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!XA9*OQQ;@RO6*QAYX6;:8A9*AR*:Z;*QA0<@;V*OT;9:@*P866*W;*5W6;*:AS*
f*#T;9:8RC*59T*5956C@;*W5@8Q*;6;Y;9:@*AR*95<<5:8B;*68:;<5:0<;*OQZ*5@*X6A:V*@:A<C*QZ5<5Q:;<|*XA89:*AR*B8;P*
@;::89E*8Y5E;<C*T8Q:8A9*59T*:A9;c*
f* / ;B;6AX*5*Q<8:8Q56*<;5T89E*AR*5*.;L:V*59T*P<8:.*;@5C@*:Z5:*Z5B;*59*;RR;Q:8B;*:Z;@8@*59T*5*6AE8Q56*5<EOY;9:*
@OXXA<.;T*WC*;B8T;9Q;*R<AY*:Z;*. ;L: ^@`c*
f*%9E5E;*89*<;@;5<QZ*59T*X<AX;<6C*TAQOY;9:*Z;8<*;@5C@*O@89E*:Z;* 1 3 . *E08T;689;@c*
fDA9B;<@;*89*:Z;*659E05E,*AR*:Z;*T8@Q8X689;V*O@89E*68:;<5<C*.;<Y@*59T*QA9Q;X:@*WA:Z*89*P<8:.;9*59T*A<56*
RA<Y@?*

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! "# \$ %

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(Z;*J0;@:8A9@*RA<*:Z8@*;@@5C*P866*W;*W5@;T*A9*:Z;*6A9E;<*:;L:@*A9*:Z;*QAO<@;*m* V*
59T ?) AO*P866*W;*;*LX;Q;T*:A*0@;*5:*6;5@:*.PA*@;QA9T5<C*@AO<Q;@*^@QZA65<6CIV*X; ;<U
<;B8;P;T*@AO<Q;@*5@*AXXA@;T*:A* - 8[8X;T85*A<' X5<[" A:;@`V*59T*:Z;@;*@ZA06T*@OXXA<:*CAO<*5<EOY;9:V*A<*
@ZAP*X65Q;@*89*PZ8QZ*CAO<*5956C@8@*T8RR;<@*R<AY*:Z5:*AR*:Z;*Q<8:8Q@*OXA9*PZAY*CAO*5<;*T<5P89E?* 1 A<;*
89RA<Y5:8A9*5WAO:*ZAP*:A*5QQ;@*^@;QA9T5<C*:;L:@*R<AY*:Z;*8W<5<C*P866*W;*RA<:ZQAY89E*89*:O:A<856@?*

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#9*5TT8:8A9*:A*6;Q:O<;@V*566*@:OT;9:@*P866*W;*5@@8E9;T*:A*5*:O:A<856*E<AOX*AR*5XX<AL8Y5:;6C*:P;9:C*@:OT;9:@V*
R5Q868:5:;T*WC*5*(;5QZ89E* . @8@:59:?* (Z;@;*:O:A<856*E<AOX@*5<;V*89*Y59C*P5C@V*:Z;*Z;5<:59T*@AO6*AR*5*65<E;*
6;Q:O<;*QAO<@;*@OQZ*5@*%9E68@Z*I>=\\ ,V*5RRA<T89E*@:OT;9:@*AXXA<:O98:8;@*:A*5<8@;*J0;@:8A9@*59T*XO<@O;*
8@O;@*89:<ATOQ;T*89*:Z;*P; ;[6C*6;Q:O<;@V*59T*:A*@Z5<;*Z;8<*89@8EZ:@*P8:Z*:Z;8<*R;66AP*@:OT;9:@?*(Z;*:O:A<856*
E<AOX@*P866*56@A*X<AB8T;*5*B;90;*RA<*89@:<OQ:8A9*<;E5<T89E*<;@;5<QZ89EIV*A<E598e89EIV*59T*P<8:89E*59*
;RR;Q:8B;V*O98B;<@8:CU6;B;6*<;@;5<QZ*;@@5CIV*QAYX6;::*P8:Z*@;QA9T5<C*Q<8:8Q8@Y*59T*5*68@:*AR*PA<[@*Q8:;T?*
O5<:8QX5:8A9*Y;59@*5<<8B89E*RA<*CAO<*:O:A<856*^A;B;9*5*eAA*Y*A9;`A9*:8Y;V*Z5B89E*<;5T*:Z;*5@@8E9;T*
Y5:;<856@V*59T*<;E065<6C*BA609:; ;<89E*89RA<Y;TV*:ZAOEZ:RO6I*59T*Z;6XRO6*<;X68;@*:A*J0;@:8A9@*59T7A<*6;5T89E*
E<AOX*T8@QO@@8A9@V*5@*5<<59E;T*WC*:Z;* (;5QZ89E* . @8@:59:?*

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#9*A<T;<*RA<*:Z;*:O:A<856*E<AOX@*:A*X<AYA:;*5*R<;*;*LQZ59E;*AR*8T;5@*59T*AX898A9@V*566*@:OT;9:@*5<;*LX;Q;T*
:A*:<;5*;5QZ*A:Z;*59T*:Z;8< (;5QZ89E* . @8@:59:?* P8:Z*T8E98:C*59T*<;@X;Q:* (Z8@*Y;59@*68@:;989E*Q5<;RO66C*
:A*;5QZ*A:Z;<@_QA9:<8WO:8A9@*:A*:Z;*E<AOX*T8@QO@@8A9V*59T*566AP89E*;5QZ*E<AOX*Y;YW;<*59*AXXA<:O98:C*:A*
;LX<;@*Z8@*A<*Z;<*AP*XA89:*AR*B8;P*P8:Z*:Z;*AWn;Q:8B;*AR*@Z5<89E*59T*;9<8QZ89E*AO<*O9T;<@:59T89E*AR*:Z;*
68:;<5:O<;*P;*5<;*@:OTC89E?*

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%@@5C*59T*05@@5E;* . 956C@8@*5@@8E9Y;9:@*P866*W;*P<8:;9*5QQA<T89E*:A*@:59T5<T*;@@5C*@:C6;5*TAOW6;U@X5Q;TV*
I=*XA89:*RA9:V*59T*566*Y5<E89@*@;:*5*I*89QZ?* . *:8:6;UX5E;*8@*9A:*9;Q;@5<C*W0*:Z;*R8<@:*X5E;*Y0@:*89Q60T;*
:Z;*:8:6;*AR*:Z;*;@5CIV*CAO<*95Y;V*:Z;*QAO<@;*90YW;<V*:Z;*X<AR;@A<_@*95Y;V*:;5QZ89E*5@@8@:59:_*@95Y;V*59T*
:Z;*T5:;?*

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+<8E89568:C*AR*5<EOY;9:V*:Z;*5W868:C*:A*@OXXA<*:Z;*5<EOY;9:*P8:Z*<;R;<;9Q;*:A*:Z;*X<8Y5<C*:;L:V*<Z;:A<8Q56*
X;<@O5@8B;9;@V*@C9:5LV*E<5Y Y5<V*@X;6689EIV*59T*5QQO<5:;*W8W68AE<5XZ8Q*Q8:5:8A9*P866* W;*R5Q:A<@*89*:Z;*
E<5T89E*AR*:Z;*;@@5C?*

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. 66*W8W68AE<5XZ8Q*9A:5:8A9*P866*;YX6AC*:Z;* 1 3 . *Y;:ZAT*AR*X5<;9:Z;:8Q56*9A:5:8A9*59T*5*PA<[@*Q8:;T*X5E;?*
O6;5@;*QA9@O6:*00<TO;*+ - 3*^
RA<*5*EAAT*A9689;*E08T;*:A*:Z;* 1 3 . *Y;:ZAT?*

' :OT;9:@*PZA*5<;*:;YXA<5<86C*O95W6;*:A*Y;::*5Q5T;Y8Q*<;J08<;Y;9:@*^;*E*5:;9T89E*6;Q:O<;@*A*65W@V*
P<8:89E*:;@:~*A*Y8T:;<Y*;*L5Y@V*QAYX6;:89E*59T*@OWY8:89E*5@8E9Y;9:@V*X5<:8QX5:89E*89*X<;@;9:5:8A9@`*
Y5C@OWY8:5*@;6RU<;XA<;T*5W@;9Q;*RA<Y*A9689;*^5B586

@;6RU<;XA<:*A96C*:PA*5W@;9Q;@*X;<*5Q5T;Y8Q*C;5<?*' ;;*XA68QC*Z;<;S*
[Z::X@S77PPP?OPA?Q57098B@;Q7XTR75Q5T;Y8QoXA68Q8;@75XX;56@7 . Q5T;Y8QoDA9@8T;<5:8A9oRA<o5W@;9Q;@?XTR?*](#)

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' :OT;9:@*PZA@; *5W@;9Q;@*5<;*LX;Q;;T*:A*65@:*6A9E;<*:Z59*GM*ZAO@!A<*PZ;<;*Z;*A:Z;<*QA9T8:8A9@*T;;586;T*89*:Z;*XA68QC*5<;*9A:*Y;:*^:;*E?!*PA<[*8@*PA<:Z*YA<;*Z59*F>k *AR*:Z;*R8956*E<5T;V*:Z;*@:OT;9:*Z5@*56<;5TC*O@;T*=@;6RU<;XA<;T*5W@;9Q;@!*:Z;*5W@;9Q; *8@*TO<89E*:Z;*R8956*;L5Y*X;<8AT V*Y5C*<;Q;8B;*5Q5T;Y8Q*QA9@8T;<5:8A9*WC*
@OWY8::89E*5*' :OT;9:* 1 ;T8Q56*D;<;8R8Q5;:*RA<*8669;@* *A<*A:Z;<*5XX<AX<85;:*TAQOY;9:5:8A9*RA<*QAYX5@8A95;:*E<A09T@`*A* . Q5T;Y8Q*DA09@;6689E? . Q5T;Y8Q*5QQA Y YAT5:8A9*Q599A:*W;*E<59;:T*WC*:Z;*89@:<OQ:A<*A<*T;X5<:Y;9:?* (Z;* ' :OT;9:* 1 ;T8Q56*D;<;8R8Q5;:*8@*5B5865W6;*A9689;*5*
[Z::X@S77PPP?OPA?Q57098B@;Q7XTR75Q5T;Y8QoXA68Q8;@75XX;56@7Y;T8Q56RA<Y?XTR?*](#)

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. 66*@:OT;9:@*XO<@O89E*5Q5T;Y8Q*QA9@8T;<5:8A9V*<;E5<T6:@*AR*:CX;V*YO@:*QA9:5Q*:Z;8<*89@:<OQ:A<@*9A*6;@*@*Z:59*=G*ZAO<@*RA66AP89E*:Z; *9T*AR*:Z;*X;<8AT*AR*5W@;9Q; *A*Q65<8RC*ZAP*:Z;C*P866*W; *LX;Q;;T*:A*RO6R866*:Z;*5Q5T;Y8Q*<;@XA9@8W868:8;@*Y8@@;T*TO<89E*:Z;8<*5W@;9Q;?* ' :OT;9:@*5<;*Y;89T;T*:Z5*:Z;C*ZAO6T*QA9@8T;<*Q5<;RO66C*:Z;*8YX68Q5:8A9@*AR*XA@:XA989E*; @: @*A<*Y8T; <Y*;L5Y@*A<*T;65C89E*OWY8@8A9*AR*PA<[V*59T*5<;*9QAO<5E;T*:A*Y5[;*5XX<AX<85; *T;Q8@8A9@*W5@;T*A9*:Z;8<*@X;Q8R8Q*Q8<QOY@:59Q;@?*

*

' :OT;9:@*PZA*Z5B;*QA9T8:8A9@*RA<*PZ8QZ*5Q5T;Y8Q*5QQA Y YAT5:8A9*8@*5XX<AX<85;V*OQZ*5@*T8@5W868:8;@*A<*A9EA89E*A<*QZ<A98Q*Z;56:Z*QA9T8:8A9@V*@ZAO6T*PA<[*P8Z* . QQ;@8W6; *%TOQ5:8A9* ' ;<B8Q;@*:*A*T; ;<Y89; *5XX<AX<85; *RA<Y@*AR*5QQA Y YAT5:8A9*?

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. Q5T;Y8Q*+RR:9Q;@*

' QZA65@:8Q*ARR;9Q;@*5<;*5[;9*@;<8AO@6C*59T@:OT;9:@*5<;*T8<;Q;;T*:A*<;5T*:Z;*5XX<AX<85; *XA68QC*V*
@X;Q8R8Q566C*V*:Z;*T;R898:8A9*AR*PZ5:*QA9@:8:O;@*5* ' QZA65@:8Q*+RR;9Q;V*5*
[Z::XS77PPP?OPA?Q57098B@;Q7XTR75Q5T;Y8QoXA68Q8;@75XX;56@7@QZA65@:8QoT8@Q8X689;o09T;<E<5T?XTR*](#)

[O65E85<8@Y*](#)

' :OT;9:@*YO@:*P<8; *Z;8<;@85C@*59T*5@8E9Y;9:@*89*:Z;8<*AP9*PA<T@? - Z;9;B;<*@:OT;9:@*5[;*59*8T;5*A<*X5@85E;*R<A Y *59A:Z;<50:ZA<!*:Z;C*YO@:*5Q[9AP6;TE; *Z;8<*T;W:*WA:Z*WC*O@89E*]OA:5:8A9*Y5<[@*PZ;<;*5XX<AX<85; *59T*WC*X<AX;<*R;<;9Q89E*OQZ*5@*RAA:9A; @*A<*Q8:5:8A9@*O65E85<8@Y*8@*5*Y5nA<*5Q5T;Y8Q*ARR;9Q;?*

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O65E85<8@Y*DZ:Q[89ES*

. 66*<;]O8<;T*X5X;<@*Y5C*W;*@OWn;Q:*A*@OWY8@8A9*RA<*;L:O56@8Y865<8:C*<;B8;P*:A*:Z;*QAYY;<Q856*
X65E85<8@Y*T; ;Q:8A9*AR:P5<;*O9T;<*68Q;9@; *A*:Z; * ! 98B;<@8:C*RA<*:Z;*T; ;Q:8A9*AR*X65E85<8@Y*? . 66*X5X;<@*
@OWY8::;T*RA<*OQZ*QZ;Q[89E*P866*W;*89Q6OT;T*5@*AO<Q;*TAQOY;9:@*89*:Z;*<;R;<;9Q;*T5:5W5@;*RA<*:Z;*XO<XA@;*AR*T; ;Q:89E*X65E85<8@Y*AR*X5X;<@*@OW@;]O;9:6C*@OWY8::;T*:A*:Z;*@C@;Y? ! @;*AR*:Z; *@;<B8Q;*8@*
@OWn;Q:*A*:Z;*68Q;9@89E*5E<; ;Y;9:V*QO<<;9:6C*W;:P; ;9*(Z; * ! 98B;<@8:C*AR* - ;@; ;<9*+9:5<8A*59T*
(O<98:89?QAY*[Z::XS77PPP?:O<98:89?QAY?](#)*)

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' OXXA<:* ' ;<B8Q;@*

&;E8@:<5<856* ' ;<B8Q;@*[Z::XS77PPP?<;E8@:<5<?OPA?Q5*](#)

' :OT;9:* ' OXXA<:* ' ;<B8Q;@*[Z::X@S77@:OT;9?OPA?Q57X@X7Z;X<TP;W71QYTP6AE89*](#)

' ;<B8Q;@*X<AB8T;T*WC*:Z; * ! ' D*[Z::XS77P;@::<9O@Q?Q57@;<B8Q;@7*](#)

' :OT;9:* / ;B;6AXY;9:*D;9:<;*[Z::XS77PPP?@TQ?OPA?Q57*](#)

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