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! !

#"\$%&'()*+,-! !!
\$"/*01), %, &1!23)+&3+)1!4, !351!2&5* *6!*7!8+94&! !
: "!!2&5* *6!*7!8+94&!; 774&1!;)(% , 4<%34* , !! !=
> "!!23%77! ?19@* , 94A443419!! != !!

#"!!2&5* *6!*7!8+94&!>1()11!B)* ()%C9!! !=
\$"!!8+94&! : 1)3474&%319!! !=
: "!!#-C4994* , !3*!%!8+94&!>1()11!B)* ()%C!! !D!
> "!!: 5% , (1!*7!B)* ()%C!! !D!!

! !
#"!!#-0494, (!84994* , !23%31C1, 3!!! !E!
\$"!!#&%-1C4&!#-0494, (!% , -!: *+ , 9164, (! !E!
: "!!84664' 4, !F, 401)943G!>174, 434* , !*7!#&%-1C4&!#-0494, (! !H!
> "!!? *619!4, !#-0494, (! !H!
! "!!: 5% , (1!*7!J%&+63G!#-049*)! !H!
!!!!!!!!!!!!J"!!#+-43!% , -!21K+1, &1!251139!! !L!

#"!!! %)6G! ?1 (493)%34* , !! !!L!
\$"!#-4, (!: 6%9919!! !!L!
!!!!!!!!!!!!!!: "!!>)*@@4, (!: 6%9919!! !!L!

.....13cmT.....

\$"!#@@641-!:)1-43!Q*+)!?1K+4)1C1, 39!4, !>1()11!B)*()C9!"DZ!
 !!!!!!!!!!!!!: "!#@@641-!23+-G!\$1G*, -!>1()11!?1K+4)1C1, 39!"D0!
 !!!!!!!!!!!!!!!0!#@@641-!23+-G!"D0!
 !!!!!!!!!!!!!!!!"!>*+A64, (!B*6&G!"!00!
 ="!] *, ^8%_*)!B%)34&4@%34*, !"!00!
 !!!!!!!!!!!!!>"!#@@641-!S+)G!"!00!
 I"!2*@5*C*)1!\$%)41!"!00!
 J"!![, 93)+&34*, !; +394-1!8464' 4, !F, 401)943G!"!0. !
 /"!#994(, C1, 3!*7!351!#@@641-![, 93)+&3*)"!D. !
 !

#"!23%77!#&&*C@%, 4939!"!0. !
 \$"!#&&*C@%, 493!J119!"!0=!
 !!!!!!!!!!!!!: "!#&&*C@%, 493!B*6&419!"!0D!
 0!\$17*)1!`*+!: *, 3%&3!%, !#&&*C@%, 493!"!0D!
 . "!?151%)94, (!\435!`*+)!#&&*C@%, 493!"!0D!
 ="!a%31, 199!%, -!: %, &166%34*, !*7!151%)9%69!*!)a199*, 9!"!0D!
 !!

!!!

#"!!: 6%9919!%, -!I, 91CA619!"!0E!
 !!!!!!!!!!!!!\$"!B)40%31!a199*, 9!"!0H!
 : "!I, 91CA619!"!0H!
 >"!#!-!Q*&!?151%)9%69W! 01, 39!"!0H!
 I"!J4, %6!I T%C!2&51-+64, (!b*6&419!c!B)*&1-+)19!H"Hd!"!0H!
 !

! !!
 ! !

#"!F, 401)943G!/)%-4, (!2G931C!"!+
 +

	8(0&#*30-!F&1&55&!M0#/&0*31! !
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V51!! T1&+3401!: *CC43311!49!&*C@)491-!*7!351!&5%4)9!*7!351!8+94&!: *)1R!

7!)4(4, %!\ *)' 9"!! 61&3401!&*+)919!7*)!3549!&1)3474&%31!%) 1!@)4C%)46G!351*)GW%, %6G949!&6%9919!

! 93+-1, 3!@)* (199"!!#193+-1, 3!9!7%4+)1!3*!@%99!* , 1!*)!C*)1!*7!35191!\466!A1!&* , 94-1)1-!
! %-1K+%31!104-1, &1!3*!)1K+4)1!%!&5%, (1!*7!@)* ()%C"!!; 7!@%)34&+6%)!4C@*)3%, &1!%)1!351!
! 9*%5*C*)1!A%)41)9!4, !@1)7*)C%, &1!X911!A16*\Y"!!V51!@+)*91!*7!3549!1T%C4, %34* , !49!3*!
! %99199!351!93+-1, 3!9!@*31, 34%6!7*)!%!&%)11)!%9!%!@1)7*)C4, (!C+94&4%, "!!23+-1, 39!10%6+%31-!3*!
! 5%01!C%-1!4, 9+774&41, 3!@)* (199!\466!, *3!A1!%66*\1-!3*!&* , 34, +1!4, !%!@1)7*)C%, &1!@)* ()%C"!!
! [, !(1, 1)%R!351!)19+639!*7!%!9*%5*C*)1!A%)41)!C%G!A1!%9!7*66*\9i!
! ! 0"!!B%991-!
! ! . "!!J%461-!\435!351!*@34* , !*7!)1^%+-434* , 4, (!!
! ! ="!!J%461-!\435!, *!*@34* , !7*)!)1^%+-434* , 4, ("!
! !
! !

f 51)1%9!%!8466! 4, !1-+&%34* , !49!351!@)1@)%34* , !7*)!@)*71994* , %6!9+&&199R!-1C*&)%34&!
&434<1, 954@R!%, -!%!@1)9* , %6!6471!*7!C1%, 4, (!%, -!0%6+1R!%-0494, (!49!&1, 3)%6!3*!-16401)4, (!351!
1-+&%34* , !C4994* , !*7!8466! 4, !F, 401)943G"!#-0494, (!49!A*35i!
! k!%!&*66%A*)%3401!9G931C!95%)1-!AG!93+-1, 39R!7%&+63GR!%-C4, 493)%34* , !%, -!93%77!%33+, 1-!
! 3*!-1@%)3C1, 3%6!, 11-9!7*)!@)*71994* , %6!-1016*@C1, 3!%, -R!
! k!%, !* , (*4, (!@)*&199!*7!1T@6*)%34* , R!-49&*01)GR!)1761&34* , !%, -!()*\35"!#9!9+&5R!
! %-0494, (!%-9!3*!%!8466! 4, !1-+&%34* , , (&)] , (&)]%!&1(,)*(1)-1-1(*,)1(%3)2(*!)-100. 2412. 0189590.

V51!%-049*)!95*+6-!516@!351!93+-1, 3!4, 3!1)@!13!>1@%)3C1, 3%R!: *661 (1!%, -!F, 401)943G!
)1K+4)1C1, 39!%9!-19&)4A1-!4, !351!\$+66134, "!![3!49!351!)19@*, 94A463G!*7!351!93+-1, 3!3*!911'!*+3!
351!%-049*)!4, !%!34C16G!7%954*, R!@)*04-1!4, 7*)C%34*, !*, !@1)9*, %6!%, -!%&%-1C4&!499+19!
)1610%, 3!3*!351!93+-1, 3^%-049*)!4, 3!1)%&34*, !%, -!3*!A1!7%C464%)!\435!%@@)*@)4%31!91&34*, 9!*7!351!
F, 401)943G!\$+66134, !B*6&419!%, -!B)*&1-+)19!7*)!J%&+63G"!!#-049*)9!5%01!%&&199!3*!-1 ()1!1!
10%6+%34*, 9!7*)!93+-1, 39!%994(, 1-!3*!351C!04%!8F!* , 64, 1"!!!

!

#&%-1C4&!%-0494, (!49!%!@)*%&3401R!* , ^(*4, (!)16%34*, 954@!35%3!@%4)9!(+4-1-!-49&*01)G!\435!
4, 31, 34*, %!@93)%31 (4&!@6%, , 4, (!3*!)19+63!4, !1, 5%, &1-!@1)94931, &1R!&*, , 1&34*, !3*!%@@)*@)4%31!
&%C@+9!%, -!&*CC+, 43G!)19*+)&19R!%, -!-1016*@C1, 3!*7!&%)11)!(*%69"!

!

k!\$1!7%C464%)!\435!1%&5!%-04911!%, -!3514)!%&%-1C4&!5493*)419!%, -!A1!%0%46%A61!3*!
@%)3, 1)\435!351!%-04911!3*!-1016*@!%, -!)10491!351!@6%, !*7!93+-GR!4, &*)@)*%34, (!
&%)11)!(*%69R!9' 46!-1016*@C1, 3R!%, -!@1)9*, %6!%, -!@)*71994*, %6!-1016*@C1, 3!%9!@%)3!
*7!351!93+-1, 3!9!F, 401)943G!1T@1)41, &1!
k!\$1!7%C464%)!\435!351!&+)4&+6%)!1K+4)1C1, 39!%, -!@)* ()1994*, !@*6&419!*7!351!
93+-1, 3!9!&5*91, !7416-X9Y!*7!93+-G!
k!\$1!7%C464%)!\435!351!0%)4*+9!&%C@+9!9+@%*)3!91)04&19!%, -!)19*+)&19!X9+&5!%9!
23+-1, 3!>1016*@C1, 3R!: 1, 3!1)!7*)!#&%-1C4&!%, -!B)*71994*, %6!B1)7*)C%, &1R!F)434, (!
: 1, 3!1)R!8%35!: 1, 3!1)R!3+3*)4, (!91)04&19R!Q1%635!: 64, 4&R!: *+, 9164, (!21)04&19R!13&^Y!
k!\$1!%\%)!1*7!&*, 74-1, 34%643G!499+19!%, -!J! ?B#!)1K+4)1C1, 39!
k!>1016*@!@%)3, 1)954@9!\435!21&*, -%)G!X23+-1, 3!>1016*@C1, 3Y!#-049*)9!X47!
%@%64&%A61Y!%, -!)1@*)3!499+19!35)*+(5!%0%46%A61!31&5, *6*(419!
k!B%)34&4@%31!4, !*, (*4, (!3)%4, 4, (!%, -!-1016*@C1, 3!* , !%-0494, ("!
!

k!8%4, 3%4, !%, !*, (*4, (!)%@@*)3!\435!351!%994(, 1-!%-049*)R!3*!4, &6+-1!)1(+6%)!
&*CC+, 4&%34*, !
k!e, *\!351!+, 401)943GR!&*661 (1R!%, -!C%_*)!)1K+4)1C1, 39!*7!351!&5*91, !7416-X9Y!*7!
93+-G!
k!\$1!@)*%&3401!4, !%-0494, (!C1134, (9"!B)191, 3!9@1&474&!K+1934*, 9R!@)1@%)1!7*)!&6%99!
9&51-+64, (!91994* , 9!AG!&)1%34, (!%!31, 3%3401!9&51-+61R!%, -!C*, 43*)!* \, !@)* ()199R!
' 1!@4, (!4, !C4, -!351!)1K+4)1C1, 39R!@6%, !*7!93+-G!%, -!&%)11)!(*%69!
k!B%)34&4@%31!4, !)1(+6%)!9167^!)1761&34*, !)1(%)-4, (!@1)9*, %6!%, -!%&%-1C4&!()*\35R!%, -!
3%' 1!%-0%, 3%(1!*7!+, 401)943G!)19*+)&19!A1G*, -!351!7%&+63G!%-049*)!X4, &6+-4, (!
21&*, -%)G!23+-1, 3!>1016*@C1, 3!#-049*)9R!23+-1, 3!2+&&199!: 1, 3!1)R!F)434, (!: 1, 3!1)R!
8%35!: 1, 3!1)R!3+3*)4, (!91)04&19R!Q1%635!: 64, 4&R!: *+, 9164, (!21)04&19R!13&^Y!
!

! V51!2&5**6!*7!8+94&!7%&+63G!%)119!3*!9+9@1, -!%66!&6%9919R!6199*, 9R!%, -!)151%)9%69!
! A13\11, !M%C!%, -!=@C!* , !2&51-+64, (!>%G!1%&5!91C1931)"!
!

! #!&5%, (1!*7!7%&+63G!%-049*)!C%G!A1!4, 434%31-!AG!14351)!351!%-049*)!*!)351!93+-1, 3!A+3!C+93!
! A1(4, !\435!&* , 9+63%34*, !A13\11, !351!3*"!B)C4994*, !*7!351!>4)1&3*)!\466!A1!()%, 31-!\51, !
! 351!, 1\!%, -!*6-!%-049*)9!%, -!351!93+-1, 3!5%01!A11, !4, 7*)C1-!%, -!%()11!3*!351!&5%, (1"!!
! V51!93+-1, 3!C+93!7*)C%64<1!%, G!&5%, (1!*7!%-049*)!AG!7464, (!*+3!351!>1&6%)%34*, !*)!: 5%, (1!*7!

! 8%*)!%, -//*)!84, *)!J*)C!X7)*C!?!(493%)n9!; 774&1Y!%, -!)13+, 4, (!43!3*!351!?!(493%)!9!; 774&1!
!\435!351!%@@)*@)4%31!94(, %3+)19"!
!

#+-43!%, -!91K+1, &!1951139!7*)!%66!-1()11!@)*()C9!&+)1, 36G!*771)1-!4, !351!2&5**6!*7!8+94&!
&%, !A1!7*+, -!4, !351!2; 8!*774&1!%, -!* , 64, 1"!!

! k!V51!%+-43!95113!@)191, 39!C+94&!-1()11!@)*()C9!4, !3514)!&+)4&+6%)!9+A9139!\546!
! @)*04-4, (!351!C1%, 9!3*!)1&*)-!&*+)91!1,)*66C1, 3!3*!C113!-1()11!)1K+4)1C1, 39"!V51!
! %-049*)!%, -!351!93+-1, 3!95*+6-!1%&5!C%4, 3%4, !%, !+@^3*^-%31!&*@G!*7!3549!95113!7*)!
! 3514!)1&*)-9"!

! k!V51!91K+1, &!195113!@)191, 39!%)1&*CC1, -1-!34C164, 1!7*)!1,)*66C1, 3!4, !&*+)919!!
! 7*)!1%&5!-1()11!@)*()C"!V549!)1&*CC1, -1-!91K+1, &!191)019!9101)%6!@+)*919R!!
!

- ! 4, &6+-4, (i!
 - o %0*4-4, (!*01)6*%-!7119m!
 - o %@@)*@)4%316G!91K+1, &4, (!&*+)919!\435!@)1)1K+494319m!
 - o 4-1, 347G4, (!&*+)919!*771)1-!* , 6G!4, !351!7%66!*!)9@)4, (!31)C"!

! !

F, -1)()%-+%31!93+-1, 39!%)1!)1K+4)1-!3*!C113!\435!3514)!%-049*)!%, -!\ *)' !*+3!%!@6%, !*7!93+-G!
7*)!351!&*C4, (!31)C!-+)4, (!!%)6G!?!(493)%34*, "IV51!; 774&1!*7!351!?!(493%)!%, , *+, &19!-%319!
%, -!34C19!7*)!%-0494, (!%, -!)1(493)%34*, "!!; , ^64, 1!)1(493)%34*, !49!%0%46%A61!3*!&+)1, 3!
+, -1)()%-+%319!-+)4, (!1%)6G!)1(493)%34*, !@1)4*-9"123+-1, 39!)1(4931)!AG!&6%99!*)!5*, *)9!() *+@9!
-+)4, (!9@1&474&!%, , *+, &1-!34C19!%, -!-%319!\435!91, 4*)9R!%, -!*351)!9@1&4%6!-194(, %31-!() *+@9!
74)93!%, -!351, !351!_+, 4*)9R!9*5*C*)19R!%, -!7)195C%, !&6%99!9!7*66*\4, ("!!; , 64, 1!)1(493)%34*, !
)1C%4, 9!*@1, !+, 346!C4-, 4(53!A17*)1!351!74)93!-%G!*7!&6%99!1%&5!91C1931)"!
!

J4)93^G1%)!93+-1, 39!+9+%66G!)1(4931)!7*)!3514)!74)93!91C1931)!-+)4, (!351!@)1&1-4, (!9+CC1)!04%!
o**C!C1134, (9!\435!%!31C@*)%G!%-049*)"!!(%)6G!)1(493)%34*, !7*)!351!9+CC1)!31)C!%, -!7%66!
91C1931)!*&&+)9!4, !351!@)1&1-4, (!9@)4, (!91C1931)"!15"!I c35-453Tm/TT41Tf (')Tj ETQp. 24000. 2412. 0189590.

351, !(*!4, 3*)1(493)%34*, !*, !8F!; , 64, 1!%, -!\435-)%\!7)*C!351!&*+)91"!!

!

f 435-)%\4, (!7)*C!%!\&*+)91!%994(, 9!%!(%)%-1!*7!%gF h"#, G!&*+)91!7)*C!\54&5!%193+-1, 3!\435-)%\9!\466!A1!)1761&31-!* , !351!93+-1, 3!9!3)% , 9&)4@3!%, -!%&&*+ , 3!%9!-19&)4A1-!4, !351! ?17+, -!B*64&G!91&34* , !*7!351!.\$+66734, "I23+-1, 39!95*+6-!A1!%\%)1!35%3!\435-)%\4, (!7)*C!%!\&*+)91!C%G!&5%, (1!351!3*3%6!&)1-4!5*+)9!7*)!351!91C1931)!%, -!9+A91K+1, 36G!%771&3!74, %, &4%6!%4-!164(4A4643G!%, -W*)!74, %, &4%6!%4-!%\%) -9"!#9!%)!1C4, -1)!93+-1, 39!&%, , *3!\435-)%\!7)*C!351! F, 401)943G!+94, (!351!* , 64, 1!9G931C"!V51G!C+93!&* , 3%&3!351!)1(493)%!9!*774&1!3*!93%)3!351! @)*&199"!!

!

#66!)13+), 4, (!93+-1, 39!C+93!0%64-%3!13514!)1(493)%34* , 9!@4*)!3*!351!74)93!-%G!*7!&6%99!7*)!351! 7%66!%, -!9@)4, (!91C1931)"!N%64-%34* , !49!5*+91-!\4354, !8F!; , 64, 1"!#!93+-1, 3!\5*!- *19! , *3! 0%64-%3!17*)!%!31)C!C%G!5%0!13514)!9&5!1-+6!1!%-C4, 493)%34016G!\435-)%\ , "!: +))1, 3!93+-1, 39! \5*!- *! , *3!0%64-%3!1!%, -!- *! , *3!\435-)%\!*774&4%66G!7)*C!351!F, 401)943G!@)4*)!3*!351!93%)3! *7! &6%99!9!C%G!A1!64%A6!1!3*!@%G!%66!3+434* , !%, -!71!9!* \1-!7*)!35%3!3!1)C"!!

!

pB1)C4994* , !3*!! T&11-!:)1-43!I ,)*66C1, 3!a4C439!

f)4331, !@)C4994* , !7)*C!351!93+-1, 3n9!%&&-1C4&!%-049*)R!9&5* *6!-4)1&3*)R!%, -!351! >1%, W>4)1&3*)!*7!23+-1, 3!2+&&199!%)!1!1K+4)1-!7*)!1(493)%34* , 9&3*3%64, (!351!7*66*\4, (!5*+)9i!! 0" F, -1)(%)%+%3!123+-1, 39!XJ%66!*)!2@)4, (!21C1931)Yi¶. Z!*)!C*)1!&)1-43!5*+)9!! . " S%C19!84664' 4, !Q* , *)9!2&5*6%)9Wa* , (^N%, -1)A+)(!2&5*6%)9!XJ%66!*)!2@)4, (!91C1931)9Yi!.. ! ! *)!C*)1!&)1-43!5*+)9!!

= " \$%&516*)!*7!8+94&W\$%&516*)!*7!J4, 1!#)39!93+-1, 39!XJ%66!*)!2@)4, (!91C1931)9Yi!.. !*)!C*)1! &)1-43!5*+)9!!

D" 23+-1, 39!* , !#&%-1C4&!B)*A%34* , !XJ%66!*)!2@)4, (!91C1931)9Yi!OM!*)!C*)1!&)1-43!5*+)9!!

E" f 4, 31)!c!2+CC1)! [CC1)94* , i¶M!*)!C*)1!&)1-43!5*+)9!!

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&

?1(%) -4, (!91K+1, 34%6!C+94&!&*+)919!X%@@641-!C+94&R!&6%99!@4%, *R!C+94&!351*)GW!%+)%)6!9' 4669R! C+94&!*) (%) , 4<%34* , 9YR!93+-1, 39!C%G!1 ,)*66!4, !351!&*+)91!61016!A%91-!* , !-1C* , 93)%31-! &*C@131, &G!35)*+(5!@6%&1C1, 3W@)*74&41, &G!1T%C4, %34* , "!">1(11!)1K+4)1C1, 39!7*)!91K+1, 34%6!

7*)!3%' 4, (!8F. ZD!(%, !A17*)1!%331C@34, (!3*!@%99!351!A%))41)!1T%C"!N*&%!C+94&!1-+&%34*, !
 93+-1, 39i!@!1%91!, *31!35%3!@%994, (!351!A%))41)!1T%C!49!%!@)1^)1K+49431!7*)!8I!DEO"!B4%, *!
 B)4, &4@%69!%, -!B4%, *!21&*, -%)419!1,)*661-!4, !@)40%31!6199*, 9!C%G!%331C@3!351!: 6%99!B4%, *!
 \$%)41)!I T%C!-+)4, (!3514!74)93!7*+)!91C1931)9!*7!%@@641-!93+-G"![7!]1K+4)1C1, 39!5%01!, *3!
 A11, !&*C@6131-!%3!351!1, -!*7!7*+)!91C1931)9R!351!93+-1, 3!C+93!1,)*66!%, -!@%99!8F!. ZD"!
 e1GA*%)-!9' 4669!4, &6+-1-!4, !351!: 6%99!B4%, *!\$%)41)!I T%C!\466!, *3!A1!&*01)1-!-+)4, (!%@@641-!
 6199*, 9"!V*!%-1K+%316G!@)1@%)1!7*)!351!1T%CR!93+-1, 39!%)1!1, &*+)% (1-!3!*A3%4, !%!6493!*7!
 : 6%99!B4%, *!\$%)41)!?1K+4)1C1, 39!7)*C!>)"! : 5+, (^Q%!e4CR! : **)-4, %3*)!*7!: 6%99!B4%, *"
 !O"!V)% , 971)!23+-1, 39!

#66!3)% , 971)!93+-1, 39!C+93!3%' 1!%!@4%, *!@6%&1C1, 3!1T%C!A17*)1!1,)*664, (!4, !: 6%99!
 B4%, *"!V)% , 971)!93+-1, 39!\5*!5%01!, *3!&*C@6131-!7*+)!91C1931)9!*7!: 6%99!B4%, *!\466!
 A1!(401, !@6%&1C1, 3!1T%C9!7*)!8FOZ=R!8FOZDR!%, -W*)!8F. Z="!N*&%!8+94&!
 B1)7*)C%, &1!%, -!N*&%!8+94&!I -+&%34*, !C%_*)9!\5*!5%01!&*C@6131-!3\ *!G1%)9!*7!
 : 6%99!B4%, *!\466!A1!(401, !351!: 6%99!B4%, *!\$%)41)!I T%CR!%66!*351)!93+-1, 39!\466!A1!
 (401, !351!8F!. ZD!B)*74&41, &G!I T%C"!23+-1, 39!\5*!- *!, *3!@%99!351!\$%)41)!I T%C!*!)!
 8F!. ZD!B)*74&41, &G!I T%C!\466!A1!@6%&1-!4, !%, !%@@)*@)4%31!91&34*, !*7!: 6%99!B4%, *!3*!
)1C1-G!%, G!-174&41, &419"!23+-1, 39!C%G!)1&1401!%!&*@G!*7!351!1T%C!A17*)1!&6%99!9!
 A1(4, "!V\ *!: 6%99!B4%, *!7%&+63G!\466!51%)!8F!. Z=!c!. ZD!@6%&1C1, 3!%, -!A%)41)!1T%C9m!

! #@@#1-!8+94&49!351!93+-G!*7!@1)7*)C%, &1!* , !%(401, !4, 93)+C1, 3!*)!0*4&1"!V51!93+-1, 3n9!
 ! &5*4&1!*7!%-1()11!@)*(%C!49!-131)C4, 1-R!4, !@%)3R!AG!351!@1)7*)C%, &1!%)1%X9Y!4, !\54&5!
 ! 351G!%)1!@)*7&41, 3!X%9!-131)C4, 1-!AG!%+-434*, Y!%, -!AG!3514)!&%)11)!%9@4)%34*, 9!"
 O"!#@@#1-![, -404-+%6![, 93)+&34*, !!!
 V51!93+-G!*7!C+94&!@1)7*)C%, &1!4, !@)40%31!6199*-9*411cm, #94&

- #--434*, %6!%@@641-!4, 93)+&34*, !, *3!3%' 1, !7*)!&)1-43!C%G!A1!%)%, (1-!35)*+(5!
351!84664' 4, !: *CC+, 43G!#)39!#&%-1CG"!2+&5!, *, ^&)1-43!4, 93)+&34*, !\466!, *3!
%@@1%)!* , !351!93+-1, 3n9!3)% , 9&)4@3R!\435!3+434*, !3*!A1!@%4-!AG!351!93+-1, 3"!!

. " !21&*, -%)G!#@@641-!23+-G!

#@@641-!93+-G!A1G*, -!)1K+4)1C1, 39!C%G!A1!+91-!3*!@%)34%66G!7+67466!351!C+94&!161&340!
5*+)9!4, !-1(11!&+)4&+6%"!#!93+-1, 3!C%G!161&3!3*!3%' 1!%-434*, %6!@)40%31!4, 93)+&34*, !
, !%!91&, -%)G!4, 93)+C1, 3!4, !&*, 9+63%34*, !\435!3514)!%-049*)!%, -!@1, -4, (!%@@)*0%6!
7)*C!A*35!%@@641-!4, 93)+&3*)9!X@)4, &4@%6!C!91&*, -%)GY"!V51!#)1%!: **)-4, %3*)!*7!351!
91&*, -%)G!%)1%!C+93!)1&1401!\)4331, !, *3474&%34*, !*7!351!@6%, , 1-!1,)*66C1, 3R!4, &6+-4, (!
351!@)*@*91-!, +CA1)!*7!&)1-439!*7!93+-G"!

- #--434*, %6!%@@641-!4, 93)+&34*, !, *3!3%' 1, !7*)!&)1-43!C%G!A1!%)%, (1-!35)*+(5!

! B5*, 1^!X. OLY!D. D^=LOZ!!
! I C%46^! 4%, (s C4664' 4, "1-+!

!

! >%G9!* , !&%C@+9^!8Vf ?J!
! B5*, 1^!X. OLY!MEE^. UOD!
! I C%46^!%)%+77s C4664' 4, "1-+!

!

!!!!!!! B5*, 1^!. OL^E. 0^Z=Z=!
!!!!!!! I C%46^!69Gs C4664' 4, "1-+!

!

>%G9!* , !&%C@+9^!8Vf J!
B5*, 1!
%(477*)-s C4664' 4, "1-+!

!

!

2*6*!/?1&43%6!!

k!O%67!)1&43%6!XrUZy!4, &6+-19!=Z!C4, +319!*7!)151%)9%6R!51%)4, (R!-)199!)151%)9%6!%, -!
)1&43%6!@1)7*)C%, &1"!!B%4-!AG!93+-1, 3j)1K+4)1-!)1&43%69!7*)!8FB[!c!8FBN!C%_*)9!@%4-!
AG!2; 8"!

! k!J+66!)1&43%6!XrOLZY!4, &6+-19!0!5*+)*7!)151%)9%6R!51%)4, (R!-)199!)151%)9%6!%, -!)1&43%6!
! @1)7*)C%, &1"!!B%4-!AG!93+-1, 3j)1K+4)1-!)1&43%69!7*)!8FB[!c!8FBN!@%4-!AG!2; 8"!

! ! k!J11!7*)!%-434*, %6!91)04&19!49!rOZWoe!C4, +319!*)!rDZW5*+)"!B%4-!AG!93+-1, 3"!
!

8%931)! : 6%99W#)1%!/?1&43%6!

k!r=Z!@1)!C%931)!&6%99!*)!%)1%)1&43%6!*)!1K+40%61, 3!6*%-!&)1-43!7*)!35*91!* , !%-_+, &3!
&* , 3)%&39"!B%4-!AG!2; 8"!
k!J11!7*)!%-434*, %6!91)04&19!49!rOZWoe!C4, +319!*)!rDZW5*+)"!B%4-!AG!93+-1, 3"!

!

V5+)9-%G!/?1&43%6!

k!>194(, %31-!2; 8!%&&*C@%, 493!X[0%, Y!95*+6-!A1!+346<1-!\51, !@*994A61!

k!J*)!*351)!93%77!%&&*C@%, 4939i!

k!rHZ!@1!)1&43%6j

pp![7!93+-1, 3!7%49!3*!%331, -!_)GR!%&&*C@%, 493!\46!A1!@%4-m!351!93+-1, 3!\46!
A1&*C1!)19@*, 94A6!7*)!%&&*C@%, 493!711!47!@1)C4994*, !3*!)19&51-+61!49!
%\%) -1 -"!

!

2; 8!l, 3)G!#+-434*, 9!

! k!J%&+63G!%&&*C@%, 4939!r. Z!@1)!%+-434*, !@%4-!AG!351!2; 8!

! k!23+-1, 3!%&&*C@%, 4939!rOZ!@1)!%+-434*, !@%4-!AG!351!2; 8!

!

; 351)!21)04&19!XBea!Q*649R!: *, &1)3*W#)4%Y!

k!rOZWOE!C4, +319!*!)rDZW5*+)!"B%4-!AG!2; 8"!

! !!

!

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0"!\$17*)1!`*+!: *, 3%&3!%, !#&&*C@%, 493i!

k!e, *\!351!1T%&3!-%31R!34C1R!%, -!6* &%34*, !*7!G*+)!101, 3"!?1C1CA1)i!`*+!

C+93!&*, 3%&3!351!%&&*C@%, 493!%, -!@)*04-1!C+94&!%3!61%93!* , 1!C* , 35!4, !

%-0%, &1!7*)!)1&43%69!%, -!3*!\11' 9!4, !%-0%, &1!7*)!93+-4*!)1&43%69!*)!94, (61!

@41&19!7*)!351!V5+)9-%G!?!1&43%6!Q*+)!"!

k!e, *\!1T%&36G!\5%3!)1@1)3*4)1!G*+!, 11-!3*!A1!%&&*C@%, 41-"!J*)!1T%C@61R!47!

43!9!* , 6G!351!91&*, -!C*01C1, 3!*7!%!9* , %3%R!C%' 1!35%3!7%&3!&61%)!3*!351!

@4%, 493"!

k!

J%&+63G!\466!3%' 1!, *31!*7!1T&199401!%A91, &19!%, -!)1@*)3!351C!3*!351!; 774&1!*7!23+-1, 3!
 >1016*@C1, 3!%, -!351!; 774&1!*7!351!?!1(493)%"!!!
 k!V51!93+-1, 3!C+93!%0*4-!9&51-+64, (!%@@*4, 3C1, 39!*)!*351)!&*, 764&39!*7!%, G!' 4, -!-+)4, (!
)151%)9%69!*)!&*, &1)39"!I T&1@34*, 9!)1K+4)1!@4*)!%@@)*0%6!7)*C!351!1, 91CA61!-4)1&3*)!"!
 k!F, 1T&+91-!%A91, &19!\466!)19+63!4, !6*\1)4, (!351!93+-1, 39n!91C1931)!()%-1"!V51!()%-4, (!
 @)*&1-+)1!49!6173!3*!351!-49&)134*, !*7!1%&5!1, 91CA61!-4)1&3*)!%, -!\466!A1!93%31-!%3!351!
 A1(4, , 4, (!*7!1%&5!91C1931)"!J%46+)1!3*!&*C@6G!\435!35191!%331, -%, &1!@*64&419!C%G!)19+63!4, !
 7%46+)1!3*!@%99!351!&6%99!"!

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k!#!93+-1, 3!95*+6-!C%' 1!101)G!177*)3!3*!, *347G!351!4, 93)+&3*)!\166!4, !%-0%, &1!*7!351!4)!%A91, &1!
 7)*C!%!6199*, !*)!C%931)!&6%99!%, -!95*+6-!3%' 1!351!4, 434%3401!4, !&*, 3%&34, (!351!4, 93)+&3*)!3*!
 %)%, (1!%C%' 1^+@!34C1"![, 93)+&3*)9!\466!, *A1!1T@1&31-!3*!C%' 1!+@!6199*, 9!47!351!)1!49!, *!
 0%64-!)1%9*, !7*)!%!C4991-!6199*, !*)!47!, *!%-0%, &1!, *3474&%34*, !\%9!(401, "!"
 k!>+)4, (!351!74)93!\11' R!4, 93)+&3*)9!\466!-493)4A+3!19G66%A4!1T@6%4, 4, (!351!4)!*64&419!* , !C%' 4, (!
 +@!C4991-!6199*, 9"![, !351!101, 3!*7!%, !4, 93)+&3*)n9!%A91, &1R!%)%, (1C1, 39!95*+6-!A1!C%-1!AG!
 351!4, 93)+&3*)!7*)!%!C%' 1^+@!6199*, "!?1(+6%)!@%}34&4@%34*, !4, !C%931)!&6%99!9!%, -!%331, -%, &1!
 %3!%)1%)1&43%69!49!1T@1&31-!*7!1%&5!93+-1, 3!4, !%@@641-!C+94&!93+-G"!!!

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k!#331, -%, &1!49!)1K+4)1-!%3!%66!)151%)9%69"!!![, !351!101, 3!*7!466, 199R!93+-1, 39!95*+6-!, *347G!351!
 %@@)*@)4%3!1!1, 91CA61!-4)1&3*)!A17*)1!351!9&51-+61-!)151%)9%66!"!
 k![7!%!93+-1, 3!-*19!, *3!7!16!\166!1, *+(5!3*!@6%G!*)!94, (R!A+3!49!93466!\166!1, *+(5!3*!%331, -!
 &6%99!9R!351G!95*+6-!93466!%331, -!351!9&51-+61-!)151%)9%69R!+, 6199!1T&+91-!AG!351!1, 91CA61!
 -4)1&3*)"!8+&5!5%@@1, 9!4, !%)!151%)9%6!35%3!\466!A1, 1743!351!93+-1, 3!101, !47!351G!)1!+, %A61!3*!
 @1)7*)C"!"!

!

k!#66!C+94&!7%&+63G!\466!93)4&36G!%-51)1!3*!351!-%G!%, -!34C1!9&51-+61!*7!&6%99!9!%, -!)151%)9%69!
 %9!@)4, 31-!*)!6199*, 9!%9!%)%, (1-!%, -!)1@*)31-!4, !351!91C1931)!9&51-+61"!!! T3)!&6%99!9!*)!
)151%)9%69!*7!%, G!' 4, -!\466!A1!)1@*)31-!3*!%, -!&61%)1-!AG!351!2&5**6!*7!8+94&!*774&1!4, !
 %-0%, &1!*7!351!%&34043G!3*!%0*4-!&*, 764&39!\435!*351)!%&34043419!

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\$14, (!9+&&1997+6!C+94&!93+-1, 3!)1K+4)19!C%, %(4, (!9+A93%, 34%6R!9167^-4)1&31-!)19@*, 94A443419!
*+394-1!351!&6%99)**C"!#9!9+&5R!1T&1661, 3!*) (% , 4<%34* , %6!9' 4669!%)1!*7!@%)%C*+, 3!4C@*)3%, &1!

>1%, !*7!23+-1, 3!>1016*@C1, 3!V549!61331)! \466!A1!-193)*G1-!\51, !351!93+-1, 3!()%-+%319!
7)*C!351!F, 401)943G!+, 6199!%191&*, -!A)1%&5!*7!4, 31()43G!*&&+)9"!

!
\$17*)1!%994(, 4, (!%, !vJR!351!7%&+63G!C1CA1)! \466!)1041\!351!943+%34*, !\435!351!&5%4)!%, -W*)!
-4)1&3*)!%, -!-1%, "[7!%, !vJ!49!%994(, 1-!7*)!351!&*+)91R!351!7%&+63G!C1CA1)!9!61331)!*7!
1T@6%, %34*, !A1&*C19!%!@1)C%, 1, 3!@%)3!*7!351!93+-1, 3!9!)1&*)-R!%, -!351!vJ!)1C%4, 9!%9!%!
@1)C%, 1, 3!()%-1R!\54&5!&%, , *3!A1!)1C*01-!7)*C!351!3)% , 9&)4@3"!Q*\101)R!93+-1, 39!C%G!
)1@1%3!351!&*+)91!7*)!&)1-43!3*\%)!-!()%-+%34*, "[7!%191&*, -!04*6%34*, !*&&+)9!9+A91K+1, 3!3*!
351!74)93!A)1%&5!*7!4, 31()43GR!351!>1%, !*7!23+-1, 3!>1016*@C1, 3!\466!A1(4, !-49&4@64, %)G!%, -!
_+ -4&4%6!@)*&19919!*7!351!F, 401)943GR!%9!*+364, 1-!4, !351!23+-1, 3!Q%, -A**' "12*C1!@)*()C9!
%, -!C%_*)9!5%01!C*)1!1T@4&43!1354&%6!93%, -%) -9!\54&5!9+@1)91-1!3549!B*64&GR!%, -!04*6%34*, !*7!
\54&5!C%G!)19+63!4, !-49C499%6!7)*C!9*C1!@)*()C9!)*!C%_*)9!\4354, !351!F, 401)943G"!!

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V51!2&5**6!*7!8+94&!B1)7*)C%, &1!#99199C1, 3!J*)C!49!+346<1-!3*!10%6+%31!%66!%+ -43!*, 9R!
)1&43%69R!%, -!_+)419"!!J%&+63G!)1!4, 93)+&31-!3*\!)431!&*CC1, 39!%A*+3!351!93+-1, 3!9!
@1)7*)C%, &1!%, -!3*!&4)&61!351!%@@)*@)4%31!, +CA1)9!4, !351!)A)4&!C%3)4T"!

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!

0"!23%31C1, 3!*7!@+)*91!!

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! k!

@)* (%)C!&*@G!7*66*\4, (!351!51%)4, (R!\54&5!C+93!A1!(401, !3*!351!%@@41-!4, 93)+&3*)!
, *!6%31)!35%, !*, 1!\11' !@)4*)!3*!351!)1&43%6!-%31"!

!

! D"!J%46+)1!3*!@%99!351!51%)4, (!

! ! k![7!351!93+-1, 3!7%469!3*!@%99!351!51%)4, (R!

23+-1, 3R!7%&+63GR!%, -(+193!)1&43%69!9%, &34*, 1-!AG!351!2; 8!%)1!@)1^%@@)*01-"!#66!
 2; 8!1, 91CA61!&*, &1)39!%)1!94C46%)6G!%@@)*01-"!B)*()C9!95*+6-!A1!9+AC4331-!3*!351!
 %@@641-!31%&51)!7*)!4, 93%, &19!\51)!)1&43%6!%331, -, &1^3%' 1)9!\1)!)!, *3!@)191, 3!"
 ="!#331, -, &1!7!1&*)-9!
 V51!9+C!*7!1%&5!93+-1, 3!9!)1K+4)1-!)1&43%6!%331, -, &1!49!)1&*)-1-!4, !3*R!91@%)%31!
 6*&%34*, 9R!351!%@@641-!4, 93)+&3*)!9!)1&*)-!%, -!\$, , 1)!X8F!; , 64, 1Y"!V51!93+-1, 3!
 95*+6-!&*, 9+63!3514)!%@@641-!4, 93)+&3*)!)1(%) -4, (!351!7*)C1)!"
 ! D"!7!1&*)-4, (!*7!7!1&43%6!#331, -, &1!!!
 #!93+-1, 3!*)' 1)!X%331, -, &1^3%' 1)Y!\466!A1!93%34*, 1-!%3!%-194(, %31-!6*&%34*, !@)4*)!
 3*!351!@1)7*)C%, &1!%, -!\466!9&%, !351!93+-1, 3!9![>!&%)-!A17*)1!%, -!%731)!351!101, 3"!!
 [, !35191!4, 93%, &19R!%331, -, &1!49!%+3*C%34&%66G!)1&*)-1-!4, !\$, , 1)!%, -!%&&1994A61!AG!
 A*35!351!93+-1, 3!%, -!%@@641-!31%&51)!"J*)!%@@)*01-!2; 8!101, 39!\51)!)1%93+-1, 3!
 *)' 1)!5%9!, *3!A11, !%994(, 1-!*)!49!%A91, 3R!351!%331, -4, (!93+-1, 3!C%G!9+AC43!%!
 @)*()C!3*!351!2; 8!*774&1!7*)!)1&*)-4, (!4, !\$, , 1)"!V51!@)*()C!C+93!4, -4&%31!351!
 93+-1, 3!9!, %C1!%, -![>!, +CA1)!3*!A1!3%6641-"!B*64&419!)1(%) -4, (!351!)1&*)-4, (!*7!
)1&43%6!%331, -, &1!7*)!%66!*351)!101, 39!49!351!)19@*, 94A4643G!*7!351!%@@641-!4, 93)+&3*)!"

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k!V51!@)*&199!*7!9&51-+64, (!2; 8R!2; V#>R!%, -!e4)' 6%, -!21)419!101, 39!A1(4, 9!\435!%!
 6&%61, -%)!C1134, (h!&*, 01, 1-!AG!351!: J#!>1%, !1%&5!7%66!91C1931)"!Q391!4, 93%, &19R!%3, 9!\435!%!

! k!V51!7%&+63G!C1CA1)!95*+6-!)1K+4)1!@%)34&4@%34, (!93+-1, 39!3*!-49&+99!351!%A91, &1!\435!
! 3514)!@)*7199*)9!\166!4, !%-0%, &1!*7!351!101, 3"![3!49!%-0491-!35%3!3549!-49&+994*, !A1!
! @)191, 31-!4, !351!7*)C!*7!%)7K+79R!, *3!%, *347&%34*, "
! k!#3!61%93! R!351!9+@1)0494, (!7%&+63G!C1CA1)!C+93!, *347G!%66!
! 2; 8!7%&+63G!*7!351!%A91, &1R!4, 7*)C4, (!351C!*7!-%319R!34C19R!%, -!@%)34&4@%34, (!!
! 93+-1, 39"!#!&*@G!*7!351!C1C!*I95*+6-!A1!@)*04-1-!3*!351!93+-1, 3!7*)!&6%9919!*+394-1!351!1!
! 2; 8"!!
! k!V51!93+-1, 3!49!)19@*, 94A61!7*)!%))%, (1C1, 39!3*!&*C@6131!%, G!C4991-!%994(, C1, 39!*)!
! 1T%C9"!! ! ! !

! #, G!%-!5*%!%&34043GW101, 3!9%, &34*, 1-!AG!%7%&+63G!C1CA1)R!3%'4, (!@6%&1!*+394-1!*7!)1(+6%)!
! &6%99!34C1R!C+93!A1!%--1-!3*!351!2; 8!!01, 39!&%61, -%)!"!7!93+-1, 3!%331, -%, &1!49!)1K+4)1-R!
! 351!7*66*\4, (!@)*&1-+)1!C+93!A1!7*66*\1-i!
! k!2+AC43!351!)1K+193!3*!351!2; 8!>4)1&3*)!7*)!-4991C4, %34*, !3*!351!1, 91CA61!: *CC43311!%3!
! 61%93! "![, &6+-1!-%319R!34C19R!%, -!%)!)*931)!*7!
! 93+-1, 39!@%)34&4@%34, ("!: 51&'!351!2; 8!!01, 39!: %61, -%)!7*)!@*31, 34%6!&*, 76&39!A17*)1!
! 9+AC4334, (!
! k!F@*, !9+AC4994*, R!351!1, 91CA61!: *CC43311!\466!)1041\!351!)1K+193!%, -!-16A1)%31!!
! @*31, 34%6!&*, 76&39!7*)!%!@1)4*-!7!%3!61%93!* , 1!\11'!"#@@)*01-!)1K+1939!\466!A1!%--1-!3*!!
! 351!2; 8!!01, 39!: %61, -%)!4CC1-4%316G"
!

k!?193)4&31-!F91!?*C9!)1!9*-194(, %31-!7*)!+91!AG!93+-1, 39!@)%&34&4, (!&1)3%4, !4, 93)+C1, 39"!!
e1G9!7*)!35191!)**C9!\466!A1!499+1-!4, !351!2&5**6!*7!8+94&!*774&1"!; , 6G!93+-1, 39!3%' 4, (!
%@@641-!@4%, *!6199*, 9!C%G!@)%&34&1!* , !351!2314, \%G!4, !B8: !=0"!!V51!' 1GA*%) -!%)1%!
&**) -4, %3*)!\466!, *347G!@4%, 4939!\51, !35191!' 1G9!C%G!A1!@4&' 1-!+@!4, !351!21&+)43G!*774&1"!
k!] *!C+94&!7%&+63G!93+-4*9!%)1!3*A1!+91-!7*)!93+-1, 3!4, -404-+%6!@)%&34&1!@+)*919!%3!%, G!
34C1!1T&1@3!AG!@1)C4994* , !*7!351!>4)1&3*)"!! , 7*)&1C1, 3!*7!3549!@*64&G!49!351!)19@* , 94A4643G!*7!
351!4, -404-+%6!7%&+63G!C1CA1)"!
! k!: 6%99)**C9!C%G!A1!+91-!%9!@)%&34&1!)**C9!%3!351!>4)1&3*)n9!-49&)134* , "
k!B)%&34&1!?*C!!K+4@C1, 3i!!B4%, *9R!A1, &519R!&5%4)9R!C4))*9R!%, -!C+94&!93%, -9!4, !351!
@)%&34&1!)**C9!%)1!351!@)*@1)3G!*7!84664' 4, !F, 401)943G!%, -!C+93!)1C%4, !4, !351!)**C9!3*\54&5!
351G!5%01!A11, !%994(, 1-!# , G!-%C%(1!95*+6-!A1!)1@*)31-!4CC1-4%316G!3*!351!2&5**6!*7!
8+94&!*774&1"![, 93)+C1, 39R!C+94&R!A**' 9R!%, -!*351!)!1K+4@C1, 3!95*+6-!, *3!A1!6173!+, (+%) -1-!
4, !14351!)@)%&34&1!)**C9!*)!&6%99)**C9R!%, -!351!F, 401)943G!3%' 19!, *)!19@* , 94A4643G!7*)!6*99!*)!

! V51!: * , 3)%&3!7*)!8464' 4, !F, 401)943G!; \, 1-![, 93)+C1, 39!C+93!A1!94(, 1-!AG!351!93+-1, 3!%, -!
! 351!7%&+63G!4, !&5%) (1!*7!351!(401, !@1)7*)C%, &1!4, 93)+C1, 3!"!a*93!4, 93)+C1, 39!C+93!A1!
!)1@6%&1-!AG!351!93+-1, 3"!1?1@%4)!&*939!-+1!3*!, 1(4(1, &1!C+93!A1!@%4-!AG!351!93+-1, 3!"
! !

2&5**6^*\, 1-!C135*-9!4, 93)+C1, 39!%, -!4, 93)+C1, 39!@)*04-1-!AG!351!+, 401)943G!7*)!+91!4, !
C135*-9!&6%9919!%)1!%994(, 1-!AG!351!&*+)*91!4, 93)+&3*)"!V51!7%&+63G!4, !&5%) (1!*7!C135*-!
4, 93)+C1, 39!%9!64931-!A16*\!%)1!)19@*, 94A61!7*)!9114, (!35%3!%66!C135*-9!4, 93)+C1, 39!4, !3514!)
%)1!%5!0!A11, !1)13+, 1-!4, !(* *-!\^*)' 4, (!*-1)!%3!351!1, -!*7!1%&5!9!C1931)"!

! J%&+63G!4, !: 5%) (1!*7!8135*-9![, 93)+C1, 39!i!
[94-*)%!] * _ ' *04&! ! ! ! \$*\1-!23)4, (1-![, 93)+C1, 39!
8%)' !V*, 166! ! ! ! ! /+43%)9!
B1))G!7%9' ! ! ! ! ! 2%T*@5*, 19R!J6+319!%, -!B4&&*6*9!
: 6%4)1!V%G6*)! ! ! ! ! ; A*19R!I, (6495!Q*), R!\$%99***, 9!
>%04-!: **' ! ! ! ! ! : 6%)4, 139R!4, &6"!%63*R!A%99R!&*, 3)%!
] 1%6!2C435! ! ! ! ! ! V)*CA*, 19R!I +@5*, 4+C9R!V+A%9!
! ! ! ! ! ! V)+C@139R!: *), 139R!J)1, &5!Q*), 9!
S1)1CG!\$)+, ' ! ! ! ! ! B1)&+994*, !

V51!: * , 3)%&3!7*)!8464' 4, !F, 401)943G!; \, 1-![, 93)+C1, 39!C+93!A1!94(, 1-!AG!351!93+-1, 3!%, -!
C135*-9!4, 93)+&3*)"!a*93!4, 93)+C1, 39!C+93!A1!1@6%&1-!AG!351!93+-1, 3"!1?1@%4)!&*939!-+1!3*!
, 1(4(1, &1!C+93!A1!@%4-!AG!351!93+-1, 3!"
!

[, 93)+C1, 39!C%G!A1!)1&%661-!%3!%, G!34C1!47!31C@*)%4G!, 11-1-!AG!351!F, 401)943G!7*)!1@%4!*)!
47!351!93+-1, 3!04*6%319!351!&*, -434*, 9!*7!351!&*, 3)%&3!94(, 1-!\51, !351!4, 93)+C1, 3!\%9!499+1-!"
#A+91!*7!351!4, 93)+C1, 3!AG!%, G!4, -404-+%6!C%G!)19+63!4, !6*99!*7!351!@)40461 (1!*7!+94, (!351!
4, 93)+C1, 3"!!, !%-434*, R!351!93+-1, 3!\466!A1!)1K+4)1-!3*!@%G!7*)!1@%4!*)!)1@6%&1C1, 3!*7!351!
-%C%(1-!4, 93)+C1, 3"!!!
!

! #, !4, 93)+&3*)!C%G!)191)01!351!)4(53!3*!\4355*6-!()%-!1&)1-43!7)*C!%93+-1, 3!\5*!5%9!, *3!
!)13+, 1-!+, 401)943G^*\, 1-!@)*@1)3G!"
!

V51!+91!*7!9&5**6^*\, 1-!4, 93)+C1, 39!7*)!%, G!@+)*91!*+394-1!*7!+, 401)943G!7+, &34*, 9!C+93!
A1!%@@)*01-!AG!351!9+@1)0494, (!7%&+63G"!J%46+)1!3*!%-51)1!3*!3549!@*64&G!\466!)19+63!4, !-1, 4%6!*7!
351!+91!*7!%66!9&5**6^*\, 1-!4, 93)+C1, 39!%, -R!4, !1T3)1C1!&%9!19R!-49C499%6!7)*C!351!2&5**6!*7!
8+94&!"
!

! k!a*&' 1)9!%)1!6*&%31-!* , !351!6*\!)!61016!*7!351!B1)' 4, 9*, !8+94&! : 1, 31)!7*)!93+-1, 3!+91!"
! k!24(, ^+@!7*)!6*&' 1)9!\466!3%' 1!@6%&1!, *!C*)1!35%, !*, !1\11' !4, !%-0%, &1!*7!351!74)93!-%G!*7!
! &6%9919!1%&5!7%66!"
! k!B)4*)43G!\466!A1!(401, !3*!C+94&!C%_*)9!%, -!C4, *)9!"
! k!23+-1, 39!%)1!1T@1&31-!3*!94(, !+@!7*)!351!9C%66!193!6*&' 1)!9+43%A61!"] *!93+-1, 3!\466!A1!(401, !
! C*)1!35%, !*, !16*&' 1)"!V51!2&5**6!*7!8+94&!93%77!95%66!C%' 1!351!74, %6!-131)C4, %34*, !*7!\54&5!
! 6*&' 1)!49!%@@)*@)4%31!"
! k!] *!)19@*, 94A463G!7*)!C%31)4%69!6173!4, !6*&' 1)9!49!4C@641-!*)!%99+C1-!AG!351!2&5**6!*7!8+94&!

)!351!F, 401)943G"!a&' 9!6173!* , !6*&' 1)9!%3!351!1, -!*7!G1%)!\466!A1!)1C*01-!AG!+, 401)943G!93%77"!
k!#, G!C%31)4%6!6173!4, !6*&' 1)9!%731)!351!1, -!*7!351!9@)4, (!91C1931)!\466!A1&*C1!@)*@1)3G!*7!
351!+, 401)943G"!
!

43!\46!, *3!A1!@*994A61!7*)!%!93+-1, 3!31%&51)!3*!@%)34&4@%31!4, !%, !1, 91CA61!-+)4, (!351!)1(+6%)!
31%&54, (!-%G!101, !-+)4, (!351!71\!\11' 9!A17*)1!%, -!%731)!93+-1, 3!31%&54, (!

!

#66!7%&+63G!)1K+1939!7*)!)161%91!7)*C!93+-1, 3!31%&54, (!*A6! (%34*, 9!C+93!(*!35)*+(5!351!: 5%4)!

!

!

@)101, 34*, R!%, -!351!@)*@1)!5%, -64, (!%, -!*@1)%34*, !*7!@*31, 34%66G!-%, (1)*+9!C%31)4%69!
1K+4@C1, 3R!%, -!31&5, *6*(G"!

!
#9!@%)3!*7!439!)1(+6%)*@1)%34*, R!351!2&5**6!*7!8+94&!5%9!-1016*@1-!@*64&419R!@)*3*&*69R!%, -!
@)*&1-+)19!3*!(+%)!-%(%4, 93!4, _)G!%, -!466, 199!4, !351!93+-G!%, -!@)%&34&1!*7!C+94&"!
J+)(351)C*)1R!351!2&5**6!*7!8+94&!5%9!-1016*@1-!C1%, 9!*7!)%494, (!%\%)1, 199!%C*, (!*+)!
93+-1, 39!%, -!7%&+63G!*7!351!&* , 1&34*, 9!A13\11, !C+94&4%, 9!51%635R!351!9+43%A4643G!%, -!9%713G!
*7!1K+4@C1, 3!%, -!31&5, *6*(GR!%, -!351!%&*+934&!%, -!*351)!51%635^!)16%31-!&*, -434*, 9!4, !351!
F, 401)943G!9!@)%&34&1R!)151%)9%6R!%, -!@1)7*)C%, &1!7%&4643419"!

!
] 101)3516199R!43!49!4C@*)3%, 3!3*!, *31!35%3!4, -404-+%6!%, -!&*)@)*%31!51%635!%, -!9%713G!-1@1, -9!
6%) (16G!* , !@1)9* , %6!-1&494* , 9!C%-1!AG!4, 7*)C1-!4, -404-+%69"!84664' 4, !F, 401)943G!%, -!351!
84664' 4, !F, 401)943G!2&5**6!*7!8+94&!5%01!51%635!%, -!9%713G!)19@* , 94A4643419R!A+3!7+67466C1, 3!*7!
35191!)19@* , 94A4643419!%6* , 1!&%, , *3!%, -!\466! , *3!1, 9+)1!%, G!4, -404-+%69!51%635!%, -!9%713G!
*+3)4(53"IV**!C%, G!7%&3*)9!A1G* , -!351!F, 401)943G!9!&* , 3)*6!%)1!4, 0*601-!"!

!
! %&5!4, -404-+%6!49!@1)9* , %66G!)19@* , 94A61!7*)!%0*4-4, (!)49' !%, -!@)101, 34, (!4, _)419!3*!
351C916019!A17*)1R!-+)4, (R!%, -!%731)!93+-G!%3!351!84664' 4, !F, 401)943G!2&5**6!*7!8+94&"!V51!
@*64&419R!@)*3*&*69R!%, -!*@1)%34* , %6!@)*&1-+)19!-1016*@1-!AG!351!2&5**6!*7!8+94&-!* , *3!%631)
)!&% , &16!%, G!4, -404-+%69!@1)9 , %6!)19@* , 94A4643GR!*)!4, !%, G!\%G!95473!@1)9* , %6!)19@* , 94A4643G!
7*)!351!)19+639!*7!%, G!4, -404-+%69!@1)9* , %6!-1&494* , 9!*)!%&34* , 9!4, !%, G!4, 93% , &1!*!)*01)!34C1!
3*!351!F, 401)943G"!

!
, G* , 1!\5*!@)%&34&19R!)151%)919R!*)!@1)7*)C9!4, 93)+C1, 3%6!*)!0*&%6!C+94&!5%9!351!@*31, 34%6!
3*!9+771)!4, _)G!)16%31-!3*!35%3!%&34043G"#!66!C+94&4%, 9!%)1!%3!)49' !7*)!)1@1343401!C*34* , !%, -!
351)!7+ , &34 , %6!4, _)419"![, !%!. ZZL!93+-G!%3!] *)35\1931), !F, 401)943GR!MZU!*7!J)195C% , !
C+94&!C%_)9!5%-!%5493*)G!*7!C+94&^4, -+&1-!@%4, "!![, 93% , &19!%)1!C*93!&*CC* , !4, !(+43%)4939R!
7*66*\1-!AG! 1GA*%)-4939R!%, -!351, !5%)@4939"!: * , 93% , 3!+91!*7!&*C@+31)!%, -!04)3+%6!
' 1GA*%)-9!XA*35!01)G!5%, -^!%, -!\493^4, 31, 9401Y!&*C@*+ , -9!351!C+94&^!)16%31-!)49' !7%&3*)9"!
[, 93)+C1, 3%6!4, _)419!*731, !4, &6+-1!&%)@%6!3+ , , 16!9G, -)*C1R!31, -4, 4349R!A+)94349R!%, -!7*&%6!
-G93* , 4%"![, &*)!)1&3!@*93+)1R! , * , ^1)(* , *C4&!31&5, 4K+1R!1T&199401!7*)&1R!*01)+91R!93)199R!@***)!
@5G94&%6!&* , -434* , R!%, -!4, 9+774&41, 3!)193!&* , 3)4A+31!3*!&5)* , 4&!4, _)419!35%3!&% , !&%+91!)1%3!
@%4, R!-49%A4643GR!%, -R!4, !9*C1!&%919R!351!1, -!*7!&%)11)9"!

!
B!%, 493!: 5%)619!?*91, !@*4, 39!*+3!35%3!351!C+94&!* , 1!C%' 19!\466!4C43%31!351!A*-46G!93%31!*7!351!

- O" I T1)&491!)1 (+6)6G"!#0*4-!93)1, (351, 4, (!1T1)&4919!X)19493%, &1!3)%4, 4, (R!\14(53^64734, (R!13&"Y!
&5* *91!4, 931%-!3*!&)*99^3)%4, !AG!%!93)4&3!&%) -4*!)*+34, 1!%, -!3*3%6!A* -G!743, 199"\$!
!
- . " /13!%-1K+%31!)193"!V5*+(5!54(51)!%C*+, 39!%)1!)1&*CC1, -1-R!%3!61%93!H!5*+)9!*7!9611@!%3!
, 4(53!49!%-1K+%31!"!
!
- = " I %3!%!A%6%, &1-!-413"![, &6+-1!01 (13%A619R!7)+43!%, -!\5*61!()%)4, 9"!#0*4-!&%7714, %31-!-)4, ' 9!%, -!
%6&*5*6"!B%G!%331, 34*, !3*!G*+)*!\, !@1)9*, %6!-413%)G!, 11-9!%, -!)193)4&34*, 9!"
!
- D" 8%4, 3%4, !A* -G!5G-)%34*, m!-)4, ' !%3!61%93!3\ *!K+%39!XHD!76"! * <"Y!*7!\%31)!-%46G!"
!
- E" I 0%6+%31!*351)!%&34043419"!B%4, 9!%, -!4, _+)419!%771&34, (!G*+)!C+94&!C%' 4, (!&*+6-!A1!&%+91-!AG!
351)!%&34043419!4, !G+)!-%46G!6471"! : *C@+31)!+91!49!, *3*)4*+9!7*)!&%+94, (!%776&34*, 9!4, &6+-4, (!
&%)@%6!3+, , 16!9G, -)*C1!%, -!31, -4, 4349"!F346<1!1)(*, *C4&!&*C@+31)!&5%4)9!%, -!9+@@*)39!"
!
- O" I 0%6+%31!G*+)!31&5, 4K+1!j !@%G!%331, 34*, !3*!G*+)!A* -G!%, -!C%4, 3%4, !%\%)1, 199!A17*)1!G*+!
1T@1)41, &1!@%4, "!" *34&1!47!G*+!5%0!%!5+, &51-!A%&' R!47!G*+!5+, &5!G*+!)95*+6-1)9R!*!)47!G*+)!!

!
 OD" V%' 1!7+66!%-0%, 3% (1!*7!351!3\ *!7)11!161C1, 39!*7!0*%&!7*6-!51%64, (i!\%31)!%, -!%4)"!
 OE" !
 !

O" N*%&!%3561319!C+93!3)1%3!3514)!C+9&+6*9' 1613%6!9G931C!%9!- *!*351)!3G@19!*7!%3561319m!
 351)17*)1R!0*%&!%\%)C^+@9!95*+6-!%6%\%G9!A1!+91-!@)4*)!3*!94, (4, ("!N*%&!&*^6^-*\, 9!%)1!%69*!
 1991, 34%6!3*!' 11@!351!94, (4, (!0*4&1!51%635G"!/1, 36G!93)13&54, (!C+9&61!)^+@9!%, -!1%94, (!4, 3*!
 93)13&519!7*)!1%&5!C+9&61!)^+@!516@9!3*!&4)&+6%31!A6** -!3*!%6!@%)39!*7!351!A*-G!4C@*)3%, 3!3*!
 @)%&34&1!j !

E" ?16%T!\435!-4771)1, 3!9167^&%)1!%&34043419"!Q%04, (!%!71\!-4771)1, 3!%&34043419!%3!G*+)-49@*9%6!49!
 '1G"!IT%C@619!C4(53!6**'!64'1!3%'4, (!34C1!3*!C1-43%31R!(13!*+3!4,!, %3+)1R!@%)34&4@%31!4,!
 &)1%3401!%&34043419R!911!%!, 1\!@)*-+&34*, R!%, -!C*)1"!!!

H" V%'1!34C1!)1(+6%)6G!3*!1, 9+)1!35%3!G*+!%)1!&%)4, (!7*)!G*+)9167!9*&4%66GR!1C*34*, %66G!%, -!
 @5G94&%66G"!7!*, 1!*7!35*91!%)1%9!49!6%&'4, (R!\5%3!&%, !G*+!-*!3*!C1-4%31!35%3x!

L" e11@!4, !3*+&5!\435!7%C46G!%, -!7)41, -9!%, -!3%'1!9*C1!34C1!3*!9@1, -!34C1!\435!G*+)!9+@@*)3!
 9G931C"!\$+46-4, (!, 1\!7)41, -954@9!%, -!9+@@*)39!*, !&%C@+9!49!%69*!01)G!A1, 174&4%6"!

M" a4(53!1T1)&491!9+@@*)39!G*+)!*01)%66!1C*34*, %6!\166^A14, ("!V%'4, (!\%'9R!93)13&54, (R!G*(%R!*)!
 %, G!*351)!@5G94&%6!%&34043G!G*+!1, _*G!%)1!516@7+6!3*!4, &*)@%)%31!4, 3*!G*+)!)*+34, 1"!

U" : *, 94-1)\5%3!G*+!%)1!@+334, (!4, 3*!G*+)!A*-G!* , !%!-%6G!A%949"!#)1!G*+!-)4, '4, (!3*, 9!*7!
 &%7714, 1!*)!1%34, (!%!6*3!*7!9+(%)G!7** -9!7*)!1, 1)(G!9+@@*)3x!>*4, (!9*!&%, !+634C%316G!&%+91!%!
 -7&)7%97!4, !1, 1)(GR!4, &)1%91!4, !%, T413G!%, -!%771&3!*01)%66!C** -!-13)4C1, 3%66G"!\$1!9+)1!3*!1%3!

!V51!5+CC4, (!*7!%)17)4(1)%3*)!49!DE!-1&4A169R!, *)C%6!&*, 01)9%34*, !49!%@@)*T4C%316G!HZ!-1&4A169R!
%, -!351!, *491!7)*C!51%OG!&43G!3)%774&!&%, !)1%&5!ME!-1&4A169"!2*+)&19!*7!, *491!35%3!&%, !&%+91!
][Qa!4, &6+-!1!C*3*)&G&619R!74)1&)%&' 1)9R!%, -!9C%66!74)1%)C9R!%66!1C4334, (!9*+, -9!7)*C!O. Z!3*!OEZ!
-1&4A169"!a*, (!*)!1@1%31-!1T@*9+)1!3*!9*+, -9!%3!*)!%A*01!ME!-1&4A169!&%, !&%+91!51%)4, (!6*99"
V51!6*+-1)!351!9*+, -R!351!95*)31)!351!34C1!@1)4* -!A17*)1!] [Qa!&%, !*&&+)!!
!

[, !%!3)%-434*, %6!9GC@5*, G!*)&5193)%R!351!+@@1)!!\ ** -\4, -9!)1%&5!-\$!610169!7)*C!000^ODER!\$)%99!
7)*C!OZH^O=UR!%, -!93)4, (9!7)*C!ME^OZZ!-\$!j !35191!610169!%)1!-%, (1)*+9!\51, !1T@*9+)1!6%939!7*)!
C*)1!35%, !%!71!\!C4, +319"!#, !4, -404-+%6!9!-%46G!- *9%(1!*7!9*+, -!*+ (53!3*!1K+%6!ME!-\$!*01)!14(53!
5*+)9!j !1K+40%6!1, 3!3*!351!9*+, -!*7!*, 1!@6%G4, (!*, 1!9!*\", !04*6%!9*6*!4, !%!)%&34&1!)*C"
; A04*+96GR!C+94&4%, 9!%)1!%3!%154(5!)49' !7*)!] [Qa!"
!

#C*, (!C+94&4%, 9R!351!74)93!9GC@3*C9!*7!] [Qa!%)1!%6%&! *7!-49&1), C1, 3!*7!@43&5!%, -!4, 3*, %34*, R!
4, 31)@)13%34*, !*7!-G, %C4&9R!%, -!C1%9+)1C1, 3!*7!95%-19!*7!&*6*)!%, -!34CA)1"! "[3!49!01)G!
4C@*)3%, 3!3*!+, -1)93%, -!35%3!351!5%4)!&1669!4, !G*+)!4, , 1)!1%)!&%, , *3!)1(1, 1)%31"!>%C%(1!-* , 1!3*!
351C!49!@1)C%, 1, 3"!V51)1!49!&+))1, 36G!, *!\%G!3*!)1@%4)!*!+, -*!3549!-%C%(1"![7!G*+!7116!G*+!
C%G!A!1!1T@1)4!, &4, (!] [QaR!9@1%' !\435!G*+)!%@@41 -!4, 93)+&3*)!)4(53!%\%G"
!

!
0"!F346<1!51%)4, (!@)*31&34*, !\51, !@6%G4, (!4, !%, !1, 91CA61!*)!\51, !@)%&34&4, (!7*)!6*, (!@1)4*-9!*7!
34C1"!I 3GC*34&!?191%)&5!771)9!&+93*C^-194(, 1-!8+94&4%, !9!%)@6+(9!35%3!&%, !A1!7*+, -!%3!6*&%6!
%+-4*6*(4939!)*774&19!"
!

! "B)%&34&1!%3!5%67^-G, %C4&!"
!
=#!#631), %31!)1@1)3*4)1!\546!@)%&34&4, (!j !95473!A13\11, !K+413!%, -!6*+-!91&34*, 9!%, -!@41&19!"!
!

D"!84, 4C4<1!+, , 1&199%)G!9*+, -!1T@*9+)1!j !3549!&%, !4, &6+-1!0*6+C1!*7!351!)%-4*!%, -!@1)9*, %6!
161&3)*, 4&!-104&19R!6*+-!)193%+)% , 39!%, -!@%)3419R!\51, !+94, (!161&3)4&!%@@4% , &19!"
!

E"!Q+C!A17*)1!%, !1T@1&31-!6*+ -!, *491"!F 51351)!%!&GCA%6!&)%95!*)!97*)<%, -*R!%!964(53!5+C!A17*)1!
%, -!-+)4, (!351!9*+, -!A6*&' 9!351!1%)!9!%A443G!3*!3%' 1!4, !, 1!\!9*+, -!"
!
H"!23*@!9C* 4, (!!2C* 4, (!C*)1!35%, !- *+A619!351!)49' !*7!] [Qa"!#!
!

#&&*)-4, (!3*!351!#C1)4&%, !#&%-1CG!*7!#+-4*6*(GR!%@@)*T4C%316G!. H!C464*, !#C1)4&%, 9!5%01!51%)4, (!
6*99"!; , 1!4, !35)11!-1016*@1-!3514)!51%)4, (!6*99!%9!%)19+63!7!1T@*9+)1!3*!, *491"!#9!G*+!@+)9+1!G*+!)!
-%G^3*^-%G!%&34043419R!A*35!4, !351!>1@%)3C1, 3!*7!8+94&!%, -!4, !*351)!1-+&%34*, %6R!0*&%34*, %6R!%, -!
)1&)%1%34*, %6!1, 04)*, C1, 39R!)1C1CA1)!!
!

O"!Q1%)4, (!51%635!49!1991, 34%6!3*!G*+)!6716*, (!9+&&199!%9!%!C+94&4%, "!
!
."!\ *+)!51%)4, (!&%, !A1!@1)C%, 1, 36G!-%C%(1-!AG!6*+-!9*+, -9R!4, &6+-4, (!C+94&!"V549!-%, (1)!49!
&* , 93%, 3!"
!

12!ADEB9,!G5X9!
13!ADEB9,!GW69!

