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I b]h5`!`K`Y`8Yg][b`DfYX]W]cb`cZ`Zc`fa`U]cb`dcfY`dfYggi`fY`UbX`gfYgg`[fUX]YbHg`8YHfa`]bU]cb`cZgUZ`hm`a`i`X`k`Y][\hVci`bXg`Zc`f`X]ZY`fYbh]b]g]h`gfYgg`Vc`bX]h]cbg`8Yg][b`UbX`d`Ubb]b[`k`Y`fU`Y`Wc`fm`Gi`fj`Ym]b[`hc`g`UbX`a`Y`h`c`Xg`8Yg][b`cZ`Xf`gf]b[`]bW`i`X]b[`Vc]h`c`a`c`Y`UggYa`V`m`8f`]b[`a`Y`h`c`Xg`UbX`Yei`]da`Ybh`Zc`f`X]fY`W]cbU`Z`c`f]ncb]U`UbX`a`i`h]U`h`fU`k`Y`g`GY`Y`W]cb`cZ`W]g]b[`g`c`Y`g`z`a`U`h`f]U`d`f`c`d`Y`f]Yg`UbX`XYg][b`cZ`W]g]b[`d`f`c`f`U`a`"

I b]h6`!`K`Y`7`ca`d`Y`h]cb.`K`Y`W`c`a`d`Y`h]cb`XYg][b`Z`h`m`d`Y`g`c`Z`W`c`a`d`Y`h]cb`Z`W`c`a`d`Y`h]cb`g`Y`Y`W]cb`UbX`XYg][b`W]h]f]U`h`f]U`g`Y`Y`W]cb`UbX`d`f`c`X`i`W]h]j`m]V`c`b]g]X`Y`f`U]h]c`b]g.`Y`Z`Y`W]c`Z`d`f`c`X`i`W]b[`a`Y`W`U`b]g`a`g`h`Z`c`k`d`Y`f`Z`c`fa`Ub`W`UbX`a`i`h]d`Y`h`V]b[`d`Y`f`Z`c`fa`Ub`W`Ub`U`m]g`Y`g`i`g]b[`W`c`a`a`Y`f`U`g`c`Z`k`U`f`Y`H`i`V]b[`!`d`U`W`Y`f`a`c]j`Ya`Ybh`UbX`Zc`f`W`g`H`i`V]b[`XYg][b`[fUd`]\`W]h`i`V]b[`XYg][b`UbX`g]a`d`]Z`Y`X`h`f]b]g]cbU`gf`Y`b[`h`XYg][b`GY`Y`W]cb`cZ`X`c`k`b`c`Y`Yei`]da`Ybh`Z`h`V]b[`U`W`W`g`g`c`f]Y`g`UbX`k`Y`Y`U`X`Yei`]da`Ybh`6`U`g]W]g`c`Z`d`Y`f`Z`c`f`U]h]c`b`Z`g`Y`Y`W]cb`cZ`Yei`]da`Ybh`UbX`d`f`c`W`X`i`f`Y`Z`c`f`d`Y`f`Z`c`f`U]h]b[`c`]`UbX`[`U`g`k`Y`g`"HY`W`bc`c[`m`c`Z`g`UbX`W`c`b`f`c`[`f`U]j`Y`d`U`W]b["

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H\]g`W`c`i`fgY`k`]`Y`b`U`V`Y`g`h`i`X`Y`b`h]g`h`c`U`W`e`i`]f`Y`Z`b`X`U`a`Y`b`h`U`i`_`b`c`k`Y`X`[`Y`c`Z`k`Y`g`m`g`h`/`a`g`XYg][b`UbX`k`Y`W`c`a`d`Y`h]cb`UbX`h`c`U`d`d`m`h`Y`h`Y`c`f`m`h`c`h`Y`XYg][b`Z`Y`j`U`i`U`h]cb`UbX`c`d`h]a`]n`U`h]cb`c`Z`W]g]b[`d`f`c`[`f`U`a`Z`k`Y`h`U`Y`W`c`f`m`UbX`k`Y`W`c`a`d`Y`h]cb`"

7ci fgY`@YUfb]b[`Ci`hW`c`a`Y`g

5Z`Y`f`g`i`W`W`g`g`Z`m`W`c`a`d`Y`h]b[`h`h]g`W`c`i`fgY`Z`m`c`i`g`c`i`X`V`Y`U`V`Y`h`c`.

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%`8Yg][b`UbX`Y`j`U`i`U`h`Y`W]g]b[`d`f`c`[`f`U`a`g`UbX`W]g]b[`g`f]b[`g`/`	D9`%`%`z`D9`%`&`z`D9`%`" `z`D9`%`) `z`D9`&`" `z`D9`'`"(`
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'`" `!`b`X`Y`f`g`h`UbX`k`Y`W`c`a`d`Y`h]cb`h`Y`W`bc`c`[`m`UbX`k`Y`W`c`a`d`Y`h]cb`Yei`]da`Ybh`	D9`%`&`z`D9`%`*`z`D9`%`) `z`D9`&`"(`
(`" `5`b`U`m`Y`k`Y`d`Y`f`Z`c`fa`Ub`W`UbX`h`i`V]b[`d`Y`f`Z`c`fa`Ub`W`Z`i`b`X`Y`f`g`h`UbX`h`i`V]b[`a`c]j`Ya`Ybh`UbX`d`Y`f`Z`c`fa`h`i`V]b[`XYg][b`/`	D9`%`%`z`D9`%`" `z`D9`%`) `z`D9`&`"(`
)`" `8Yg][b`d`Y`f`Z`c`f`U]h]c`b`UbX`d`f`Y`j`Y`b]h]c`b`g`UbX`d`f`c`X`i`W]c`b`"	D9`%`&`z`D9`%`*`z`D9`&`"(`z`D9`'`"(`z`D9`'`" `

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%`K`Y`Y`_`m`Y`W]h`f`Y`g`U`f`Y`XYg][b`Y`X`h`c`d`f`c]j`X`Y`g`h`i`X`Y`b]g`Z`b`X`U`a`Y`b`h`U`i`b`X`Y`f`g`h`UbX]b[`h`f`c`i`[`U`g`Y`f]Y`g`c`Z`h`c`d]W]g`c`b`k`Y`d`U`bb]b[`UbX`k`Y`W`c`a`d`Y`h]cb`"

&" H\Y`Z` bXUa` YbH`U`a` UHf]U`Wzj` YfYX`]b`h\Y`YWn` fYg`]g`gi` ddcfhX`VmdfcV`Ya` !gc`j`]b[` `YI`YfW]gYg`]b`
h`hcf]U`g`UbX`WUgg`X]gW`gg]cbg"
'`" `Hcd]WfY`UHfX`Ugg][`ba`Ybhg#`ca`Y`k`cf_g`dfcj`]XY`dfUW]W]g`cZh\YcfYh]Wdf]bW]d`Yg"
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5XX]h]cbU`XYHJ]`g.

; i]XY`]bYg`Zcf`Y`d]b[`hY`dfYdUfU]cb`Zcf`hY`a]XhYfa `ei]n`k]`VY`fY`YUgYX`cb`A ccX`Y`df]cf`hY`ei]n"

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Gh XYbHg UfY gHcb[mYbWci fU[YX'hc UthYbX'U''WUggYg UbX'fYj]Yk ''YWth fY'fYWt fX]b[g"

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fYWca a YbXYX`fYUX]b[gžYH`WlWb`VY`Zci bX`cb`A ccX`Y`
H\Y`YWl fy`bchYg#`]XYg`a UmVY`j]Yk YX`UbX`Xck b`cUXYX`Zca `hY`I` BGK`!A ccX`Y`
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F YWca a YbXYX`F Ygci fWg

: c`ck]b[g`UfY`hY`fYWca a YbXYX`Vcc_g`Zcf`h]g`Wci fgY.

- F U\`a Ub`G"G"UbX`7`]\]b[Uf]Ub` ; "J".`7 Ug]b[`8Yg][b`H\YcfmUbX`DfUW]Wž`9`gYj]Yf`GW]YbW`6"J`"ž`
5a ghYfXUa ž`H\Y`B`Yh`Yf`UbXgž`%-`-`)
- #b[`]gž`H"5".`8]fYW]cbU`8f]`b[ž`DYf`c`Yi`a`9b[]bYf]b[`UbX`8Yj`Y`cda`Ybh`Gh`X]Ygž`J`c`" `&ž`
; fU\Ua`/`Hfcha`Ubž`%-`,`+`"
- 6ci f[cmbY`5"H" `>f`ž`A]`\Y]a`?`?"ž`7` \YbYj`Yf`h`A`"9" `UbX`Mci`b[`:"G" `>f".`5dd`YX`8f]`b[
9b[]bYf]b[ž`GD9`HYI`H`cc`_`GYf]Ygž`J`c`" `&ž`F]W`Uf`Xgcbž`HL`ž`I` G5ž`%-`-`%"
- 6i nUfXY`@`9" `>f`ž`F`"@"`?`Ug`f`c`ž`K`"H" `6Y`UbX`7`"@"`8YDf]Yg`h`f`.Dfc`Xi`W]cb`cd`Yf`U]cbgž`7`ci`fgY`%ž`
K`Y`7`ca`d`Y`h]cbg`GD9`Di`V`]W]h]cbgž`%-`+`&`
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Wcc`Ug`XYj`Y`cdYX`U`[i]XY`bY`hc`Y`d`mci`k`Y`b`gi`Va]h]b[`U`Wci`fgY`Ugg][ba Ybh

oWci`fU[`Y`mci`hc`fYh]b`U`W`dmcZYj`YfmUgg][ba Ybhgi`Va]hYX`Zcf`UggYgga`YbhZcf`mci`f`ck`b`fYWcfX`
f`]b`U`fXW`dmc`f`Y`YWfcb]WZfa "

gYgga`Ybhj`a`i`gh`Uj`Y`Ub`UggYgga`YbhWcj`Yf`g`YYhU`hUW`YX"

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gY`Wca`d`Yh]cb`fYei`]fYg`gi`Va]gg]cb`cZU`UggYgga`Ybh]hYa`g":`U]i`fY`hc`gi`Va]hU`UggYgga`Ybh]hYa`g`
Ygi`h]b`hY`Uk`UfX`cZUb`i`bgU]hgZUWcfm: U]i`fY`fl`:`E[`fUXY`Zcf`hY`7`ci`fgY`i`b`Ygg`gdYWU`
XYfU]cb`Ug`VYb`gi`Va]hYX`UbX`Uddfcj`YX`D`YUgY`bchY`Z`U`Wca`dYh]bWri`i`fX`Y`cZ) \$i`]g`Udd`]YX`hc`
bU`UggYgga`Ybh

Y`Gi`Va]gg]cb'cZUb`5gg][ba Ybh

Uf_g`Zcf`Ub`Ugg][ba YbhUfY`cb`mdcgg]V`Y`k`Y`b`Ub`Ugg][ba Ybh]g`fYW`j`YX`Vm`hY`Xi`Y`XU`h"

oXYfg]hUbX`h`Uh`Uh]a`Yg`mci`a`UmbchVY`UV`Y`hc`gi`Va]hUb`Ugg][ba Ybhcb`h]a`Y`Z`UbX`hY`GW`cc`k`j`
a`cXU`h`UbmZ]f`UbX`fY`UgcbUV`Y`Yi`h]bg]cb"K`Y`k`ci`X`fYWca`a`YbX`mci`fYj`Yk`hY`i`BGK`GdYWU`
]XYfU]cb`[i]XY`bYg`-`gYY`gYW]cb`VY`ck "

gi`Va]gg]cb`k`j`bchVY`UW`W`dhYX`UbX`k`j`VY`Wcbg]XYfYX`Ug`bc`gi`Va]gg]cb"

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Wb`Udd`mi`Zcf`gdYWU`Wcbg]XYfU]cb`h`fci`[`H`Y`Bi`WYi`g`Gh`XYbh<i`V`k`Y`b`j`bYgg`cf`chYf`
ghUbW`g`]bhYfZY`fY`k`]h`mci`f`UggYgga`YbhdYfZ`fa`UbW`G]W_bYggza`]gUX]`Ybh`fY`cf`chYf`
ghUbW`g`VY`mcbX`mci`f`Wcbf`c`a`Um

DfYj`Ybh`mci`Z`ca`Wca`d`Yh]b[`U`Wci`fgY`fYei`]fYa`Ybh`
Y`Y`d`mci`Z`ca`U`hY`bX]b[`Ub`UggYggUV`Y`UW]j`]m`
a`]h]b[`UggYggUV`Y`k`cf`_`Zcf`U`Wci`fgY`
Y`W`mci`f`dYfZ`fa`UbW`]b`UggYggUV`Y`k`cf`_`Z`VY`]hU`Z`ca`U`Y`bX]c`Z`gYa`YghYf`
WUgg`hY`ghZ`U`UV`c`f`U`h`f`m`hY`ghZ`U`gYa`]bUf`d`fYgYbhU]cb`cf`U`b`m`chYf`Z`ca`c`Z`

UgY`WcbUW`hY`7`ci`fgY`7`cbj`Ybcf]a`a`YX]U`h`mcbW`mci`Uj`Y`Wca`d`YhX`hY`gdYWU`
bg`Udd`]W]cbz`bc`U`hY`f`h`Ub`cbY`k`YY`_`Z`ca`gi`Va]gg]cb"

A`cfY`XYH]g`cb`gdYWU`Wcbg]XYfU]cb`Wb`VY`Zci`bX`Uh`k`k`k`gh`XYbh`i`bgk`"YXi`"Ui`#gdYWU!Wcbg]XYfU]cb

- I BGK '@YUfb]b['7YbfY!' [k k k "Wi bgk "YXi "Ui](#)
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9ei]HUV`Y`@YUfb]b['GYfj]Wg`U]a g`rc`dfcj]XY`U``ghi XYbhg`k]h`U`ZY`UbX`WcbZ]XYbh]U`gYfj]W`h`Uh`dfcj]XYg`dfUW]W]`gi ddcfhrc`Ybgi fY`h`Uhmci f`Y`U`h`WcbX]hcb`XcYgbfhiUXj YfgY`mUZYWimci f`ghi X]Yg`
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5 WUXYa]W< cbYgmiUbX`D`U[]Uf]ga

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`Ug`j Yfm`WYUf`[i]XY`bYg`cb`k `Uhd`U[]Uf]ga `]g`UbX`ck`hc`Uj`c]X`]H`D`U[]Uf]ga `]g`i`g]b[`hY`k`cfXg`cf
]XYUg`cZ`ch`Yfg`UbX`dfYg`Ybñ]b[`h`Ya`Ug`mci f`ck b`D`U[]Uf]ga `]g`U`hmd`Y`cZ]bñY`YWñ U`h`Y`Z`ñ`ñ`Wb`hU`Y
a Ubm`Z`cfa g`z`Z`ca`X`Y`]VYfU`h`W`X`Y`U`h]b[`hc`U`W`W`X`Y`b`hU`m`i`W`d`m]b[`Z`ca`U`g`ci f`W`k`]h`ci`h`U`W`b`ck`Y`X[`Ya`Y`b`ñ
H`Y`I b]j Yfg]m`i`Ug`U`X`cd`h`X`Ub`Y`Xi`W`h]j`Y`U`dd`f`c`U`W`hc`d`U[]Uf]ga `UbX`Ug`X`Y`j`Y`cd`Y`X`U`f`U`b[`Y`c`Z
f`Y`g`ci`f`W`g`hc`gi`d`d`c`f`h`g`h`X`Y`b`ñ]"5`h`Y`X`Y`hU]g`cb`d`U[]Uf]ga`z`b`W`i`X]b[`g`ca`Y`i`g`Y`Z`f`Y`g`ci`f`W`g`z`W`b`V`Y
Z`ci`b`X`U`h`[k`k`k`"gh`XY`b`ñ`i`bgk`"Y`X`i`"U`i`#`U\[\]Uf\]ga`"](#)

5`A`]b]b[`9`b[]b`Y`Y`f]b[`gh`X`Y`b`ñg`U`f`Y`f`Y`ei`]f`Y`X`hc`W`ca`d`Y`h`U`g`h`i`X`Y`b`h`X`Y`W`U`f`U`h]c`b`Z`c`f`U`W`X`Y`a`]W]b`h`[`f]m
k`W`]g`ci`h]b`Y`X`]b`h`Y`U`gg][ba YbñW`c`j`Y`f`g`Y`Y`h]"6`m`g][b]b[`h]g`X`Y`W`U`f`U`h]c`b`z`mci`U[f`Y`Y`h`U`h`mci`f`k`cf_]g
mci`f`ck`b`cf][]b`U`k`cf_"

z`mci`b`Y`Y`X`g`ca`Y`U`X`X]h]c`b`U`gi`d`d`c`f`h`k`]h`mci`f`k`f]h]b[`g_]`g`z`d`Y`U`g`Y`W`c`b`h`U`W`h`h`Y`@`Y`U`f`b]b[`7`Y`b`h`Y`c`f`j`]Y`k
g`ca`Y`c`Z`h`Y`f`Y`g`ci`f`W`g`cb`h`Y]f`k`Y`V`g]h`Y`[k`k`k`"Wi`bgk`"Y`X`i`"U`i`"](#)H`Y`@`Y`U`f`b]b[`7`Y`b`h`Y`]g`X`Y`g][b`Y`X`hc`Y`d
mci`]a`d`f`c`j`Y`mci`f`U`W`X`Y`a`]W`k`f]h]b[`UbX`W`ca`a`i`b]W`h]c`b`g_]`g`"G`ca`Y`g`h`i`X`Y`b`ñg`i`g`Y`h`Y`7`Y`b`h`Y`g`Y`f]`W`g
V`Y`W`i`g`Y`h`Y`m`U`f`Y`Z]b`X]b[`h`Y]f`U`gg][ba Ybñg`U`W`U`Y`b[`Y`z`c`h`Y`f`g`V`Y`W`i`g`Y`h`Y`m`k`U`b`h`c`]a`d`f`c`j`Y`Ub`U`f`Y`U`X`m
gi`W`Y`g`g`Z`U`W`X`Y`a`]W`d`Y`f`Z`c`fa`Ub`W`"

- VfcUXVUbX`WcbbYWjcb`f&) *`_V]hgYWcf`ZJghYfŁ
- UV]`]mhc`j`]Yk`ghfYUa`]b[`j`]XYc`f\][` \`cf`ck`XYZ]b]hcb`I`BGK`HJ`cdh]cbgŁ

A cfY`]bZcfa`Uhcb`UVci`hgmgHya`fYei`]fYa`Ybhg`]g`Uj`U]`UV`Y`
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? bck `YX[Y'UbX'g_]`VUgY	
D9%"%7 ca dfY\Ybg]j YzhYcfmVUgYX'i bXYfghUbX]b['cZhY'i bXYfd]bb]b['bUh fU`UbX d\mg]WU`gWYbWg'UbX'hY'Yb[]bYYf]b['Z bXUa YbHU'g'Udd']WUV'Y'hc'hY'Yb[]bYYf]b['X]gWd`]bY	
D9%"&'7 cbWdh U`i bXYfghUbX]b['cZhY'a UhYa Uh]Wg'z'bi a Yf]WU`UbU'mg]g'ghUhg]Wg'z'UbX Wta di hYf'UbX']bZ'fa Uh]cb'gWYbWg'k \]W' i bXYfd]b'hY'Yb[]bYYf]b['X]gWd`]bY	
D9%" " b!XYdh'i bXYfghUbX]b['cZgdYWU`]ghVcX]Yg'cZ_bck `YX[Y'k]h]b'hY'Yb[]bYYf]b[X]gWd`]bY	
D9%"('8]gWfba YbhcZ_bck `YX[Y'XYj Y`cda YbhUbX'fYgYUfW'X]fYW]cbg'k]h]b'hY Yb[]bYYf]b['X]gWd`]bY	
D9%") ? bck `YX[Y'cZYb[]bYYf]b['XYg][b'dfUW]W'UbX'WcbhYi h U`ZUW'c'fg]a dUW]b['hY Yb[]bYYf]b['X]gWd`]bY	
D9%"* '1 bXYfghUbX]b['cZhY'gWc'dYz'df]bWd'Yg'z'bcfa g'z'UW'c'i bhUV]']h]Yg'UbX'Vci bXg'cZ gi ghU]bUV'Y'Yb[]bYYf]b['dfUW]W']b'hY'gdYW]ZWX]gWd`]bY	
9b[]bYYf]b['Udd']WU]cb'UV']]m	
D9%"%5dd']WU]cb'cZYghUV]g\YX'Yb[]bYYf]b['a Yh'cXg'hc'Wta d'YI'Yb[]bYYf]b['dfcV'Ya gc']]b[
D9%"&'&: 'i YbhUdd']WU]cb'cZYb[]bYYf]b['hYW]b]ei Yg'z'hc'g'UbX'fYgci fW'g	
D9%" " '5dd']WU]cb'cZgmg'Ya Uh]WYb[]bYYf]b['gmb'hYg]g'UbX'XYg][b'dfcW'ggYg	
D9%"('5dd']WU]cb'cZgmg'Ya Uh]WUdd'fcUW'Yg'hc'hY'WcbXi W'UbX'a UbU[Ya YbhcZYb[]bYYf]b[dfc'YW'g	
DfcZYgg]cbU`UbX'dYfgcbU`Uhf]Vi hYg	
D9' "%9h]WU`WcbXi W'UbX'dfcZYgg]cbU`UW'c'i bhUV]']]m	
D9' "&'9ZYW]j Y'cfU`UbX'k f]hYb'Wta a i b]WU]cb']b'dfcZYgg]cbU`UbX`UmXca U]bg	

