((((((((((Y1 0 4#"/-7(21%(3 0 -%45"#(J4?%"%&(3 88154"/41#(C11[(3V"%7'(UWWU_(Y1 0 4#"/-7("#7(24#";48/(((
((((((((((21%(J" 0 ?7"(C11[(3V"%7'(UWWU_(Y1 0 4#"/-7(21%(L$8/"E$8(T&-%8(3V"%7'(UWWU(
(
(((((51:-74/-7(V4/A(P%48(Z1$#@'(
((((((((((C;11 0 4#@/1#<(P#74"#"(D#4E-%84/&(G%-88'(UW]W(
(
(((((/ **8397**! ' **3=3>9?@8**!
(
3 5"54"(G%-88'(UW]+(
(
!
***97**<AB**:5!?=;!2334!"8?@7:95**!
!
`922$;@-#5-8'(G"%/45;-8(4#(T 1/41#'(F&5;4#@(/A-(T 4#785" . -8(12(3 . 45A"/ . 1#@(K--%"8-/A"[$;Ba((P#((
((((((((((3#4[(6"%["%'(!"&[4/(6"%["%'(-78B(B((
((((((((((J4E-%. 11;<((J4E-%. 11;(D#4E-%84/&(G%-88'(21%/A51 0 4#@(T "%5A'()*)+((
(
RH1%-V1%7'R(!$#(G"#'('(F" 0 ?%47@-<(F4"1(C11[8'()*)+'(UU(((((((((
(
RNA-(J"8/(H48A'(GA"#/1 0 (P8;"#78'("#7(O--2(O$4#8<(D#8-//;4#@(J 1@458(12(G-% 0 "#-#5-BR((FA%48((
((((((((((G%-#/45-'(-7B'(6 . -54";(488$-'(`N4 0 -8(12(, 48"8/-%'a(

((((((((((NA-(S"@$-<(I;$V-%'(UWW^'(+W:\f(
(
(((((R3(O-8.1#8-(/1("(J-//-%(2%10(G-@(641#8'(,-5-0?-%(UWWfBR(P#(T"%@"%-/(641#8'(-7B(
((((((((((B(G-##8&;E"#4"((
((((((((((6/"/-(D#4E-%84/&(G%-88'(UWW^'(UUf:UfX
(
(((((R641#-(7-(C-"$E14%BR(P#(TB9B(K"4/A-'(-7B((PmB(NA-((((

(UfB+(bUW]^c<(fU\:f)\(
(
((((((((((G%4#/-7(4#("#(-M."#7-7(E-%841#<(B(3B(L"%%&("#7(TB(((((
((((((((((G-"%8";;'(-78B(J1#71#<(D#V4#(S&0"#'(UW]W'(f^:+X(
((((((
(((((RJ-8?4"#(951#104588R((](bUW]Xc<(f^:\f(
(
((((((((((O-.%4#/-7(4#(/%"#8;"/41#<(RD#-(951#104-(;-8?4-##-BR((+(bUW]Xc<(UX:)^(
(
(((((RNA%1$@A(/A-(K4;7(O-@41#<(3#(988"&(4#(GA-#10-#1;1@45";(H-04#4804BR(6.-54";(488$-(1#(((
((((((((((T"$%45-(T-%;-"$:G1#/&'(((U](bUW]Xc<(((
((((((((((+U:)\X(
(
(((((RJ11[4#@("/(r$%(C;117<(3(J-8?4"#(O-8.1#8-(/1(T-#%8(N-%%1%4804(12(K10-#BR(
((+(bUW]+c<(UU:f](
((((((
(((((O-.%4#/-7(4#(/%"#8;"/41#<(RO-@"%7(8$%(#1/%-(8"#@BR((fB)(bUW]+c<(]*:WX(
(
(((((RT1/A-%A117<(NA-(3##4A4;"/41#(12(K10-#BR(P#(!1&5-(N%-?4;51/'(-7B(
B(Y-V(!-%8-&<(J4//;-24-;7'(37"08("#7(F1B'(UW]+'(fU\:ff*(
(
(((((O-.%4#/-7(4#<(T"%4;&#(G-"%8";;'(-7B(
B(F";421%#4"<(K"78V1%/A'(UW]\'(

B((D#4E-%84/&(12(P#74''#''(G%-88'(UW]W'(^U:]+(
(
(((((

(((((((X(b6.%4#@'(UW^Xc<(UX+:U^W(
(
(((((RS$88-%;8(F100$#";(6.4%4/<(3(GA-#10-#1;1@45";(6/$7&(12(/A-(H$#7"0-#/";(6/%$5/$%-(12(((
(((((((6154-/&BR(B(K"/-%;11<(F-#/%-(21%(37E"#5-7(O-8-"%5A((((((
((((((((((4#(GA-#10-#1;1@&'(UW^X'(U]U:)**((
(
((((((O-.%4#/-7(4#<((\(bUW^]c<(XW:])(
(
(((((RS$88-%;(C4?;41@%".A&(12(9#@;48A(N%"#8;"/41#8BR(6.-54";(488$-(1#(9708$#7(S$88-%;'((((
((((((((((\WBU(bUW^\c<(Uff:Uf^(
((((((
2334!$:C<:D5!!!
!
(RNA-(S$0"#(G%-8-#5-'(6/-.A-#(3B(9%45[81# (f](bUW]\c<(]]+:]]X(
(
(((((`W,14#@W(L-#7-%<(3#(9/A#10-/A171;1@45";(3..%1"5ABR(6.-54";(488$-(1#(9/A#10-/A171;1@&'(((
((((((((((f(bUW]*c<(U*^:UU\(
(
%=7:9C<:D5(
(
((((`3(6/$7&(1#(/A-(G-%5-4E-7(O1;-(12(P#/-%.%-/-%8(4#(/A-(D#4/-7(6/"/-8a(b%-8-"%5A(.%1=-5/c("#7(`P#/-%.%-/-%8tP#/-%
((((((((((4#(T&(9&-8'a(bE47-1(715$0-#/"%&c'(4#/-%E4-V("#7(E47-1(?&(!$#(G"#'(T"&()*)*(
(((((`u$--%(H117(9951#1045**8**a(4#/-%E4-V(?&(9;48-(I$;["'(21% '(N1%1#/1'(T"&()**U(
(((((R6401#-(7-(C-"$E14%BR(%-51%7-7(21%(Y1%/A-"8/(G$?;45(O"741'(r5/1?-%(U]'(UWWW(
(((((RH-04#48/(GA4;181.A&BR(%-51%7-7("/(IGH3'(J18(3#@-;-8'(T"&'(UWW+(21%($8-(?&(G$?;45(O"741(
(((((RJ"(T"/-%#4/n(O-E$-'R((()U(bT"%5A'(UWW*c(
(
***97<AB:!3=!EC!D394(**
(
(!"5Q$-;&#(YB(k4/"B(R!-22#-%(3;;-#<(3(J-8?4"#(G1%/%"4/BR(
(bH";;(UWW)c<(X:Uf(
(
O-.%4#/-7(4#<(F;"$74"(F"%7'(-7B(B(C;1104#@/1#<(P#74"#"(
(((((D#4E-%84/&(G%-88'(UWW+'(f:U*(
(
-#2&%"*)%.0/!*/!-+$F.$ '*0"+/!
(
'(81$#7851%-(/-M/(2%10(0&(?11['(B((F10.18-%(((((((
(((((F-;-8/-(S$/5A4#8_(E145-8(L-1%@-(C$8A("#7(!-8845"(H-;70"#'(K1%;7(T$845(S";;'(K-8;-&"#((((
(((((D#4E-%84/&'(,-5-0?-%()**fB((Y-V(E-%841#'(`G1;4/45";;&(6.-"[4#@'a(9;-5/%45(N-5A(F"%#4E";<(((
(((((K-"E4#@(Y-/V1%[8'(J4#l'(3$8/%4"'(!$;&()**^(
(
("#(-#"5/0-#/(7%"V#(2%10(0&(V%4/4#@'(`%(-(E(-(%(?(-(%("(/(4(1(#(8(((((((

(((((6$ 0 0 -%(UWWX_(O"75;422(Z"%7'(6$ 0 0 -%(UWWX'(H-8/4E";(F-%E"#/4#1'(N-"/%1(!$"%-l'("#7(T$8-1(((
(((((7-(;"(S48/1%4"'(T 1#/-%%-&'(H";;(UWWX(
(
F , '(74@4/";("$741'(, -- . (J48/-#4#@(\U*R'(r ;4E-%18(51 0 . 18-%_(r ;4E-%18'((
(((((L" 0 . -%'(O18-'(. -%21% 0 -%8B(K 1%7(/-M/(2%1 0 (0 &(?11[(

((((F1#2-%-#5-'(D#4E-%84/&(12(P7"A1'(!$#-()*U\(
(
` I ";-471851.45(N%"#8;"/41#<(3%"&"(O"87="%0%-"%#811[%8(("#7(/A-(
(12(Z"1(J$'a(`N%"#8;"/4#@(384"<((T4@%"/41#8("#7(N%"#8@%-8841#8'a(X ((
((((((384"#(N%"#8;"/41#(N%"74/41#8(F1#2-%-#5-'a(D#4E-%84/&(12(/A-(GA4;4..4#-8'(T"#4;"'((
((((((r5/1?-%()*U+B((
(((
`3#(D#8/"?;-'(F"51.A1#1$8(K"E-'('a(6/%"#@-(C"%1Q$-(951;1@4-8((
(((((6&0.184$0'("#(4#/-%#"/41#";(51;;"?1%"/41#(A18/-7(?&(T"88-&(D#4E-%84/&'(Y-V((
(((((k-";"#7'(Y1E-0?-%()*Uf(
(
`NA-(J"8/(H48A'(GA"#/10(P8;"#78'("#7(O--2(O$4#8<((D#8-//;4#@(J1@458(12(G-%0"#-#5-'a(
(((((,48"8/-%z(3(6&0.184$0'(-8/"?;48A-7(?&(/A-(G18/51;1#4";(6/$74-8(O-8-"%5A(Y-/V1%['((
(((((A18/-7(?&(D#4E-%84/&(12(r/"@1'(Y-V(k-";"#7'(Y1E-0?-%()*Uf(
(
`NA-(Y"4;'(/A-(C;"7-'("#7(H$/$%";(T-01%&<((N";-8(12(T1$#/(T-%$("#7(/A-(F1%";(O--28'a((
(((((384"<((J11[4#@(C"5['(T1E4#@(H1%V"%7'a(384"#(6/$74-8(1#(/A-(G"54245(F1"8/'(T1#/-%-&((
(((((P#8

(((((F1#2-%-#5-'(D#4E-%84/&(F1;;-@-'(F1%['(P%-;"#7'(H-?%$"%&()**](
(
`3/(/A-(L%--#(H;"8A(12(/A-(6-//4#@(6$#<(61#45(L-#-%"/41#8'a(P#/-%#"/41#";(6154-/&(21%((
(((((32%45"#(GA4;181.A&("#7(6/$74-8'(OA17-8(D#4E-%84/&'(61$/A(32%45"'(3.%4;()**^(
(
`,4E4#@(G;"#-/"%4/&'a(F"%4??-"#(9#@;48A(388154"/41#'(G$-%/1(O451'(Y1E-0?-%()**X(
(
`J4#@$48/45(P0"@4#"/41#(4#(/A-()U (F-#/$%&'a(H4%8/(K1%;7(F1#@%-88(1#(/A-(G1V-%(12((
(((((J"#@$"@-<(NA-1%&'(G%"5/45-'("#7(,-E-;1.0-#/'(C"#@[1['(T"&()**X(
(

#u$-%47"(E1;$.4"'(G"M"1(#1(="%74 0 (7"8(7-;454"8'a (4#E4/-7(."-%'((P#/-%#"/41#";(F1#2-%-#5-(((((
(((((1#(C17&("#7(P 0 "@-'(D#4E-%84/&(1

(((((6KPG'(N"0."'(H-?%$"%&(UWWf(
(
R/-"(1#(/A-(?-"5A("/(047#4@A/'R(6154-/&(21%(K10-#(4#(GA4;181.A&'(6KPG'(T45A4@"#(6/"/-(
D#4E-%84/&'(J"#84#@'(r5/1?-%(UWW)(
(
RO-2;-5/41#8(1#(/A-(UU(9#5$-#/%1'R(7485$88"#/'(6154-/&(21%(K10-#(4#(GA4;181.A&'(6KPGR(3.%4;(
UWWU(
(
Rr#(/A-(6-"8A1%-<(3(K%4/4#@(12(3?$#7"#5-'R([-&#1/-("77%-88'(K10-#%8(S48/1%&(K--['(
D#4E-%84/&(12(P;;4#148'(C;1104#@/1#'(3.%4;(UWWU(
(
R%(-(E(-(%(?(-(%("(/(4(1(#(8(011#2;1V-%8((((;$5-8(2$@"5-8'R(."."-%'(6154-/&(21%(K10-#(4#(
(((((GA4;181.A&'(6KPG'(D#4E-%84/&(12(K4851#84#'(T"%5A(UWWU

(((F1;;-@-'(r 5/1?-%(UW]](
(
RF%-"/4#@(H- 0 4#48/(GA4;181 . A&'R(F 1%#-;;(D#4E-%84/&(6154-/&(21%(/A-(S$ 0 "#4/4-8'(F 1%#-;;(
D#4E-%84/&'(r 5/1?-%(UW]](

R3%-(K-(90?174-7x(P#/-%.%-/"/41#(12("(F1#/%1E-%8&(4#(O-5-#/(H%-#5A(NA1$@A/'R(GA4;181.A&(
6-%4-8'(F"%;-/1#(F1;;-@-'(3.%4;(UW]\(
(
Rr#(/A-(,-51#8/%$5/41#(12(Y"/$%-'R(5100-#/"%&'(30-%45"#(GA4;181.A45";(388154"/41#'(Y-V(
Z1%['(,-5-0?-%(UW]+(
(
RK10-#("#7(H117'R(32/-%(/A-(6-51#7(6-M(F1#2-%-#5-'(D#4E-%84/&(12(G-##8&;E"#4"'(3.%4;(UW]+(
(
RK10-#("#7(K1%[<(GA4;181.A45";(G"%"74@08'R(F1#2-%-#5-(1#(F1;;"?1%"/41#8("#7(
((((((

(

(((((`H4@$%-8(12(T1/41#'(H4@$%-8(12(C-4#@<(N%"#8;"/41#'(,4"8.1%"'("#7(/A-(61#@(12(G"%0-#47-8a(((
(((((*UW(((
(((((O-54.4-#/'(,48/4#@$48A-7(,488-%/"/41#(3V"%7(
(((((
SV"(S-1#@(K"#@'(6.%4#@()*U]B((GA4;181.A&'(P#/-%.%-/"/41#'(F$;/$%-B((`F1#2$54"#480("#7(((((((
(((((O4/$";8(21%(K10-#(4#(FA18|#(I1%-"<(3(GA4;181.A45";(P#/-%.%-/"/41#'a()*UW(((((
(((((O-54.4-#/'(,48/4#@$48A-7(,488-%/"/41#(3V"%7(
!
Y4;40"(O"?;'(H";;()*U]B((,-."%/0-#/(12(F10."%/4E-(J4/-%"/$%-(bGJFcB((`G$%-((F1#/"04#"/41#<(((
(((((3$/1400$#4/&(4#(/A-(32/-%0"/A(12(O-"81#a(
(((
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6/"54-(I1/85AV"%'(6.%4#@()*U+B((GA4;181.A&'(P#/-%.%-/"/41#("#7(F$;/$%-B((`L%--#(C-"$/&<((

(
3 0&(C$%/#-%'(H";;()** fB((, - . "%/ 0 -#/(12(F1 0 . "%"/4E-(J4/-%"/$%-B((`6 . %-"74#@(K47-(T&(Y"%%1V((
(((((S"#78<(L"/A-%4#@(9 0 4;&(, 45[4#81#a((((((
(
O-[A"(T-#1#'(H";;'()**)B((, - . "%/ 0 -#/(12(GA4;181 . A&B((`38A" 0 -7(12(1$%(Y"[-7#-88_(P8(/A-%-((
(((((-E-%("(Y"[-7(C17&xa(
(
J4#7"(K"%%-#'(6 . %4#@()**UB((, - . "%/ 0 -#/(12(GA4;181 . A&B((`H%--71 0 ("#7(951#1 0 &<((6--[4#@("(((
(((((G1-/45(G1;4/458(12(6$%E4E";a(
(
!"5Q$-;4#-(TB(L"/-;&'((6 . %4#@()***B((, - . "%/ 0 -#/(12(GA4;181 . A&B((RN-"5A4#@(6$?=-5/8<((NA-((
(((((97$5"/41#("#7(Y"%%"/41#(12(6-;E-8(4#(K-8/-%#(GA4;181 . A&a(
((
L-%/%$7-(!" 0 -8(L1#l";-l'(6 . %4#@()***B((, - . "%/ 0 -#/(12(GA4;181 . A&B((R6-74 0 -#/8("#7(6A"71V8<((
(((((P7-#/4/&("#7(F1;1#4";48 0 (4#(/A-(D#4/-7(6/"/-8(m4%@4#(P8;"#78a(
((
O45"%71(6"#/18'((6 . %4#@()***B((, - . "%/ 0 -#/(12(F1 0 . "%"/4E-(J4/-%"/$%-B((R3(, 422-%-#/(K1 0 "#<((
(((((F;"88'(P7-#/4/&("#7(6-M$";4/&(4#(F"88"#7%"(O418%8(K1%[a(
(
G" 0 -;"(K-- 0 8'(6 . %4#@()***B((, - . "%/ 0 -#/(12(GA4;181 . A&B((RG%12-8841#8(12(P#/4 0 "5&<((L-#7-%'((
((((((, -E-;1 . 0 -#/";(G-7"@1@&("#7(6-;2:L1E-%#"#5-a((
(
!-##42-%(K-;8A'(6 . %4#@()***B((, - . "%/ 0 -#/(12(GA4;181 . A&B(RO"//;-8#"[-(S$#/4#@'(N-%%4/1%4";4/&(

N%"#8Y"/41#";(!1$%#-&8'(61$;:-M."#74#@(,%-"08(
Y-@1/4"/4#@(F1#/-0.1%"%&(o384"p_(3$/1?41@%".A45";(T&/A<(H-04#48/("#7(,4"8.1%45(
F1#E-%8"/41#8_(P#/%17$5/41#(/1(K10-#%8(6/$74-8_(T$;/45$;/$%";(H-04#48/(NA-1%&_(H-04#48/(
GA4;181.A&<(H%4-#78A4.("#7(3;;4"#5-8_(H-04#48/(GA4;181.A&<(L-#7-%("#7(6-M$";4/4-8_(L-#7-%'(
9/A#454/&'(F$;/$%-_(H-04#48/(GA4;181.A&("#7(/A-(Y"04#@(12(,422-%-#5-_(T-745";(9/A458_(
GA4;181.A&("#7(G$?;45(G1;45&_(H-04#48/(NA-1%&_(0"#&(P#7-.-#7-#/(6/$74-8((
(
(((((L%"7$"/-(F1$%8-8<(((
S"$#/4#@'(T-01%&'(T4@%"/41#8'(21%(N1010%%1V8(
)U(F-#/$%&(J1#@4#@8'(P#(N%"#84/(
N0;/$1$8(6."5-'(H"/-'("#7(C-;1#@4#@(
Y"%%"/4E-8(12(6$%E4E"#5-_(G1%184/&'(T4@%"/41#'(P0.;1841#8_(,4"8.1%45(P0"@4#"%4-8_(P#/-%E";8<(
N%"#85$;/$%";("#7(N%"#874"8.1%45(G%"5/45-8_(N%"#851;1#4";(H4@$%"/41#8<(H-04#48/("#7(,4"8.1%45(
r854;;"/41#8_(G1%184/&<(N%"#851;1#4";(P0.;1841#8_(H%4E1;4/&<(N%"#851;1#4";(T-"#7-%4#@8_(
m1;$./$1$8<(N%"#851;1#4";(O-;"/41#";4/4-8_(,-84%1$8(K%4/4#@<(H-04#48/(O48[8'(
N%"#851;1#4";m1;"/4;4/4-8_(N%"#851;1#4";(H4@$%"/41#8_(H-04#48/(N%"#851;1#4";4/4-8<(O42/8(v(
N$%?$;-#5-8(12(,4"8.1%45(Y"%%"/4E-_(N%"#851;1#4";(F1#E-%8"/41#8_(N%"#85$;/$%";(H-04#4808<(
K%4/4#@(v(G-%21%0"#5-_(N%"#851;1#4";(H4@$%"/41#8_(J-8?4"#(K%4/4#@_(K%4/4#@(G18/51;1#4";4/&_(
H-04#48/(K%4/4#@<(F;"88'(O"5-("#7(6-M$";4/&_(N%"E-;;4#@(NA-1%4-8<(G18/51;1#4";(K%4/4#@_(
35/4E4808("#7(G18/51;1#4";(6/$74-8_(S&?%474/&("#7(F$;/$%";(6$%E4E";_(J-8?4"#(GA4;181.A4-8_(
F1;1#4l"/41#t,-51;1#4l"/41#_(H-04#48/(K%4/4#@_(C174-8'(Y"/$%-'(G1V-%<(3;/-%#"/4E-(,4851$%8-8(
4#(K-8/-%#(GA4;181.A&(U**:UX*_(H-04#4808'(J"#@$"@-'("#7(/A-(C17&_(S$88-%;_(Y-V(H%-#5A(
H-04#

654-#5-("#7(N-5A#1;1@&_(S-47-@@-%("#7(J"#@$"@-_(9;$547"/41#8(12(S1;7-%;4#%8(G1-/%&_(
T-%;-"$:G1#/&'(GA-#1 0 -#1;1@&(12(G-%5-./41#_(T-%;-"$:G1#/&'(NA-(m484?;-("#7(/A-(P#E484?;-_(
Y4-/185A-(NA-(9/-%#";(O-5$%%-#5-("#7(NA-(K4;;(/1(G1V-%_(Y4-/185A-("#7(3%/_(GA-#1 0 -#1;1@&(12(
6."5-_(K1%[8A1.(1#(GA-#1 0 -#1;1@45";(T-/A17_(K1%[8A1.(1#(GA-#1 0 -#1;1@&("#7(H-04#48 0 _(
#$ 0 -%1$8(P#/-.-#7-#/(6/$74-8(
(
+ , %) . $ % * &! * ") % (%) %+ / !
!
!!!!!974/1%'(6DYZ(G%-88(6-%4-8(4#(H-04#48/(GA4;181.A&'(UW]^:)**]!
!!!!!6-%4-8(?11[8<!
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