!

- . / ('&) ,%- . &;!V!,$%'1!-3!-6'! .) ,%- . \&!+% . 1 ('0) ', . ('&!) '(! : '(1%,(1!,-!1(/(8- : !,9 : (!U!

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&,) ,%&,%*&!&$- 4 !,$),! 4 (!$) / (!' ()*$(1!)!*68,6')8!*'%&%&›!) . 1!,$(!3- - 1!&9&,(2 ! 2 6&,!*$) . 0(;!!

! @- ',6 .),(89›!,$(!% 2 : 68&(!,-!*$) . 0(!-6'!3- - 1!&9&,(2 !$)&!=((. ! 2 (,!=9!)!*- 2 0!, ,(1!

%.!,$(!`;R;!,-1)9;!W7%8&)*+›!<8)'+›!UC"YI;!G6,!-3!,$(!UE›CCC!3)'2('&!%.!S(4!O-'+!R,),(›!c›YCC!
-3!,$(2!$)/(!=((.!3)'2%.0!3-'!,$(!:)&,!,(.!9()'&!-'!8(&&!W7%8&)*+›!<8)'+›!UC"YI;!?.!:)',›!,$(!
%.,(.,!-3!-6'!'(&()'*$!%&!,-!-33('!).!(D:8).),%-.!3-'!,$%&!'(*(.,!%.*'()&(!%.!.(4!3)'2('&!%.!
,$(!561&-.!7)88(9;!T-'(!&:(*%3%*)889›!0%/(.!,$(!$%0$!=)''%('&!,-!(.,'9›!4(!)%2!,-!1(,('2%.(!
4$),!1'%/(&!9-6.0!:(-:8(!4$-!$)/(!.((/('!=(3-'(!4-'+(1!%.!)0'%*68,6'(!,-!&,)',!3)'2%.0!)&!
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V81-.!T-''%&!).1!<)'-8!T*<86'0!T6(88('›!(1%,-'&!-3! !
1(3%.(!)!&-*%)8!2-/(2(.,!)8-.0!,$(!3-88-4%.0!06%1(8%.(&H!!
]&-*%)8!2-/(2(.,&!)'(!%.&,'62(.,)8%,%(&!,-!)=-8%&$›!-'!),!8()&,!4()+(.›!&,'6*,6'(&!-3!
:-8%,%*)8!).1!&-*%)8!1-2%.),%-._!,$(9!1')4!,$(%'!&6&,(.).*(!.-,!3'-2!,$(!(.$).*(2(.,!-3!
:'(&(.,!&),%&3)*,%-.!=6,!3'-2!)!8-.0B,('2!,%2(!:('&:(*,%/(!&6&,)%.(1!=9!,$(!3%'2!=(8%(3!%.!
,$(!*-2%.0!-3!)!&-*%(,9!(2=-19%.0!J6&,%*(!).1!1(2-*'),%*!(X6)8%,9!%.&,()1!-3!,$(!$('(!).1!
.-4!-3!(D:8-%,),%-.!).1!1(.%)8!-3!$62).!1%0.%,9^!WT-''%&!a!T6(88('›!"bbUI!!
#$'-60$-6,!,$(!$%&,-'9!-3!,$(!`.%,(1!R,),(&›!:'-0'(&&!$)&!=((.!1'%/(.!=9!&-*%)8!
2-/(2(.,&;!G3,(.!,%2(&!)!&6**(&&368!&-*%)8!2-/(2(.,!'(&68,&!%.!.-,!-.89!)!&%0.%3%*).,!&$%3,!
%.!*68,6')8!/)86(&›!=6,!&%0.%3%*).,!:-8%,%*)8!).1!(*--2%*!%2:)*,&!)&!4(88;!P(*(.,89›!,$(!eLZ#!
2-/(2(.,!)*$%(/(1!=-,$!%.*'()&(1!)**(:,).*(!-3!eLZ#!:(-:8(!).1!,$(!3(1(')8!'(*-0.%,%-.!
-3!0)9!2)''%)0(!%.!)!R6:'(2(!<-6',!1(*%&%-.!%.!f6.(!-3!UC"[;!V!.(4!*68,6'(!-3!)**(:,).*(!-3!
,$(!eLZ#!*-226.%,9!%&!(2('0%.0!)'-6.1!,$(!*-6.,'9›!*)6&%.0!*)2:)%0.&!)0)%.&,!
-6,4)'189!).,%B0)9!*-':-'),%-.&!&6*$!)&!<$%+B@%8BV;!?.!,$(!eLZ#!2-/(2(.,!4(!&((!)!&-*%)8!
2-/(2(.,!,$),!%&!4-'+%.0!,-!&$%3,!)!*68,6')8!/)86(!).1!2)+%.0!:-8%,%*)8!).1!(*--2%*!

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UCCC&!)&!:)',!-3!,$(!@)'2!R(*6'%,9!).1!P6')8!?./(&,2(.,!V*,!-3!UCCU!).1!,$(!@--1›!

'(8),(1!,-!(%,$('!1%'(*,!&)8(&!-'!8)'0(!*-2 2-1%,9!3)'2&!-'!=-,$›!&6*$!)&!:'-D%2%,9!,-!).!

6'=).!)'()›!3)*,-'&!)&&-*%),(1!4%,$!,9:(!-3!3)'2%.0›!).1!3)*,-'&!)&&-*%),(1!4%,$!:'-16*,%-.;!

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&$%3,!3'-2!]2(1%*)8%K),%-.!,-!=%-2(1%*)8%K),%-.^!WR%06'1&-.›!UC""I;!R%06'1&-.!*-.16*,&!

%.,('/%(4&!4%,$!3)'2('&›!*6&,-2('&›!).1!2).)0('&!-3!3)'2('&!2)'+(,&!).1!1-(&!

(,$.-0'):$%*!'(&()'*$!,$'-60$!-=&('/),%-.!),!3)'2('&!2)'+(,&!%.!R).!@').*%&*-;!R%06'1&-.!

3%.1&!,$),!3)'2('&!2)'+(,&!2((,!,$(!*'%,('%)!-3!).!)8,(' .),%/(!:),$4)9›!:)',%)889!2((,&!-'!

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:'-3%,!-'!]'()8!2-.(9^!WR%06'1&-.›!UC""

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68,6')8!/)86(&›!,$(9!$)/(!(-.-2%*!'(8(/).*(!)&!4(88;!?,!&((2&!,$),!,$(&(!*6&,-2('&!)'(!

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&6*$!)&!%.*'()&%.0!3--1!&(*6'%,9!3-'!,$(!8-4('!*8)&&(&›!(*-.-2%*!'(&,'%*,%-.&!8%2%,!,$(!3688!

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(*-.-2%*!&,),)6&!(),%.0!-'0).%*!8-*)8!3--1›!,$(9!3()'!,$),!&6=&%1%(&!3-'!-'0).%*!3--1!4%88!$6',!

,$(!8%/(8%$--1&!-3!&2)88!3)'2('&;!?.!-,$('!4-'1&›!]3)'2!&(*6'%,9!*-2(&!=(3-'(!3--1!&(*6'%,9^!

WR%06'1&-.›!UC""I;!Z(*)6&(!3)'2('&!2)'+(,&!'(:'(&(.,!=-,$!&-*%)8!).1!*68,6')8!0-)8&›!=6,!

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,$),!4$%8(!$()8,$!-:,%2%K),%-.!%&!)!*-.*('.!-3!=-,$!3)'2('&!).1!*6&,-2('&›!,$(!'(*(.,!81!

-3!=%-2(1%*)8%K),%-.!%&!%&!,%88!*-.,(&,(1).1!,$('(3-'(!=%-2(1%*)8%K),%-.!)8-.(!*).--,!(D:8)%.!

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! 5(.1'%*+&-.!a!f)2(&!WUCCYI›!:6=8%&$(1!=9!,$(!Q(:)',2(.,!-3!V0'%*68,6')8!

)3,('!,$(!R(*-.1!A-'81!A)'›!).1!,$(!&,).1)'1%K),%-.›!2)&&!:'-16*,%-.›!).1!&:(*%)8%K),%-.!

,$),!*$)')*,('%K(&!%.16&,'%)8!3)'2%.0!$)&!=((.!'):%189!:'-0'(&&%.0!%.,-!,$(!U"&,!*(.,6'9;!

#$%&!2)J-'!&$%3,!%.!)0'%*68,6')8!:'-16*,%-.›!)8-.0&%1(!-,$('!(D,(').8!:'(&&6'(&›!8%2%,&!4$),!

-:,%-.&!)!3)'2('!$)&!)/)%8)=8(!,-!$%2!-'!$(';!#$(!*6''(.,!(*-.-2%*!(./%'-.2(.,›!3-'!

%.&,).*(›!'(&,'%*,&!,$(!)=%8%,%(&!-3!3)'2('&!,-!)1-:,!)8,(').,%/(!:'-16*,%-.!:')*,%*(&!).1!

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8%+(8%$--1!,$),!,$(9!4%88!*-.&%1('!6.(,$%*)8!=($)/%-'!,-!&,)9!)38-),;!

! #$%&!&,619!%&!'(8),(1!,-!-6'!'(&()'*$!X6(&,%-.!%.!,$),!5(.1'%*+&-.!).1!f)2(&!3-*6&!

-.!,$(!(D,(')8!:'(&&6'(&!,$),!3)'2('&!3)*(!).1!$-4!,$),!%2:)*,&!3)'2('!1(*%&%-.B2)+%.0!

).1!=($)/%-';!#$(!&-*%)8!)&:(*,!-3!(,$%*)8!/('&6&!6.(,$%*)8!=($)/%-'!*).!=(!6&(1!)&!)!

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,$),!,$(!'(J(*,%-.!-3!%.16&,'%)8!:'-16*,%-.!).1!6.(,$%*)8!=($)/%-'!%&!)!*$)')*,('%&,%*!-3!

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! #$(!1(,('%-'),%-.!-3!3)'2('!(,$%*&!,$),!(2('0(1!3'-2!%.16&,'%)8%K(1!)0'%*68,6'(!$)&!

.-,!:6.*,6'(1!,$(!.(4!0(.('),%-.;!#$(!2-')8!%2:'),%/(!,-!$)/(!8%/(&,-*+!-.!)!3)'2!'),$('!

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3)'2('!2-/(2(.,!%.!=-,$!)!&-*%)8!).1!(,$%*)8!8(.&;!Z9!1(3%.%.0!,$(!.(4!3)'2('&m!2-/(2(.,!

-./(.,%-.)8>!O8-=)8%K(1!3--1!&9&,(2!).1!$)/(!'(),(1!).(4!*68,6'(!&6''-6.1%.0!8-*)8!

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-3!9-6.0!3)'2('&!)*'-&&!V2('%*);!#$(!1-*62(.,)'9!-33('(1!%.&%0$,!%.,-!,$(!1)%89!8%/(&!).1!

&,'6008(&!-3!2).9!3)'2('&>!4$-!(.,('(1!%.,-!,$(!)0'%*68,6')8!*-2 26.%,9!3-'!)!4%1(!')0(!

-3!'()&-.&>!=6,!)!1(&%'(!,-!*$).0(!,$(!*6''(.,!3--1!&9&,(2!4)&!).!6.1('89%.0!/)86(!&$)'(1!

)2-.0!)88H!]?\2!1-%.0!,$(!=(&,!,$),!?!*).!,-!8%/(!$-.(&,89>!?\2!.-,!'(89%.0!-.!&-2(!&,').0(!

(*-.-2%*!&,'6*,6'(&!,$),!=(.(3%,!&-2(!).1!$6',!-,$('&!3-'!29!8%/(8%$--1^!W@8(2%.0>!UC""I;!

#$(!3%82!:'(&(.,(1!*)&(!&,61%(&!-3!3)'2('&!4%,$!/)'9%.0!&%K(1!3)'2&n!,$(!%.,('/%(4&!').0(1!

3'-2!&2)88B&*)8(!=(0%..%.0!3)'2('&!,-!&6**(&&368!-'0).%*!3)'2('&!4%,$!$6.1'(1&!-3!)*'(&;!!

?.!UC"U>!,$(!&)2(!.-.:'-3%,!0'-6:!'(8()&(1!

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@--1›!).1!e-/(!%.!UC""!).1!%,!$)&!&%.*(!0)%.(1!,'(2(.1-6&!:--:68)'%,9!)2-.0&,!=(0%..%.0!

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J-6'.)8%&,!4'%,%.0!)!&,-'9!-.!9-6.0!3)'2('&;!M%2=)88!3(88!%.!8-/(!4%,$!,$(!9-6.0!3)'2('!).1!

1(*%1(1!,-!8()/(!=($%.1!$('!*%,9!8%3(!,-!&,)',!)!1')3,B$-'&(!:-4('(1!3)'2!%.!6:&,),(!S(4!

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2-'.%.0&›!1%',9!3%.0('.)%8&›!).1!3%.).*%)8!&,'6008(›!M%2=)88!3)88&!%.!8-/(!4%,$!$!$('!.(4!

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8),,('!='%.0%.0!$('!,$(!2-&,!3683%88 2(.,;!M%2=)88!4'%,(&›!]@--1›!)!@'(.*$2).!-.*(!,-81!2(›!%&!

,$(!3%'&,!4()8,$;!L'-4!%,!'%0$,›!).1!9-6!3((8!%.&).(9!'%*$›!.-!2),,('!4$),!9-6!-4.›^!).1!]?!

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4(\'(!.-,^!WM%2=)88›!UC""I;!M%2=)88!)8&-!$%0$8%0$,&!,$(!'(4)'1&!-3!3)'2%.0!%.!

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O-6!1-.\,!2()&6'(!,$%.0&!8%+(!,$),!4%,$!4-'1&!8%+(! !).1 ;!R),%&3)*,%-.!*-2(&!

3'-2!,'9%.0!$)'1!,$%.0&!).1!,$(.!0-%.0!-.!,-!,$(!.(D,!$)'1!,$%.0!'(0)'18(&&!-3!,$(!-6,*-2(^!

WM%2=)88›!UC""I;!M%2=)88!(D:8)%.&!$-4!3)'2%.0!'(1(3%.(&!4()8,$!).1!&6**(&&!).1!'()8%0.&!

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(33-',!,-!)/-%1!,$(!*-./(.,%-.)8!1(3%.%,%-.&!-3!4()8,$!).1!&6**(&&;!!

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