! 5L346 , 1*$. +*5#(`R3a(Y4< , #154bA(*!"#$#%&'())#*%*+', -#%&'.)'$/0'1 . 23&%-'455-. %*/'). -'43$#67' 8-. 9-%76'#"':*/. . &6'; 1 448 :<=(?Gc?=cK?L?Jc>?cK>A(d=DO??D???A(

! 5L346 , 1*$. +*5#(`R3a(Y4*/548bA(>0?0&. 570"$'.)'1 %$/'%"2': *#0"*0'>. 7%#"6'.)'$/0': */. . &' @0%2#"066'A3--#*3&37'B%602'10%63-070"$': +6$07=(?Gc?=cK?L?Jc>?cKOA(d=DO??D???A(

! 5L346 , 1*$. +*5#(`R3a(! +#&5bA(, /0'())0*$'.)'>0)#"#$#. "6C'A. "$0D$3%&': 355. -$C'%"2'A. 9"%$0' :$%$36'. "'E$/'F-%20': 5%"#6/G650%H#"9'("9&#6/'I0%-"0-6J'; (II6<'K"20-6$%"2#"9'.)' K")%7#&#%-'L . -26'#"', 0D$=(?Gc=c=eL=Kc>?cKKA(d=DO??D???A(

! 5L346 , 1*$. +*5#(`R3a(! +#&5bA((())0*$'.)'M#&#"93%&'?6'7 . ". &#"93%&'70$/. 26'.)'0D5&#*#$'("9&#6/' ?. *%M3&%-+'#"6$-3*$#. "'. "'E$/'9-%20': 5%"#6/G650%H#"9'("9&#6/'&0%-"0-6'; (I<N' (D5&. -#"9'%**3-%*+C'-0$0"$#. "C'%"2'$-%"6)0-'&0%-"#"9=(?Gc?=cK?L?Jc>?cKOA(d=DO??D???A(

! 5L346 , 1*$. +*5#(`R3a(U5&<1* , $4bA(())#*%*+'.)':$. -+'O-#0"26'P. *%M3&%-+'A3--#*3&37', %-90$#"9' 8-06*/. . &0-6'4$G-#6H'). -'I%"93%90'%"2'I#$0-%*+'>#6%M#&#$#06=(?Gc?=cK?L?Jc>?cKeA(d>DKNGDeJeA(

f +*$54+&(341*$*"*, 1(59(F , +&*/(

! 5L346 , 1*$. +*5#(`R3a(:*, #4bA(f X7 -3 : FLHga(4'@%"2. 7#Q02'A. "$-. &', -#%&', %-90$#"9'8%-0"$6' #"'8-. 7. $#"9'R0%&$/+'(%$#"9'%"2'(D0-*#60'B0/%?#. -6'#"'802#%$-#*'A%"*0-': 3-?#?. -6' S#$/'T?0-S0#9/$UTM06#$+=(?=c?=cK?L?=c?=cKOA(

8, .C&J$, DC&.GKKB$CH&

f+*$54+&(341*$*"*,1(59(F,+&*/(

!5L346,1*$.+*5#(`R3a(_<<$41D(:/#$6+1*+6D(<,(Y&+#%54bA(*802#%$-#*'>+65/."#%N'*
*13&$#2#6*#5&#"%-+'%2?%"*06'$."#75-.?0'?.#*0'X3%&#$+=(?Oc?=cK?K?L?>c>=cK?KeA(*
dKDM>ND>GeA((

!5L346,1*$.+*5#(`R3a(_<<$41bA(*4'A.75-0/0"6#?0'86+*/.%*.36$#*'455-.%*/'$.'P.#*0'Y3%&#$+'*
*80-*05$#."=(?Gc?=cK?K=([(?Jc>?cK?KJA(dKDMe>De?GA((*

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81;?5>L/0&'371>2<584>(
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8""M"N*"O"E&PBG$D,+.&
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U5&<1*,$4D(FAD(R,*,#1L:+4<,#1D(IAD(E+<1,4D(WAD(h$&&$+'1D(\AD(B#5Z$1iD(\AD(@#55',D(_AD(;#,<+D(*
:AD(E%W,,6,#D(IAD(2(:0,4%,#D(HA(`$4(0#,11bA(_99$%+%8(59(+(1'+&&L.#5"0(,+#&8(&$*,#+%8(*
$4*,#6,4*$54($'0&,',4*,<(Z8(,+#&8(%/$&</55<(,<"%+*5#1A(*470-#*%"'Z.3-"%&'.)'*
:500/GI%"93%90'8%$/.&.9+A(*
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U5&<1*,$4D(FAD(R,*,#1L:+4<,#1D(IA(YD()*+*,-.:&!(&'(D(W,&&,8D(_AD(2(E+<1,4D(WA(EA(`K?KKbA(*
-,.$1*,#,<(-,05#*a(_99$%+%8(59(:*5#8(;#$,4<1()5%+Z"&+#8(!"##$%"&"'(H+#.,*$4.(*
R#,1%/55&,#1(Y*L#$1j(95#(I+4."+.,(+4<(I$*,#+%8(B99%"&*$,1A(Z.3-"%&'.)':500*/C'*
I%"93%90C'%"2'R0%-#"9'@060%-/='*
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Y11,&D(EA(YAD(E54*#58D(\A(\AD() *++*, - .:&!(& ' (D(;51*,#D(EAD(I+4<#8D(:A(FAD(m"%j,#D(HAD(AAA(2(
@/+61+#D()A(`K?K?bA(34$*$+&()+&$<+*$54(59(+(E+*/(R#5.#,11(E54$*5#$4.(E,+1"#,(95#(
R#,j$4<,#.+#*,4(:*"<,4*1A(Z.3-"%&'.)'86+*/.023*%$#."%&'466066 7 0"$D(
?G>OKMKNK?NKK?GMA((

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FAkAD(!#+C95#<D(YAD(\5/4154D(7AkAD(!+#&5D(EA:AD(H+8&5#D(FA@A(`K?K?bA(H/,(H,^+1(

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Y4*/548D(\A(IAD(Y11,&D(EA(YAD(2( ) *++*, - .:&!(& ' ((`K??GbA(_^0&5#+*5#8(+4<(%549$# ' +*5#8(
9+%*5#(+4+&81$1(59(*/,(B3YIL>a(h /+*(<5,1(*/$1(p1%#,,4,#q(#,+&&8(' ,+1"#,o(Z.3-"%&'
.)':*/..&'86+*/.&.9+C'EcC'OK>LO>M=(
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Y4*/548D(\A(IAD( ) *++*, - .:&!(& ' (D(E%B54+&<D(-AD(2(;#+4%$1D(BA(\A(`K??GbA(R/545&5.$%+&(
0#5%,11$4.(+4<(, ' ,#.,4*(&$*,#+%8($4(85"4.,#(+4<(5&<,#(0#,1%/55&(%/$&<#,4A(
4"'"%&6'.)'>+6&0D#%C'caC'==>L=>GA'
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Y4*/548D(\A(IAD( ) *++*, - .:&!(& ' (D(E%B54+&<D(-AD(!5#Z$**L:/$4<&,#D(BAD(!+#&154D(!A(BAD(2(
;#+4%$1D(BA(\A(`K??JbA(R/545&5.$%+&(0#5%,11$4.(+4<(, ' ,#.,4*(&$*,#+%8($4(:0+4$1/(
10,+j$4.(0#,1%/55&(%/$&<#,4A(4"'"%&6'.)'>+6&0D#%C'c\C'K>NLKG?='
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/E*C"E&A9,KC"$.&
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I+4<#8D(:A(FAD(m"%j,#D(HA(YAD(:5&+#$D(_A(\AD(!#+C95#<D(YAD(2( ) *++*, - .:&!(& ' ((`K?=KbA(F$1*5#8D(
1%+&,L"0D(+4<($ ' 0#56, ' ,4*1(59(+(%5 ' 0#,/,41$6,D(1*+*,C$<,(0#59,11$54+&(
<,6,&50 ' ,4*(0#5.#+ ' ($4(H,^+1A(34(!A(F5C,1D(@A(WA(F+ ' #,D()A(R$+4*+D(2(-A(!A(
R$+4*+(`_<1Ab(())0*$#?0'0%-&+'*/#&2/..2'5-.)066#."%&'20?0&.570"$N'!75-.?#"9'
$0%*/0-'5-%*$#*0'%"2'*/#&2'.3$*.706(`00A(=eNL=N?bA(@+&*$ ' 5#,D(EBa(@#55j,1A'
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>C,DE,$E*["E&29*+E&3.."..-"DC.&&
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I+4<#8D(:AFAD(Y11,&D(EAD(m"%j,#D(HA(YAD( ) *++*, - .:&!(' (D(E541,."L@+$&,8D(RAD(!#+C95#<D(YAD(
:C+4jD(RA-AD(2(U"44,C$.D(:A(`K?=>bA(-,6$1,<()5%+Z"&+#8(;&",4%8(1"Z*,1*a(!,4*,#(
95#(3 ' 0#56$4.(*/,(-,+<$4,11(59(!/$&<#,4(95#(I,+#4$4.(+4<(_<"%+*$54(`!3-!I_b(
Y11,11 ' ,4*A(F5"1*54D(HTa(74$6,#1$*8(59(H,^+1(F,+&*/(:%$,4%,(!,4*,#(+*(F5"1*54A(
Y6+$&+Z&,(+*a(CCCA!I3,4.+.,A5#.((
(
I+4<#8D(:AFAD(Y11,&D(EAD( ) *++*, - .:&!(' (D(m"%j,#D(HA(YAD(:C+4jD(RA(-AD(m"%j,#D(HA(YAD(
U"44,C$.D(:A(2(!#+C95#<D(YA(`K?=ObA(H/,(!3-!I_(R/545&5.$%+&(YC+#,4,11(
I+4."+.,(+4<(I$*,#+%8(:81*, ' (g(:%$,4%,D(H,%/45&5.8D(_4.$4,,#$4.(2(E+*/a(
H,%/4$%+&(E+4"+&A(F5"1*54D(HTa(74$6,#1$*8(59(H,^+1(F,+&*/(:%$,4%,(!,4*,#(+*(
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E54*#58D(\A(\AD(Y11,&D(EAD( ) *++*, - .:&!(& ' (

E54*#58D(\A(\AD( ) *++*, - .:&!(& ' (D(m"%j,#D(HA(YAD(Y11,&D(EAD(Y4*/548D(\A(IAD(!+#&5D(EA(!AD(2(
I+4<#8D(:A(FA(`K?=GbA(H,^+1(W$4<,#.+#*,4(_4*#8(Y11,11 ' ,4*(`HTLW_Yba(_^,%"*$6,(
;"4%*$54(1"Z*,1*1A(F5"1*54D(HTa(74$6,#1$*8(59(H,^+1(F,+&*/(:%$,4%,(!,4*,#(+*(
F5"1*54(+4<(H,^+1(_<"%+*$54(Y.,4%8A((
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m"%j,#D(HAYAD(I+4<#8D(:AFAD(Y11,&D(EAD( ) *++*, - .:&!(' (D(:C+4jD(RA-AD(2(U"44,C$.D(:A(`K?=>bA(
:5%$+&(+4<(_ ' 5*$54+&(5Z1,#6+Z&,(1%#,,4,#a(!,4*,#(95#(3 ' 0#56$4.(*/,(-,+<$4,11(59(
!/$&<#,4(95#(I,+#4$4.(+4<(_<"%+*$54(`!3-!I_b(Y11,11 ' ,4*A(F5"1*54D(HTa(
74$6,#1$*8(59(H,^+1(F,+&*/(:%$,4%,(!,4*,#(+*(F5"1*54A(Y6+$&+Z&,(+*a(
CCCA!I3,4.+.,A5#.((
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m"%j,#D(HAYAD(!+#&5D(EA!AD( ) *++*, - .:&!(' (D(Y4*/548D(\AD(2(I+4<#8D(:AFAD(`K?=GbA(H,^+1(
W$4<,#.+#*,4(_4*#8(Y11,11 ' ,4*(`HTLW_Yba(h#$*$4.(2(:0,&&$4.(1"Z*,1*A(F5"1*54D(
HTa(74$6,#1$*8(59(H,^+1(F,+&*/(:%$,4%,(!,4*,#(+*(F5"1*54(+4<(H,^+1(_<"%+*$54(
Y.,4%8A(
&
m"%j,#D(HAYAD( ) *++*, - .:&!(' (D(Y11,&D(EAD(E541,."L@+$&,8D(RAD(I+4<#8D(:AFA(2(!#+C95#<D(YA(
`K?=GbA(:%$,4%,D(H,%/45&5.8D(+4<(_4.$4,,#$4.(W45C&,<.,(1"Z*,1*a(!,4*,#(95#(
3 ' 0#56$4.(*/,(-,+<$4,11(59(!/$&<#,4(95#(I,+#4$4.(+4<(_<"%+*$54(`!3-!I_b(
Y11,11 ' ,4*A(F5"1*54D(HTa(74$6,#1$*8(59(H,^+1(F,+&*/(:%$,4%,(!,4*,#(+*(F5"1*54A(
Y6+$&+Z&,(+*a(CCCA!I3,4.+.,A5#.((
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m"%j,#D(HAYAD( ) *++*, - .:&!(' (D(Y11,&D(EAD(E54*#58D(\AD(Y4*/548D(\AD(2(I+4<#8D(:AFAD(`K?=GbA(
H,^+1(W$4<,#.+#*,4(_4*#8(Y11,11 ' ,4*(`HTLW_Yba(:%$,4%,D(H,%/45&5.8(2(
_4.$4,,#$4.(1"Z*,1*A(F5"1*54D(HTa(74$6,#1$*8(59(H,^+1(F,+&*/(:%$,4%,(!,4*,#(+*(
F5"1*54(+4<(H,^+1(_<"%+*$54(Y.,4%8A((
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*:5%"#6/'%"2'("9&#6/'20)#"#$#."'6355.-$6'."'%'S.-2GH".S&0290'%55&#*%$#."'$%6H'
*%7."9'E$/'9-%20':5%"#6/G("9&#6/'M#&#"93%&6='8.6$0-'$.'M0'5-060"$02'%$'$/0'
B#0""#%&'700$#"9').)'$/0':.#0$

05&$%8D(:8 ' 051$" ' (0#,1,4*,<(+*(*/,(K?KK(341*$*"*,(95#(_<"%+*$54(:%$,4%,1(Y44"+&(
R#$4%$0+&(346,1*$.+*5#]1(' ,,*$4.A(

QRTU&

Y6+&51D(EA(YAD(!+#&5D(EA(:AD(h$&&$+ ' 1D(\AD(2(Y4*/548D(\A(`K?K?D(E+#%/bA(*())0*$6'.)'
:5%"#6/U("9&#6/'20)#"#$#."'6355.-$6'.*"'%*%207#*'?.*%M3&%-+'&0%-"#"9'.)'E$/'9-%20'
*:5%"#6/G("9&#6/'M#&#"93%&6=(R+0,#(*5(Z,(0#,1,4*,<(+*(*/,(+44"+&(' ,,*$4.(59(*/,(
Y ' ,#$%+4(Y115%$+*$54(59(Y00&$,<(I$4."$1*$%1D(B,46,#D(!XA(

QRTV&

Y4*/548D(\AIAD()*++*,-.:&!(&'(D(;51*,#D(EA(_AD(_#+i5D(fA(YAD(Y11,&D(EA(YAD(E54*#58D(\A(\AD(2(
!,4D(hA(pR18%/5',*#$%(_6+&"+*$54(59(*/,(:0+4$1/(:%/55&(-,+<$4,11(!"##$%"&" '(
@+1,<(E,+1"#, ',4*(:81*, '(`:-!@EbAq(R51*,#(0#,1,4*,<(+*(*/,(@$&$4."+&(
-,1,+#%/(!549,#,4%,D(F5"1*54D(HTD(E+8D(K?=MA(

I+4<#8D(:A(FAD(Y11,&D(EAD(!+#&5D(EA(:AD()*++*,-.:&!(&'(D(h"D(hAD(E54*#58D(\A(\A(pH/,(,99,%*(
59(*/,(R#,0+#$4.(R,I",451(1 ' +&&L.#5"0(%5.4$*$6,($41*#"%*$54(0#5.#+ ' (54(
+%+<, '$%(+4<(%54%"##,4*(15%$+&(+4<(, '5*$54+&(5"*%5 ' ,1($4(85"4.(:0+4$1/L
10,+j$4.(<"+&L&+4."+.,(&,+#4,#1Aq(R+0,#(0#,1,4*,<(+*(*/,(@$&$4."+&(-,1,+#%/(
!549,#,4%,D(F5"1*54D(HTD(E+8D(K?=MA(

E54*#58D(\A(\AD(Y4*/548D(\A(IAD()*++*,-.:&!(&'(D(2(;51*,#D(EA(ph/+*(<5,1(*/,(T(1+8o(h/+*(
&,**,#(15"4<1(+#,(%5##,%*(54(+(&,**,#(15"4<(*,1*A(34(\A(IA(Y4*/548(`%/+$#bD(A-#$#*%&'
0?%&3%$#.*"')'$/0'.*"*05$3%&#Q%$#.*"6'%"2'.50-%$#.*"%&#Q%$#.*"6').'&0$$0-'H".S&0290='
:8 ' 051$" ' (0#,1,4*,<(+*(*/,(:5%$,*8(59(:%$,4*9%(:*"<8(59(-,+<$4.(!549,#,4%,D(
@#$./*54D(_4.&+4<A(\"&8D(K?=MA(

QRTX&

E54*#58D(\A(\AD(Y4*/548D(\A(IAD(h$&&$+ ' 1D(\A(EAD(2(;51*,#D(EA(ph/+*(<5,1(*/,(T(1+8o(h/+*(
&,**,#(15"4<1(+#,(%5##,%*(54(+(&,**,#(15"4<(*,1*A(R51*,#(0#,1,4*,<(+*(*/,(+44"+&(
 ',,*$4.(59(*/,(:5%$,*8(59(:%$,4*$9$%(:*"<8(59(-,+<$4.D(R5#*5D(R5#*".+&A(\"&8D(K?=JA(

QRTY&

I+4<#8D(:AD(Y11,&D(EAD(m"%j,#D(HA(YAD(!#+C95#<D(YA(BAD()*++*,-.:&!(&'(D(2(E541,."L@+$&,8D(
RA(`K?=eD(E+#%/bA(71$4.(H,%/45&5.8(*5(R#56$<,(+4(34*,.#+*,<(R#59,11$54+&(
B,6,&50 ' ,4*(:81*, '(95#(_+#&8(!/$&</55<(_<"%+*5#1A(

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Y4*/548D(\A(IAD(F,%/*D(:AD( ) *++*, - .:&!(& ' (D(m/+4.D(mAD(!&, ' ,4*1D(BAD(2(:+#+ ' +D(\AD(`K?=?D(
\"4,bA(((*))#*%*+'.)'A. 753$0-#Q02'(%-.M#*6'%"2'B3#&2#"9'B&. *H6'!"6$-3*$#. "'). -'
d#"20-9%-$0"0-6')-. 7'I.S':(:C'1#". -#$+'B%*H9-.3"26N'V0%-'^'@063&$6='R+0,#(
0#,1,4*,<(+*(*/,(+44"+&(' ,,*$4.(59(*/,(341*$*"*,(95#(_<"%+*$54+&(:%$,4%,1A((
h+1/$4.*54D(B!A(

QRRU&

Y4*/548D(\AIAD(F,%/*D(:AD(:%/5.,#D(WAD(E"j/,#P,,D(YAD(2( ) *++*, - .:&!(& ' ((`K??ND(\"4,bA((
))#%*+'.)'A. 753$0-#Q02'(%-.M#*6'%"2'@0%&'1%$/'!"6$-3*$#. "'). -'d#"20-9%-$0"0-6'
)-. 7'I.S':(:C'1#". -#$+'B%*H9-.3"26N'V0%-'W'@063&$6='R+0,#(0#,1,4*,<(+*(*/,(
+44"+&(' ,,*$4.(59(*/,(341*$*"*,(95#(_<"%+*$54+&(:%$,4%,1A((h+1/$4.*54D(B!A(
(
)*++*, - .:&!(& ' (D(I+4<#8D(:A(IAD(Y4*/548D(\A(IAD(2(:C+4jD(RA(-A(`K??ND(E+#%/bA((*4"'075#-#*%&&+'
M%602'6$%$0S#20'6+6$07').-'#20"$#)+#"9'X3%&#$+'5-0GH#"20-9%-$0"'5-.9-%76=((R+0,#(
0#,1,4*,<(+*(*/,(+44"+&(' ,,*$4.(59(*/,(:5%$,*8(95#(-,1,+#%/(54(_<"%+*$54+&(
_99,%*$6,4,11A((Y#&$4.*54D()YA(

R$+1*+D(:A(@AD(Y4*/548D(\A(IAD(R/$&&$01D(@A(EAD( ) *++*, - .:&!(& ' (D(2(;#+4%$1D(BA(`K??ND(;,Z#"+#8bA(
K"20-6$%"2#"9'A/#&2-0"e6'd".S&0290').'I0$$0-':.3"26'K6#"9'!$07'@065."60'
,/0.-+='R+0,#(0#,1,4*,<(+*(*/,(+44"+&(' ,,*$4.(59(*/,(R+%$9$%(!5+1*(-,1,+#%/(
!549,#,4%,A(:+4(B$,.5D(!YA(

QRRV&

Y4*/548D(\A(IAD( ) *++*, - .:&!(& ' (D(2(;#+4%$1D(BA(`K??MD(E+#%/bA(4'7.20&').'M#&#"93%&'
070-90"$'&#$0-%*+'%"2'$/0'20?0&.570"$').'5/."..&.9#*%&'%S%-0"066='R+0,#(
0#,1,4*,<(+*(*/,(H3E_:(-,1,+#%/(!5&&5I"$" 'A(F5"1*54D(HTA'

QRRW&

Y%$*,&&$D(IA(WAD(@+<#D(FAD(2( ) *++*, - .:&!(& ' ((`K??GD(Y"."1*bA((V.3'%"2'70'%9%#"6$'$/0'S.-&2N''
A.35&0'!20"$#$+'%6'%"'#75&#*#$'*.5#"9'70*/%"#67='R+0,#(0#,1,4*,<(+*(!5"0&,1(
!50$4.(C$*/(:*#,11(' ,,*$4.D()+4%5"6,#D(!YA(
(
Y4*/548D(\A(IAD( ) *++*, - .:&!(& ' (D(B"4j,&Z,#.,#D(EAD(Y./+#+D(-AD(f56+jD(@AD(2(@+#*/(YA(`K??GD(
\"&8bA(R.S'2#6$#"*$'#6'5/."..&.9#*%&'2#6$#"*$#?0"066f'R+0,#(0#,1,4*,<(+*(*/,(:5%$,*8(
95#(*/,(:%$,4*$9$%(:*"<8(59(-,+<$4.A(R#+."D(!i,%/(-,0"Z&$%A(
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)*++*, - .:&!(& ' ((2(Y%$*,&&$D(IA(WA(`K??GD(\+4"+#8bA((F&.M%&'%"2'*."$0D$G

+44"+&(' , ,*$4.(59(*/ ,(:5%$,*8(95#(R,#154+&$*8(+4<(:5%$+&(R18%/5&5.8($4(E , ' 0/$1D(
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