

:]fghiH]a Y 7 `Ugg]Z]W]h]cb. H\Y 7 UfbY[]Y: ci bXUh]cb Zcf`h\Y 5 Xj UbW`a YbhcZ
HYUWX]b[

Gi Va]hhYX Vml b]j Yfg]hmcZGci h\ : `cf]XU!GufUgchU!A UbUhYY`cb`- #* #&\$&&"@Ugha cX]Z]YX`cb`(#&, #&\$&' "

5 dd`]W]h]cb`8 YUX`]bY

A Um%ghž&\$&' `Uh%%) - DA `7 GH

8 UH]Dfcj]XYX

Hmd]W`mžh\Y XUHu`dfcj]XYX]b`h\Y Udd`]W]h]cb`g\ci `X fYZYVh`h\Y`a cghfYVWbhUWUXYa]WmYUf"G]bW`W]a di gYgk]` VY
V`a d`Yh]b[`h\Y Udd`]W]h]cb]b`UWUXYa]WmYUf`&\$&&!&\$&' žXUH]hmd]W]`mk ci `X fYZYVh`Yj]XYbW`Zfca `5M&\$&\$!&\$&%"
K \YfYj Yf`XUH]g]fYeI YghYXžd`YUgY`bchY`h\Uh7CJ -8 `Ug`_]Y`m]a dUWUX XUHu`Zfca `&\$&%!&\$&&ž&\$&\$!&\$&%žUbX
&\$%-!&\$&\$"H\YfYZcfYžW]a di gYg`a Umi gY XUHu`Zfca `h\Y`dfY!7CJ -8 UWUXYa]WmYUf`y`5M&\$% !&\$%- !]Zmci `XYhYfa]bY`h\Uh
]hdfcj]XYgUVYhYf`fYdfYgYbhUh]cb`cZmci f`W]a di ggV`a a i b]mYb[U[Ya Ybh`-Zmci `Xc`gcžd`YUgY`bchY`h\Y`UWUXYa]WmYUf
h\Uh`h\Y XUHu`fYdfYgYbhgk]h\]b`h\Y`fYgdcbgY"-Zgca Y`cZmci f`XUH]Zfca `7CJ -8`mYUfg]g`XYhYfa]bYX`hc VY`Ub`UWV`fUH`Y
fYdfYgYbhUh]cb`cZmci f`V`a a i b]mYb[U[Ya Ybhžk \]Y`gca Y`g]bchžh\Yb`i gY`h\Y`VYghXUH]mci `Uj`Y`Zcf`h\Y`ei`Ygh]cb`UbX
]bX]W]h`k \Uh`5Mh\Y`XUH]fY`Zf`g`hc"

I gY`cZ8UHJ

H\Y]bZcf`a Uh]cb`mci `dfcj]XY`k]`VY`i gYX`hc`XYhYfa]bY`mci f]bgh]hi`h]cbfg]V`a a i b]mYb[U[Ya YbhWUgg]Z]W]h]cb`"C`b`mh\cgY
]bgh]hi`h]cbgUddfcj`YX`Zcf`WUgg]Z]W]h]cb`k]`VY`]XYbh]Z]YX`"5`h\Y`YbX`cZ`h\Y`gi`fj`Ymžmci`k]`Uj`Y`Ub`cddcf`hi`b]mhc`Ui`h\cf]nY
cf`dfc\]V]h\Y`i`gY`cZ`h\]g]bZcf`a Uh]cb`Zcf`ch\Yf`fYgYUfVX`di`fdcgYg"

7ca a i b]mY9b[U[Ya Ybh8YZ]b]h]cb

7ca a i b]mYb[U[Ya YbhXYgW]VYg`h\Y`V`UvcfUh]cb`VYhk`YYb`]bgh]hi`h]cbg`cZ\[\`Yf`YXi`W]h]cb`UbX`h\Y]f`Uf[`Yf`V`a a i b]h]Yg
flcW`žfY[]cbU`#ghUhYžbUh]cbU`ž[\`cVU`žZcf`h\Y`a i`hi`U`mVYbYZ]W]U`WYUh]cb`UbX`YI`VX`Ub[`Y`cZ`_bck`YX[`Y`UbX`fYgci`fW]g]b`U
V`b`h`YI`hcZdUf`hbYf`g\]d`UbX`fYW]dfcW]m`i

H\Y`di`fdcgY`cZ`V`a a i b]mYb[U[Ya Ybh]g`h\Y`dUf`hbYf`g\]d`f`cZ`_bck`YX[`Y`UbX`fYgci`fW]g`VYhk`YYb`V`Y[`Yg`UbX`i`b]j`Yf`g]h]Yg
UbX`h\Y`di`V`]W]UbX`df]j`UhY`gY`W`c`f`g`h`c`Y`b`f`VX`g`V`c`U`f`g\]d`ž`f`Y`g`Y`U`f`VX`ž`UbX`WYUh]j`Y`UW]j`]mYb\`UbW`W`ff]W`i`a`ž`h`UW]b[`ž`UbX
`Y`Uf`b]b[/dfYdUfY`YXi`W]hYXžYb[U[YX`W]h]nYbg`ghfYb[`h\Yb`XYa`c`W]Uh]Vj`U`i`Yg`UbX`W]j`]WYf`gdc`bg]V`]mYUXXfYgg`W]h]W]`gc`V]Y`hU
]ggi`Yg`UbX`V`b`h`f]Vi`hY`hc`h\Y`di`V`]W]`ccX"

7ca a i b]mYb[U[Ya YbhXYgW]VYgUW]h]j`h]Yg`h\U`h`UfY`i`bXY`fhU`_Yb`k]h`V`a a i b]mY`a`Ya`VYf`g`-b`fYW]dfcW]`dUf`hbYf`g\]dgž
h\YfY`UfY`V`UvcfUh]j`Y`V`a a i b]mY`W]a`di`g`XYZ]b]h]cbg`cZ`dfcV`Ya`gžgc`i`h]cbgž`UbX`a`YUgi`fYg`cZ`gi`W]Ygg`"7ca a i b]m
Yb[U[Ya YbhfYeI`]fYg`dfcW]ggYg]b`k \]VX`UWUXYa]W]fYV`[b]nYžfYgdYVž`UbX`j`U`i`Y`h\Y`_bck`YX[`Y`ždYf`gdY`W]h]j`Ygž`UbX
fYgci`fW]g`cZ`V`a a i b]m`dUf`hbYf`g`UbX`h\U`h`UfY`XYg]b`YX`hc`g`Yf`j`Y`U`di`V`]W]di`fdcgY`ž`Vi`]X]b[`h\Y`W]dUW]hmcZ]bX]j`]Xi`U`gž
[`fci`dgž`UbX`cf[`Ub]nUh]cbg]b]c`j`YX`hc`i`bXYf`gh`UbX`UbX`V`UvcfUh]j`Y`mUXXfYgg]ggi`Yg`cZ`di`V`]W]b`V`f`b`"

7ca a i b]mYb[U[Ya Ybh]g]g\UdYX`VmFY`Uh]cbg\]dgVYhk`YYb`h\cgY`]b`h\Y`]bgh]hi`h]cb`UbX`h\cgY`ci`hg]XY`h\Y`]bgh]hi`h]cb`h\Uh

:]fgh'H]a Y '7 `Ugg]Z]W]h]cb. H\Y '7 UfbY[]Y: ci bXUh]cb 'Zcf'h\Y'5Xj UbW'a YbhcZ
HYUW]b[

Gi Va]hhYXVml b]j Yfg]hmcZGci h\ : `cf]XU!GUFUgchU!A UbUhYY'cb'- #* #&\$&&"@Ugh'a cX]Z]YX'cb'(#&, #&\$&' "

`Y[]h]a]nYX'7ca a i b]hmYb[U[Ya YbhUgg]ghg'W]a di gYg]b'Z']b['h\Y]f'W]]Wdi fdcgY'h\fc i [\gcWU`mi gY'Z']_bck `YX[Y
W'YU]cb'UbX'X]ggYa]bUh]cb'zUbX'h\fc i [\h\Y'W'h]j Uh]cb'cZXYa c'WUh]W] U'i Yg'z'g_]`g'z'UbX'\UV]hg! XYa c'WUh]WdfUW]W' "

Df]a Ufm5dd`]W]b]h]f]g]7cb]h]U]h]b]Zcf]a Uh]cb

D`YUgY'dfcj]XY'h\Y'W'bh]U]h]b]Zcf]a Uh]cb'cZ'h\Y']bX]j]Xi U'gi Va]hh]b['h\]gUdd`]W]h]cb'fZcf'7UfbY[]Y'Zci bXUh]cb' i gY'cb'm' "

:]fghB Ua Y

>Ub

@UghB Ua Y

A Y'b]_

9a U]`

^a Y'b]_4 i gZYXi

D\cbY'B i a VYf

-(%d') -!(&+*

H]hY

5gg]gh]Ub]h]Dfc[fUa '8]fY'W'c'f'z'c Z]W'c'Z'5'W]X'Y'a]W'5'Z]U]fg'UbX'7c!7\U]f'z'7UfbY[]Y'7ca a i b]hm]9b[U[Ya Ybh
7`Ugg]Z]W]h]cb'5dd`]W]h]cb'K cf_] fci d

=b]gh]h]h]cb

I b]j Yfg]hmcZGci h\ : `cf]XU!GUFUgchU!A UbUhYY

A U]`]b['5XXfYgg%

, ') \$B 'HU a U]`

:]fgh'H]a Y '7 `Ugg]Z]W]h]cb. H\Y '7 UfbY[]Y: ci bXUh]cb `Zcf`h\Y '5 Xj UbW`a YbhcZ
HYUWX]b[

Gi Va]hhYX Vml b]j Yfg]lmcZGci h\ : `cf]XU!GufUgchU!A UbUhYY`cb`- #* #&\$&&"@Ugha cX]Z]YX`cb` (#&, #&\$&' "

%"-Zmci f Wla di g`UgUb]bgh]hi h]cbU`mgUbW]cbYX`XYZ]b]h]cb`cZV`a a i b]hmYb[U[Ya Ybh`UbX`fY`UhYX
hYfa g`zdfcj]XY`h\Ya `YfY`"8 YgW]VY`h\Y`V`bhYI hZcf`h\Y`WYU]cb`cZ`h\Y`XYZ]b]h]cb`z`ck]hk Ug
Uddfcj YX`z`ck]h]gi gYX`z`UbX`UbmYj]XYbW`cZ]hgYZZY`W]j YbYgg]b [i]X]b[V`a a i b]hmYb[U[Ya Ybh`icb
Wla di g`"-Zmci f Wla di g`XcYg`bch`Uj Y`Ub]bgh]hi h]cbU`XYZ]b]h]cb`cZV`a a i b]hmYb[U[Ya Ybh`Vi`hmc
UfY`cb`UWla di g`h\Uh`Uga i`h]d`Y`XYZ]b]h]cbg`fYZY`W]b[`ck`X]ZZYfYbhi`b]hg`UbX`X]gW]d`]bYg]bhYfdYh
V`a a i b]hmYb[U[Ya Ybh`zdfcj]XY`gca`Y`XYgW]d]h]cb`UbX`YI`Ua`d`Yg`YfY`"-Zmci f]bgh]hi h]cb`XcYg`bch`Uj Y
gi`W`U`XYZ]b]h]cb`z`d`YUgY`XYgW]VY`Ubmik`cf`_i`bXYf`k`Umhc`UXcdh`cbY"

I G: `7ca a i b]mi9b[U[Ya Ybh8 YZ]b]h]cb
7ca a i b]hmYb[U[Ya YbhXYgW]VYg`h\Y`V`UvcfUh]cb`VYrk`YYb]bgh]hi h]cbg`cZ`][\Yf`YXi`W]h]cb`UbX`h\Y]f`Uf[Yf
V`a a i b]h]Yg`f`c`W`z`fY[]cbU`#ghUhY`z`bUh]cbU`z[`cVU`z`Zcf`h\Y`a`i`h`U`mVYbYZ]W]U`YI`W`Ub[Y`cZ`_bck`YX[Y`UbX
fYgci`fW]g]b`U`V`bhYI`hcZd`Uf`bYf`g`]d`UbX`fYW]d`f`c`W]m`

H\Y`di`fdcgY`cZV`a a i b]hmYb[U[Ya Ybh]g`h\Y`d`Uf`bYf`g`]d`cZV`"Y[Y`UbX`i`b]j`Yfg]lmi`_bck`YX[Y`UbX`fYgci`fW]g
k]h\`h`cgY`cZ`di`V`]W`UbX`d`f]j`UhY`gY`V`c`f`g`c`Y`b]f]W`g`W`c`U`f`g`]d`z`fYgY`U`f`W`z`UbX`W`Y`Uh]j`Y`U`W]j`]hmYb`UbW
W`ff]W`i`a`zhY`UWX]b[]z`UbX`"YUf]b[/d`fY`d`UfY`YXi`W`UhY`X`z`Yb[U[YX`W]h]nYbg`ghfYb[h\Yb`XYa`c`W]h]W]j`U`i`Yg`UbX`W]j`]W
fYgdc`b]g]V`]m/U`X`fYg`g`W]i`W]U`g`c`W]Y`h`U`]ggj`Yg/UbX`V`bhf]Vi`hY`hc`h\Y`di`V`]W]c`c`X"

5hI G: GA`z`hc`Ya`d`Ug]hY`h\Y`]bgh]hi h]cb`g`V`b]bi`ci`g`V`a`a`]ha`Ybh`c`VY]b[`Uj`]hU`V`a`a`i`b]mid`Uf`bYf`z
V`a`a`i`b]hmYb[U[Ya Ybhk`Ug]bW]i`XYX`Ug`U`d`f]bW]dU`[`cU`]b`h\Y`&\$%)`y`&\$&\$`GhfUhY[]WD`Ub`"H\Y`d`Ub`k`Ug
XYj`Y`cdYX`h`f`ci`[\`U`V`"UvcfUh]j`Y`d`f`c`W`gg`Ua`cb[`gh`XYbhg`z`gh`UZZ`Z`UW`"m`z`UbX`UXa`]b]ghf`Uhc`fg`z`U`cb[`k`]h\
V`a`a`i`b]mifYdfYgYbH]j`Yg`Z`ca`Vi`g]bYgg`z`h\Y`W]a`]bU`'`gh]W`gmghYa`z`Y`U`h`W]fY`z`YXi`W]h]cb`z`h\Y`Z]j`h
V`a`a`i`b]m`za`YX]U`z`V`a`a`i`b]m`Zci`bXUh]cbg`z`UbX`Uj`Uf]Y`hmc`ZV`a`a`i`b]m]V`UgYX`c`f[Ub]nUh]cbg`z]bW]i`X]b[
bc`bdf`cZ]hgYfj`]W`U[YbW]Yg`"9UWX`Wla`di`g`U`X`Y`g`z`W]d`f`Z`Ua`#`cf`_i`b]hk`Ug`f`YeI`]f`Y`X`g`z`g`b`X`]d`Z`V`a`a`i`b]m]U`UfY`Uhc
Yb[U[Ya Ybh[`cU`g`UbX`]bW]i`XY`U`W]j`]h]Yg`UbX`d`f`c[fYgg`gd`Y`W]Z]W]h`h`cgY[`cU`g]b`h\Y]f`Ub`bi`U`fY`d`c`f`g`"

&"8 YgW]VY`mci`f`V`"Y[Y`cf`i`b]j`Yfg]lmi]b`U`k`Umh`h`Uh`k`]"`Y`d`hc`d`f`c]j`XY`U`V`bhYI`h`hc`i`bXYf`gh`UbX`ck
V`a`a`i`b]hmYb[U[Ya Ybh]gYbU`W]YX":`cf`Ub`]bgh]hi h]cb`k`]h`a`i`h]d`Y`Wla`di`gYg`z`d`YUgY`XYgW]VY`Y`UWX
Wla`di`g`Zcf`k`]\`W`mci`UfY`gY`Y`_]b[YbX`c`f`g`Ya`Ybh`"bW]i`XY`XYgW]d`h`c`f`g`c`Z`g`d`Y`W]U`h`md`Y`f`fY[]cbU`z
a`Y`h`c`d`c`]h`U`b`z`a`i`h]!`Wla`di`g`z`U]h\!`V`UgY`X`z`Y`h`W]z`c`W]h]cb`z`i`b]ei`Y`]\`gh`c`f`m`UbX`Z`ci`bX]b[]z`XYa`c[fUd`]\`W]g
c`Z`gh`i`XY`bh`d`c`d`i`Uh]cb`gYfj`YX`z`g`d`Y`W]Z]W]bgh]hi h]cbU`d`f`c`f]h]Yg`z]b]h]U]h]j`Yg`UbX`c`h`Y`f`Z`Y`U`h`fY`g`h`Uh
X]gh]b[i]g`h\Y`]bgh]hi h]cb"

I G: GA`VY[Ub`c`ZYf]b[`i`ddYf`X]j`]g]cb`UbX[`fUXi`UhY`V`i`fgYg]b`h\Y`Yj`Yb]b[`g]b`h\Y`GufUgchU!A`UbUhYY`UfYU]b
%`+`z`g`Uf]b[`gdUW]`cb`h\Y`B`Yk`'7`c`"Y[Y`Wla`di`g`z`k`]\`W`k`Ug`h`Yb`d`Uf`hc`Z`h`Y`I`G: `gmghYa`"7`ci`fgYgk`YfY`d`f]a`Uf]`m
[YUfYX`h`c`k`UfX`h`f`Ub`g`Z`Y`f`gh`XYbhg`UbX`k`cf`_]b[`d`f`c`Z`Y`gg]cb`U`g`k`]g`]b[`hc`di`f`gi`Y`Z`ci`f`l`m`Y`Uf`c`f[`fUXi`UhY`XY[`fY`Y`g]b
UfY`U`g`gi`W`Ug`Vi`g]bYgg`UbX`YXi`W]h]cb`"7`cb`g`YeI`Ybh`m`z`Z`ca`h\Y`VY[]bb]b[]z`I`G: GA`U`g`U`X`gh`cb[V`b`b`Y`W]h]cb`g`h`c
h\Y`V`a`a`i`b]m`z`gh`Uf]h]b[`k`]h\`c`W]`Vi`g]bYggYg`UbX`g`W`cc`g`Zcf`k`l`ca`h\Y`]bgh]hi h]cb`k`UgYXi`W]h]b[`U`]\[\`i`e`i`U`]m
k`cf`_Zcf`W"

:]fghiH]a Y 7 `Ugg]Z]W]h]cb. H\Y 7 UfbY[]Y: ci bXUh]cb Zcf`h\Y 5 Xj UbW`a YbhcZ
HYUWX]b[

Gi Va]hhYX Vml b]j Yfg]hmcZGci h\ : `cf]XU!GufUgchU!A UbUhYY`cb`- #`#&\$&&"@Ugha cX]Z]YX`cb`(#&, #&\$&' "

⊖&\$\$%\$Zl G: GA `k Ug`Uk UfYXX]bXYdYbXYbhUW`YX]hUh]cb Zfca `G5 7 G7 C 7 žVi hfYa U]bYX`U`dUfhcZ`h\Y`Uf[Yf`l G:
grghYa "⊖&\$\$% žh\Y: `cf]XU`6cUfX`cZ: cj YfbcfgUddfcj YX`l G: GA `hc`cZf`Zci f!mYUf`XY[fYY`dfc[fUa gUbXžk]h\
]hg]bUi [i fU`Z]fgh`mYUf`WUggžl G: GA `Yl dUbXXYX]hg`cZf]b[g`hc]bWl XY UZ ` `UffUmcZ[YbYFU`YXi W]h]cb`V`ei fgYg
UbX`UXX]h]cbU`Zci f!mYUf`XY[fYYg"l G: GA `V`eb]bi YX`hc [fck Ybfc`a YbhUbX`Yl dUbX`dfc[fUa gi bh]`h\Y: `cf]XU
`Y[]g`Uhi fY`fYa cj YX]hg]bXYdYbXYbhUW`YX]hUh]cb`UbX`fYei]fYX`V`bcg`]XUh]cb`k]h\`h\Y`a U]b`W]a di g]b`HUa dU
fUW`V`a d`]g\YX`> `m&\$\$&\$`E`

l G: GA `Ug`VYYb`U`V`a a i hf`W]a di g`h\`fci [\`h\Y`dfYgYbh`fUg`bchYXžd`Ubg`UfY`i bXYfk UmZcf`U`gY`V`bX`Vi]`X]b[
UW`V`a a cXUh]b[`Ughi XYbhW`bhYfžX]b]b[`ZUW]`h]YgžVU`fcca žVcc`_gchfYža Yyh]b[`gdUW`žUbX`U`fYg]XYbW`U`h`c`VY
cdYbYX]b`&\$\$&(`E`7`cbgYei Ybh`mžh\Y`ghi XYbh`dcdi `Uh]cb`Ug`VYYb`df]a Uf]`mU`fY`Z`YW]h]cb`c`Z`h\Y`gi`ffci`bX]b[
GufUgchU!A UbUhYY`dcdi `Uh]cb`"8`i`f]b[`5`M&\$\$%-`j`&\$\$žh\Y`W]a di gYbfc`YX`&ž%)`ghi`XYbhg]b`h\Y`ZU`žcZk` \]W
cb`m` (-`k`YfY`Z]fgh]a`Y]b`V`e`Y[Y`f`)`bYk`UbX`&-(`fYhi`fb]b[`E`UbX`%`+`k`YfY`[`fUXi`UhY`ghi`XYbhg]":`cf`ci`f`hUf`[`Yh
mYUf`žh\Y`fY`k`YfY`U`gc`a`cfY`Z`Ya`U`Y`ghi`XYbhg`ff`%)`i`EžUbX`ghi`XYbhg`fY`Z`YW`YX`h\Y`fUW]U`#`h\`b]W`V`a`d`cg]h]cb`c`Z`h\Y
UfYU.`*`'`+`i`k` \]hYž%`"%`<`]gdUb]Vž`)*`i`6`UW`Z`)*`i`5`g]Ubž&`,`i`A`i`h]!fUW]U`žUbX`*`&i`C`h\Yf`"l G: GA `ghi`XYbhg
UfY`hmd]W]`m`b`c`b`h`f`U`X]h]cbU`k`cf_]b[`UXi`hg`fUj`YfU[`Y`U[`Y.`&`*`E`k` \c`UfY`dUfhcZ`h\Y`c`W]`V`a`a`i`b]h`m`

6YW]i`gY`l G: GA `]g`b`c`b`f`Y`g]XYbh]U`ž`ghi`XYbhg`hYbX`hc`Y]h\Yf`"j`Y`k`]h`Z]a`]`ma`Ya`VYfg`cf`\Uj`Y`Z]a`]`Y]g`c`Z`h\Y]f`ck`b
UbX`c`Z`h`Y`b`f`Ya`U]b]b`h\Y`V`e`a`a`i`b]h`m]U`ž`Yf`[`fUXi`Uh]cb`"G]a`]`Uf`nž`ZUW`h`m`UbX`gh`UZZ[`YbYFU`m`i`j`Y`]b`h\Y`UfYU`5`g`U
fYgi`hžh\Y`m]UfY`Ya`VYXXYX]b`h\Y`V`e`a`a`i`b]h`m]UbX`j`Yfma`ch]j`UhYX`hc`hf`Ub`g`UhY`h\Y]f`YXi`W]h]cbU`di`f`gi`]hg]b`hc
a`Y`Ub]b[`Z`i`V`e`b`h`f]Vi`h]cb`g`hc`h\Y]f`Z]a`]`Y]g`UbX`j`Uf]ci`g`V`e`a`a`i`b]h`m]gY`V`e`f`g`hc`k` \]W`h\Y`m`VY`cb[`:`fca`h\Y
VY[]bb]b[žl G: GA `Ug`g`Yf]`YX`h\Y`V`e`a`a`i`b]h`m]VmU`][`b]b[`dfc[fUa`g`k`]h\`k`cf`_ZcfW`bYXXgža`U]bh]b]b[`cb[`c]b[
V`e`bj`Yfg]h]cb`g`k`]h\`V`e`a`a`i`b]h`m]dUf`h`b`Yf`g`hc`Y`b`gi`fY`fY`Yj`UbW`"⊖`UXX]h]cb`ž`h\Y`l`b]j`Yfg]h`m]g`Y`Y`g`c`d`d`c`f`h`i`b]h]Y`g`hc
Yb[`U[`Y]b`a`Y`Ub]b[`Z`i`dUf`h`b`Yf`g`h]d`g`h`Uh]a`dfc]j`Y`h\Y`ei`U`]h`m]c`Z`]Z`Y`h\`fci`[`\]bb`c]j`Uh]j`Y`V`e`b`h`f]Vi`h]cb`g`Z`fca
UW`X`Y`a`]W`UbX`V`e`!`W`f`f]W`Uf`]b]h]Uh]j`Yg`UW`c`g`g`U`X]g]W`d`]bYg`

'`"8`YgW]VY`h\Y`V`e`a`a`i`b]h`m]f]Yg`E`k`]h\]b`k` \]W`V`e`a`a`i`b]h`m]Yb[`U[`Ya`Ybh`h`U`_Y`gd`UW`h\`Uhk`]`Y`d`hc
dfc]j`XY`U`V`e`b`h`Yl`h`Z`cf`i`b`XY`f`gh`U`b`X]b[`\`ck`V`e`a`a`i`b]h`m]Yb[`U[`Ya`Ybh]g`Y`b`UW`Y`X]b`U`k`Um`h\`Uh`U`][`bg
k`]h\`h\Y`W`h`i`fY`UbX`\]g`h`c`f`m]c`Z`h\Y`V`e`a`a`i`b]h`m]f]Yg`E`d`Uf`h`b`Yf`g`

H\Y`GufUgchU!A UbUhYY`UfYU]g`c`W]hYX`cb`h\Y`k`Ygh`V`e`UgchZ: `cf]XU`ž`UbX`YUW`V`e`i`b`h`m`U`g`VY`h`k`Y`Y`b`(``\$\$ž`\$`\$`UbX
()`\$ž`\$`\$`fYg]XYbhg`"H\Y`UfYU]g`U` \]`mf`UhYX`h`ci`f]gh`XY`gh]b`Uh]cb`U`g`k`Y`U`g`U`a`U`c`f`UZZ`i`Y`bh`f`Y`h]f`Ya`Y`bh
V`e`a`a`i`b]h`m]`h]g`U`gc`a`Y`hc`a`U`c`f`YU[`i`Y`g`d`c`f`h`g`h`f`U]b]b[`ZUW]`h]Yg`UbX`Ub`Uff`Umc`Z`VYUW`UbX`k`UhYf`g`d`c`f`h`g`

:]fgh'H]a Y '7 `Ugg]Z]W]h]cb. H\Y '7 UfbY[]Y: ci bXUh]cb Zcf'h\Y '5 Xj UbW'a YbhcZ
HYUW]b[

Gi Va]hhYX Vml b]j Yfg]hmcZGci h\ : `cf]XU!GufUgchU!A UbUhYY'cb'- #* #&\$&%"@Ugha cX]Z]YX'cb' (#&, #&\$&' "

dfc[fUa gUbX fYgYUfVW ZUW `hmžcZYZf]b[`dfc[fUa g]b Vi g]bYggž`cgd]hU]hmž\i a Ub]h]YgžYXi W]h]cbžgcW]U`gW]YbW]gž
`]Z'gW]YbW]gžUbX a cfY fYVWbh`m bi fg]b["H\Y U"] [ba YbhcZci f`dfc[fUa gk]h\ h\Y'a U]b W'a dcbYbhgcZ h\Y
UFYUgW`hi fY UbX YW'bc a mgYfj Yg hc ghfYb[h\Yb'ci f W'a a i b]hmdUfHbYfg\]dgUW'cggU`gYV'cfcg"l G: GA `UbX]hg
W'a a i b]hmdUfHbYfg\Uj Y Yj c`j YX hc[Yh\Yf'hc WYUHY Ub Ybj]fcb a Ybh\h UhZcghYfg]bbcj Uh]cb UbX WYU]h]]hmUbX
\UgVYW'a Y'cbY'cZ h\Y ZUghYgh[fck]b[`UFYUg]b h\Y W'ci bhfm"@W' Vi g]bYggYg\Uj Y dfcj]XYX Z bXg'hc'gi ddcfh
dfc[fUa ` [fck h\ UbX ZUW `hmfYgYUfVW žUbX ZUW `hmUbX'ghi XYbhg\Uj Y dfcj]XYX h\Y]f`_bck `YX[Y UbX'g_]`g'hc `Y'd
`cW' Vi g]bYggYgUbX'ch\Yf'cf[Ub]nUh]cbg]a dfcj Y h\Y]f dfcXi W'gUbX gYfj]W'g"

H\fc i [\ci h\h\gUdd`]W]h]cbžbi a Yfci gW'c`UVcfUh]j Y'dUfHbYfg\]dgUfY'g\ck W]gYX UbX fYZYVh\h\Y VfcUX!VUgYX
bUhi fY'cZ h\Y fYVW]dfcW' fY`Uh]cbg\]dgh\Yl b]j Yfg]hmlUgVi]`hUbX Yb'cmgk]h\ ghU_Y`c`XYfgh\fc i [\ci hGUfUgchU
UbX'A UbUhYY W'ci bh]Yg"Gca Y'cZ h\Y Yl Ua d`Yg]bW' XY dfcXi W'h]a dfcj Ya Ybh]b W'c`UVcfUh]cb'k]h\ Vi g]bYgg
a Uf_Y]h]b[`ghi XYbhgUhU'hd'a Ubi ZUW'hi f]b[W'a dUbmžcddcfhi b]h]YgZcf'ghi XYbhg'hc `YUfb`UbXg]cb`chY`
a UbU[Ya Ybhg_]`gk \]Y W'c'bhf]Vi h]b[`hc`U'a U'cf W'a a i b]hmZUW]b[Yj YbhUhU`chY`fUb_YX`Ua cb[`h\Y'hd`%\$
dYfVWbhcz`i l i fmgY[a Ybh`chY`gžUbX`Ub]bbcj Uh]j Y'dUfHbYfg\]d`Ua cb[W]a]bc`c[mghi XYbhgUbX`UW'ci bhml
cdYfUHYX`U]`h\UhXY`j] YfgXYdža i hi U`VYbY]hg'hc`U`dUfH]W]dUbhg"

("8YgW]VY`ck W'a a i b]hmYb[U[Ya Ybh`UgVYb'ghfi W'hi fYX`UbX`g\UdYX`Uhmc i fW]a di g"H\]g'a Um
]bW'hi XY h\Y]bgh]hi h]cb gZci bX]b[`UbX` \]ghcfnžW'a a i b]hmifYei Yghg#Xya UbXgZcf W]a di g
fYgdcbg]j YbYgg'hc W'a a i b]hm]ggj Ygž`YUXYfg\]d`df]cf]h]Ygžh\Y Yj c`i h]cb`cZ W'a a i b]hmYb[U[Ya Ybh
cb W]a di gUbX`]b W'a a i b]h]Ygž]bgh]hi h]cbU`W`hi fY fY"["ž]] [\`mXYW'bhfU]nYXžžcf Ubombi a VYf'cZ
`cb[ghUbX]b[`cf fYVWbhZUW'cfcg]bW' X]b[`UfYgdcbgY`hc`U`Y[UV'hbUffUh]j Y h\ Uh'a Umbch`U`k Umg\Uj Y
VYYb dcg]h]j Y"

7ca a i b]hmfY`Uh]cbg]UbX W'a a i b]hmYb[U[Ya YbhVY[Ub k]h\ W'c'bbYW]h]cbg'hc Vi g]bYggUbX YXi W]h]cb Ug'h\cgY
k YfY`h\Y'a U]b`dfc[fUa g'cZYZfYX`k \Yb l G: GA VY[Ub W'c'bx i W]h]b[Yj Yb]b[`WUggYg"Dfc[fUa g\Uj Y VYYb`UXXYX`Uh
h\Y fYei YghcZ h\Y `cW] W'a a i b]hmc'f]b fYgdcbgY`hc`UbYXX`UbXž]b`gca Y W]gYgžk]h\ W'a a i b]hmZ]bUbW]U
gi ddcfh"H\Y UXX]h]cb`cZU`cgd]hU]hm#ci f]ga `dfc[fUa `k Ug]b fYgdcbgY`hc`h\Y`bYXX`Zcf`dYcd`Y`k]h\]bXi ghfm
`YUXYfg\]d`UbX'a UbU[Ya Ybhg_]`g]b`h\]g'a U'cf`h'ci f]ghXYgh]bUh]cb"H\Y dfc[fUa `k Ug]gi ddcfhYX`Vm`cW]
\cgd]hU]hm`YUXYfgž]bW' X]b[`Ug] [b]Z]W]bhYbXck a Ybhfž bX]b[`Ub YbXck YX W]U]f dcg]h]cb`UbX fYgYUfVW `UV`"

↳>Ubi UfmcZ&\$&\$ž]b fYgdcbgY`hc`h\Y [fck]b[`bYXX`Zcf`bi fgYg]b`h\Y UfYUžl G: GA]bhfcXi W'X`Ub`5`WVW`YfUHYX
GYW'c'X`6`UWY`cf`gcZGW]YbW]`]b`Bi fg]b[`f`GB`kdfc[fUa "

l G: GA fYW]j YX Z]bUbW]U`gi ddcfhZfca : 77 žU`cW]`]bgi fUbW]Z]fa žhc`Y`d`XYj`Y`cd`UbYk`dfc[fUa]b]bgi fUbW]
UbX`f]g_a`UbU[Ya Ybh"H\]gdfc[fUa `gi VgYei YbhmfYW]j YX`U`) "&a]`]cb []ZhZfca `6`U`Xk]b F]g`DUfHbYfg]b`h\Y
ZU`cZ&\$&&"

Gyj YfU`Vi g]bYggYg]b`h\Y UfYU`cZYZf`hi]h]cb`fY]a Vi fgYa YbhZcf`h\Y]fYa d`cmY`Yg`UbX`Uj Y]bX]W]hYX`h\YmW]b` \]fY
Ug'a Ubm'a 65g`Ug`h\Y W]a di gW]b`dfcXi W'`6`ch\`h\Y`GUfUgchU`UbX`A`UbUhYY`W'ci bhmgVX`cc`X]ghf]W]g`Uj Y VYYb
ghfcb[`dUfHbYfgždfcj]X]b[`dfUW]W'a `d`UW]a YbhgZcf`ci fYXi W]h]cb`ghi XYbhgUbX`cZ`hYb` \]f]b[`h\Ya]a a YX]UHY`m
Zc`ck]b[[fUXi Uh]cb"

K \Yb l G: GA VY[Ub`cZYZf]b[; Yb9X`W'ci fgYgžh\Y W]a di g\UX`bc`gW]YbW'`UVgžc`A`chY`A`Uf]bY`@UvcfUhcfm/
5ei Uf]i a`U[fYXX`hc`cghl G: GA `V]c`c[mUbX`W]Ya]ghfm`UVg/h\]gYj`c`j`YX`]bhc`U`fc`Vi`ghdUfHbYfg\]d`fgYY`GYW]cb
(`5`A`UbUhYY`7`ci`bhmx`cbcf`YbXck`YX`U`Z`bX`dfcj]X]b[`ZfYY`hi]h]cb`Zcf`ghi XYbhgYUfb]b[`Ub`YXi`W]h]cb`XY[fYY]Z
h\YmUfY`W'ci bhmfYg]XYbhgUbX`U[fYY`hc`k`cf_]`b`h\Y`W'ci bhmlUžYf[fUXi Uh]cb"C i f`gc`W]U
gW]YbW'#W]a]bc`c[m#gc`W]U`k`cf_]`ghi XYbhgUfY` \] [\`mgci [\h`Zcf]bhYfbg\]dgUbX`Ya d`cm`a`Ybh`VmifY[]cbU`W]a]bU
↑ gh]W] UbX`gc`W]U`gYfj]W]U[YbW]Yg"@W] W]Ua VYfgcZ`W'a a YfW]`UbX`[c] Yfba YbhgcZYZf`c`V`g\UXck]b[žUbX

:]fghiH]a Y 7 `Ugg]Z]W]h]cb. H\Y 7 UfbY[]Y: ci bXUh]cb Zcf`h\Y 5 Xj UbW`a YbhcZ
HYUWX]b[

Gi Va]hYX Vml b]j Yfg]hmcZGci h\ : `cf]XU!GufUgchU!A UbUhYY`cb`- #` #&\$&&`"@Ugha cX]Z]YX`cb`(` #&, #&\$&' "

I G: GA `Ugk Y`!UhhYbXYX`cV ZU]fg"H\YgY UfY`f ghgYj YfU`cZh\Y`k Umgl I G: GA `UbX`jhgW`a a i b]hmdUfhhYfg`Uj Y
Yj c`j YX`b`U`a i hi U`mVYbYZ]W]U`k Um`

I G: GA `UgVYYb`h][`h`mV`bbY`W`Y`X`h`c`h`Y`V`a`a`i`b]hmg]bW`%`+`)`UbX`fY`Uh]cbg\]dg`Uj`Y`YI`dUbXYX`Ug`Vch`h`Y`
V`a`a`i`b]h`m`UbX`h`Y`]bgh]hi`h]cb`Uj`Y`[`fck`b`"I`G: GA `YUXYfg`Uj`Y`Ya`VfUW`X`UbX`gi`ddcfhYX`V`a`a`i`b]h`m`
Yb[U]Ya`Ybh`UbX`k`Y`V`a`a`i`b]h`m`d`Uf`hh`Y`fg`h`c`d`Uf`h]W`d`U`h`Y`]b`W`a`di`g`d`f`c`[`f`U`a`g`U`b`X`Y`j`Y`b`h`g`"7`ca`a`i`b]h`m`
d`Uf`hb`Y`fg`V`a`Y`]b`h`c`W`U`g`g`f`c`c`a`g`h`c`g`d`Y`U`_`z`a`Y`b`h`c`f`z`U`b`X``]\`f`Y`g`h`i`X`Y`b`h`g`/`V`c`f`U`h`Y`k`]h`Z`U`W`h`m`i`c`b`f`Y`g`Y`U`f`V`X`
d`f`c`Y`W`g`/`U`b`X`Y`d`Z`b`X`]b`g`h`i`h]cb`U`b`Y`Y`X`g":`c`f`Y`I`U`a`d`Y`Z`I`G: GA `c`g`h`g`U`b`U`bb`i`U`6`f`i`b`W`c`b`h`Y`6`U`m`h`U`h`]g`
c`d`Y`b`h`c`h`Y`V`a`a`i`b]h`m`z`f`U`]g]b[`\i`b`X`f`Y`X`g`c`Z`h`c`i`g`U`b`X`g`c`Z`X`c`U`f`g`]b`g`W`c`U`f`g`]\`d`g`i`d`d`c`f`h`H`Y`V`a`a`i`b]h`m`
k`Y`V`a`a`Y`g`U`b`X`j`U`i`Y`g`h`Y`I`b]j`Y`f`g]h`m`U`g]h`c`Z`Y`f`g`c`W`V`f`Y`g]X`Y`b`h`g`U`b`c`d`d`c`f`h`i`b]h`m`Z`c`f`d`c`g`h`g`Y`V`e`b`X`U`f`m`Y`X`i`W`h]cb`U`b`X`
V`e`b`h`f`]V`i`h`Y`g`h`c`]b`h`Y`Y`W`i`U`z`W`h`i`f`U`z`U`b`X`g`c`V`U`"Z`Y`"5`g`U`b`c`b`f`Y`g]X`Y`b`h]U`W`a`di`g`k`]h`a`c`g`h`c`Z`c`i`f`g`h`i`X`Y`b`h`g`d`U`W`!
V`c`i`b`X`Z`c`f`j`U`f]c`i`g`f`Y`U`g`c`b`g`z`g`h`i`X`Y`b`h`g`z`Z`U`W`h`m`z`U`b`X`g`h`U`Z`U`f`Y`d`U`f`h`c`Z`h`Y`V`a`a`i`b]h`m`h`Y`a`g`Y`j`Y`g`h`Y`f`Y`]g`b`c`h`U`g`Y`b`g`
c`Z`i`g`h`Y`a`z`V`i`h`f`U`h`Y`f`U`g`Y`b`g`Y`c`Z`k`Y`"

) "8 YgW]VY`ck`V`a`a`i`b]h`m`Y`b[U]Ya`Ybh`Y`Z`c`f`h`g`U`j`Y`V`Y`Y`b`]a`d`U`W`Y`X`V`m`f`Y`W`b`h`b`U`h]cb`U`U`b`X`[`c`V`U`
Y`j`Y`b`h`g`z`]b`W`i`X]b[`h`Y`7`C`J`-8`%`-`d`U`b`X`Y`a`]W`[`f`Y`U`h`Y`f`U`h`Y`b`h]cb`h`c`f`U`W`U``f`g`h]W`/`h`Y`W`]g]g`c`Z`X`Y`W`Y`U`g]b[
h`f`i`g`h]b`5`a`Y`f]W`U`b`X`Y`a`c`W`U`W`h`U`b`X`]b`g`h`i`h]cb`g`/`U`b`X`b`U`h`i`f`U`X`]g`U`g`h`Y`f`g`"

Gca Y`c`Z`h`Y`]b`g`h`i`h]cb`g`V`a`a`i`b]h`m`Y`b[U]Ya`Ybh`U`W`h]j`h]Y`g`k`Y`f`Y`W`f`h]Y`X`c`f`h`c`h`U`m`Y`]a`]b`U`h`Y`X`i`f]b[
7`C`J`-8`!`%`-`z`Y`g`d`Y`W`U`m`h`l`c`g`Y`h`U`h`f`Y`e`i`]f`Y`X`Z`U`W`!`h`c`!`Z`U`W`]b`h`Y`f`U`W`h]cb`"5`Z`Y`W`Y`X`U`f`Y`U`g]b`W`i`X`Y`X`g`i`W`h`h]b[`g`U`g`i`c`a`Y`
h`m`d`Y`g`c`Z`Z`U`W`h`m`f`Y`g`Y`U`f`V`X`z`g`h`i`X`Y`b`h]b`h`Y`f`b`g`]\`d`g`z`g`Y`f`j`]W`!`Y`U`f`b]b[`V`e`i`f`g`Y`g`z`W`a`di`g`Y`j`Y`b`h`g`z`Z]Y`X`h`f]d`g`z`U`b`X`h`f`U`j`Y`"
H`Y`g`Y`U`j`Y`g`c`k`m`V`Y`Y`b`f`Y`h`i`f`b]b[`z`V`i`h`f`Y`U`h]cb`g`]\`d`g`k`]h`g`c`a`Y`V`a`a`i`b]h`m`d`Uf`hh`Y`fg`U`f`Y`V`Y]b[`f`Y`b`Y`[`c`h]U`h`Y`X`U`g`
V`i`g]b`Y`g`g`a`c`X`Y`g`W`U`b[`Y`X`z`V`i`X`[`Y`h`g`k`Y`f`Y`W`h`z`g`c`a`Y`V`i`g]b`Y`g`g`Y`g`#`c`f`[`U`b]n`U`h]cb`g`W`c`g`Y`X`z`Y`h`W`G`h`i`X`Y`b`h`g`c`g`h`j`U`i`U`V`Y`
Y`I`d`Y`f]Y`b`W`g`z`Z`U`W`h`m`c`g`h`f`Y`g`Y`U`f`V`X`d`f`c`X`i`W`h]j`]h`m`z`U`b`X`h`Y`]b`g`h`i`h]cb`U`b`X`h`Y`V`a`a`i`b]h`m`c`g`h`U`X`Y`[`f`Y`Y`c`Z`
V`e`b`b`Y`W]cb`h`U`h`V`c`h`d`U`f`h]Y`g`U`f`Y`]b`h`Y`b`h]cb`U`m`f`Y`V`i`]X]b["

-b`h`Y`k`U`_`Y`c`Z`h`Y`c`i`h`W`m`Z`c`f`]b`W`Y`U`g`Y`X`U`h`Y`b`h]cb`h`c`f`U`W]U`#`g`c`W]U``f`g`h]W`z`h`Y`]b`g`h`i`h]cb`]\`f`Y`X`U`8`]f`Y`W`c`f`Z`c`f`
8`]j`Y`f`g]h`m`z`9`e`i`]h`m`z`U`b`X`-b`W`i`g]cb`h`c`g`Y`f`j`Y`U`g`U`V`e`b`g`i`h`U`b`h`c`h`Y`7`U`b`W`"c`f`z`V`e`c`f`X]b`U`h`Y`Z`c`f`h`g`k`]h`h`Y`U`f`[`Y`f`
I`b]j`Y`f`g]h`m`f`h`]g`k`U`g`Z`c`k`]b[`h`Y`&`\$`\$`\$`V`e`b`g`c`X]U`h]cb`z`]b]h]U`h`Y`W`a`di`g`!`g`d`Y`W]Z]W`d`f`c`[`f`U`a`a`]b[`z`U`b`X`Y`U`X`U`b`
]b`h`Y`f`b`U`W`a`di`g`V`e`a`a`]h`Y`Y`"<`c`k`Y`j`Y`f`z`h]g]a`d`c`f`h`U`b`h`c`b`c`h`Y`h`U`h`U`V`a`a`]h`Y`Y`k`]h`g]a`]U`f`d`f]c`f]h]Y`g`U`X`V`Y`Y`b]b`
Y`I`]g`h`Y`b`W`d`f]c`f`h`c`h`Y`b`U`a`]b[`c`Z`U`8`9`-8`]f`Y`W`c`f`"H`Y`f`Y`k`Y`f`Y`j`]f`h`i`U`d`f`c`[`f`U`a`g`U`b`X`z`U`z`Y`f`7`C`J`-8`!`%`-`f`Y`g`h]W]cb`g`
k`Y`f`Y`]Z`h`Y`X`z`g`c`a`Y`Y`j`Y`b`h`g`k`Y`f`Y`Y`X`c`b`W`a`di`g`h`c`W`Y`V`f`U`h`h`Y`j`U`f]c`i`g`W`h`i`f`Y`g`f`Y`d`f`Y`g`Y`b`h`Y`X`]b`c`i`f`W`a`di`g`U`b`X`
U`f`[`Y`f`V`e`a`a`i`b]h`m`5`X`X]h]cb`U`d`f`c`[`f`U`a`a`]b[`Y`I`d`U`b`X`Y`X`h`c`h`U`f`[`Y`h`g`c`a`Y`c`Z`h`Y`c`k`!]b`V`e`a`Y`g`W`c`c`g]b`h`Y`U`f`Y`U`z`
Z`f`Y`e`i`Y`b`h`m`k`]h`U`a`U`c`f]h`m`c`Z`6`U`W`#`5`Z`f]W`U`b!`5`a`Y`f]W`U`b`U`b`X`#`c`f`<`]g`d`U`b]W`g`h`i`X`Y`b`h`g`"H`]\`g`d`U`g`h`g`i`a`a`Y`f`z`h`Y`W`a`di`g`
g`d`c`b`g`c`f`Y`X`U`k`Y`Y`_`c`Z`U`W]j`]h]Y`g`U`f`c`i`b`X`h`Y`W`Y`V`f`U`h]cb`c`Z`>`i`b`Y`h`Y`b`h`"

5`g`c`c`Z`b`c`h`Y`z`U`d`d`f`c`i`]a`U`h`Y`m`%`a`c`Z`i`b`X`Y`f`[`f`U`X`i`U`h`Y`b`f`c`a`Y`b`h`V`e`a`d`f]g`Y`g`a`]h]U`f`m`V`e`b`b`Y`W`Y`X`g`h`i`X`Y`b`h`g`f`U`W]j`Y`
X`i`h`m`z`f`Y`g`Y`f`j`Y`#`[`i`U`f`X`z`]Y`h`Y`f`U`b`g`z`U`b`X`X`Y`d`Y`b`X`Y`b`h`g`"H`Y`m`U`f`Y`g`Y`f`j`Y`X`V`m`h`Y`C`Z]W`c`Z`j`Y`h`Y`f`U`b`G`i`W`Y`g`g`c`b`W`a`di`g`
h`U`h`c`Z`Y`f`g`h`Y`g`i`d`d`c`f`h`a`]h]U`f`m`V`e`b`b`Y`W`Y`X`g`h`i`X`Y`b`h`g`b`Y`Y`X`h`c`Y`I`W`U`W`U`X`Y`a`]W]m`U`b`X`d`f`c`Z`Y`g`g]c`b`U`m`H`]\`g`
]b`W`i`X`Y`g`U`W`Y`g`g`h`c`Y`X`i`W`h]cb`U`f`Y`g`c`i`f`W`g`z`j`5`V`Y`b`Y`Z]h`g`z`g`W`c`U`f`g`]\`d`g`z`c`b!`W`a`di`g`]\`f]b[`Y`j`Y`b`h`g`#`]f`h`i`U`c`V`Z]j`f`g`
h`U`h`U`f`Y`c`d`Y`b`h`c`U`b`X`g`Y`f`j`Y`h`Y`d`i`V`]W]U`c`b[`k`]h`g`h`i`X`Y`b`h`g`z`U`b`X`c`h`Y`f`g`Y`f`j`]W`g`"

I G: GA `]g`l`c`a`Y`h`c`h`Y` : `cf]XU`7`Y`b`h`Y`f`Z`c`f`D`U`f`h`b`Y`f`g`]\`d`g]b`5`f`h`g!`-b`h`Y`[`f`U`h`Y`X`H`Y`U`W`X]b[`f`D`5`-b`H`z`k`]\`j`W`Z`f`Y`e`i`Y`b`h`m`
g`d`c`b`g`c`f`g`W`a`di`g`U`b`X`V`e`a`a`i`b]h`m`d`f`c`[`f`U`a`a`]b[`Z`c`W`g`Y`X`c`b`X]Z`Y`f`Y`b`h`W`h`i`f`Y`g`U`b`X`]b`W`i`X`Y`g`U`j`U`f]Y`h`m`c`Z`
V`e`a`a`i`b]h`m`d`Uf`hh`Y`fg`U`g`k`Y`U`g`h`c`g`Y`Z`f`c`a`j`U`f]c`i`g`h`U`h`Y`U`b`X`b`U`h]cb`U`c`f`[`U`b]n`U`h]cb`g`"

I G: GA `U`g`U`b`-b`g`h]h`i`h`Y`Z`c`f`D`i`V`]W`D`c`]W`h`U`b`X`@`Y`U`X`Y`f`g`]\`d`f`H`D`@`h`U`h`U`g`z]b`h`Y`d`U`g`h`z`g`d`c`b`g`c`f`Y`X`U`b`X`V`e`b`h]b`i`Y`g`h`c`
g`d`c`b`g`c`f`d`f`c`[`f`U`a`g`c`b`W`f`Y`b`h`c`W]z`g`h`U`h`z`b`U`h]cb`U`z`U`b`X`#`c`f`[`c`V`U`]g`g`i`Y`g`"H`Y`g`Y`d`f`c`[`f`U`a`g`c`Z`h`Y`b]b]c`j`Y`f`Y`b`c`k`b`Y`X`

:]fgh'H]a Y'7`Ugg]Z]W[h]cb. H\Y'7 UfbY[]Y: ci bXUh]cb'Zcf'h\Y'5Xj UbW'a YbhcZ
HYUW]b[

Gi Va]hYXVml b]j Yfg]hmcZGci h\ : `cf]XU!GufUgchU!A UbUhYY'cb'- #* #&\$&&"@Ugh'a cX]Z]YX'cb'(#&, #&\$&' "

:]fgh'H]a Y '7 `Ugg]Z]W]h]cb. H\Y '7 UfbY[]Y: ci bXUh]cb 'Zcf'h\Y '5 Xj UbW'a YbhcZ
HYUW]b[

Gi Va]hYX Vml b]j Yfg]hmcZGci h\ : `cf]XU!GufUgchU!A UbUhYY'cb'- #* #&\$&&"@Ugh'a cX]Z]YX'cb'(#&, #&\$&' "

%V"D5 ǂH

C bY YI Ua d`Y`cZfYW]dfcW]hmiUbX'dfUW]W]gi gYX'hc Y`W]hV`a a i b]hmiZYXVUW`UbX` j c]W`]gh\Y: `cf]XU'7 YbhYf'Zcf
DUfthbYfg\]dg]b'5 fhg! ǂhY[fUHYX'HYUW]b[`fD5 ǂHĚghc f mžk \]W` fY[i `Uf`mgc`]W]hgV`a a i b]hmi]bdi h"5 gU
Zci bXUh]cbžD5 ǂH\UgVYYb`ci gYX'cb'h\Y'1 G: GA `W]a di g'g]bW`]hg`YghUV`]g\`a Ybh]b`&\$%+ `Ug`U'ghUHyk]XY
fYgci fW`]b`Ufgh!]bhY[fUHYX'dYXU[c[m'H\Y'dfc[fUa `h\]f]j Ygi bXYf'1 G: GA `X]fYW`cf'8 Yb]gy'8 Uj]g!7 c'hc bž9X8 "
H\Y`ZcW`g\UgVYYb`hc'dfca chY`UW]Yj Ya Ybh'h\fc i [\ `g]W]YbW`žhYVW`bc`c[nžYb[]bYYf]b[žUfghžUbX`a Uh\Ya Uh]Wg
fGH95A Ě]b]h]Uhj Yg"D5 ǂH'dfcj]XYgUVU`UbW`X`]bhY`YW]i U`gd\YfY`h\Uh]bW]i XYg`X]j Yf[Ybh'h\]b_]b[`UbX
W`YUhj]hmi'h\fc i [\ `h\Y`Udd`]W]h]cb`cZa i g]VždYfZcfa]b[žUbX`j]gi U`Ufgh'hc`Yb\UbW`i bXYfghUbX]b[`cZ]Z]W`h
V`bW`dhg/h\YgY`Y`d`hc`UX] UbW`V`a a i b]hmiUbX`gri XYbhYb[U[Ya Ybh]b`h\Y`Ufgh'h\fc i [\ `V`U`U`cfUh]j Y
dUfthbYfg\]dg"

H\fc i [\`ci h&\$%- ž&\$&\$ž'a cbh\`mia YYh]b[gk YfY`Y`X`k]h\`A UbUhYY`GW`cc`8]ghf]W`YUXYfg\]d`hc'dfcj]XY U

:]fgh'H]a Y '7 `Ugg]Z]W]h]cb. 'H\Y '7 UfbY[]Y: ci bXUh]cb `Zcf'h\Y '5 Xj UbW'a YbhcZ
HYUW]b[

Gi Va]hhYX Vml b]j Yfg]hmcZGci h\ : `cf]XU!GufUgchU!A UbUhYY'cb'- #* #&\$&"@Ugha cX]Z]YX'cb'(#&, #&\$&' "

YghUV`]g\ a YbhcZUb %&k YY_ YbhfYdfYbYi f]U' W'Fh]Z]W]hY'dfc[fUa 'Zcf]bWfWfUHYX'a Yb"< UfXYY]g'U'ghU'Y'df]gcb
Zcf'a U'Y'cZZYbXYfg`cW]hYX]b'6ck `]b[; fYYbž< UfXYY'7ci bhmž: `cf]XU"< ci g]b['U'a]l 'cZgYW f]hm
`Yj Y'g a]b]a i a ža YX]i a žUbXWcgY h\Y'df]gcb]g'ck bYX UbX'cdYfUHYX Vmh\Y: `cf]XU'8 YdUfha YbhcZ
7cffYW]cbg"l bXYf'h\Y X]fYW]cb'cZ>Ygg]W]; fcg\c'nžD\8 ž7c`Y[Y'cZ@]VYfU'5fhgUbX'GcW]U'GW]YbW'gžUbX'>YUb
? UVcb[cžD\8 ž7c`Y[Y'cZ6i g]bYggžh\Y'dfc[fUa 'k Ug'XYg][bYX hc `Y'd'dfYj Ybhd]f]gcb'fYW]X]j]ga 'h\fc i [\
YbhfYdfYbYi fg\]d"H\Y]a dYhi g'Zcf'h\Y]b]h]U]j Y k Ug'Ub'ci hfYUW'hc < UfXYY'7cffYW]cbU'`bgh]hi h]cb Vmi8 fg"
; fcg\c'nUbX? UVcb[c Zc`ck]b['Ub]bhYfX]gV]d]bUfmZUW `hma Y]h]b['UbX'Ub]b]h]U' Včbj YfgU]cb k]h\ h\Y: `cf]XU
8 YdUfha YbhcZ7cffYW]cbg"5b %&k YY_gYf]Yg'cZUWggYg'k Ug'XYj Y'cdYX UbX'dfYgYbhYX Vm8 fg"; fcg\c'nUbX
? UVcb[c hc]bWfWfUHYX'a Yb'Uh'h\Y VčffYW]cbU'ZUW]]mh\fc i [\ 'cb!g]hY WUggYg"Hc XUhyž%& 'a Yb `Uj Y
[fUXi UHYX Zfca h\Y YbhfYdfYbYi fg\]d'fc[fUa "'`bXU'U'fYhf]Y] YX'h\fc i [\ 'di V]WfYVčfXgž' &i 'cZY`][]VY
dUfh]V]dUbhg\Uj Y'g]bW VYYb'fY`YUgYX Zfca h\Y'df]gcb k]h\ nYfc `[c]b['VUW_]bhc h\Y VčffYW]cbU'gmghYa "

&"X": ci bXYX]b'&\$%\$žl b]XcgB ck]gU) \$%fWf] lbcdbdfcZ]h'cf[Ub]nUh]cb'UXj cW]h]b['Zcf'h\Y @Uh]bl Vč'a a i b]hm]b
GufUgchU'UbX'A UbUhYY Vč'i bh]Yg"H\Y'cf[Ub]nUh]cb g'a]gg]cb]g'hc' Y'Yj UhY'h\Y'ei U']hmcZ`]ZY'cZ'h\Y<]gdUb]W#@Uh]bl
Vč'a a i b]hm]b h\Y'fY[]cb'h\fc i [\ YXi W]h]cbž]bhY[fU]cbžUbX W]j]W]b[U[Ya Ybh" 'A cfY'h\Ub" ž\$ \$ \$ `ck !]bVč'a Y
@Uh]bl 'ghi XYbhgUbX'h\Y]fZ]a]]Yg\Uj Y VYYb'gYfj YX'h\fc i [\ l b]XcgB ck g'dfc[fUa g'Uh'h\Y'Y'Ya YbhUfmž'a]XX'Yž
UbX\][\ 'gW'cc`Yj Y'g"5XX]h]cbU`mž]b Yl W'gg'cZ` , 'a]`]cb]b'gW'c'Ufg\]d'gi ddcfh\UgVYYb'dfcj]XYX hc h\YgY
ghi XYbhg Ubi a VYf'cZk \ca `Uj Y[]cbY'cb'hc'ghi XmUhbc]cb`m]l G: GA žVi h'U'YžDf]bW]hcbžGhUbZcfXz7cfbY`ž

:]fgh'H]a Y'7`Ugg]Z]W[h]cb. H\Y'7 UfbY[]Y: ci bXUh]cb'Zcf'h\Y'5Xj UbW'a YbhcZ
HYUW]b[

Gi Va]hhYXVml b]j Yfg]hmcZGci h\ : `cf]XU!GufUgchU!A UbUhYY'cb'- #* #&\$&&"@Ugh'a cX]Z]YX'cb'(#&, #&\$&' "

5 W'fY hYbYhcZ'h\]g'&\$%) y&\$&\$'GhfUH[]WD`Ub fl: cW'g'cb'E i U']hm&\$&\$ \$k Ug'fYZYWYX]b'h\Y'1 G: GA] j]g]cb

:]fgh'H]a Y '7 `Ugg]Z]W[h]cb. H\Y '7 UfbY[]Y : ci bXUh]cb 'Zcf'h\Y '5 Xj UbW'a YbhcZ
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Gi Va]hhYX Vml b]j Yfg]hmcZGci h\ : `cf]XU!GufUgchU!A UbUhYY'cb'- #* #&\$&&"@Ugh'a cX]Z]YX'cb' (#&, #&\$&' "



:]fgh'H]a Y '7 `Ugg]Z]W]h]cb. H\Y '7 UfbY[]Y: ci bXUh]cb `Zcf`h\Y '5 Xj UbW`a YbhcZ
HYUWX]b[

Gi Va]hhYX Vml b]j Yfg]hmcZGci h\ : `cf]XU!GUFUgchU!A UbUhYY`cb`- #* #&\$&&"@Ugh'a cX]Z]YX`cb`(#&, #&\$&' "

Dfc`YVW#7c``UVcfUh]cb H]hY	7f]a]bc`c[mDfc[fUa `fDf]gcbYf`FYYbhfmi`F YW]X]j]ga `E` Df]gcbYf`FYYbhfmi` F YW]X]j]ga `7 `Ugg` 9bhfYdfYbYi fg\]d`Dfc[fUa `fDf]gcb ghUhY!fi b#2%mYUfE` 9bhfYdfYbYi fg\]d`Dfc[fUa fU]` W`i bhmfi b#GUFUgchU`7ci bhm7 cffYVh]cbU` : UW]]hm/]bW]FVW]FUhYX]bX]j]Xi U`gE
7ca a i b]hmDUfhbYf B Ua Y	: `cf]XU`8YdUfha YbhcZ7 cffYVh]cbg` GUFUgchU`7ci bhm7 cffYVh]cbU` : UW]]hm]GUFUgchU`7ci bhm G\Yf]Zg`C Z]W]E` GUFUgchU`GUj Uh]cb`5fa m
7ca a i b]hmDUfhbYf 7cbhUW	' W`a a i b]hmdUfhbYfg` Df]gcbYf`FYYbhfmi` F YW]X]j]ga `7 `Uggf&`dUfhbYfgE`GUFUgchU`GUj Uh]cb 5fa m`@]g]`6fUbbYb`GUFUgchU`7ci bhm>U] : @`5f`YbY`HfUW`i `8Ydh`cZ 7 cffYVh]cbg#9bhfYdfYbYi fg\]d`Dfc[fUa `f%`dUfhbYfE: @8Ydh`cZ7 cffYVh]cbg`DUhf]W`A U\cbYm
7Ua di gDUfhbYf fD]YfgcbZdfc[fUa ž XYdUfha YbhZ`W`bhYfž YhW`E	>Ygg]W]; fcg\c`nžD\8ž7f]a]bc`c[nž7c``Y[Y`cZ@VYfU`5fhg`UbX`GcW]U`GW]YbW]g
Di fdcgY`cZh`Y 7ca a i b]hm]7Ua di g DUfhbYfg\]d	H\]gdUfhbYfg\]d`k UgXYg][bYX`hc`UXXFYgg`h\Y`gcW]U`dfcV`Ya`cZFYW]X]j]ga`Uh`h\Y`ghUhY`UbX`cW] `Yj`Y`k` \]Y`U`ck]b[`ghi`XYbhg`U`Z`f`cb`h`f`ck` `gY`Uh`hc`UXXFYgg`h\Y`W`U`Yb[Yg`ZUW]X`VmZ`c`f`a`Y`f`m]bW]FVW]FUhYX]bX]j]Xi U`g`Ug`h\Y`mf`Y`Y`bh`Y`f`Y`X`gcW]Y`hm`H\Y`i`b`X`Y`f[fUXi`UhY`W`i`fgY`h`Uh]g`c`b`Y`d`U`fh`

:]fgh'H]a Y '7 `Ugg]Z]W]h]cb. H\Y '7 UfbY[]Y: ci bXUh]cb 'Zcf'h\Y'5Xj UbW'a YbhcZ
HYUW]b[

Gi Va]hhYXVml b]j Yfg]m]cZGci h\ : `cf]XU!GUFUgchU!A UbUhYY'cb'- #* #&\$&"@Ugh'a cX]Z]YX'cb'(#&, #&\$&' "

Dfcj]XY'cbY'YI Ua d'Y Ughc `ck fYV]dfcW]hm]gYbUW]YX'h\fc] [\ h\Y dUfhbYfg\]d	Ghi XYbhgk YfY fYei]fYX'hc W'ca d'Yh'Y'Ua]b]a i a `cZ&\$`ci fgcZgYfj]W' Ug'Ub UW]j Y'dUfh]V]dUbh h\fc] [\ci h\h\Y'gYa YghYf/h\YmfchU]YX'Ua cb['h\Y'a Yb g'UbX'k ca Yb g'fYV'ej YfmdcXg'UbX'a Yb g fYYbhf]m]j YhYfUbg `dcX'Uh'h\Y'GUFUgchU'7ci b]mi>U]`UbX'Uh'h\Y'GU] Uh]cb'5fa m'Ghi XYbhg`YUfbYX g]hcf]Yg'UVci h'fYYbhf]m]W'U`Yb[YgZUW]X'Vm'h\c'gY`YUj]b['W'cbZ]bYa Ybh`H\Ymg\UFYX']b'gi W]YggYg'Uh d'fc[fUa '[fUXi Uh]cbg'UbX'Uh'h\Y'X'YX'gi VghUbW'UVi gY fYV'ej Yfma Y'h]b[g"Ghi XYbhg'XYj Y'cdYX'UbX d'fYgYbh'X'U'Z]bU'XY`j YfUV`Y]bW' X]b['fYV'ca a YbXUh]cbg'z'gca Y'cZk \]W' \Uj Y'VYYb]a d'Ya Ybh'YX]b'h\Y`Uj] 'f]bghU`Uh]cb'cZYI YfV]gY Yei]da Ybh'za i g]W'`d'fc[fUa a]b['E'
H]h'YgcZ7ci fgYg @]b_YX'hc DUfhbYfg\]d	Df]gcbYf FYYbhf]m]UbX'F YV]X]j]ga 'fGYfj]W'!@YUfb]b[/77 >' ' ' *E

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Dfc'YV]#7c`UVcfUh]cb H]h'Y	7ca a i b]W]h]cb 'G]Y]bW' UbX'GdYYW'8]gcfXYfg
7ca a i b]m]DUfhbYf B Ua Y	5d\Ug]U'7ca a i b]m]7YbhYf f577E
7ca a i b]m]DUfhbYf 7cbhUW]h	8cbbU'Dc`Y`YzD\8z777!G@d
7Ua di gDUfhbYf f]dYfgcbz'dfc[fUa z XYdUfha Ybh'z'W'bhYfz YhW'E	8cbbU'Dc`Y`YzD\8z77ca a i b]W]h]cb 'G]Y]bW' UbX'GdYYW'8]gcfXYfgz7c`Y[Y'cZG]Y]bW' UbX A Uh\Ya Uh]V]g'f]b'ck `7c`Y[Y'cZ6Y\Uj]cfU' UbX'7ca a i b]m]G]Y]bW'gE
Di fdcgY'cZ'h\Y 7ca a i b]m]7Ua di g DUfhbYfg\]d	: fca 'h\Y'W'cZci bX]b['cZ'h\]g'W'ca a i b]m]W'bhYf]b'&\$% `Vm8f"Dc`Y`Y'UbX']bX]j]Xi U'g'UbX'h\Y]f ZUa]]Yg'UZZY]W]YX'Vm]Ud\Ug]Uz'h\Y'W'bhYf`Ug'W'cb]bi YX'hc`d'fcj]XY'W'ca a i b]m]fYg]XYbhgk]h\ [fci d'WUggYg'UbX'UW]j]h]Yg"i bXYf[fUXi Uh'gri XYbhg]b'h\Y'7ca a i b]W]h]cb 'G]Y]bW' UbX'GdYYW'8]gcfXYfgf7G8E'dfc[fUa 'fYV]j Y`UbXg]cbYI dYf]YbW'`Y'd]b['h\c'gY'X]U[b'cgYX'k]h\ `Ud\Ug]U'fUb UXi `h'W'ca a i b]W]h]cb'X]gcfXYf'hd]W'`m]fYgi `h]b['Z'ca `gh'fc_Y'UbX'W'UfUW]Yf]nYX'Vm'h\Y`cgg'cZ `Ub[i U[Y'UZZY]W]b['h\Y'i gY'cZk cfXgE"H\Y'W'bhYf'k UgYghUV`]g\YX'Ug'U) \$%fW]f E'bc'bd'fcZ]h cf[Ub]nUh]cb"8f"Dc`Y`Y]g'Ub]bghf] W'cf]b'h\Y'7ca a i b]W]h]cb 'G]Y]bW' UbX'GdYYW'8]gcfXYfg d'fc[fUa `UbX'U'gc'gYfj Yg'cb'h\Y'6cUfX'cZ8]fYV'hc'fg'cZ'h\Y'577"G\Y`Ug'VYYb Y'YW]YX'DfYg]XYbh YUW' m'YUf'g]bW'&\$% "
@]b[h\cZDUfhbYfg\]d	G]bW'&\$% ` `cb[c]b[
Bi a VYf'cZ]UW`hm]bj'c]YX	&
Bi a VYf'cZghUZZ]bj'c]YX	b#U
Bi a VYf'cZghi XYbhg]bj'c]YX'Ubbi U`m	'!(
: fUbhZ bX]b[z]Z fY'Yj Ubh	b#U

:]fgh'H]a Y '7 `Ugg]Z]W]h]cb. H\Y '7 UfbY[]Y: ci bXUh]cb `Zcf`h\Y '5 Xj UbW`a YbhcZ
HYUWX]b[

Gi Va]hhYXVml b]j Yfg]hmcZGci h\ : `cf]XU!GUFUgchU!A UbUHY`cb - #* #&\$&&"@Ugh'a cX]Z]YX`cb' (#&, #&\$&' "

<p>-a dUW`icb`h\YW`a di g</p>	<p>8 f"Dc`Y`Y`k cf_YX`k]h\`6Yb`<Y]bgUhl G: GA `hc W`YUHY`U]Z]fgh]a Y]bhYfbg\]d`dfc[fUa `Zcf i bXYf[fUXi UhY`7ca a i b]W]h]cb`G`WYbW`gUbX`GdYYW`8]gc`fXYfg`ghi XYbhg`8 f"Dc`Y`Y` gi VgYei YbhmgYfj YX`Ugh\Y`g]hY`gi dYfj]gc`f`Zcf`h\]g`dfc[fUa `zdfcj]X]b[`ghi XYbhgk]h\ j U`i UV`Y Yi dYf]Ybh]U`Y`Ufb]b[`Ug`h\YmYb[U[YX`X]fYW`mk]h\`a Ya VYfgzXYg] bYX`UbX`]a d`Ya YbhYX`ei U`]hm UW]h]]h]Yg`UbX`a UHYf]U`gz`UbX`dfcj]XYX`[fci d`UbX`%%Ugg]gh]UbW`hc`UXi `hgk]h\`Ud`Ug]U`gYV`bXUfm hc`ghfc_Y`"H\Y`dfc[fUa `k Ug`U`gc`a UXY`Uj`U]UV`Y`hc`1 G: GA `7G8 [fUXi UhYg`Ug`Uj`c`i bhYfY Yi dYf]YbW`df]cf`hc`VY[]bb]b[`U[fUXi UhY`dfc[fUa `]b`GdYYW`!@Ub[i U[Y`DUh`c`c[m`H\]gYbUV`YX h\Ya `hc [U]b`Yi dYf]YbW`k]h\`h\Y`dcdi `Uh]cb`UbX`hc`Yb\UbW`h\Y]f`Udd`]W]h]cb`hc [fUXi UhY`gV`cc`" -h]gbc`hY`k cfh\mh\Uh`8 f"Dc`Y`Y`k Ug`h\Y`gdf]b[`&\$&\$`fYW]d]YbhcZ`h\Y`Ubbi`U`1 G: GA `V`a a i b]hm Yb[U[Ya YbhUk UfX`fV`bZ`YfYX`Vm`h\Y`1 b]j Yfg]hmUbX`dfYgYbhYX`Vm`7`UbW`"cf`? UfYb`<c`V`fcc`_z D\8`z`Zcf`9i W`Y`bW`]b`7`ca a i b]hm9b[U[Ya Ybh`8`cbb`U`Dc`Y`Y`zD\8`z`7`c`Y[Y`cZG`WYbW`/ A`Uh\Ya`Uh]Vg`E`</p>
<p>-a dUW`icb`h\Y V`a a i b]hm</p>	<p>H\Y`gYfj]W`g`cZ`YfYX`h\fc`i [\`h\Y`W`bhYf`Y`d`hc`gi`ddcfh]bX]j]Xi`U`g`V`d]b[`k]h\`Ud`Ug]U`UbX`h\Y]f ZUa]]Yg`f%) Z]b`&\$%-`y`&\$&\$E` \Y`d]b[`h\Ya`fYUW`bYk` \Y][\hg]b`V`a a i b]W]h]cb`UbX`"j`Y gi W`W`ggz`"mk]h\`Ud`Ug]U`"b`UXX]h]cb`hc`8 f"Dc`Y`Y`UbX`1 G: GA `ghi XYbh]bhYfbg`#`bXYf[fUXi UhY ghi XYbhgzh\Y`dfc[fUa `]g`z`fh\Yf`Yb\UbW`X`Vm`V`"UV`cfU]h]cb`k]h\`V`!`gi`fj`]j`c`fg`z`g`d`Y`Y`W`!`Ub[i U[Y dUh`c`c[]ghg`z`UbX`V`a a i b]hmdfcZ`Ygg]cb`U`g`H\Y`5`7`7`V`b`Xi`V`hg`V`a a i b]hmci`h`fYUW`UW]h]]h]Yg`hc YXi`W]hY`GUFUgchU`UbX`gi`ffci`bX]b[`V`ei`bh]Yg`Uvci`hUd`Ug]U`UbX`UVci`h`h\Y`Z`fY`V`a a i b]hm gYfj]W`g`Uj`U]UV`Y`Uh`h\Y`5`7`7`"</p>
<p>Dfcj]XY`cbY`Yi`Ua`d`Y Ug`hc` \`ck`fYW]dfcW]fm]gYbUW`YX`h\fc`i [\`h\Y dUf`hbYfg\]d</p>	<p>H\Y`W`bhYf`k`Ug]b]h]U`m`Zci`bXYX`hc`UXX`fYgg`h\Y`i`ba`Y`hb`Y`Y`X`g]b`h\Y`V`a a i b]hmZcf`ei`U`]hm V`a a i b]W]h]cb`UW]h]]h]Yg`UbX`gc`V]U`]bhYfUW]h]cbg`Zcf`dYf`gc`bg`k]h\`Ud`Ug]U`k` \Yb`h\Y`mk`YfY`bc `cb[Yf`Y`][]V`Y`hc`fYW]j`Y`g_]`YX`gd`Y`Y`W`!`Ub[i U[Y`h\Y`fUdmgYfj]W`g`H\Y`5`7`7`]g`V`Ug`YX`cb`U`"ZY! dUf]h]W]dUh]cb`Uddfc`UW`hc`Ud`Ug]U`dfcj]XYX`Vm`U`"j`c`i`bhYfYg`z]bW`X]b[1 G: GA `ghi XYbhg`z`UbX c`Z`Y`fg`U`"W`Ugg`Y`g`UbX`Y`j`Y`bhg`Uh`h\Y`5`7`7`Z`fY`c`Z`W`Uf[Y`"Dfc[fUa `dUf]h]W]d`Ubhg`f`d`Y`cd`Y`k]h\ Ud`Ug]U`L`V`Y`b`Y`Z]h`h\fc`i [\`h\Y`gi`ddcfh`UbX`Ugg]gh]UbW`h\Y`mfYW]j`Y`Z`f`ca`k`cf`_]b[`X]fYW`mk]h\ 1 G: GA `7G8`ghi XYbhg`UbX`ghi XYbhg[U]b`Z]fgh\UbX`_bck`YX[Y`UbX`Yi`dYf]YbW`i`h]n]b[`h\Y]f h\Y`cfYh]W`UbX`W`Ugg`f`cca`Y`Ufb]b[]b`UV`i`U`d`fUW]h]W`k]h\`d`Y`cd`Y`X]U[bcgYX`k]h\`Ud`Ug]U`"</p>
<p>H]hYgcZ7ci fgYg @b_YX`hc`DUf`hbYfg\]d</p>	<p>GH@`b`hYfbg\]d`f`8`G` - (+`L`b`W`YX]!6i`"7`f]h]W`H\]b_]b[`fGD5`(`&) +L`</p>

DufhbYf`.)

<p>Dfc`Y`W`#7`c`"UV`cfU]h]cb H]hY</p>	<p>7`c`"Y[Y`c`Z`<c`gd]hU`]hmUbX`Hci`f]ga`A`UbU[Ya`Ybh`"6`fYk]b[`b`Xi`ghfmDUf`hbYfg\]d</p>
<p>7`ca`a`i`b]hmDUf`hbYf B`Ua`Y</p>	<p>7`Ua`di`g`UV`cfU`hc`f`m`z`c`W]V`fYk`Yf]Yg</p>
<p>7`ca`a`i`b]hmDUf`hbYf 7`cbhUW`h</p>	<p>7`U`i`gU`6`fYk`Yf`m`z`6][`Hcd`6`fYk`Yf`m`z`7][`Uf`7]hm6`fYk`Yf`m`z`8`Ufk]b]f]6`fYk`Yf`m`z`fYYb`6`YbW`6`fYk`Yf`m`z` A`chcfk`cf`_g`6`fYk`Yf`m`"j]W. Ui`_`Uh`7`U`i`gU`6`fYk`Yf`m`f`b`Y`c`Z`h`Y`c`k`bYfgL`</p>
<p>7`Ua`di`g`DUf`hbYf f`d`Y`fg`cb`z`dfc[fUa`z` XYdUf`ha`Ybh`z`W`bhYf`z` Y`h`W`E`</p>	<p>>cY`5`g`_fYb`zD\8`z`7`c`"Y[Y`c`Z`<c`gd]hU`]hmUbX`Hci`f]ga`A`UbU[Ya`Ybh?`Yb`7`Ugk`Y`"zD\8`z`7`Y`a`]gh`f`m`z` 7`c`"Y[Y`c`Z`G`WYbW`UbX`A`Uh\Ya`Uh]Vg]fbck`7`c`"Y[Y`c`Z`5`fhg]UbX`G`WYbW`g`L`</p>

:]fgh'H]a Y '7 `Ugg]Z]W]h]cb. H\Y '7 UfbY[]Y : ci bXUh]cb 'Zcf'h\Y '5 Xj UbW]a YbhcZ
HYUW]b[

Gi Va]hhYXVml b]j Yfg]hmcZGci h\ : `cf]XU!GufUgchU!A UbUhYY'cb'- #* #&\$&&"@Ugh'a cX]Z]YX'cb' (#&, #&\$&' "

:]fghiH]a Y '7 `Ugg]Z]WUh]cb. H\Y '7 UfbY[]Y: ci bXUh]cb Zcf`h\Y '5 Xj UbW`a YbhcZ
HYUW]b[

Gi Va]hhYX Vml b]j Yfg]hmcZGci h\ : `cf]XU!GufUgchU!A UbUHYY`cb`- #* #&\$&&"@Ugha cX]Z]YX`cb`(#&, #&\$&' "

&"8 YgW]VY`h\Y Zcfa U`fYV`[b]h]cbg`dfcj]XYX Vmmci f]bgh]hi h]cb`h\fc i [\ W]a di gk]XY Uk UfXg
UbX#cf`W`YVfUh]cbg`Zcf`V`a a i b]hmYb[U[Ya Ybh`

9UW`ZU`fk]h`h\Y YI W`dh]cb`cZ`h\Y '7 C J -8!%- mYUfgtZl G: GA `cghg]hg]g[bUhi FY` 6fi bW`cb`h\Y`6Um`Yj Ybh`h\Uh
UhhfUW`g\i bXfYXg`cZUhhYbXYgZfca`h\Y`GufUgchU!A UbUHYY`V`a a i b]hm`H\]gW`YVfUh]cb`cZ`V`a a i b]hm
Yb[U[Ya Ybh`UbX`V`UvcfUh]cb`XYa`cbghf`UhYg`V`a a i b]hmigi`ddcfhcZci`f`ghi`XYbhgk`\]Y`W`YU]b[`U`dUh`k`UmZcf
h\Ya`hc`[]j`Y`VUW`_hc`h\Y`V`a a i b]hmUbX`V`bbY`W`k]h`Z`hi`fY`Ya`d`cmYfg`UbX`cf[Ub]nUh]cbg`Hk`Ybhm`cZ`h\Y`UfYUg
Z]bYghfYghU`fUbhg`UbX`\chY`g`g\ck`W]gY`gdY`W`U`hma`Ybi`]hYa`g`UbX`V`Yj`YfU[Yg/fYdfYgYbhU]j`YgZfca`"cW`
V`a`dUb]Yg`UbX`cf[Ub]nUh]cbg`UhYbX`h\Y`Yj`Ybh`Ug`Xc`"cW`UbX`ghU`h`Y[]g`Uhc`fgZ`ZUW`_hmZ`UbX`ghU`Z`K`]h`(`\$`\$Z
dYcd`Y`]b`UhYbX`UbW`zh`Y`&`h`Ub`bi`U`Yj`Ybh]b`&\$`%-`fU]gYX`~`(`\$`?`/]b`YI`W`gg`cZ`~`) A` \Ug`V`Y`b`fU]gYX`hck`UfX
gW`c`Ufg`\]dgZcf`%Z`\$`\$Z`ghi`XYbhg]bW`h\Y`Yj`Ybhg]bW`dh]cb`]b`%-`-`("

7\UbW`"cf?`UfYb`<c`Vfcc`_zD\8`zXYgW]VYX`h\Y`di`fdcgY`cZ`h\Y`Yj`Ybh`zghU]b[`I`G:]g`U`d`"Uf`cZ`h\Y`GufUgchU!
A UbUHYY`V`a a i b]hm`dfcj]X]b[`gW`c`Ufg`\]dg`UbX`[]j`]b[`_]Xg`h\Y`UV`]hmhc`ghUm`cW`k`\]Y`[Yth]b[`U`hcd!`bchW
YXi`W]h]cb`"H\]gghUfgh`h\Y`d]dY`]bY`h\Uh`_YYdg[fUXi`UhYg`\YfYz]b`ci`f`V`a a i b]hmZ`Vccghg`ci`f`YV`bca`nZ`UbX
XYj`Y`cdg`ci`f`k`cf`_ZcfW`" `C`h\Y`f`W]a`di`g`cZ]W]U`g`YI`dfYggYX`UddfYW]U]cb`Zcf`h\Y`bi`a`Yfci`g`V`f`dcf`UhY`UbX
]bX]j`]Xi`U`X`cbcf`gk`\cgY`gi`ddcfhYbUV`Yg`ghi`XYbhg`hc`[fUXi`UhY`UbX`di`fgi`Y`W`cgYb`W]fYfYgZ`bch]b[`h`U`ha`cgh
fYa`U]b`]b`h\Y`fY[]cb`UbX`[]j`Y`VUW`_hc`h\Y`f`V`a a i b]h]Yg"

H\Y`h]h`Y`gdc`b`gcf`Zcf`h\Y`&\$`%-`Yj`Ybh`k`Ug`6`Ub`_`cZ`5a`Yf]W]`"A`cfY`h\Ub`&\$`ghi`XYbhg]b`h\Y`7`c`"Y`[Y`cZ`<c`gd]hU]hm
UbX`Hci`f]ga`A`UbU[Ya`Ybh`d`Uf`hb`YfYX`k`]h`j`Uf]ci`g`di`fj`Ymc`fg]b`U`"UgdY`W`g`cZ`Yj`Ybh`d`Ubb]b[`UbX
]a`d`Ya`YbhU]cb`"7`cbg`YeI`Ybh`mZ`gca`Y`ghi`XYbhgk`YfY`cZ`YfYX`Ya`d`cna`Ybhi`dcb`[fUXi`Uh]cb`"5`ZUW`_hma`Ya`VYf
bchYX`h\Uh`H\Y`Vfi`bW`g`lck`W]gYgI`G: GA`g`fc`Y`Ug`U`cW`i`b]j`Yfg]hm`h`Uh`dfcj]XYg`U`dfY`Ya`]b`Ybh`Z`U`Zcf`XU`Y
YXi`W]h]cb`Zcf`ghi`XYbhg`k`\c`V`Y`V`a`Yj`U`i`YX`a`Ya`VYfg`cZ`h\Y`k`cf`_ZcfW`UbX`j`]Vf`Ubh`V`bhf]Vi`hc`fg`hc`h\Y`GufUgchU!
A UbUHYY`V`a a i b]hm`

5bch\Yf`fY`ZY`W]cb`cZ`\ck`I`G: GA`dfcj]XYg`Zcfa`U`fYV`[b]h]cb`cZ`V`a a i b]hmYb[U[Ya Ybh]gh\Y`- #%%
fYa`Ya`Vf`UbW`W`fYa`cbm`\Y`X`Ub`bi`U`mcb`W]a`di`ghc`UW`_V`

:]fghiH]a Y 7 `Ugg]Z]W]h]cb. H\Y 7 UfbY[]Y: ci bXUh]cb Zcf`h\Y 5 Xj UbW`a YbhcZ
HYUWX]b[

Gi Va]hhYX Vml b]j Yfg]hmcZGci h\ : `cf]XU!GufUgchU!A UbUhYY`cb - #* #&\$&&"@Ugha cX]Z]YX`cb(#&, #&\$&' "

VY`bUh]cbU`mfYVt[b]nYX Ug`Ughi XYbh W`bhYfYXZfYgYUfW!ZcW gYXZVt a a i b]hm Yb[U[YX i b]j Yfg]hmk]h
g[]b]Z]W]bhYVt`bca]W]UbX W`hi fU`ja dUVh`hc`h\Y fY[]cb" `C bY`cZ`h\Y`gYj Yb`gdYW]Z]W] cU`g`cZ`h\Y`ghfUHY[]Wd`Ub`k Ug
Zcf`Vt a a i b]hmYb[U[Ya Ybh`6i]X`UbX VY`_bck b`Zcf`U`Vt a a i b]hmYb[U[Ya Ybh]XYbh]hm]b`dUf`hbYfg\`d`k]h`U
j Uf]YhmcZcf[Ub]nUh]cbg`h\fc i [\ci h`h\Y`gYfj]W`UfYU `5b]a dcfhUbhf`c`Y`cZ`di V`]W\][\Yf`YXi W]h]cb]g`hc`YXi W]hY
ghi XYbhgZcf`fYgdcbg]V`Y`W]h]nYbg\`d`"H\c`gY`k` \c`VYVt`a`Y`_bck`Y`X[YUV`Y`Z]bj`c`j`YX`W]h]nYbg`cZ`h\Y`Vt`a`a`i`b]hm
Vt`bhf]Vi`h`Y`a`Y`Ub]b[Z` `mhc`h\Y`c`j`YfU`gc`W]U`UbX`YVt`bca]W]gi W]W]ggcZ`h\Y`fY[]cb`Z`ghU`hY`Z`UbX`bUh]cb" `5`gYf]Y`g`c`Z
g] `ghfUHY[]Yg`Zcf`YbUW]b[`h\Y`Vt`a`a`i`b]hmYb[U[Ya Ybh[cU`]bW]i`XYX`h\Y`Z`ck`]b[.

%`9ghU`V`g\`h\Y`C`Z]W`cZ7`ca`a`i`b]hm9b[U[Ya Ybh]b]W]i`X]b[`h\Y`\]f]b[`cZ`U`X]fY`W`c`f`
&"7`cbXi`Vh`Ub`YYXg`UggY`gga`Ybh`UbX`XY`Y`c`d`hUW]h]Vg`Zcf`a`YYh]b[`VYgh`d`fUW]h]W]g`c`Z`W]a`di`g`k`]X`Y
Vt`a`a`i`b]hmYb[U[Ya Ybh`
'`"a`d`Ya`Ybh`UbX`UggY`gg`Ubbi`U`Vt`a`a`i`b]hmYb[U[Ya Ybh]d`Ubg`
(`7`i`h]j`UhY`ghf`UhY[]Wd`Uf`hb`Yfg\`d`gk]h [c] Yfba`Ybh`Ybh]h]Yg`Z`gYfj]W`W]i`Vg`Z`UbX`Vt`a`a`i`b]hm
cf[Ub]nUh]cbg`
)`"@UX`dUf`hb`Yfg\`d`c`d`c`f`h`i`b]h]Ygk]h`h\Y`7`cb`g`c`f`h]i`a`c`Z`7`c`Y`Y`g`c`b`h\Y`7`i`hi`fU`7`c`Ugh`f`b`c`k`h\Y`7`f`c`g`g`7`c`Y`[`Y`
5`]Ub`W`t`
*`5`d`d`m`Zcf`7`UfbY[]Y`7`ca`a`i`b]hm9b[U[Ya Ybh]7`Ugg]Z]W]h]cb`

9UW`k`cf`_`i`b]hk`Ug`f`Yei`]fYX`hc`]b`Vt`f`d`c`f`U`hY`h\Y`ghf`U`hY[]Wd`Ub`[cU`g`Ug`f`Y`Yj`Ub`h`Z`UbX`YUW`m`Y`Uf`f]U`bbi`U`f`Y`d`c`f`h
f`Yei`]fYX`f`Y`g`d`Y`W]h]j`Y`i`b]hg`hc`UW`Vt`i`bh`Zcf`UW`Vt`a`d`]g`a`Ybh`g`Z`V`U`f`f]Y`f`g`Z`d`Ub`g`Zcf`f`Yj`]g]c`b`Z`Y`h`W`H`h\Y`C`Z]W`c`Z
7`ca`a`i`b]hm9b[U[Ya Ybhk`Ug`Y`ghU`V`g\`Y`X`Ug`U`f`Y`gi`h`c`Z`h\Y`ghf`U`hY[]Wd`Ub`Z`UbX`ghU`Z`Z`k`Y`f`Y`f`Y`Ugg][`b`Y`X`Ub`X`#`c`f`\]f`Y`X
hc`Zc`W`g`c`b`Vt`a`a`i`b]hmYb[U[Ya YbhY`Z`c`f`hg`f`c`i`h]b`Y`X`Z`f`h`Y`f`]b`G`Y`W]h]cb`*`E`":`UW`h`m`i`Ub`X`gh`U`Z`Z`k`Y`f`Y`b`Vt`i`fU[`Y`X`hc`
[`Y`h`a`c`f`Y`]b]c`j`Y`X`]b`Vt`a`a`i`b]hmYb[U[Ya Ybh`H\]g`a`Ub]Z`Y`gh`Y`]b`h\Y`a`m`f]UX`k`U`m`g`h`U`h`g`h`i`XY`bh`g`Z`UW`h`m`Z`Ub`X
ghU`Z`U`h`I`G`GA`d`Uf`h]W]d`U`h`Y`X`Ub`X`[`U`j`Y`V`U`W`_`[`Y`b`Y`f`c`i`g`m`h`c`c`f`[`Ub]nUh]cbg`Ub`X`V`c`U`f`X`g`h`f`c`i`[`\`c`i`h`h\Y`Vt`a`a`i`b]hm`

7`c`Y`W]h]j`Y`m`Z`UW`h`m`i`Ub`X`gh`U`Z`Z`g`Y`f`j`Y`X`c`b`a`c`f`Y`h\`Ub`%`)`V`c`U`f`X`g`Z`Vt`a`a`]h`Y`Y`g`Z`Ub`X`c`f`[`Ub]nUh]cbg`h\`f`c`i`[`\`c`i`h`h\Y`
f`Y[]cb`Xi`f]b[`h\Y`&`\$`%`-`j`&`\$`&`\$`h]a`Y`Z`f`U`a`Y`"H\Y`g`Y`]b`W]i`XYX`gi`W`X`Ybh]h]Yg`U`g`7`ca`a`i`b]hmDUf`hb`Yfg\`d`G`W`c`c`g`!
A`Ub`Uh`Y`9`Ya`Ybh`U`f`m`G`W`c`c`Z`@`Y`U[]Y`c`Z`K`ca`Yb`J`c`h`Y`f`g`Z`i`b]X`c`g`B`c`Z`A`Ub`Uh`Y`Ub`X`G`U`f`U`g`c`h`U`7`U`a`V`Y`f`g`c`Z
7`ca`a`Y`f`W`Z`6][`6`f`c`h\Y`f`g`Ub`X`6][`G]gh`Y`f`g`Z`D`5`-`b`H`#`D`f`c`Y`W`K`-`@`8`Z`=7`I`6`U`V`m`Z`i`b]h`Y`X`K`U`m`Z`A`c`h`Y`A`U`f]b`Y`Z`A`Ub`Uh`Y`
7`ci`b`h`m`8`fi`[`9`b`X`Ub[`Y`f`Y`X`7`\]X`f`Y`b`H`U`g`_`c`f`W`Z`G`U`j`U]h]cb`5`fa`m`Z`K`ca`Yb`]b`G`H`9`A`Z`G`U`f`U`g`c`h`U`5`f`hg`/`7`i`hi`fU`
5`]Ub`W`Z`G`U`f`U`g`c`h`U`Ub`X`A`Ub`Uh`Y`9`Vt`bca`]W`8`Y`j`Y`c`da`Ybh`7`c`f`d`c`f`U]h]cb`g`Z`Ub`X` ;`i`Z`Vt`Ugh`@`Y[`U`G`Y`f`j`]W`g`c`i`a`Ub`
H`f`U`Z`Z]W]b[`i`gh]W`D`f`c`Y`W]h]f`U`g`U`f`Y`d`f`Y`g`Y`bh]h]j`Y`g`U`a`d`]b[`c`Z`h\Y`X]j`Y`f`g`Y`c`f`[`Ub]nUh]cbg`g`Y`f`j`Y`X`E`":`UW`h`m`Z`gh`i`XY`bh`g`
Ub`X`gh`U`Z`Z`Y`X`f`c`Y`g`f`Ub[]b[`Z`f`ca`Z`c`i`b`X`Y`f`Z`Y`U`X`Y`f`f`b`c`U`f`X`c`Z`8`]f`Y`W`h`c`f`g`Z`7`ca`a`]h`Y`Y`#`D`f`c`[`f`U`a`7`\U]f`Z`Y`h`W`Z`Ub`X
U`X`j`]g`c`f`hc`d`Uf`h]W]d`U`b`h`Ub`X`j`c`i`bh`Y`Y`f`"6`m`h\Y`g`U`a`Y`hc`_`Y`b`Z`h\c`g`Y`bh]h]Y`g`k`]h]b`h\Y`Vt`a`a`i`b]hmU`Z`c`f`Y`X`g`h`i`XY`bh`g`
\`Ub`X`g`l`c`b`c`d`d`c`f`h`i`b]h]Y`g`hc`Yb[U[Y`k`]h`U`j`Uf]Y`h`m`c`Z`g`c`W]Y`h`m`g`Y`f`j`]b[`d`f`c`[`f`U`a`g`Ub`X`c`V`Y`W]h]j`Y`g`h`U`h`Z`f`Ye`i`Y`bh`m`
f`Y`g`i`h`Y`X`]b`]bh`Y`f`bg\`d`g`Z`Vt`!`c`d`Y`I`d`Y`f`]Y`b`W`g`Z`a`Y`bh`c`f`]b[`c`d`d`c`f`h`i`b]h]Y`g`Z`Ub`X`Y`j`Y`b`Ya`d`c`m`a`Y`bh`"

("8`Y`g`W]V`Y`\`c`k`Vt`a`a`i`b]hmYb[U[Ya Ybh]g`Ya`d`U`g]n`Y`X`U`g`d`U`f`h`c`Z`h\Y`]b`g`h]h`i`h]c`b`f]g`V`f`Ub`X`a`Y`g`g`U[`Y`
]X`Y`bh]h]m`c`f`Z`f`U`a`Y`k`c`f`_`"

H\Y`f`Y`]g`U`d`Y`f`j`U`g]j`Y`Ub`X`i`b`X`Y`f`m]b[`a`Y`g`g`U[`Y`h`U`h`\`U`g`V`Y`Y`b`Y`j`Y`f`d`f`Y`g`Y`bh`Zcf`a`c`f`Y`h\`Ub`%`*`m`Y`U`f`g`c`b`h\Y`W]a`di`g`
c`Z`I`G`GA`"5`g`7`\`Ub`W`c`c`f`?`U`f`Y`b`<`c`V`f`c`c`_`Z`D`8`Z`X`Y`g`W]V`Y`X`X`i`f]b[`h\Y`i`m`&(`Z`&`\$`%`-`Z`7`U`a`di`g`6`c`U`f`X`a`Y`h]b[`k`]h`
Y`I`h`Y`f`b`U`d`Uf`hb`Y`f`g`Z`V`c`U`f`X`a`Ya`V`Y`f`g`Z`UW`h`m`Z`Ub`X`gh`U`Z`Z`I`G`GA`]bh`Y`f`U`W]g`k`]h`h\Y`c`W]V`Vt`a`a`i`b]hmhc`Vt`bb`Y`W]h`
ghi`XY`bh`g`hc`c`d`d`c`f`h`i`b]h]Y`g`Ub`X`a`U`_`Y`U`j`U`i`Y`!`U`X`X`Y`X`X]Z`Y`f`Y`b`W`hc`Ya`d`c`m`Y`f`g`Ub`X`c`f`[`Ub]nUh]cbg`"I`G`GA` \`U`g`h\Y`

:]fgh'H]a Y '7 `Ugg]Z]W]h]cb. H\Y '7 UfbY[]Y: ci bXUh]cb Zcf`h\Y '5 Xj UbW`a YbhcZ
HYUW]b[

Gi Va]hhYX Vml b]j Yfg]hmcZGci h\ : `cf]XU!GufUgchU!A UbUhYY`cb'- #`#&\$&%"@Ugha cX]Z]YX`cb'(#&, #&\$&' "

C bY`cZ`h\Y V`bg]ghYbh`h\Ya Ygi bXYf`m]b[`h\Y`cb[ghUbX]b[fYdi hU]cb`cZ! G: GA `k]h\]b`h\Y V`ta a i b]m]gUb
UV]X]b[V`ta a]ha Ybhc`gYf]]b[]hg]gi ffc] bX]b[V`ta a i b]h]YgcZg]h] XYbhgfbYUf`mU`cZk \ca UfY`cW]Z
Vi g]bYggYgZUf]hgUbX`W`hi fU`cf[Ub]nUh]cbgZ`d\`]Ubh`fcd]WUbX`bc`bdfcZ]hYbh]h]YgZUbX`h\Y`di V`]WU]h`Uf[Y`"6YW]i gY
cZ]hg`cf][]bgUgUV`ta a i hYfW]a di g`fUbX`gh]`UW]a di gh\UhXcYgbc]h`h\Uj Y`UfYg]XYbh]U`Xcfa]hcfm
V`ta dcbYbhZ`h\Y`j Ugha U`cf]hmcZg]h] XYbhgUhhYbX]b[WUggUbX`di fgi]b[XY[fYYg`]j Y`]b`h\Y V`ta a i b]m]UbX`k cf_
]b`h\Y V`ta a i b]m]H\Y Vci bXUf]YgUfY`ZFYei Ybh`mV`i ffYX`Ua cb[`gh] X]YgZk cf`_Z`]ZYZUbX`h\Y V`ta a i b]m]

H\Y VYbYZ]hg`cZU]h[\h`_b]hW]a di gV`ta a i b]m]UbX`U`ga U`]bgh]h] h]cb`f&Z%) i bXYf[fUXi UhY`gh] XYbhgZcf`h\Y '5 M
&\$%- y`&\$&\$]g]h\Y`UV`]m]UbXZ]b`ZUW`ZXYg]fY`cZUW`hmiUbX`ghUZZ`hc`k YUf`a i `h]d`Y`UhgUbX`k cf`_V`UvcfU]h] Y`m
UW`cggX]gV]d`]bYgUbX`fc`Yg`9UW`a Ya VYf`cZ`h\Y ghUZZUbX`ZUW`hmiZZYV]h] Y`mgYf] YgUgUb`Ua VUggUXcf`hc`UbX
k]h\`h\Y V`ta a i b]m]B UgW`bh]XYUgW]b`ei]W`_mY] c`j Y`]bhc`dfc[fUa gh\UhUfY]a d`Ya YbhYX`k]h\]b`U`ga U`UbX
b]a V`Y`Ybj]fcb`a Ybh`7 fYU]h] Y`h\ci [\hg]h] fb]bhc`UW]cbUV`Y`ghfU]Y[]YgUbX`cddcf]h] b]h]YgZcf`YUfb]b[`UbX
[fck`h`H\fc] [\ci`h\]gUdd`]W]h]cbZU`d`Yh\cfU`cZYI`Ua d`YgXYa cbghfU]h`h\Y VfcUX`fYUW`]bhc`ci`f`gi`ffc] bX]b[
GUFUgchU`UbX`A`UbUhYY`V`ci bh]YgUbX`fYZYV]U`gd]f]hUbX`V`ta a]ha Ybh`hc`a`YUb]b[Z`_V`ta a i b]m]Yb[U[Ya Ybh
UX] UbW`X`Vm`h\Y`1 b]j Yfg]h]m]

H\]gV`ta a i b]m]Yb[U[YX`ZcW`g`hfUbg`UhYg]bhc`a`Ubm]fYV]dfcW] VYbYZ]hg`6Yhk`YYb`&\$%+`UbX`&\$%-`Zg]h] XYbh
]bhYfbg\]dg]bW]YUgYX`(+`UbX`ch\Yf`\[\!j`]g]V])hmdfc[fUa`gk`YfY`]bhfcXi`W`X`h\Uhk`]`VY`\[\!][\hYX
h\fc] [\ci`h\h\Y`gy`Z]g]h] XmdfYgYbhYX`]b`h\]gUdd`]W]h]cb`H\YgY`]bW]i`XY`F`Yj`YfgY`7`UFYfY: U]fZG]h] XYbh
7`cbgi`hUbW]Z7`UFYfY`8`UmgZ7`UFYfY:]Y`X`Hf]dgZG\`UXck`8`UmgZ`bXi`ghfMa`Ybhcf]g\]dgZUbX`gi`ddcf]hZcf]j`YhYfUbg`
H\Y`A`Ybhcf]b[`dfc[fUa`Z]b`dUf]h]W`UfZk`UgXYg][bYX`hc`W`YU]h`U`cb[!hYfa`a`Ybhcf]b[fY`Uh]cbg\]d`c]j`Yf`h\Y
V`ci`fgY`cZa`i`h]d`Y`gYa`YghYfg]hc`\Y`d`gh] XYbhg[fck`dfcZ]gg]cbU`mk`\]Y`U`gc`[]j]b[`h\Ya`cddcf]h] b]h]Yg]hc`[U]b
]bgd]fU]h]cb`Zfca`YI`YW`h]j`YgUbX`]bg][\h]bhc`h\Y]f`ck`b`dcgg]V`Y`W]fYf`c`dh]cbg`H\Y`dfc[fUa`k`Ugcf[Ub]nYX
Ufci`bX`YUW`gh] XYbhg`bYXXg`UbXZ]Ug`U`gh] XYbh`VUgYX`dfc[fUa`Zg]h] XYbhg`k`YfY`]bX]j`]Xi`U`ma`UhW`YX`k`]h\`cW]
YI`YW`h]j`Yg`9I`YW`h]j`Yg`dUf]hbYfYX`k`]h\`gh] XYbhg]hc`\Y`d`h\Ya`XYj`Y`cd`[cU`g`UbX`dcgg]V`Y`ci`hV`ta`YgZcf`h\Y
fY`Uh]cbg\]d`"8`i`f]b[`&\$%-`y`&\$&\$Zgy] Yb`gh] XYbhg`k`YfY`a`YbhcfYX`VmYI`YW`h]j`YgZfca`h\Y`Z]Y`XgcZ`YU`h\W]fYz
Z]bUbW]ZUW]V`ci`bh]b[ZUbX`fYhU]"

) "8YgW]VY`ck`YI`YW`h]j`Y`YUXYfg\]d`cZ`h\Y`]bgh]h] h]cb`fUfYg]XYbhZV`UbW`c`fZdfc]cghZV`]YZ
X]j`Yfg]hmcZ]W]fZhf] ghYgZ`YhW`YI`d`]W]h]m]dfca`chY`V`ta a i b]m]Yb[U[Ya YbhUgU`df]cf]m]

7\UbW`c`f?`UFYb`<`c`Vfcc`_ZD\8`ZghU]hYXZ`H\Y`GUFUgchU!A`UbUhYY`W]a`di`g`cZ!`G:]gU`hfi`mi`b]ei`Y`UbX`gdYW]U
]bgh]h] h]cb`cbY`h\UhUh]hg] Yfm\YUf]hYa`VcX]YgU`XYd`gd]f]h]cZa`i`hi`U`V`ta a]ha`Ybh`hc`h\Y`gh] XYbhg`UbX
V`ta a i b]m]gYf] YX`"K`]h\]hg]f`c`ch]gUg`UgW`cc`h\Uh]b]h]U`mc`ZYfYX`i`ddYf!`Yj`Y`V`ci`fgYgcb`mhc`U`cW]`dcdi`Uh]cb
cZk`cf_]b[`dfcZ]gg]cbU`g`UbX`hfUbgZf`gh] XYbhgZbYUf`m%\$Si`cZ`h\Y`gh] XYbhVcXmfYg]XYX`]b`h\Y`gi`ffc] bX]b[
V`ta a i b]h]Yg`"9ei`U`m]a`dcf]hUbhZ`VYW]i`gY`h\Y`dfc[fUa`gZ]fghc`ZYfYX`k`YfY`]b`h\Y`Vi`g]bYgg`UbX`YXi`W]h]cb
X]gV]d`]bYgZ`h\YfY`k`YfY`ghfcb[`h]YgYghU]`]g\YX`h\fc] [\ci`h\h\Y`V`ta a i b]m]VUW_]b`h\Y`%`+\$`gh\Uh\Uj`Y`V`bh]bi`YX
hc`Zci`f]g\`hc`h\]gXUm]

G]bW`&\$%`Z!`G: GA`Ug`dfc]j`XYX`U[`fck`]b[`gh] XYbh]dcdi`Uh]cb`k`]h\`fcVi`ghUW]X`Ya`]Wdfc[fUa`g`cZg]h] XmiUW`cgg
a`i`h]d`Y`X]gV]d`]bYg`"5b`]b]XYdh\`[fUXi`Uh]b[`gYb]cf]g]gi`f]j`Ym]b`&\$&\$`fYj`YU`YX`h\UhZ`_`m`-%`cZg]h] XYbhg`d`UbbYX
hc`V`bh]bi`Y`]j]b[`UbX`k`cf_]b[]b: `cf]XU`Zc`ck]b[[fUXi`Uh]cb`"K`]\]Y`h\Y`gi`f]j`YmX]X`bchXY`]bYU]h`cW]h]cbZ
VYW]i`gY`h\Y`a`U`cf]hmcZg]h] XYbhg`]j`YX`UbX`k`cf_]YX`]b`h\Y`;`fYU]hYf`GUFUgchU!A`UbUhYY`7`ci`bh]m]UfYUgZ]h]gU
fYUgcbUV`Y`Uggi`a`dh]cb`h\Uh]a`cghcZ`h\YgY[fUXi`UhYg`k`YfY`_`Y`mhc`V`bh]bi`Y`]j]b[`UbX`k`cf_]b[]b`h\]gUfYU"

H\Y`7`UbW`c`f`g`gYbh]a`Ybhg`k`YfY`YW`cYX`Vm]6`fYh?`Ya`_YfZD\8`Z!`G: GA`g`F`Y[]cbU`J`]W`7\UbW`c`f`Zcf
5`W]X`Ya`]W5`ZU]f]g`UbX`G]h] XYbhG]i`W]W`ggZ]Ug`Y`fY`ZY`fYb`W`X`h\Y`&\$%)`y`&\$&\$`GhfU]hY[]Wd`Ub`"H\Y`ghfU]hY[]Wd`Ub`

:]fgh'H]a Y '7 `Ugg]Z]W]h]cb. H\Y '7 UfbY[]Y: ci bXUh]cb Zcf'h\Y '5 Xj UbW'a YbhcZ
HYUWX]b[

Gi Va]hYX Vml b]j Yfg]m]cZGci h\ : `cf]XU!GufUgchU!A UbUhY'cb'- #* #&\$&&"@Ugha cX]Z]YX'cb'(#&, #&\$&' "

]b]h]Uh]j Y k Ug'cfVX YghfUhYX i bXYf'h\Y'Ui gd]W'g'cZ'h\Yb!! G: GA '7\UbW'`cf'GUbXfU'GhcbYzD\8 "5h'h\Y'V'cfY'cZ'h]g
dfcW'ggk Ug'U'ZcW'g'cb Ya VYXX]b['Ub'U'fYUXmXY'Yd V'ca a]h' Yb'h'c V'ca a i b]h'mYb[U[Ya Yb'h'h'fci [\ci h'ci f
']bgh]h' h]cb""7Yb'h'f'U'hc'h\]g'Y'Zc'f'hk Ug'U'a UbX'UhY'h\UhYUWX'U'W'X'Ya]W'dfc[f'Ua 'UbX'bcbl'U'W'X'Ya]W' b]h]b'V'cf'dcf'UhY
h\Y]f'V'ca a i b]h'mYb[U[Ya Yb'h'c'V'Y'W'h]j Yg'UbX'U'W'h]j]h]Yg]b'hc'h\Y]f'ghf'UhY[]W'd'U'bb]b["H\Y'c'j Yf'U'`ghf'UhY[]W'd'Ub
k Ug'i 'h]a UhY'm'U'W'W'dhYX Vm'h\Y'1 G: '6c'U'f'X'c'Z'h'f'i gh'Y'g'UbX'a Y'h'c'X]W'`m]a d'Ya Yb'h'Y'c'j Yf'h\Y'V'ei fg'Y'c'Z'h\Y
bYl hZ]j Y'm'U'f'g'f]b'W'i X]b['h\Y'&\$%- y&\$&\$'5M'

Dfca]bYb'h'm'z'h\Y'a]gg]cb'UbX'j]g]cb'Zcf'h\Y'W'a di g'gi W'W'b'W'm'Ya d\Ug]nY'h\Y'ja dcfh'UbW'c'Z'V'ca a i b]h'm
Yb[U[Ya Yb'h' fY]b'Zcf'W'X'h\f'ci [\ci h'a Ubm'V'ca a i b]h'm'Z'U'W'b['U'W'h]j]h]Yg'z'gi V'gh'U'bh]j Y Yj Yb'hg'V'ch\cb'W'a di g'UbX
k]h]b'h\Y'V'ca a i b]h]Y'g'h\U'h] G: GA 'g'Y'f'j Yg'z'UbX'j]b'bi a Y'f'ci g'V'ei fg'Y'g'k]h]b'U'`X]g'W'd']b'Y'g'UbX'V'c'Y[Y'g'c'bi f
W'a di g'

: cfa Yf'1 G: 'DfYg]X'Y'b'h'G'hY' Y '7'i ff'U'`z'D\8'z'gh'U'hYX']b'Ub'5df]'&\$&\$'7'Ua di g'6c'U'f'X'a Y'h]b['h\U'h' Yb[U[Ya Yb'h
k]h'h\Y'Vi g]b'Y'gg'V'ca a i b]h'm]g'c'b'Y'c'Z'h\Y'a c'gh]a dcfh'U'bh'Y'Ya Yb'hg'Zcf'h\Y'Z'hi fY'X'Y] Y'c'da Yb'h'c'Z'h\Y
l b]j Yfg]m' < Y'b'ch'Y'X'h\U'h]b'W'Y'U'g'Y'X'Yb[U[Ya Yb'h'c'Z'h\Y'Vi g]b'Y'gg'V'ca a i b]h'm'k'ci 'X'V'Y']b'gh'f'i a Yb'h'U']b'g'U'd]b[
h\Y'Z'hi fY'c'Z'h\Y'U'W'X'Ya]W'dfc[f'Ua g'UbX'j]b'gi ddc'f'h]b['h\Y'g'Y' d'fc[f'Ua g'd\']Ub'h'f'cd]W'`m'

h'k Ug'k]h'7\UbW'`cf'<c'V'f'cc_g'Y'U'X'Y'f'g\]d'h\U'h'h\Y'f'c'Y'g'c'Z'5'gg]gh'U'bh]j]W'DfYg]X'Y'b'h'c'Z'`b'c'j U'h]cb'UbX
6i g]b'Y'gg'8'Yj Y'c'da Yb'h'f' fY['Ga c[U'f'X'z'D\8'z'5'gg]gh'U'bh]j]W'DfYg]X'Y'b'h'z'9i h'f'f'U'5'Z'U]f'g'UbX'; c] Y'f'ba Yb'h
F'Y'U'h]c'bg'f'7'U'g'Y'm'k Y'W'z'5'g]g]gh'U'bh]j]W'DfYg]X'Y'b'h'z'9i h'f'f'U'5'Z'U]f'g'UbX'; c] Y'f'ba Yb'h'F'Y'U'h]c'bg'f'7'U'g'Y'm'k
Y'W'z'5'g]g]gh'U'bh]j]W'DfYg]X'Y'b'h'z'9i h'f'f'U'5'Z'U]f'g'UbX'; c] Y'f'ba Yb'h'F'Y'U'h]c'bg'f'7'U'g'Y'm'k Y'W'z'5'g]g]gh'U'bh]j]W'DfYg]X'Y'b'h'z'9i
h'f'f'U'5'Z'U]f'g'UbX'; c] Y'f'ba Yb'h'F'Y'U'h]c'bg'f'7'U'g'Y'm'k Y'W'z'5'g]g]gh'U'bh]j]W'DfYg]X'Y'b'h'z'9i h'f'f'U'5'Z'U]f'g'UbX'; c] Y'f'ba Yb'h'
h'f'f'U'5'Z'U]f'g'UbX'; c] Y'f'ba Yb'h'F'Y'U'h]c'bg'f'7'U'g'Y'm'k Y'W'z'5'g]g]gh'U'bh]j]W'DfYg]X'Y'b'h'z'9i h'f'f'U'5'Z'U]f'g'UbX'; c] Y'f'ba Yb'h'

G97H=C B * . :bZfUghfi W'i fY'UbX:]bUbW

%"8 Y'g'W]VY'h\Y'gh'f'i W'i fY'z'gh'U'Z]b[z'UbX'di f'dc'g'Y'c'Z'h\Y'W'a di g'k]X'Y'V'c'f'X]b'U'h]b[]b'Z'f'U'gh'f'i W'i fY
f'W'bh'Y'f'z'c'Z]W'z'b'Y'h'k c'f'_c'f'V'c'U']h]cb'c'Z'W'bh'Y'f'g'z'Y'h'W'c'h'c'g'i ddc'f'h'U'bh'U'X'j Ub'W'V'ca a i b]h'mYb[U[Ya Yb'h'
z'h\Y'W'a di g\U'g'a c'f'Y'h\U'c'b'Y'W'bh'Y'f'V'c'f'X]b'U'h]b[V'ca a i b]h'mYb[U[Ya Yb'h'z'X'Y'g'W]VY'Y'U'W'W'bh'Y'f'z'
gh'U'Z]b[z'UbX'di f'dc'g'Y'UbX']b'X]W'h'Y'\c'k'h\Y'a i 'h]d'Y'W'bh'Y'f'g]bh'Y'f'U'W'h'k]h'c'b'Y'Ub'ch\Y'f'hc'U'X'j Ub'W'
]b'gh]h' h]cb'U'V'ca a i b]h'mYb[U[Ya Yb'h'

5'g'Y'd'U'f'U'h'Y'c'Z]W'c'Z'7'ca a i b]h'm'9b[U[Ya Yb'h'k Ug'W'Y'U'h'Y'c'b'h\Y'1 G: GA 'W'a di g]b'&\$%) 'UbX'Yl d'Yf]Y'b'W'X
gh'U'Z]b['UbX'c'h\Y'f'W'U'`Y'b[Y'g'`b]h]U'`m'gh'U'Z'Y'X'k]h'c'b'Y'Z'`!h]a Y'Ya d'c'm'Y'z'g'Y'f'Y'h' f'b'Y'X'hc'Z'U'W'`h'm]b'&\$%* 'hc'Z''
']b'gh'f'i W'h]cb'U'`b'Y'Y'X'g'"H\Y'c'Z]W'k Ug'gi V'g'Y'ei Y'b'h'm'gh'U'Z'Y'X'k]h'h'k'c'Z'`!h]a Y'Ya d'c'm'Y'g'f'7'c'c'f'X]b'U'h'c'f'c'Z'G'Y'f]j]W'
'@'U'f'b]b['UbX'7'ca a i b]h'm'9b[U[Ya Yb'h'5'Xa]b]gh'f'U'h'c'f'c'G'c'c'b'U'Z'h'Y'f'k U'f'X'z'h\Y'5'Xa]b]gh'f'U'h'c'f'k Ug'f'Y'U'gg]l b'Y'X'UbX
f'Y'd'U'W'X'k]h'U'd'U'f'h]h]a Y'7'c'c'f'X]b'U'h'c'f'Z'c'f'9i h'f'f'U'5'Z'U]f'g'"G'i V'g'Y'ei Y'b'h'm'z'h\Y'7'c'c'f'X]b'U'h'c'f'c'Z'G'Y'f]j]W'
f'Y'g]l b'Y'X'UbX'k Ug'f'Y'd'U'W'X'k]h'Ub'ch\Y'f'd'U'f'h]h]a Y'd'Y'f'g'c'b" `b'5'M'&\$%- y&\$&\$'z'k]h'V'c'g'c`X]U'h]cb i b'X'Y'f'k U'm'z'h\Y'
7'9'k'c'f'_U'h] G: GA 'V'c'bh]b'i Y'X'k]h'h'k'c'd'U'f'h]h]a Y'd'c'g]h]c'bg'z'U'7'c'c'f'X]b'U'h'c'f'Z'c'f'9i h'f'f'U'5'Z'U]f'g'UbX'7'9'UbX'h\Y'7'9'
5'Xa]b]gh'f'U'h'c'f'"

5'h'Ub'U'Xa]b]gh'f'U'h]j Y'`Y'j Y'z'h\Y'f'Y'`_Y'm]b'X]j]X'i U'g'gi ddc'f'h'Y'X'c'j Y'f'U'f'W]b[V'ca a i b]h'mYb[U[Ya Yb'h]b]h]U'h]j Y'g'Z'c'f'
h\Y'G'U'f'U'g'chU!A Ub'Uh'Y'Y'W'a di g: ; fY['Ga c[U'f'X'z'D\8'z'5'gg]gh'U'bh]j]W'DfYg]X'Y'b'h'c'Z'`b'c'j U'h]cb'UbX'6i g]b'Y'gg
8'Yj Y'c'da Yb'h'7'U'g'Y'm'k Y'W'z'5'g]g]gh'U'bh]j]W'DfYg]X'Y'b'h'z'9i h'f'f'U'5'Z'U]f'g'UbX'; c] Y'f'ba Yb'h'F'Y'U'h]c'bg'f'7'U'g'Y'm'k]Y'n'z'
8]f'Y'W'c'f'c'Z'6i g]b'Y'gg'c'i h'f'Y'U'W'X'UbX'9b[U[Ya Yb'h'

8i f]b['h\Y'd'f'c'W'gg'c'Z'V'c'g'c`X]U'h]cb'c'Z'h\Y'1 G: GA 'W'a di g'hc'c'b'Y'1 G: z'Y'Z'Y'W'h]j Y'`i 'm'&\$&\$'z'd'U'bg'hc'Y'l d'UbX'h\Y'
7'9'c'Z]W'c'b'h\Y'G'U'f'U'g'chU!A Ub'Uh'Y'Y'W'a di g'k Y'f'Y'h'Ya d'c'f'U'f]'m'gi g'd'Y'b'X'Y'X"< c'k'Y'j Y'f'z'V'ch\W'ff]W'U'f'UbX'V'c'!

:]fgh'H]a Y '7 `Ugg]Z]W]h]cb. H\Y '7 UfbY[]Y: ci bXUh]cb `Zcf`h\Y '5 Xj UbW`a YbhcZ
HYUWX]b[

Gi Va]hhYX Vml b]j Yfg]hmcZGci h\ : `cf]XU!GufUgchU!A UbUhYY`cb`- #* #&\$&&"@Ugha cX]Z]YX`cb`(#&, #&\$&' "

W ff]W `Uf`7`9`UW]j]h]YgV`b]h]bi YX`i bUVUhYX" `b`UW`c`f`X`Ub`W`k]h\ h\Y [c`U`g`c`Z`h\Y`&`\$`%` `y`&`\$`\$`G`h`f`U`h`[]W`D`U`b`
X]g]W`gg]Y`X`Y`U`f`Y`f`z`X`Y`Y`d`g`i` ddcf`h`Z`c`f`Y`I`d`U`b`X`]b[`Ub`X`Z`i`f`h\`Y`f`V`i`]`X`]b[`i`d`c`b` `c`b[`g`h`U`b`X`]b[`V`e`a`a`i`b`]m`i`d`U`f`h`b`Y`f`g` \]d`g`
U`g`k`Y` `U`g`V`i`]`X`]b[`b`Y`k` `f`Y`U`h`]c`b`g` \]d`g`h`l`f`c`i` [` \ `c`i`h`h\`Y`G`U`f`U`g`c`h`U`!`A` Ub`Uh`Y`Y`f`Y`[]c`b`f`Y`a`U`]b`Y`X`Z`f`c`a` `h`c`d` `Y`U`X`Y`f`g` \]d`
f`D`f`Y`g`]X`Y`b`h`z`F`Y`[]c`b`U` `7` \ `U`b`W` ` `c`f`z`F`Y`[]c`b`U` `J`]W` `7` \ `U`b`W` ` `c`f`e`X`c`k`b`h`l`f`c`i` [` \ `Z`U`W` ` `m`z`g`h`U`Z`Z`U`b`X`g`h`i` X`Y`b`h`g`"

5`h`l`c`i` [` \ `V`e`b`g`c` `]X`U`h`]c`b`f`Y`g`i` `h`Y`X`]b`Z`i`f`h\`Y`f`g`h`U`Z`]b[`g` \]Z`h`g`]b` `7`9`z`7`9`Y`Z`c`f`h`g`V`e`b`h]bi YX`i`b`h` `7`C`J`-@!`%`-`g`i`g`d`Y`b`X`Y`X`
a`Ub`m`c`Z`h\`Y`Z`U`W`!`h`c`!`Z`U`W`V`e`i`f`g`Y`g`z`U`W`]j]h]Y`g`z`U`b`X`Y`j`Y`b`h`g`]b`Y`U`f` `m`&`\$`&`\$`" `b`U`X`X`]h`]c`b`z`h`f`U`W`_]b[`Y`Z`c`f`h`g`k`Y`f`Y`
g`i`g`d`Y`b`X`Y`X`V`Y`W`i`g`Y`c`Z`V`e`b`g`c` `]X`U`h`]c`b`U`b`X`z`Z`c`f`h\`Y`I`G`:`H`U`a`d`U`W`a`d`i`g`z`V`e`b`g`c` `]X`U`h`]c`b`f`Y`g`i` `h`Y`X`]b`U`a`U`c`f`
f`Y`c`f`[]b`]n`U`h`]c`b`h`U`h`g`[]b`]Z`]W`]b`h`m`f`Y`X`i`W`X`h\`Y` `7`9`h`Y`U`a`z`Z`i`f`h\`Y`f`X`Y`W`Y`U`g`]b[`g`i`d`d`c`f`h` `7`c`b`g`Y`e`i`Y`b`h`m`z`Y`Z`c`f`h`g`V`Y`[]i`b`
]b`&`\$`%` `h`c`U`d`d` `m`Z`c`f`h\`Y` `7`U`f`b`Y`[]Y` `7`c`a`a`i`b`]m`i`9`b`[]U`[Y`a`Y`b`h` `7`U`g`g`]Z`]W`]h`]c`b` `Z`c`f`I`G`:`G`A` `k`Y`f`Y`g`i`g`d`Y`b`X`Y`X`k`]h\`h\`Y`
f`Y`X`i`W`]c`b`c`Z`f`Y`g`i`f`W`g`U`b`X`U`g` \]z`]b`Z`c`W`g`h`c`C`b`Y`I`G`:`k`]h\`U`W`b`h`f`U`]n`Y`X`V`i`h`f`Y`X`i`W`X` `7`9`c`Z`]W`]b` `H`U`a`d`U`"

`b`>`i`b`Y`&`\$`&`z`]b`U`X`X`]h`]c`b`h`c`h\`Y`Y`I`]g`]b[`7`9`g`h`U`Z`z`U`Z` ` `!`h`]a`Y`d`Y`f`g`c`b`k`U`g` \]f`Y`X`U`g`5`g`g`]g`h`U`b`h`D`f`c`[]f`U`a` `8`]f`Y`W`h`c`f`
f`Y`d`c`f`h]b[`h`c`h\`Y`f`Y`[]c`b`U` `J`]W` `7` \ `U`b`W` ` `c`f`Z`c`f`5`W`X`Y`a`]W`5`Z`U`]f`g`U`b`X`G`h`i`X`Y`b`h`G`i`W`W`g`g`U`h`I`G`:`G`A` `h`c`V`e`!` `Y`U`X`h\`Y`
7`U`f`b`Y`[]Y` `7`9` `7` `U`g`g`]Z`]W`]h`]c`b`U`d`d` `]W`]h`]c`b`d`f`c`W`g`g`"D`f`Y`j`]c`i`g`m`U`J`]g`]h]b[` `b`g`h`f`i`W`h`c`Z`9`b[` `]g` \]U`h`I`G`:`G`A` `z`g` \]g` \]U`f`Y`X`
f`Y`g`d`c`b`g`]V`]`h]Y`g`k`]h\`U`Z`c`f`a`Y`f`I`G`:`G`A` `7` \ `U`b`W` ` `c`f`f`U`g`c`D`f`c`Z`Y`g`g`c`f`c`Z`7`f`]a`]b`c`c`[]m`U`b`X`5`g`g`]g`h`U`b`h`8`Y`U`b`c`Z`:`f`U`X`i`U`h`
G`h`i`X`]Y`g`L` `H\`Y`]f`Z`c`W`g`k`U`g`h`c`X`Y`j`Y`c`d`h\`Y` `7`U`f`b`Y`[]Y`U`d`d` `]W`]h`]c`b`z`X`c`W`a`Y`b`h]b[]Y`I`U`a`d`Y`g`c`Z`h\`Y`f`]W`X`U`f`f`U`m`i`c`Z`
a`i`h`i`U` `m`V`Y`b`Y`Z`]W`U` `U`b`X`f`Y`W`]d`f`c`W` `W`f`f`W` `U`f`U`b`X`V`e`!`W`f`f`W` `U`f` `7`9`U`W`]j]h]Y`g`c`b`h\`Y`I`G`:`G`A` " `b`U`X`X`]h`]c`b`z`h`Y`m` \]U`j`Y`
Y`b[]U`[Y`X`]b`f`Y`g`Y`U`f`W`]b[`U`b`X`d`i`f`g`i`]b[`V`Y`g`h`d`f`U`W`]W`g`U`b`X`g`m`g`h`Y`a`g`Z`c`f`a`U`b`U`[]b[`7`9`U`W`]j]h]Y`g`U`b`X`X`U`h`U`Z`c`f`h\`Y`
W`a`d`i`g`[]c`]b[`Z`c`f`k`U`f`X`"5`b`Y`k` `G`J`D`Z`c`f`I`b`j`Y`f`g`]m`7`c`a`a`i`b`]m`i`D`U`f`h`b`Y`f`g` \]d`g`Z`c`f`C`b`Y`I`G`:`k`U`g`U`d`d`c`]b`h`Y`X`]b`g`d`f`]b[
&`\$`&` `z`U`b`X`k`Y`U`f`Y`U`k`U`]h]b[` \]g`d` `U`b`g`Z`c`f`h\`Y`Z`i`h`i`f`Y`X`]f`Y`W`]c`b`c`Z`7`9`Z`c`f`U` `h`l`f`Y`Y`W`a`d`i`g`Y`g`"

&"8`Y`g`W`]V`Y`h\`Y`]b`h`f`b`U` `Vi`X`[]Y`h`U`f`m`U` `c`W`]h`]c`b`g`X`Y`X`]W`]h`Y`X`h`c`g`i`d`d`c`f`h]b[]b`g`h`]h`i`h`]c`b`U`Y`b[]U`[Y`a`Y`b`h`
k`]h\`h\`Y`V`e`a`a`i`b`]m`i`8`Y`g`W`]V`Y`k` \]h\`Y`f`h\`Y`g`c`i`f`W`g`c`Z`h\`Y`g`Y`Z`i`b`X`g`U`f`Y`d`Y`f`a`U`b`Y`b`h`c`f`h`Y`a`d`c`f`U`f`m`
8`Y`g`W`]V`Y` \]c`k` `Vi`X`[]Y`h`g`c`f`h`Z`U` `g`a`U`m` \]U`j`Y`]a`d`U`W`Y`X`Z`i`b`X`]b[`Z`c`f`V`e`a`a`i`b`]m`Y`b[]U`[Y`a`Y`b`h`"

5`d`Y`f`a`U`b`Y`b`h`Vi`X`[]Y`h`U`f`m`U` `c`W`]h`]c`b`c`Z`U`d`d`f`c`I`]a`U`h`Y` `m` ` -`\$`z`\$`\$`k`U`g`]b`d` `U`W` `X`i`f`]b[`h\`Y`&`\$`%-`y`&`\$`\$`5`M`h`c`Z`i`b`X`h`k`c`
d`U`f`h`!`h`]a`Y`f`Y`g`c`i`f`W`g`g`i`d`d`c`f`h]b[`V`e`a`a`i`b`]m`Y`b[]U`[Y`a`Y`b`h`h\`Y`f`Y`k`U`g`b`c`Vi`X`[]Y`h`U`f`m`g`c`f`h`Z`U` `U`h`h`U`h`]a`Y`"
<`c`k`Y`j`Y`f`z`X`Y`X`]W`]h`Y`X`Z`i`b`X`]b[`k`U`g`i` `h`]a`U`h`Y` `m`g`i`g`d`Y`b`X`Y`X`V`Y`W`i`g`Y`c`Z`h\`Y`]a`d`Y`b`X`]b[`V`e`b`g`c` `]X`U`h`]c`b`c`Z`h\`Y`I`G`:`G`A`
W`a`d`i`g`]b`h`c`C`b`Y`I`G`:`]b`>`i` `m`&`\$`&`\$`"

' "8`Y`g`W`]V`Y`U`b`m`i`g`h`f`U`h`Y`[]W`Z`i`b`X`f`U`]g`]b[`Y`Z`c`f`h`g`c`f`Y`I`h`Y`f`b`U` `Z`i`b`X`]b[`f`[]f`U`b`h`g`L`g`d`Y`W`]Z`]W` ` `mi`b`X`Y`f`h`U`_Y`b`h`c`
g`i`d`d`c`f`h`V`e`a`a`i`b`]m`Y`b[]U`[Y`a`Y`b`h`U`b`X`]X`Y`b`h`]Z`m`U`b`m`i`g`d`Y`W`]Z`]W`b`X`c`k`a`Y`b`h`g`Y`U`f`a`U`f`_Y`X`Z`c`f`V`e`a`a`i`b`]m`
Y`b[]U`[Y`a`Y`b`h`"

f`U`L`U`b`m`i`g`h`f`U`h`Y`[]W`Z`i`b`X`f`U`]g`]b[`Y`Z`c`f`h`g`c`f`Y`I`h`Y`f`b`U` `Z`i`b`X`]b[`f`[]f`U`b`h`g`L`g`d`Y`W`]Z`]W` ` `mi`b`X`Y`f`h`U`_Y`b`h`c`g`i`d`d`c`f`h`V`e`a`a`i`b`]m`
Y`b[]U`[Y`a`Y`b`h`U`b`X`

`b`>`U`b`i`U`f`m`&`\$`&`\$`Z`D`f`c`Z`Y`g`g`c`f`g`:`f`c`g` \]c`n`z`G`h`c`b`Y`z`U`b`X`B`[]c`c`Z`h\`Y` `8`Y`d`U`f`h`a`Y`b`h`c`Z`7`f`]a`]b`c`c`[]m`k`Y`f`Y`U`k`U`f`X`Y`X`U`h`l`f`Y`Y`!
m`Y`U`f`g`i`V`[]f`U`b`h`h`l`f`c`i` [` \]G`Y`U` \ :`f`Y`Y`X`c`a` `h`c`k`c`f` `c`b`U`b`C`Z`]W` `c`Z`J`]W`]h`]a`g`c`Z`7`f`]a`Y`f`Z`Y`X`Y`U`L`[]f`U`b`h`]b`V`e`c`f`X`]b`U`h`]c`b`
k`]h\`h\`Y`H`U`a`d`U` `6`U`m`<`i`a`U`b`H`f`U`Z`]W`_]b[`H`U`g`_ :`c`f`W`"5`)`\$`%`f`W`f`l` `b`c`b`d`f`c`Z`]h`c`f`[]U`b`]n`U`h`]c`b`X`Y`X`]W`]h`Y`X`h`c`U`b`h`!` \]i`a`U`b`
h`f`U`Z`]W`_]b[`z`G`Y`U` \]g`V`U`g`Y`X`]b`:` `c`f`]X`U`U`b`X`h\`Y`A`]X`k`Y`g`h`"5` ` `h`l`f`Y`Y`I`G`:`G`A` `d`f`c`Z`Y`g`g`c`f`g`U`f`Y`g`Y`f`j`]b[`U`g`Y`j`U`i`U`h`c`f`g`Z`c`f`
h\`Y`k`c`f` `c`Z`h\`Y`h`U`g`_Z`c`f`W`h`l`f`c`i` [` \]G`Y`U` \ :`f`Y`Y`X`c`a` `z`k` \]W`X`]g`h\`Y` `Y`U`X`g`Y`f`j`]W` `d`f`c`j`]X`Y`f`"

f`U`L`]X`Y`b`h`]Z`m`U`b`m`i`g`d`Y`W`]Z`]W`Y`b`X`c`k`a`Y`b`h`g`Y`U`f`a`U`f`_Y`X`Z`c`f`V`e`a`a`i`b`]m`Y`b[]U`[Y`a`Y`b`h`"

5`g`X`Y`g`W`]V`Y`X`Y`g`Y`k` \]Y`f`Y`k`]h\]b`h\]g`U`d`d` `]W`]h`]c`b`z`g`h`i`X`Y`b`h`g`Z`f`c`a` `A`Ub`Uh`Y`Y` `7`c`i`b`h`m`i`a`U`c`f`]b[]b`9`X`i`W`]h`]c`b`f`Y`W`]j`Y`

:]fgh'H]a Y '7 `Ugg]Z]W]h]cb. H\Y '7 UfbY[]Y: ci bXUh]cb Zcf`h\Y '5 Xj UbW'a YbhcZ
HYUWX]b[

Gi Va]hhYXVml b]j Yfg]hmcZGci h\ : `cf]XU!GUFUgchU!A UbUhYY'cb'- #* #&\$&&"@Ugha cX]Z]YX'cb'(#&, #&\$&' "

Zi ``hi]h]cb'gWc`Ufg\]d'gfUb YbXck YX'gWc`Ufg\]d Zi bX'dfcj]XYX Vmh\Y'A W fUW_Yb ZJa]'m\Z]h\YmVta a]hch
hYUWX]b[]b'h\Y'A UbUhYY '7 ci bhmGWc`c`8]ghf]Vh\i dcb[fUXi Uh]cb/h\Y'gWc`c`X]ghf]Vh\Ug'U'a]bcf]hmg]hi XYbh
Ybfc`a YbhcZ- &i k]h\ ; %a `cZ]h\Y'ghi XYbhgVXUfUWYf]nYX UgYVt`bca]W`mX]gUXj UbhU[YX"9bXck YX Zi bXg'UfY
Ugc'dfcj]XYX Vma][fUbhZJa]'Yg]b'A UbUhYY'hc YbUV'Y'h\Y'W\]XfYb'cZa][fUbhk cf_Yfg'hc UhhYbX! G: GA WUggYg
h\fc i [\ h\]g'gWc`Ufg\]d'gi ddcfh"

H\Y'8 i j U` ZJa]'mYbXck gdfc[fUa a]b[]b'h\Y'Z]Y'X'cZgcV]U'k cf_`h\Uh]bWi XYgUb Ubbi U` : Ua]'mGh X]Yg
7cbZYfYbW'Uh! G: GA UhhYbXYX VmZUW`hmzghi XYbhgzUbX Vta a i b]hma Ya VYfg"5 VfcUX fUb[Y'cZ]hcd]Wg
UXXfYggYX]bWi XYgUXX]Vh]cbZcghYf WUfYz[Ua V]b[zUXc`YgWbh]ggi YgzUbX'gi]WXY'dfYj Ybh]cbzUa cb['a Ubm
ch\Yfg"

("8 YgW]VY UbmigdYW]Z]WVta a i b]hm]bj Ygha Ybhgia UXY Vmh\Y]bgh]hi h]cb UbX#cf`h\Y Vi g]bYgg
dfUW]W]gUXcdhYX Vmh\Y]bgh]hi h]cb h\UhVta d'Ya YbhUbX'U][b'k]h\ Vta a i b]hmYb[U[Ya YbhYZc'fhg"
Dfcj]XY Uh`YUghrk c Vi hbchia cfY`h\Ub Zci fYI Ua d'YgZfca `h\Y'Z`ck]b['dfUW]W]gfa U]a i a 'k cfX
Vti bh%\$\$\$t

U"8 YgW]dh]cb'cZ\ck `h\Y Vi g]bYgg'cdYfUh]cbgcZ]h\Y W]a di gU][b'k]h\ `cW' YVt`bca]WUbX
Vta a i b]hmXYj Y`cda YbhU[YbXUg'h\fc i [\ \]f]b[zdi fVXUg]b[zUbX'dfcW fYa Ybh"
V"8 YgW]dh]cb'cZ]h\Y'gdYW]Z]W]a YW]Ub]ga gh\UhUfY Ya d`cmYX'hc Uggi fY Vta a i b]hmVYbYZ]h
k \Yb'h\Y W]a di g]g]bj c'j YX]b`cW' dfcdYfhmUti]g]h]cb UbX'fYU YghUhY'XYj Y`cda Ybh"
W'8 YgW]dh]cb'cZ]h\Y W]a di g'gdUfh]W]dUh]cb]b'U`cW' DUma Ybh]b @]Yi `cZ]hU! Yg'fD=@C Ht
dfc[fUa "

5g'bchYX]b'GYW]cb" z: `cf]XU`Uk g'UbX'dc`]W]Yg'fYghf]W]X]fYW]Z]bUbW]U]bj Ygha YbhUbX'fYX]ghf]Vi h]cb'cZghUhY
Zi bXg"B cbYh\Y'Yggz! G: GA `Ug'Uf]W\]g]hcfm'cZa U_]b[]hgZUW]h]YgZfYgci fW]gzUbX'ghUZZ#ZUW`hm#ghi XYbhg
Uj U]UV'Y'hc'a UbmVta a i b]hmidUf'hbYfg": i fh\Yfzh\fc i [\ d]U]X'a Ya VYfg\]dgcZc] Yf`) \$\$\$zh\Y! b]j Yfg]hm
VY`cb[g]hc'a i]h'd'Y W]Ua VYfg'cZVta a YfW]zYVt`bca]WXYj Y`cda YbhVt`fcdUf]h]cbgzUbX Vta a i b]hmgYfj]W' [fci dg
gYfj]b['GUFUgchU'UbX'A UbUhYY Vti bh]Yg'UbX`YbXg'g] [b]Z]Wbh'h\ci [\ h`YUXYfg\]d'hc'j Uf]ci gdfc[fUa g'UbX
Vta a i b]hmci hfYUWX h\fc i [\ h\YgY Ybh]h]Yg"

U"8 YgW]dh]cb'cZ\ck `h\Y Vi g]bYgg'cdYfUh]cbgcZ]h\Y W]a di gU][b'k]h\ `cW' YVt`bca]WUbX Vta a i b]hm
XYj Y`cda YbhU[YbXUg'h\fc i [\ \]f]b[zdi fVXUg]b[zUbX'dfcW fYa Ybh"

5WVt`fX]b['hc`h\Y! G: `C Z]W`cZGi dd`]Yf'8]j Yfg]hmf'tf! G: C G8 tGhfUhY[]WD`Ubz`h\Y`cb[!hYfa [cU`fYdfYgYbhg
ghfUhY[]WUfYUg'h\Uh\Uj YVYYb]XYbh]Z]YX'k \YfY'h\Y! G: C G8 WUb]a d'Ya YbhUbX Vt`bh]bi ci g'm]a dfcj Y'h\Y
dfc[fUa a]b['UbXj]g]cb'cZ]bWYUg]b['h\Y'i h']nUh]cb'cZk ca Yb!za]bcf]hm'zUbX'j YhYfUb!ck bYX Vi g]bYggYg]b'h\Y
dfcW fYa YbhcZ[ccXgzYfj]W]gzUbX Vt`bghf] Vh]cb"H\YgY]b]h]Uh]j Ygk]`Y'd! G: UWX]j Y]hgVta a]ha Ybhhc
gYfj Y'h\Y! b]j Yfg]hm'UbX'gi f'fci bX]b[Vi g]bYggVta a i b]hmi'h\fc i [\ h\Y d'fcj]g]cb UbX'dUfh]W]dUh]cb'cZ
YXi W]h]cbU'UbX Vta a i b]hmci hfYUWX 'gYfj]W'g"

H\YgY'ghfUhY[]W]cb[!hYfa `cV'YW]h] Yg'U'gc'ghfYb[h\Yb Vt`UVcfUh]cb'UbX'U][ba YbhUa cb['ghUhYz'fY[]cbU'zUbX
`cW' Ybh]h]YgZcghYf]b['gi dd`]Yf'X]j Yfg]hm'UbX'Vi g]bYggXYj Y`cda Ybh]b]h]Uh]j Yg"H\]gUgg]ghg! G:]b VYVta]b[U
hfU]V`UnYf]b'gi dd`]Yf'X]j Yfg]hm'Ua cb[\] [\ Yf'YXi W]h]cb]bgh]hi h]cbg'UbX Vt`bh]Vi hYg'hc`h\Y'ghUhY'cZ: `cf]XUg
YZc'fhg]b Vt`bh]bi]b['Ug'cbY'cZ]h\Y'bUh]cb'ghcd!dYfZfca]b['YVt`bca]Yg" #]g]a dcfhUbhZcf`h\Y! G: C G8 hc
YZZYVh]j Y'mYghUV]g\ Vt`UVcfUh]j Y'dUf'hbYfg\]d'gUa cb['df]j UhYzdi V]W]zUbX'bc'bd'fcZ]hgYVt`c'fg'UbX'cf[Ub]nUh]cbg

:]fgh'H]a Y 7 `Ugg]Z]Wh]cb. H\Y 7 UfbY[]Y : ci bXUh]cb Zcf'h\Y'5Xj UbW@a YbhcZ
HYUW]b[

:]fgh'H]a Y '7 `Ugg]Z]W]h]cb. H\Y '7 UfbY[]Y: ci bXUh]cb Zcf'h\Y '5 Xj UbW'a YbhcZ
HYUW]b[

Gi Va]hhYX Vml b]j Yfg]m]cZGci h\ : `cf]XU!GufUgchU!A UbUhY'cb'- #* #&\$&"@Ugh'a cX]Z]YX'cb' (#&, #&\$&' "

%"8 YgW]VY h\Y'a YWU]b]ga gZcf'gmghYa Uh]WUggYgga YbhcZV'a a i b]hmdYfW]dh]cbgcZ h\Y]bgh]hi h]cb g
Yb[U[Ya Ybhk]h\ V'a a i b]hm'K \c]g'fYgdcbg]V'Y Zcf[U\hYf]b['XUHJ\ck]gh\Y XUH'a UbU[YXZ\ck
cZhb]g]h[U\hYfYXZUbX\ck]gh\Y XUH'i gYX3

5g'hc] WYX'cb h\fc] [\ci h\h]gUdd`]W]h]cbZUg'U'fYgi `hcZYUf'mghUZZ]b['WU'Yb[Yg'UbX'h\Y'gi VgYe] YbhV'bw ffYbh
ZUW'cfgcZ7C J -8!%- 'UbX'dYbX]b[V'bcg`XUH]cb'cZ h\Y! G: GA 'Wla di g]bhc'CbY! G: Z]bZfUghfi W] fY'UbX
fYgc] fW'gk YfY X]a]b]g\YX Zcf'h\Y h]a YZ'Ua Y'cZ h\Y'gY'Z]gh] Xmh\Uhk ci `X'ch\Yfk]gY\Uj Y'UXj UbW'X h\Y'Z] fh\Yf
XYj Y'cda YbhcZ h\Y '7 9'cZ]W'UbX'Z] bXYX'gcZk UfY'dfc[fUa g'UbX'XUH'a UbU[Ya Ybh'gmghYa g'hc'gi ddcfh
Zcfa U'nYXZ'Wla di g]k]XYZ'gmghYa Uh]WUUhU'V'`YV]cb"< c k Yj Yfzh\]gX]X'bc h'dfYW] XY h\Y'g][b]Z]W]bhUbX'cb[c]b[
V'a a i b]hm]Yb[U[Ya Ybh]b]h]Uh]j Ygk Y`Ybh'fYbW'YX UW'cggVch\ W'ff]W'Uf'UbX'bc b!W'ff]W'Uf'UfYUg'h\fc] [\ci h
Wla di g'UbX'h\Y'Yi]gh]b[]bZcfa U'a YWU]b]ga gVmk \]W'Z'YXVUW'UbX'UggYgga Ybh\Uj Y'U'k Umg'cWV'ffYX"

I G: GA]g'U'ga U`Wla di g'f&Z&% 'ghi XYbh]b'5M&\$%- y&\$&\$ZXYZ]bYX VmWcgY`mV'bbYW'YXzh][\h_b]hZUW'hmUbX
ghUZZ'hUh`] Y]b h\Y V'a a i b]hmUbX'UfY'Ui h\Ybh]W'`mYb[U[YX'UbX']b]c'j YX"H\Y'a U'cf]m]cZghUZZ'UbX'ZUW'hm
gYfj Y'cb VcUfXgZ'V'a a]hhYgZ'UbX V'a a]gg]cbg/h\Ymj c'i bhYf]b'UfYU'gW'cc'g'UbX'gi ddcfh`cW'U[YbW]Yg/UbX
h\Ymk cf_k]h\]b'Uj Uf]Ym]cZdfc[fUa g'UbX'di V`]WZUW]b[V'a a i b]hm]b]h]Uh]j Yg"

5'gi fj Ym]cZUW'hmUbX'ghUZZ'Zcf'5M&\$%- y&\$&\$'fYj YU'YX'h\Uh'a cfY'h\Ub', \$i `cZYa d'cmY'Yg'dUfh]W]dUhYX
fY[i `Uf'm]b'Yi W'gg'cZ%) V'a a i b]hmUbX'j c'i bhYf'UW]h]]h]Yg'UbX'cf[Ub]nUh]cbg"H\YgY V'bbYW]h]cbgk]h
bc bdfcZ]hgZ'Vi g]bYggYgZ'UbX V'a a i b]hmdUf'bhYfgk YfY'h\Y'j Yfm]Zci bXUh]cb'cZbi a Yfci gYbXi f]b[za i hi U`m
VYbYZ]W]U'Z'UbX'fYW]dfcW' V'a a i b]hm]Yb[U[YX'fY'Uh]cbg\]dg"A Ubm]cZ'h\YgY V'a a i b]hm]Yb[U[YX'dUf'bhYfg\]dg
XYj Y'cdYX'cf[Ub]W'`mk]h\ci hZcfa U'A C I g/h\fc] [\]bhYf'UW]h] Y'X]gW'gg]cbg'hc Ybgi fY'gUh]gZUW]cb'cZV'a a cb
[cU'gVmVch\ dUf'bhYfgZdfc[fUa gV'eb]bi Y'hc XYj Y'cdZ]Y'c'j Yzi d'Yj Y'Z'UbX'VY'fYZ]bYX'hc V'ebg]ghYbh'mdfc]]XY
a cfYj U'i Y'UbX'XY']Yf'a i hi U'VYbYZ]h"

6YW]i gY'ZUW'hmUbX'ghUZZ'UfY'UW]h] Y'mYb[U[]b[k]h\UbX'ci h]b h\Y V'a a i b]hmZ'h\YmUfY'gdYbX]b['h]a Y
]bhYf'UW]h]b[k]h\ghU_Y\c'XYfg'UbX V'`U'VcfU]h]b['fYU'h]a Y 'hc W'fYU'h'cddcfh] b]h]YgZ'UXX'fYgg'WU'Yb[YgZ'UbX
UXj UbW']b]h]Uh]j Yg"H\YgY fY[i `Uf'Zcb[c]b[]bhYf'UW]h]cbgZcfa h\Y V'fbYfg'hc bY'cZU'V'ebg]ghYbh'Z'YXVUW'
a YWU]b]ga h\Uh\Ug'fYgi `hYX]b V'eb]bi U'Yb\UbW'a Ybh'UbX']a dfc] Ya YbhcZVch\ dUf'bhYfg\]d'fY'Uh]cbg\]dg'UbX
ci hV'a Yg"

K]h\]b YUW V'`Y[Y'cb Wla di gZ]gW]d`]bY!ZcW'gYX'UXj]gcfmVcUfXg'dfc]]XY'Ub YZ]W]Ybhd'UhZcfa Vmk \]W
V'a a i b]hm]UgYX'dUf'bhYfg[] Y'dfc[fUa a Uh]W'fYV'a a YbXUh]cbg'fY'Y] Ubh'hc h\Y]f'dUf]W'Uf']bhYfYg'h\]g\Ug
VYYb'Z] bXUa YbhU'hc ZcghYf]b['Yb\UbW'a Ybhg'UbX'fYj]g]cbg'hc h\Y W'ff]W'`i a 'hc VY'hYf'UXX'fYgg'h\Y'bYX'g'cZ
hcXUmgYa d'cmY'fg'UbX'Ybgi fY'h\Uhk \Uh]gVY]b['h]i [\h]g'fY'Yj Ubh'`-edi h]g[`YUbYX]bZcfa U`m]b'fci bXhU'YgZ
cdYb'X]gW'gg]cbgZ'UbX'dUbY'a YYh]b[gZgi ddcfh]b['h\Y! b]j Yfg]m]g'a]gg]cb'hc dUf'bhYf]b'a YUb]b[Z]Zgi gh]bUV'Yz
UbX'YZZ'W]h] Y'fY'Uh]cbg\]dg'h\UhUfY'fYW]dfcW'UbX'a i hi U`mVYbYZ]W]U'"A Ubm]cZ'h\Y V'a a i b]hmdUf'bhYfg\]dg
\Uj Y'VYYb]b'd'UW'Zcf'U'bi a VY'f'cZm'Uf'gZ'fYgi `h]b[]b'Ub'cf[Ub]W]Yj c'i h]cbUf'mdfcW'ggVmk \]W'fY'Uh]cbg\]dg

:]fgh'H]a Y'7`Ugg]Z]W]h]cb. H\Y'7 UfbY[]Y: ci bXUh]cb'Zcf'h\Y'5Xj UbW'a YbhcZ
HYUWX]b[

Gi Va]hhYXVml b]j Yfg]hmcZGci h\ : `cf]XU!GufUgchU!A UbUhYY'cb'- #* #&\$&&"@Ugh'a cX]Z]YX'cb'(#&, #&\$&' "

XYj Y`cd'UbX#cf'gi ghU]b'a YUb]b[Z `W]a di g#W'a a i b]hmdUfhhbYfg\]dg'h\Uhk ci `XVY'a i hi U`mVYbYZ]W]U'z]bW' X]b[
cZZYf]b['YI dYf]Ybh]U`YUfb]b['cddcfhi b]h]Yg'Zcf'ghi XYbhg'UbX W'a a i b]hmiVUgYX'fYgYUfVW'cddcfhi b]h]Yg'Zcf
ZUW 'hmzXY'j Yf]b['dfc[fUa g'hc U][b'k]h\ 'fY[]cbU'k cf_ZcfW' bYYXg'zdfca ch]b[Yb[U[YXW]h]nYbg\]d'cZ[fUXi UhYg'z
UbX'Z' fh\Yf'Ya VYXX]b['h\Y'W]a di g]b W'c`UVcfUh]j YYZcfhg'hc']a dfcj Y'h\Y']bhY`YW'i U'zYW'cbca]W'ZUbX'W'hi fU'
ei U]hmcZ`]ZY]b'h\Y'fY[]cb"

Hc'h\UhYbX'z'Ub[i U[Y'gdYVW]Z]Whc W'a a i b]hmiYb[U[Ya YbhcV'YW]j Ygk Ug]bW'cfdcfUhYX']b'h\Y']bgh]hi h]cb g'H' D
[i]XY']bYg"H\Y'W'ff]W'`i a'k Ug'fYj]Yk YX'Zcf'fY'Yj UbW'zcb']bY W'ci fgYgk YfY'gi V'YW'hc fYj]Yk 'UbX'Uddfcj U'Vm
E i U]hmiA UhhYfg'zUbX'; Yb9X W'ci fgYgk YfY'fYj]Yk YX'UbX'Uddfcj YX'Uh'Ub]bgh]hi h]cbU`"Yj Y'f7i ff]W'`i a
7ca a]hhYY'hc Ybgi fY U`ghfUhY[]W[cU'gk YfY UWW'a d']g\YX"H\YgY'fYj]Yk g]bW' XYX'h\Y' b]j Yfg]hmg'i ddYf!'Yj Y'
7ca a i b]hm9b[U[Ya Ybh'UbX'8]j Yfg]hmiD]'`UfgW'ci fgYg U`XYj Y`cdYX'hc'dfca chY'_bck`YX[Y'Udd`]W]h]cb'UbX
Yb[U[Ya Ybhk]h\ 'h\Y'W'a a i b]hmiUbX'Z' fh\Yf'X]j Yfg]hmi'h'fci [\]bhYfX]gW]d']bUfmghi X]Yg'UbX'fYgYUfVW'"

FYW' [b]h]cb'cZZUW 'hmW'a a i b]hmiYb[U[Ya Ybhk UgW'cbZYffYX]b'Ubbi U'Uk UfX'W'fYa cb]Yg'z']h\ Udd`]W]h]cbg
dYYf!fYj]Yk YX'Vmch\Yf'ZUW 'hmi': UW 'hm79k cf_k Ug'U'gc'fYj]Yk YX'VmdYYfg'Ugk Y`Ug'gi dYfj]gcfg]b'Ubbi U'

:]fgh'H]a Y '7 `Ugg]Z]W]h]cb. H\Y '7 UfbY[]Y: ci bXUh]cb Zcf'h\Y '5 Xj UbW'a YbhcZ
HYUWX]b[

Gi Va]hhYXVml b]j Yfg]hmcZGci h\ : `cf]XU!GufUgchU!A UbUhYY'cb'- #* #&\$&&"@Ugha cX]Z]YX'cb'(#&, #&\$&' "

[fci bXk cf_ Zcf'gi VgYei YbhYI dUbg]cb'cZ'h\Y]b]h]Uh]j Y]bhc Vt'a a i b]hmZUW]b['k cf_g\cdg'UbX hfU]b]b[g"

: cf'YI Ua d'Yzh\h'fYY' bWfYX]!6i ``7f]h]W' H\]b_]b['k cf_g\cdg'k YfY Vt'bW]j YXZXYj Y`cdYXZ'UbX`Ui bWfYX]b h\Y
ZU`cZ&\$%- /dUfh]W]dUh]cb fYZYVWfYX'UhYbXYgZfca h\fcI [\ci h\h\Y'gi ffcI bX]b[Vt'a a i b]hmbi a VYf]b['a cfY
h\Ub) \$]bX]j]Xi U'g'UW'fcgg'h\Y'h\fYY'Z `!XUmZ'Vt`UVcfUh]j Y k cf_g\cd Yj Ybhg"DUFh]W]dUbhg]bWf' YXX
fYdfYgYbhUh]j YgicZ'h\Y'Vi g]bYggVt'a a i b]hmZ'cW' Vt'a dUb]Yg'UbX'cf[Ub]nUh]cbgZ'YVt'bca]WXYj Y`cda Ybh
Vt'f'c'fUh]cbgZ'gh' XYbhgZ'UbX ZUW' `hm'c j YfU` ZYXVUW' k UgYI W'dh]cbU'ZfYZYVW]b['Ugh'fcb['di V']WXYg]fY Zcf
Vt'bh]bi Uh]cb'cZ'h\Y'dfc[fUa h\Uh\Ug'bch'cb`mVt'bh]bi YXZ'Vi h[fck b"H\Y [fci bXk cf_ k Ug'Ugc YghUV`]g\YX Zcf
YI dUbX]b['U'Z'W'g'cb W]h]W' h\]b_]b['UbX'YI dUbg]cb'cZ]Z'fYbh]bghf' W]cbU' i b]hg]bhc h\Y Vt'a a i b]hmZ
gi ddcf]h]b['h\Y'bYXX Zcf' \Y'd]b['ghi XYbhgYI W']b W]h]W' h\]b_]b[Z'Ub 'fYU'h\Uh]gVt'bg]ghYbh'm]XYbh]Z]YX Vm
Ya d'cm'f'g'Ug'cbY'cZ'h\Y'a cghXYg]fUV'Y hfU]hg]b Ya d'cm'Yg 'f'gi fj YmZYXVUW'`E"

5g'dUfh'cZ'h\Y]b!XYdh\ dfYdUfUh]cb 'UbX'g'Z UggYgga Ybh'YW'ggUfmiZcf Vt'bgc`XUh]cb fVt'a a YbWfX]b`UhY '&\$%
UbX'Z `mYb[U[YX'Xi f]b['h\Y'g'Y'Z'gh' Xm5McZ&\$%- j&\$&\$tZbi a Yfci g'gi VVt'a a]hhY'gZ'hUg_ ZcfW'gZ'UbX'UX]]gcfm
VcUfXg'k YfY YghUV`]g\YX UW'cgg'U` W ff]W `Uf UbX Vt'!W ff]W `Uf UfYUg"7 cbg]ghYbh'fYZYVW]j Y UggYgga Ybh'cZ
dfc[fUa gk Ug'U'Vt'fY'Y'Ya Ybh'GU]Ybh'ci hVt'a Yg'fY'UhYX'hc Vt'a a i b]hmYb[U[Ya Ybh]bWf' YXX'gi Wk gh'fUhY[]YgZcf
Vt'bgc`XUh]cb UgXYj Y`cd]b['U`cb[!hYfa 'UggYgga Ybh'd'Ub UXX'fYgg]b['ghi XYbhW]j]Wci hVt'a Yg'UbX'YUfb]b[Z
W ff]W `Uf Yb[U[Ya Ybh'fk \YfY Vt'a a i b]hmYb[U[Ya Ybh]gYa VYXXYX]b h\Y X]gW]d`]bYg'UbX'gW'cc`g#Vt`Y[YgZ
Vt'a a i b]hmYb[U[YX ZUW' `hm'fX'Ya c[fUd\]W'Z'f'Ub_#ghUhi gZ'fc`YgZ'ci hdi hg'Zcf'h\Y Vt'a a i b]hmZ'ci hdi hg'Zcf'h\Y
UWfXYa nZ'hYbi fY UbX'dfca ch]cb fH/ DEdfcW'ggYgZcf'Yj U' i Uh]b[ZUW' `hmZ'ei U']hmicZdUf'hbYfg\]dgZ'Vt'a a i b]hm
ci hVt'a Yg'UbX'ja dUW'gZ'UbX'gi Wk 'hcd]W' Vt'a dcbYbhg'Ug'dc`h]W' Yb[U[Ya YbhZ'YVt'bca]W]a dUW'gZ'UbW'cf
]bgh]hi h]cb Z'fUa Yk cf_ Z'UbX'ghYk UfXg'cZd'UW'"GdYV]Z]W'hc'ghi XYbh'ci hVt'a Yg'dcgh'Vt'bgc`XUh]cb k Ug'h\Y]bWf' g]cb
cZ'Ub]bX]W]h'cf'cb'U`'ghi XYbh'hf'UbgW]d]hg'cZ'h\Y]f W]j]WYb[U[Ya Ybh"

) "8 YgW]VY' \ck h\Y]bgh]hi h]cb U[[fY[UhYg'UbX' i gYg'U`]hg'UggYgga YbhXUH'fY'UhYX'hc Vt'a a i b]hm
Yb[U[Ya Ybh"K \c]g'fYgdcbg]V'Y Zcf[Uh\Yf]b['XUH'Z' \ck]gh\Y XUH'a UbU[YXZ' \ck 'cZ'hYb]g]h
[Uh\YfYXZ'UbX' \ck]gh\Y XUH' i gYX3

5gYI d'U]bYX]b h\Y dfYVWfX]b['fYgdcbgYg'hc'ei Ygh]cbg]b h\]g'gYVW]cbzh\Y W]a di g\Ug'bch\UX'Ub]bgh]hi h]cb!k]XYZ
Zcfa U`ZgmghYa Uh]WfXUH'Vt`YVW]cb#UbU'mg]g'dfcW'gg"B Yj Yfh\Y'YggZ'h\Y Vt`UVcfUh]j Y fY'Uh]cbg\]dgk]h\
Vt'a a i b]hmidUf'hbYfg'Xf]j Y Vt'bh]bi U']a d'fcj Ya Ybhg'UbX'Yb\UbW'a Ybhg'hc Vt'a a i b]hmYb[U[YX Vt'ei fgYg'UbX
UW]j]h]Yg": i ``mh'f'UbgdUfYbh'UbX'cdYb Vt'a a i b]W]h]cbgi bXYf`Y h\Y dUf'hbYfg\]dgk]h\ U' * \$!XY[fYY'ZYXVUW_
`ccd'UZZ'cfX]b[Vt'a a i b]hmg]U_Y' \c'XYfgh\Y cdd'cfhi b]hmhc'cZ'Yf'cb[c]b['ZYXVUW' UbX'fYVt'a a YbXUh]cbg"
: UW' `hmZ'ghUZZ'UbX'ghi XYbhg'Yb[U[Y'UW'cgg'W'ff]W `Uf UbX Vt'!W ff]W `Uf UfYUg]b'k Umg'h\Uh'fY' \[\`mdfc'Xi W]j Y
cb'h\]g'ga U`Vi h'fc'Vi ghW]a di g": fca 'Ubbi U' fYdcf'hg'dfcj]XYX'Uh'dfc[fUa zi b]hZ'UbX'XYdUf'ha Ybh`Yj Y`gZ'XYUbg
UbX'gi dYfj]gcf'gVt'U'YgW'XUH'UbX]bZcfa Uh]cb'hc Zcfa i `UhY Zcfk UfX! ZUW]b['gh'fUhY[]YgZcf'h\Y'gi VgYei Ybh
UWfXYa]W'hY'fZ]bWf' X]b[]a d'fcj Ya YbhgZ'fYj]g]cbgZ'UbX'Yb\UbW'a Ybhg'h\Ug'dYV]Z]W'`mUXX'fYggVt'a a i b]hm
Yb[U[Ya Ybh]b]h]Uh]j Yg"

Df]cf'hc Vt'bgc`XUh]cbzh\Y W]a di g\UX'Ub `bgh]hi h]cbU' fYgYUfW' C Z]W' h\Uh'Vt`YVWfX'h\Y]bX]j]Xi U# b]h'fYdcf'hg
UbX'dfcj]YXX Vt'a dfY\Ybg]j Y fYj]Y\$ I W'dh]cb

:]fghiH]a Y 7 `Ugg]Z]W]h]cb. H\Y 7 UfbY[]Y: ci bXUh]cb Zcf`h\Y 5 Xj UbW`a YbhcZ
HYUW]b[

Gi Va]hYX Vml b]j Yfg]hmcZGci h\ : `cf]XU!GufUgchU!A UbUhYY`cb`- #* #&\$&@"@Ugha cX]Z]YX`cb`(#&, #&\$&' "

5 b YI Ua d`Y`cZ\ck`h\YgY`XUhU`k`YfY`i`gYX`]g`h\Uh]b`5M&\$%*`y`&\$%+`zh`Y`1`G`GA`W`a`d`i`g`X]j`]X`Y`X`h`Y`7`c`Y`Y`[`Y`c`Z`
5`f`h`g`U`b`X`G`W`Y`b`W`g`]b`h`c`h`c`W`c`Y`[`Y`g`f`7`c`Y`[`Y`c`Z`@`V`Y`f`U`5`f`h`g`U`b`X`G`c`W`U`G`W`Y`b`W`g`U`b`X`7`c`Y`[`Y`c`Z`A`U`h`Y`a`U`h`]V`g`U`b`X`
G`W`Y`b`W`g`h`c`V`Y`h`Y`f`U`X`X`f`Y`g`g`h`Y`b`Y`Y`X`g`c`Z`g`h`i`X`Y`b`h`g`U`b`X`h`Y`W`c`a`a`i`b`]h`m`U`g`k`Y`U`g`Y`b`U`V`Y`a`c`f`Y`g`d`Y`W`Z`]W`d`f`c`[`f`U`a`
Z`c`W`g`"

4b`h`Y`W`f`f`Y`b`h`d`c`g`h`7`C`J`-8`U`b`X`d`c`g`h`W`c`b`g`c`X`U`h]cb`Y`f`U`z]h]g`h`Y`]b`h`Y`b`h`c`Z`i`f`h`Y`f`Z`c`f`a`U`]n`Y`#`g`h`U`b`X`U`f`X`]n`Y`U`b`X`
U`X`c`d`h`U`a`Y`U`b`g`c`Z`W`d`h`i`f`]b`[`X`U`h`U`g`m`g`h`Y`a`]W`U`m`U`b`X`f`Y`[`i`U`f`m`]b`Z`c`f`a`U`h]cb`h`U`h`X`i`f`]b`[`h`Y`g`Y`Z`g`h`i`X`m`Y`U`f`U`b`X`
V`Y`m`c`b`X`U`g`V`Y`Y`b`c`f`[`U`b`]W`Z`]b`Z`c`f`a`U`z`V`i`h`X`Y`Y`d`m`a`Y`U`b`]b`[`Z`i`]b`g`i`d`d`c`f`h]b`[`U`b`X`g`i`g`h`U]b`]b`[`f`Y`W`d`f`c`W`U`U`b`X`a`i`h`i`U`m`
V`Y`b`Y`Z`]W`U`f`Y`U`h]c`b`g`h`]d`g`U`W`c`g`g`U`g`Y`W`c`f`g`H`Y`f`Y`]g`_`Y`Y`b`f`Y`W`c`[`b`]h]c`b`c`Z`h`Y`j`U`i`Y`c`Z`U`b`]b`g`h`i`h]c`b`!`k`]X`Y`g`m`g`h`Y`a`
h`U`h`k`c`i`X`W`c`a`V`]b`Y`a`Y`h`c`X`g`c`Z`h`f`U`W`]b`[`7`9`]b`U`a`U`b`b`Y`f`h`U`h]g`V`c`b`g`]g`h`Y`b`h`U`b`X`c`b`[`c`]b`[`U`h`h`Y`]b`g`h`i`h]c`b`U`Y`j`Y`
Z`c`f`7`9`U`g`g`Y`g`g`a`Y`b`h`9`j`Y`b`k`]h`c`i`h`g`i`W`k`U`g`m`g`h`Y`a`]b`d`U`W`z`h`c`i`[`h`h`Y`W`c`a`a`i`b`]h`m`g`d`Y`f`W`d`h]c`b`U`b`X`d`Y`f`g`d`Y`W`h]j`Y`
U`V`c`i`h`7`9`]b`d`U`f`h`b`Y`f`g`h`d`k`]h`l`G`GA`]g`g`h`f`c`b`[`z`]h`U`z`U`b`X`g`i`g`h`U]b`U`V`Y`"

K`]h`h`Y`W`Y`U`h]c`b`c`Z`U`b`Y`k`G`J`D`d`c`g`h]c`b`]b`h`Y`W`U`]b`Y`h`c`Z`h`Y`1`b`j`j`Y`f`g`]h`m`D`f`Y`g`]X`Y`b`h`g`c`Z`]W`z`Y`b`h`h`Y`X`G`Y`b`]c`f`J`]W`
D`f`Y`g`]X`Y`b`h`c`Z`i`b`j`j`Y`f`g`]h`m`7`c`a`a`i`b`]h`m`D`U`f`h`b`Y`f`g`h`d`g`z`Y`Z`Y`W`h]j`Y`A`U`f`W`%`z`&\$&`z`k`Y`U`b`h]W`d`U`h`Y`g`[`b`]Z`]W`U`b`h`Z`c`W`g`k`]`
V`Y`[`]j`Y`b`h`c`U`[`b`]b`[`X`U`h`U`a`U`b`U`[`Y`a`Y`b`h`k`]h`g`h`f`U`h`Y`[`]W`d`U`b`b`]b`[`]b`h]U`h]j`Y`g`U`W`c`g`g`U`h`f`Y`Y`W`a`d`i`g`Y`g`H`Y`g`Y`U`f`Y`
Y`I`d`Y`W`Y`X`h`c`U`X`j`U`b`W`h`Y`Y`I`W`Y`b`h`7`9`k`c`f`_`h`U`h`U`g`c`W`W`f`f`Y`X`U`b`X`U`X`j`U`b`W`X`i`d`h`c`b`c`"7`Y`b`h`f`U`h`c`h`]g`G`J`D`f`c`Y`
k`]`V`Y`h`Y`c`V`Y`W`h]j`Y`c`Z`d`c`g`h]c`b`]b`[`i`G`U`g`U`h`f`U`b`g`Z`c`f`a`U`h]c`b`U`a`Y`h`f`c`d`c`]h`U`b`i`b`j`j`Y`f`g`]h`m`]b`Z`i`d`U`f`h`b`Y`f`g`h`d`k`]h`l`]h`g`
W`c`a`a`i`b`h]Y`g`z`g`c`a`Y`h`]b`[`W`Y`U`f`m`k`Y`Y`Y`g`h`U`]g`h`Y`X`U`f`Y`U`X`m`c`b`h`Y`1`G`GA`W`a`d`i`g`"

G97H€B ; . Ci hWc`a YgUbX`a dUWtg

%`D`f`c`j`]X`Y`U`b`Y`I`U`a`d`Y`c`Z`]b`g`h`i`h]c`b`U`z`X`Y`d`U`f`h`a`Y`b`h`U`z`U`b`X`#`c`f`d`f`c`[`f`U`a`a`U`h]W`Y`U`f`b`]b`[`c`i`h`W`c`a`Y`g`Z`c`f`
g`h`i`X`Y`b`h`g`k`c`d`U`f`h]W`d`U`h`Y`]b`Z`c`f`!`W`Y`X`]h`W`c`i`f`g`Y`g`h`U`h`U`f`Y`W`c`a`a`i`b`]h`m`Y`b`[`U`[`Y`X`z`U`b`X`X`Y`g`W`]V`]h`m`Y`b`[`U`Y`d`U`f`h`a`Y`b`h`

:]fgh'H]a Y '7 `Ugg]Z]W]h]cb. H\Y '7 UfbY[]Y: ci bXUh]cb 'Zcf'h\Y '5 Xj UbW'a Ybhc'Z
HYUW]b[

Gi Va]hhYX'Vml b]j Yfg]hmcZGci h\ : `cf]XU!GufUgchU!A UbUhYY'cb'- #* #&\$&&"@Ugh'a cX]Z]YX'cb'(#&, #&\$&' "

Yb\UbW]b[W'ff]W`i a `Zcf'gi VgYei YbhgYa YghYfg"

b'gca Y]bghUbW'gZ]bU`dfc'YW'gk YfY'gi Va]hhYX'hc U'dfYgW]VYX'Ybh]hmYI hYbX]b['VYmcbX'h\Y'WUggfcca `cf'cb`]bY
7 Ubj Ug'gi Va]gg]cb'Zcf'di fdcgY'g'cZXUhUW`"YW]cb'UbX'W'U'YgW]b[`ci h'W'a Yg"H\]g'k Ug'h\Y'WUgY'Zcf'YI Ua d`Y'Zcf
h\Y'UZcfYa Ybh]cbYX'9B 7 " ' %\$ '9I dcg]hcfmK f]h]b['7ca a i b]hm9b[U[Ya Ybh'UbX'8]j Yfg]hmD]'`Uf'W'i fgY"
Ghi XYbhg Z]bU`^]ZY!bUffUh]j YfYgYUfW'`dfc'YW'g'h\Uh]bW'f'f'c'f'U'hYX'hk c'X]j Yfg]hmh\Ya Yg'f'WUggZ'X]gU]']]hmZ[YbXYfZ
fUW'Zcf'gYI i U`cf]YbhUh]cb'k YfY'fYei]fYX'Zcf'gi Va]gg]cb'hc'h\Y'8]fYW'hc'f'c'Z; YbYfU'9Xi W]h]cb'UbX'h\Y'7cfY

:]fghiH]a Y 7 `Ugg]Z]W]h]cb. H\Y 7 UfbY[]Y: ci bXUh]cb`Zcf`h\Y`5Xj UbW`a YbhcZ
HYUW]b[

Gi Va]hYX`Vml b]j Yfg]hmcZGci h\ : `cf]XU!GufUgchU!A UbUhYY`cb`- #* #&\$&&"@Ugha cX]Z]YX`cb`(#&, #&\$&' "

("Dfcj]XY`Ub`YI`Ua`d`Y`c`Z`U`g`m`g`h`Ya`Uh]V`W`a`di`g`k`]X`Y`za`Y`W`Ub]ga`Zcf`Ugg`Y`gg]b[`ghi`XYbhUW]Yj`Ya`Ybh`c`Z]b`g]h`i`h]cb`U`V`ta`a`i`b]h`m`Y`b[`U[`Ya`Ybh`Y`U`fb]b[`ci`h`V`ta`Y`g`Z`c`f`g`h`i`X`Y`bh`g`k` \`c`d`U`f`h]M`Y`d`U`h`Y`]b`V`t`!
W`ff]W`U`f`YI`d`Yf]Y`b`W`g`h`U`h`U`f`Y`V`t`a`a`i`b]h`m`Y`b[`U[`Y`X`z`U`b`X`X`Y`g`W]V`Y`c`b`Y`_`Y`m`Z]b`X]b[`c`Z`Y`U`W`"

I`G: GA`g`C`Z]W`c`Z`G`h`i`X`Y`bh`9`b[`U[`Ya`Y`bh`d`f`c`j`]X`Y`g`V`t`a`a`i`b]h`m`Y`b[`U[`Y`X`V`t`!`W`ff]W`U`f`YI`d`Yf]Y`b`W`g`Z`c`f`g`h`i`X`Y`bh`g`h`U`h`Y`b`V`t`i`f`U[`Y`f`Y`U`h]c`b`g` \`d`V`i`]`X]b[`U`g`k`Y`U`g`d`Y`f`g`c`b`U`U`b`X`d`f`c`Z`Y`g`g]c`b`U`[`f`c`k`h`z`d`f`c`a`c`h]b[`U`b`X`f`Y]b`Z`c`f`W]b[`j`U`i`Y`g`c`Z`h`f`U`b`g`d`U`f`Y`b`W]z]b`W`i`g]c`b`z`U`b`X`Y`U`X`Y`f`g` \`d`"H`Y`C`Z]W`c`j`Y`f`g`Y`Y`g`U`U`g`d`Y`W`g`c`Z`V`t`!`W`ff]W`U`f`z`V`t`a`a`i`b]h`m`Y`b[`U[`Y`X`d`f`c[`f`U`a`a`]b[`z]b`W`i`X]b[`j`c`i`b`h`Y`Y`f]g`a`z`W]j`]W`Y`b[`U[`Ya`Y`bh`z`U`b`X`g`Y`f`j`]W`d`f`c`Y`W`g`c`Z`g`h`i`X`Y`bh`c`f[`U`b]n`U`h]c`b`g`k`]h`V`t`a`a`i`b]h`m`U[`Y`b`W]Y`g`"

6Y[]bb]b[]b`5`M`&`\$`%-`y`&`\$`\$`z`l`G: GA`]a`d`Ya`Y`bh`Y`X`7`Ua`di`g`a`U`V`g`g`c`Z`k`U`f`Y`g`i`d`d`c`f`h]b[`U`V`t`!`W`ff]W`U`f`h`f`U`b`g`W]d`h`f`l`6`i` ``G`m`b`W`z`X`Y`g][`b`Y`X`h`c`h`f`U`W`_`]b`X]j`]X`i`U`g`h`i`X`Y`bh]b]j`c`j`Ya`Y`bh]b`g`Y`Y`W`Y`X`V`t`!`W`ff]W`U`f`U`W`h]j`]h]Y`g`U`b`X`c`i`h`c`Z`W`U`g`g`f`c`c`a`Y`I`d`Y`f]Y`b`W`g`"6`Y`b`Y`Z]h`g`h`c`g`h`i`X`Y`bh`g]b`W`i`X`Y`X`i`g`Y`c`Z`h`Y`]b`Z`c`f`a`U`h]c`b`Z`c`f[`f`U`X`i`U`h`Y`g`W`X`c`c`U`d`d`]W`h]c`b`g`z`U`f`Y`d`c`g]h`c`f`m`c`Z`g`d`Y`U`_`]b[`d`c]b`h`g`Z`c`f]b`h`Y`f`j`]Y`k`g`z`U`b`X`U`d`U`h`z`c`f`a`Z`c`f`g`v`c`k`W`U`g]b[`V`f`c`U`X`Y`f`V`t`Y`[]U`h`Y`I`d`Y`f]Y`b`W`V`Y`m`c`b`X`U`W`X`Y`a`]U`"8`U`h`U`W`d`h`i`f`Y`X`]b`6`i` ``G`m`b`W]b`W`i`X`Y`X`c`f[`U`b]n`U`h]c`b`U`]b]j`c`j`Ya`Y`bh`z`d`c`g]h]c`b`g`\`Y`X`Z`Y`j`Y`bh`g`U`h`Y`b`X`Y`X`z`U`b`X`g`Y`f`j`]W` \`c`i`f`g`k`]h`j`U`f]c`i`g`c`f[`U`b]n`U`h]c`b`g`"

9UW`g`d`f]b[`z`h`Y`C`Z]W`c`Z`G`h`i`X`Y`bh`9`b[`U[`Ya`Y`bh`g`d`c`b`g`c`f`g`U`g`d`Y`W]U`Y`j`Y`bh`c`f`Y`V`t`[`b]n`Y`z`W`Y`V`f`U`h`z`U`b`X`U`k`U`f`X`g`h`i`X`Y`bh`g`Z`c`f`W`a`di`g]b]j`c`j`Ya`Y`bh`U`b`X`Y`U`X`Y`f`g` \`d`]b`_`Y`X`h`c`V`t`a`a`i`b]h`m`Y`b[`U[`Ya`Y`bh`f`Y`X`j`]f`h`i`U`m]b`g`d`f]b[`&`\$`\$`\$`V`Y`W`i`g`Y`c`Z`7`C`J`-`8`!`%-`t`"5`k`U`f`X`g`g`v`c`k`W`U`g]b[`V`t`!`W`ff]W`U`f`YI`W`Y`b`W`]b`V`t`a`a`i`b]h`m`g`Y`f`j`]W`U`b`X`Y`U`X`Y`f`g` \`d`"

:]fghiH]a Y 7 `Ugg]Z]WUh]cb. H\Y 7 UfbY[]Y: ci bXUh]cb Zcf`h\Y 5 Xj UbW`a YbhcZ
HYUW]b[

Gi Va]hhYXVml b]j Yfg]hmcZGci h\ : `cf]XU!GufUgchU!A UbUhY`cb'- #* #&\$&&"@Ugha cX]Z]YX`cb'(#&, #&\$&' "

fYZYW; fUXY" UggYgga Ybh

GUFUgchU.

&\$%)` `*, l
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f`GY`Z`Gh`Xm5M&\$%-y&\$&\$

: UW`hmžghUZZ`UbX`ghi XYbhg`Zfca`l`G: GA`gYfj`YX`Ugj`c`i`bhYYfg`Xi`f]b[`h\Y`8]j`Y`bhc`FYUX]b[`dfc[`fUa
gdcbgcfYX`YUW]gi`a`a`Yf`Vmi>c`b`UbX`5a`UbXU<`cfbYždfcdf]YhcfgcZ`h\Y`5bbU`A`Uf]U`C`mghYf`6Uf/Zci`f
fYghUi`fUbhg]b`h\]g`cW`W`U]b`dfcj`]XYX`Z`FY`Vcc_g`UbX`ZccX`hc`U`dUfh]W]dUh]b[`W]`XfYb`UbX`j`c`i`bhYYfg`k`cf`_YX
cbY!cb!cbY`k`]h`W]`XfYb`]b`Ub`YZ`cf`h`c`]a`dfcj`Y`hYfUW`h`k`]\`Y`Z`c`gh`Yf]b[`U`c`j`Y`c`Z`Vcc_g`UbX`fYUX]b[`"J`c`i`bhYYfg
U`gc`fYUX`k`]h`W]`XfYb`]b`h\Y]f`g`V`cc`W`Uggf`cca`g`h`f`ci`[`\`ci`h`h\Y`g`W`cc`m`Y`Uf`"

*"Dfcj`]XY`Ub`Yi`Ua`d`Y`c`Z`U`gm`gh`Ya`Uh]W`W`Ua`di`g`k`]XY`ža`Y`W`U`b]ga`Zcf`UggYgg]b[`W`ta`a`i`b]hm
Yb[`U[`Ya`Ybhci`h`W`ta`Yg`UbX`]a`dUW`g`cb`ZUW`h`mi`UbX`XY`g`W]VY`cbY`_YmZ]bX]b[`cZYUW`"

7ca`a`i`b]hmYb[`U[`Ya`Ybh]g`W`d`hi`fYX`YUW`m`Y`Uf]b`ZUW`h`mi`Ubbi`U`fYdcf`hgž]b`W]X]b[`XcW`a`YbhUh]cb`c`ZVYbYZ]hg`c`Z
gi`W`k`cf`_`hc`V`ch`h\Y`ž]b`W]XZ`bh` WUd`mU` X`Zc`\$` \$`

:]fgh'H]a Y 7 `Ugg]Z]Wh]cb. H\Y 7 UfbY[]Y : ci bXUh]cb Zcf'h\Y'5Xj UbW@a YbhcZ
HYUW]b[

:]fgh'H]a Y'7`Ugg]Z]W]h]cb. H\Y'7 UfbY[]Y: ci bXUh]cb'Zcf'h\Y'5Xj UbW'a YbhcZ
HYUW]b[

Gi Va]hYXVml b]j Yfg]hmcZGci h\ : `cf]XU!GufUgchU!A UbUhY'cb'- #* #&\$&&"@Ugh'a cX]Z]YX'cb'(#&, #&\$&' "

VYbYZ]hg'hc h\Y'W]a di g'Z'ca]hg'gh'fcb['W'a a i b]hmYb[U[Ya Ybh]g'h\Y'gi ddcfhZcf'U`cb[!Uk U]hYX'fYg]XYbW'\U`z
bck i bXYf'W'bg'hi W]cb'z'UbX]b]h]U'Z bX]b['Z'ca h\Y: `cf]XU'@Y[]g'Uhi fY'Zcf'h\Y'XYg][b'd\UgY'cZU'bYk 'gWYbW
UbX'hY'W'bc`c[mVi]X]b['h\Uhk]`YbUVY'h\Y'W]a di g'hc'Yi dUbX]hg'dfc[fUa 'cZYZ]b[g'hc'a Y'h\Y'W'Ub[]b[
k cf_Zcf'W' bYYXg]b h\Y'fY[]cb"

, "8YgW]VY'\ck h\Y]'bgh]h]cb'i gYg'UbX'X]ggYa]bUhYg'XUh'Z'ca h\Y'a Y'W'Ub]ga gXYgW]VYX]b
ei Yg]h'cbg'(+U'W'cj'U'W'X'cf'f'j]X'Y'Ub'Y'U'a d'Y"

:]fghiH]a Y 7 `Ugg]Z]W]h]cb. H\Y 7 UfbY[]Y: ci bXUh]cb Zcf`h\Y 5 Xj UbW`a YbhcZ
HYUWX]b[

Gi Va]hhYX Vml b]j Yfg]m]cZGci h\ : `cf]XU!GufUgchU!A UbUhY`cb`- #* #&\$&&"@Ugha cX]Z]YX`cb`(#&, #&\$&' "

]b`k \]W`ghi XYbhgcZV`cf`Uj Y`][\Yf`dUfh]V]dUh]cb fUhYg`h\Ub`k \]hY`ghi XYbhg"Dfcj]XY`Ub`YI`Ua`d`Y`
cZ\`ck`mci`f`W]a`di`gX]gU[[fY[UhYgghi XYbhXUhU`Vm]fUWV`Z`Y`h\`b]W]mz[YbXYfz`UbX`c`h`Yf`]XYbh]m]VUgYX
XYa`c[fUd\]W]g`hc`i`bXYfgh]UbX`k`c`]g`dUfh]V]dUh]b[]b`V`a`a`i`b]m]Yb[U[YX`V`i`fgYg`UbX`\`ck`h\Y]f
ci`h`V`a`Y`g`a`UmX]Z]Yf"

I`G: GA`]gUj`Yfmiga`U`z`b`c`b`f`Y`g]XYbh]U`W]a`di`gk`]h\ci`h`U`g`m`gh`Ya`]b`d`UWV`h\`UhX]gU[[fY[UhYgghi XYbhXUhU]b
fY[UFX`hc`]b]c`j`Ya`Ybh]b`V`a`a`i`b]m]Yb[U[Ya`Ybh`H\Y`W]a`di`g`c`Z`Y`f`g`U`Z` `m]b`W]i`g]j`Y`UbX`c`d`Y`b`Y`b]j`f`c`b`a`Y`b`h`
k` \Y`f`Y`V`m`Y`j`Y`f`m]U`W]h]j`]m`z`c`f[Ub]nUh]cbz`UbX`W]i`V`]g`c`d`Y`b`hc`Y`j`Y`f`m`V`c`X`m`-Z`U`g`h]i`XYbh`U`g`Ub`]b`h`Y`f`Y`g`h]b`Z`ci`b`X]b[`Ub
c`f[Ub]nUh]cb`c`f`W]i`V`c`f`c`X]b[`Ub`Y`j`Y`b`h`h`U`h`X`c`Y`g`b`c`h`U`f`Y`U`X`m`Y]i`]g`h`h`Y`m`U`f`Y`Y`b`V`i`f`U[YX`hc`a`c`j`Y`U`U`X`k`]h\`
h\Y]f`d`Ub`g`k`]h`Z` `g`i`d`d`c`f`h`H\Y`f`Y`]g`b`c`f`Y`V`[b]nYX`X]g`d`U`f`U`h`Y`h`f`Y`U`h`a`Y`b`h`c`Z`U`b`m`d`U`f`h]W` `U`f`[f`c`i`d`UbX`b`c`Z`c`f`a`U`
Y`h\]W]g`V`a`d`U]b]h]g`c`f`X]g`W]a`]b]U]h]c]b`V`X`U`f[Y`g`U`j`Y`V`Y`Y`b`Z]Y`X`V`m`g`h]i`XY`b`h`g`"

8`Ya`c[fUd\]W]m`z`h`h\Y`ghi XYbhVcXmicZ&Z&%)`Zcf`h\Y`g`Y`Z]ghi Xm5McZ&\$%-`y`&\$&\$`k`U`g`g]a`]U`f`hc`h\Y`d`c`d`i` `Uh]cb`]b`
h\Y`B`c`f`h`D`c`f`h`G`U`f`U`g`c`h`U!6`f`U`X`Y`b`h`c`b`A`Y`h`f`c`d`c`]h]Ub`G`h]U]g`h]W] `5`f`Y`U`f`a`G5`k`z`k`]h\`Ub`i`b`X`Y`f`f`Y`d`f`Y`g`Y`b`h]U]c`b`c`Z`

7`Ui`W]g]U`b`g`U`b`X`U`b`c`j`Y`f`f`Y`d`f`Y`g`Y`b`h]U]c`b`c`Z`<]g`d`U`b]W]g]U`b`X`5`g]U`b`g`.

- 7`Ui`g]U]U`b`. %&`%`%`f`f`' "+i`E`y`A`G5`f`f`+i`E`
- <]g`d`U`b]W`(`\$\$`f`%` "%a`E`y`A`G5`f`%&"+i`E`
- 5`Z]W]b]5`a`Y`f]W]b`. %&(`f`)"*i`E`y`A`G5`f`f`"&i`E`
- 5`g]U`b`. ;`\$`f`i`"*i`E`y`A`G5`f`%`-`)"i`E`
- B`U`h]j`Y`5`a`Y`f]W]b`#`X]U`b`.)`f`D`&i`E`
- C`h\Y`f`#`B`c`h`F`Y`d`c`f`h`Y`X`. %`-`)"f`i`,"i`E`

5`g]U`b`U`g`d]f`U]h]c`b`U`[c`U`z`i`b`X`Y`f`h\Y`b`Y`k`V`U`b`b`Y`f`c`Z`C`b`Y`I`G: z]h]g`X`Y`g]f`U`V`Y`h\`U`h`h\Y`f`Y`V`Y`U`W]a`di`g`k`]X`Y`#]b`g`h]i`h]c`b]!
k`]X`Y`g`m`g`h`Ya`c`f`a`Y`W`X`U`b]g`a`]b`d`UWV`h\`UhU[[fY[UhYg`UbX`X]gU[[fY[UhYg`X`U`h`U`b`X`W]b`W]d`h]i`f`Y`[f`U`b]i` `U`f`X`Y`h]U]`g`
U`V`c`i`h`h\Y`W`X`U`f`U`W]Y`f]g]h]W]g`c`Z`g`h]i`XYbh`g`d`U`f`h]V]d`U`h]b[]b`V`a`a`i`b]m]Yb[U[YX`V`i`fgYg`UbX`\`ck`h\Y]f`ci`h`V`a`Y`g`a`Um
X]Z]Yf""7i`f`f`Y`b`h`m`z`h`c`i`[\`z`h\Y`]b`g`h]i`h]c`b]g`f`Y`V`[b]nYX`Z`c`f`V`Y]b[`Y`e`i`]h`U`V`Y`]b`X`Y`]j`Y`f]b[]`j`U`i`Y`h`c`U` `g`h]i`XY`b`h`g`
g`Y`f]Y`X`"

%\$`F`Y`g`Y`U`f`V`X`]b`X]W]h]Y`g`h\`U`h`h\Y`U`W]X`Y`a`]W]g]i`W`V`g`g`c`Z`a`]b`c`f]h]nYX`ghi XYbhg]g`Y`b`\`Ub`W`X`V`m]b`W`Y`U`g`Y`X`
c`d`d`c`f`h]i`b]h]Y`g`h`c`h`U`_`Y`V`i`f`g`Y`g`k`]h\`Z`U`W` `h`m`k` \`c`g`\`U`f`Y`U`a`]b`c`f]h]nYX`g`c`V`U`]X`Y`b]h]m`V`Y`W]i`g`Y`c`Z`h\Y`
d`c`h`Y`b]h]U`c`Z`g`\`U`f`Y`X`Y`I`d`Y`f]Y`b`W`g]b` `Y`U`f`b]b[!`Z`U`W` `h`m`k` \`c`f`Y`d`f`Y`g`Y`b`h`Y`h\`b]W]z`f`U`W]U`z`[YbXYfz`UbX`
W` `h]i`f`U`X]j`Y`f`g]m]i` :`i`f`h\Y`f`z`f`Y`g`Y`U`f`V`X`g`\`c`k`g`h\`U`h`c`a`Y`b`U`b`X`Z`U`W` `h`m`c`Z`V`c`f`U`f`Y`a`c`f`Y` `]_`Y`m`h`c`V`f]b[
U`W]h]j`Y`U`b`X`V`e` `U`V`c`f`U`h]j`Y`h`Y`U`W]b[`U`d`d`f`c`U`W]X`Y`g]b]h`c`h\Y]f`V`i`f`g`Y`g`z`g]i`W` `U`g`V`a`a`i`b]m]Yb[U[YX`
V`i`f`g`Y`g`"D`f`c`j`]X`Y`U`b`Y`I`U`a`d`Y`c`Z`\`c`k` `m`c`i`f`W]a`di`g`X]gU[[fY[UhYg`Z`U`W` `h`m]U`b`X`g`h]i`XYbh`X`U`h`U`V`m]f`U`W`z`
Y`h\`b]W]m]z`[YbXYfz`c`f`c`h`Y`f`]X`Y`b]h]m]V`U`g`Y`X`X`Y`a`c[fUd\]W]g`hc`i`b`X`Y`f`g`h]U`b`X`k`c`]g`d`U`f`h]V]d`U`h]b[]b`
V`a`a`i`b]m]Yb[U[YX`V`i`f`g`Y`g`U`b`X`h\Y`Y`Z`Z`Y`V`h`c`Z`V`a`a`i`b]m]Yb[U[Ya`Y`b`h`"

5`g`Y`I`d`U]b`Y`X`]b`h\Y`f`Y`g`d`c`b`g`Y`h`c`E`i`Y`g`h]c`b` , - `U`V`c`j`Y`z`U`g`U`g`a`U` `W]a`di`g`z`h\Y`f`Y`k`Y`f`Y`b`c`h`h\Y`W]a`di`g`k`]X`Y`c`f`
]b`g`h]i`h]c`b]k`]X`Y`f`Y`g`c`i`f`W]g`c`f`h`f`U`W]b[`a`Y`W`X`U`b]g`a`g]b`d`UWV`h`c`W]d`h]i`f`Y`h\]g`Y`j`Y`c`Z`X`Y`h]U]"8`i`f]b[`Z`U` `c`Z`&\$%-`z`
h\Y`f`Y`k`Y`f`Y`-(`Z` `!`h]a`Y`Z`U`W` `m]z`(`) `Z`Y`a`U`Y`g`f`(+`-`i`E`U`b`X`(-`a`U`Y`g`f`)`&`%`a`E`"G`h]i`XY`b`h`d`c`d`i` `U`h]c`b`U`h`h\Y`h]a`Y`k`U`g`
X]j`]X`Y`X`. *`%`)"i`Z`Y`a`U`Y`U`b`X` , ")i`a`U`Y`"

#`h`Y`f`a`g`c`Z`f`U`W`#`Y`h\`b]W]m]z`h\Y`Z`U`W` `h`m]V`f`Y`U`_`c`i`h`k`U`g`+(`K` \]h`Y`f`h` , "+i`E`z`%&`5`g]U`b`f`%&` , i`E`" `5`Z]W]b]5`a`Y`f]W]b`
f]i`&i`E`z` <]g`d`U`b]W]f]i`"&i`E`z`U`b`X`&`C`h\Y`f`f`%`a`E`"K`]h\`U`Z`U`W` `h`m`c`Z`- (`z`h\Y`b`i`a`V`Y`f`g`k`Y`f`Y`g`a`U` `Y`b`c`i`[\`k` \Y`f`Y`
`Y`j`Y`f`m`c`b`Y`_`b`Y`k` `Y`j`Y`f`m`c`b`Y` `U`b`X`z`U`g`U`g`c`b`c`h`Y`X`Y`U`f`]Y`f`z`g`h]i`XY`b`h`g`k`Y`f`Y`k`Y`V`a`Y`h`c` `c`]b`k` \`U`h]j`Y`f`c`f[Ub]nUh]cbg`
h\Y`m`k`]g`Y`X`":`U`W` `h`m]g`Y`f`j`Y`X`U`g` `Y`U`X`Y`f`g`c`Z`j`U`f]c`i`g`c`f[Ub]nUh]cbg]U`b`X`k`Y`f`Y`f`Y`Z`Y`W]h]j`Y`c`Z`h\Y`d`c`d`i` `U`h]c`b`g`Y`f`j`Y`X`
f]Y`"z]b`5`M`&\$%-`y`&\$&\$`z`@`6`H`E`Z`g`h]U`Z`#`Z`U`W` `h`m]g`Y`f`j`Y`X`U`g`U`X]j`g`c`f`g`Z`c`f`U`b`@`6`H`E`Z`g`h]i`XY`b`h`c`f[Ub]nUh]cb`y`G`h]U`b`X]b[

:]fgh'H]a Y'7`Ugg]Z]W[h]cb. H\Y'7 UfbY[]Y: ci bXUh]cb'Zcf'h\Y'5Xj UbW'a YbhcZ
HYUW]b[

Gi Va]hhYXVml b]j Yfg]hmcZGci h\ : `cf]XU!GufUgchU!A UbUhYY'cb'- #* #&\$&&"@Ugh'a cX]Z]YX'cb'(#&, #&\$&' "

:]fgh'H]a Y '7 `Ugg]Z]WWh]cb. H\Y '7 UfbY[]Y : ci bXUh]cb 'Zcf'h\Y '5 Xj UbW'a YbhcZ
HYUW]b[

Gi Va]hhYXVml bj Yfg]hmcZGci h\ : `cf]XU!GufUgchU!A UbUhYY'cb'- #* #&\$&&"@Ugh'a cX]Z]YX'cb'(#&, #&\$&' "

5 bmcZh\Y h\fYY WWhY[cf]Yg'cZZUW `hmUW]j]hmW'ci `X'YbhU]` W'a a i b]hmYb[U[Ya YbhžUbX'UbmW'ci `X]b'gca Y'k Um
UXXfYggW]h]W'gcW]YhU']ggi YgUbX W'ebhf]Vi hY'hc'h\Y'di V'W[ccX" '7ca a i b]hmYb[U[Ya Ybh'h\Uh]gi bXYfhU_YbVm

:]fgh'H]a Y '7 `Ugg]Z]W]h]cb. H\Y '7 UfbY[]Y: ci bXUh]cb Zcf'h\Y '5 Xj UbW'a YbhcZ
HYUWX]b[

Gi Va]hhYX Vml b]j Yfg]hmcZGci h\ : `cf]XU!GufUgchU!A UbUhYY'cb'- #* #&\$&%"@Ugh'a cX]Z]YX'cb'(#&, #&\$&' "

XYW]g]cb"7ca a i b]hmYb[U[Ya Ybh]g'bchfYZYW'YX]b h\Y1 : : Vc`YVh]j Y VUf[U]b]b[U[fYYa Ybh'

fb'fYgdcbgY hc h\Y ei YfmZcf'g\Uf]b[` hYI hcZ'h\Y'dc`]Wn'gdYW]Z]Whc Vcbi gYgUbX#cf'a Yf]hdUmZcf' Vc'a a i b]hm
Yb[U[YX'hYUWX]b['UbX`YUfb]b[`Ugk Y`UgZcf'h\Y'gi VgYeI Ybhgi Vei Yf]Yg'cZVcbi gYgUbX#cf'a Yf]hdUmZcf'
Vc'a a i b]hmYb[U[YX'fYgYUfVX UbX'W'YUh]j Y U'W]j]hm'UbX` Vc'a a i b]hmYb[U[Ya YbhUgU'Zcfa `cZgYfj]W'z UgU
di V`]W]bgh]hi h]cb h\Uh]gi b]cb]nYXzh\Y1 b]j Yfg]hm]gVci bX'Vm'h\Y'gU'Ufmi[i]XY`]bYg'di V`]g\YX]b h\Y1 : :
7c`YVh]j Y'6Uf[U]b]b['5[fYYa Ybh'5X'† gha Ybhg'UfY U`ck YX ZcfYI hfUVc'a dYbgUh]cb UbX'j Yf]Z]YX Vc'i bhYfcZYZfg
Ugk Y`Ug'hc'a U_Y'gU'UfmiUX'† gha YbhgZcf'a Uf_YhYeI]mž]bWi X]b[Vc'a dYfgg]cb#]bj Yfg]cb"H\Y1 b]j Yfg]hm\Ug
Ui h\cf]hmhc YbhYf]bhc Z]bUbWU'gY'hYa Ybhgk]h\ Ya d`cm'Yg]b h\Y'gY'hYa YbhicZ[f]Yj UbW'gž'Uk gi]hgžUbX'ch\Yf
X]gdi hYg'GdYW]Z]W'`mžh\Y1 b]j Yfg]hmW]b`dfcj]XY WUg\ Vcbi gYgZcf'gdYWU'UWX]Yj Ya YbhgUbX'hc XYj Y'cd UbX
]a d`Ya Ybh'd'Ubg'hc'dfcj]XY UXX]h]cbU'VUgY'gU'Ufmcf`i a d'gi'a]bW'YUgYgZcf'YI W`YbW']b fYgYUfVX'zhYUWX]b[ž
gYfj]W'zUbX'ch\YfUgg][bYX Xi h]Yg'gc`cb[`Ug'h\Y'hcU'YI dYbX]hi fYg'Xc'bc'hYI W'YX%'\$i `cZ'h\Y'5i [i gh&\$%]b!
i b]hYa d`cm'Y'gU'UfmiVUgY" 7ca a i b]hmYb[U[Ya Ybhk Ug'bch]g]b['YX'ci hUgU'ZUW'cf'hc VY Vc'bg]XYfYX]b Uk UfX]b[
Vcbi gYg'cf'a Yf]h]bW'YUgYgžU'h\ci [\]hVc'i `X VY Vc'bg]XYfYX UgU'ZUW'cf']b XYhYfa]b]b[`YI W`YbW']b hYUWX]b[ž
fYgYUfVX'zcf'gYfj]W"

H\YfY'UfY'gYdUfUHY [i]XY`]bYg]b d`UW'Zcf'fbghfi W'cf'g'fU`'bcb!hYbi fY hfUW'žZ `!h]a Y'ZUW'`hm'fbghfi W'cf'g'ž=žUbX
=ž"< ck Yj Yfž'h\YfY]gbc`Ub[i U[Y'h\Uh'UXX'fYggYg'U'dc`]Wn'Zcf'ZUW'`hmdfca ch]cbžfYUddc]bha YbhžVcbi gYgž
UbX#cf'a Yf]hdUmh\Uh'gdYW]Z]W'`mfYk UfXg'ZUW'`hmZcf'Vc'a a i b]hmYb[U[YX'hYUWX]b['UbX`YUfb]b[žVc'a a i b]hm
Yb[U[YX'fYgYUfVX UbX'W'YUh]j Y U'W]j]mžcf'Vc'a a i b]hmYb[U[Ya YbhUgU'Zcfa `cZgYfj]W'Zcf'fbghfi W'cf'g"

V"7ca a i b]hmYb[U[YX'fYgYUfVX UbX'W'YUh]j Y U'W]j]hmfa UI]a i a k cfX Vc'i bh) \$ \$ Ě

GdYW]Z]Whc Vc'a a i b]hmYb[U[YX'fYgYUfVX UbX'W'YUh]j Y U'W]j]hmUg]h'fY`UhYg'hc hYbi fY UbX'dfca ch]cbžh\Y hYI hcZ
h\Y'dc`]Wn'Zcf'I G: GA `ZUW'`hmg'hYhYgž`-h]g'bchYX'h\Uh]b'gca Y'UfYUg'cZgW'c`Ufg\]dždi V`]W]h]cbg'cf'ch\Yf'dfcXi W'g
a UmUddYUf'cb`mUZhYf`Yb[h\mcf'YI hYbg]j Y YZcf'hUbX'a UmUddYUf']b'Uk]XYf'fUb[Y'cZ] Ybi YgžVch\`cZk \]VX W]b
VY'dUfh]W'`Uf'mhf' Y'cZVc'a a i b]hmYb[U[YX'UbX#cf']bhYfX]gW]d']bUfmk cf_`Uh'h\Y`cW]žbUh]cbU'žUbX#cf'
]bhYfbUh]cbU`Yj Y'g"7ca a i b]hmYb[U[YX'gW'c`Ufg\]d'a UmVY'XYa cbghfUhYX Vm\][\!dfcZ]Y'dfcXi W'g'gi VX Ug
fYdcfhg'cf'Zcfa U'dfYgYbhUh]cbg'hc`cW]žbUh]cbU'zcf']bhYfbUh]cbU`U[YbW]Ygžcf'Vmch\Yf'dfcXi W'g'UgXYg][bUhYX
Vm'h\Y'i b]hUgk Y`UgVmdYfYf'Yj]Yk "

7cbW'fb]b[Vcbi gYgUbX#cf'a Yf]hdUmžd`YUgY'gYfYgdcbgY'dfcj]XYX]b fUkUVcj Y'Zcf' Vc'a a i b]hmYb[U[YX
hYUWX]b['UbX`YUfb]b[/ h\Y'fYgdcbgY]g]XYbh]W'`YfY'Zcf' Vc'a a i b]hmYb[U[YX'fYgYUfVX UbX'W'YUh]j Y U'W]j]hm'Ug
hc k \Uh'h\Y1 b]j Yfg]hmW]b'Xc'fUg'dYf'h\Y1 : : 7c`YVh]j Y'6Uf[U]b]b['5[fYYa Ybh'<ck Yj Yfž'fUbhž bX]b[W]b VY
UbX\UgVYyb gYW'fYX'Zcf'k cf_]bj c'j]b[Vc'a a i b]hmdUf'hYf'g'f]Y'ž]b'gc'W]U'k cf_žW]a]bc`c[mžUbX\c'gd]hU]hm
dfc[fUa gžUa cb[`ch\Yfgk \]VX'a Umž]b'gca Y'WUgYgždfcj]XY UXX]h]cbU' Vc'a dYbgUh]cb'hc ZUW'`hm"

W7ca a i b]hmYb[U[Ya YbhUgU'Zcfa `cZgYfj]W'fa UI]a i a k cfX Vc'i bh) \$ \$ Ě

K]h\ fY[UfX'hc Vc'a a i b]hmYb[U[Ya YbhUgU'Zcfa `cZgYfj]W'Zcf'Vc'bg]XYfUh]cb Zcf'hYbi fY UbX'dfca ch]cbžh\Y hYI hc
cZ'h\Y'dc`]Wn'Zcf'I G: GA `ZUW'`hmg'hYhYg' W'GYfj]W'` H\Y'h\]fX'Vc'a dcbYbh'hc VY Yj U'i UhYX]bWi XYg'gYfj]W'hc h\Y
I b]j Yfg]mž'h\Y'dfcZYgg]cbU`Z]Y'X'cf'X]gW]d']bYžUbX'Yb[U[Ya Ybhk]h\ h\Y'YI hYfbU' Vc'a a i b]hm'7 UbX]XUhYg'Zcf'
hYbi fY'a i gh\Uj Y'a UXY'gi VghUbh]j Y Vc'bh]Vi h]cbg]b'cbY'cf'a cfY'cZ'h\YgY'UfYUg"9I hYfbU' Vc'a a i b]hmYg'fj]W'
a Um]bWi XY'k cf_`Zcf'dfcZYgg]cbU`cf[Ub]nUh]cbg'UbX' Vc'a a i b]mžghUhYžZYXYfU'zcf']bhYfbUh]cbU`U[YbW]Yg'UbX
]bgh]hi h]cbg"-h'a i gh'fY`UhY'hc h\Y'VUg]W'a]gg]cb'cZ'h\Y1 b]j Yfg]hmUbX'W]d]hU]nY'cb h\Y'ZUW'`mia Ya VYf'g'gdYW]U'
dfcZYgg]cbU`YI dYf'h]gY/h\Y'bcfa U`gYfj]W'U'W]j]h]Yg'UggcW]UhYX'k]h\ [ccX'W]h]nYbg\]d'UfY'bc'h'i gi U`mYj U'i UhYX
Ug'dUfh'cZ'h\Y'hYbi fY UbX'dfca ch]cb'dfcW'gg"6YW]i gY'cZ'h\Y'X]j YfgY'a]gg]cbg'cZ]ZYZfYbhi b]hgUbX'j Uf]Uh]cbg]b]

:]fgh'H]a Y`7`Ugg]Z]W]h]cb. H\Y`7 UfbY[]Y: ci bXUh]cb`Zcf`h\Y`5 Xj UbW`a YbhcZ
HYUW`]b[

Gi Va]hhYX`Vml b]j Yfg]hmcZGci h\ : `cf]XU!GufUgchU!A UbUhYY`cb`- #* #&\$&&"@Ugh'a cX]Z]YX`cb`(#&, #&\$&' "

K]h\]b`h\Y`7c``Y[Y`cZ6i g]bYggžXYdUfha YbhU``Ub[i U[Y`k]h\`fYgdYVh`hc`gYfj]W`fYUXž Di V`]WgYfj]W`a Umi]bW`i XY
k cf_`Zcf`dfcZYgg]cbU`cf[Ub]nUh]cbgUbX`cW]žghUhYžZYXYfU`žcf]bhYfbUh]cbU`U[YbV]Yg`UbX]bgh]hi h]cbg`""
9I Ua d`YgcZYb[U[YX`gYfj]W`]bW`i XYžVi hUfY`bch`]a]hYX`hcžUXj]g]b[[c] Yfba YbhcZ]W]U`g`UbX`hYgh]Zm]b[`VYZcfY
[c] Yfba YbhU`VcX]YgžgYfj]b[]b`bcb!UW]XYa]WdfcZYgg]cbU`UggcW]Uh]cbgžgdYU_]b[`hc`bcb!UW]XYa]WUi X]YbW]gž
UbX`Ugg]gh]b[`bch!Zcf!dfcZ]hcf[Ub]nUh]cbgk]h\ Vi g]bYgg]ggi Yg`9b[U[Ya Ybh'a Umid`UmU'a cfY`dfca]bYbhfc`Y]b

:]fghiH]a Y 7 `Ugg]Z]W]h]cb. H\Y 7 UfbY[]Y: ci bXUh]cb`Zcf`h\Y`5Xj UbW`a YbhcZ
HYUWX]b[

Gi Va]hhYXVml b]j Yfg]hmcZGci h\ : `cf]XU!GUFUgchU!A UbUhYY`cb`- #* #&\$&&"@Ugha cX]Z]YX`cb`(#&, #&\$&' "

DfYdUf]b[`Zcf`h\Y`1 b]j Yfg]hmcZGci`XUh]cb VY[]bb]b[]b`UhY`&,\$% žbi a Yfci g`a Yfh]b[gk YfY`Y`X`]b YUWX W`Y`Y [Y
UbX Yj YfmXYdUfha YbhUW`cgg`h\Y`h\FYY W`a di gYg`fHUa dUžGh"DYhYfgVi f[žGUfUgchU!A UbUhYY`hc W`bg]XYf
XYj Y`cda YbhcZbYk `dc`]WYgZcf`hYbi fY UbX`dfca ch]cb Ugk Y`Ug`UggYggYI]gh]b[`dc`]WYg`f]bW`i X]b[`h\cgY`h\Uh
]bW`dfdcfUhYX W`a a i b]hmYb[U[Ya Ybh`Ub[i U[Y`U` U`h`ck UfX`h\Y`YbX`[cU`cZ`Uj]b[`cbY`gYhcZ`hYbi fY UbX
dfca ch]cb XcW`a Ybhg`UW`cgg`U`h\FYY W`a di gYg`dcgh`W`bgc`XUh]cb]b`&\$&&"H\Y`bYk`hYbi fY`UbX`dfca ch]cb
[i]XY`]bYgcZ`h\Y`W`bgc`XUhYX`1 G: X]X`fYhU]b`h\Y`W`a a i b]hmYb[U[Ya YbhZcW`g

-bHY[fU`hc`h\Y`a]gg]cb UbX`j]g]cb`cZ`I G:]g`W`a a]ha Ybhhc`Yb[U[Ya Ybhk]h\]hg`W`a a i b]h]Yg`"5g`XYZ]bYX`Vmh\Y
7 UfbY[]Y: ci bXUh]cb`Zcf`h\Y`5Xj UbW`a YbhcZHYUWX]b[ž`W`a a i b]hmYb[U[Ya YbhXYgW`]VYgW`Y`UvcfUh]cb
VYhk`YYb]bgh]hi h]cbgcZ`][\YfYXi W]h]cb`UbX`h\Y]f`Uf[Yf`W`a a i b]h]Yg`f]cW`žfY[]cbU`#ghUhY`žbUh]cbU`ž
QbhYfbUh]cbU`Z[`cVU`E`Zcf`h\Y`a i hi U`mVYbYZ]W`U`YI W`Ub[Y`cZ`_bck`YX[Y`UbX`fYgci`fW`g]b`U`W`b`hYI`hcZ
dUf`bYf`g\`d`UbX`fYW]dfcW]m`K` \]Y`gca`Y`ZUW`hmYb[U[Ya Ybh`a`UmW`a`Y`]b`h\Y`Zcfa`cZ`di`V`]W`gYfj]W`U`g`gi`W`ž`Ubm
cZ`h\Y`h\FYY`W`hY[cf]YgcZ`ZUW`hmUW]j]hmW`i`X`YbhU]`W`a a i b]hmYb[U[Ya YbhžUbX`UbmW`i`X`]b`gca`Y`k`Um
UXX`fYgg`W`h]W`gc`W`Y`hU`]ggi`Yg`UbX`W`bhf]Vi`hY`hc`h\Y`di`V`]W`ccX`"7`ca`a`i`b]hmYb[U[Ya Ybh`h\Uh]gi`bXYfhU`_Yb`Vm
ZUW`hmhc`Yb`UbW`W`ff]W`i`a`žhYUWX]b[ž`UbX`Y`Ufb]b[`UbX`dfYdUfY`YXi`W`hYX`žYb[U[YX`W]h]nYbg`a`UmVY`]bW`i`XYX
UbX`Yj`U`i`UhYX`UgdUfhcZ`hYUWX]b[ž`UbX`W`a a i b]hmYb[U[Ya Ybh`i`bXYfhU`_Yb`hc`Yb`f]W`g`W`c`Uf`g\`džfYgY`UfW`ž`UbX
W`YUh]j`Y`UW]j]m`a`UmVY`]bW`i`XYX`UbX`Yj`U`i`UhYX`UgdUfhcZU`fYgY`UfW`#W`YUh]j`Y`gW`c`Uf`mZUW`hmUgg][`ba`Ybh`"

%\$"-ZfYj]g]cbg`Uj`Y`bchhU`_Yb`d`UW`Vi`h`h\YfY`]gk`cf`_]b`dfc[fYgg`hc`fYj]gY`dfca`ch]cb`UbX`hYbi`fY`fU`h
hYbi`fY[fU`b]b[]bgh]hi`h]cbgcZ`[i]XY`]bYg`hc`fYk`UfX`ZUW`hm`gW`c`Uf`mk`cf`_`h\`Uhi`gYg`W`a`a`i`b]hm
Yb[U[YX`UddfcUW`Yg`UbX`a`Y`h`c`XgžXYgW]VY`h\Y`W`ffYbhk`cf`_]b`dfc[fYggž]bW`i`X]b[`UXYgW]dh]cb`cZ
h\Y`dfcW`gg`UbX`k`c`]g]bj`c`j`YX`"8`YgW]VY`\ck`h\Y`dfYg]XYbh`#W`UbW`c`fžj]W
dfYg]XYbhg`#W`UbW`c`fgždfc]cghžj]W`dfc]cghžXY`UbgžW`U]fgžZUW`hm`YUXYfgžW`jYZX]j`Yfg]hmcZ]W`fž
W`a`a`i`b]hmYb[U[Ya YbhW`b`hYf`X]fYW`c`fžcf`ch`Yf`_Ym`YUXYfg`UfY`]bj`c`j`YX`"5`gc`XYgW]VY`Ubm
dfcXi`W`g`fYgi`h]b[`Z`ca`h\Y`dfcW`Ygg/]Y`ž]bhYfbU`d`UdYfgždi`V`]W`XcW`a`YbhgžfYdc`fhgždc`]W`h
fYW`a`a`YbXUh]cbgžYhW`GdYW]Zm]Z`h`YgY`dc`]WYg`UfY`X]ZZYfYbhZcf`ZUW`hmcZ]ZZYfYbhYa`d`cma`Ybh
ghUhi`gYg`fU`X`↑`bW`ž`Z`"!`h]a`Y`W`bhfUW`ž`hYbi`fY`hfUW`ž`hYbi`fYX`žYhW`"

b#U

%%"Dfcj]XY) !%\$ YI Ua d`YgcZghUZZ

:]fgh'H]a Y'7`Ugg]Z]W]h]cb. H\Y'7 UfbY[]Y: ci bXUh]cb Zcf'h\Y'5 Xj UbW'a YbhcZ
HYUWX]b[

Gi Va]hhYX Vml b]j Yfg]m]cZGci h\ : `cf]XU!GufUgchU!A UbUhYY'cb'- #* #&\$&&"@Ugha cX]Z]YX'cb'(#&, #&\$&' "

dfcj]XYX'UX]j YfgY' [fci d'cZUhYbXYg'UbX W'a a i b]m]ghU_Y\c`XYfg'k]h\ Ub'cddcfhi b]m]hc X]gW'gg'UbX
VfU]bg]hcf'a `hcd]Vg'fY'UhYX hc UWUXYa]WfYgci fW'g'z'g'W'cc`fYUX]bYgg'zdc`]WmXYj Y`cda Ybh'z'UbX'k cf_ZcfW'
W'U`Yb[Yg'UbX'gc'i h]cbg"

8 f"8 Yb]gY'8 Uj]gl'7 ch'cb'z]l G: GA `Ufhg]b]hY[fU]h]cb'gdYV]U'gh]UbX X]fYW'hc'f'cZ'h\Y'1 G: '7 YbhYf'Zcf'DUf]hYf'g\]dg]b
5 fhg] h]hY[fU]hYX'HYUWX]b[]fD5`h]L'X'Y'] YfYX'a cFY'h\Ub'UX'cnYb' d'fc[fUa g'h'fci [\ci h5M&\$%- y&\$&\$'hc'gi W'
Ui X]YbW'g'Ug'h\Y'5 fhg'G'W'cc`g'B Y'k cf_7 cbZYfYbW'g'f'h\Y'bUh]cbU' W'bZYfYbW'U'h\YUXei UfhYfg]b'7 \Uf'Yg'hc'b'z'G7 z
Ugk Y`Ug'a i `h]d`Y'gh]hY' W'bZYfYbW'g'cZ'h\Y'5 fhg'G'W'cc`g'B Y'k cf_l'z]l G: `h]g]h]i hY'cZ6`UW_@]Z]Z: `cf]XU'5`]UbW'cZ
5 fhg'9Xi W'hcf'g'z'UbX'bi a Yfci gi b]j Yfg]m]d'fc[fUa g'UbX'\][\g'W'cc`g'h\fci [\ci h: `cf]XU"< Yf'hcd]Vg]bW' XYX
GYfj]b['A Uf[]bU'nYX'7ca a i b]h]Yg/5 fhg`h]hY[fU]h]cb. '5 <]g'hcfm]cZK ca Yb'g'Gi ZFU[Y]b'5a Yf]WU/7]fW'g'G'V'YbW'3
M'g'/7 cbbYW'7 fYUhY'7c`UVcfUhY' /> i bYhYb'h\ F YUX]b['] X]Yc'7 cbZYfYbW'/UbX'8]ga Ubh]b['h\Y'8 f]j Yfg'cZ
FUW'U'8]gdUf]h]Yg'z'Ua cb['ch\Yfg"

I G: GA `ghUZZUW']hUhYX'U'bi a VYf'cZch\Yf'g[]b]Z]W]b'h'z'W'a a i b]m]Yb[U[YX'UW]h]]h]Yg'h\fci [\ci h'h\Y'5M
&\$%- y&\$&\$"H\YgY]bW' XY h\Y Zc`ck]b['fYdfYgYb]h]j Y YI Ua d`Yg.

>UmF]Ym'z8]fYW'hc'f'cZ6i g]bYgg'c i hfYUWX' UbX'9b[U[Ya Ybh'fU'W'a dcbYbhcZ9i hYfbU'5 ZU]fgUhI G: GA k'k Ug
W'Uf[YX'k]h\ k cf_]b['k]h\ dUf]hYf'g'UW'cgg'U`1 G: 'W]a di gYg'hc'gh'fU]hY []WU`m]XYbh]Zm]UbX'UW'W'gg'h\Y]b]g]h]i h]cb'g
fYgci fW'g'c'b VY`U'ZcZ'ghi XYbhg'z'UW' `m'z'ghUZZ'UbX'h\Y'W'a a i b]m]UbX'hc Vi]'X'UbX'YZZYW]j Y'ma UbU[Y'a i hi U`m
VYbYZ]W]U' dUf]hYf'g\]dg'VY'k Y'Yb'h\Y'1 b]j Yfg]m]UbX'W'a a i b]m]ghU_Y\c`XYfg'5`cb['k]h\ ch\Yf'gh]UZZ'cb'W]a di g'z
\Y'd`UmY'X'U'd]j chU'fc`Y]b W'fYUh]b['UbX'UXj UbV]b['U'bi a VYf'cZ'W'a a i b]m]Yb[U[Ya Ybh]b]h]U]h]j Yg`h'UXX]h]cb'hc
h\Y' HYfj]g'ghcfm]f'GYW]cb" l'z]j Yfmdcdi `Uf'dfc[fUa 'k Ug`Ui bW'YX]b'5M&\$%- y&\$&\$'Zcf'Z]h\ [fUXYfg]b'UfYU
Y`Ya YbhUfmg'W'cc`gYbh]h'YX' K \Uh'7 Ub`=6Y'k]h\ U'7c`Y[Y'8Y[fYY3 H\]g'dfc[fUa 'Yi d'cgYX'ghi XYbhg'hc\][\Yf
YXi W]h]cb'z'd'Ub]b['U'gYX'YUf'm]b'h\Y]f'UWUXYa]W'W'fYf'g'5'g]a]Uf'dfc[fUa 'bUa YX' F U]g]b['HYW'Y';]f'g'k Ug
]bh'f'cXi W'X]b'UfYU\][\g'W'cc`g'h\Uh'Zc'W'gYX'cb'd'fcj]X]b[]b'Z'c'fa Uh]cb'UVci h'W'a di hYf'g'V'YbW' UbX'W'fYf'g]b
hYW'bc`c[mgdYW]Z]W'`m]hc []f'g"

?]a VYf'mA cbYg'z8]fYW'hc'f'cZGhi XYbh'9b[U[Ya Ybh'z'a UbU[YX'h\Y'hY'Ua 'k]h\]b'h\Y'cZ]W'cZ'Ghi XYbh'9b[U[Ya Ybh
cj Yfg'Y]b['W'e'W'ff]W' `Uf'Yi dYf]YbW'g'Zcf'ghi XYbhg"< Yf'cZ]W' d'fca chYg' hfUbgdUfYb'W'z]bW' g]cb'z'UbX`YUXYfg\]d
k \]Y'UW]b['Ug'U'Vf]X[Y VY'k Y'Yb'ghi XYbhg'UbX'h\Y[fYUhYf'W'a a i b]m]'1 bXYf`Yf`YUXYfg\]d'z'ghUZZ]b]h]UhYX'UbX
a UbU[YX'U'bi a VYf'cZ'cddcfhi b]h]Yg'Zcf'ghi XYbhg'hc'z' fh\Yf'h\Y'W]a di ga]gg]cb'cZvi]'X]b['UbX'gi gh]U]b[]b[
fYW'd'fc'W' W'a a i b]m]Yb[U[Ya Ybhg'H\YgY]bW' XYX'7cb]g]h]i h]cb'8 Umf]Ub'Ubbi U`Yj Ybh'YUW' GYdhYa VYf'hc
Yb'W'e' fU[Y'ghi XYbhg'hc'fYa U]b'Yb[U[YX'k]h\ h\Y'W'a a i b]m]h\fci [\ [cj Yfba Ybh'Y'W]h]cb]g'UbX'UXj cW]W'W'e/
GYfj]W'GUhi fXUm'z'k \YfY'ghi XYbhg'Yb[U[YX]b'UX'UmicZgYfj]W'k]h\ U`c'W'bc'b'd'fcZ]h]gYj YfU'GUhi fXUm'g'U'mY'Uf/
UbX'5bbi U`Gdf]b['6fYU_fGYW]cb', l'

G\UXck '8 Umk Ug]a d`Ya YbhYX'UhI G: GA `Ug'U'd]`chia Yb'hc'f]b['d'fc[fUa 'Xi f]b['5M&\$%- y&\$&\$"7U`YX' 7\Ua VYf
G\UXck '8 Umz' h\Y'dfc[fUa 'W'a V]bYX'cddcfhi b]h]Yg'Zcf'a Yb'hc'f]b['z'g\UXck]b['z'UbX'Yj Yb'dUf]hYf'g\]dgk]h\ _Ym
ghU_Y\c`XYfg]b'h\Y'W'a a i b]m]h\Y'GufUgchU'UbX'A UbUhYY'7\Ua VYfg'cZ7ca a YfW'z'W'e' b]m]UbX'gh]hY
[cj Yfba Ybh'fYdfYgYb]h]j Yg'f]Y`zA UbUhY'7ci b]m]G\Yf]Z]g'cZ]W'z: `cf]XU'8YdUf]h' Yb'hc'Z< YU'h'z'UbX`c'W'
cf[Ub]nUh]cb]g'f]Y`z6U'h]a cFY'c]c'Yg'U`H\Y'G\UXck '8 UmYi dYf]YbW'g'd'fcj]XYX'ghi XYbhg'k]h\ Ub'cddcfhi b]m]Zcf'U
VY\]bX!h\Y!g'W'Yb'Yg`cc_]b'hc'h\Y'XU]m']j Yg'cZ7'9c'g'z'hc`YUfb'a cFY'UVci h'dchYb]h]U' W'fYf'Yf'dU'h'g'z'UbX'hc'W'e'bbYW'h
k]h\ Vi g]bYgg'Yg'UbX'd'chYb]h]U'Ya d'c'mYf'g"H\Ymk YfY'UV'Y'hc'XYj Y`cd'g_]`g]b'h\Y'Ui h\Ybh]W'W'e'bhYI h'cZ'h\Y
k cf_d`UW' UbX'd'f'cg'dYW]h] YYa d'c'mYf'g'k YfY'UV'Y'hc'W'h] UhY'bYk Ya d'c'mYf'g'Zcf'\]fY'i dcb[fUXi Uh]cb`C bY'cZ
h\Y'a Ubm'd'fc[fUa 'ci h'W'a Yg]bW' XYX'ghi XYbhg`Yuf]b['h\Uh'h\YmX]X'b'ch'Y'YX'hc`YUj Y'h\Y'UfYU'hc [YhU[c'cX
c'v'z'Ug'h\YfY'UfYa Ubm]z]bY'Ya d'c'mYf'g`c'W'`n'7cb]g]XYf'UV'Y'd'cg]h]j Y ZYXVUW_\Ug'VY'Yb'd'fcj]XYX'Vm'h\Y'GufUgchU
UbX'A UbUhYY'7\Ua VYfg'cZ7ca a YfW'"

5 bch\Yf'YI Ua d`Y'cZ'W'e`UVcfUh]cb'k]h\ h\Y'Vi g]bYgg'W'a a i b]m]gh'h\Y'6i `g]b'6]n'W'fYf'ZU]f'z'Y'X'Xi f]b[

:]fgh'H]a Y '7 `Ugg]Z]W]h]cb. H\Y '7 UfbY[]Y: ci bXUh]cb Zcf'h\Y '5 Xj UbW'a YbhcZ
HYUWX]b[

Gi Va]hhYX Vml bj Yfg]mhcZGci h\ : `cf]XU!GufUgchU!A UbUhYY'cb'- #* #&\$&&"@Ugha cX]Z]YX'cb'(#&, #&\$&' "

< ca YW'a]b[UgUb Ubbi U`bYrk cf_]b[Yj Ybh'hUhV'bbYVh'ghi XYbhgUbX U'i a b]k]h\ `cWU' Ya d`cmYfg"H\Y
dfc[fUa k UgWYUHYX hc \Y'd'ghi XYbhgcVhU]b bYrk cf_YX V'bbYVh]cbgž]bhYfbg\jd cddcfhi b]h]YgžUbX'dcgg]V'Y
WfYfY'YUXgk]h\ Vi g]bYggYgžbcdfcZ]hgžUbX`cWU' [cj Yfba YbhU[YbW]YgUgk Y`Ug\Y'd'gU]gZmYa d`cmYfg'bYYXg
Zcf hU'Ybh'A cfY h\Ub &\$`cWU' Vi g]bYggYg'dUfh]WdUhYX]b'ZU`&\$%- "

%&"Dfcj]XY)!%\$YI Ua d'YgcZZUW`hmgVX'c`Ufg\jd Zfca `Uga UbmX]ZZYfYbhX]gVd`]bYgUg'dcgg]V'Y! U
h]h'Y'a UmbchV'bj Ym\ck h\Y YI Ua d'Y]gUVci hV'a a i b]hmYb[U[Ya Ybhžgc d'YUgY'dfcj]XY'Ug\cfh
XYgV]dh]cb'cZ\ck h\Y UVM]j]m]g'fY'UhYX'hc V'a a i b]hmYb[U[Ya Ybhfa UI]a i a k cfX V'ei bh%\$\$&€

8 i f]b['5M&\$%- j&\$&\$ž8 f">Ygg]WU'; fcg\c`nž8 YdUfha YbhcZGcWU'GVWYbW'gžk Ug'h\Y fYV]d]YbhcZ'h\Y! G:
C i hghUbX]b['7ca a i b]m]9b[U[YX HYUWX]b['5k UFX]b fYV' [b]h]cb'cZ\Yf'gYfj]W!`YUfb]b[V'ei fgY h\Uh]bj c'j YgU
V'`UVcfUh]j Y dUf'hbYfg\jd k]h\ h\Y GU'j Uh]cb'5fa m'fGufUgchU'UbX'h\Y'GufUgchU'7ci bhm7 cffYVh]cbU': UW]]m]H\Y
V'ei fgY ZcW'gYX'cb h\Y V'U`Yb[YgUbX VUff]YfgZUW'X Vm]bWUfW'fUHYX]bX]j]Xi U'gVY]b[fY'YUgYX VUW_]bhc h\Y
V'a a i b]m]h\Uhž]ZbchdfcdYf'mUXXfYggYXž]bWYUgYX h\Y`_]Y`]\ccX'cZfYV]X]j]ga "H\Y[cU'k Ug'hc XYj Y'cd U
\UbXg]cbžfYZYVh]j Y`YUfb]b['cddcfhi b]m]Zcf'ghi XYbhg'h\Uhk ci `X'UZZcfX U Z]fgh\UbX YI dYf]YbW'cZ'h\Y fY'Uh]j Y'm
UVghfUW'UbX'gca Yk \Uh]a dYfgcbU' hcd]VgX]gW'ggYX]b h\Y WUggfcca "Ghi XYbhg'gdYbh'h]a Y]b Vch\ h\Y'GU'j Uh]cb
5fa mUbX'h\Y V'ei bhm]j]žcVgYfj]b['dfc[fUa a]b[ža Y'h]b[k]h\]bX]j]Xi U'g]b h\Y'gmghYa žUhYbX]b['gi VghUbW
UVi gY fYV'j Yfma YYh]b[gh\Uhk YfY'cdYb'hc h\Y'di V]VžUbX\Y'd]b[V'YVfUhY'gi W'ggYg'Uhd'fc[fUa [fUXi Uh]cbg'
K YY_]m'fYZYVh]cb dUdYfgk YfY'fYei]fYX'Zfca 'ghi XYbhgV'bbYVh]b[h\Y]f WUggfcca `YUfb]b['hc YI dYf]YbW'g
k]h\]b h\Y V'a a i b]m]U[YbW]Yg'H\Y V'ei fgY \Ug\UX'Ug] [b]Z]W]bh]a dUW'hc'ghi XYbhgžUg'cbY'ghi XYbhfYa Uf_YX]b
\Yf'fYZYVh]cb dUdYfž U`]h]hU_Yg]g'cbY'a Yub]b[ž `YI dYf]YbW'hc V\Ub[Y U'dYfgcb'Zcf`]ZY"

5`gc fYV' [b]nYX Vmh\]g'Uk UFX'k Ug'h\Y k cf_'8 f"; fcg\c`ni bXYfhcc_k]h\ '8 f">YUb? UVcb[c]b h\Y '7 c`Y[Y'cZ
6i g]bYgg'h\Uh\UX V'a a YbW'X'gYj YfU`m'YfUgYUf'Yf]b V'`UVcfUh]cb'k]h\ h\Y: `cf]XU'8 YdUfha YbhcZ7 cffYVh]cbg"
H\YmXYj Y'cdYX Ub YbhfYdfYbYi fg\jd V'ei fgY Zcf]bWUfW'fUHYX'a YbžXY'j YfYX Uh< UfXY'7 cffYVh]cbU': UW]]mžUb
U`!a U'Yž'Yj Y`* ghUhY'df]gcb]b: `cf]XU`'bWUfW'fUHYX]bX]j]Xi U'gUhYbXYX WUggYg'hU [\hVm8 fg"; fcg\c`nUbX
? UVcb[c gdUbb]b['%%k YY_g UVci hU`ZUW'hg'cZVi g]bYgg'd'Ubb]b[ž]XYUgžUbX YbhfYdfYbYi fg\jd"A cfY h\Ub
%\$\$'a Yb'gi W'ggž `mV'a d'YhYX h\Y V'ei fgYž' &i `cZk \ca k YfY Y][]V'Y'Zcf'fY'YUgY"B ch'cbY]bX]j]Xi U` \Ug
fYh' fbYX'hc h\Y'ghUhY'gmghYa "

Hk c'ZUW`hma Ya VYfg'cb'h\Y! G: GA WJa di g'fYV]j YX: i `Vf][\hUk UfXgXi f]b['5M&\$%- j&\$&\$ž8 f">cXm
A V'f]YbžGV'cc`cZ9Xi W]h]cbžfYV]j YX'U: i `Vf][\hGdYV]U]gh'5k UFX"G\Y j]g]hYX'5i W`UbXžB Yk 'NYU'UbXž]b
5i [i ghY'GYdhYa VYf'&\$%- hc Yj U'i UhY h\Y YXi W]h]cbU' d'fcj]g]cbg'Uh'h\Y'A Ub[YfY'F Yž [YY'7 YbhfYžh\Y W'bhfU]nYX
d'UW'k \YfY U`fYž [Y'gVY[]b h\Y Z]fgh]g] k YY_g'cZ'h\Y f`]j Yg]b'BYk 'NYU'UbX"< Yf Yf'dcfh]gW'ffYbh'm]b'dfYgg]b
UVcc`hc VY'di V]g\YX Vm9a YfU'X"8 f"A V'f]Yb'k Ug'U'gc]bj]hYX Vmh\Y [cj Yfba YbhcZHi f_Ymhc'dfYgYbhUh]hg
A][fUh]cb'UbX'9Xi W]h]cb V'cbZfYbW']b'ghUbVi `H\]g'gi VgYei Ybh'm'YX'hc \Yf VY]b['Uk UfXYX h\Y'7ci bW'`cb
: cfY][b'F'Y'Uh]cbg'`bhYfbUh]cbU'5 ZU]fg: Y`ck g\jd fDUf]gž&\$&%y&\$&&€

8 f"7] \Ub'7cVUbc[`i ž7 c`Y[Y'cZ< cgd]hU]]m]UbX'Hci f]ga `A UbU[Ya Ybh'UbX'A W']VVcb'9bXck YX
7 \U]#DfcZyggc'fžk Ug'gY'VW'YX'Ug'U: i `Vf][\hGdYV]U]gh"< Y'U'gc'gYfj Yg'Ug'h\Y X]fYV'hc'f'cZ'h\Y'A '7 YbhYf'Zcf
< cgd]hU]]m]HYVX'bc`c[mUbX'`bcj Uh]cb'UbX]g'h\Y X]fYV'hc'f'cZ]bhYfbUh]cbU' dUf'hbYfg\jd gZcf'h\Y V'`Y[Y`< Y]g
YX]hcf'cZ'h\Y'>ci fbU'cZ< cgd]hU]]m]` Hci f]ga 'HYVX'bc`c[mžYX]hcf'cZ'h\Y'>ci fbU'cZ; `cVU'`6i g]bYgg'`bg][\hg
fb; 6 žUggcW]UhY YX]hcf'cZ'Hci f]ga F Yj]Yk 'fk cf'X'g'c'XYgh'ci f]ga `ci fbU'žUbX'U'V'!Ui h\cf'cZg] Vcc_g'UbX %\$
V'cbZfYbW'd'fcW'YX]b[g"< Y W'ffYbh'm'gYfj Yg'Ug'dfYg]XYbhcZ'h\Y'5ggcW]Uh]cb'cZB cfh\ '5a Yf]W] <][\Yf'9Xi W]h]cb
`bhYfbUh]cbU' f5 B 5 < 9 €"

8 i f]b['5M&\$%- j&\$&\$žUb'cd]c]X!ZcW'gYX'dYf'V'UW'fYV'j Yfmid]`ch'dfc[fUa k Ug`Ui bW'YX'Zcf'A UbUhYY'7ci bhmž
ž bXYX VmU[fUbh'Zfca h\Y'A UbUhYY'7ci bhm8 YdUfha YbhcZ< YU'h"8 f"GubXfU'GhcbYž8 YdUfha YbhcZGcWU'

:]fgh'H]a Y '7 `Ugg]Z]W]h]cb. H\Y '7 UfbY[]Y: ci bXUh]cb `Zcf`h\Y '5 Xj UbW`a YbhcZ
HYUWX]b[

Gi Va]hhYX Vml b]j Yfg]hmcZGci h\ : `cf]XU!GufUgchU!A UbUhYY`cb`- #* #&\$&&"@Ugha cX]Z]YX`cb` (#&, #&\$&' "

GWYbWVgZdUfHbYfYX k]h\ h\Y '7 YbhYfgZcf`8]gYUgY '7 cbhfc`UbX`DFYj Ybh]cbzh\Y`B`Uh]cbU`'5ggcW]U]h]cb`cZ7 ci bhm
UbX`7]hm< YU`h\`C`Z]W]U`gZ]UbX`h\Y: `cf]XU`8 YdUfha YbhcZ< YU`h\!A` UbUhYY`hc`Yj`U`i`UhY`h\Y`dfc[fUa` "H\Y`dfc`YVh
]bj`c`j`YX`bi`a`Yfci`g]bhYfj`]Yk`gk`]h\` \cgd]hU`UbX` \YU`h\`XYdUfha YbhghUZZUbX`dYfYf`Vt`UWX`YgZcVgYfj`Uh]cb`cZa`Ubm
gYgg]cbgZUbX`WUgY`fYj`]Yk`g`"5`fUb[Y`cZXF`i` [!fY`UhYX`dfc[fUa` g`UbX`gYfj`]WV`g`k` Ug`U`gc`YI`d`c`fYX`U`cb[`k`]h\` Vt`gh
YZZYVh]j` YbYgg`"5` Vt`a` dfY` \Ybg]j` Y`fYdc`fhk` Ug`Vt`a` d`Y`hYX`ZXYHJ`]b[`dfc[fUa` `ghfYb[h\g`UbX`W`U`Y`b[YgZU`cb[`k`]h\`
fYVt`a` a` YbXUh]cbgZcf`UXXfYgg]b[`h\Y`cd]c]X`Yd]X`Ya`]W]b`h\Y`Vt`i` bhmZ`]XYbh]Z]YX`Ug` %]b`h\Y`ghU`h`cZ: `cf]XU`Zcf
cd]c]X`c`j` YfXcgY`XYU`h\g`"H\Y`dfc[fUa` `k` Ug`fYj`]gYX`Zk`]h\` Vt`a` dcbYbhg]i` VgYei` Ybh`mZ` bXYX`h\`fci` [\X]ZZYfYbh
U[YbWY`gZgi` W` Ug`h\Y` \cgd]hU`Z`Vt`i` bhm\YU`h\`gYfj`]WV`gZ]UbX`Xfi` [`Vt`i` fh`

8 f"9f]W< cX[YgZ8 YdUfha YbhcZGcW]U` GWYbWVgZVt`UVcfUhYX k]h\ h\Y`C`Z]WV`cZJ`YhYfUb`Gi`WV`gg`cb`W]a`di`g`Ug
dUfhcZ`]gYfYgUfVW`cb`h\Y`Ugg]a`]Uh]cb`cZj`YhYfUbgZc`ck`]b[`h\Y]f`gYfj`]W`"5`j`YhYfUb`A`Uf]bYz8 f"< cX[Yg
`Ui`bWVYX`U`mY`Uf`cb[]b]h]Uh]j` YZ`Gc`X]Yf`hc`7]h]nYb. <ck`A`]]hUfm7i` `hi`fY`9bVt`i`fU[Yg`7]j`]W9b[U[Ya`Ybh5a`cb[
J`YhYfUbg`" <]gYfYgUfVW` `cc`_YX`Uh` \ck` Vt`a` a`i`b]hmYb[U[Ya`Ybh` \Y`dYX`j`YhYfUbg`fY]bhY[fU`hY`UbX` \Y`dYX`hc
]XYbh]Zmdc]g]h]j` Y`W`Ub[Yg`h`Uh`Vt`i` `X`VY`a` UXY`"5`g` \Y`YI`d`U]bYXZ` J`YhgY`Y`_]b[`hc`fYVi`]`X`Vt`a` a`i`b]hm` k`]h\`U`gY`bgY
cZdi`fdcgY` `YX`a`Y`hc`YI`Ua`]bY`h\Y`fc`Y`h\Uh`V]j`]W]b[U[Ya`Ybh`W]b`d`Um]b` \Y`d]b[`h\Ya` `fY]bhY[fU`hY`k` \Yb`h\Ym
Vt`a`Y` \ca`Y`"

4`&\$%*`zh\Y`A` UbUhYY`7`ci`bhm6cUfX`cZ7`ca`a`]gg]cbYfgUddfcj`YX`U`dUfHbYfg\`d`[fUbhd`fcdcgU`k`]h\`7`YbhYfgHcbYz
h\Y`8`YdUfha YbhcZ< YU`h\`y`A` UbUhYYZ]UbX`A` UbUhYY`A`Ya`cf]U`<`cgd]hU`Zcf`Zi`bX]b[`h\Y`YghU`V`]g\`a`YbhcZU
7`ca`a`i`b]hmDUFUa`YX]W]bY`dfc[fUa` ZU`cb[`k`]h\`YghU`V`]g\`b[`UW]g]gYfYgdcbgY`hYUa`UbX`a`cV]`Y` \YU`h\`Vi`g`
Dfc[fUa` [cU`g]bW]i`XYX`]XYbh]Zm]b[`Vt`gh`YZZYVh]j` Y`k`Um`g`hc`dfcj`]XY`j`]UV`Y` \YU`h\`W]fY`Zcf`i`b]bgi`fYX`cf
i`bXYf]bgi`fYX`Vt`i`bhmYfg]XYbhg`k` \]Y`YI`d`UbX]b[`UVW`gg`hc`ei`U`]hmW]fY`ZghU`V`]n]b[`dUh]Ybhg`Uh` \ca`Y`h\`fci` [\
gi`ddc`fh]j`Y`Vt`a`a`i`b]hm]gYfj`]WV`gZ`XYW`YUg]b[`i`bbYW`ggUfm`-`%%`W`g`UbX`Ya`Yf[Yb`Vh]j`]g]h]UbX` \cgd]hU`nUh]cbgZ
UbX`XYW`YUg]b[`h\Y`Vt`ghcZ`W]fY`"H\Y`dfc[fUa` `Vt`a`d`Y`hYX`]hgZ]fghZ` ``mY`Uf]b`YUf`m`i`&\$%-`Z]UbX`Xi`f]b[`5`M
&\$%-`y`&\$&\$z8 f"GUbXfU`Ghc`bY`UbX`8 f">Ygg]W]j` ;fcg`c`nZ8`YdUfha YbhcZGcW]U` GWYbWVgZVt`bXi`WVYX`Ub`]b]XYdh\`
Yj`U`i`Uh]cb`cZ`h\Y`dUfUa`YX]W]bY`dfc[fUa` "A`Ubma`YYh]b[`gk`YfY` \Y`X`k`]h\`h\Y`ghYfYf]b[`Vt`a`a`]h`hY`UbX`_`Ym
ghU`_`Y`c`XYfg`fYdfYgYbh]b[`A`UbUhYY`7`ci`bhm[`cj`Yfba`YbhZ`W]b]Wg`#`cgd]hU`gZ`h\Y: `cf]XU`8`YdUfha YbhcZ< YU`h\`z
j`Uf]ci`g`cW` \YU`h\`U[YbWY`gZ`h\Y`dUfUa`YX]W]bY`dfc[fUa` Z]UbX` \YU`h\`YXi`W]hc`fg`"H\Y`cV`YVh]j`Y`cZ`h\Y`Yj`U`i`Uh]cb
k`Ug`hc`UggYgg`dfc[fUa` `gi`WV`gg`UbX`]XYbh]Zm]ghfYb[h\g`Ug`k`Y` `Ug`cddc`f`i`b]h]Yg`Zcf`Yb` \UbW`a`Ybhg`"

C`j`YfU`zh\Y`dfc[fUa` `k`Ug`XYhYfa`]bYX`hc` \Uj`Y`a`Yh]hg[cU`g`UbX`hc`VY`Uj`U`i`UV`Y`UggY`h`hc`h\Y`Vt`i`bhmZ`dfcj`]X]b[
a`i`W!bYXYX`Z`Vt`gh`YZZYVh]j`Y`Zei`U`]m\`YU`h\`W]fY`gYfj`]W`g`hc`Ub`i`bXYfYgYfj`YX`dcdi` `Uh]cb`"H\Y`dfc[fUa` `k`Ug
XYYa`YX`]bcbj`Uh]j`Y`UbX`gi`WV`ggZ`Z`VYVt`a`]b[`Ua`cXY`Zcf`ch\Yf`Vt`a`a`i`b]h]Yg]b`h\Y`ghU`hY`"H\Y`Vt`i`bhm\`Ug
Vt`bh]bi`YX`Z`bX]b[`h\Y`dfc[fUa` `Zk` \]W` \Ug]b]WV`YI`d`UbX`YX`]hg]gVt`dY`"

%`"8`YgW]VY`h\Y`k`Um]b]k` \]W`h\Y`hYbi`fY`UbX`dfca`ch]cb`dfc`WV`ggZ]UbX`h\Y`ghUZZ`fYk`UfX`dfc`WV`ggZ
UWVt`i`bhgZcf`h\Y`cZ`hYb!fUW]U`nYX`bUhi`fY`cZ`Vt`a`a`i`b]hmYb[U[Ya`Ybh`h\`Uh`X]gd`fcd`cfh]cbUhY`m]a`dUW]g
ZUW`h`mZ`ghUZZ`ghi`XYbhg]UbX`Vt`a`a`i`b]h]Yg`cZ`Vt`cf`"

8`i`f]b[`h\Y`gY`Z`gh`Xm5`McZ`&\$%-`y`&\$&\$zh\YfY`k`YfY`bc`fYVt`fXgcZ`Vt`a`d`U]bhg`cf`Vt`bW`fbgZ]YX`Zbcf`k`YfY`h\YfY
Ubm`Uk`gi`]hgZ`fca`ZUW`h`mZ`ghUZZ`cf`ghi`XYbhg`"H\YfY`k`YfY`bc`_`bck`b`]ggi`Yg`cZa`Uf[]bU`nUh]cb`cf`X]gW]a`]bUh]cb`cb
h\Y`ga`U`i`G: GA`W]a`di`g`"4`ZUW`h`fYVt`fXgcZ`YfY`h\YfY`Uj`UbW`a`YbhcZ`ZUW`h`mi`UbX`ghUZZ`h\Uh]bW]i`XYX`dYcd`Y`cZ`Vt`cf`"
5`XX]h]cbU`mZ`Ug`U`ga`U`W]a`di`gZ]]fhi`U`m`U`ZUW`h`mi`UbX`ghUZZ`UfY`Ug`_`YX`hc`k`YUf`a`Ubm` \Uh]g`UbX`gYfj`Y`]b`a`i` `h]d`Y
fc`Yg/`bhYbh]cbU`Y`Zc`f`hg`UfY`a`UXY`hc`a`U]bhU]b`Yei`]hU`V`Y`k`cf`_`c`UX`g`UbX`hfY`UhY`Y`f`m`c`b`Y`ZU]f`m`k`Y`UfY`Uk`UfY`Z
 \ck`Yj`Yf`zh`Uhk`Y` \Uj`Y`Ub`i`bXYffYdfYgYbh]cb`cZ6`UW`#5`Z]W]b!5a`Yf]W]b`UbX`<]gdUb]W]ZUW`h`mZ`UbX`Yj`YfmY`Zc`fh
]g`a`UXY`Xi`f]b[`fYVW]i`]ha`Ybh`UbX` \]f]b[`dfc`WV`ggY`g`hc`Ybgi`fY`h\`Uhk`Y` \Uj`Y`Ug`X]j`YfgY`U`dcc`cZ`W]bX]XUhY`g`Ug
dcgg]V`Y`"

:]fgh'H]a Y '7 `Ugg]Z]W]h]cb. H\Y '7 UfbY[]Y: ci bXUh]cb Zcf`h\Y '5 Xj UbW'a YbhcZ
HYUWX]b[

Gi Va]hhYX Vml b]j Yfg]hmcZGci h\ : `cf]XU!GufUgchU!A UbUhYY`cb'- #* #&\$&&"@Ugha cX]Z]YX`cb'(#&, #&\$&' "

G97H€B %\$. 7i ff]W`Uf`9b[U[Ya Ybh

H\Y`ei Ygh]cbg]b`h]g]gYV]h]cb]i gY h\Y`hYfa `Vta a i b]hmYb[U[YX`Vti fgYg`hc XYbchY UWXYa]WU`mVUgYX`Vta a i b]hmYb[U[YX`
Vti fgYg`Mci fWla di g'a Umi gY`Ubch\Yf`hYfa`gi W\ UgYfj]WU`YUfb]b[zVta a i b]hmVUgYX`YUfb]b[zdi V`WgYfj]W`Vti fgYg`z
YhW

%`Dfcj]XY`h\Y XYZ]b]h]cb]i gYX`Zcf`Vta a i b]hmYb[U[YX`Vti fgYg`z`h\Y`gh]UbXUfX`UbX`fYei]fYX`
Vta dcbYbhgZcf`XYg[]bUh]cb`cZVta a i b]hmYb[U[YX`Vti fgYg`z`UbX`h\Y`dfcW`gg`h\fc i [\ k \]W`h\Y`
]bgh]hi h]cb Uggi fYgZ]XY`]hmhc`h\Y XYZ]b]h]cb]b`h\cgY`Vti fgYg`

; YbYfU`9Xi W]h]cb`Vti fgYg`UgdUfhcZU`7cfY`7i ff]W`i a`k YfY`cZFYX`Zcf`h\Y`Z]fgh]a Y`cb`h\Y`I G: GA`Wla di g]b
&\$%`k \Yb`ZFYg\ a Yb`k YfY`Z]fghUWV`dhYX`]bhc`U`Zci`f!mYUf`Vti fgY`cZghi`Xn`H\Y`7cfY`7i ff]W`i a`k Ug
gi VgYei Ybh`mYb\`UbW`X`h\fc i [\`h\Y`UXX]h]cb`cZ`W`ff]W`Uf`Yj]XYbW`cZ`h\Y`]bgh]hi h]cb gVta a]ha Ybh`c
@YUXYfg\]d`z`9h\]W`z`8]j Yfg]hm`z`UbX`7`ca a i b]hm`9b[U[Ya Ybh`c`U`fYUX`mighU`h`!a`UbX`UhYX`YggY`bh]U`U`fYUg`gc`Ug`hc`
a`cfY`V`e`Y`g]j`Y`m`]b`_`W`ff]W`i a`k]h\`h\Y`]bgh]hi h]cb g'a]gg]cb`UbX`j]g]cb`Ya`d`Ug]g]cb`Vta a i b]hmYb[U[Ya Ybh`
H\Y`gY`Yb\`UbW`a`YbhgZ`Y`i`b`XYf`h\Y`i`a`VfY`U`cZ`D]`U`fgcZ`b`hY`Y`W`h`i`U`9b[U[Ya Ybh`Zcf`k` \]W`g`h`i`XYbhgk`YfY`
fYei]fYX`hc`Vta`d`Y`h`U`a`]b]a`i`a`bi`a`VfY`cZ`Vta a i b]hmYb[U[YX`Vti fgYg`cZFYX`UW`cgg`a`i`h]d`Y`
X]g]W`d`]b`Yg`]b`cfXYf`hc`VY`Y`]] [V`Y`Zcf`[fUXi`Uh]cb`C`bY`cZ`h\Y`d]`U`fg`gd`Y`W]Z]W`m`UXX`fY`ggYX`7`ca a i b]hm`
9b[U[Ya Ybh`UbX`8]j Yfg]hm`7`ci fgYg`Uddfcj`YX`hc`a`YY`h\Y`fYei]fYa`Ybhg`cZ`h`Uh]d]`U`f`k`YfY`]XYbh]Z]YX`]b`Vti fgY`
XYgW`]dh]cbg`z`Vti fgY`hc]d]V`z`Vti fgY`cV`Y`W`h]j`Yg`z`UbX`YUfb]b[`ci`h`Vta`Yg`H\Y`W`ff]W`i a`gYfj`YX`Ug`h\Y`df]a`Ufm`
UWXYa]WgdUW`]b`k` \]W`g`h`i`XYbhgV`c`ghYfYX`h\Y`f`W]j]W]XYbh]hm`UbX`YUfbYX`hc`gY`Y`h\Y`k`cf`X`h\fc i [\`a`i`h]d`Y`
k`cf`Xj]Yk`g`

DfcdcgU`gZcf`Vti fgYg]bW`i`XYX`]b`h\Y`D]`U`fgcZ`b`hY`Y`W`h`i`U`9b[U[Ya Ybh`7`ca a i b]hm`9b[U[Ya Ybh`UbX`8]j Yfg]hm`
fYei]fYa`Ybhk`Ybh`h\fc i [\`Z`UW`h`m[`cj`Yfb`UbW`k`]h\]b`fYgd`Y`W]j`Y`XYd`Uf`ha`Ybhg`c`f`dfc[fUa`g`UbX`h\Yb`h\fc i [\`U`
f][`cfci`gei`U`]hm`UWXYa]WuggY`gga`Ybh`dfc`W`ggj]U`U`b`Yk`m`Ygh`UV`]g`YX`]bhYf`Wla di g`7`cfY`7i ff]W`i a`7`ca a]hhY`
h`Uh]dfc]]XYX`Z]b`U`I G: g`mgh`Ya`Uddfcj`U`"

: UW`h`mXY`Y`cd]b[`Vti fgYg`Vta`d`m]b[`k`]h\`h\Y`D]`U`fgcZ`b`hY`Y`W`h`i`U`9b[U[Ya Ybhk`YfY`Yb`Vti fU[YX`hc`Z]bX`
]bbc] Uh]j`Y`k`Umg`hc`]b`V`e`f`d`c`f`U`h`Y`X]j`Yfg]hm`UbX`Vta a i b]hmYb[U[Ya Ybh]bhc`h\Y]f`Vti fgYg": i`f`h\Yf`z`g`h`i`XYbhgk`YfY`
fYei]fYX`hc`Vta`d`Y`h`U`W`h`i`U`gYfj]W`k`]h\`a`YUgi`f`U`V`Y`XY`]j`Yf`U`V`Y`g`hc`U`Vta a i b]hm`f`lc`W`z`fY[]cb`U`z`b`Uh]cb`U`z`
[`c`V`U`e`d`U`f`h`b`Y`f`z`U`_`Y`m`Vta`dcb`Ybh`cZ`h\Y`Vti fgYg`

H\Y`D]`U`fgcZ`b`hY`Y`W`h`i`U`9b[U[Ya Ybh`7`ca a i b]hm`9b[U[Ya Ybh`UbX`8]j Yfg]hm`k`Ug`XYgW`]VYX`Ug`U` [fYUh`XYZ]b]b[
Z]U`h`i`fY`cZ`h\Y`I G: GA`Wla di g": Y`Y`X`V`U`W`Z`f`ca`h\Y`8]fY`W`h`c`f`cZ; YbYfU`9Xi W]h]cb`UbX`h\Y`7`cfY`7i ff]W`i a`
Xi`f]b[`h\Y`gY`Z]g`h`i`X`m`5`M`&`\$`%`-`y`&`\$`\$`b`ch`Y`X`h\`U`h`k`Y`Y`U`f`X`a`U`b`m`Vta a i b]hm`d`U`f`h`b`Y`f`g`d`Y`U`_`hc`h\Y`g`_`g`h`U`h`c`i`f`
g`h`i`XYbhgVf]b[`V`U`W`_]bhc`h\Y`c`W`k`cf`Zcf`W`k` \Yb`h\Y`m`Y`U`j`Y`i`g`?`Y`m`U`gg][`ba`YbhgZ`f`ca`U`c`Z`h\Y`D]`U`fg`Vti fgYg`
k`YfY`gi`Va]hhYX`UbX`h\Y`UggY`gga`Ybh`X`U`h`[`U`h`Y`f`Y`X`U`h`h\Y`]bgh]hi h]cb`U`Y`j`Y`d`fcj`YX`j`U`i`U`V`Y`U`g`b`Yk` ; Yb`9`X`
XY`h]j`g`k`YfY`VY]b[`f`Y`Y`j`U`i`U`h`Y`X`U`g`U`Vta`dcb`Ybh`cZ`h\Y`I b]j`Yfg]hm`V`e`b`g`c`X]Uh]cb`dfc`W`gg`

h`U`XX]h]cb`z]I G: GA`Y`i`h`Y`b`Y`X`h\Y`D]`U`fg`Vti fgY`Z`f`U`a`Y`k`cf`_`hc`U`i`b]e`i`Y`V`e`U`V`c`f`U`h]cb`k`]h\`Vta a i b]hm`d`U`f`h`b`Y`f`g]b`
k` \`U`h` \`U`g`d`f`c`j`Y`b`hc`VY`U`c`b`Y`!`c`Z`U`!`_`]b`X`b`U`h]cb`U`a`c`X`Y`Zcf`U`W`X`Y`a]W`Vta a i b]hmYb[U[Ya Ybh`8`f`8`U`j]g!`7`c`h`c`b`
`Y`X`h\Y`XY`j`Y`c`d`a`Y`bh`c`Z`U`b`Y`i`W]h]b[`7]f`W`g`5`f`h`g`7`i`ff]W`i a`Zcf`6`cc`_`Y`f`A]X`X`Y`G`W`c`c`A`U[`b`Y`h`D`f`c[fUa`UbX`
GufUgchU`<] [\`G`W`c`c`k`]h\`h\Y`7]f`W`g`5`f`h`g`7`c`b`g`Y`f`j`U`h`c`f`m`H`f`Y`Y`Y`i`U`a`d`Y`g`cZ`Vti fgYg`W`Y`U`h`Y`X`]b`W`i`XYX`
h`f`c`X`i`W]h]cb`hc`7]f`W`g`5`f`h`g`z]f`W`g`G`d`Y`W]U`h]Y`g`%`z`UbX`5`Y`f]U`5`k`U`f`Y`b`Y`gg`UbX`5`W`c`V`U`h]W`g`%`H\`g`V`e`U`V`c`f`U`h]cb`]g`c`Z`
g`d`Y`W]U`]a`d`c`f`h`U`b`W`U`g`h\Y`I b]j`Yfg]hm`g`U`f`Y`g`]h`g`U`f`U`g`chU`c`W`h]cb`k`]h\`h\Y`f`]b[`]b[`7]f`W`g`a`i`g`Y`i`a`f`l`ca`Y`hc`h\Y`
5`a`Y`f]W`b`W`f`W`g`g]b`W`%`-`(`,`L`U`b`X`h\Y`Z`c`f`a`Y`f`l`ca`Y`c`Z`>`c`b`f`]b[`]b[`z`k`l`c`a`U`X`Y`G`U`f`U`g`chU`h\Y`k`]b`h`Y`f`e`i`U`f`h`Y`f`g`Z`c`f`

:]fgh'iH]a Y '7 `Ugg]Z]W]h]cb. H\Y '7 UfbY[]Y : ci bXUh]cb 'Zcf'h\Y '5 Xj UbW'a YbhcZ
HYUWX]b[

Gi Va]hhYX Vml b]j Yfg]hmcZGci h\ : `cf]XU!GufUgchU!A UbUhYY'cb' - #* #&\$&&"@Ugh'a cX]Z]YX'cb' (#&, #&\$&' "

h\Y F]b[`]b['6fch\Yfg'UbX'6Ufbi a / '6U]'Ym7]fW'g]b %- &+"

&"'7ca d`YhY'h\Y'hUV`Y VY`ck i g]b[h\Y'a cghfYWWbhVta d`YhY
UWUXYa]W'hYUf'XUHJ"8UHJ'g\ci `X VY'XfUk b'Zfca i bXYf[fUXi UhY
UbX' [fUXi UhY'Zcf!WYX]hVti fgYg'UbX'VY]bX]W]hYX'UWVtfX]b[`m

U" , `cZZcf!WYX]hVta a i b]hmYb[U[YX'XYg][bUhYX Vti fgYgfl ; #, t

% '

V"i `cZVta a i b]hmYb[U[YX'XYg][bUhYX Vti fgYgUgdUfhcZU` Zcf!WYX]hVti fgYgfl ; #, t

%+I

W' , `cZZUW`hmhYUWX]b['Zcf!WYX]hVta a i b]hmYb[U[YX'XYg][bUhYX Vti fgYg

-- 'f]bWl X]b['UX↑ bWgk

X"i `cZZUW`hmhYUWX]b['Zcf!WYX]hVta a i b]hmYb[U[YX'XYg][bUhYX Vti fgYgUgdUfhcZU`ZUW`hm

' - I

Y" 'C Zh\Y'ZUW`hmhYUWX]b['Zcf!WYX]hVta a i b]hmYb[U[YX'XYg][bUhYX Vti fgYgzk \Uhi 'UfY'Zi ``!h]a Y3

) * I

Z' 'C Zh\Y'ZUW`hmhYUWX]b['Zcf!WYX]hVta a i b]hmYb[U[YX'XYg][bUhYX Vti fgYgzk \Uhi 'UfY'dUfh]a Y3

((I

[" 'C Zh\Y'ZUW`hmhYUWX]b['Zcf!WYX]hVta a i b]hmYb[U[YX'XYg][bUhYX Vti fgYgzk \Uhi 'UfY'hYbi fYX'cf
hYbi fY!hfUW_3

) (I

\" , `cZUWUXYa]WXYdUfha YbhgcZZYf]b['Zcf!WYX]hVta a i b]hmYb[U[YX'XYg][bUhYX Vti fgYg

:]fghiH]a Y '7 `Ugg]Z]WWh]cb. H\Y '7 UfbY[]Y: ci bXUh]cb `Zcf`h\Y '5 Xj UbW`a YbhcZ
HYUW`]b[

Gi Va]hhYX Vml bj Yfg]hmcZGci h\ : `cf]XU!GufUgchU!A UbUhYY`cb'- #* #&\$&&"@Jgha cX]Z]YX`cb'(#&, #&\$&' "

+ `b &\$%- j&\$&\$zh\YfY`k YfY`bc`XYdhg"]b`7c`""cZ6i g]bYggzbc`XYdhg" k]h\]b`7c`""cZ<cgd]hU]hm/`Hci f]ga /h\YfY`
k YfY`&XYdhg"UbX`%gW`cc`]b`7c`""cZ@]VYfU`5fhg/`GcW`GWYbW`gUbX`%XYdh"]b`GWYbW`/`A Uh`"5`"ch\Yf`
X]gW`d`]bYgV`bg]XYfYX`%XYdh"

]`i`cZUWXYa]WXYdUfha YbhgcZZyf]b[`Zcf!WYX]hV`a a i b]hmYb[U[YX`XYg][bUhYX`V`i fgYg`UgdUfhcZ
U`XYdUfha Ybhg

%\$ \$i

^.`cZghi XYbhgYbfc`YX]b`Zcf!WYX]hV`i fgYgV`a a i b]hmYb[U[YX`XYg][bUhYX`V`i fgYg`f] ; #, 7

&z ((`D`YUgY`bchY.`6YWli`gY`ghi`XYbhgV`i`X`UbX`X]X`Ybfc`"]b`a`cfY`h\Ub`cbY`V`a`a`i`b]hmYb[U[YX`XYg][bUhYX`
V`i`fgYzh\Y`bi`a`VYfg`UFY`Xi`d`]WWh]j`Y`UbX`bchX]gWYhY"

_`i`cZghi XYbhgYbfc`YX]b`Zcf!WYX]hV`i fgYgV`a a i b]hmYb[U[YX`XYg][bUhYX`V`i fgYg`UgdUfhcZU`
ghi XYbhg`f] ; #, 7

% i `5 [U]bZUg`bchYX`UVcj`Y.`6YWli`gY`ghi`XYbhgV`i`X`UbX`X]X`Ybfc`"]b`a`cfY`h\Ub`cbY`V`a`a`i`b]hmYb[U[YX`
XYg][bUhYX`V`i`fgYzh\Y`bi`a`VYfg`UFY`Xi`d`]WWh]j`Y`UbX`bchX]gWYhY/h\YfY`ZcfY`h\Y`dYfW`bhU[Yg`UFY`g`Yk`YX`UbX`
]bUWV`fUhy"

`"K` \UhUWXYa]WmYUf`XcYg`h\]gXUH`fYdfYgYbh3

&\$%-!&\$

' "8YgW]VY`ck`h\Y`XUH`Zcf`U!_]b`h\Y`hUV`Y`UVcj`Y`k`YfY`XYf]j`YX"<ck`k`Ug]h[Uh\YfYXzVmk`ca`z`
k`]h\`k` \UhZ`fYe`i`YbW`z`UbX`Zcf`k` \Uh`di`fdcgY`3FY`ZY`V`icb`ck`h\Y`XUH`]bX]WWhYg`h\Y`Y`Yj`Y`gicZ`
dYfj`Ug]j`YbYgg`UbX`XYdh\`V`a`a`i`b]hmYb[U[Ya`Ybh]g]bZ`gYX]b`h\Y`W`ff]W`i`a`"

D`YUgY`bchY.`6YWli`gY`cZ`h\Y`ga`U`g]nY`cZ`ci`f[fUXi`UhY`dfc[fUa`gzh\Y`bi`a`VYf`cZ`V`i`fgYg`Uh`h\Y`[fUXi`UhY`Yj`Y`

:]fgh'H]a Y '7 `Ugg]Z]W]h]cb. H\Y '7 UfbY[]Y: ci bXUh]cb Zcf'h\Y '5 Xj UbW'a YbhcZ
HYUW]b[

Gi Va]hhYX Vml bj Yfg]hmcZGci h\ : `cf]XU!GufUgchU!A UbUHY'cb'- #* #&\$&"@Ugha cX]Z]YX'cb'(#&, #&\$&' "

7 UdghcbY fGYb]cf! `Yj Y`dfc`YVW` H\Y WdghcbY Vci fgY '7 ca a i b]hm@UXYfg\]d`DfUW]W a ž@8 F ' &*' `fUfhcZh\Y
dfc[fUa `Zcf U'6G]b'5 dd`]YX`GWYbWgk]h\ U`VebWbhfU]cb]b`@UXYfg\]d`Ghi X]Ygž]g`XYg] bYX`hc`UggYgg
_bck `YX[Y`U]bYX`h`fci [\ h\Y`a`Uhf]U`gVci YfYX]b`h\Y`g]l `@UXYfg\]d`Ghi X]YgVci fgYg`h`fci [\ Udd`]YX`YUfb]b["
Ghi XYbhg]XYbh]ZmU`dfc`YVWhc`YUX`h`Uhk]`gYfj Y`h\Y`b`YXg`c`Z`Ub`cf[Ub]nUh]cb`cf`h\Y`Vca a i b]hm`Ghi XYbhg`Uj Y
Vca d`YhYX`ZccX`cf`hcmXf]j Ygž]bWYUgYX`h\Y`Uk`UfYbYggcZ]ggj Yg`h`fci [\ `gcWU`a`YX]U`ci`hfYUW`ž`UbX`k`cf`_YX`k]h\
bc`bdfcZ]hg`Zcf`Uh]f]g_`mci`h`ž`h\Y`ca`Y`Yggž`UbX`Zc`ghYf`WUfY`H\Y`m`YUfb`hc`VY`]bW`g]j`Y`c`Z`X]j`YfgY`j`c]W`gžVi`]X
VebgYbgi gžYZZYVhW]Ub[YžUbX`a`U`_Y`UX]ZZYfYbW`cb`h\Y`]ggj`Yg]a`dUW]b[`UWli`gY`]b`h\Y`Vca`a`i`b]hm`

Ghi XYbhgYbfc`YX`]b`@8 F '(%%(žGi fj YmcZ@UXYfg\]d`F`YUX]b[gžVca d`YhY`Ub`]bhYfj`]Yk`k]h\`gca`YcbY`k`c`c`Ug
Yi`dYf]YbW`YUX]b[]b`Ubch\Yf`Vci`bhfmi`H\Y`Ugg][`ba`Ybh]bWYUgYg`ghi`XYbhUk`UfYbYggcZ`h\Y`\`]ghc`f]W]ž
gcV]cYVebca]VžUbX`W`hi`fU`ZUW`c`f`g`h`U]h]a`dUW`h`YUXYfg\]d`]b`Ubch\Yf`Vci`bhfmi`Ghi`XYbhg`YUfb`h`Uh`fi`gh`UbX
a`i`hi`U`fYgdYVh`UfY`h\Y`Zci`bXUh]cb`hc`YUXYfg\]d`k`cf`Xk]XY`H\Y`m`U`gc`[`U]b`Ub`i`bXYfgh`UbX]b[`h`Uh`W`hi`fY
]bZi`YbW`g`VY`Uj`]cf`gi`W`Ug`\`ck`ghUhi`gždcg]h]cbžVca a i b]W]h]cb`ghm`Ygž`UbX`fY`Uh]cb`g\`]dg`UfY`XYZ]bYX`k`\Yb
`YUX]b[]b`Ubch\Yf`Vci`bhfmi`Ghi`XYbhg`YUfb`h`Uh`h\Y`bi`UbW`gcZ`W`hi`fY`UbX`Vca`a`i`b]W]h]cb`ghm`Yg]b`X]ZZYfYbh
Vci`bhf]Yg`Wb`Vi`]X`cf`VfYU`_`fY`Uh]cb`g\`]dg`UbX`Vi`g]bYgg"

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7 cfY '7 ci fgYg` H\ fci [\ h\Y '7 c`Y`Y`c`Z`<`cgd]hU`]hm`UbX`Hci`f]ga`A`UbU[`Ya`Ybhžghi`XYbhg`UfY`fYei`]fYX`hc`Yb[`U[`Y
]b`a`UbX`Uhc`fm]bhYfbg\]dg]b`U`V`fY`Vci`fgYg`Zcf`h\Y`'6G`XY[`fYY`"H\`]g`Y`bhU]`g`k`cf_]b[]b`h\Y`Z]Y`X`hc`VY`VY`h`Yf
dfYdUfYX`Zcf`WUfYfYfg]b`hci`f]ga`UbX`h\Y`\`cgd]hU`]hm]bXi`ghfmi` :`cf`Yi`Ua`d`YžfchU]cbU`Ugg][`ba`Ybhg`UfY`c`ZZYfYX`Ug
dUfhcZ`h\Y`HYUW]b[<`chY`dfc[fUa`h`Uh`Yb`U`V`g`ghi`XYbhg`hc`[`U]b`\`UbX`g]cb`Yi`dYf]YbW`h`fci [\ `cdYfU]cbg`UbX
UXa`]b]ghfU]j`Y`X]j`]g]cbg`c`Z`chY`g`"b`UXX]h]cb`hc`g][`b]Z]W]bh]bj`c`j`Ya`Ybhk]h\`chY`a`UbU[`Ya`Ybh`UbX`ghUZZh`YfY
]gYi`hYbg]j`Y`]bhYfUW]cb`k]h\`h\Y`di`V`]W`h`fci [\ `h\Y`gY`]bhYfbg\]dg`'5`dUf`h`b`Yfg\]d`YghU`V`]g`YX`k]h\`H\Y`F`Ygc`fh`Uh
@`c`b[`Vc`Uh?`Ym`7`i`V`\`Ug`dfcj`]YXX`a`cY`h`Ub`)`\$`ghi`XYbhg`k]h\`]bhYfbg\]d`c`ddc`fhi`b]h]Yg`Ug`k`Y`Ug`fYgi`hYX`]b
Ya`d`cma`YbhZcf`gYj`YfU`ghi`XYbhgi`dcb[`fUXi`Uh]cb"

5 XX]h]cbU`mž`Ub`cb[`c]b[`dUf`h`b`Yfg\]d`k]h\`A`V`]V`Vcb`<`cgd]hU`]hmdfcj`]XYg`ghi`XYbhg`k]h\`h\Y`c`ddc`fhi`b]hm`hc
Vca`d`YhY`]bhYfbg\]d`Ugg][`ba`Ybhg`Uh`Uk]XY`f`Ub[`Y`c`Z`Y`]hY`\`chY`g`UbX`fYghU`i`f`Ubhg]b`h\Y`A`V`]V`Vcb` ;`fci`d`"c`b
A`V`]V`Vcb`Z`b`XYX`h\Y`A`'`7`Y`bhYf`Zcf`<`cgd]hU`]hm`HYW`bc`c[`m`UbX`"b`bcj`Uh]cb`Uh`I`G`]b`&\$%`k]h\`U
hf`Ub`g`Z`ca`Uh]cbU`[]h`UbX`gi`VgYei`YbhYbXck`a`YbhcZ`h\Y`A`V`]V`Vcb`7`\U]f`Dfc`ZYggc`f`c`Z`h\Y`7`c`Y[`Y`c`Z`<`cgd]hU`]hm
UbX`Hci`f]ga`A`UbU[`Ya`Ybh"

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b`h\Y`A`U`c`fg`#`fUXi`UhY`Vci`fgYg` H\Y`A`UghYf`c`Z`Gc`WU`K`cf`_`fA`GK`Edfc[fUa`]g`c`ZZYfYX`Ug`U`c`ghYX`dfc[fUa`cb
h\Y`I`G`GA`WUa`di`g`Z`ca`h\Y`GVk`cc`c`Z`Gc`WU`K`cf`_]b`h\Y`7`c`Y[`Y`c`Z`6`Y`Uj`]cfU`UbX`7`ca`a`i`b]hm`GWYbW`g`Uh`I`G`
HUa`dU`"Ghi`XYbhg`Vca`d`YhY`-`\$\$`\`ci`fg`c`Zgi`dYfj`]gYX`k`cf`_`cj`Yf`h\Y`Vci`fgY`c`Zg]l`gYa`YghYfg`f%)`\$`\`ci`fg`dYf
gYa`YghYf`U`hmd]WU`Vca`cf`hk`ci`X`]bW`i`XY`%)`ž`ghi`XYbhg`"5`h`h\Y`a`UghYf`g`Y`Y`ž`dUf`h`b`Yfg`k`cf`_]b[`k]h\`I`G`GA
ghi`XYbhg]bW`i`XY`GufUgchU`A`Ya`cf]U`<`cgd]hU`ž`cf`m`7`Uff`ch`ž`A`UbUHY`7`\`X`fYb`fj`GYfj`]W`gž`YbhYfghcbYž
C`dYfU]cb`D5`F`ž`>`k`]g\` :`Ua`]m`UbX`7`\`X`fYb`fj`GYfj`]W`g]GufUgchUž`f`c`chYX`H\Y`fUd]Ygž` :`fgh`GhYd`GufUgchUž`UbX
%`h`8`]h`Z`W`c`X`h]b]h`c`Y`U`X`Y`f`U`d`U`" `cb`hc`"YUXYfg\]d`k` `cb`hc`"YUXYfg\]d`k` `cb`hc`"YUXYfg\]d`k`

5 WYX]h]cb[i]XY`]bYg`UfY`ghf]W`i`m`UX`\`YfYX`hc`k]h\`fYgdYVh`hc`gi`dYfj`]g]cb"@U]gcbj`]g]hg`k]h\`U`c`Z`h\Y`dUf`h`b`Yf
U[`Yb`V]Yg`UbX`ZUW]h]Yg`UfY`VebXi`WYX`Y`Y`f`m`ch\`Yf`gYa`YghYf`UbX`gi`dYfj`]g`c`f`gž`UXa`]b]ghf`Uhc`fgž`UbX`gc`WU`k`cf`_Yfg
dfcj`]XY`ZYX`VUW`"7`ca`a`Ybhg`fYW]j`YX`UV`ci`h`I`G`GA`ghi`XYbhg]bW`i`XY`"K`Y`k`ci`X`VY`]bhYfYghYX`hc`\Uj`Y`Ubch\Yf
ghi`XYbhZ`ca`I`G`g]bW`h\Y`Yi`dYf]YbW`k]h\`h\Y`dfYj`]ci`g`ghi`XYbhk`Ug`gc`Ua`Un]b[`UbX`H\`Ub`_`mci`Zcf`Ybhfi`gh]b[

:]fgh'H]a Y '7 `Ugg]Z]WWh]cb. H\Y '7 UfbY[]Y: ci bXUh]cb 'Zcf'h\Y '5 Xj UbW'a Ybhc'Z
HYUW\]b[

Gi Va]hYX'Vml b]j Yfg]hmcZGci h\ : `cf]XU!GufUgchU!A UbUhYY'cb'- #* #&\$&&"@Ugh'a cX]Z]YX'cb'(#&, #&\$&' "

G97H=C B %% '7c! 7i ff]W`Uf'9b[U[Ya Ybh

%"8YgW]VY\ck `Vta a i b]hmYb[U[Ya Ybh]g]bhY[fUhYX]bhc]bgh]hi h]cbU`Vt!W ff]W`Uf'dfUW]WgVm
dfcj]X]b[`Uh`YUgh'k c Vi hbcha cfY'h\Ub'Zci fYI Ua d`YgZ'fca `h\Y Zc`ck]b[WWhY[cf]Ygfa UI]a i a
k cfX`Vti bh%\$\$\$t

- GcW]U`=bcj Uh]cb#YbhfYdfYbYi fg\]d

•

:]fgh'H]a Y 7 `Ugg]Z]Wh]cb. H\Y 7 UfbY[]Y : ci bXUh]cb Zcf'h\Y'5Xj UbW@a YbhcZ
HYUW]b[

:]fgh'H]a Y'7`Ugg]Z]W[h]cb. H\Y'7 UfbY[]Y: ci bXUh]cb'Zcf'h\Y'5Xj UbW'a Ybhc'Z
HYUW]b[

Gi Va]hhYXVml b]j Yfg]hmcZGci h\ : `cf]XU!GufUgchU!A UbUhYY'cb'- #* #&\$&&"@Ugh'a cX]Z]YX'cb'(#&, #&\$&' "

d`Ubb]b[`UbX'Yj Ybhi U`W'bgc:`XUh]cb'k]h\C bY1 G: `fbi `m&\$&\$E"H\YfYzcfYzh\]g'dfc'YWh'k Ug'hUV`YX'XYgd]hY'h\Y

:]fgh'H]a Y`7`Ugg]Z]W]h]cb. H\Y`7 UfbY[]Y: ci bXUh]cb`Zcf`h\Y`5Xj UbW`a YbhcZ
HYUW]b[

Gi Va]hYX`Vml b]j Yfg]lmcZGci h\ : `cf]XU!GufUgchU!A UbUhYY`cb`- #* #&\$&&"@Ugha cX]Z]YX`cb`(#&, #&\$&' "

mYUf`a cXY`Zcf`ghi XYbhYb[U[Ya Ybhžk \]W\`UgVYVt`a YUgd]fUh]cbU`Zcf`h\Y`I G: GA `W]a di g[c]b[`Zcfk UFX"

&"Dfcj]XY`UbUffUh]j Y`h\UhgdYU_gVfcUX`mhc]bj`c`j Ya YbhcZghi XYbhg]b`Vt`a a i b]lmYb[U[Ya Ybhž
gi W`Ug`h\Y`k Um]g`ghi XYbhg`Uj Y`YUXYfg\]d`fc`Yg]b`Vt`a a i b]lmYb[U[Ya Ybhf[]j Y`YI Ua d`Yg]Zcf
XYW]g]cb`a U_]b[`fc`Yg`ghi XYbhg`Uj Y`cb`W]a di g`fYU`h\Y`h`c`d`e`a`d`h`b]lmYb[]k[]Y`a`b`h`f`d`U`b`b`b[`ž`f`_`UFX`UbX
]a`d`Ya`Ybh`Uh]cb`ž`Ugg`Y`gga`Ybhž`cf`ch`Y`fL"<`ck`]g`ghi XYbh`YUXYfg\]d`]b`Vt`a a i b]lmYb[U[Ya Ybh
fYVt`[b]nYX`fUk`UfXgž`bc`hUh]cb`cb`hf`Ub`gW]d`hž`Y`h`W]L3

I G: GA `U`g`a U]bhU]bYX`UfcVi ghGhi XYbh5a VUggUXcfd`fUa `Zcf`a UbmmYUfg"H\Y`YUXYfg\]d`d`fc[fUa `]b_g
ghi XYbhgž`U`i`a`b]ž`UbX`h\Y`Vt`a`a`i`b]lm`UbX`]g`Zc`W`gYX`cb`YUXYfg\]dž`gYfj]W`ž`Vt`a`a`i`b]lmž`UbX`I`b]j`Yfg]lm
]bj`c`j`Ya`Ybh`Ug`k`Y`Ug`YXi`W]h]cbU`UXj`UbW`a`Ybh`5a`VUggUXcfd`fUfY`]bj`c`j`YX`]b`a`Ub`m`Z`b`W]h]cb`g`fYd`fYg`Ybh]b[`h\Y
I`b]j`Yfg]lmc`]h]b`h\Y`Vt`a`a`i`b]lm`fU`i`a`b]hU]`[`UhYgž`Vt`a`a`Yb`W]a`Ybhgž`gYfj]W`d`fc`Y`W`gž`gd`Y`W]U`Y`j`Ybhg`c`gh`Y`X`V`m
I`G: `Vt`Y[`Yg`#`ch`Y`f`i`b]hgž`Y`h`W]t`UbX`d`fcj]XY`j`c`i`bh`Y`f`g`Y`f`j]W`Uh`bi`a`Y`f`ci`g`Y`j`Ybh`g`cb`UbX`c`ZZ`W]a`di`g`
5a`VUggUXcfd`fUfY`d`fcj]YX`k`]h`c`d`d`c`f`h`i`b]h]Y`g`h`c`XY`j`Y`c`d`YUXYfg\]d`g_]`g`h`f`ci`[`h`f`U]b]b[`Uh`U`bbi`U`
Vt`b`Z`Y`f`Y`b`W]g">`Um`F`]Y`m`U`g`X]f`Y`W]Y`X`h`Y`I`G: GA `5a`VUggUXcfd`fUa `Zcf`U`bi`a`VY`f`c`Z`m`Y`U`f`gž`]b`W]X]b[`5`M
&\$%-`y`&\$&\$`"F`Y`Z`Y`W]b[`cb`h\Y`Ugh`Vt`b`Z`Y`f`Y`b`W]d`f`c`f`h`c`7`C`J`-8`!`%-`ž`Y`g`h`U`h`Y`X`ž`=Ua`j`Y`f`m`d`f`ci`X`c`Z`h`Y`k`U`m`ci`f`
Ua`VUggUXcfd`fYd`fYg`Ybh`Y`X`ci`f`I`b]j`Yfg]lm`Uh`h\Y`Vt`b`Z`Y`f`Y`b`W]"H\Y`m`U`f`f`j`Y`X`V`U`W]_`Z`f`ca`h\Y`Vt`b`Z`Y`f`Y`b`W]`k`]h`b`Y`k`
_`b`ck`YX[`Y`ž`h`c`b`g`c`Z`g`d]f]hž`UbX`[`f`Y`U]h]XY`U`g`h\Y`m`k`Ub`h`Y`X`h`c`g\`U`f`Y`k`]h`h\Y`k`c`Y`[`f`ci`d`"H\Y`Z`U`W]h`h`U`h`h`Y`m`U`j`Y`
U`f`Y`U`X`m]a`d`Ya`Ybh`Y`X`d`fc[fUa`g`Ub`X`d`f`U`W]h]W]g`h\Y`m`Y`U`f`b`Y`X`U`h`h\Y`Vt`b`Z`Y`f`Y`b`W]g`c`k`g`h\Y`I`G: `G`U`f`U`g`c`h`U!`A`U`b`U`h`Y`
Vt`a`a`i`b]lm`c`k`Vt`a`a`]h`Y`X`h\Y`g`Y`g`h`i`XY`bh`g`U`f`Y`U`V`ci`h`g`h`f`Y`b[`h\Y`b]b[`h\]g]j`]hU`g`Y`f`j]W`c`f[`U`b]n`U`h]cb`Z`c`f`h\Y`V`Y`b`Y`Z]h`
c`Z`I`G: "

Hcb]F]dcž7 UfYf`G`Y`f`j]W]g`7`cc`f`X]b`U`h`c`f`ž`Ub`X`A`f`"F`]Y`m`Vt`U`V`c`f`U`h`Y`X`h`c`XY`j`Y`c`d`W]a`di`g`ci`h`f`Y`U`W]d`fc[fUa`gž`
d`U`f`h`b`Y`f]b[`k`]h`gh`i`XY`bh`c`f[`U`b]n`U`h]cb`gž`Z`U`W`h`mž`Ub`X`Vi`g]b`Y`g`Y`U`X`Y`f`g`Z`f`ca`h\Y`Vt`a`a`i`b]lm`H\Y`m`Vt`U`V`c`f`U`h`Y`X`
k`]h`h\Y`I`G: GA `Ghi`XY`bh`5a`VUggUXcfd]b`h\Y`g`d`f]b[`c`Z`&\$&\$`h`c`c`f[`U`b]n`Y`U`j`]f`h`U`Vt`a`a`i`b]lm`ci`h`f`Y`U`W]g`Y`g`g]cb`
h`U`h`d`U`f`h`b`Y`f`Y`X`k`]h`c`W]`a`U`bi`Z`U`W]i`f`Y`f`ž`H`Y`f`j]g`H`i`a`V`Y`f`ž`U`V`ci`h`k`U`m`g`Y`a`d`c`m`Y`f`g`U`b`X`Y`a`d`c`m`Y`g`Vt`i`X`f`Y`a`U]b`
Vt`a`a`i`b]W]h]j`Y`U`b`X`d`fc`Xi`W]h]j`Y`Xi`f]b[`7`C`J`-8`!`%-`"H`Y`f`j]g`D`f`Y`g]XY`bh`Ub`X`7`9`C`F`c[`U`b`8`c`b`Y`nž`k`c`g`Y`f`j`Y`X`cb`h\Y`
: `c`f]XU[`c`j`Y`f`b`c`f`g]b`Xi`g`h`f`m`k`c`f_]b[`[`f`ci`d`h`U`g`_`Z`c`f`W]`cb`d`c`g`h`d`U`b`X`Y`a`]W`f`Y`!`c`d`Y`b]b[`g`h`f`U`h`Y`[]Y`gž`hU`_`Y`X`k`]h`h\Y`
gh`i`XY`bh`gž`c`Z`Y`f]b[`]g]b]g[`h`g`U`V`ci`h`c`k`_`]g`Vt`a`d`U`b`m`U`b`X`c`h\Y`f`g`k`Y`f`Y`Vt`d]b[`X`i`f]b[`h\Y`d`U`b`X`Y`a`]W`F`c[`U`b`
g`U`f`Y`X`h`U`h`Y`j`Y`b`h`ci`[`h`h`]g`Y`a`d`c`m`Y`g`k`Y`f`Y`k`c`f_]b[`f`Y`a`c`h`Y`nž`h`Y`m`k`Y`f`Y`a`c`h]j`U`h`Y`X`h`c`k`c`f`_`U`f`X`U`b`X`
Vt`b`h`f]Vi`h`Y`h`c`h\Y`Vt`a`d`U`b`m`g`i`W]W]gž`A`f`"F`]Y`m`g`U]X]"H\Y`g`Y`g`g]cb`k`U`g`j`Y`f`m]b`h`Y`f`Y`g`h]b[`U`b`X`]b`Z`c`f`a`U`h]j`Y`h" ca`h\Y`Vt`

:]fgh'H]a Y '7 `Ugg]Z]WWh]cb. H\Y '7 UfbY[]Y : ci bXUh]cb 'Zcf'h\Y '5 Xj UbW'a YbhcZ
HYUW]b[

Gi Va]hhYXVml b]j Yfg]hmcZGci h\ : `cf]XU!GufUgchU!A UbUhYY'cb'- #* #&\$&&"@Ugh'a cX]Z]YX'cb'(#&, #&\$&' "

fYhfcgdYWh]j Y'fYj]Yk `cZh\]g'gY`Z]ghi Xmh\UhVta a YbW'X'cbY'mYUf'U[czh\Y'k cf_[fci d'W'Uf[YX'k]h\XYj Y'cd]b[
h\]g'Udd`]WWh]cb'UbX'hY`]b[`ci f'ghcf]Yg'k Ug'fYk UfXYX'hc Wldhi fY'h\Y'Ui h\Ybh]WbUhi fY'cZ'Wta a i b]hmYb[U[Ya Ybh
]bZ' gYX']bYj YfmUgdYWh'cZci f'Wla di g"

5g'k]h\ Yj Yfm]bgh]hi h]cb'cj Yf'h\Y'dUgh'ZYk 'mYUfg'zk Y'ZUW'X'h\Y'W'U`Yb[Yg'cZ'7 C J =&!%- h\UhbyW'gg]hUhYX'ei]W_

:]fgh'H]a Y'7`Ugg]Z]WWh]cb. H\Y'7 UfbY[]Y: ci bXUh]cb'Zcf'h\Y'5Xj UbW'a YbhcZ
HYUW]b[

Gi Va]hhYX\vmi b]j Yfg]hmcZGci h\ : `cf]XU!GufUgchU!A UbUhYY'cb'- #* #&\$&&"@Ugh'a cX]Z]YX'cb'(#&, #&\$&' "

=k Ug]bgd]fYX\vmh\Y`YUXYfg\]d'hYUa `k cf_]b[`cb'h\Y'7 UfbY[]Y Udd`]WWh]cb'dfcW'ggzk \c`]bhY[fUhyX'gyfj]W!
`YUfb]b[`UbX\W'a a i b]hmc'ci hfYUW]]b]h]Uhj Yg'h\fc' [\`a i `h]d`Y X]gWd`]bYg'cb'ci fW'a di g" fB "8 Uj]g! 7 chcbŁ

:]fgh'H]a Y '7 `Ugg]Z]W]h]cb. H\Y '7 UfbY[]Y: ci bXUh]cb Zcf'h\Y '5 Xj UbW'a YbhcZ
HYUWX]b[

Gi Va]hhYX Vml b]j Yfg]hmcZGci h\ : `cf]XU!GufUgchU!A UbUhYY'cb'- #* #&\$&&"@Ugha cX]Z]YX'cb'(#&, #&\$&' "

< Y UXXYXž h\Y'dUfhbYfg\]d'k]h\ h\Y F]m! 7 Uf'hc b]gZUbhUgh]WUbx Wfhu]b`mVYbYZ]hgVch\`g]XYg" 'Ghi XYbhgk cf_YX
Vch\ h\Y ZfcbhicZh\Y\ci gY fā Uf_yh]b[žfY[]ghfUh]cbž5 J žYhWēUg:k Y`Ug'h\Y VUW_cdyfUh]cbg:cZa YU`dfYdUfUh]cb
UbXWēcfX]bUh]b['a i`h]!Vēi fgY X]bbYf'gYfj]W`"8 f"DUhf]W_A cfYc fgYY GdYWU`B chY]b h\]gYgYh]cbtZUgXYUb`cZh\Y
Wē`Y[Y Uh'h\Y h]a YžXYgW]VYX h\Y` hYb`mYUfg:cZ< cgd]hU`6i` `Ug`U'hYghUa Ybhic`ci f`ghi XYbhgUbX`ZUW`mžVi ha cfY
h\Ub Ubm'h]b[Y`gYžhc`ci f`cmU`UbX[fck]b['gi ddcfhYfg"H\]gYj Ybh` 'gi ddcfhg'ghi XYbhgWc`Ufg\]dgUgk Y`Ug
ghi XYbhUbX`ZUW`mXj Y`cda YbhžUbX]h[]j Ygi gh\Y hYUWX]b['UbX`YUfb]b['hcc`gbYWWggUfmc`h\Y`d`ci f`ghi XYbhg
gi WYX" `

) "fC dh]cbU`E`g'h\YfY Ubm]bZcfa Uh]cb h\Uhk UgbcfhYei YghYX h\Uhmc`i Vēbg]XYf`g][b]Z]W]b]h]Yj]XYbW
cZmci f`]bgh]hi h]cb gVēa a i b]hmYb[U[Ya Ybh3-Zgcžd`YUgy`dfcj]XY h\Y]bZcfa Uh]cb]b h\]g'gdUW"

b#U

* "fC dh]cbU`E`D`YUgy`dfcj]XY Ubmgi [[Ygh]cbg'cf Vēa a Ybhg'mci `a Um\Uj Y`cb h\Y Udd`]W]h]cb`dfcWgg
Zcf h\Y '9`YVh]j Y '7 `Ugg]Z]W]h]cb Zcf '7 ca a i b]mi9b[U[Ya Ybh"

9Zcfhg\ci `X VY`a UXY`hc Ybgi fY`h\UhU`ei Ygh]cbgk]h\]b`U`gYVh]cb`fY`UhY`hc`h\Y`gi`V`YVh]b`U`WYUf`UbX`a`Yh\cX]WU
a UbbYf`fG`YVh]cb`- UddYUfg`U`a`cgh\cX[Y!dcX[Y]b`h\Y`a`UbbYf`]b`k` \]W`ei`Ygh]cbg`gY`a`hc`Vci`bW`Ufci`bX`UbX
h\YfY`gY`a`g`hc`VY`U`]h`Y`V]h`c`Z`Xi`d`]W]h]cb`]b`h\Y`k`Umh\Uh`h`fY`Y`cf`Zci`f`c`Z`h\Y`ei`Ygh]cbg`fY`UhY`hc`hYbi`fY`UbX
dfca`ch]cb`UfY`Ug`_`YX`E`"5`XX]h]cbU`mžZcf`gYj`YfU`c`Z`h\Y`Uf[Yf`gYVh]cbg`f]`UbX`-`ēzh\ci`[\`hg\ci`X`VY`[]j`Yb`hc
VfYU`_`b[`h\Y`gY`]b`hc`ga`U`g`YVh]cbg"

K]h\ fYgdYVh`hc`k`cfX`Vēi`bhžk` \]Y`c`Z`Vēi`fgY`cbY`cc`_`g`c`]gh]WU`mUh`h\Y`Ybh]fY`dUW`U[Y`VY`ZcfY`k`f]h]b[ža`UbmcZ
h\Y`gYVh]cbg`Uj`Y`U`h`h`U`c`Z`b`h`h`!`Y!`WYX`%`\$`\$`cf`%`\$`\$`k`cfXg`<`ck`Yj`Yfž`G`YVh]cb`-`žZcf`]bgh]UbW`ž`Ug`U`b`h`h`!
Y!`WYX`h`h`U`c`Z,`ž`\$`\$`k`cfXg`f`g`ca`Yk` \`Uh`c`j`Yfk` \`Y`a`]b[#]bh]a]XUh]b[k` \`Yb`cbY`[Yhg`hc`h\`Uh`gYVh]cb`hc`VY`[]b
k`f]h]b[žk` \]W`]g`U`h`Y`f`]b`h\Y`Udd`]W]h]cb!`k`f]h]b[`dfcWggēUbX`fYei`]fYX`%` `dU[Yg`c`Z`b`Uff`Uh]j`Y`fYgdcbgYg`"GYVh]cb`;
fYei`]fYX`%\$`dU[Yg`c`Z`b`Uff`Uh]j`Y`fYgdcbgYg`"A`cfY`a`UbU[YUV`Y`gYVh]cbg`f`UbX`a`cfY`c`Z`h`Y`a`ēk`ci`X`a`U`_`Y`h\Y
YX]hc`f]U`dfcWgg`ga`cch`Yf`"GYVh]cb`(`ž]bW]XYbhU`mžk` \]W`i`gYg`U`k`cf`_`Vcc`_!`_`Y`Zcfa`žk`Ug`Z]bY`/k` \]Y`]hYbXYX`i`d
fYei`]f]b[%` `dU[Yg`Zcf`h\Y`X]ZYfYbhY!`Ua`d`Ygž`h\Y`Zcfa`Uh\Uhk`Ug`dfcj]XYX`a`UXY`h\Y`dfcWggj`Yfma`UbU[YUV`Y`"

H\Y`k`Umh\Y`ei`Ygh]cbgk`YfY`Ug`_`YX`]b`h\Y`hUV`Y`]b`GYVh]cb`%\$`fU]gYX`Ubi`a`VYf`c`Z`Wē`bW`fbg`Zcf`i`g`cb`\`ck`hc
fYgdc`bX`"K`]h\ci`h`U`WYUf`gh]UbXUfX`Ug`hc`k` \`Uh`Vē`bgh]hi`hYg`U`Vē`a`a`i`b]mYb[U[YX`XYg][bUhYX`Vēi`fgY`]b`h\Y
Ygh]a`Uh]cb`c`Z`7`UfbY[]Yž]hVYVW]a`Y`g`ca`Yk` \`Uh`gi`V`YVh]j`Y`"

5`XX]h]cbU`mžXYdYbX]b[`i`dcb`\`ck`Ub`]bgh]hi`h]cb`Wdhi`fYg`UbX`hfUW`g`XUhužh\Y`k`Um]b`k` \]W`ei`Ygh]cbg`UfY
ZfUa`YX`]b`h\Y`hUV`Y`XcYg`bchU`ck`Zcf`fY`]UV`Y`ž`UW`W`fUhY`XUhu`hc`VY`fYdc`fhYX":`cf`]bgh]UbW`ž`XUhu`Zcf`h\Y`5`McZ
&\$`-%`y`&\$&\$`k`YfY`Vē`Y`WYX`Zfca`Zj`Y`X]ZYfYbhVē`Y`[Yg#XYdUfha`Ybhg`H\Y`bi`a`VYfg`h\Y`b`bYXYX`hc`VY
U[[fY[UhYX`k`]h\`dYfW`b]h]U[Ygfi`b`Zcf`h\Y`W]a`di`g`Ug`U`k` \`c`Y`"6`YW]i`gY`a`Ubmghi`XYbhgYbfc`YX`]b`a`i`h]d`Y
Vē`a`a`i`b]mYb[U[YX`XYg][bUhYX`Vēi`fgYg`gca`Yh]a`Yg`UW`c`gg`X]ZYfYbhVē`Y`[Yg#XYdUfha`Ybhg`h\Y`bi`a`VYfg`Xc
bcha`U`_`Y`gYbgY`Ug`h\YfY`]g`Xi`d`]W]h]j`Y`Vēi`bh]b[`c`Z`gh`XYbhg`H\Y`gY`ZUW`hc`fg`fYbXYf`h\Y`bi`a`VYfg`]b`h\Y`gY`h`h`U`g
fY`Uh]j`Y`ma`Y`Ub]b[`Ygg"

5`bch`Yf`UfYU`k`]h\]b`h\Y`XUhuVY]b[`fYei`YghYX`]b`h\Y`GYVh]cb`%\$`hUV`Y`fYei`]f]b[`WUf]Z]W]h]cb`]g`]Z`h\Y`Ybh]fY
UW]X`Y`a`]W`h`Uf`]g`hc`VY`Vē`bg]XYfYX`f]Y`žgi`a`a`YfžZU`ž`UbX`gdf]b[`gY`a`YghYfgēcf`]Z`1`gh`h\Y`ZU`gY`a`YghYf`]g`hc`VY
i`gYX`"H\Y`1`G: GA`Udd`]W]h]cb`cc`_`YX`Uh`XUhu`Zcf`U`h`fYfY`gY`a`YghYfg`gi`a`a`Yf`&\$`-%`žZU`&\$`-%`ž`UbX`gdf]b[`&\$&\$`"

:]fgh'H]a Y '7 `Ugg]Z]W]h]cb. H\Y '7 UfbY[]Y: ci bXUh]cb Zcf'h\Y '5 Xj UbW'a Ybh'cZ
HYUW]b[

Gi Va]hYX Vml b]j Yfg]mcZGci h\ : `cf]XU!GufUgchU!A UbUhYY'cb'- #* #&\$&@"@Jgh'a cX]Z]YX'cb'(#&, #&\$&' "

+ "F Yei YghZcf'DYfa]gg]cb hc i gY '5 dd`]W]h]cb Zcf'F YgYUfW' UbX'hfU]b]b[.

≠b`cfXYf'hc VYhYfi bXYfghUbX'h\Y]bgh]hi h]cbU`nUh]cb'cZV'a a i b]hmYb[U[Ya Ybh]b` \][\YfYXi W]h]cbž
k Yk ci `X`]_Y hc'a U_Y'h\Y fYgdcbgYg]b'h\Y Udd`]W]h]cbgUj U]`UV`Y Zcf'fYgYUfW' UbX'hfU]b]b['di fdcgYg
Zcf'h\Y '7 UfbY[]Y: ci bXUh]cbžh\Y]f UXa]b]ghfUh]j Y'dUfhbYfgžUbX'ch\Yf` \][\YfYXi W]h]cb'fYgYUfW'Yfg"
C b`mUdd`]W]h]cbgZfca W'a di gYg'h\UhU[fYY hc'h\Y i gY`cZ'h\Y]f Udd`]W]h]cb XUH'k]` VY'a UXY
Uj U]`UV`Y Zcf'fYgYUfW' UbX'hfU]b]b['di fdcgYg"B c]XYbh]Z]UV`Y Udd`]W]h]cb]bZcfa Uh]cb'fY`UhYX'hc
W'a di gYg'h\UhUfY i bgi WYggZ `]b'h\Y Udd`]W]h]cb'dfcWYggk]` VY'fY`YUgYX'hc'fYgYUfW'Yfg"K Y
YbV'ei fU[Y'mei hc]bX]W]hY'mei fV'ebgYbhVY`ck hc UXj UbW' fYgYUfW' `cb V'a a i b]hmYb[U[Ya Ybh'

D`YUgY'fYgdcbX'hc '5žžcf'7 VY`ck .

6"=V'ebgYbh'hc `Uj]b['h\Y]bZcfa Uh]cb'dfcj]XYX]b'h\Y Udd`]W]h]cb' i gYX Zcf'h\Y'di fdcgYg'cZfYgYUfW' UbX'hfU]b]b[
Udd`]W]h]cb'fYj]Yk Yfg"≠b'dfcj]X]b['h\]gV'ebgYbhž=U'gc U[fYY'h\Uh'h\Y]XYbh]mcZa mW'a di ga UmVY'fYj YU'YX"

, "6YZcfY'mei 'gi Va]h'mei f'Z]bU`Udd`]W]h]cbžd`YUgY'dfcj]XY`U`]gh
cZV'a a i b]hmidUfhbYfg'h\Uhig\ci `X'fYW]j Y'h\Y'dUfhbYfg\]d
gi fj Ym]'≠W' XY'h\Y'dUfhbYfg'XYgW]VYX]b'GYW]cb' (žVi h'mei 'a Um
]bW' XY'UXX]h]cbU`dUfhbYfgi d'hc U'hchU`cZ%) [fbYY \] i \]XY Zcf
dUfhbYfg\ \]d gi fj Ym\]'bZcfa Uh\]cb'](#)

Gi fj Ymgk]` VY'gYbh'hc V'a a i b]hmidUfhbYfg'k `Yb Ya U]`g'UfY
]bdi hYX]b'h\]g'gYW]cb"D`YUgY'Xc'bc'h'UXX'dUfhbYf V'ebhUW]gi bh]
m'ei f W'a di g]g'fYUXmZcf'Ya U]`g'hc VY'gYbh"

- U" 'DUfhbYf'c f[Ub]nUh]cb 'B Ua Y
- V" 'DUfhbYf'c f[Ub]nUh]cb '7cbhUW]: i ``B Ua Y
- W' 'DUfhbYf'c f[Ub]nUh]cb '7cbhUW]'9a U]`5XXfYgg

DUfhbYf' %

7ca a i b]hm DUfhbYf'B Ua Y	F]g_ 'A UbU[Ya Ybh
--------------------------------	----------------------

:]fgh'H]a Y 7 `Ugg]Z]Wh]cb. H\Y 7 UfbY[]Y : ci bXUh]cb Zcf'h\Y'5Xj UbW@a YbhcZ
HYUW\]b[

:]fgh'H]a Y'7`Ugg]Z]W]h]cb. H\Y'7 UfbY[]Y: ci bXUh]cb'Zcf'h\Y'5Xj UbW\ a YbhcZ
HYUV\]b[

Gi Va]hYXVml b] Yfg]hmicZGci h\ : `cf]XU!GUFUgchU!A UbUhYY'cb' - #* #&\$&&"@Ugh'a cX]Z]YX'cb' (#&, #&\$&' "

