

' +)2+9#+%!=>;!/?>=@

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"#\$%&' ' (&)'!' &%*+, -
. /01/23!' 232+!&4/*+% '/2,
!%+' &52'

3!6&35/232/*+!3435, '!'!\$7!\$)+4(+48+8!/2+9!%+')\$4' +'

%' +93%,!. %/: 12:!)<8

. /01/23!' 232+!&4/*+% '/2,



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%DKLQJRDJIK!HJ!<D!' LBIJS!?'>=@!' FJKFK!#QFBR!QT!%DSDJIK!!" #\$\$%V!KABCDE!QT!&JHCDBKHIE!' ALLOBI!
' IFTT!FJR!&JWGFKKH!HDR!)BQTDKKHQJFGK!XDBD!SHCDJ!!<D!QLLOBI!AJHIE!IQ!BDKLOJRI!Q!<BDD!QLDJ(
DJRDR!HIDMK!HJ!FRRH!HJ!IQ!!<DHB!BDKLOJKDK!QJ!F!JAMNDB!QT!WGQKDR(DJRDR!THYDR!BDKLOJKD!HIDMK-!
!

!" !#\$%&' (&(&&)*\$\$&+, -.)/0)12&(3-4+)!!)-+

35&)62%7&\$473)647)% (3)46)-+8&+3-9&(:)

;" !

#\$%&' (&(&&)*\$\$&+, -.)/0)12&(3-4+)! <-+)35&)62%7&\$473)647)% (3)46)=' >()?2, @&3)

%A-3' 3-4+ ()A' >)5' 9&)-A\$' 83&,)35&)7&(\$4+, &+3B()C4?:)

!

! 3GI<OAS<!I<D!ZADKIHOJ!FK[DR!FNQAI!HJWDJIHCDK;!7&(\$4+, &+3()49&7=5&%A-+@%)' , , 7&((&,) ?' (-8)84A.\$&+(' 3-4+')' +,)?&+&6-3)-((2&!HJKIDFR!QT!HJWDJIHCDK!2<HK!IBFW[K!WGQKDG!XHI<!I<D! ZAFJ!HI!FIHCD!FJFGEKHK!QT!I<D!KABCDE!BDKAGIK!TOB!. ' &! !
! 7BAKIBFIHOJ!XHI<!I<D!GDCDG!QT!LFE!

"#\$%!' ' (&) ' !' ABCDE!6AFGH!HCD!3JFGEK!K;! DLIDMNDB!?!>=@!

!

!

%DKLQJRDJIK!HJ!!<D!' LBIJS!?!>=@!" FJKFK!#QFBR!QT!%DSDJIK!U" # \$%V!KABCDE!QT!&JHCDBKHIE!' ALLOBI!
' IFTT!FJR!&JWGFKKH!HDR!)BQTDKKHQJFGK!XDBD!SHCDJ!!<D!QLLOBI!AJHIE!IQ!BDKLOJR!IQ!!<BDD!QLDJ(
DJRDR!HIDMK!HJ!FRRH!HJQ!!IQ!!<DHB!BDKLOJKDK!QJ!F!JAMNDB!QT!WGQKDR(DJRDR!THYDR!BDKLOJKD!HIDMK!)
2<QKD!!<BDD!ZADK!HQJK!XDBD-!

!

!" !#\$%&' (&(&)*\$\$&+, -.)/0)12&(3-4+)!!)-+)
35&)62%7&\$473)647)% (3)46)-+8&+3-9&()-+)8%4 (&, 0&+, &,)12&(3-4+)! P:)
;"
#\$%&' (&(&)*\$\$&+, -.)/0)12&(3-4+)! <-+>)35&)62%7&\$473)647)% (3)46)= ' >()?2, @&3)
%A-3' 3-4+ ()A' >)5' 9&)-A\$' 83&,)35&)7&(\$4+, &+3B()C4?)--+)8%4 (&, 0&+, &,)12&(3-4+)! H:)

!

8DIFHGK!BDSFBRIJS!QBHSIJFG!KABCDE!MDI<QRK;!RDKWBHLIHCD!RFIF!FNQAI!LFB!HMLFJIK;!FJR!ZAFJHIFHCD!
FJFGKDK!FBD!TQAJR!HJ!!<D!QBHSIJFG!BDLQBI!TBQM!!<D!8QW[HJS!JKIHIAID!QT!) ANGH!3TTFBK!FI!7QBI!1FEK!
' IFID!&JHCDBKHIE!\2<D!WABBDJ!BDLQBI!HK!F!ZAFGHIFHCD!FJFGKHK!QT!!<D!BDKLOJKDK!QT!
!!IQ!QLDJ(DJRDR!ZADK!HQJK!=?;!]=];!FJR!=^!QJ!!<D!KABCDE!

!

2<HK!ZAFGHIFHCD!FJFGKHK!XFK!LDBTQBMDR!HJRDLDJRDJ!!QT!FJR!XHI<QAI!BDTDBDJWD!IQ!!<D!TAGG!KABCDE!
HJ!QBRDB!IQ!F

!
2<DBD!FBD!WDBIFIJ!HKKADK!!<

"#\$%&' ' (&) '! ABCDE!6AFGH!IJK!3JFGEKIK;! DLIDMNDB!?!>=@!

@

494?62-2&: @k: =-9A-9; -; 8! -3&5-2=: 92-2&

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! <4.2610)*+,.)-&.)/012345)607402684)69: 152/02)21); 1<=>))

%DKLQJRDJIK!XDBD!FK[DR!HJ!F!WGQKDR(DJRDR!BF!HJS!ZADK!HQJ!IQ!HJRMWFID!I<DHB!HJ!DBDKI!HJ!THCD!
eHJWDJ!HCDK!QB!QLLQB!AJH!HDKF-!TGDYHNGD!KW<DRAGDK;!QJ(I<D(^QN!IBFHJHS;!IBFJKLQBIF!HQJ!FKKHIFJWD;!

e#DIIDB;!MOBD!WQMLDIHICD!LFE\!

2<D!QLLQBIAJHIE!TOB!SBQXI<!QT!<DHB!NFKD!KFGFBE!!<BQAS<!BDSAGFB!BFHKDK!XFK!DKLDWHFGE!
HMLQBIFJ!!IQ!BDKLOJRDJIK!IQ!!<HK!ZADK!HQJ!2<HK!HJWGARDR! -!!

e3JJAFG!WQKI!QT!GHCHJS!FR`AKIMDJIK\!
e" JQXHJS!EQASDI!LFE!HJWBDFKD!DCDBE!EDFB!IQ! [DDL!AL!XHI<!WQKI!QT!GHCHJS!\!
e/JWBDFKD!I<D!<QAB!XFSD!TOGGQX!I<D!GHCHJS!WQKI\!

-!!

e+CFGAF!HQJK!<F!WQMD!XHI<!BFHKDK\\!
e%FHKDK!K<QAGR!ND!MDBHI!NFKDR!<E!RQ!XD!RQ!DCFGAF!HQJK!HT!<DE!FBDJa!
GHJ [DR!IQ!BFHKDKdf!
e2<DBD!KDDMK!IQ!ND!JQ!QLLQBIAJHIE!TOB!MDBHI!BFHKDK\\!
● e, DFBGE!HJWBDFKD!HJ!LFE!RDLDJRDJI!QJ!EDFBGE!BDCHDXK\!

-!!

e' FGFBE!HJWBDFKD!NFKDR!QJ!QJSDCHIE\!
● e7FHB!LFEgMDBHI!HJWBDFKDK!TOB!EDFBK!QT!KDBCMD\!

OQMMDJIK!FNQAI!BFRH!HQJFG!NDJDTHIK!KLGH!DCDJGE!NDIXDDJ!<DFGI<WFBD!NDJDTHIK!FJR!
BDIHBDMDJI!NDJDTHIK! !!

h e1DFGI<!HJKABFJWD!WQKI!BDRAW!HQJK\!
h e5QXDB!FJR!KHMLGDB!<DFGI<WFBD!WQKIK!QCDB!HMLBQCDR!<DFGI<WFBD!NDJDTHIK\!
h e%DFKQJFNGD!WQKI!TOB!<DFGI<WFBD!FTIDB!BDIHBDMDJI\!

OQMMDJIK!BDGFIDR!IQ!BDIHBDMDJI!XDBD!NBQFRDB!HJWGARIJS!NQI<BDIHBDMDJI!TAJRIJS!FJR!
QI<DB!IELDK!QT!NDJDTHIK-!!

h

"#\$%!' '&)'! ABCDE!6AFGH!HCD!3JFGEK!;! DLIDMNDB!?!>=@!

!!

. QB[!TGDYHNGHI E!XFK!MDJ!HQJDR!NE!BDK!LQJRDJ!K!IQ!I<HK!ZADK!HQJ!MQK!ITBDZADJ!GE!FT!IDB!
WQMLDJKF!HQJ!FJR!NDJDT!HK!XHI<!P@!MDJ!HQJK!

\!!

!XFK!MDJ!HQJDR!NE!=!]BDK!LQJRDJ!K!XHI<!R!HTDBDJ!!LQKKHNGHI!HK!
KASSDK!DR-!!

- h e3NNGHI E!IQ!XQB[!BDMQID!TBQM!<QMD\!f!!
- h e#D!FNGD!IQ!XQB[!TBQM!<QMD!RABHJS!KGQX!IHMDK!UKLBHJS!NBDF[;!O<BHK!MFK!;
KAMMDBV\!f!!
- h e\$L!HQJ!IQ!XQB[!TBQM!<QMD!QJWD!F!XDD[!QB!QJWD!F!MQJ!I<!X<DJ!LQKKHNGD\!f!!
- h e2<D!FNHNGHI E!IQ!XQB[!TBQM!<QMD!WQALGD!IHMDK!F!XDD[!DKL\!J!I<D!KAMMDBV\!f!!

!XDBD!FGKQ!MDJ!HQJDR;!HJWGARIJS-!!

- h eP!RFE!XQB[!XDD[!XHI<!>=<QAB!RFEK!f!!
- h e7GDYHNGD!K<HT!K!XHI<!FNHNGHI E!IQ!K!FE!I<D!KFMD!AJGDKK!IW<FJSD!HI;!JQ!I!<D!
WQMLFJE\!f!!
- h e. QB[HJS!HJ!IQ!F!@<c>!LBQSBFM\!. <DBD!EOA!<FCD!DCDBE!QI<DB!7BHRFE!QTT\!f!!
- h e. QB[HJS!LFB!<IHMD!X<DJ!BD!HBHJS!TBQM!TAGG<IHMD!QNI

!!

. QB[!DJCHBQJMDJ!XFK!FRRBDKDR!NE!Ob!BDKLOJRDJIK!
NAI!HJ!RHITDBDJ!XFEK-!!

;!]

h e, DK;!KIQL!<D!AJTFHBJDKK!QA!<DBD!IBDF!!LDQLGD!XHI<!BDKLDW!\f!!
h e7FHBJDKK!FJR!DZAFGHE!HJ!<D!XQB[!LGFWD;!FJR!HJ!<HBHJS!LBFWIHWD\!f!!
h e7FHBJDKK!HJ!LQGHMHDkj!\$!<DB!DMLGQEDDK!NDJDTH!TBQM!FNHGHIE!IQ!NAHGR!FJR!AKD!
<QHRFE!WQKDRQXJ!<QABK!FJR!<FCD!GDKK!KIBHJSDJ!BAGDK!BDGF!DR!IQ!AKD!QT!GDFCD!
IHMD\!f!!!!

!NE!00410000q0. 24000

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)FB[HJS!XFK!MDJIHQJDR!FK!FJ!HBBHIFHQJ!NE!=b!BDKLOJRDJIK!FJR!XFK!QJD!KQABWD!QT!
TBAKIBF!HQJ!MDJIHQJDR!NE!BDKLOJRDJIK!

- e&JFNGD!IQ!FRR!KI!FTT!IQ!FWWQMMQRFID!HJWBDFKDR!RDMFJR!TQB!/2!KDBCHWDK\!4DX!
KDBCHWDK!FBD!RDMFJRDR!XHI<!JQ!HJWBDFKD!IQ!KI!FTT!HS!IQ!FWWQMLGK<!
HMLGDMDJIF!HQJ!FJR!KALLOBI\F!
!

;!XHI<!NARSDI!HKKADK

- e/!TDDG!I<F!F!KFGFBE!HJWBDFKD!HK!JQI!LOKKHNGD!TOB!ME!LOKHHQJ!RAD!IQ!NARSD!
WQJKIBFHJIK!XHI<HJ!QAB!RDLFBIMDJ\!f!
!

!XDBD!FGKQ!WQJWDBJK-!

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"#\$%!&' ' (&)!' AB

2<D!

!TQB!LBQTDKKHQJFG!RDCDGLMDJI!XFK!

MDJIHQJDR!NE!KDCDBFG!

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- e5HMHIDR!IQ!JQ!QLLQBIAJHIE!IQ!BDWDHCD!IBFHJHS!QA!KHRD!QT!I<D!QTHWD\!f!
- e9QK!IBFHJHSK!FBD!QA!QT!IQXJ!FJR!BDZAHBD!IBFCDG!IQ!FIIDJR\!f!
- e2<DBD!HK!JQ!NARSD!ITQB!HJRHC!RAFG!LBQTDKKHQJFG!RDCDGLMDJI!QLLQBIAJHHDK!
UHD\!LBQTDKKHQJFG!KQWHD!E!MDMNDBK<HLK;!WDB!HTHW!FHQJK;!DIWV\!f

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! <4.2610)*G,)-H60/00; I)B1); 1<)3/84)/0;)12345)7199402.)21)/BB=>)
)
2<D! THJFG! ZADKIHQJ! QJ! I<D! &' '

- e/!GQCD!ME! QNj f!
- e9E!<AKNFJR!FJR!;!NQI<!SBFRAFIDR!TBQM!. ' &!FJR!JQX!NQI<!XQB[!<DBD\!. D!
GQCD!QAB! QNK;!NAI!XD!MF [D!<D!MIHJMAM!KFGFBHDK!TOB!QAB!LQKH!HQJ\!f!
- e/!KIFBIDR!FI!. ' &!HJ!?!>=@!FJR!HI!HK!NE!TFB!QJD!QT!!<D!NDKI! QNK!;!<FCD!DCDB!<FRf!
/!!<QBQAS<GE!GQCD!X<F!;!RQj f!
- e/!GQCD!<D!AJHCDBKHIE!<F!;!XQB[!TOB!FJR!HJ!DJR!!Q!KIFE!TOB!F!X<HG\!9E!
LQKH!HQJ!HK!CDBE!TAGTHGHJS\!f!

!

/J!FRRH!HQJ;!KQMD!BDK!LQJRDJ!IK!MDJ!HQJDR! -!

!

- e/!<FCD!SQQR! QN!CFBHDIE;!XQB[!QJ!F!JHWD!WFMLAK!FJR!DJ`QE!MQKI!QT!ME!
WQXQB[DBK!FJR!HJ!IDBFWIHJS!XHI<!KIARDJ!K\!f!
- e. D!<FCD!IDBBH!HW!NDJ!DTHIK;!ME!NQKK!HK!KALLQB!HCD;!FJR!QAB!RDLFB!MDJ!I!HK!
SDJDBFGE!XDG!(BAJ\!f!
- e2<D!R!BDWIQB!QT!ME!RDLFB!MDJ!I!HK!SBD!IGE!BDK!LQJ!KH!NGD!TOB!I<D!LQKH!HCD!
DJCH!BQJMDJ!I<DBDn2<HK!FTD!WIK!ME!QA!GQQ[!MOBD!I<FJ!AJHCDBKHIE(XHRD!
HKKADK\!f!
- e: DJDBFGE!F!SBD!F!L!GFWD!IQ!XQB[!XHI<!GQ!K!QT!DJDBSE!FJR!KMFBI!WQ(XQB[DBK\!f!

!

1QXDCDB;!KDCDBF!QT!!<DKD!LQKH!HCD!BDK!LQJRDJ!IK!

-!

!

- e9E!TA!ABD!SQFGK!FBD!IQ!QN!FIHJ!MQBD!BDK!LQJ!KH!NH!HDK!FJR!HJ!WBD!FKDR!X!FSDK!TOB!
I<D!XQB[!;!RQ\!f!
- e/!FM!KF!HK!HDR!NE!JDFBGE!DCDBE!FKLDWI!QT!ME! QN!DYWDL!ME!KFGFBE;!X<HW<!HK!
JQI!WQMLD!H!HCD!XHI<!<D!MFB[D!I\!f!
- e3!KFGFBE!HJWBD!FKD!XQAGR!ND!XQJ!RDBTAG;!FK!XD!FBD!GH!HJS!LFEW<DW[!IQ!
LFEW<DW[;!XQB[HJS!K!HRD! QNK!IQ!MF [D!DJRK!MDDI;!FJR!IBE!HJS!IQ!BFHKD!F!TFM!HGE\!f!

!

&JTQBI!AJF!DGE;!MQKI!QT!!<D!DMQ!HQJ!FG!BDK!LQJ!KD!WQMM!MDJ!IK!XDBD!GDKK!LQKH!HCD!9FJE!

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- en/!XQB[!CDBE!<FBR!DFW<!RFE!NAI!EDI!!RQJa!SD!!FRRH!HQJ!FG!WQMLD!JKFIHQJ!TOB!
F! QN!XDG!RQJ!D!FI!ME!EDFBGE!LDBTQB!MFJWD!BDCHDX\!IaK!<FBR!IQ!KIFE!MQ!HCF!IDR!
KQMD!RFEK![JQX!HJS!I<F!nf!
- e/!FM!CDBE!R!HK!FL!LQ!HJ!IDR!I<F!LFE!HJWBD!FKDK!FBD!JQI!SHCDJ!IQ!I<QKD!X<Q!
BDWD!HCD!DYWDDR!K!DYLDW!FIHQJ!K!QJ!!<D!B!EDFBGE!DCF!GAF!HQJ!K!, D!I!<D!WQK!QT!
HJ!KABFJWD![DDLK!SQ!HJS!AL!IQ!F!BHR!HW!AGQAK!FMOAJ!DFW<!EDFBn!IaK!CDBE!
RHKWQABFS!HJS\!f!

- en2<D!LBDMHAM!WQKIK!<FCD!K[EBQW[DIDR!FJR!I<D!LBQLOBIHQJ!QT!WQKIK!WQCDBDR!
NE!I<D!KIFID!<FK!RDWGHJDR!RBFMF!HWFGGE\!2<HK!HK!F!<ASD!RHKFLLQHJ!MDJ!I!FJR!I<D!
KHJSGD!SBDFIDK!RBF!QJ!MQBFGD!FMQJS!MEKDG!FJR!ME!WQXQB[DBK\F!

!

3!

!HJ!I<D!XQB[LGFWD!XFK!MDJ!HQJDR!NE!KDCDBFG!BD

- e

- e2<D! QN!HKJa!FK!MAW<!TAJ!FK!HI!AKDR!IQ!ND\!2<D!LBKKBABD!IQ!XQB[!<FBRDB!FJR!
FWWQMLGK<!MQBD!FBDJa!BDTGDW!DR!HJ!ND!IDB!LFE!QB!NDJDT!HK!'!BDK!HK!<HS<DB\!f!

!

3K!KDDJ!HJ!<D!BDK!LQJ!KDK!IQ!<D!LBD!CHOAK!ZADK!HQJK!;!
IQ!ND!F!WQJ!WDBJ;!FJR!

\!%FHKDK!RQM!HJ!F!DR!<D!MDJ!HQJK!BDG!F!DR!IQ!

WQMLDJKF!HQJ-!

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- e9FJE!QT!AK!<FCDJa!<FR!FJE!MDBH!BFHKDK!HJ!EDFBK!
- !4Q!MAW<!QT!FJ!HJ!WDJ!HCD!IQ!SQ!FNQCD!FJR!NDEQJR\!f!
- eOABBDJ!GE!ME!IF[D!<QMD!LFE!XFK!<HS<DB!HJ!>>^!<FJ!HI!HK!IQRFV!T!R!HR!JQ!
GQCD!ME!QN!FJR!<D!LDQLGD!XQB[!XHI<;!XOAGR!GQQ[!TQB!DMLGQEMDJ!
DGKDX<DBD\!f!
- !e)GDFKD!HJR!F!XFE!IQ!FR!AK!LFE!FJ!JAFGE!IQ![DDL!AL!XHI<HJ!KABFJWD!
HJ!WBD!FKDK!\&G!HMF!DGE!MFJE!LDQLGD!MF[D!GDKK!JQX!<FJ!<DE!RHR!=>!EDFBK!FSQ!
NDWFAKD!<DE!<FCD!<HS<DB!HJ!KABFJWD!LBD!MHAMK!FJR!<D!KFMD!KFGFBV!f!
- e2<D!GFW[!QT!LFE!HJ!WBD!FKDK!HMLFWIK!X<F!<XHG!BDWDHCD!F!BD!HBDMDJ!\!f!FM!
WAB!HOAK!IQ![JQX!<QX!KQMD!LDQLGD!HJ!<HK!QTT!WD!FJR!DGKDX<DBD!QJ!WFMLAK!
WFJ!BDWDHCD!LFE!HJ!WBD!FKDK!NA!!<D!WGF!K!H!DR!XQB[DBK!FBD!FGXFEK!IQGR!<F!
I<DBD!HK!JQ!MQJDE!TQB!LFE!BFHKDK\!f!

!

%DKLQJRDJ!K!FGKQ!MDJ!HQJDR!F!
MAW<!FK!FJ!DMLGQEDD!XHI<!MQBD!GQJSDCHIE-!

!

- e/!HK!CDBE!RHK!WQABFS!HJS!<F!X<DJ!JDX!DMLGQEDDK!FBD!<HBDR!<D!H!NDS!HJ!HJS!
KFGFBV!HK!FGMQK!DZAFG!IQ!QB!SBD!F!DB!<FJ!MHJ!D!FJR!<FCD!NDDJ!HJ!ME!WABBDJ!
LQKH!HQJ!TQB!FGMQK!>!EDFBK\!f!
- e9FJE!LDQLGD!X<Q!<FCD!<FR!BDK!LQJ!KH!HGH!HDK!FRRDR!RQ!JQ!BDWDHCD!FJ!
HJ!WBD!FKD!HJ!LFE;!X<DBDFK!JDX!<HBDK!WFJ!JDSQ!H!F!D!QB!SD!L!FHR!<HS<DB!KFGFBHDK!
I<FJ!<QKD!X<Q!<FCD!NDDJ!GQEFG!IQ!<D!AJHCDBKH!EV!f!
- e/!HK!DY!BDM!DGE!TBAK!BF!HJS!IQ!KDD!JDX!DMLGQEDDK!WQMD!HJ!<D!%DSDJ!aK!
KEK!IDM!FJR!DFBJ!<HS<DB!KFGFBHDK!TQB!F!WQMLFBFNGD!LQKH!HQJ!+KL!DWH!GGE;!X<DJ!
EQA!WQJ!K!HRDB!<F!GQJ!S!HMD!DMLGQEDDK!<FCD!F!XDG!G!DK!FNG!K!<DR![JQX!GDRSD!
NFKD!\!f!LLDFBK!<F!<D!AJHCDBKH!E!RQDK!JQ!CFGAD!<F!f!

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9FJFSDB!FJR!KALDBCHKQB!ND<FCHQBK!XDBD!MDJ!HQJDR!NE!KQMD!BDKLQJRDJ!K\!OQJWDBJK!
HJWGARDR!

- e2<QKD!I<DE!XFJ!HJ!WDB!FIJ!LQKH!HQJK!FBD!LGFWDR!FJR!MQK!FBD!JDCDB!
WQJKHRDBDR;!DKLDWHF!GGE!X<DJ!LQKH!HQJK!FBD!DY!DBJ!F!GGE!QB!HJ!DBJ!F!GGE!FRCDB!HKDR!f
- e' QMD!<HS<!FRM!HJ!HK!BF!HCD!LQKH!HQJK!<FCD!NDDJ!THGGDR!NE!LDQLGD!XHI<!TDX!
K[HGGK!HJ!I<HK!FBDF!\! QMD!QT!I<D!LQKH!HQJK!XDBD!WBD!F!DR!DKLDWHF!GGE!TQB!I<DKD!
HJR!HCHRAFGKnf
- e2<DE!FBD!F!GGQX!HJS!TFCQB!H!HKM!HJ!<HB!HJS!FJR!LBQMQ!HQJK!\!+YF!MLGD!K!QT!I<HK!HK!F!
MFJFSDBaK!LQKH!HQJ!I<F!XFK!THGGDR!XHI<QA!FJ!HJ!DBCHDX!LBQWDKK!\!8DLFB!MDJ!
5DFR!9FJFSDMDJ!XFK!<HBDR!FJR!I<F!LDBKQJ!RQDK!JQI!MDD!I!<D!
BDZAHBDMDJ!K!FJRFBRK!QT!I<D!LQKH!HQJ!\!3GGQX!HJS!'ALDBCHKQBg9FJFSDB!IQ!<HBD!
FJR!R!HBDWI!TFM!HGE!MDM!NDBK!f
- e!/<FCDJa!DCDJ!BDWD!HCDR!F!LDBTQBMFJWD!BDCHDX!TQB!I<D!GFK!I!XQ!EDFBK!\!XFK!
JQI!MFRD!FXFB!D!QT!ME!KALDBCHKQB!AJ!H!G!F!TDX!MQJ!<K!FSQ!FT!DB!ND!HJS!
DMLGOEDR!HJ!I<D!LQKH!HQJ!TQB!QCDB!F!EDFB<

"#\$%&'(')! AB

DZAHIE!HJ!LFE!KIBAWIABD!FI!. ' &n/T!JQI!BDKQ&CDR!KQQJ;!/!FM!SQJD!FK!!<D!LFE!
GDCDG!<DBD!HK!BDFGGE!LQQB\F!

- e!/XHK<!CFGAIJS!ME!<FBR!XQB[!XFK!F!LBHQBHIE!QT!!<D!AJHCDBKHIE;!NAI!HI!CDBE!MAW<!
TDDGK!GH[D!;!FM!WQJ!HJAFGGE!FK[DR!IQ!RQ!MOBD!TOB!!<D!KFMD!LFE\!T!JQI!HWD!FNGD!
W<FJSDK!FBD!JQI!MFRD;!<D!AJHCDBKHIE!XHG!WQJ!HJAD!IQ!LFE!!<D!<DTIE!WQI!QT!
TBDZADJ!!ABJQCDB!FK!RDLDJRFNGD;!HJ!DGGHSDJ!!FJR!WFLFNGD!DMLGQEDDK!MQCD!IQ!
I<D!LBHCFID!KDWIQB\F!

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o3K!JQIDR!FNQCD;!<D!TQ&GXHJS!WQRDK!FJR!MDJ!HQJK!XHI<HJ!!<DKD!WORDK!XDBD!BDMQC&DR!/J!KQMD!
WFKDK;!<DKD!WQMMDJ!K!XDBD!MDJ!HQJDR!XHI<HJ!QI<DB!WORDK!

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=> \ OOKI(WAIHJS!U]!MDJ!HQJKV!
?> \ /JDTTHHDJ!KEKIDMK!U]!MDJ!HQJKV!
O\ \ /JJQCF!HQJ!OFMLAK!UO!MDJ!HQJKV!
P\ \ 5FW[!QT!TQWAK!QJ!KIARDJ!K!U?!MDJ!HQJKV!
J\ \)BHCFID!HJCQ&CDMDJ!!HJ!LANGHW!DRAWF!HQJ!U?!MDJ!HQJKV!
b\ \ 8HTTDBDJ!!DYLDWIF!HQJK!U=!MDJ!HQJV!
^ \ OGHMFID!W<FJSD!U=!MDJ!HQJV!
c\ \ 7FWAGIE!U=!MDJ!HQJV!
& \ /JIDBRDLFB!MDJ!FG!WQMLD!H!HQJ!U=!MDJ!HQJV!

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): 9)?/20: 92

3GI<QAS<!I<D!BDKAGIK!QT!I<HK!FJFGEKHK!WFJJQI!ND!HJTDBBDR!IQ!BDLBDKDJ!I<D!DJ!HBD!LQLAGFIHQJ!QB!
DCDJ!I<D!IQ!FG!KFMLGD!TOB!I<D!&' ' (&) ' !KABCDE;!I<DBD!FBD!KDCDBFG!HMLQBIFJ!HKKADK!I<F!KABTFWDR!
I<F!MFE!LBQCHRDI!RHTTDBDJ!ITBFMD!TOB!WQJKHRDBHJS!I<D!QCDBFGG!KABCDE!BDKAGIK!

2<HK!WQMMDJ!DJWFLKAGFIDK!I<D!SDJDBFG!FIH!IARD!DYLBKDKDR!HJ!BDKLOJKDK!IQ!FGG!I<BDD!QLDJ(
DJRDR!ZADK!HQJK!%DKLQJRDJIK!TOWAKDR!QJ!LFE!HKKADK!X<DJ!FK[DR!FNQA!HJWDJ!HCDK!NDWFAKD!
LDBWDHCDR!FRDZAFID!NFKHW!WQMLDJKF!HQJ!HK!MQBD!HMLQBIFJ!I<FJ!HJWDJ!HCDKqAJGDKK!I<D!
HJWDJ!HCDK!HJWGARD!LFE\#ARSD!GHMHI!FIHQJK!FTTDWI!I<DHB!FNHGH!E!IQ!RQ!I<DHB!QN!NDWFAKD!K!FTHJS!
W<FGGJSDK!BDZAHBD!FRRHIHQJFG!RA!HDK!FJR!GQJSDB!<QABK!TOB!X<HW<I<DE!FBD!JQI!LFHR!3K!TFB!FK!
FRRHIHQJFG!WQMMDJIK!FBD!WQJWDBJDR;!X<F!BDKLOJRDJIK!BJIH-04(7mBBT5000501338. 42(BJ)0. 0. 4. 61445Tm

LFB[HJS!QLIHQJK\!1QXDCDB;!I<D!LDBWDLIHQJ!QT!HJFRDZAFID!NFKHW!WQMLDJKF!HQJ!HK!GH[DGE!IQ!
WQJ!HJAD!IQ!ND!F!RHKKF!HKTHDB!TOB!DMLGQEDDK!FI!. ' &!FK!GQJS!FK!TAJRK!TOB!WQMLDJKF!HQJ!FBD!
GHMHI DRV!



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2XQ!IELDK!QT!KQTI XFB!XDBD!AKDR!IQ!<DGL!QBSF JH_D!FJR!FJFGE_D!I<D!R!F!F\

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- 2<D!QBHS!JF!KABCDE!BFX!R!F!F!TQB!I<D!I<BDD!ZADK!HQJK!XDBD!LBOCHRDR!NE!
71' &!HJ!FJ!+YWDG!KLBD!FRK<DD!4Q!BFX!R!F!F!TQB!FJE!QI<DB!ZADK!HQJK!QB!
HRDJ!HTEHJS!HJTOB!MF!HQJ!QT!FJE! [HJR!XDBD!LBOCHRDR!]
- /!DM!BDK!LQJKDK!FJR!LFB!HMLFJ!R!F!F!XDBD!HMLQB!DR!HJ!Q!4 *HCQ!TQB!9FW!
UBDGF!KD!==\P\=V!TQB!QBSF JH_HJS!FJR!WQR!HJS!ZAF!GH!F!HCD!R!F!F\

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P/2/)7D4/060C)/OB)15C/06Q/2610)

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#DTQBD!R!F!F!FJFGEK!K!NDSFJ;!I<D!BFX!R!F!F!XDBD!BDC!HD!XDR!WFKD!NE!WFKD!HJ!QBRDB!IQ!BDMQCD!WFKDK!
I<F!RHR!JQ!WQJ!IBHNA!ID!AKDTAG!R!F!F!7QB!FGG!I<BDD!H!DMK;!FJE!WFKDK!XDBD!DYWGARDR!HJ!X<HW<!I<DBD!
XFK!JQ!BDK!LQJKD;!QB!F!BDK!LQJKD!I<F!RHR!JQ!LBOCHRDR!AKDTAG!R!F!F!KAW<!FK!e4g3f!eJQ;f!e!WFJa!
I<HJ [!QT!FJE!BHS<!JQX;f!QB!eJQJ!D!f!7QB!ZADK!HQJ!=?;!I<BDD!WFKDK!XDBD!DYWGARDR!7QB!ZADK!HQJ!
=];!THCD!WFKDK!XDBD!DYWGARDR!7QB!ZADK!HQJ!=^;!THCD!WFKDK!XDBD!DYWGARDR!

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R1B60C)94231B.)

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8HTTDBDJ!IELDK!QT!WQR!HJS!XDBD!AKDR!HJ!I<D!FJFGEK!K!QT!I<D!ZAF!GH!F!HCD!R!F!F!TQBOM!I<D!QLDJ(DJRDR!
H!DMK\!

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- 7QB!FGG!ZADK!HQJK;!HJ!CHCQ!WQR!HJS!XFK!AKDR!HJ!I<D!THBK!WEWGD!QT!WQR!HJS!J!
CHCQ!WQR!HJS!AKDK!I<D!FW!AFG!XQBRK!QT!I<D!BDK!LQJRDJ!K!IQ!WBD!F!D!HJ!H!HF!
WQRDK!I<F!WFL!IABD!I<D!HB!GHCDR!DYLD!BHJ!WD\!
- #DWFAKD!MFJE!QT!I<D!WQMM!DJ!K!HJWGARDR!DMQ!HQJFG!BDK!LQJKDK!IQ!I<D!
ZADK!HQJK;!F!KDWQJR!BQAJR!QT!WQR!HJS!TQWAKDR!QJ!WFL!IABHJS!I<D!
DMQ!HQJFG!ZAF!GH!E!QT!I<D!BDK!LQJKDK\!
- 3J!HJR!HCHR!AFG!BDK!LQJKD!IQ!I<D!H!DM!MFE!ND!WQRDR!HJ!MQBD!I<FJ!QJ!D!XFE!
RDL!DJRHJS!QJ!I<D!WQML!GDY!H!E!QT!I<D!BDK!LQJKD\!7QB!DYF!MLGD;!QJ!D!
BDK!LQJKD!MFE!HJWGARD!WQJ!WDBJ!FNQAI!I<D!WQKI!QT!DML!GEED!<DFGI<!<
NDJ!DTHK;!I<D!DYLD!BK!KHQJ!QT!TBAK!BF!HQJ!FNQAI!GQJS!XQB[!<QABK;!FJR!I<D!
BDK!LQJRDJ!a!K!DMQ!HQJFG!BDK!LQJKD!IQ!I<D!XFE!I<DE!TDDG!IBDF!IDR!NE!I<D!HB!
KAL!DBCH!QB!V!J!I<HK!DYF!MLGD;!I<BDD!eMDJ!HQJKf!X!HGG!ND!WQRDR!RH!TTDBDJ!GE!
3!GDK!WQML!GDY!BDK!LQJKD!KAW<!FK!eTBDD!LFB[HJSf!XOAGR!ND!WQRDR!FK!QJ!D!
MDJ!HQJ!

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%3494)B48401: 9402!

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3TIDB!WQRHJS!F&!BDKLOJKDK!TOB!DFW<!HIDM;!I<D!WORDK!XDBD!DYFMHJDR!TOB!LBQM!HJDJWD!NE!LBDLFBHJS!
F!WORD!MFL!FK!XDGG!FK!BDCHDXHJS!I<D!JAMNDB!QT!MDJ!HQJK!TOB!DFW<!WORD\!OQRDK!XDBD!I<DJ!
QBSFJH_DR!HJ!QBRDB!IQ!THJR!LF!IDBJK!FMQJS!!<D!BDKLOJKDK\!3K!I<DMDK!DMDBSDR;!MDJ!HQJK!NE!
WORD!XDBD!KQB!DR!HJ!IQ!I<QKD!I<DMDK;!FJR!I<DJ!BDCHDXDR!FJR!BDQBSFJH_DR!FK!JDWDKKBVE\!2<D!THJFG!
I<DMDK!XHI<!KANKHRHFBE!WORDK!XDBD!I<DJ!BDLBDKDJ!DR!CHKAFGE!FK!<HDBFBW<E!MFLK!IQ!DYFMHJD!I<D!
BDGF!HQJK<HLK!QT!I<D!WORDK!IQ!DFW<!QI<DB!XHI<HJ!DFW<!I<DMD\!

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4== -9; 0. &K&

5-2=: 92-&54! -2&@: 5&2/51-6&49; &@: 5&: ==9A

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