VH++TK!1W,32!<A,!G1$$1P7>?!=1BB,><2!<1!<A,!5N1L,!83562-!
!
&Y !"#$%&#'()'*+',-.

!

E52,8!1>!<A,2,!L537,8!L7,P2(!VH++TK!N,$7,L,2!7<!P1#$8!N,!500310375<,!<1!8,Z>,!h3#>:1Wj!
P7<A!m,/7N7$7<%!7>!<A,!=1><,/<!1G!3,2<3#=<#37>?!B,=A5>72B2!Qh+@2jRY!!H>=3,5227>?$%(!<A,!
$,?5=%!B53U,<!A52!8,L,$10,8!<1!G,5<#3,!B5>%!B13,!<35>25=F1>2!<A5<!7>=130135<,!$,?5=%!
$75N7$7F,2!QN5=U!N11U2R!PA,3,!7>2#3,32!2,,U!=507<5$!3,$7,G!<A31#?A!8720127>?!1G!037131%,53!
$75N7$7F,2!PA7$,!=1>F>#7>?!<1!#>8,3P37<,!<A5<!053F=#$53!$7>,!1G!N#27>,22Y!!@12<!
7B013<5><$%(!L,3%!$53?,!?$1N5$!7>2#35>=,!?31#02!2<35<,?7=5$$%!8,=78,!<1!87201 2,!1G!=,3<57>!
$75N7$7F,2!PA7$,!=1>F>#7>?!<1!#>8,3P37<,!<A,73!=13,!N#27>,22Y!

!

C,!P1#$8!=5#F1>!5?57>2<!522#B0F1>2!13!?,>,35$!2<5<,B,><2!5N1#<!h3#>:1Wj!<A5<!B5%!
>1<!3,m,=<!<A,!=1B0$,/7<%!1G!<A,!$,?5=%!N#27>,22!5>8!<A,!87W,3,><!P5%2!7>!PA7=A!
2<5U,A1$8,32!#2,!h3#>:1Wj!52!5>!1>?17>?!N#27>,22!B18,$Y!!V2!5!?,>,35$!B5],3(!VH++TK!
P1#$8!,>=1#35?,!<A,!5810F1>!1G!5!N3158!8,Z>7F1>!1G!h3#>:1Wj!<A5<!=5>!N,!#2,8!m,/7N$%!
<1!2<3#=<#3,!+@2!PA,>!<A,!>,,8!5372,2Y!!

!

C,!5$21!#3?,!<A,!C13U7>?!S31#0!<1!=53,G#$$%!=1>278,3!<A12,!O$5=,2!7>!<A,!83562!<A5<!
872=#22!<A,!#2,!1G!+@2!7>!7>21$L,>=7,2Y!!H>21$L,>=7,2!10,35<,!7>!5!L,3%!87W,3,><!
,>L731>B,><(!P7<A!L,3%!20,=7Z=!5>8!P,$$:,2<5N$72A,8!2<5<#<13%!5>8!3,?#$5<13%!2<5>85382!
PA7=A!53,!872F>=<!G31B!<A12,!500$7=5N$,!<1!HEI!5>8!K4!<35>25=F1>2!#>8,3!872=#2271>!7>!<A,!
83562Y!!C,!2#??,2<!<A5<!<A,!83562!>1<!872=#22!7>21$L,><!+@2!,/=,0<!7>!05227>?!13!G13!
=1><352<!<1!<A,!21$L,><!+@2!PA7=A!2A1#$8!N,!<A,!G1=#2!1G!872=#2271>Y!

!

NY! !9:3! ! V2!2<5<,8!7>!1#3!037131=1BB,><2(!<A,!7B05=<!1G!+EK!1>!3#>:1W!8,0,>82!
1>!<A,!8,Z>7F1>!1G!3#>:1W(!5>8!

!

*Y D"=(28-.E'0##$"#3!! C,!2#??,2<!<A5<!<A,!C13U7>?!S31#0!8,,B0A527M,!=,3<57>!722#,2!7>!<A,!8356!<A5<!8,<35=<!G31B!<A,!B57>!2#N_,=<!1G!3,2<3#=<#37>?!B,=A5>72B2Y!!IA,!8,2=370F1>!1G!<A,!e73?7>75!2<5<#<,!PA7=A!872=1#35?,2!>1L5F1>2(!G13!,/5B0$,(!72!1>,!1G!5!>#BN,3!1G!87W,3,><!P5%2!<A5<!2<5<,2!=5>!7><,3G,3,!P7<A!21B,!1G!<A,2,!<35>2G,32Y!!V$<A1#?A!7<!B,37<2!5],>F1>(!7>!1#3!L7,P!<A5<!872=#2271>!2A1#$8!N,!2A13<,>,8(!0#<!7>!=1><,/<!52!1>,!1G!5!>#BN,3!1G!P5%2!<A5<!2<5<,2!=5>!10012,!<A,2,!<35>2G,32!5>8!B1L,8!<1!5!G11<>1<,Y!

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9Y D$F#"G$"2&'D&"?#3!! C,!#>8,32<5>8!<A5<!<A,!C13U7>?!S31#0!72!P13U7>?!<1!Z>5$7M,!<A,2,!83562!7>!5!FB,$%!B5>>,3Y!!CA,>!<A,!83562!53,!Z>5$7M,8(!<A,3,!B5%!2F$$!N,!5!>,,8!<1!G1$$1P!=1>F>#7>?!8,L,$10B,><2!P7<A7>!<A,!XVHK!5>8!,$2,PA,3,!PA7=A!P,!A10,!<A,!C13U7>?!S31#0!=1#$8!$,58Y!!VH++TK!P1#$8!5003,=75<,!G#3<A,3!7>G13B5F1>!3,?5387>?!A1P!<A,!C13U7>?!S31#0!5>8!<A,!XVHK!0$5>!<1!031=,,8!8#37>?!<A,!7B0$,B,><5F1>!5>8!G1$$1P:#0!2<5?,2!1G!<A72!031=,22Y!!c13!,/5B0$,(!1>=,!<A,!83562!53,!5810<,8(!3,G,335$2!B5%!N,!B58,!<1!1<A,3!XVHK!=1BB7],,2!PA7=A(!7>!<#3>(!B5%!3,`#73,!5887F1>5$!=A5>?,2!<1!<A,!CA7<,!D50,3!5>8!<A,!E,2<!D35=F=,2!D31=,8#3,2Y!

!

c7>5$$%(!<1!52272<!3,?#$5<132!5>8!<A,!B53U,<(!VH++TK!A52!8,L,$10,8!5!+,2<3#=<#37>?!+,21#3=,!\7<,!A]02-JJPPPY5733 1=Y13?J3,2<3#=<#37>?:3,21#3=,2!PA7=A!5$$1P2!3,58%!5==,22!<1!N5=U?31#>8(!$,?5$!5>8!3,?#$5<13%!21#3=,2!1>!3,2<3#=<#37>?!B,=A5>72B2!<A31#?A1#<!<A,!=1#><3%!5>8!7>!<A,![OY!

!

VH++TK!$11U2!G13P538!<1!5!=1>F>#,8!875$1?#,!P7<A!<A,!