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.)#/,#'010/$02/#1)+'!3%%4+$25!/%/%#6+$2! !

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4$''&!#5*!(+56&#*)(6+&7!8)'('!+9!:+&;<!=5!6>'!&'?)-6'&-!+9!6>'!@++;!A+-6!&'*+%'56!+9!>$A#5)6)'-!

-(>+%#&->)8B!#!?&#5*!5':!6>'+&7!+9!@)+8+:'&!)-!8&+8+-'*!%)5;'*!6+!6>'!A#(>)5#6)+5-!+9!6>'!%#6'!

/0 !('56$&7!8>#&A#('$6)(#%!#5*!8+&5+?&#8>)(!)5*$-6&)'-!:>+-'!-6)A$%#6)5?B!8-7(>+6&+8)(B!#5*!

@)+A+%'($%#&!(&'#6)+5-!..-756>'6)(!>+&A+5'-B!8+&5B!++(76'-B!#56)*'8&'--#56-3!&'#%%7!?'6!@'5'#6>!6>'!

-;)5C!6>'7!#&'!-#)*!6+!(+56&+%!#5*!*'6'&A)5'!-$@D'(6)E)6)'-B!$%6)A#6'%7!'A'&?)5?!#-!F)5?'-6)@%'!

8#5+86)(+5,!G!6>'!%#6'-6!*)-()8%)5#&7!*'E)('-!%#6'!(#8)6#%)-A!.+&!?&#5*!5#&&#6+%+?)-6-3!:+$%*!>#E'!$-!

-:#%%+:<!H$6!)5!6>'!@++;,-!#$6+I6>'+&'6)(#%!&'?)-6'&B!6>'!#$6>+&I5#&&#6+&!H"!G!-6&$(;!@7!6>'!?&)'9!+9!

>#E)5?!%+-6!#!&'A#&;#@%'!9&)'5*!#5*!($%6$&#%!8&+E+(#6'$&B!JK!G!'A@#&;-!+5!#!8&+?&#A!+9!)%%)()6!

'L8'&)A'56#6)+5!6>#6!)5E+%E'-!-'%9I#*A)5)-6'&)5?!6'-6+-6'&+5'!?'%!'E'&7!*#7!+&!6:+!.*'-8)6'!6>'!

'L8'&)A'56!*'E)#6)5?!)5!'E'&7!:#7!9&+A!#%%!5+&A#6)E'!)5*)(#6)+5-!#5*!8&'-(&)@'*!#88%)(#6)+5-!6>#6!

:+$%*!-''';!6+!*'9)5'!6>)-!-$@-6#5('!#5*!)6-!8&+8'&!$-'-B!#!8&+6+(+%!)-!*'E)-'*3<!H"!8&+('''*-!6+!

+($A'56!6>'!-'L$#%B!#99'(6)E'B!)56'%%'(6$#%!#5!&'%#6)+5#%!#*E'56$&'-!#5*!'-(#8#*'-!6>)-!+((#-)+5-!

)5!6>'!*)E'&-'!()&($A-6#5('-!#5*!)56)A#6'!-)6$#6)+5-!)5!:>)(>!)6!#%%!6#;''-!8%#('<!=9! !)-!#5!

'L8'&)A'56B!:>#6!;)5*!+9!'L8'&)A'56!A)?>6!)6!@'M!=!#&?$'!6>#6!6>'!(+56&#8$56#%!&'?)-6'&-!+9!

!*)-($--'*!#@+E'!(#5!@'!>$5?!9#)&%7!(+5E'5)'56%7!#5*!(+5-6&$(6)E'%7!#(&+--!N>)6'>'#*,-!

@)9$&(#6)+5!+9!5#6$&'<!N>'&'!6>'!#&?$A'56!#@+$6!8>#&A#(+8+:'&!6&#*'-!)5!(%#)A-!#@+$6!6>'!

8&)A#&7!4$#%)6)'-!+9!@)+A+%'($%#&!'56)6)'-B!6>'!#$6+I'L8'&)A'56#%!-'(6)+5-!+9!6>'!@++;!*)E'&?'!#5*!

)5-6'#*!#66'5*!8&+E+(#6)E'%7B!)56'5-)E'%7B!(+A8$%-)E'%7!6+!-'5-$+$-!&'%#6)+5-B!(#8#()6)'-!9+&!9''%)5?!

#5*!#'-6>'6)(!9#@$%#6)+5<!O&#A)5?! !-()'56)9)(#%%7!#5*!-7AA'6&)(#%%7B!#-!#5!'A@+*)'*B!

A#6'&)#%!'L8'&)A'56B!'5#@%'-!$-!6+!A#;'!5':!#5*!$5'L8'(6'*!(%#)A-!#@+$6!6'-6+-6'&+5'!'99'(6-B!

6>')&!8&'(+5*)6)+5-!#5*!8&'($&-+&-B!>+:'E'&!:)%*!#5*!9#56#-6)(!6>'-'!6$&5!+$6!6+!@'!.P+A'!%'--'&I

;5+:5!-)*'I'99'(6-!+9!Q'-6+?'%!(+5-$A86)+5R!S5*+)5?!?'5*'&B!*'E)-)5?!5':!6>'+&)'-!+9!@)+8+:'&B!

-'L!A#&#6>+5-B!'6(<3<!H$6!6>'!4$'-6)+5!+9!:>#6!6'-6+-6'&+5'!)-!#5*!*+'-!@'(+A'-!)A8+--)@%'!6+!

)-'56#5?%'!9&+A!#'-6>'6)(!(#&'-B!(+5('&5-B!#66#(>A'56-!#5!)5-6#$&#6)+5-!)5!6>'!8&+('--<!

T'&'#*)5?! !9&+56!6+!@#(;B!@#(;!6+!9&+56B!%'#*-!$-!6+!#-;!#9&'->!.#?#)53!:>#6!#5*!>+:!#&'!

8-7(>+6&+8)(!-$@-6#5('-!.>'&'B!Q'-6+?'%3!@'(+A)5?M!!

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"&'()#*+B!"#$%<!/012<! U':!

V+&;R!Q>'!O'A)5)-6!"&'--B!/012<!

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L #6%4%+$%! . #1%!(8)%*)%/-!

O%P0$6!O+0Q% , +$+8 , 5!30/!#!R@%%/!G+8+0$!0Q!S%$6%/!TB@+9P!+$!C10/9!

!

bE'&!&'('56!7'#&-8!6>'!8#&6)()8#6)+5!+9!6&#5-!#5*!?'5*'&!*)E'&-'!8'+8%'!>#-!'A'&?'*!#-!#!*'9)5)5?!

)--$'!9+&! : +A'5,-!-8+&6<! f!*+A)5#56!5#&&#6)E'!)5!-$(>!*'@#6'-!>#-!@''5!6>#6! : +A'5,-!-8+&6! :)%%!@'!

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X6# , !7) /+89+#80!( ) %*) + , -!#$6!X4%Y!X46/+62%!(8) %*) %/-!

.#$60/#F8!OOY5!TY140/+$2!9) %!B@%%/!%'0402+%8!OQ!8%Y!0$!6/@28!!

Q>)-!8#8'&!)-!A+@)%)_'*!@7!+$&!*)-(+A9+&6!#-!4$''&!-(>+%#&-! :)6>!6>'!($&&'56!%#5*-(#8'!+9!-'LI+5I
&$?-!&'-'#&(><!Q>'!($&&'56!#88&+#(>!6+!F(>'A-'L,!9+& : #&''*!+E'&!6>'!%#-6!*''(#*'!>#-!8&+E'*!
8&+*$(6)E'!9+&!&'-)-6)5?!6>'!8#6>+%+?)-#6)+5!+9!-'L!+5!*&$?-<!H7!-)6$#6)5?!6>'!8>'5+A'5+5!#-!#5!
'A@+*)'*!&'-8+5-'!6+!#!8#&6)($%#&!-'6!+9!-+()#%!#5*!A#6'&)#%!(+5*)6)+5-B!6>)-!@+*7!+9! : +&;!>#-!
8$->'*!@'7+5*!5+&A#6)E'!F>#&A!&'*$(6)+5,!#5*!(&)A)5#%)_#6)+5!-6&#6'?)'-B!&'9&#A)5?!F(>'A-'L,!#-!#!
4$''&!($%6$&#%!8&#(6)('!#-!+88+-''*!6+!#!*'E)#56!+5'<! j + : 'E'&B!6>'-'!#5#%7-'-!-6)%%!#88'#&!6+!

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Z5E)&+5A'56#%)-A!#5*!)6-!-+()#%!A+E'A'56-!>#E'!@''5!+96'5!(&)6)4$'*!9+&!>'6'&+5+&A#6)E)67!)5!
$8>+%*)5?!&'8&+*$(6)E'!9$6$&)67B!9#A)%7!E#%$'-B!#5*!'--'56)#%)_'*!E)-)+5-!+9!5#6$&'<!o$''&!6>'+&)'-!
>#E'!>'%8'*!-)6$#6'!6>'!8&+%)9'&#6)+5!+9!*)-8#&#6'!4$''&!'(+%+?)'-B!#5*!A'--7B!#5*!'56#5?%'*!
5#6$&'($%6$&'-<!o$''&!'5E)&+5A'56#%!'56#5?%'A'56-!&'A#)5!-$??'-6)E'!+9!6>'!A7&)#*!:#7-!6>&+$?>!
:>)(>!h4$''&i!#5*!h'5E)&+5A'56i!?'6!*'I6'&&)6+&)#%)_'*!#5*!&'I6>+$?>6!)5!(+55'(6)+5!:)6>!'#(>!
+6>'&<!b$&!'--#7!:+&;-!6>&+$?>!+5'!-$(>!*'I6'&&)6+&)#%)_#6)+5!)5!'L8#5*)5?!6>'!-(+8'!+9!6>'-'!
'56#5?%'A'56-!6+!6&#5-5#6)+5#%!#&'5#-<!N>#6!A)?>6!6>'!6&#5-5#6)+5#%!(+56&)@$6'!6+!4$''&!
'56#5?%'A'56-M!f5*B!>+:!*+'-!6>)-!->)96!6>'!h5#6$&'i!+9!4$''&!'5E)&+5A'56#%!'56#5?%'A'56-M!!
h5#6(#%!:8%[illegible]
:+&;<!O)&-6B!(+5-)-6'56!6&+8'-!)5!=5*)#5!9+%;%+&'!#5*!6>'))&!+((($&&'5('-!)5!(+56'A8+&#&7!=5*)#5!
-+()'67B!)<'<B!#!:+A#5!A#&&7)5?!#!6&''<!Q>'-'!A#&&)#?'-!*'97!&'8&+*$(6)E'!&#6)+5#%'-B!#+-6'5-)@%7!9+&!
#-6&+%+?)(#%!&'#-+5-<!O+&!'L#A8%'B!#!:+A#5!A)?>6!A#&&7!#!6&''!)5!+&*'&!6+!@&'#;!#!($&-'!-+!6>'!
)5*)E)*$#%!(#5!A#&&7!#?#)5!:)6>+$6!>#&?!>

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-8'#;-!6+!&'8'6)6)E'5'--!#5*!6>'!#?'5(7!+9!#(6+&-B!@$6!)-!#%-+!$5'E'5B!#6!6)A'-!)&&'?$%#&B!#5*!+96'5!

'8#&6-!9&+A!6>'!5+&A-!+9!%+5?I6'&A!#5!-6#@%'!&'%#6)+5-!@'6:''5!&'-'#&(>'&!#5*!&'-'#&(>'*<!!

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X$2%4!C#,@%4!.%/%]!()%*)+,-!

R@%%/!<%')$+B@%85!<%')$04O2+'#4!&%8+89#$'%!#$6!T,%/2+$2!C@N%'9+;+9+%8!!

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=5!+$&!8&'-'56#6)+5!:'!:#56!6+!&'9%'(6!+5!6>'!-8'()9)(!8&+('--!+9!8$@%)->)5?!6>'!o$''&!PQP!O+&$A!)5!

/0/0!#5*!:>#6!:'!%'#&5'*!#@+$6!8&+A+6)5?!#(#*'A)(!;)5*5'--!)5!8#5*'A)(!6)A'-R!

>668-RXX4$''&-6-<(+AX9+&$AI4$''&I-6-X4$''&I-6-I9+&$AI^I/0/0X<!!

L#9!.#8M+$8!(9)%P*9)%,-!

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<)+8!H8!X!G0+'%!3/0,!=$6%/!<)%!3400/N0#/68!

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