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-.(/0'123!4'.506'1'7238!'19!:/'1!;'0.88!

'L%233!0.3!QGGB!62%.>2/02O!;F03!01L/&9#3!#1%2/H#1.3!'L%233!'//!3#3302130!6%02%!.2!.F#!H2=#!.2!.F#!L&%%#1.!RG1!C#H'19S!>2%H'.0!

. / / ! &'0#*',)-$-,07'*%80$%&'

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G1!'!7/2$'/!$'303!$(!.F#!#19!2>!)*+KA!QGGB3!F'9!%#703.#%#9!32H#!+*+!H0//021!/#'%1#%3!21!++X**!L2&%3#3A!6%29&L#9!$(!H2%#!.F'1!,**!&10=#%30.0#3!M-F'FA0.4(%)0.4(3/(())0.2(*)0.2(+)0.2(K)0.2N('

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]&#3.021'$/#! L2&%3#!]&'/0.(^! F07F! 9%262&.! %'.#3^! &1'='0/'$/#! L2&%3#! L%#90.3! '19!
'LL%#90.'.021! 2>! 6%02%! #P6#%0#1.0'/! /#'%1017^! 01#>>#L.0=#! '33#33H#1.3^! L2H6/#P! L26(%07F.!
033&#3^! 90>>0L&/.(!01!#='/&'.017!3.&9#1.3$! E2%I^! '!3#13#!2>!36#'I017!01.2! '!='L&&H!9&#!.2!
'$3#1L#!2>!0HH#90'.#!>##9$'LI!>%2H!3.&9#1.3^!F#'=(!9#H'193!2>!.0H#!'19!H21#(!'19!'!
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42E#=#%A!.F03!.0H#A!01!2&%!%#3#'%LF!E#!6%2623#9!.2!#P6/2%#!'!.F#H#!EF0LF!03!'3!(#.A!'3!>'%!'3!E#!I12EA!&1#P'H01#9A!1'H#/(!.F#!&101.#19#9!0H6'L.!21!L'H6&3!$'3#9!.#'LF017!>2%!.F23#!EF2!F'9!$##1!01=2/=#9!01!QGGB!6%29&L.021!'19!6%#3#1.'.0210!G&%!F(62.F#303!E'3!.F'.!01=2/=#H#1.!01!21/01#!.#'LF017!.F%2&7F!QGGB3!E2&/9A!>2%!H'1(!'L'9#H0L3A!6%2=09#!.F#!>0%3.!2662%.&10.(!>2%!21/01#!.#'LF017A!'19!.F'.!.F#!H29'/0.0#3!2>!H&/.0H#90'!'19!2.F#%!QGGB!/#'%1017!9#3071!>#'.&%#3!H07F.!%#3&/.!01!LF'17#3!01!'..0.&9#!.2E'%93!21/01#!6#9'7270#3!'19!/#'%1#%!3&662%.0!

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;2!.F03!#19!E0.F!.F#!3&662%.!2>!.F#!B#1.%#!>2%!C03.'1L#!D9&L'.021!E#!01.#%=0#E#9!101#!'L'9#H0L3!>%2H!30P!&10=#%30.0#3!'19!2%7'103'.0213!EF2!E#%#!01=2/=#9!#0.F#%!01!.F#!6%29&L.021!2%!9#/0=#%(!2>!QGGB3!M'3!QGGB!90%#L.2%3

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;F#!6'%.0L06'1.3!2>!.F03!3.&9(!%#>#%%#9!.2!.F#!01.#//#L.&'/!LF'//#17#!2>!>019017!32/&.0213!EF#1!#1F'1L017!/#'%1017!'19!.#'LF017!01!26#1!'19!903.'1L#!/#'%1017!#1=0%21H#1.30!;F#%#!E'3!'1!2=#%'//!>##/017!.F'.!9#360.#!.F#!>'L.!.F'.!013.0.&.0213!E#%#!E0//017!.2!#17'7#!E0.F!0112='.021!01!26#1!/#'%1017A!.F#(!E#%#!&16%#6'%#9!'$2&.!.F#!903%&6.021!.F'.!QGGB3!E#%#!0H623017O!c'%.0L06'1.3!.F2&7F.!.F#%#!E'3!'!7#27%'6F0L'/!LF'//#17#\!L2//#'7&#3!R2=#%!F#%#S!E#%#!/#33!I##1A!EF#%#'3!.'%7#.!'&90#1L#3!2=#%3#'3!'66%#L0'.#9!EF'.!QGGB3!F'9!.2!2>>#%0![1!'990.021A!&10=#%30.(!3.'>>!.F'.!F'9!90%#L.!01=2/=#H#1.!E0.F!QGGB3!E#%#!=#%(!6230.0=#A!EF#%#'3!.F#!$%2'9#%!&10=#%30.(!'66#'%#9!.2!$#!H2%#!3L#6.0L'/^!.F2&7F!0.!E'3!>#/.!.F'.!R'..0.&9#3!E2&/9!LF'17#!7%'9&'//($0!

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[1!L#%.'01!903L06/01#3A!.F#!1##9!>2%!#17'7017!/#'%1#%3!E'3!'!I#(!9%0=#%!>2%!.F#0%!9#=#/26H#1.A!#070!.E2!6'%.0L06'1.3!.F2&7F.!.F'.!QGGB3!L2&/9!%#9%#33!.F#!0H$'/'1L#!01!H#90L'/!#9&L'.0210!Q#90L'/!#9&L'.021!01#]&0.(!H#'1.!.F'.!H#90L'/!#9&L'.021!E'3!R2&.!2>!%#'LFS!>2%!H'1(!2>!.F#!/#'%1#%3!01!.F#!.'%7#.!'&90#1L#0!

(=>0,$'"#'=0-#&$)%0='$%0,1-#:'

;F#!0H6'L.!2>!QGGB3!L'1!$#!90%#L.!EF#1!QGGB3!'%#!#H$#99#9!01!.F#!L&%%0L&/&HA!#0.F#%!'3!>2&19'.021!L2&%3#3!2%!'3!/#'%1017!H'.#%0'/3!.F'.!#17'7#!/#'%1#%3!01!>2%H'/!3.&9(0!42E#=#%A!.F03!0H6'L.!L'1!$#!0190%#L.!'19!&101.#19#9A!#070!EF#1!/#'%1017!9#3071!>#'.&%#3!2>!QGGB3!LF'//#17#!'19!#1%0LF!R.%'90.021'/S!'19!H2%#!#3.'$/03F#9!.#'LF017!6%'L.0L#30![1!$/#19#9!/#'%1017A!.F#!01>/&#1L#!03!21!L'H6&3!6%'L.0L#3A!#070!01.%29&L017!QGGB!'..%0$&.#3!01.2!L'H6&3!L/'33#3!'19!'332L0'.#9!21/01#!'L.0=0.0#30!

QGGB3!3##H#9!.2!01>/&#1L#!'..0.&9#3!2>!.F#!6'%.0L06'1.3!2>!.F03!3.&9(!.2E'%93!R21!L'H6&3S!.#'LF017!'19!.F#0%!'66%2'LF#3!.2!$/#19#9!'19!21/01#!.#'LF017A!#0.F#%!01!623.7%'9&'.#!2%!&19#%7%'9&'.#!.#'LF017A!.F2&7F!QGGB3!3##H#9!.2!$#!H23.!01>/&#1.0'/!01!623.7%'9&'.#!#9&L'.0210!://!.F#!6'%.0L06'1.3!2>!.F03!3.&9(!$#/0#=#9!.F'.!.F#0%!#17'7#H#1.!E0.F!QGGB3!

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F'9!''1!0H6'L.!21!.F#0%!6%'L.0L#0!:!92H01'1.!''..0.&9#!E'3!.F'.!01=2/=#H#1.!01!6'%.!LF'17#9!L/'33%22H!.#'LF017A!'19!F#/6#9!.F#H!.2!#H$%'L#!1#E!9#=#/26H#1.3!01!>'L&/.(0!d#36213#3!%#>#%%#9!.2!'L]&030.021!2>!9070.'/!3I0//3^!#H$%'L017!0112='.0213^!%#=0#E017!I#(!6#9'7270L'/!6%'L.0L#3!01!/#'%1017!9#3071!21!L'H6&3!M01L/&9017!.F#!&3#!2>!H&/.0H#90'N^!'926.017!'&.2H'.#9!'33#33H#1.!'19!'33#33H#1.!$(!6##%30!"0=#!6'%.0L06'1.3!%#>#%%#9!90%#L./(!.2!#H$#9917!QGGB3!01.2!H2%#!R.%'90.021'/S!21/01#!/#'%1017!'66%2'LF#3^!/#'9017!.2!'!.%'13>2%H'.021!2>!.F#!L&%%0L&/&H!#070!#1L2&%'7017!/#'%1#%3!.2!#17'7#!E0.F!>/066#9!L/'33%22H!'L.0=0.0#30!;F#!>2//2E017!3.'.#H#1.3!>%2H!6'%.0L06'1.3!0//&3.%'.#!.F#3#!'..0.&9#3\!

RQGGB3!H'9#!H#!%#>/#L.!21!%2/#!2>!.#'LF#%e!H'9#!H#!.F01I!'$2&.!$#017!6#%321'//(!.F#!L219&0.!2>!01>2%H'.021S!

!RQGGB!E2%I!%#01>2%L#9!01.#%#3.3!01!/#'%1017!'19!.#'LF017S0!

SMQGGB3N!F'=#!01L%#'3#9!MH(N!L2HH0.H#1.!.2!6#9'727(!'19!M.F#(!'%#N!2>!='/&#!.2!;#'LF017!

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RM[N! #P6#%0H#1.#9! E0.F! 6##%! >##9$'LI! 21! L'H6&3e12.! '! =#%(! $07! 3&LL#330! G1! L'H6&3! 3.&9#1.3! '%#! '!$0.!RT&H6(S!F'=017!6##%3!70=017!7%'9#e7229!>2%!E2%I!01!6%27%#33!>##9$'LI! '19!>2%H'.0=#!'33#33H#1.e$&.!>01'/!H'%I!03!70=#1!$(!H#!12.!'!6##%0S!

(=>0,$'"#'>)"5%&&-"#07'>)-")-$-%&'-#'$%0,1-#:'0#*')%&%0),1'

[1!.F03!6'%.!2>!2&%!%#3#'%LF!E#!/22I#9!>2%!#=09#1L#!.F'.!QGGB3!2=#%'//!6/'(#9!'!%2/#!01! 01>/&#1L017!6%2>#33021'/!6%02%0.0#3!>2%!.F#!6'%.0L06'1.3!2>!.F03!3.&9(0![1!.F03!%#36#L.!0.!3##H3! .F'.!'!30710>0L'1.!%#/'.#9!>'L.2%!E'3!#H$%'L017!LF'17#!'3!L'%##%!6%27%#33021A!'19!F2E!.F03! L2&/9!0H6'L.!21!903.'1L#!/#'%1017!6%2>#33021'/3S!L'%##%!'9='1L#H#1.0!"2&%!6'%.0L06'1.3! %#>#%%#9!.2!90%#L.!6%2>#33021'/!7'01!>%2H!.F#0%!01=2/=#H#1.!E0.F!QGGB30!!

G.F#%!L2HH#1.3!21!6%2>#33021'/!6%02%0.0#3!%#>#%%#9!.2!.F#!'926.021!2>!.#'LF017!%#32&%L#3! '19!#17'7017!E0.F!'!$%2'9#%!.'%7#.!626&/'.021!2>!/#'%1#%3\!

!RQ'9#!H#!'E'%#!2>!'!E09#!%'17#!2>!%#32&%L#3!>2%!3.&9#1.3S!

R[!F'=#!9#=#/26#9!L'6'L0.(!.2!#17'7#!E0.F!E09#%!%'17#!2>!3.&9#1.3A!#070!%#>&7##3S!

[1!.E2!L'3#3!0.!E'3!=2/&1.##%#9!.F'.!.F#!>2L&3!21!6#9'727(!01!QGGB!9#=#/26H#1.!F'9!/#9! .2!6&$/0L'.0213A!'19!.2!#P6/2%017!'!1#E!%#3#'%LF!'%#'!01!'990.021!.2!.F#!L2%#!3&$T#L.!$'3#9! >2L&3\!

R4'=#!6&$/03F#9!>2%!>0%3.!.0H#!21!/#'%1017!'19!.#'LF017S0!

c'%.0L06'1.3!'/32!%#>#%%#9!.2!.F#!0H6'L.!.F'.!.F#0%!01=2/=#H#1.!F'9!21!.F#0%!L2//#'7&#3S! '..0.&9#3!.2E'%93!QGGB3!'19!.F#0%!'..0.&9#3!.2!#='/&'.021A!01L/&9017!.F#!#='/&'.021!2>!.F#0%! 2E1!6%'L.0L#0![.!3##H3!.F'.!01=2/=#H#1.!E0.F!QGGB3!E'3!'!L'./(.0L!>'L.2%!.F%#0!;F#!21#3! EF2!E#%#!01=2/=#9!E#%#!F'66(!.2!.%'13>#%!32H#!2>!.F#!3&LL#33>&/!#17'7#H#1.!E0.F!QGGB3! .2!H'013.%#'H!L'H6&3U$'3#9!'19!$/#19#9!/#'%1017!6%'L.0L#30![.!H&3.!$#!3'09!.F'.!'LL2%9017! .2!2&%!9'.'A!.F03!E'3!12.!'/E'(3!921#!3&LL#33>&//(!'19!.F#%#!E#%#!L'3#3!EF#%#!.F#(!909!12.! 'LF0#=#!EF'.!.F#(!#P6#L.#90!:1!#P'H6/#!2>!'!/0H0.017!>'L.2%!E'3!70=#1!'3!.F#!/'LI!2>!9070.'/! 3I0//3!'19!01.#7%'.017!QGGB!L21.#1.!E0.F2&.!3&>>0L0#1.!I12E/#97#!2>!F2E!7229!6%'L.0L#!01!

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DP.#13021D1701#!M109ON!PQGGB!=3!LQGGB`!C#>01017!L2HH21!QGGB!.#%H30!G1/01#\!

F..6\ff$/270#P.#13021#1701#0L2HfPH22LU=3ULH22L!g'LL#33#9!"#$%&'%(!)*+,h!!

4'.506'1'723A!-0!M)*+WN!?F'.!92!QGGB3!L21.%0$&.#!.2!.F#!9#$'.#!21/#'%1017!9#3071!2>!

21/01#!L2&%3#3`!!/"!#$%&%'()#*!$+A!1220!X)A!Z&1#!)*+WA![--i\!+KKJU+WX)0!G1/01#\!

EEE026#1#9&L'.021#&%26'0#&f#1f#/#'%1017j6'6#%3!g'LL#33#9!"#$%&'%(!)*+,h!

4'.506'1'723A!-0!a!;'0.A!:0!M)*+XN!C#3071017!>2%!QGGB3\!@#'%1017!9#3071!'19!.F#!3#/>U

%#7&/'.#9!/#'%1#%0!c'6#%!6%#3#1.#9!'.!G1/01#!D9&L'A!V%9!U!W·F!C#L#H$#%!)*+XA!k#%/01A!

I#%H'1(!

mF#A!"04 0A!BF#1A!n 0A!b&H#17A!-0A!a!b017A!;0!M)*+KN!-#1.0H#1.!'1'/(303!2>!3.&9#1.!26010213!01!

/'%7#!3L'/#!26#1!21/01#!L2&%3#3!&3017!'&.2H'.0L!H'LF01#!/#'%1017!.#LF10]&#3\!?F'.!92#3!0.!

.#//!&3`!c'6#%!6%#3#1.#9!'.!.F#![1.#%1'.021'/!B21>#%#1L#!21!G6#1![112='.0=#!D9&L'.021A!

4217!m2170!G1/01#\!F..6\ff0L20#)*+K02&FI0#9&0FIf!g'LL#33#9!"#$%&'%(!)*+,h!

-F'FA!C0!M)*+KN!k(!.F#!1&H$#%3\!QGGB3!01!)*+KA!B/'33!B#1.%'/0!G1/01#\!F..63\ffEEE0L/'33U

L#1.%'/0L2Hf%#62%.fH22LU3.'.3U)*+Kf!g'LL#33#9!"#$%&'%(!)*+,h!

_'E'LI0Ud0LF.#%A!G0A!k25I&%.A!:0A!:/.&%I0A!<0!a!:/9%'0E##3FA!:0!M)*+KN!?F'.!%#3#'%LF!3'(3!

'$2&.!QGGB3\!:1!#P6/2%'.0=#!L21.#1.!'1'/(3030![1.#%1'.021'/!d#=0#E!2>!d#3#'%LF!01!G6#1!

'19!C03.%0$&.#9!@#'%1017A!+,!M+N\!)X)U)W,!

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?>>%#*-@'AB'C+%&$-"##0-)%'

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+0 ?F'.!F'3!$##1!(2&%!01=2/=#H#1.!E0.F!QGGB3`!D070!

'0 QGGB!90%#L.2%!2>!6%29&L.021!!

$0 @#'%1#%!3&662%.!!

L0 :12.F#%!%2/#!

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V0 ?F'.!E#%#!(2&%!'0H3!01!7#..017!01=2/=#9!E0.F!QGGB3`!

!

X0 4'=#!(2&!>2//2E#9!'1(!QGGB3!'3!'!/#'%1#%`!!42E!H'1(`!42E!H'1(!909!(2&!

L2H6/#.#`!

!

W0 4'3!(2&%!01=2/=#H#1.!E0.F!QGGB3!F'9!'1(!0H6'L.!21!(2&%!H'013.%#'H!.#'LF017`![>!

32A!0>!EF'.!E'(3`!

<3#!2>!H&/.0!H#90'!

"/066#9!L/'33%22H!

QGGB!01!L'H6&3!$'3#9!2%!#@#'%1017!L2&%3#!!

@#'%1#%!3&662%.!!

:33#33H#1.!!

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Y0 4'3!(2&%!01=2/=#H#1.!E0.F!QGGB3!F'9!'1(!2.F#%!0H6'L.!21!(2&%!6%2>#3302 1'/!

6%02%0.0#3!01!.#'LF017!2%!%#3#'%LF`!

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J0 4'3!(2&%!013.0.&.021!2%!(2&%!L2//#'7&#3!$##1!'E'%#!2>!'1(!0H6'L.!2>!01=2/=#H#1.!

E0.F!QGGB3!21!(2&%!.#'LF017`

?>>%#*-@'DB'(#$%)3-%E%%&'

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?,6)0A3)B))! C.97)0!	D+1)!	>//313263+,!
+! !	-#102%!@#L.&%#%! !	I2/93H0.F3!
)! !	@#L.&%#%!	I2/93H0.F3!
V!	-#102%!@#L.&%#%! !	-G:-!
X! !	@#L.&%#%!!	mB@!
W! !	4#'9!2>!C#6'%.H#1.!	<B@!
Y!	-#102%!d#3#'%LF!:332L0'.#!! !	<B@!
J!	:332L0'.#!C#'1! !	@21921!k&301#33!-LF22/!
K! !	@#L.&%#%! !	-G:-!
,!	DU/#'%1017!C0%#L.2%! !	@-4;Q!

!