!8A6!43!XW6! . B!

3D2!HB>3A4AS0!

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CB>IC2>3! TE3D! 4G! CIHD! 54>F! 4G! C4S! b2! >2H2GG4AS! @BA! 3D2! ?AB?2A!
?AB32H3EB>!3D2A2B@K!

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<ABH54C43EB>! - B6!\NW0!XJ! ; 3436!XLX\!YVOU\

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! ^ BA2!3D4>!@E@3S!S24AG!5432A0!3D2! ; I ?A2C2!*BIA3!D24AF!4!H4G2!E>9B59E>R!) 29E5_G!

1 B520!4!F22?!H492A>!E>!) 243D!d 4552S! - 43EB>45! ^ B>I C2>3!HB>34E>E>R!4>!I>F2ARABI>F!

!

YHE3E>R!mI>4CbERIBIG!; I?A2C2!*BIA3!?A2H2F2>3nZo! B /5&'\$%&!='\$'-)!8-G\$#!>/5&0;!4;!

I5)@0!XU\!%6XF!VVXL0!VVX[!Y)6!*6!*EA6!LUULZ!Y?54E>3E@G_!4ARIC2>3!m@4E5G!4G!4!C4332A!

B@!54T!E>!5ERD3!B@!; I?A2C2!*BIA3!?A2H2F2>3nZ6!!

**/?\$% OMC% 4\$7\$% 7JGHEJD% 7"EGD% "U% 6QQCBF##% QG"ZJTC##% U"G% UBHJBF% GCZJCX% "U%
;GC#JTCKDJBF%QG"HFB IBDJ"K#%D"%CK#EGC%DMBD%DMC%;GC#JTCKD%BHDCT%XJDMJK%DMC%
W"EKT#"U%#DBDED"GY%BEDM"GJDY\$%**

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- B>2! B@! 3

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B\$);!*8/A*)'-36-&*H*)!+))&!OJN!%6XF!43!NJU6!

\$*!

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<A2GEF2>3_G! FEGHA23EB>6n! *B* /5&'\$%&! = '\$'-)E! XU\! %6XF! 43! VVX\! Y7% '%&G! . @\$6A-3! /(!

. /66-37-!4;! ?-%7@0! [J!%6XF!VXLL!Y)6*6! *EA6!VOO\ZZ6! \$25SE>R!B>! ?-%7@0!3D2!)6*6!

EAHIE3!

!

&>!4!HBC?4>EB>!H4G20!D5#\\$3-!./5&'J0!XU\!%6XF!43!VVXW0!3D2!)6*6!*EAHIE3!*BIA3!
5EQ2TEG2!A29E2T2F!3D2!?54E>3E@@_G!4552R43EB>G!4>F!4R4E>!@BI>F!3D2C!3B!b2!E>4F2`I4326!
m . DEG!EG!?4A3EHI54A5S!GB!4G!q?54E>3E@@_Gr!H54EC!3D43!3D2!<ABH54C43EB>!HB92AG!3BB!CIHD!
54>F!EG!F2?2>F2>3!B>!3D2!?AB?BGE3EB>!3D43!?4A3G!B@!3D2!^B>IC2>3!54HQ!GHE2>3E@EH!BA!
DEG3BAEH!945I20!4>!EGGI2!3B!TDEHD! . I54A2!*BI>3S!C4F2!>B!@4H3I45!4552R43EB>G6n!2O6!43!
VVJL6!!!

. D2!)6*6!*EAHIE3!*BIA3!FEF!3D2!G4C2!E>!FEGCEGGE>R!3D2!HBC?54E>3!E>!B\$));!
8/A)'-36-&H)!+)H&6! . D2A20!4G!E>!3D2!3TB!24A5E2A!HBC?4>EB>!H4G2G0!E3!2>R4R2F!E>!
5ECE32F!@4HE45!A29E2T!B@!3D2!?ABH54C43EB>!A2R4AFE>R!?IA25S!52R45!EGGI2G0!E>H5IFE>R!
TD23D2A!3D2!#>3E`IE3E2G!#H3!A24HD2G!GIbC2AR2F!@2F2A45!54>FG!B@GDBA20!TD23D2A!3D2!
'aH5IGE92!'HB>BCEH!7B>2!B@GDBA2!EG!mHB>3AB552Fn!bS!3D2!@2F2A45!RB92A>C2>30!4>F!
TD23D2A!3D2!<A2GEF2>3_G!4I3DBAE3S!T4G!HB>G3A4E>2F!bS!B3D2A!@2F2A45!54TG6!OJN!%6XF!43!
J\LM\N6!!

#G!3B!3D2!H54ECG!A2`IEAE>R!@4H3I45!A29E2T!u!%;-;0!3D43!3D2!CB>IC2>3!EG!>B3!3D2!
mGC4552G3!4A24!HBC?43Eb52n!TE3D!3D2!m?AB?2A!H4A2!4>F!C4>4R2C2>3n!B@!3D2!Bbc2H3G!3B!
b2!?AB32H32F!u!3D2!)6*6!*EAHIE3!*BIA3!4R4E>!@BI>F!3D2!4552R43EB>G!E>!3D2!?54E>3E@@G_!
HBC?54E>3!3B!b2!E>GI@EHE2>30!b2H4IG2!E3!HB>34E>2F!m>B!@4H3I45!4552R43EB>G!EF2>3E@SE>R!

!

4! ?BA3EB>! B@! 3D2! ^ B>IC2>3! 3D43! 54HQG! 3D2! >43IA45! A2GBIAH2G! 4>F! 2HBGSG32CG! 3D2!
<A2GEF2>3!GBIRD3!3B!?AB32H36n!2O6!43!NJJ6(!!!

. D2! ;I?A2C2! *BIA3! F2>E2F! 3D2! ?54E>3E@@G_! ?23E3EB>! @BA! H2A3EBA4AE6! B\$));!
8/A)'-36-&H)!+))H&!4;! ?\$%6 /&O/0!VJV! ;6!*36!O [O!YLULVZ6!# ??2554>3G!D2A2!?54H2!RA243!
T2ERD3!B>!4!G2?4A432!mG3432C2>3n!3D2! *DE2@!: IG3EH2!@E52F!45B>R!TE3D!3D2!F2>E456!=- -0!
-;G;0! " 4A@E25F!8A6!43!X6!8 I3!3D2! *DE2@!: IG3EH2!HB>HIAA2F!E>!3D2!F2>E45!B@!H2A3EBA4AE!Y4G!
FEF!455!3D2!B3D2A!: IG3EH2GZ!4>F!>B32F!3D2!) 6*6! *EAHIE3! *BIA3_G!DB5FE>R!m3D43!?23E3EB>2AG!
FEF!>B3!?524F!GI@@EHE2>3!@4H3G!3B!4GG2GG!3D2EA!H54EC!3D43!3D2! ^ B>IC2>3n!EG!E>HB>GEG32>3!
TE3D! 3D2! mGC4552G3! 4A24! HBC?43Eb52n! ?AB9EGEB>! E>! 3D2! #>3E` IE3E2G! #H36! B\$));!

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'GH454>32! - 43EB>45! ^ B>I C2>3G6! . D2S!4552R2!<A2GEF2>3!8EF2>lm2aH22F2F!DEG!G343I3BAS!

4;! <&%'-O! = '\$'-)0! L[O! %6XF! VLVJ0! VLLO! YVU!"! *EA6! LUULZ! Y7% '%&G! <&%'-O! D3%A-! /(!
=@\$9&- -!2&O%\$&)/4;! <&%'-O! = '\$'-)0! LNX! %6XF! NJX0! NJW! YVU! *EA6! LUUVZZ6! <# '3\$! 4%3-)!
A29E2T! FB2G! >B3! 2a32>F! 3B! HD4552>R2G! 3B! mt4>! E>HBAA2H3! F2HEGEB>! 4G! 3B! 54T! BA! @4H36_n!
206! Y` IB3E>R! 8\$3)/&! 4;! 1 / 6 -) %7! F! > /3- %G&! . / 6 6 -37-! . /3, ;0! XX[! , 6; 6! \WL0! \ON!
YVOJOZZ6!!

. DIG0! I>F2A! 3D2! @A4C2TBAQ! GIRR2G32F! D2A20! HBI A3G! H4>! HB>FIH3! 4! @4HE45! A29E2T!
B@! 4! CB>IC2>3! ?ABH54C43EB>! 3B! 4FFA2GG! 4552R43EB>G! 3D43! 3D2! <A2GEF2>3! F2GER>432F!
Bbc2H3G! B>! ?AE9432! BA! G3432! 54>F! 3D43! EG! >B3! mBT>2F! BA! HB>3AB552F! bS! 3D2! @2F2A45!
RB92A>C2>36n)! . D2S! H4>! 45GB! 4FFA2GG! 4552R43EB>G! 3D43! 3D2! <A2GEF2>3! GDAI>Q! BA!
25ECE>432F! 4! >43EB>45! CB>IC2>30! 3D2A2bS! 4H3E>R! E>! 2aH2GG! B@! 3D2! 4I3DBAE3S! RA4>32F! 3B!
3D2! B@@EH2! bS! * B>RA2GG*! #>F! 3D2S! H4>! 45GB! HB>GEF2A! 4552R43EB>G! 3D43! 3D2! <A2GEF2>3!
4H32F! E>! HB>3A492>3EB>! B@! B3D2A! 4? ?5EH4b52! @2F2A45! 54T6+! ' 4HD! B@! 3D2G2! 2a4C ?52G!
TBI5F! b2! A2GB592F! 4G! 4! C4332A! B@! 54T! B>! 3D2! @4H2! B@! 3D2! ?ABH54C43EB>6! &>! 24HD! H4G2!
3D2! HBI A3! TBI5F! ?54S! 4! 5ECE32F! AB52! E>! 2>GIAE>R! 3D43! 3D2! <A2GEF2>3! 4H32F! TE3DE>! 3D2!

_____!
)! ; 220! -; G; 0! <&%'-O! = '\$'-)/4;! . \$#%(/3&%\$0! JX\! , 6; 6! XL! YVO[WZ6!
*! . DEG! EG! 3D2! H54EC! G3E55! ?2>FE>R! b2@BA2! 3D2!) 6*6!) EG3AEH3! *BIA3! E>! 3D2! H4G2G!
HD4552>RE>R! <A2GEF2>3! . AIC?_G! ?ABH54C43EB>G! GDAE>QE>R! 824AG! ' 4AG! 4>F! " A4>FM
; 34EAH4G2! ' GH454>32! - 43EB>45! ^ B>IC2>3G6! C / , %! D3%A -E! - ' ;! \$#! 4;! D356 , E! - ' ;! \$#! 0!
*B>GB5EF432F! *4G2G! - B6! VKV [MH9MULNOU! Y) 6*6!) EG36! *36Z6!!!!
+! = - -0! -; G; 0! + 6 -3%7\$&! >/3-)! ? -) /537-)! . /5&7%#! 4;! <&%'-O! = '\$'-)0! [[! %6J!"! [W [! Y) 6*6!
*EA6! LULXZ6! B53 , @J! . /; 4;! IO -&0! \N! %6J!"! !VVLL! YO!"! *EA6! LULXZ6!

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G343I3BAS!4I3DBAE3S! ?AB9EF2F!bS! *B>RA2GG!E>!3D2! #>3E` IE3E2G! #H3!4>F!FEF!>B3!4H3!E>!
H524A!9EB543EB>!B@!G343I3BAS! ?ABDEbE3EB>G6#·!!

. DEG! 5ECE32F! GHB?2! B@! A29E2T! ?AB?2A5S! A2G?2H3G! 3D2! FEGHA23EB>! RA4>32F! bS!
*B>RA2GG!3B!3D2! <A2GEF2>36! %2F2A45! HBIA3G!4A2! 2G?2HE455S!G2>GE3E92!3B!mGIbG3E3I3qE>R!
3D2EAr!cIFRC2>3!@BA!3D43!B@!3D2! <A2GEF2>30!s!s!s!E>!4>!4A2>4!E>!TDEHD!3D2!HB>RA2GGEB>45!
E>32>3! CBG3! H524A5S! C4>E@2G3! EG! s! s! s! 3B! F252R432! F2HEGEB>MC4QE>R! 3B! 3D2! GB I>F!
FEGHA23EB>! B@! 3D2! <A2GEF2>36n! <'\$@! +))H&! /(! . &'J);0! XV\! %6! ; I? ?6! LF! 43! VVW\6!
? ?2554>3G_IGIRR2G3EB>!3D43!5# '3\$!4%3-)!A29E2T !EG!4!mG34>F4AF!C2HD4>EGCn!@BA!cIFEHE45!
A29E2T0!B>2!3D43!455B TG!4!HBIA3!3B!A29E2T!3D2! <A2GEF2>3_G!E>32A?A2343EB>!B@!G343I3BAS!
32ACG!2>3AIG32F!3B!DEG!FEGHA23EB>0!TBI5F!I ?G23!3DEG!F25EH432!b454>H2!4>F!FEGA2G?2H3!3D2!
G2?4A43EB>!B@! ?BT2AG6! B /5&'\$%&! = '\$'-)! /8-G\$#!> /5&0;0!XU\ !%6XF!43!VVXN6!!

! . D2! %2F2A45! F2@2>F4>3G! TBI5F! RB! HB>GEF2A4b5S! @IA3D2A! 3D4>! 4>S! B@! 3D2!
#>3E` IE3E2G! #H3!F2HEGEB>G!FEGHIGG2F!D2A2!E>!5ECE3E>R!cIFEHE45!A29E2T!B@!<A2GEF2>3E45!
?ABH54C43EB>G! I>F2A! 3D2! #>3E` IE3E2G! #H36! . D2S! b4G2! 3D2EA! H54ECG! B>! GB92A2ER>!
ECCI>E3S!4>F!4ARI2!3D43!3D2!5# '3\$!4%3-)!FBH3AE>2!GEC ?5S!FB2G!>B3!4? ?5S!3B!G343I3BAS!

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#·! . DEG!EG!45GB!3D2!4??AB4HD!3B!cIFEHE45!A29E2T!4FB?32F!bS!3D2!) EG3AEH3!B@! , 34D!E>!3D2!
H4G2! 3D43! HD4552>R2F! 3D2! BAERE>45! ?ABH54C43EB>! 2G34b5EGDE>R! " A4>F! ; 34EAH4G2M
' GH454>32! - 43EB>45! ^ B>IC2>36! <'\$@! +))H&! /(! . &'J);0! XV\! %6! ; I? ?6! XF! 43! VV [L!
YHD4552>RE>R! <ABH54C43EB>! \OLU!Y\ V! %2F6! \$ 2R6! NU0LLX! Y ; 2?36! LX0! VOO\Z! Ymb2SB>F!
GIHD!4!@4HE45!A29E2T!3D2!HBIA3!EG!>B3! ?2ACE32F!3B!RBnZ!Y7% "%&G! I \$# /&0!NVV! , 6 ; 6!43!
J\Lo!>3\$& :#%&!4;! B \$))\$7@5) - '')0!NUN! , 6 ; 6! [WW!YVOOLZZ6!&> !E3G!B ?E>EB>!E>!3DEG!H4G20!3D2!
FEG3AEH3!HBIA3!FEF!>B3!4FFA2GG!3D2!4??AB4HD!3B!cIFEHE45!A29E2T!@B55BT2F!E>! <'\$@!+))H&!
/(! . &'J)6!!!

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??2554>3G_!G2HB>F! ?AEC4AS!H54EC!EG!3D43!3D2!CB>I C2>3G!4A2!>B3!5ECE32F!3B!3D2!
mGC4552G3!4A24!HBC ?43Eb52!TE3D!3D2! ?AB ?2A!H4A2!4>F!C4>4R2C2>3!B@!3D2!Bbc2H3G!3B!b2!
?AB32H32F6n!!NJ! , 6 ; 6 * 6! f!XLUXUVYbZ6! . D2!54>RI4R2!mA2@2AAE>R!3B!3D2! ?AB ?2A!H4A2!4>F!
C4>4R2C2>3n! 92G3G! bAB4F! FEGHA23EB>! 3B!3D2! <A2GEF2>36! &>F22F0! E3! EG! FE@@EH!53! 3B!G22!
DBT!4!@2F2A45!HBIA3!HB I5F!A29E2T!4! ?A2GEF2>3E45!F232ACE>43EB>!4bBI3! TD43!QE>F!B@!
mH4A2!4>F!C4>4R2C2>3n!EG!m?AB ?2An!TE3DBI3!GEC ?5S!GIbG3E3I3E>RIE3G!cIFRC2>3!@BA!3D43!
B@!3D2!<A2GEF2>36! . D2!32a3G!B@!3D2! ?ABH54C43EB>G!H524A5S!F2CB>G3A432!3D43!E>!G233E>R!
3D2!bBI>F4AE2G!B@!3D2!3TB!CB>I C2>3G!E>!` I2G3EB>0!3D2!<A2GEF2>3!H4A2@I55S!HB>GEF2A2F0!
E>! RA243! F234E50! 3D2! 54AR2! >I Cb2A! B@! Bbc2H3G! 3D2! ?ABH54C43EB>! EF2>3E@E2F! 4>F! 3D2!
2a32>GE92! R2BRA4 ?DEH! 4A24! C4>S! B@! 3D2C! HB92A2F6! . DEG! C4Q2G! E3! Bb9EB IG! D2! T4G!
4H3E>R!TE3DE>!3D2!4I3DBAE3S!* B>RA2GG!F252R432F!3B!DEC!I>F2A!3D2!#>3E` IE3E2G!#H36!=- -0!
-,G;0!<ABH54C43EB>!VU0LWN!43!L!Ym3D2!A2G2A943EB>!F2GHAEb2F!b25BT!EG!3D2!GC4552G3!4A24!
HBC ?43Eb52! TE3D! 3D2! ?AB ?2A! H4A2! 4>F! C4>4R2C2>3! B@! 3D2! Bbc2H3G! B@! DEG3BAEH! 4>F!
GHE2>3E@EH!E>32A2G3!>4C2F!E>!3DEG! ?ABH54C43EB>!4>F!<ABH54C43EB>!ONNWnZ6!

^ BA2!G?2HE@EH!3B!3DEG!H4G20!DBT292A0! # ??2554>3G!D492!@4E52F!3B!G23!@BA3D!4>S!
4552R43EB>G! B@! @4H3! 3D43! TBI5F! 3AERR2A! 3D2! ` I2G3EB>! B@! TD23D2A! cIFEHE45! A29E2T! EG!
494E54b526! B\$));! 8/A)'-36-&H)! +))&60! OJN! %6XF! 43! NJJo! B /5&'\$%&! ='\$'-)! 8-G\$#!
>/5&O;0!XU\!%6XF!43!VVX[!Y?54E>3E@@!m?A2G2>3G!3D2!HBIA3! TE3D!>B!BHH4GEB>!3B!F2HEF2!
3D2! I53EC432!` I2G3EB>!B@!3D2!494E54bE5E3S!BA!GHB?2!B@!cIFEHE45!A29E2TnZo!D5#\$3-! . 'J;0!
XU\!%6XF!43!VVJL!Y?54E>3E@@_G!4552R43EB>G!4A2!4!m52R45!HB>H5IGEB>!HB IHD2F!4G!4!@4H3I45!

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4552R43EB>nZ6!&>!3DEG!H4G20!# ??2554>3G_mGC4552G3!4A24!HBC?43Eb52n!4ARIC2>3!F2?2>FG!
TDB55S! I?B>! 3D2EA! 4ARIC2>3! 3D43! 3D2! <A2GEF2>3! ?AB32H32F! E>25EREb52! Bbc2H3G6! =--!
" 4A@E25F! # C6! *BC?6! 43! [[6! # ??2554>3G! GIRR2G3! 3D43! B>5S! m4! GC455! >ICb2A! B@!
EF2>3E@E2F!E32CGn!C4S!m5EQ25S!` I45E@Sn!@BA!?AB32H3EB>0!%06!43!?4A4!XLV0!4>F!3D2>!@4E5!3B!
4552R2!4>S!G?2HE@EH!4552R43EB>G!A2R4AFE>R!?AB?2A!H4A2!4>F!C4>4R2C2>3!B@!3D2!Bbc2H3G!
4H3I455S! E>H5IF2F! E>! 3D2! ?ABH54C43EB>G6! ;ECE54A5S0! 3D2S! 4552R2! R2>2A455S! 3D43! 4!
A2G2A943EB>!CIG3!b2!5ECE32F!3B!4!GEp2!m@ABC!4!@2T!4HA2G!3B!4!@2T!3DBIG4>F!4HA2G0n!%06!
43! [W!?4A4!XLW

%)!

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\$2G?2H3@I55S!GIbCE332F!3DEG!V\3D!F4S!B@!:4>I4AS!LULJ6!%

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X)X! . @3%)'/ , @-3!K;!L%&' -3!

*DAEG3B?D2A! " 6! P E>32A!

" 23HD2GM P E5QE>GB>! *2>32A!@BA! - 43IA45!

\$2GBIAH2G0! ' >2ARS0!4>F! ' >9EAB>C2>3!

, >E92AGE3S!B@!*B5BA4FB! (4T! ; HDBB5!!

P B5@! (4T! 8 IE5FE>R0!JUV! , * 8!

8BI5F2A0! * +!WUXUO!

YNUXZ! [UVM\UUL!

HDAEG6TE>32A] HB5BA4FB62FI!!

!

X)X!=\$3\$@!+;!B\$')56//!'

;4A4D!#6! ^ 43GICB3B!

" 23HD2GM " A22>! - 43IA45!\$2GBIAH2G0! ' >2ARS0!

!

6 ; ; 2 ! 4 /] ^ % < / 5 0 % 8 : % 6 @ / 7 / % < 6 > % ; 9 8 : 2 5 5 8 9 5 %

!

^ 4AQ! ; 6! ; ` IE554H2!

\$ 4 ? D 4 2 5 ! : 6 ! ^ B G 2 G ! < A B @ 2 G G B A ! B @ ! - 4 3 I A 4 5 ! \$ 2 G B I A H 2 G ! (4 T !

, > E 9 2 A G E 3 S ! B @ ! * B 5 B A 4 F B ! (4 T ! ; H D B B 5 !

!

: B D > !) 6 ! (2 G D S !

) E G 3 E > R I E G D 2 F ! < A B @ 2 G G B A ! ' C 2 A E 3 I G !

, > E 9 2 A G E 3 S ! B @ ! * 4 5 E @ B A > E 4 ! * B 5 5 2 R 2 ! B @ ! 3 D 2 ! (4 T ! ; 4 > ! % A 4 > H E G H B !

!

8 A 2 3 ! 8 E A F G B > R !

< A B @ 2 G G B A ! B @ ! (4 T !

P E 5 5 E 4 C ! ; 6 ! 8 B S F ! ; H D B B 5 ! B @ ! (4 T 0 ! , > E 9 2 A G E 3 S ! B @ ! - 2 9 4 F 4 0 ! (4 G ! d 2 R 4 G !

!

: B D > ! ' 6 ! 8 B > E > 2 !!

8 6 8 6 ! x 5 E Q G ! < A B @ 2 G G B A ! B @ ! (4 T !!

, > E 9 2 A G E 3 S ! B @ ! + A 2 R B > !

!

- E H D B 5 4 G ! ; 6 ! 8 A S > 2 A !

G G B H E 4 3 2 ! < A B @ 2 G G B A ! B @ ! (4 T !

: B D > ! < 6 ! (4 b B A F 2 ! ' > F B T 2 F ! < A B @ 2 G G B A G D E ? ! E > ! ' > 2 A R S ! (4 T !

< 4 I 5 ! ^ 6 ! 1 2 b 2 A 3 ! (4 T ! * 2 > 3 2 A 0 ! (B I E G E 4 > 4 ! ; 3 4 3 2 ! , > E 9 2 A G E 3 S !

!

5 2 c 4 > F A B ! ' 6 ! * 4 C 4 H D B !

* D 4 > H 2 5 5 B A _ G ! < A B @ 2 G G B A ! B @ ! (4 T !!

% 4 H I 5 3 S !) E A 2 H 3 B A 0 ! * 2 > 3 2 A ! @ B A ! (4 > F 0 ! ' > 9 E A B > C 2 > 3 0 ! 4 > F ! - 4 3 I A 4 5 ! \$ 2 G B I A H 2 G !

, > E 9 2 A G E 3 S ! B @ ! * 4 5 E @ B A > E 4 0 ! & A 9 E > 2 !

!

* D 2 5 G 2 4 ! * B 5 T S > !

F c I > H 3 ! < A B @ 2 G G B A !

!

!

!

!

\$Bb2A3! (6! " 5EHQGC4>!

:686! y! ^ 4IAEH2!*6! ; D4?EAB!<AB@2GGBA!B@! ' >9EAB>C2>345! (4T!

%4HI53S!) EA2H3BA0! ' >9EAB>C2>345!4>F! ' >2ARS! (4T!<ABRA4C!

. D2! " 2BAR2! P 4GDE>R3B>! , >E92AGE3S! (4T! ; HDBB5!

!

;4C!x452>!!

P E55E4C! . 6! ; HDT4A3p!) EG3E>RIEGD2F!<AB@2GGBA!B@! (4T!

, >E92AGE3S!B@! P SBC E>R!*B552R2!B@! (4T!

!

#52a4>FA4!86!x54GG!

:4C2G! " 6!) 2R>4>!<AB@2GGBA!B@! (4T!

, >E92AGE3S!B@! ^ EHDR4>! (4T! ; HDBB5!

!

#5b2A3! (E>!

<AB@2GGBA!B@! (4T!

, *!) 49EG! ; HDBB5!B@! (4T!

!

!

1 243D2A!<4S>2!

<AB@2GGBA!B@!(4T!

;23B>!1 455! , >E92AGE3S! ;HDBB5!B@!(4T!

!

7SRCI>3!:686!<5432A!

<AB@2GGBA!4>F!* BBAFE>43BA!B@!8 *!(4>F!y!'>9EAB>C2>345!(4T!<ABRA4C!O6-3%'5)!

8BG3B>!* B552R2!(4T! ;HDBB5!!

!

:4CE2!<52I>2!

#GGBHE432!<AB@2GGBA!B@!(4T!Y\$2G24AHDZ!y!P 4554H2! ;32R>2A!* 2>32A!\$2G24AHD!%255BT!

, >E92AGE3S!B@! , 34D0! ;6:6!wIE>>2S!* B552R2!B@!(4T!

!

)4>!:6!\$DB5@!

<AB@2GGBA!B@!(4T!

(2TEG!4>F!* 54AQ!(4T! ;HDBB5!

!

-EHDB54G!#6!\$BbE>GB>!

"E5b2A3!y! ;4A4D!x 2A5E>!<AB@2GGBA!B@!'>9EAB>C2>345!(4T!O6-3%'5)!

!

) 49EF!#6! P 2G3bABBQ!!

(BIEG!#6!) 25!*B33B!<AB@2GGBA!

*BM) EA2H3BA0! - / *!<ABRA4C!E>!%E>4>H2!y!(4T!

, >E92AGE3S!43!8 I@@45B!; HDBB5!B@!(4T!Y; , - / Z!

!

^ 4AS!*DAEG3E>4! P BBF!

<DE5E?! 1 6! x >ERD3!<AB@2GGBA!

%4HI53S!) EA2H3BA0! ' >9EAB>C2>345!4>F! - 43IA45!\$ 2GBIAH2G! (4T!* 2>32A!

, >E92AGE3S!B@!+A2RB>!; HDBB5!B@!(4T

!

7290/:/7602%8:%78@;</6!72%

%

V6 .DEG!FBHIC2>3!HBC?5E2G!TE3D!3D2!3S?2M9B5IC2!5ECE3G!B@!%2F2A45!

\$I52!B@!#??255432!<ABH2FIA2!LOY4ZYNZ!b2H4IG2!3DEG!FBHIC2>3!HB>34E>G!\0JNU!

TBAFG6!

L6 .DEG!FBHIC2>3!HBC?5E2G!TE3D!3D2!3S?2@4H2!A2`IEA2C2>3G!B@!

%2F2A45!\$I52!B@!#??255432!<ABH2FIA2!XLY4ZYNZ!4>F!3D2!3S?2MG3S52!A2`IEA2C2>3G!

B@!%2F2A45!\$I52!B@!#??255432!<ABH2FIA2!XLY4ZY\Z!b2H4IG2!3DEG!FBHIC2>3!D4G!

b22>!A2?4A2F!E>!AB?BA3EB>455S!G?4H2F!3S?2@4H2!IGE>R!^EHABGB@3!PBAF!BA!

+@@EH2!X\N!E>!VJM?BE>3!.EC2G!-2T!\$BC4>6!

!

X)X! *DAEG3B?D2A!"6!PE>32A! !

!

!

&%!

!

!

7290/:/7602%8:%529?/72!

! &!H2A3E@S!3D43!B>!:4>I4AS!V\0!LULJ0!3D2!@BA2RBE>R!T4G!252H3AB>EH455S!@E52F!

3DABIRD!3DEG!*BIA3_G!* ^ g ' *%!GSG32C0!TDEHD!TE55!G2>F!4!>B3EH2!B@!@E5E>R!3B!455!

A2REG32A2F!IG2AG6!

! ! ! ! !

! X)X! *DAEG3B?D2A!"6!PE>32A! !

!

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