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#\$%&' %()!*(' &) + (!, %+&- . . /!0!&) 1%\$(2) + (!. 3!4,) 25*(\$6!
+. \$(, 7)*()\$+!' +58)\$*5(6!
9!%; ; :<=!

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! " # \$ % ! " & " ' () * + , ! * (- " * . , / (, ! * , + * 0 - % 1 ,) , 0 - 2 * . " 3 ! " " * % ' * / - " & %) (! 2 *

(P!<XEC: MBF=J!<=&BQGI=MBF=GJ!IBO: D!BMBF=<!TEI!=PB!1PK&K!XB; IBB!DF!4PBMD<=IU!GJEF; !_D=PIG!
<: MMGIU!ET!=PB!ME<=<D; F!D!CGF=!; BFBIGJ!IB; : JG=DEF<!ET!=PB!#IGX: G=BI*CPPEEJ!QBI=G!DF!DF; !=E!=P!<!
XB; IBBK!3: I=PB!XB=G!<EF!=PB!#IGX: G=BI*CPPEEJ!IB; : JG=DEF<!MGU!\B!TE: FX!DF!=PB!1EJDCU!#: DXB!ET!=PB!
#IGX: G=BI*CPPEEJ!G!=PB! (# * ! _ B \ < D = BK!

45*! " 3%) (! 4 (% , ' * ! " 3 \$ 14 (% , ') *

65!) GCP!CE: I<B! BVCBQ=!IB<BGICP!GFX!DFXBQBFXBF=I<=: XUa!D<EFB! : F!<GFX!IB; D<=IG=DEF!TEI!B!<PB!<=PIBB!
E!ITE: I!: F!<ICEF<=<D: =B<IT: J!<D=MB!IB; D<=IG=DEFK! + E!MGJ!IB; D<=IG=DEF!D<=PIBB!E!ITE: I!: F!<ITEI!=PB!D!<=<!
O: GI=BI!GFX!ITE: I!: F!<I=PB!BGT=BI!D!FCJ: XDF; !"0@!: F!<ET!IB<BGICPK! (PB!M!DF!DM: M!QB!DEX!ET!<=: XU!TE!
=PB!&EC=E!ET!1P!<E<EQU!XB; IBB!D<!BD; P=IT: J!<D=MB!CEF<BC: =<D[B!O: GI=BI<D!FCJ: XDF; !<: MMB!K!

75!#IGXDF; !*U<=BM!\$B; : JG=DEF<!

(PB!4PBMD<=IU!&BQGI=MBF=!<B<!GF!%!!%!! - b!! - !! - 0!! 4 b!! 4!! 4!! 3!; IGXDF; !<U<=BM!TEI!DF=B!FGJ!<BK!%!
<=: XBF=<#!#1%!D<!XB=BI!M!DFBX!<DF; !=P!<!; IGXDF; !<U<=BM!\$B; D<=IG=DEF!TEI!Y??!D<GF!BVCJ: <D[B!=UQB!ET!
IB; D<=IG=DEF!DF!=PG=!CEFC: I!BF=!IB; D<=IG=DEF!TEI!GFU!E=PB!ICE: I<B!D<!FE=!QB!MD=BX!"AB=BI!; IGXB<G!B!
IBO: D!BX!: FXB!!=PB!TEJJE__DF; !C!C: M<=GF!CB<!

"K

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<CDBF=)TDC!<B=!ET!=EQDC<K!!

(P) <!BVQE<: IB!=E!=PB!JG=B<=<!<CDBFCB!D<!G!C!D=)CGJ!MBGF<!UE: !PG[B!G=!UE: !!XD<QE<GJ!=E!Q!BQG!B!TE!UE: !!
O: G)DTUDF; !BVGMI!DF!UBGI!>!GFX!TE!UE: !!DFXBQBFXBF=!IB<BGICP!Q!EQE<GJ!`UBGI<!W0Ya!!<E!QJGF!EF!
G=BFXDf; !CEJJE0: DG!GFX!<BMDFGI<!DF!GJJ!UE: !!UBGI<!DF!IB<DXBFCUK!

75*/ , \$!)" *! " # \$%! " &" ' ()*

) GCPI<=: XBF=!M: <!=GdB!GEO*NCMFG?G!TE!IG!JB=BI!; IGXB!GFX!CIBXD=!!FE=!1e+K!! (PB<BI<DV!CE: I<B<GIB!
FBBXB!<E!<G=)TU!=PB!<QBC)TDC!IBO: D!BMBF=<!ET!G!XD[D<DEF!E!G!Q!E; IGM!GFX!<PE: JX!\B!CEMOJB=BX!\U!
=PB!BFX!ET!=PB!<Q!DF; !O: GI=BI!ET!=PB!TDI<=!UBGIK!5F!GXXD=DEF!GJJ!<=: XBF=<GIB!IBO: D!BX!=E!<GdB!4PBMD<=IU!
Y"9!H!g\$B<QEF<D\JB!4EFX: C=!ET!\$B<BGICP! (IGDFDF; h!X: IDf; !=PB!*Q!DF; !S: GI=BI!GFX!M: <=CEMOJB=BIW!
O: GI=BI<ET!4PBM!YR?!g\$B<BGICP!*BMDFGIhK!

) GCPI<=: XBF=!<PE: JX!CPEE<B!G!MGiE!ITDBJX!ET!<=: XU!GFX!<G=)TU!=PB!IBO: D!BMBF=<!_D=PDF!=PG=!MGiE!
TDBJX!NG<!JD<=BX!\BJE_ K!W??QJB[B]!CE: I<B<!DF!4PBMD<=IU!!IB<BGICP!CE: I<B<!!GFX!IB<BGICP!<BMDFGI!
CE: I<B<!!<: CP!G<!@99!GFX!GJJ!Y??0

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MGiE!TDBJX!!(P: <!!<: XBF=<!_PE!QJGF!E!Q: I<: B!P!<!MGiE!TDBJX!GIB!BJD; \NJB!E!IBO: B<=IG!_GD[BI!ET!
=>P!<CE: I<BK!! , E_B[BI!!<DFCB!P!<D!<FE!G!<QBCDTCGJU!IBO: DIBX!CE: I<B!TE!<=: XBF=<!>D!<E!<PBI!MGiE!
TDBJX<!!<=: XBF=<!_PE!MGiE!>D!<G!TDBJX!E!PBI!<PGF!1PU<DCGJe%FGJU=DCGJ!GIB!@C>BJD; \NJB!E!IBO: B<=IG!
_GD[BI!ET!<P!<CE: I<B!<!!5F!IBO: B<=>DF; !G!_GD[BI!!<PBI!<=: XBF=<!_DJJ!\B!BVOBC=BX!<E!QIB<BF=IB[DXBFCB!ET!
<: QBIDE!<dFE_<JBX; B!ET!<PBI!CE: I<B!MG=BI&GJ!<E!<PBI!DF=<I: C=<E!<ET!<PBI!CE: I<BK!!

4*B=ET?F*CH*NCMFG?G*AC?G*@C>F?AMN?>D?>C>=>I*@MKW?F*CH*F?LMEF?A*NCMFG?G*W?ICB*GEO5!!3E!
BGCP!_GD[BX!CE: I<B!!GF!GX!<D=>EFGJ!BJD; \NJB! +EI=P_B<=BIF!CE: I<B<!!<BJC=BX!<D!<CE!<F: J=G=>DEF!_D=P!<PBI!
QIE<QBC=>D[BI!B<BG!CPIGX[D<BI!!M: <=>\B!<: \<=>=>=BX!TE!<IGFU!_GD[BX!CE: I<B<`<a!<

*=: XBF=<!BF=BI&F; !_D=P!<G!<2G<=B!<!XB; IBB!TIEM!

GF!GCC!BXD<BX!<D=>=>=>DEF!GIB!GJJE_BX!<E!IBX: CBI!<PBI!F: M\B!<ET!<CJG<<B<!CE: I<B<=>GdBF!TIEM!<DVI!<E!G!
MDFDM: M!ET!TE: I!<1BIMD<=>DEF!TE!<P!<CJG<<!!IBX: C=>DEF!IBO: DIB<IB[DXBFCB!ET!PG[DF; !<GdBF!<: D=>G\JU!
IBJB[GF!<CE: I<B!_E!d!X: IDF; !=PBI!<2G<=B!<!XB; IBB!GF!<FBX<=>E!\B!GQQIE[BX!\U! (PBI!&DIBC=<E!<ET!
#IGX: G=>B!<*: XDB<K!\$BO: DIBX!<CJG<<B<!TE!<G!<D[BF!MGiE!TDBJX!<ET!<=: XU!<DKM!<WCIA?A!CE: I<B<a!M: <=>=>=>DJJ!
\B!<GdBF!: FJB<<IG!_GD[BI!<D!<E!\<GDFBX!<G!<XB<C!D\BX!<G\E[BK!1JBG<B!_E!d!_D=P!<PBI!#IGX: G=>B!1IE; IGM!
ETD<CB!<E!MGdB!<: IB!GJJ!IBO: DIBMBF=<IGIB!MB=<GQQIEQIDG=>BJUK!

*=: XBF=<!BF=BI&F; !TIEM!<PBI!<2BXDCGJ!*CDBF=>=>!(IGDFDF; !

1IE; IGM! 2*(1a!_PE!PG[B!BCB!<BX!<G!<K*!<E!<=>K!<D!<4PBMD=<IU!<GFX!_PE!PG[B!<: CCB<<T: JUJ!
CEMQJB=BX!<_E!UBG!<ET!<2BXDCGJ!*CPEE!CE: I<B!_E!d!<D!<PBI! +EI=P_B<=BIF!' FD[BI!<D!<U!3BD\B!<!
*CPEE!ET!<2BXDCFB! 3*2a!_DJJ!\B!GJJE_BX!<E!IBX: CBI!<PBI!F: M\B!<ET!<CJG<<B<!CE: I<B<=>GdBF!TIEM!<DVI!<E!
G!MDFDM: M!ET!TE: I!<\$BO: DIBX!<CJG<<B<!TE!<G!<D[BF!MGiE!TDBJX!<ET!<=: XU!<DKM!<WCIA?A!CE: I<B<a!M: <=>=>=>DJJ!
\B!<GdBF!: FJB<<IG!_GD[BI!<D!<E!\<GDFBX!<G!<XB<C!D\BX!<G\E[BK!1JBG<B!_E!d!_D=P!<PBI!#IGX: G=>B!1IE; IGM!
ETD<CB!<E!MGdB!<: IB!GJJ!IBO: DIBMBF=<IGIB!MB=<GQQIEQIDG=>BJUK!

85*(" 4/- %' 3*! ")O, ')%; %1%(%")*

*G=>TGC=<E!U!QBITE!MGFCB!ET!G<<D; FBX!<BGCPDF; !X: =>B<D!<G!IBO: DIBMBF=<TE!<GJJ!GX[GFCBX!XB; IBB<=>D!<PBI!
&BQI=<MBF=<ET!4PBMD=<IU!<\$B; G!XJB<<ET!<PBI!MB=<PEX!ET!<D!<GFCGJ!<: QQE!<!!E!_PB=<PBI!<GFU!<: QQE!<IG=<
GJJ!<QIE[DXBX!!B[BIU!T: JJ!<D!MB!<IGX: G=>B!<=: XBF=<IM: <=>=>=>BGCP!Y!T: JJ!O: GI=<B!<D!<E!<XB!<=>E!<IGX: G=>B!_D=P!<G!
1PK&K!%JJ!2*(1!<=: XBF=<IM: <=>=>=>T: JTDJJ!G!<BGCPDF; !IBO: DIBMBF=<ET!<W!T: JJ!O: GI=<B!<D!<E!<XB!<=>E!<IMBB=<!
; IGX: G=>DEF!IBO: DIBMBF=<K!<EMB!<=: XBF=<CPEE<B!<E!<BGCP!GX!<D=>EFGJ!O: GI=<B!<!\G<BX!<E!<PBI!<D!<BIB<=>K!
%<=>A?LM=>?<J?<FHCFK=<@N?<CH*>?<NDE@S*F?GJC@GEWEI>E?<G*GDCBG*=<I=<NX*CH*JFCSF?GG*>CB=<FA*>D?<
OD5. 5*A?SF??=<@A*K=<R*F?GMI>E@*>D?<G>MA?@>W?<@S*JI=<N?A*C@<C>EN?<*<BB!*BC=>DEF!/a!<

95*4. &%)% , ' *(, *(- " * , / (, ! 41*O! , 3! 4&*

%J=<PE: ; P!<=: XBF=<GIB!BVOBC=BX!<E!BF=BI!<D!<E!<IGX: G=>B!_E!d!_D=P!<PBI!<D!<BF=<DEF!<ET!<BG!<D!<F; !=PBI!

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+E=B!PG=!@99!GFX!Y??0JB[BJ!CE: I<B<!`BK; W!IB<BGICP!CE: I<B<!GFX!IB<BGICP!<BMDFGI!CE: I<B<a!GdBF!=E!
T: JTWJ!=PB!=E=G!CE: I<B!IBO: DIBMBF=<!

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=PB!\IGFCP!ET!CPBMD<IU!UE: !DFXDCG=BX!G<!UE: !GIBG!ET!DF=BIB<=!_PBF!UE: !GQQJDBX!TE!!GXMD<<DEFN!GFX!
UE: !GIB!BFCE: !G; BX!=E!DF [B<=]; G=B!QIE\JBM<!DF!GJJ!GIBG<K!5T!UE: !_EIdBX!TE!!G!QIETB<<E!QIB[DE: <JU!
`DKBK!X: !DF; !=PBI<: MMBIaM!UE: !PG[B!FE!E\JD; G=DEF!=E!IBM!GDF!_D=P!=PG=; !E: QM!FE!IXE!=PBU!PG[B!GF!
E\JD; G=DEF!=E!dBBQ!UE: !DF!=PBD!; !E: QK!6E: !GIB!TIBB!=E!DF [B<=]; G=B!GJJ!QE<<D\DJD=OB<K!

(PBIB!GIB!MGFU!_GU<!DF!_PDCP!UE: !CGF!; G=PBI!=PBI!DFTE!MG=DEF!FBBXB!E!MGdB!UE: !ICPEDCBn!UE: !
<PE: JX!MGdB!: <B!ET!GJJ!ET!=PBMK!

"K 3GC: J=U!1IB<BF=G=DEF<! (PB<B!IB<BGICP!QIB<BF=G=DEF<N!\B; DFFDF; !X: !DF; !. !DBF=G=DEFN!GIB!
DF=BFXBX!=E!; D[B!UE: !GF!E [B! [DB_!ET!=PBI=UQB!ET!_EId!\BDF; !XEFB!DF!BGCP!IB<BGICP!; !E: QK!
(PBU!<PE: JX!PBJQ!UE: !DXBF=DTU!QE=BF=DG!GIBG<!DF!_PDCP!UE: !MD; P=!JdBI=E!_EIdK! (PB<B!
QIB<BF=G=DEF<!_DJJ!PBJQ!UE: !\BCEMB!; BFB!GJJU!TGMDDGI!_D=P!GJJ!ET!=PBI!IB<BGICP!=PG=ID<!
: FXBI_GU!DF!=PBI&BQGI=MBF=K!) [BF!=PE: ; P!UE: !MGU!FE=!B!DF=BIB<=BX!DF!XEDF; !IB<BGICP!
DF!MGFU!ET!=PE<B!GIBG<!UE: !<BJT!UE: !GIB!BVQBC=BX!=E!G=BFX*=!!ET!=PB<B!QIB<BF=G=DEF<K!

>K &d<C: <<DEF!_D=P!5FXD[DX: GJ!3GC: J=U!2BM\BI<!!2GdB!GQEDF=MBF<=_D=P!B[B!U!TGC: J=U!

!

R

=PG=!D<!\BDF; !Q: I<: BX!DF!BGCP!; IE: Q!\U!<=: XUUF; !IBCBF=!Q: \JCG=DEF<!XB<CI\DF; !=PG=!
IB<BGICPK!!5=!_E: JX!\B!E!UE: !GX[GF=G; B!=E!IBGX!<EMB!ET!=PB!IBCBF=!Q: \JCG=DEF<!ET!BGCP!

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(PB!BVGM!CGF!\BI=GdBF!GT=BI!D[B!O: GI=BI<!ET!IB<DXBFCUM!\: =!M: <=! \BI=GdBF!\BTEIB!=PB!BFX!ET!UE: !!

*EJGI!CBBJ<!<Df; !O: GF=: MIT: FFBJ<! K!7c66N! N!WR?"OWR?YK!

\K -EEd<!. XdGFN!#K!1 IDfCDQJB<!ET!1 EJUMBI!DpG=DEFn!@!BXkn!ZEPF! 7 DJBU!GFX!*EF<! , E\EdBFN! +ZNI>??@K!

(PB!<=: XBF=!XBCDXB<!PE_!=E!QGI=DEF!=PB!XEC: MBF=!B=_BBF!=BV=!GFX!TD; : IB<N!\: !=<PE: JX!FE=B!PG=! TD; : IB<!<PE: JX!FE=!B!<BBF!G<!G!IBQJGCBMBF=!TE!!=BV=!DKBN!=PB!<BV=!M: <=!B!G!CEMOJB=B!FG!IG=DI[BaK!4!I!>?O>*KMG>*W?*67QJCE@>*(EK?G* ?B*! CK=@P*ACMWI?*GJ=N?AP*=@A*>RJ?*MG>EHE?AK!1G; B<IM: <=!B!F: M\BIBX!<=GI=DF; !_D=P!=PB!<=JBeG\<=IGC=!QG; BK!

85*(- " *#\$41%+2%' 3*" a4&*)#" ^*/ , &&%((" " *

5F!<PB!\B; DFFDF; !ET!3B\I: GIU!ET!=PB!<=: XBF=<K!>#&\$!UBGIN!=PB!CPGD!ET!=PB!XBQGI=MBF=<K!#IGX: G=B! 4: IIDC: J: M!4EMMD=BB!_DJ!G<<D; F!BGCP!<=: XBF=<K!CEMMD=BB!MBM\BI<!\G<BX!EF!<: ; B<=DEF<IT!EM! =PB!<=: XBF=<K!IGX[D<BIK!*=: XBF=<M: <=I=: IF!DF!=PB!QIDF=BX!IGFX!TDJJBX!E: !=EFJDFB!TE!IM!rS) !4EMMD=BB! *BJBC=DEF!3E!IMr!JD<=DF; !=PB<BI<: ; B<=DEF<!=E!<PB!#IGX: G=B!%<<D<=GF=!_D=P!DF!=PB!TDI<=I=_E!_BBd<!ET!=PB! TGJJ!O: GI=B!TE!<=: XBF=<I!_D=P!2G<=BI<X; IBB<N!GFX!_D=P!DF!=PB!TDI<=I=_E!_BBd<!ET!_DF=B!IO: GI=B!TE!<=: XBF=<I!_D=P!G!\GCPBJE!c!XB; IBBK! (PB!<=: XBF=<I!IB<BG!ICP!IGX[D<BI!_DJ!\B!G!MBM\BI!ET!=PB!S) ! CEMMD=BB!GFX!_DJ!\B!Q!B<BF=!X: IDf; !=PB!BVGMD!FG=DEFK! QEF!CEMOJB=DEF!ET!=PB!<BVGMD!FG=DEFN!=PB! S) !CEMMD=BB!\BCEMB<I=PB!<=: XBF=<K!1P&!CEMMD=BB!_D=P!=PB!GX[D<E!IG<CPGD!K!

95)/ - " . \$1%' 3*(- " *#\$41%+2%' 3* , !41*" a4&!!

`&BGXJDFB! -BTE!BI=PB!BFX!ET!UE: !<B[BF=P!O: GI=B!ET!; IGX: G=B!<=: XUa!!

(PB!XBQGI=MBF=!_DJ!GI!GF; B!TE!UE: !=E!MBB=!_D=P!=PB!GXMD!D<=IG=DI[B!G<<D<=GF=<!ET!UE: !CEMMD=BB! MBM\BI<!=E!<CPBX: JB!G!S) !BVGMD!XG=B!GFX!IB<BI [B!G!CEFTB!BFCB!IEEMK! (P!<M!BB=DF; !IEEM!M: <= PG[B!G!Q!E!iBC=E!<C!BBF!GFX!G!CPGD!EGIX!E!_PD=B\EGIXK!1JBG<B!CEF=GC=!; IGXG<<=S FE!<P_B<=B!FBX: ! _D=P!O: B<=DEF<!G\E: !=S) !<CPBX: JDF; K!

dd (D?# " *ACNMK?@>*KMG>*W?>MF@?A!E@>C*NCK KE>>??K?KW?FG*=>I?<G>*C@?B??X*W?HCF?* RCMF*O=KE@=>EC@*A=>?5dd*5T!=_E!E!ME!B!CEMMD=BB!MBM\BI<!\B!JB[B!PG!=PB!S) !XEC: MBF=!D<! FE=!<G=K!TGC=E!U!<E!ME [B!EF!_D=P!=PB!E!G!BVGMD!QE!<DEFN!=PBF!=PB!4PGD!ET!=PB!CEMMD=BB!M: <=! DFTE!IM!=PB!<=: XBF=!H! !H!<PG=!<PB!BVGMD!_DJ!\B! QE<=QEFBXX! (PB!CEMMD=BB!<PE: JX!; D[B!<PB!<=: XBF=!G!; BFB!G!D!XB!G!\E: !=_PU!<PB!_ID=BF!XEC: MBF=! _G<I!B!iBC=BXN!\: !=D<!FE=!IBO: D!BX!<E!Q!E [DXB!XB=GD!BX!TBBX\GCd!<E!<PB!<=: XBF=!<I!5!<D<=PBF!<PB!<=: XBF=<K! IB<QEF<D!\DJ=U!<E!IB [D<B!<PB!XEC: MBF=!GFX!IB<CPBX: JB!<PB!BVGMD! (PB!<=: XBF=!<K!<GX[D<BX!<E!CEF<: J!

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(PB<B!

O: GX!CPGI=<!CEF=GDF!=PB!dBU!BJBMBF=<!ET!E!D; DFG!!IB<BGICP!QIEQE<GJ<K!%JJ!TE: !I: GXIGF=<!ET!=PB!CPGI=!M: <=!\\B!TDJJBX!DF!TE!BGCP!. \$1!=EQDC!(PB!<=: XBF=!CGF!: <B!=BV=!GFxeE!<CPBMG=DC!XDG; IGM<!GFX!TD; : IB<!=E!DJ: <=IG=BI=PB!QEDF=<!DF!EFB!E!MEIB!O: GXIGF=<K! (PBU!CGFFE=: <B!MEIB!<QGCBI=PGF!QIE [DXBX!\U!=PB!O: GX!CPGI=!EF!I KYV""h!QGQBI!`_D=P!FE!<MGJBI!=PGF!""0Q=!%IDGJ!TEF=a!G<!E!DBF=BX!DF!<PB!G=GCPBX!=BMQJG=BK!%!J!<=ET!G=!JBG=<!TD[B!J!<B!G=: IB!IBTB!BFCB<!M: <=!GCCEMQGFU!BGCP!O: GX!CPGI=<K!)>MA?@>G*F?*@NCF=S?A*>C*S?>*D?EF*LM=A*ND=F>G*=JJFCT?A*W?HCF?*)MK K?F*LM=F>?F*EH*JCGGEWI?*

(PB!S: GX!4PGI=!CEMMD=BB!MBB=DF; !_DJJ!GJ<E!DFCJ: XB!G!IB<BGICP!: QXG=BK! (E!<P!<BFX!!<PB!<=: XBF=!_DJJ!QIBQGI!B!G!\!DBT!<: MMGIU! a!ET!=PB!IF?G?<FND*JFCFSF?GG!GFX!QJGF<!TE!<PB!FBV=!UBGIN!<E!\B!XD<C: <<BX!G=!<PB!S: GX!4PGI=!CEMMD=BB!MBB=DF; !TE!_PG=!<PB!CEMMD=BB!CEF<DXBI<!GF!GQQIEQIDG=BI=<MBK*

=5*/DCEN?*CH* (CJENG*HCF*>D?*#M=AQND=F>*OFCJCG=IG5!) GCP!QIEQE<GJ!<PE: JX!\B!TE!IGITEC: <BX!IB<BGICP!QIEIBC!=PG=ICE: JX!\B!CGI!DBX!E: !=\U!""HI>!; IGX: G=B!<=: XBF=<!E!QE<=XEC<!E [B!t>!UBGI<K!) GCP!O: GX!CPGI=<PE: JX!IBQIB<BF=!G!XD=<DFC!=EQDC!GFX!FE=!TE!<BVGMQJBN!G!JGI; BI!=EQDC!<QJ!<DF=E!<P!BB!QGI=<K!<K!<K!

5F!CPEE<DF; !=PB!=EQDC<!TE!<PB!O: GX!CPGI=<M=PB!<=: XBF=<!<PE: JX!DMG; DFB!<PG=!<PBU!GIB!CPEE<DF; !=EQDC<!TE!<QIEQE<GJ<!TE!<QE<=XEC!TBJE_<P!Q<!E!<TG: J=U!GOQJCG=<DEF<K!) GCP!=EQDC!M: <=!\\B!GF!DFXBQBFXBF=!DXBG!ET!=PB!<=: XBF=<K! (PB!=EQDC<!CGF!\B!BJG=BX!<E!<PB!<=: XBF=<K!GIBG!ET!BVQBI=<B! MEIB!BVQBI=<B!<: GJJU!JBGX<!<E!G!MEIB!TBG<D\B!GFX!DF=BIB=<DF; !QIEQE<GJ!WM>*GDCMIA*@C>*W?*JFC?\N>G>D=>*>D?EF*F?G?<FND*<ATEGCF*D=G*<AAF?GG?A*E@ (D) - 0. 2 (=)0. 5(92X(G) - 0. 30. 3(D(D) - 0. 2T50030. 5(G)O<)

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5T!=PIBB!O: GX0CPGI=<!GIB!FE=!GQQIE [BX!\U!=PB!CEMMD=BB!\U!=PB!BFX!ET!=PB!<: MMB!O: GI=BI!=PB!
<=: XBF=!_DJ!\B!XBCJGIBX!=E!\B!FE=!DF!; EEX!<=GFXDF; !DF!=PB!; IGX: G=B!QIE; IGMK! (PB!<=: XBF=<!
CEMMD=BB!CGF!; IGF=!G!MEXB<=!BV=BF<DEF!ET!=PB!XBGXJDFB!TE!CEMQJB=DEF!ET!=PB!O: GX0

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"Y

=!MB!TEI!CEMQJB=DEF!ET!=PB!=PB<D<!IB<BGICP!D<!FBCB<<D=G=BX!\UI!=PB!FG=: IB!ET!=PB!IB<BGICP!QIEiBC=!!=PB!
<=: XBF=!MGU!QB=D=DEF!\UI!FE!G=BI!=PGF!%: ; : <=!W"!ET!=PB!Y"!UBGI!=E!=PB!4PGDI!ET!=PB!#IGX: G=B!%TTGD!<!
4EMMD=BB!TEI!CEF=D: BX!<: QQEI=!TE!G!QBIDEX!ET!=!MB!FE=!BVCBBXDF; !EFB!UBGIK!*: CP!IBO: B<<!_DJ!
FEIMGJJU!\B!; IGF=BX!DT!BFXEI<BX!\UI!=PB!=PB<D<!GX[D<BIK!%XXD=DEFGJ!IBO: B<<!TEI!<: QQEI=!BUEFX!=PB!
QBIDEX!DFD=GGJJU!IBO: B<=BX!_DJ!\B!G<<B<<BX!EF!G!CG<B0

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MG=: IBJU! GFX! BVBMQJDU! \BPG[DEI! CEF<D<=BF=! __D=P! +EI=P__B<=BIF<C! CEMM: FD=U! <=GFXGIX<!`P=Q<lee____KFEI=P__B<=BIFKBX: e<=: XBF=QCEFX: C=eDFXBVKP=MJaK! %<!G! +EI=P__B<=BIF!<=: XBF=NI! UE: !GIB! BVQBC=BX! =E! FE=! EFJU! BVCBJ! DF! =PB! CJG<<IEEM! GFX! JG\EIG=EIU! \: !=E! BF; G; B! DF! <ECGJUU! IB<QEF<D\JB! \BPG[DEI!GFX!E!MEXBJ!BVCBQ=>DEFGJ!CEFX: C=NI!CPGIGC=B!NI!GFX!CD=DpBF<PQ!EF!CGMQ: <NI!EFJDFBNI!GFX!\BUFEFX! %JJ! 4PBMD<=IU!<=: XBF=<!GIB!<: \IBC!=E!' FD[BI<D=U!BFGC=BX!QEJDCB<!GFX!<=GFXGIX<NI!__PDCP!GIB!TE: FX!DF! =PB! +EI=P__B<=BIF! ' FD[BI<D=U! *=: XBF=! , GFX\EEd! GFX! . TTDCB! ET! *=: XBF=! 4EFX: C=! __B\<D=BK! %FU! [DEJG=>DEF! ET! =PB<B! QEJDCB<NI! EI! G<<D<=DF; ! EI! BFCE: IG; DF; ! E=PB!<D!DF! =PB! [DEJG=>DEF! ET! =PB<B! CEMM: FD=U! <=GFXGIX<!MGU!JBGX!<=: XBF=ICEFX: C=IGC=>DEFK!

11EPD\>D=BX!GFX!IB<=IDC=BX!CEFX: C=IDFCJ: XB<NI! \: !=D!FE=IDMD=BX!=E!

&D<CIDMDFG=>DEF!EI!PGIG<<MBF=! \U!GFU!MBM\B!ET! =PB! +EI=P__B<=BIF!CEMM: FD=U!G; GDF<=GFU! DFXD[DX: GJ! EF! =PB! \G<D<! ET! IGCBNI! CEJEI! IBJD; DEFNI! FG=>DEFGJ! EID; DFN! <BVNI! QIB; FGFCUN! <BV: GJ! EIDBF=G=>DEFNI; BFXBI!DXBF=D=UN! ; BFXBI!BVQIB<<DEFNI!QGIBF=GJ!<=G=: <NI!MGID=GJ!<=G=: <NI!G; BNI!XD<G\DJ=D=UN! CD=DpBF<PQNI! [B=BIGF!<=G=: <NI! ; BFB=DC!DFTE!IMG=>DEF!EI!GFU!E=PB!CJG<<DTDCG=>DEF!QIE=BC=BX!\U!JG_!) FXGF; BIDF; !<BJTE!E!E=PB!<NDFCJ: XDF; !\: !=FE=IDMD=BX!=E! =PB!QPU<DCJNI!Q<UCPEJE; DCGeBME=>DEFGJ! __BJJ\>D>DF; !ET!GFU!QBI<EF!

5F=BITBIDF; !__D=P! =PB!JBGIFDF; !ET!E=PB!<NDFCJ: XDF; !\: !=FE=IDMD=BX!=E!DFOQBI<EF!\BPG[DEI!NI!EFJDFB! \BPG[DEI!EI!: <B!ET!' FD[BI<D=U! IB<E: ICB<!EI!<U<=BM<! =E!DF=BITBIB! __D=P! =PB! __EId! ET! GFE=PB!<=: XBF=NI!GTC: J=U!MBM\B!NI!EI!G!' FD[BI<D=U!ETDCJNI!EI!E=PB!DF=BITBIBFCB! __D=P! =PB!EQBIG=>DEF!ET! ' FD[BI<D=U!<U<=BM<!EI!QIECB<<B<!!

' FG: =PEIDpBX!BF=IU!EI!: FG: =PEIDpBX!: <B!ET!' FD[BI<D=U!TGCDJ=D<NI!<BI [DCB<NI!BO: DQMBF=NI!GCCE: F=! F: M\B!<NI!EI!TJJB<NDFCJ: XDF; !: <DF; !G! +B=5&!EI!GCCE: F=!G<<D; FBX!=E!GFE=PB!!: <B!EI!QIE [DXDF; ! GFE=PB!!: <B! __D=P!GCCB<<=E!UE: !! +B=5&!EI!GCCE: F=!

2Dk: <B!ET!' FD[BI<D=U!XEC: MBF=<!EI!dFE__DF; JU!T: IFD<PDF; !TGJ<B!DFTE!IMG=>DEF! =E! =PB!' FD[BI<D=U! (PBT=!ETNI!XGMG; B! =EN!' FD[BI<D=U!QIEQBI=U!

BB! +EI=P__B<=BIF!' FD[BI<D=U!=: XBF=! , GFX\EEd!TE!IT: JJ!XB<CIDQ=>DEF!ET!CEMM: FD=U!<=GFXGIX<NI!G<!__BJJ! G<!QIEPD\>D=BX!GFX!IB<=IDC=BX!CEFX: C=K!%<=: XBF=!__PE! [DEJG=B<!' FD[BI<D=U!CEMM: FD=U!<=GFXGIX<!MGU!\B! <: \IBC!=E!<GFC=>DEF<NDFCJ: XDF; NI! \: !=FE=IDMD=BX!=E!G!QBIDEX!ET!FE=DCBNI!<: <QBF<DEF!GFX!XD<MD<<GJK!

' 5*4/4. " &%/*%' (" 3! % (2*4' . *\$)" * , +*3" ' " ! 4 (% [" *4! (%+%/41* %' (" 11%3" ' /" * (" /- ' , 1, 32*

%JJ! ; IGX: G=B! <=: XBF=<! GIB! BVQBC=BX! =E! GXPBIB! =E! +EI=P__B<=BIF! ' FD[BI<D=Uc! %CGXBMD! 5F=B; ID=U! ; : DXBJDFB<NI! G<! __BJJ! G<! DFXD[DX: GJ! <CPEEJ! QEJDCB<! `BK; NI! 74%*! GFX! (#*! B=CkaNI! G<! TE: FX! PBIB! P=Q<lee____KFEI=P__B<=BIFKBX: eQIE [E<=eQEJDCB<OQIECBX: IB<eGCGXBMDCOF=B; ID=Ue!

*QBCDTCGJUU!IB; GIXDF; !=PB!: <B!ET!; BFBIG=D[BI!GI=DTDCJ!DF=BJJ; BFCB! =BCPBT500. 9(=) 0. 5(B) 0. 5-1388T5(B) 0. 3= DFP

