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!7@A79&'7;;3B3&#C877;&7D&\$837;7BE&:9<&0 =9=@AFE&

GHI&'7J J79K3:;&A&.435&

'83@A9LA&+;=>&0 .&&IMHNOQRIL&

3J :;&S&[DFT:;<74UTC53<L&](#)

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?8793S!#\$\$&'(!)"*+, , -+), ".!

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/ :A3&7D&! =FA8S!!""!456'!"78*!

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)<LC:A=79S

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. C: <3 J=Ck+797F@Sk

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456%OD!R '20PE!X5N1BD;06!#BT: !<'6; 'D!\$OD!9A[B6;%6'!>;5C%' :E!!

MB: ?%6=;06E!X<E!"73F+3"!

J ': 'BD&?!QDB6;E!U06;%\$%&B2!#D%'6;B2!\6:;%;5; 'E! JON 'E!"73F!

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<056&%2!-F" ,+!
\\6;'D%N!@D'B:5D'DE!-F"*!

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SOD;?!ON'D%&B6!O&BC'NA!O\$!Y%;5D=A!

<O+&06I'6'DE!_&5N'6%&B2!>'N%6BD!06!;?!'MBA!-F"*+-F-F!

<06I'6'DE!>'N%6BD!06!Y%;5D=%&B2!G'BD!"7*3+*7!

<06I'6'DE!>'N%6BD!06!UD012'N:!!%6!;?!'_BD2A!W%;;ODA!O\$!

!!!;?!'Y%;5D=AE!"73"+3,!

<0NN%;;'!06!>?0D;!<0NN56%&B;%06:!"73"!

X'2'=B;'E!O&BC'NA!<0NN%;;'!"73,+3*!

`%&'+UD':%C'6;!"737+7F!

UD':%C'6;!"77F+7"!

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O::O&%B;%06!0\$!H>!4':5%;!Y%;5D=%:::!

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<B;?02%&!@?'020=%&B2!>O&%';A!O\$!ON'D%&B!

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\\6;'D6B;%06B2!456=NB66!>O&%';A!\$OD!4':5%;:!B6C!Y%;5D=A!

X'2'=B;'!-FF8!+-FF)!!

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`%&'+UD':%C'6;aUD':%C'6;+'2'&;!-FF) b -FF3!

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UD':%C'6;!-FF3+-F"F!

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UB::!UD':%C'6;!-F"F+-F"-!

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90BDC!O\$!OCI%:OD:E!O5::DB2%B6!<B;?02%&!H6%I'D:%;AE!<'6;D'!\$OD!Y%;5D=AE!-F"*+-F-!"!

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`%:%;6=!:&?02BDE!<O22'='!O\$!;?!'!W02A!<DO::E!>VD%6=!-F-F!

&

OCI%:ODA!90BDCE!O5::DB2%B6!<B;?02%&!H6%I'D:%;AE!<'6;D'!\$OD!Y%;5D=AE!-F"3+-F-!"!

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`%:%;6=!UDOS\$'::ODE!H6%I'D:%;A!O\$!;?!'!>05;?!K>'PB6' 'L!>&?002!O\$!@?'020=AE!>5NN'DE!

-F"*!

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YOA02B!<?B%DE!RODC?BN!H6%I 'D:%;AE!-F" .+-F"8&
&
_C%;OD%B2!90BDC!X0c020=A(!O!405D6B2!0\$!MOD: ?%VE!-F""+VD ': '6;!&
90BDC!O\$!@D5:;' ':E!<022'='!O\$!;'!WO2A!<DO::E!-FF*+-F" ,!&
! <?B%DE!<ONN%;;' '!06! / %::%06!B6C!\C '6%;A!-F"F+-F"8!
&
J '&%V% '6;(!9 'DBTB?!OPBDCE!SOD;?!ON 'D%&B6!O&BC 'NA!O\$!Y%;5D=AE!@OD06;OE!4B65BDA!-FF*]&
&
90BDC!O\$!@D5:;' ':E!RB%D\$% '2C!H6%I 'D:%;AE!-FF8!d-F")E!-F"*+VD ': '6;!&
! <?B%DE!O&BC 'N%&!O\$B%&!<ONN%;;' '!-FF7+-F" .!&
! _c'&5;%I'!<ONN%;;' '!-FF7+-F" .&
!
X06B?5'!<?B%D!%6!_B:;'D6!<?D%::;B6!>;5C%' :E!`%::;%6=!UDOS\$': :ODE!UO6;%S%&B2!#D% '6;B2&& &
!!!!!!!!!!!!!!!!\6:;%;5;'E!JON 'E!>VD%6=!-FF .&
&
`%::;%6=>!&?02BDE!W 'A;?DOV!<022'='E!Y06C06E!RB22E!-FF-]!
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<06:52;B6;!'<ONN%;;' 'E!\6;'D6B;%06B2!<ONN%::%06!06!_6=2%:?!%6!;'!'Y%;5D=AE!-FF"+-FF .]!
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_C%;OD%B2!90BDC!+,-.') *0',-l&'()2!"777+-FF"
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<056&%2E!O::O&%B; 'C!UBD%:'?':!\$OD!Y%;5D=A!B6C! / %::%06!K_<H>OLE!-FFF+!
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`%::;%6=!UDOS\$': :ODE!90::;06!<022'='E!\6:;%;5;'!O\$!J '2%=%05:!'_C5&B;%06!B6C!UB:;ODB2!
/ %6::;DAE!>5NN 'D!"777E!-FF"E!-FF .E!-FF ,E!-FF)E!-FF3!
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`%::;%6=!UDOS\$': :ODE!>;]!40?6!\`%B66 'A!>'N%6BDAE!UD';OD%BE!>05;?!O\$D%&BE!"773]!
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`%::;%6=!UDOS\$': :ODE!QDBC5B;'!>5NN 'D!UDO=DBN!%6!Y%;5D=%&B2!>;5C%' :E!>'N%6BDA!O\$!;'!'!
\NNB&52B;'!<06&'V;%06E!W56;%6=C06E!S GE!"77)E!"77*]&
&
OCI%:ODA!<ONN%;;' 'E!\6;'D6B;%06B2!<ONN%::%06!06!_6=2%:?!%6!;'!'Y%;5D=AE!"77)P-FF"&
&
@DB6:2B;%06!:B6C!J 'I%:%06:!'<ONN%;;' 'E!\6;'D6B;%06B2!<ONN%;;' '!06!_6=2%:?!%6!;'!'!
Y%;5D=AE!"77,+ -FF"]<?B%DE!"773+-FF"]&
&
\6;'D6B;%06B2!O6=2%&B6!Y%;5D=%&B2!<06:52;B;%06E! '&5N '6%&B2!VBD;6 'DE!X512%6+"77 ,E!
4eDI '6VeB+"77*E!ZO;BABS!+"777]&
&
90BDC!O\$!X%D' &;OD:E!@? '020=%&B2!>;5C%' :E!"778+7)]&
&
`%::;%6=!R'220PE!MOOC::;O&T!@? '020=%&B2!<'6;'DE!MB:?'%6=;06E!X<E!"77-&
&
H]>]4':5%;!<06\$ 'D' 6&'E!>'N%6BDE!>;5C%' :!%6!;'!'!>V%D%;5B2;A!O\$!4':5%;:E!"77"+78]&
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**\$83&YFT:9&'8:F:CA3F&7D&'8F=@A=:9&Z7F@8=W[&\$83&'F=B=9@>&/343;7WJ39A!:9<&
03:9=9B&7D&#A:A=79:;&(=ALFBEE!#D%'6;B2%B!<?D%:;%B6B!O6B2'&;B!--3E!JON'E!**

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! '8LFC8&MG&23@7LFC3@S&' :A87;=C@&. &#:CF: J 39A; ;&?37W;3>&90; ;06!<022'='E!<?5D&?!%6!
;?'!- "'!<'6;5DAE!-F"-]!
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(, G , D)

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\$83&0 :@>&" -!2'&;5D':E!-F"F!

\$83&+=@A7FE&7D&A83&0 :@>!" -!2'&;5D':E!-F""!K-#\$!'C]E!<X!B6C!X`X!-F"3L!

.<439&&:9<&'8F=@AJ :@E!" -!2'&;5D':E!-F"-!

(39A>&+7;E&Z 33] &:9<&) :@A3FE!" -!2'&;5D':E!

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m#6!R'B;:%6=;!?'!>B%6;:nE! **Z 7F@8=W&, 8!K"73FL]!..)+.88]!**

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mYB!2%;5D=%'!::B;%066B2'!o!<06;:B6;%60V2'nE! (:& **0 :=@79&/=3L!**

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M?'D' !% :!<B;?O2%&!Y%;5D=A!QO%6=hE! 23D7L9<=9BS& ' 8LFC8&:9<#W=F=AL:;=AE&d&\$83&Z :E&
#LWW;3J39A!-FF"E!, -+) -]!

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u\C02:!B6C!\&06:(!J '\$2'&:%06:!06!;'!'<5DD'6;!>;B;'!O\$!Y%;5D=%&B2!J '\$ODNvE!%6!6::FT73]&
477F*(=ALFB=379<3Fa73]X - 3:FT77]&D7F&(=ALFB=C;;&:9<&2=AL:;&#AL<=3@!-!*!K-F""L!-F7+
--"]!

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@?'!90CA!OS!<?D%:;!%6!<'2'1DB;%06(!#6!_5&?BD%:;%&!Y%;5D=AE!@?'020=AE&B6C!UDB&;%&'E!%6!
40B66'!U%'D&'!B6C! / %&?B'2!XOP6' AE!'C:JE!#7LFC3!:9<#L J J=AS&' 7 J J 3 J 7F:A=9B&67@3D&
. 5&&6L9B J :99>ȵE!<022'=' I%22'(!Y%;5D=%&B2!UD'::E!"777E!87+)"!]
&
@?D' '!R56'DB2:!KB6C!B!R%2NLE!%6!X]!OCBN:!B6C! /]! / OA6B?B6E!'C:JE!#7@A J 7<3F9&
Z 7F@8=W&:9<#A83&. FA@

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!
mY%;5D=%&B2!B6C!>B&DBN '6;B2!UD' B&?%6=En!%6!_CPBDC!RO2' AE!' C]E! . &+ :9<T77] &D7F&
' :A87;-C&?F3:C8-9BE!<O22'=' I%22'(!Y%;5D=%&B2!UD' : :E!-F")E!"8)+", ,]!

!
m@?'!@P'6%;?;!<'6;5DA!J '\$ODN!O\$!;?'!Y%;5D=A(!#5;&ON' :!B6C!UDO:V' &;:n!^ :;W:F:=@7&
Y9-43F@=AE& (=ALFB=C : ;&19@A=ALA3!K-F"*L!
[?:;V\(aa:&?O2BD\]IB2VO\] 'C5a&=%aI' P&O6; '6;\]&=%hBD;%&2' i "" -3 g &O6; 'c; i %2:xVbV'D:](?:;V(aa:&?O2BD]IB2VO] 'C5a&=%aI' P&O6; '6;]&=%hBD;%&2' i)!

!
mY%;5D=%&B2!J ' &O6&%2%B;%06(!WOP!;0!Q';!9 'A06C!;?'!y' c&'V;%06B2!;B;5:z!O\$!+ - 6 6 \$I - 6 *
C\$5, '?'(- 6En!%6!'C:]E!O6CD' B!QD%22O!B6C! j '60!<BDBE!V%, I#*+ - 6 6 \$I - 6 *C\$5, '?'(- 6B*C#1*
X5)*<'(\$5('%')J'\$5#*0', -1&'()*C\$//4'%#E!9O2O=6B(!X' ?06#B6BE! -F-FE! . *+8.]!

!
mWOP!OD'!@?'A!;O!W'BD!M%;?05;!>ON'06'!;O!UDO&2B%N!W%Nhn!%6!'C:]E!QODCO6!4' B6: ' :!
B6C!9D%C=' ;!S%&?O2:E! (=43;E&' 'F:C;3@&7D& *7<S&?3F@W3CA=43@&79&A83& !=T;3&:9<& (=ALFBEE!
<O22'=' I%22'(!Y%;5D=%&B2!UD' : :E!-F- -E!" , +. -]!

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{Y%I' C!Y%;5D=A(!@?'!>O&%O+W% : ;OD%&B2!<O6;D%15;%06!O\$!J O1' D; !@B\$; !;O!;?'!>;5CA!O\$!
Y%;5D=AE{ !%6! /]!UBNVB2O6%E!>]4]!B6C!>]!UBD'6;%!K' C:]LE! 8 \$I/' '3B*+, - . '#/*5* ; #6 \$I>*\$? *
<\$4#1, *DN*!)?, 2*+NEN*K#D% '6;B2%B!<?D% : ;%B6B!O6B2' &;B! . "F! J ONB(!UO6;%\$%&%O! \; ; ;5;O!
#D% '6;B2' E!-F- -L(!, .+)]!

!
mJ '\$ODNB;%06!%6!;?']!<B;?O2%&!<?5D&?En!%6!'C:]E! / '2B6%' !J O: :!B6C! / BDT!YBNVOD;E!
[REDACTED]

!

m@?'!9%12'!B6C!;'!'Y%;5D=AE!UBD;!\\(!@?'!>;B;5:!0\$!;'!'9%12'!@OCBAEn! ' :A3C8L J 39:A3!""(!,
K"737LE!"-+"7]!

!

!!!!!!!!!!!!m@?'!9%12'!B6C!;'!'Y%;5D=AE!UBD;!\\(!@?'!%D!\\6;'DD'2B;%06En! ' :A3C8L J 39:A3!""(!K"737LE!-+

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!
m@? '<06; 'c; :!0\$!; ? '<06: ;%5; %06!06!; ? '!>B&D' C!Y%; 5D=AEn! ? :@A7F: ;& 0 L@=C! . 3!K-F" .LE! . "+
. *]!

!
4B&TE!9011AE!@ 'C(!@?D' '!Z' 66' CA!R56' DB2: !B6C!; ? '!UDO=D' : :!0\$!Y%; 5D=%&B2! J '\$ODNEn!
. J 3F=C: !E! / BA!-) +456' !-E! -F" 8E!

!
mRB&%6=_B: ;!X5D%6=;!; ? '!Y%; 5D=A(!RB&; !B6C!R%&; %06n! . J 3F=C: E! - "!452AE! -F")(!
?;:V(aaBN 'D%&BNB=B [%6']OD=a&06; '6;aB22+; ?%6=: aB&%6=+ 'B: ;+C5D%6=+2%; 5D=A+\$B&; +B6C+
\$%&; %06!

!
m@OPBDC!; ? '!>5NN%; (!#6!; ? '!@ '6; ?!O66%I 'D: BDA!0\$!>5NNOD5N!U06; %\$%&5NEn! ! "#*!)4%#, 2*
452A! "7E! -F" *E! - *]! ?;:V(aaPPP]; ? ' ;B12';]&0]5Ta\$ 'B; 5D' : a - a" F) -)a: OPBDC: +; ? ' +
: 5NN%; +VOV' +1 '6' C%&; +cI%+D' 2Bc 'C+D' : ;D%&; %06: +06+; ? ' +& '2' 1DB; %06+0\$+; ? ' +2%; 5D=A+

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(=ALFB=3S) VWF3@@=79<3;&;&, 7=KK<06\$ 'D' 6&'!>]!>'D='!'7*3LE!%6! "F=39A:;=:& ' 8F=@A=:9:&
?3F=7<=C:;!8)!K"73FLE!..,+. ,.]!

J]!ZDB5;?'%N'DE! 27 J 3S&?F7D=;3&7D& . &' =AE&QGMPGQIRE!%6! Z 7F@8=W&, ,!K"73"LE!8, 8+8,)]!

O]!OCBNE!\$ 83& (=ALFB=C:;& - 3:FE!%6! Z 7F@8=W&,)!K"73-LE!"*7+"3"]!

4]X]!<D%&?;06E! \$ 83& / 3<=C:A=79&7D& . &' 8LFC8E!%6! Z 7F@8=W!,)!K"73-LE!, , 3+, , 7]!

O]!<?5V56=&OE! ' L;ALF:;& . <:WA:A=79&7D&A83& (=ALFBEE!%6!?:@A7F:;& 0 L@=C=:9!*!K"73 . LE!))]!

J]!X5\$SAE!23:;&?F3@39C3S& Z 7F@8=W&#&:CF: J 39A@&:9<&' 7 J J =A J 39AE!%6!?:@A7F:;&
0 L@=C=:9!*!K"73 . LE!, 8+, ,]!

X]!UOP'D!B6C! /]!<02%6:E! 'C:JE! ' :9& Z 3& . ;K:E@& ' 3;3TF:A3&A83&) LC8:F=@Ab!K<06&%2%5N!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!
"3-LE!%6! Z 7F@8=W!, *!K"73 . LE!, 8F+, 8-]!

9]!<OOT'E!#&:CF: J 39A@&:9<&#&:CF: J 39A:;=AE!B6C!4]!>&?B6[E!19AF7<LCA=79&A7&A83&
#&:CF: J 39A@E!%6! Z 7F@8=W!, 3!K"738LE!, 87+, , "]!

X]!UOP'DE!Y9@3:FC8:T;3&2=C83@S&\$ 83&#E J T7;=C&%:ALF3&7D& (=ALFBEE!%6! \$ 837;7B=C:;&
#AL<=3@!8)!K"73 , LE!"3F+"3"]!

W]!M' =NB6E! ' 8F=@A=:9& Z 7F@8=W&=9&) :@A&:9<& Z 3@AE!%6! Z 7F@8=W!)F!K"73)LE!8)8+8)*]!

Q]! / B&AE! \$ 83& \$ 837;7B=3@&7D&A83&) LC8:F=@A&=9&A83&) :F;E!#C87; :@A=C&?3F=7<E!%6! Z 7F@8=W&
)F!K"73)LE!, 8)+, 8*]!

J]!@B\$;E! \$ 83& (=ALFB&7D&A83&+7LF@&=9&) :@A&:9<& Z 3@AE!%6! . CC39A&79& Z 7F@8=W&K@?'!
Y% ;5D=%&B2!<06\$ 'D' 6&'LE!8(8!K"73)LE!-E3]!

@]!>V%C2%TE! \$ 83&#W=F=AL:;=AE&7D&A83& ' 8F=@A=:9&) :@A!B6C!W]4]!>&?52[E! \$ 83&! Ea:9A=93&
(=ALFBEE!%6! . J 3F=C:!" ,)("!*K-! / BA!"73*LE!.)7+.*"]!

U]!4056'2E! (3&F397L43:L&<L&CL;A3&<3@&:=9A@E!%6! Z 7F@8=W&)!"K"73*LE!8*-+8*8]!

! <]!\`0= '2E! 0 3<=34:;& (=ALFBES& . 9&19AF7<LCA=79&A7&A83LFC3@E!%6! \$ 837;7B=C:;&
#AL<=3@!87!K"733LE! . 8-+ . 8.]!

Q]!Q5%I'DE!' 7 J W:9E&7D&^7=C3@S&/ :;E&?F:E3F&:9<&A83&?37W;3&7D& *7<E!%6! \$ 837;7B=C:;&
#AL<=3@!, F!K"737LE!, 78+, 7)]!

U]!9DBC: ?BPE!'F<=9:A=79&2=A3@&7D&A83& . 9C=39A& ' 8LFC83@&7D&) :@A&:9<& Z 3@AE!%6!
\$ 837;7B=C:;&#AL<=3@!, "K"77FLE!*3-]!

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_CPBDC!RO2' AE!\$83k, =F@A&" F<=9:FE&7D&A83&27E:;k . TT3E&7D&#A5P / 39=@k=9k, F:9C3S&?:F=@k
k! =T;=7A83oL3& 0 :a:F=9&eMNE!%6!

4]!S '%2!O2' cB6C 'DE! 'C]E! Z =A8&) 43F&67EDL;&+ 3:FA@S&) @@ :E@&79& (=ALFBE&: 9<& 0 L@=C&
+ 797F=9B& 0 :F=79&65&+ :AC83AAE!%6!#3K: 933&\$ 837;7B=C:;& 234-3K&8 . !K-FFFLE! , " , +
,"*]!

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40: 'V?!JB;[%6='DE!\$ 83&#W=F=A&7D&A83& (=ALFBEE!%6! . J 3F=C:!"38(" , !K-FF"LE!-7+ . "]!

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J O1 'D;!@B\$;E! . & +=@A7FE&7D&A83& (=ALFBE&7D&#A5&6789& ' 8FE@7@A7 J >& ^7;5&eS&\$ 83&?F3P&
C7 J J L9=79& 2=A3@E!%6! Z 7F@8=W!*)!K-FF-LE!-3*+-33]!

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Y O5% :!IB6!@O6='D' 6E!) V :;A :A=79&7D&A83& ' F7@S&\$ 7K :F<&A83& " F=B=9@&7D&A83& , 3 :@A&7D&A83&
' F7@&: 9<&A83& 0 3: 9=9B&7D&A83& ' F7@&=9&) :F;E& 0 3<=34:;& (=ALFBEE!%6!\$ 83&
' :A87;=C& +=@A7F=C:;& 234-3K!K-FF-LE! . "3+ . "7]!

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Q'OD='!Q5%I'DE!^=@-79&YW79&^=@-79&?F7C3@3@k7D&'8:9B3&:9<k2393K:;k=9&'8F=@A=:9&Z7F@8=WE!%6!Z7F@8=W!3,!K-F""L!,)8+,)*]!

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Yo:[2•!X01:[BAE!\$83&23@A7F:A=79&:9<k"FB:9=C&/343;7WJ39&k7D&A83&27J:9&2=A3E!%6!!!!!!!
\$837;7B=C:;k#AL<=3@!*-!K-F""L!88*+883]!

!

UB52!9DBC:?BP!g!/BcP'22!40?6:06E!\$83&"F=B=9&k7D&,3:@A@>k,:@A@k:9<k#3:@79@k=9&):F;E
'8F=@A=:9=AE @W\$%\$&>|-3!K-F""LE!78+7)]!

&

40:'V?!X05=?'D;A*,F7J&.;A:FP\$8F793&k7&\$:T;3S&\$83&' :JW:=B9&D7F&,F3oL39&k+7;E
'7J JL9=79&=9&kA83&' :A87;=C&'8LFC8E!+7F=a79@k.7!K-F"-LE!"8-+"8.]!

&

Q'DB2C!#v<022%6:!B6C!/%&?B'2!Z''6B6E!63@L@k"LFk?F=3@AS&.&'8F=@A=:9&.WWF7:C8&7D&A83&
?F=3@A877<k7D&'8F=@AE!\D%:?!@?'O20=%&B2!w5BD;'D2A!*!*K-F"-LE!-F.+-F8]!

!

QBDDA!M%22:E!Z8E&?F=3@A@b&.&.,:3<k\$F:<=A=79E!'7J J79K3:;!"8F!KR'1D5BDA!--E!-F".L]!

!

/BD%5:[!9%2%6%'P%&[E!

