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#C<#*/5C!Z I 2!,5/E*-R.5+!#*C!*=,5-L-5,#,-0*!FE=-C\!,E5!5UL5=-65*,+!V5!L-5PO-6!V=\$!E-GE\$-GE,!+065!
P.*C#65*,#\$/0*/5L,+!=\$#K!E!O-G#*=/!#*C!=-0-G#*=/!/E56=+,-3!,E#,!30.!E#<5!\$-S5\$3!+55*!*=!30.-!/0.-+5!
VO-SA! \ *\$-S5!L-5<=0.+!\$#K+N!6#*3!OP!,E5!5UL5=-65*,+!,E#,!V5!CO!V=\$!K5!6. \$,-9+,5L!+5R.5*/5+!=\$*!VE=/E!
,E5!6#,5-=\$!30.!L-OC./5!=\$*!0*5!\$#K!V=\$!K5!.+5C!=\$*!,E5!*5U,A!

FE=+!/0.-+5!V=\$!#CC-5++!5#/E!OP!,E5!PO\$OV=*G!C5L#-,65*,#!\$5#-*=*G!GO#+\$!PO-!/E56=+,-3!6#TO-+!
'A! ^, .C5*,+!V=\$!C560*+,-#,5!G5*5-\$!S*OV\$5CG5!=\$*/E56=+,-3!#*C!V=\$!K5!#K\$5!,0!#LL\$3!/E56=/\$!
#*C!LE3+=\$/#!L-=\$*/=L\$5+!=\$*!,E5!+0\$. ,=0*!OP!R.#\$=#,#=<5!#*C!R.#*#=#,#=<5!/E56=/\$!L-OK\$56+A!
%A! ^, .C5*,+!V=\$!. *C5-+,#*C!,E5!=\$*,5-L\$#3!OP!OK+5-<#,-0*#C#,#N!E3LO,E5+5+N!#*C!E3LO,E5++9C-=<5*!
5UL5=-65*,#,-0*!,E-0.GE!#LL\$=#,=0*!OP!,E5!+/=5*,=P=!/65,E0CA!
?A! ^, .C5*,+!V=\$!K5/065!L-OP=/\$*!,=\$*/E56=/\$!\$#K0-#,0-3!,5/E*-R.5+!#*C!K5!#K\$5!,0!#LL\$3!,E5+5!,0!
L-#/,=\$/#!#*C!/.--5*!,L-OK\$56+!=\$*!-5+5#-/EA!
@A! ^, .C5*,+!V=\$!K5!#K\$5!,0!-5C!#*C!/-,=\$/\$\$3!5<#\$. #,5!,E5!/E56=/\$!#*C!+/=5*,=P=/\$\$,5-#,.-5A!
8A! FE5!+, .C5*,+!V=\$!\$5#-*,0!L-5+5*,!+/=5*,=P=!/C#,#!/\$5#-\$3!#*C!5PP5/,=<5\$3!,E-0.GE!K0,E!V-,,5*!#*C!
<5-K#\$/066. *=/#,=0*!

^#P5,3!FE=+!=\$*!5UL5=-65*,#!\$#K0-#,0-3 g +#P5,3!=\$*!,E=+5*=<=0*65*!,=\$*!OP!L#-#60.*!,=6LO-,#*/5A!>#/#E!
+, .C5*!,V=\$!/06L\$5,5!#/0*,-#/,!,E#,!0. ,=\$*5+!,E5!S53!+#P5,3!-5+L0*+=K=\$,=5+!OP!,E5!/0.-+5!#*C!+, .C5*,A!

1\$##+!655,=\$G+!O.-!\$/,.-5!,=65!=\$*!L\$#/5!VE5-5!V5!-5<=5V!+#P5,3!/0*+=C5-#,0*!OP!.L/06=\$G!
5UL5=-65*,N!C=+/.++!-5\$<#*,!/0*/5L,+!PO-!,E5!5UL5=-65*,N!#*C!L-5L#-5!PO-!\$#K!VO-SA!Q5/#.+5!V5!655,=\$*!
,E5!+65!+L#/#!+,E5!#/,.#!\$#K0-#,0-3N!\$V#3+!/065!C-5++5C!#LL-OL-#,\$3A!

74%#.&8!J#K!-5LO-,!V=-,59.L+!W; & h Yd! 4 0-S!#LL-0#/E!W%& h Y!

FE5!6#TO=-,3!OP!30.-!G-#C5!W; & h Y!V=\$!K5!K#+5C!0*!,E5!#K!V=-,59.L+A!FE5+5!V=\$!K5!C.5!0*5!V55S!P-06!
,E5!/06L\$5,=0*!OP!,E5!\$#K!VO-SA!FE=+!=\$*!#C<#*/5C!#K!#*C!30.-!V=-,59.L+!+E0.\$C!-5P\$5/,!,E=+!FE5!#K!
-5LO-,!V=\$!K5!/06L-+5C!OP!+5<5-#\$/+5/,=0*!#*C!+5L#-#,5!E#*CO.,+!V=\$!C560*+,-#,5!,E5+5!,0!30.!=\$*!60-5!
C5L,EA!FE5!PO\$OV=*G!=\$*!#R.=/S!+.66#-3!

b-5\$#K! FE5!FADA!V=\$!<5-#P3!,E#,!#!L-5\$#K!E#K55*!+#,=+P#/,0-=\$3!/06L\$5,5C!K5PO-5!#*3!\$#K!VO-S!V=\$!
K5G=*A!)P!,E5!L-5\$#K!=\$*!O!,+#,+P#/,0-=\$3!/06L\$5,5C!=\$*!V=\$!K5!#++=G*5C!#G-#C5!OP!a5-0!PO-!=\$*!LO-,=0*!OP!,E5!
0<5-#\$\$G-#C5!PO-!,E=+!\$#K!#*C!,E5!+, .C5*!,V=\$!*O,!K5G=*!\$#K!VO-S!. *,\$!,E5!L-5\$#K!=\$*/06L\$5,5!,0!,E5!
FADA!i!+#,+P#/,=0*!D,!#!6=*6.6!,E5!L-5\$#K!6.+,!=\$*/.C5!!,E5!C#,5d!#!+/E56#,=/!C-#V=*G!OP!,E5!-5#/,=0*!
,0!K5!CO*5d!#!,#K\$5!+EOV=*G!,E5!60\$5/.#=#!V5=GE,N!C5*+=,3!WPO-!\$R.=C+YN!* .6K5-!OP!60\$5+N!* .6K5-!OP!
G-#6+N!#*C!* .6K5-!OP!6J!,0!K5!.+5C!PO-!5#/E!+.K+,#*/5d!#!\$=+,!OP!LO,5*,=#\$!E#a#-C!#*C!L-5/#.,=0*+,0!K5!
,#S5*d!#!K-5P!5UL5=-65*,#L-0/5C.-5!V=,,5*!=\$*!30.-!OV*!VO-C+!,E#,!30.!V=\$!PO\$OVA!

OK+5-<#,-0*!#*C!*0,5+!D!C5,#=\$5C!C5+/-L,=0*!OP!VE#,!30.!#/,.#\$3!C-C!#*C!VE#,!30.!OK+5-<5CA!FE=+!
+EO.\$C!K5!=\$*!+.PP=/\$*!,C5,#=\$!,E#,!#*30*5!-5C=*G!30.-!0,5KOOS!/0.\$C!-5L\$5!,E5!-5#/,=0*!5U#/,3!#!+!30.!
C-C!-,A!>U#6L\$5+!OP!+,#*C#-C!*0,5+!#*C!OK+5-<#,-0*!+=\$*/.C5!!,E5!,=65!+065,E=*G!V#+#CC5CN!EOV!\$0*G!-,!
,OOS!,0!#CC!-,N!EOV!\$0*G!6#,5-#\$\$!V5-5!#SOV5C!,0!-5#/,N!G#+!5<0\$. ,=0*!N!/0\$0-!/E#*G5N!L-5/-L=#,5!
PO-6#,0*!N!-5L-OC./,=0*!OP!F J]!-5+.\$,+=*/\$.C=*G!2p!/#\$/.#\$,=0*!N!,#-5!V5=GE,+N!V5=GE,+!0-!<0\$.65+!OP!
6#,5-#\$\$+!.+5CN!5,/ j A!

b0+,9\$#K!V=-,59.L!FE=+!=\$*!VE5-5!,E5!6#TO=-,3!OP!,E5!G-#C5!V=\$!\$5A!FE=+!+EO.\$C!K5!#!PO-6#W,3L5CY!
C5,#=\$5C!C=+/.++=0*!OP!,E5!5UL5=-65*!,=\$*/.C=*G!#K!#/SG-0.*C!C=+/.++=0*!#K0.,!,E5!,3L5!OP!-5#/,=0*!

#*!=*,5-L-5,#=-0*!OP!,E5!-5+.\$,+A! *+ '#%" ,%-(./,#/01/'%2/'".3#4%3#253.#(63+#%"-65,/##(,/(.%6/,#/01/'%2/'".(6# I'+-/,5'/#7%'../'#"#8+5'""(6#9+'2(.#%"-65,%":#(6631/-.'(6#,.(;#

D++=G* 65*! C5#C\$=*5+! b#-,! OP! 30.-! #++=G* 65*! V=\$! K5! ,O! G#,E5-! Z I 2! 0-! _]` I ^! C#,#! PO-! ,E5! /O6LO.*C+!30.!L-5L#-5A! n0.! 6 .+,!,.-*!,E5+5!+L5/, -#!=* ,O!,E5! FADA! 0*!,E5! #++=G*5C!C# ,5! 0-! P# /5! #! `? ! G-#C5!C5C./,=0*!W=A5A!D! D9YA!D\$\$!#++=G* 65* ,+!=\$/\$.C-*G!LO+,9\$#K!V=-,59.L+! 6 .+,!K5!E#*C5C! =*! #!,E5! K5G=-*-*G!OP!,E5!\$#K!L5-OC!0*!,E5!C# ,5!,E53!#-5!C.5A!D*3!#++=G* 65* ,! *0!,E#*C5C! =*! #!,E5!K5G=-*-*G!OP! \$#K!V=\$!K5!L5*#\$=a5C!K3!0*5!\$5,,5-!G-#C5! =P!,E53!#-5!E#*C5C! =*! K3! '1&&!L 6 !,E5!PO\$\$OV=*G!C#3!W=A5A!V=-,E=*! %@!E-+!OP!,E5!C5#C\$=*5YA!)P!,E5!#++=G* 65* ,!+!E#*C5C! =*! V=-,E=*!,E5!+ .K+5R.5* ,!%@!E-+!W=A5A!V=-,E=*!@ ; !E-+!OP! ,E5!C5#C\$=*5Y!,E5*!,E5!P=*#\$!G-#C5!V=\$!K5!L5*#\$=a5C!,V0!\$5,,5-!G-#C5+A! Z0!#++=G* 65* ,!V=\$!K5!#/ /5L,5C! #P,5-!@ ; !E-+!OP!,E5!C5#C\$=*5A!

4 0-S! DLL-0#/E! W%& h Y! 4 0-S! #LL-0#/E! LO=* ,+! V=\$! K5! #++=G*5C! K3! ,E5! FDA! FE5+5! LO=* ,+! +E0.\$C! K5! /O*+=C5-5C!+O65,E=*G! 30.!E#<5!,O!5#-*! *O!,+O65,E=*G!,E# ,!+!,#S5*!#V#3!#+!#!L.*=,<5! 65#+.-5!PO-! 6#S=*G! 6+,#S5+A! f 0V!C0!30.!5#-*!,E5+5!LO=* ,+o!DLL-0#/E!30.-!\$#KO-#,0-3!VO-S! =*!#!+P5N!5PP5/,=<5!#*C! 5PP=-/5*!, 6#**5-! VE=\$! K5=*G! #! GOOC! /\$#++! /=-,a5*A! FE5! #/,.#\$! 3-5\$C! OP! 30.-! L-OC./, V=\$! *O!, K5! /O*+=C5-5C!K.,!30.-!#LL-0#/E!,O!+P5,3! =*!,E5!\$#KO-#,0-3!#!+V5\$\$!#!+30.-!/\$5**\$=*5++!#*C!#K=-,3!,O!#LL\$3! GOOC! /E5 6+,-3!L-#/, =/5+! =*! 30.-! VO-S! /5,-#*\$3! V=\$\$A! b50L\$5! VEO! \$5#<5! /\$#++! 5#-\$3! -#,E5-!,E#*!,#S=*G! ,=65!,O!E5\$L!,=C3!.L! /O66.*#\$!\$#KO-#,0-3!+L# /5!V=\$\$!P=*C! =,C-PP-/. \$,!,O!5#-*!,E5+5!LO=* ,+N!#!+V=\$\$!L50L\$5! VEO!#-5! /#-5\$5++! =*!,E5-! VO-S!E#K=,+N!.+5!L00-! /E5 6-/#\$!L-#/, =/5+N!+EOV!. *+P5!K5E#<=O!-O!.+5!P\$#V5C! \$#KO-#,0-3!,5/E*=R.5+A!

D.,5*C#*/5! H.5! ,O! ,E5! 6.\$,=9+,5L! *# ,.-5! OP! ,E5! 5UL5=-65* ,+! ,O! K5! L-5PO-65C! =*! ,E-+! \$#KO-#,0-3! #,5*C#*/5! =+!L#- ,=/. \$#-\$3! =6 LO- ,#* ,A!)P!30.! 6+#!+#!+5L!30.!V=\$\$! *O!,E#<5!,E5! 6# ,5-#=#!#<#=\$#K\$5!,O!30.! ,O! L5-PO-6!,E5!+ .K+5R.5* ,!+,5LA! FE5-5PO-5N!#*3!#K+5* /5! *O!,L-5#--*#G5C!V=-,E!,E5! =*+,-./,O-!V=\$\$! -5+.\$,!=*!#! G-#C5!OP!a5-0!PO-!,E# ,!L#- ,=/. \$#-! 6.\$,=9+,5L!+5R.5* /5A! FE-+!V=\$\$!E#<5!#! 6#TO-! =6L#/,!Wp%8 h Y!O*!30.-!P=*#\$! G-#C5A! </6%:%+53# =+6%, ()3># ? .5, /".3# 4 (@/# .4/# '%:4.#.+ # I' (-.%-/# .4/# '/6%:%+""# +9# .4/%# -4+%-;/# A (-4# 3/2/3./'#3.5, /".3# 34+56, #35&2%#%"# 7 '%.%":#.#.4/'%"#3.'5-.+'3#&)#.4/# /", #+9# .4/#3/-+", #9566# 7 //B# +9# -6(33/3#.4/%# ,+-52 /". /, #'/6%:%+53#4+6%, ()#3-4/, 56/#9+'#.4/#3/2/3./';#*(-56.)#253.#1/'2%.#3.5, /".3# 74+ # 2%33#7+'B#9+'#.4/#15'I+3/#+9#'/6%:%+53#+&3/'@ (" -/#.#2 (B/#5I#.4%3#7+'B;#

D/#C5 6= /!]O*C./,!!]E5#,*G!O-!L\$#G=#-+6!V=\$\$!K5! /O*+=C5-5C!G-O.*C+!PO-!P#=\$*G!,E5! /O.-+5A!]#5+!OP! /E5#,*G!O-!L\$#G=#-+6! 6#3!\$5C!,O!P.-,E5-!C-+/-L\$=*#-3!#/,=0*+! =*!/\$.C=*G!C-+6+##\$!P-06!,E5! \ *=<5-+,#3! #/ /O-C=*G!,O!,E5!-.\$5+!+5,!PO-,E! =*!FE5! \ *=<5-+,#3!OP! 15-60* ,i+!C+ ,/#+9#D- (,/2%-#!"/.:'%)A!

I9#)+5# ,+# ""+# 4(@/# (# -+I) +9# .4/# D6, '%-4# C(. (6+ :5/# E%;/# D6, '%-4# = (" ,&+BF# '/G5/3.# +"/# (.># 4..I>H777;3%: 2 ((6, '%-4;-+2HI' (" ,3HD6, '%-4;4.26# J4%3#%3# ("#"@ (65 (&6/#9'//#' /3+5'-;/;#