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"#$%&#!'(!)*+,-!

.+!$%/-!0/+12!3,1#!*0!43!$5*63,1#!$,#4!1-!718&2$3!9,+1$,!:#,-/;,+$<!5,!8*+$/+&,;!$*!*#=1+/>,!$%,!5*#?!*0!$%,!9,+1$,!1#*&+;!*&#!=&/;/+=!$%,4,<!@A#1+-8,+;/+=!B&#!9/2*-(C!D,3!$*!$%,!-&88,--,-!5,!18%/,E,;!51-!$%,!18$/E,!/+E*2E,4,+$!*0!$%,!718&2$3!9,+1$,!FG,8&$/E,!'*44/$$,,(!H,!8*+$/+&,;!*&#!,00*#$-!$*!/+8#,1-,!$%,!*E,#122!2,E,2!*0!18$/E,!,+=1=,4,+$!*!*+!$%,!I1#$!*0!018&2$3!-,+1$*#-<!1+;!5,!8*+$/+&,;!$*!41?,!-&J-$1+$/12!I#*=#,--!/+!$#1+-0*#4/+=!$%,!8&2$&#,!*0!$%,!9,+1$,(!"!$!$%,!J,=/++/+=!*0!43!I#,-/;,+83<!.!*&$2/+,;!0/E,!-&J$%,4,-!$*!=&/;,!*&#!5*#?<!1+;!5,!$#18?,;!

9,+1$,!$%1$!$%,!I21+!-%*&2;!/+8*#I*#1$,!1!4*#,!-&J-$1+$/E,!8*44/$4,+$!$*!-$&;,+$-]!4*#12!1+;!
8%1#18$,#!;,E,2*I4,+$M(!!

"!Y,E,2*I4,+$12!718&2$3!:,#0*#41+8,!T,E/,5!.+/$/1$/E,!

A%,!8*221J*#1$/E,!5*#?!5/$%!$%,!B00/8,!*0!$%,!:#*E*-$!1+;!b*1#;!*0!A#&-$,,-!21-$!181;,4/8!3,1#!/+!
0/+12/>/+=!$%,!+,5!"II*/+$4,+$-<!:#*4*$/*+!A,+&#,!;*8&4,+$!
_%$$IKcc555(;&(,;&c018-,+c4,;/1c;*8&4,+$-c1I$de1+LadQ[LX(I;0M!51-!I/E*$12!/+!,-$1J2/-%/+=!1!
8*221J*#1$/E,!I#*8,--!$%1$!8*&2;!J,!8*+$/+&,;!$%/-!3,1#!/+!;,E,2*I/+=!1!+,5!/+/$/1$/E,!*+!018&2$3!
#,E/,5-!1+;!,E12&1$/*+(!A%,!5*#?!*+!$%/-!+,5!/+/$/1$/E,!51-!2,;!J3!1+!1;!%*8!@A,+&#,;!718&2$3!
:,#0*#41+8,!T,E/,5!'*44/$$,,<C!8%1/#,;!J3!:#*0,--*#!'%1#2,-!_@'%/ICM!T,/8%1#;$!1+;!"--*8/1$,!
:#*0,--*#!D1$,!H/22/+?(!7*#4,;!1$!$%,!,+;!*0!9I#/+=!Z&1#$,#!Q[LU<!$%,!8*44/$$,,!51-!8%1#=,;!5/$%!$%,!
$1-?!*0!/+E,-$/=1$/+=!$%,!/--&,!*0!I*-6,+&#,!#,E/,5!1+;!8*4/+=!J18?!$*!$%,!9,+1$,!5/$%!1!
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$*&8%!5/$%!4,4J,#-!*0!$%,!8*44/$$,,<!1+;!%,!,GI,8$-!$%,!8*44/$$,,!$*!J,=/+!5*#?/+=!/+!,1#+,-$!
;&#/+=!7122!Z&1#$,#<!Q[La(!B+8,!$%,!;#10$!/-!I#,I1#,;<!$%,#,!5/22!J,!1+!*II*#$&+/$3!$*!=,$!/+I&$!0*#4!
-,+/*#!1;4/+/-$#1$*#-!1+;!7F"'!1-!$%,!;#10$!/-!#,0/+,;!1+;!I#,I1#,;!0*#!1II#*E12!J3!J*$%!$%,!718&2$3!
9,+1$,!1+;!b*1#;!*0!A#&-$,,-(!

.+82&-/E,!j,1#+/+=!F+E/#*+4,+$-!.+/$/1$/E,!

7*#!4*-$!*0!$%,!I1-$!3,1#!$%,!718&2$3!9,+1$,!9$&;,+$!T,21$/*+-!'*44/$$,,<!8%1/#,;!J3!A,18%/+=!
"--*8/1$,!:#*0,--*#!)*%+!A/,;,41++<!%1-!J,,+!5*#?/+=!18$/E,23!*+!1!2,1#+/+=!,+E/#*+4,+$-!/+/$/1$/E,!
;,-/=+,;!$*!I#*E/;,!*II*#$&+/$/,-!0*#!018&2$3!4,4J,#-!$*!,G1+;!1+;!;,,I,+!$%,/#!81I18/$3!0*#!
$,18%/+=!5/$%/+!1+!.+82&-/E,!FG8,22,+8,!0#14,5*#?(!A%/-!5*#?!%1-!#,i&/#,;!18$/E,!8*221J*#1$/*+!5/$%!
4&2$/I2,!&+/E,#-/$3!8*+-$/$&,+8/,-<!/+82&;/+=!

8*44/$$,,!4,4J,#-!5,#,!,G8/$,;!1J*&$!-&II*#$/+=!1+!,+=1=,;!2,1#+/+=!,GI,#/,+8,!0*#!1!-I,8/12!
=#*&I!*0!&+;,#=#1;&1$,!-$&;,+$-(!"-!,GI,8$,;<!$%,!,E,+$!51-!,G$#,4,23!-&88,--0&2(!A%,!-$&;,+$-!
I,#0*#4,;!1$!1!%/=%!2,E,2<!I#,-,+$/+=!8*4I,22/+=!1#=&4,+$-!J*$%!0*#!1+;!1=1/+-$!;/E,-$4,+$(!_A%,3!
5,#,!1--/=+,;!#1+;*423!$*!$%,!I#*!1+;!8*+!I*-/$/*+-M(!

A%,!8*44/$$,,!8*+E,+,;!;&#/+=!$%,!5,,?!0*22*5/+=!$%,!;,J1$,!1+;!%1;!1!2/E,23!;/-8&--/*+!1J*&$!+,G$!
-$,I-(!H%/2,!$%,#,!51-!8*+-/;,#1J2,!;/-1=#,,4,+$!*+!$%,!8*44/$$,,<!1!41e*#/$3!*0!4,4J,#-!E*$,;!$*!
4*E,!0*#51#;!5/$%!1!#,-*2&$/*+!0*#!$%,!718&2$3!9,+1$,!$%1$!5*&2;!/+82&;,!1! ##,8*44,+;1$/*+!
0*#!;/E,-$4,+$!*+!4*#12!=#*&+;-<!,4I%1-/>/+=!$%,!018$!$%1$!$%,#,!51-!/+-&00/8/,+$!/+0*#41$/*+!1J*&$!
$%,!&+/E,#-/$3]-!,+;*54,+$!$*!e&-$/03!1!4*#,!-&J-$1+$/12!#,8*44,+;1$/*+!*+!$%,!/--&,(!_9,E,#12!
8*44/$$,,!4,4J,#-!5,#,!I1#$/8&21#23!8*+8,#+,;!1J*&$!$%,!018$!$%1$!$%,#,!/-!+*$!,+*&=%!/+0*#41$/*+!
1E1/21J2,!8&##,+$23!$*!;,$,#4/+,!5%,$%,#!1!;,8/-/*+!$*!;/E,-$!5*&2;!/4I18$!+,=1$/E,23!$%,!/+-$/&$/*+]-!
,00*#$-!$*!/+8#,1-,!#,-*&#8,-!0*#!0/+1+8/12!1/;M(!Y,-I/$,!;/-1=#,,4,+$!*+!;/E,-$4,+$<!$%,!8*44/$$,,!
E*$,;!&+1+/4*&-23!$*!%1E,!$%,!#,-*2&$/*+!I&$!1!&03%'05!,4I%1-/-!*+!#,8*44,+;/+=!/)<80=#I&J2/823!
E/-/J2,!-$,I-!$%1$!YN!81+!$1?,!$*!8*+$#/J&$,!$*!1!+1$/*+12!,00*#$!$*!8*4J1$!82/41$,!8%1+=,(!!

9%*#$23!10$,#!$%,!1;!%*8!8*44/$$,,!4,,$/+=!_J&$!J,0*#,!;/-8&--/*+!/+!$%,!718&2$3!9,+1$,M<!Y*&=!
98#/E+,#!1++*&+8,;!I&J2/823!$%,!b*1#;!*0!A#&-$,,-]!;,8/-/*+!$*!21&+8%!1!8*4I#,%,+-/E,<!I&J2/823!E/-/J2,!
,GI2*#1$/*+!*0!122!-/;,-!*0!$%,!;/E,-$4,+$!/--&,<!$*!J,!8%1/#,;!J3!$#&-$,,!)/4!O#/,-,4,#<!5/$%!$%,!=*12!*0!
1--/-$/+=!$%,!b*1#;!/+!41?/+=!1!;,8/-/*+!*+!;/E,-$4,+$!J3!)1+&1#3<!Q[Lh(!!

"$!$%,!0/+12!718&2$3!9,+1$,!4,,$/+=!*0!$%,!181;,4/8!3,1#!/+!21$,!S13<!$%,!;/E,-$4,+$!8*44/$$,,]-!
0/+12/>,;!#,-*2&$/*+!51-!I#,-,+$,;!$*!$%,!718&2$3!9,+1$,!0*#!;/-8&--/*+!1+;!E*$,(!_"!-I,8/12!9,+1$,!
4,,$/+=!%1;!J,,+!%,2;!$%,!5,,?!J,0*#,!$*!I#*E/;,!$%,!*II*#$&+/$3!0*#!1!0/#-$!#,1;/+=!1+;!;/-8&--/*+!
*+!1+!/+/$/12!;#10$!*0!$%,!#,-*2&$/*+(!"0$,#!$%,!4,,$/+=<!$%,!1;!%*8!8*44/$$,,!;#10$,;!1!#,E/-,;!E,#-/*+!
0!$%,!#,-*2&$/+!$%1$!/+8*#I*#1$,;!/+I&$!0#*4!$%,!;/-8&--/*+M(!!

.!%1;!1&$%*#/>,;!I218/+=!$%,!#,-*2&$/*+!*+!$%,!1=,+;1!0*#!$%,!0/+12!4,,$/+=<!I#/41#/23!$*!J#/+=!82*-&#,!
$*!$%/-!I/,8,!*0!718&2$3!9,+1$,!J&-/+,--!J,0*#,!I1--/+=!$%,!I#,-/;,+$/12!=1E,2!$*!43!-&88,--*#<!D1$,!
H/22/+?(!k*5,E,#<!.!#,41/+,;!14J/E12,+$!1J*&$!$%,!5/-;*4!*0!4*E/+=!0*#51#;!5/$%!$%,!#,-*2&$/*+!
=/E,+!$%,!*II*#$&+/$3!$*!-$&;3!$%,!/--&,!0&#$%,#!1+;!$*!8*+$#/J&$,!/+!1!4*#,!/+0*#4,;!513!$*!$%,!
b*1#;]-!&I8*4/+=<!*#=1+/>,;!I&J2/8!,GI2*#1$/*+!/+!$%,!0122(!.!;,8/;,;!$*!E*/8,!43!14J/E12,+8,!1$!$%,!
9,+1$,!4,,$/+=<!1+;!.!5,28*4,;!1!4*$/*+!$*!;,213!1!E*$,!*+!$%,!1;!%*8!8*44/$$,,]-!#,-*2&$/*+(!A%1$!
4*$/*+!51-!41;,<!J&$!1!-,8#,$!J122*$!E*$,!$*!;,213!$%,!E*$,!51-!;,0,1$,;<!J3!1!aI!I,#8,+$!41e*#/$3!_LU!
/+!-&II*#$!*0!;,213/+=!1!E*$,!*+!$%,!#,-*2&$/*+<!R[!+*$!/+!-&II*#$!*0!;,213/+=!1!E*$,M(!9&J-,i&,+$23<!
10$,#!1!;/-8&--/*+!*0!$%,!#,-*2&$/*+<!1!-,8#,$!J122*$!E*$,!$*!-&II*#$!%,1;!%*8!8*44/$$,,]-!#,-*2&$/*+!
51-!1II#*E,;!J3!1!h[!I,#8,+$!41e*#/$3!_RQ!`,-<!LQ!W*<!Q!1J-$,+$/*+-M(!

!k*I,0&223!

$%,!b*1#;!5/22!0*8&-!

";E/-*#!$*!$%,!'%1+8,22*#!1+;!:#*E*-$!*+!Y/E,#-/$3!1+;!.+82&-/*+(!A%,!8*44/$$,,!51-!$1-?,;!5/$%!0/+12/>/+=!1!;#10$!*0!1!+,5!018&2$3!%/#/+=!=&/;,!$%1$!*&$2/+,-!-I,8/0/8!I#*8,;&#,-!0*#!8*+;&8$/+=!,00,8$/E,!018&2$3!-,1#8%,-(!B+,!*0!$%,!=*12-!*0!$%,!+,5!=&/;,!/-!$*!1--/-$!018&2$3!-,1#8%!8*44/$$,,-!/+!41G/4/>/+=!$%,!8%1+8,-!*0!/+8#,1-/+=!8*4I*-/$/*+12!;/E,#-/$3!/+!$%,!I*I&21$/*+!*0!+,5!018&2$3!%/#,-!1$!$%,!&+/E,#-/$3(!"!5*#?/+=!;#10$!*0!$%,!+,5!018&2$3!%/#/+=!=&/;,!/-!+,1#/+=!8*4I2,$/*+(!B+,!*0!$%,!#,1-*+-!0*#!/+E/$/+=!9,+1$,!2,1;,#-!/+$*!18$/E,!I1#$/8/I1$/*+!/+!$%,!;#10$/+=!I#*8,--!/-!$*!,+-&#,!/+82&-/*+!*0!$%,!0#14,5*#?!0*#!018&2$3!-,1#8%,-!I1--,;!21-$!181;,4/8!3,1#!/+!$%,!718&2$3!9,+1$,(!A%,!,-*2&$/*+!1;E*81$,-!0*#!$%,!,-$1J2/-%4,+$!*0!1!+,5!+*#4!0*#!018&2$3!-,1#8%,-<!+*$1J23!1!-$#*+=!8*44/$4,+$!*!$*!41G/4/>/+=!$%,!8%1+8,-!$%1$!,18%!I**2!*0!0/+12/-$-!J#*&=%$!$*!814I&-!$*!/+$,#E/,5!0*#!+,5!018&2$3!I*-/$/*+-!5/22!/+82&;,!1$!2,1-$!*+,!81+;/;1$,!5%*!J#*1;,+-!8*4I*-/$/*+12!;/E,#-/$3!*0!$%,!%/#/+=!;/-8/I2/+,!/+E*2E,;!_-,,!%$$IKcc555(;&(,;&c018-,+c4,;/1c;*8&4,+$-c1++&12#,I*#$Q[LUdQ[LX(I;0<!:(!UM(!"-!$%/-!J,8*4,-!1!+*#41$/E,!/+-$/$&$/*+12!I#18$/8,<!$%,!=*12-!*0!/+8#,1-,;!018&2$3!;/E,#-/$3!1#,!1&$*41$/81223!1;E1+8,;(!!

.$!/-!82,1#!$%1$!,E,+!5/$%*&$!$%,!+,5!%/#/+=!=&/;,<!&+/$-!1#*&+;!8141&-!1#,!12#,1;3!/+8#,1-/+=!$%,/#!,00*#$-!$*!8*+;&8$!-,1#8%,-!$%1$!;#15!0#*4!;/E,#-,!I**2-!*0!%/=%23!i&12/0/,;!81+;/;1$,-(!A%,!+,5!=&/;,!/-!;,-/=+,;!$*!0*#4 12/>,!1+;!-3-$,41$/>,!$%*-,!,00*#$-(!!!

L(!A%,!A,+&#,;!718&2$3!:,#0*#41+8,!T,E/,5!'*44/$$,,!4*E,-!$%1$!$%,!718&2$3!9,+1$,!,-$1J2/-%!1!
@:*2/8/,-!1+;!:#*8,;&#,-!0*#!718&2$3!Y,E,2*I4,+$C!'*44/$$,,!$*!#,8*44,+;!$*!$%,!718&2$3!
9,+1$,!I*2/8/,-!1+;!I#*8,;&#,-!0*#!$%,!/4I2,4,+$1$/*+!*0!:#*0,--/*+12!Y,E,2*I4,+$!
Y/-8&--/*+-!_:YY-M!1-!*&$2/+,;!/+!9,8$/*+!L!J,2*5(!!

018&2$3!4,4J,#!*Je,8$-!$*!41+;1$,;!I#*0,--/*+12!;,E,2*I4,+$!18$/E/$/,-<!$%,!018&2$3!
4,4J,#!413!0/2,!1!=#/,E1+8,!0*22*5/+=!$%,!=#/,E1+8,!I#*8,;&#,-!*0!$%,!N+/E,#-/$3(!

A%,!/+$,#,-$-!1+;!1J/2/$/,-!*0!018&2$3!4,4J,#-!81+!8%1+=,!1-!$%,3!I#*=#,--!$%#*&=%!$%,/#!
81#,,#-(!'*##,-I*+;/+=23<!$%,!+,,;-!*0!1+!181;,4/8!;,I1#$4,+$!81+!8%1+=,!10$,#!1!018&2$3!
4,4J,#!/-!%/#,;(!"-!1!#,-&2$<!/$!81+!J,!J,+,0/8/12!$*!J*$%!018&2$3!4,4J,#-!1+;!181;,4/8!&+/$-!$*!
12$,#!$%,!e*J!#,-I*+-/J/2/$/,-!*0!018&2$3!4,4J,#-!1-!J*$%!018&2$3!4,4J,#-!1+;!181;,4/8!&+/$-!
I#*8,,;!12*+=!$%,/#!8*##,-I*+;/+=!I1$%-(!"!)*J!T,-I*+-/J/2/$3!Y/-8&--/*+!_)TY!/-!1!;/-8&--/*+!
J,$5,,+!1!018&2$3!4,4J,#!1+;!$%,!1;4/+/-$#1$/E,!%,1;!*0!%/-!*#!%,#!181;,4/8!&+/$!$*!,GI2*#,!1!
-%/0$!/+!$%,!018&2$3!4,4J,#]-!e*J!#,-I*+-/J/2/$/,-(!"!)TY!413!J,!/+/$/1$,;!/+!$%#,,!513-(!

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181;,4/8!&+/$(!"+3!I#*I*-,;!8%1+=,-!/+!$%,!018&2$3!4,4J,#]-!e*J!#,-I*+-/J/2/$/,-!5*&2;!
J,!+,=*$/1$,;!$*!$%,!-1$/-018$/*+!*0!J*$%!I1#$/,-!_1+;!1II#*E,;!J3!$%,!Y,1+M(!

BI$/*+!Q'K!7*22*5/+=!$%#,,!8*+-,8&$/E,!3,1#-!*0!1++&12!#,E/,5-!$%1$!%1E,!,GI2/8/$23!21J,2,;!1!
018&2$3!4,4J,#]-!I,#0*#41+8,!&+-1$/-018$*#3<!$%,!1;4/+/-$#1$/E,!%,1;!*0!$%,!181;,4/8!
&+/$!413!#,i&#,!$%,!018&2$3!4,4J,#!$*!4,,$!$*!,+=1=,!/+!1!)TY(!.+!;/-8&--/*+!5/$%!$%,!
018&2$3!4,4J,#<!$%,!1;4/+/-$#1$/E,!%,1;!413!,/$%,#!+,=*$/1$,!*#!41+;1$,!1!8%1+=,!/+!
e*J!#,-I*+-/J/2/$/,-!_5%/8%!4&-$!J,!1II#*E,;!J3!$%,!Y,1+M(!.0!$%,!018&2$3!4,4J,#!
Je,8$-!$!41+;1$,;!8%1+=,-!/+!I#*0,--/*+12!#,-I*+-/J/2/$/,-<!$%,!018&2$3!4,4J,#!413!
0/2,!1!=#/,E1+8,!0*22*5/+=!$%,!=#/,E1+8,!I#*8,;&#,-!*0!$%,!N+/E,#-/$3(!

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0*#!0&$&#,!5*#?!/+!$%,!1#,1-!*0!-8%*21#23c8#,1$/E,<!$,18%/+=<!1+;!-,#E/8,!8*+$#/J&$/*+-(!"!:,,#6
$*6:,,#!'*+E,#-1$/*+!_::'M!/-!;,-/=+,;!$*!I#*E/;,!-&8%!8*22,=/12!0,,;J18?(!::'-!1#,!12-*!
/+$,+;,;!$*!,+8*&#1=,!1!8&2$&#,!*0!018&2$3!8*221J*#1$/*+<!/+$,#;/-8/I2/+1#3!,G8%1+=,!_5%,+!
1II#*I#/1$,M<!1+;!/+$,+$/*+12!018&2$3!;,E,2*I4,+$!*E,#!1!018&2$3!4,4J,#]-!81#,,#(!A%,!
8*+E,#-1$/*+!/+!1!::'!/-!$*!#,41/+!8*+0/;,+$/12!1+;!413!+*$!I#*E/;,!/+!I&$!/+$*!I,#-*++,2!
;,8/-/*+-!/+82&;/+=!;,8/-/*+-!1J*&$!I13!*#!e*J!#,-I*+-/J/2/$/,-(!F18%!181;,4/8!&+/$!/-!#,i&#,;!$*!
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>2/.)#)<8#$13)3')3:8#

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A%,!.+82&-/E,!j,1#+/+=!F+E/#*+4,+$-!.+/$/1$/E,!/-!$%,!#,-&2$!*0!$%,!9,+1$,!9$&;,+$!T,21$/*+-!
'*44/$$,,]-!3,1#62*+=!8*+E,#-1$/*+!1J*&$!%*5!YN!018&2$3!81+!$1?,!1!2,1;/+=!#*2,!/+!#,-I*+;/+=!
I#*18$/E,23!1+;!I#*;&8$/E,23!$*!*+,!*0!$%,!4*-$!-/=+/0/81+$!i&,-$/*+-!018/+=!*&#!814I&-!1+;!"4,#/81+!
%/=%,#!,;&81$/*+!$*;13K!k*5!;*!5,!0*-$,#!1!$#&23!/+82&-/E,!,;&81$/*+12!,GI,#/,+8,<!*+,!5%,#,/+!122!
-$&;,+$-!0,,2!,i&1223!5,28*4,!1+;!,4I*5,#,;!$*!2,1#+^!

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A%1$!$%/-!/-!1!8#&8/12!i&,-$/*+!0*#!"4,#/81+!%/=%,#!,;&81$/*+!=,+,#1223!1+;!0*#!YN!-I,8/0/81223!/-!14I23!

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@)')8%81)#/K#I/%%3)%81)#K0/%#"13:80-3)5#/K#!81:80#?'(.4)5#@81')8#

#

A%,!N+/E,#-/$3!*0!Y,+E,#!718&2$3!9,+1$,!/-!8*44/$$,;!$*!%,2I/+=!018&2$3!18#*--!814I&-!$*!8#,1$,!/+82&-/E,!2,1#+/+=!,+E/#*+4,+$-!/+!122!$%,!-I18,-!/+!5%/8%!$%,3!$,18%!1+;!$*!%,2I/+=!$*!8#,1$,!1!4*#,!/+82&-/E,!814I&-!*E,#122(!A*!$%,-,!

!

CD8:3-89#E'5#AB=#+ABF#>&&0/:89#25#)<8#?'(.4)5#@81')8#/1#E'5#*+=#*+ABG#*

A%,!41e*#/$3!*0!$%,!718&2$3!9,+1$,!Y/E,-$4,+$!'*44/$$,,!4,4J,#-!#,8*44,+;!$%,!N+/E,#-/$3!*0!
Y,+E,#!;/E,-$!0#*4!0*--/2!0&,2-(!b,81&-,!+,/$%,#!*&#!8*44/$$,,!+*#!$%,!718&2$3!9,+1$,!8*+$#*2!
N+/E,#-/$3!/+E,-$4,+$-<!5,!#,12/>,!*&#!#,8*44,+;1$/*+!/-!-34J*2/8(!!

B&#!;,8/-/*+!$*!-&II*#$!;/E,-$4,+$!/-!#**$,;!/+!$%,!N+/E,#-/$3f-!8*44/$4,+$!$*!-*8/12!e&-$/8,<!5%/8%!
12-*!#,i&/#,-!1!8*4I#,%,+-/E,!#,-I*+-,!$*!$%,!82/41$,!8#/-/-(!'2/41$,!8%1+=,!;/-I#*I*#$/*+1$,23!100,8$-!
I**#!+1$/*+-!_4*-$!*0!5%*4!8*+$#/J&$,;!2/$$2,!$*!8&##,+$!1$4*-I%,#/8!=#,,+%*&-,!=1-!8*+8,+$#1$/*+-MP!
1+;!/+!$%,!0&$&#,<!5,!81+!,GI,8$!;#*&=%$-<!-$*#4-<!1+;!8*1-$12!/+&+;1$/*+!1--*8/1$,;!5/$%!82/41$,!
8%1+=,!$*!100,8$!I**#!8*44&+/$/,-!1#*&+;!$%,!5*#2;!01#!4*#,!$%1+!/$!5/22!100,8$!$%,!5,12$%3(!!

"22!4,4J,#-!*0!$%,!8*44/$$,,!1=#,,!;/E,-$4,+$!/-!*+23!*+,!*0!1!+&4J,#!*0!#,-I*+-,-!$*!$%,!=2*J12!
82/41$,!8#/-/-<!1+;!5,!J,2/,E,!$%,!N+/E,#-/$3!-%*&2;!I#*8,,;!1==#,--/E,23!$*!8*+0#*+$!$%1$!8#/-/-(!.+!
1;;/$/*+!$*!;/E,-$4,+$<!$%,#,!/-!4&8%!5,!81+!;*(!9%*&2;!$%,!N+/E,#-/$3!;,8/;,!$*!;/E,-$<!;/E,-$4,+$!
12*+,!5*&2;!J,!1+!/+8*4I2,$,!#,-I*+-,!$*!$%,!82/41$,!8#/-/-(!!!

<!N+/E,#-/$3!/+E,-$4,+$-!;*!%1E,!,$%/812!/4I2/81$/*+-(!"88*#;/+=23<!5,!#,8*44,+;!$%1$!YN!0*22*5!