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2I!78@9L9M7@D :4!(,,4KB$!%Y'%]4!X=7988@9GGI! :#!8#@!7BC<D!@A7@!2MMD==78@IR!E#@9#8! [7I!<8@9ED=?!#B!@A7@!2MMD==78@I!=7La!7!L#C89h7>=D!98@DBDI@!@A7@!E7?4!7I!7!MB7L@9L7=!E7@@DB4!>D!7GGDL@D :!>?!@A9I!=9@9C7@9#8$!bAD?! :DGD8 :!#8=?!

X=798@9GGIR! L#8@B7B?! 7BC<ED8@I! >D@B7?! 7! E9IC<9:D:! 7MMB#7LA! @#! @AD! =9>DB7=!
98@DB;D8@9#8!B<=DI$!bA9I!/#<B@!A7I!=#8C!I@BDIID:!@A7@!98@DB;D8@9#8!jBDc<9BDI!7!A#=9I@9L4!
B7@ADB!@A78!BD:<L@9#89I@4!7MMB#7LA4k!!6J34?,7134 50340'4N3F34134!#&><4!(Z]!P$Z:!(`)4!%&*!
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-$73@4G3?3485(<4M4A$".'$',4?,7134!%]%!P$Z:!(Z4!(*!^(I@!/9B$!%&&(_4!78:!j@AD!9II<DI!7@!I@7aD!
98!@AD!M7B@9L<=7B!=9@9C7@9#84k!!#&><4!(Z]!P$Z:!7@!%&+$4/B9@9L7==?4!jI>mDL7<ID!IE7==!:9GGDBD8LDI!
98!G7L@!M7@@DB8I!L78!I9C89G9L78@=?!7GGDL@!@AD!#<@L#ED4!@AD!;DB?!87@<BD!#G!7I8!98@DB;D8@9#8m!
98c<9B?!=9E9@I!@AD!<@9=9@?!#G!L#EM7B9I#8I!>D@[DD8!78:!7E#8C!M<>=9IAD:!#M989#8I$k!9.347@!
%&*3! 28:!D;D8![AD8! IMD7a98C! #G! 7! jMBDI<EM@9#8k! #G! 7:Dc<7L?4! @AD! /#<B@! A7I!
DEMA7I9hD:!@AD!j:78CDB!98!7!EDLA789I@9L!7MM=9L7@9#8!#G!I<LA!=78C<7CD$k!/#$%,4!%]%!P$Z:!
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X=798@9GGIR! 7BC<ED8@I! BDMBDID8@! @A7@! a98:! #G! jEDLA789I@9L4k! jBD:<L@9#89I@m!
7MMB#7LA$k!X=798@9GGIR!AD7;?!BD=978LD!#8!@AD!MBDI<EM@9#8!#G!7:Dc<7L?!E9IIDI!@A7@4!D;D8!
[ADBD!@AD!MBDI<EM@9#8!7MM=9DI4!9@!jED78I!8#!E#BD! n!@A78!L7==98C!G#B!78!7:Dc<7@D!
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jDI@7>=9IAD:k!j@AD!7MM=9L78@IR!#>=9C7@9#8!@#!#GGDB!BD7I#8I!#B!D;9:D8LDk!#G!987:Dc<7L?_0!
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J#BID4! X=798@9GGI! :9I7IIDE>=D! 2MMD=78@IR! A#=9I@9L! L7ID! G#B! 98@DB;D8@9#84! @AD8!
7BC<D! @A7@! D7LA! 7B@9G9L97==?! 9I#=7@D:! D=DED8@4! I@78:98C! 7=#8D4! j:#DI! 8#@! DI@7>=9IA!

9 8 7 : D c < 7 L ? $ k ! ? , , @ 4 , 3 ; 3 4 4 X = @ G I $ ' K B $! (` 4 4 %) 4 ! Z ($! X = 7 9 8 @ 9 G G I ! [# < = : ! B D : < L D ! @ A 9 I ! / # < B @ R I !

M B D L D : D 8 @ I ! ^ [A 9 L A ! I @ B D I I ! @ A D ! G = D F 9 > = D 4 ! L # 8 @ D F @ ' : D M D 8 : D 8 @ ! 8 7 @ < B D ! # G ! D 7 L A ! : D L 9 I 9 # 8 _ ! @ # ! 7 !

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X=798@9GGIR! B9C9 : ! C#7=IgE#@9 ; 7@9#8! : 9LA#@#E?! G98 : I! 8#! I<MM#B@! 98! @A9I! / #<B@RI!

: DL9I9#8I!D9@ADB$!?,,4X=@GI$'KB$!%+'%`$!bA#ID!L7IDI!I9EM=?!BDL#C89hD!@A7@!78!98@DB ; D8#BRI!

jE#BD! IMDL97=9hD : ! 98@DBDI@k! : #DI! 8#@! E78 : 7@D4 98@DB ; D8@9#8! [AD8! @AD! DF9I@98C! M7B@9DI!

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IA7BD4k!?&6.,%&(4'0748#$74 * .B$(($0%(4134 ! 7,($.,%&4M48,""0E(40'4F#71#7.450""34!+&)!P$Z : ! *)%4!

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<8 : 9IM<@D : ! @A7@! @AD! 6DM7B@ED8@! [9==! 8#@! B79ID! 2MMD==78@IR! L#8I@9@<@9#87=! @AD#B9DI4!(,,4

;,%,7#""K46#L$!`] !^E7a98C!8#!I<LA!L#8I@9@<@9#87=!7BC<ED8@I_0! 6#L$!(**!^I7ED_4!78 : !@ADBD!

9I!8#!7BC<ED8@!@A7@! 2MMD==78@IR!@AD#B9DI! [#<= : !G7 ; #B!X=798@9GGI$!

Q8! 78?! D ; D8@4! 2MMD==78@I! : #! %0&! IA7BD! @AD! 6DM7B@ED8@RI! IMDL9G9L! C#7=I! G#B! @A9I!

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X=79 8@9GGI!:#!8#@!ED789 8CG<=?!D8C7CD![9@A!@A9I!7BC<ED8@!I7;D!@#!7IIDB@!@A7@!9@!
[#<=:!jD8@9@=DImk!j7=!98@DBDI@D:!@A9B:!M7B@9DI!E7a98C!7=@DB87@9;D!7BC<ED8@Ik!@#!
98@DB;D8D$!X=@GI$'KB$!%Y$!K<@4!98!#""!L7IDI4![AD@ADB!7!M7B@?![9@A!78!7=@DB87@9;D!7BC<ED8@!
E7?!98@DB;D8D!9I!7!L#8@DF@':DMD8:D8@!98c<9B?!@A7@!E<I@!@<B8!#84!7E#8C!#@ADB!@A98CI4!
@AD!87@<BD!#G!@AD!L7ID4!@AD!87@<BD!#G!@AD!MB#M#ID:!98@DB;D8#BRI!98@DBDI@I!98!@AD!L7ID4!78:!
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++)!P$%:!7@!***'*Y!^c<#@98C!N6,((,4134 5#B+4!Z+Y!P$%:!]`*4!)&%!^6$/$!/9B$!(`])_4!@#!
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#G!p987:Dc<7L?R!@D8:!@#!;7B?!:DMD8:98C!#8!@AD!I@BD8C@A!#G!@AD!98@DBDI@k_0!$.347@!(()'()!
^.?8LA4!5$4!L#8L<BB98C_!^8#@98C!@A7@!98@DB;D8@9#8!jA7IIm!M7B@9L<=7B!G#BLD![ADBD!@AD!
I<>iDL@!n!9I!#G!CBD7@!M<>=9L!98@DBDI@4!@AD!98@DB;D8#B!A7I!7!BD7=!I@7aD!98!@AD!#<@L#ED!78:!
@AD!98@DB;D8@9#8!E7?![D=!7II9I@!@AD!L#<B@!98!n!@AD!GB7E98C!#G!@AD!9II<DIk_$!Q8!7!L7ID!
[ADBD!78!<8[9D=:?!8<E>DB!#G!@A9B:!M7B@9DI!I#<CA@!@#!98@DB;D8D![9@A!7=@DB87@9;D!
7BC<ED8@I4!8#@A98C![#<=:!MBD;D8@!7!L#<B@!GB#E!:D@DBE98 98C!@A7@!#8=?!LDB@79 8!M7B@9

L7ID$!?,,49%&C"4!#+,74503470!Z**'*Y$!P<B@ADB4!8#!DF9I@98C!M7B@?!IA7BDI!2MMD==78@IR!98@DBDI@!98!7!i<:CED8@!@A7@!;98:9L7@DI!@AD!b9@=D!Qq!-<=D!#8!@AD!EDB9@I!78:!#8!L#8I@9@<@9#87=!CB#<8:I$!Q8!G7L@4!@AD!6DM7B@ED8@!MB9E7B9=?!IDDaI!:9IE9II7=!G#B!=7La!#G!I@78:98C4!7!M#I9@9#8!@A7@!:9BDL@=?!L#8@B7:9L@I!2MMD==78@IR!M#I9@9#8!78:!98@DBDI@I$'!?,,46#L$!`]!7@!+'%(0!6#L$!(**!7@!('`$!2MMD==78@IR!L#8I@9@<@9#87=!7BC<ED8@I!>D=#8C!98!@A9I!L7ID4!78:!@AD?!IA#<=:!@A<I!>D!7==#[D:!@#!MBDID8@!@AD9B!7BC<ED8@I!7I!M7B@9DI$!

X=798@9GGIR!DGG#B@I!@#!:#[8M=7?!2MMD==78@IR!L#8I@9@<@9#87=!7BC<ED8@I!7BD!<8MDBI<7I9;D$!?,,4X=@GI$'KB$!(`'%)$!X=798@9GGI!7IIDB@!@A7@!G#B!7!:9GGDBD8LD!98!98@D8:D:!7BC<ED8@I!@#!D;D8!>D!BD=D;78@4!j@AD!E#;78@!E<I@!IA#[k!@A7@!@AD!8D[!7BC<ED8@!9I!jpL=D7B=?!AD=MG<=R!#B!pDIID8@97=Rk!#B!@A7@!jpM<BI<9@!#G!@AD!IA7BD:!C#7=!#>;9#<I=?!L7==I!G#B!@AD!7BC<ED8@!@#!>D!E7:D4Rk!X=@GI$'KB$!(`'%&4!MAB7IDI!:B7[8!BDIMDL@9;D=?!GB#E!-#;;,&&!78:!?&6.,%&(4'074 8#$74 *.B$((\$0%($!K<@!8D9@ADB!BD=D;78@!M7II7CD!M<BM#B@I!@#!G#BE<=7@D!7!8DLDII7B?!L#8:9@9#8!G#B!9887:Dc<7L?4!E<LA!=DII!@#!DBDL@!7I!A9CA!7!>7B!7I!X=798@9GGI!I<CCDI@$!Q8!-#;;,&&4!@AD!/#<B@!#>IDB;D:!98!M7II98C!@A7@!7!M7B@?RI!8DC=DL@!#G!j#>;9#<I!7BC<ED8@Ik!>06".4IA#[!@A7@!BDMBDID8@7@9#8![7I!987:Dc<7@D4!@AD8o98!M7B@!>DL7<ID4@AD!E#;78@RI!

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[!X=798@9GGI!L#8@D8:!@A7@!2MMD==78@IR!:9I7CBDDED8@![9@A!@AD!6DM7B@ED8@!#;DB!I@78:98C!9I!9BBD=D;78@!>DL7<ID!X=798@9GGI!@ADEID=;DI!<MA#=:!@AD9B!#[8!I@78:98C$!?,,4X=@GI$

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7BC<ED8@I! [DBD! jL=D7B=?!AD=MG<=k!78:!jMDBA7MI!D;D8!DIID8@97=k!@#!@AD!:DGD8ID o G#<8:!@A7@! 8#@A98C!><@! jIMDL<=7@9#8k! I<MM#B@D:!@AD! GD7B! @A7@! @AD! :DGD8:78@! 7L@<7==?! *E06".* 4 8DC=DL@!@A#ID!;9@7=!7BC<ED8@I$!()%!P$Z:!7@!((%$!Q8!*?&6.,%&(4'074*8#$74 * .B$((\$0%(*4!@AD!/#<B@! #>IDB;D:!@A7@4! @#! 7IIDII! [AD@ADB! G79=<BD! @#! E7aD! 78! 7BC<ED8@! L#8I@9@<@D:! j+,74 (,4 987:Dc<7@Dk! BDMBDID8@7@9#84! 9@! [#<=:! j7Iak! [AD@ADB! @AD! 7BC<ED8@! [7I! j#>;9#<I=?! L7==ID:m!G#B$k!+&)!P$Z:!7@!*)]$!Q@!@AD8!AD=:!@A7@!@AD!E#;78@IR!MB#M#ID:!7BC<ED8@!:9:!8#@! I<MM#B@!98@DB;D8@9#8!>DL7<ID!9@!7L@<7==?!6%.,7B$%,.4@AD!M#I9@9#8!@AD?!IA7BD:![9@A!@AD! :DGD8:78@$!9.34Q8!L#8@DF@4!9@!E7aDI!8#!ID8ID!@#!BD7:!D9@ADB!L7ID!7I!DI@7>=9IA98C!7!IMDL9G9L! G=##B! G#B! i<I@! A#[!jAD=MG<=k! #B! j#>;9#<Ik! 78! 7BC<ED8@! E<I@! >D! >DG#BD! 9@! G7;#BI! 98@DB;D8@9#8$!

Q8!78?!L7ID4!2MMD==78@IR!L#8I@9@<@9#87=!@AD#B9DI!7BD!j#>;9#<I=?!L7==ID:m!G#B$k!9.3!QG!

L#<B@I!L78!BDiDL@47!LA7=D8CDBRI!DBB#8D#<I!=DC7=!7BC<ED8@I$!2MMD=78@IR!L#8I@9@<@9#87=!

@AD#B9DI!7BD!>#@A!BD=D;78@!78:!9EM#B@78@!@#!@A9I!L7ID$!

X=79@9GGI!7BD![B#8C!@#!:9IE9II!2MMD=78@IR!L#8I@9@<@9#87=!7BC<ED8@I!7I!

L#8G9 : D8LD!@A7@!2MMD==78@IR!L#8I@9@<@9#87=!7BC<ED8@I!L#<= : !8#@!7GGDL@!@AD!BD=9DG!#B : DBD : !

9I!MBDE7@<BD$!

^:9IL<II98C! MBD;9#<I! BDE78:! [ADBD4! 7>ID8@! 7:::9@9#87=! DFM=787@9#84! @A9I! /#<B@! [7I!

j<87>=D!@#!MDBG#BE!7!ED7898CG<=!BD;9D [k!#G!#B:DB!:D8?98C!98@DB;D8@9#8_$!

X=798@9GGI!9C8#BD!@ADID!7BC<ED8@I!<8@9=!@AD!=7I@!@ [#!M7CDI!#G!@AD9B!>B9DG4!78:!D;D8!

@AD8! 7@@7La! #8=?! I@B7 [ED8$! ?,,4 X=@GI$'KB$! Z)'Z+$! /#8@B7B?! @#4 X=798@9GGIR! 7IIDB@9#84!

2MMD==78@I!:#!8#@!L#8@D8:!@A7@!7!IA#B@!:9I@B9L@'L#<B@!:DL9I9#8!9I!jp7!MDB!ID!7><ID!#G!

:9ILBD@9#84Rk!$.347@!Z+!^c<#@98C!O) / 0J$",4N,34DD541340E%40'4H#7%(&#J",4!`]`!P$Z:!ZZ4!Z+!

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@AD!:9I@B9L@!L#<B@RI!#B:DB! [7I!@##!>B9DGk_4!8#B!:#!2MMD==78@I!7Ia!@AD!/#<B@!@#!I9EM=?!

j7II<EDk!j@AD!=D7I@!pCD8DB#<I!M#II9>=D!BD7:98CR!#G!7!I<EE7B?!#B:DB4k!$.347@!Z)$!-7@ADB4!

2MMD==78@I! M#98@! #<@! @A7@! @AD! :9I@B9L@! L#<B@RI! BD7I#8I4 G#B! :D8?98C! MDBE9II9;D!

98@DB;D8@9#8!7BD!#>IL<BD!:<D!@#!@AD!L#E>987@9#84#G!^(_!@AD!:9I@B9L@!L#<B@RI! E989E7=!

DFM=787@9#84!^%_!9@I!@#@7=!G79=<BD!@#!IA# [!^D;D8!L<BI#B9=?_!@A7@!9@!:9I@98C<9IAD:!MDBE9II9;D!

98@DB;D8@9#8!GB#E!98@DB;D8@9#8!7I!#G!B9CA@4!78:!^Z_!@AD!@#@7=!7>ID8LD!#G!7BC<ED8@I!7C798I@!

98@DB;D8@9#8!98!@AD!BDL#B:$!?,,!KB$!(Z4!Z('Z%4!ZY$!2MMD==78@I!7=I#!IA# [!@A7@!D;DB?!M#II9>=D!

98@DBMBD@7@9#8!#G!@AD!L#<B@RI!:DL9I9#8 o 98L=<:98C4@AD!jB0(&!CD8DB#<I!M#II9>=D!BD7:98C4k!

KB$!%`4!Z*!^DEMA7I9II7:::D:_ o 98;#=;DI!D9@ADB!=DC7=!DBB#B4!7!G79=<BD!@#!L#8I9:DB!BD=D;78@!

- <=D! %*^>_! ^7=#8C! [9@A! D ; DB?! #@ADB! j pB7@9#87==?! BD=D ; 78@R! L#81I9 : DB7@9#8k_4! 9@! 9I! 8#@! 7I! LB9@9L7=4 @ADBD! 7I! 9@! 9I! <8 : DB! - <=D! %*^7_^%_! ^G#B! [A9LA! 987 : Dc<7L?! 9I! j78! 9B#8L=7 : ! BDc<9BDED8@k_$! ?,,! KB$! %) '%+$! / 9@98C! @A9I! - <=D! %*^7_^%_! G7L@#B! 7=#8D4! [9@A#<@! MB# ; 9 : 98C! 78?! #@ADB! BD7I#898C! #B! D ; D8! ED8@9#898C! MDBE9II9 ; D! 98@DB ; D8@9#84! 9I! 8#@! D8#<CA! @#! >D! I<BD! @A7@! @AD! : 9I@B9L@! L#<B@! @B<=?! DFDBL9ID : ! 9@I! : 9ILBD@9#8$! X=798@9GGI! DFMBDII! jM<hh=IDED8@mk! 7@! @AD! 8#@9#8! @A7@! @AD! : 9I@B9L@! L#<B@! E9CA@! A7 ; D! G79=D : ! @#! L#81I9 : DB! MDBE9II9 ; D! 98@DB ; D8@9#84! C9 ; D8! @A7@! j@AD! : 9I@B9L@! L#<B@! : D89D : ! @AD! D8@9BD! E#@9#8! @#! 98@DB ; D8D$k! X=@GI$'KB$! Z)! 8$+$! K<@! 9@! : #DI! 8#@! G#==# [! @A7@! @AD! : 9I@B9L@! L#<B@! 7L@<7==?! >0%($. , 7, . 4 D ; DB?! M7B@! #G! @AD! E#@9#8$! 5"34 Q0<%(0%4 134 A $""$#B(4! Y]+! O3! %+ `4! Z&Z! ^%&(Z_! ^DFM=798 98C!@A7@!A7>D7I!L=79EI!jBDiDL@D : !7I!7!BDI<=@!#G!IADDB!987 : ; DB@D8LDk!>?!I@7@D!L#<B@I! jA7 ; D!>DD8!7 : i< : 9L7@D : !78 : !MBDID8@!GD : DB7=!c<DI@9#81I!IGD : DB7=!L#<B@Im!E7?!BD ; 9D [4!><@! 9@! : #DI!8#@!G#==# [!@A7@!@AD?!A7 ; D!>DD8!7 : i< : 9L7@D : !p#8!@AD!EDB9@IRk_$!

X=798@9GGI! 7=I#! 7@@DEM@! @#! I<MM=?! 7! E9II98C! B7@9#87=D! G#B! @AD! : 9I@B9L@! L#<B@RI! MDBE9II9 ; D'98@DB ; D8@9#8! B<=98C$! bAD?! I<CCDI@! @A7@! @AD! : 9I@B9L@! L#<B@RI! BDGDBD8LD! @#! 78! 7E9L<I4>B9DG! [7I!7E#8C!9@I!7, #(0%(4G#B! : D8?98C!98@DB ; D8@9#84! 78!98@DBMBD@7@9#8! [9@A!8#! I<MM#B@!98!@AD!@DF@!#G!@AD!E98<@D!#B : DB$!X=@GI$'KB$!Z*$!bAD?!I<CCDI@!@A7@!@AD! : 9I@B9L@!L#<B@! jL#8L=< : DI : m!@A7@!@AD!L#I@I!#G!98@DB ; D8@9#8! [#<= : !#<@ [D9CA!@AD!>D8DG9@I4k!D ; D8!@A#<CA! @AD! : 9I@B9L@!L#<B@!I79 : !8#@A98C!7>#<@!D9@ADB!L#I@I!074>D8DG9@I!78 : !A7 : !8#!I<LA!7BC<ED8@I! >DG#BD!9@! [AD8!9@!B<=D : $! X=@GI$'KB$! Z*'ZY$! X=798@9GGI!D ; D8! I<CCDI@!@A7@!@AD! : 9I@B9L@!L#<B@! [7I!98G=<D8LD : !>?!78!<8BD=7@D : ! : 9IL#; DB?! : 9IM<@D!98!@AD!M7B7==D=!6$6$/$!L7ID o 7! : 9IM<@D! @A7@! @AD! : 9I@B9L@! L#<B@! 8D ; DB! ED8@9#8D : ! 78 : ! @A7@! 8#>#: ?! 98! @A9I! L7ID! >B#<CA@! @#! 9@I!

7@@D8@9#8$! X=@GI$'KB$! Z]$! QB#89L7==?4! @ADID! IL7@@DBIA#@! C<DIIDI!#8=?! L#8G9BE! 2MMD==78@IR!

M#I9@9#8T!@A7@!DGG#B@I!@#!:9;98D!@AD!:9I@B9L@!L#<B@RI!BD7I#89 8C!7BD!M<BD!IMDL<=7@9#8$!KB$!Z*$!!

X=798@9GGI!7=I#!IDDE!@#!@A98a!@A7@!@AD!:9I@B9L@!L#<B@RI!98ILB<@7>=D!BD7I#89 8C!9I!8#!

#>I@7L=D!@#!7GG9BE78LD!7I!=#8C!7I!j@AD!:9I@B9L@!L#<B@RI!<=@9E7@D!L#8L=<I9#8![7I![9@A98!9@I!

>B#7:!:9ILBD@9#8$k! X=@GI$'KB$! (*0! *(,,4 #"(04* X=@GI$'KB$! Z*4! Z)4! Z+$! S8! @A9I!;9D [4! @AD! aD?!

c<DI@9#8! 9I! 8#@! [AD@ADB! @AD4:9I@B9L@! L#<B@! 7MM=9D:!@AD! B9CA@! I@78:7B:!78:!BD7I#87>=?!

[D9CAD:! BD=D;78@! G7L@#BI0! B7@ADB4! @AD! aD?! c<DI@9#8! 9I! [AD@ADB! @AD! 7MMD==7@D4 L#<B@4!

L#8I9:DB98C!j@AD!BDL#B:!7I!7![A#=D4k!L78!G98:!#%K4BD7I#87>=D!CB#<8:!@#!BD@B#IMDL@9;D=?!

i<I@9G?!@AD!I7ED!j<=@9E7@D!L#8L=<I9#8$k!X=@GI$'KB$!(*$!!

K<@!@A7@!9I!8#@!A# [!7><ID'#G':9ILBD@9#8!BD;9D [![#BaI$! f <9@D!@AD!L#8@B7B?T!jbA9I!

IL#MD! #G! BD;9D [!8DLDII7B9=?! D8@79=I! L#8I9:DB7@9#8! #G! @AD! BD7I#8Ik! @AD!:9I@B9L@! L#<B@!

7L@<7==?!BD=9D:!#8$! *B34F0B,4 *((67#%>,4503413 49%(6"#74G%.,7E7$&,7(4507+34!*`*!P$%:!Z()4!Z%&!

^(I@!/9B$!(`)*_$!bA<I4!7MMD==7@D!L#<B@I!B#<@98D=?!BDE78:!:9ILBD@9#87B?!B<=98CI![AD8!9@!9I!

<8L=D7B![AD@ADB!@AD?!98;#=;D:!78!7><ID!#G!:9ILBD@9#84!I<LA!7I!7!G7<=@?!=DC7=!I@78:7B:!#B!

8DC=DL@!#G!9EM#B@78@!G7L@#BI$!?,,@4,3;34!R$7&(#,%;4134Q0<%4A$",K4M4?0%(@49%>34!(Z]!3$!/@$!(`)`4!

(`+`!^%&(]_!^M#II9>=D!8DC=DL@!#G!BD=D;78@!G7L@#BI_04 87,(<4:,(6"&(@4DD54134 *?84F0""#%.@4

H3P34! `%(!P$Z:!(&*Z4! (&Y(!^((@A! /9B$! %&(`_!^M#II9>=D! 8DC=DL@! #G! BD=D;78@! G7L@#BI_0!

/ #&&<,E(4134A <$&,4!+&)!P$Z:!)Y]4!)]Z!^]@A!/9B$!%&(Y_!^<8L=D7B![A7@!=DC7=!I@78:7B:!@AD!

:9I@B9L@!L#<B@!7MM=9D:_04 - #;;,&&4!()%!P$Z:!7@!((Z'(*!^M#II9>=D!G7<=@?!=DC7=!I@78:7B:_$!28:!

[AD8! @AD! @B97=! L#<B@RI! BD7I#89 8C! L788#@! >D!:9ILDB8D:!7@! 7==4! 9@! 9I!

[AD@ADB!@A7@!BD7I#8998C! [7I!78!7><ID!#G! : 9ILBD@9#8$!?,,4 / $><34?&#&,4 * 8D)59L4! (&Z!P$Z : !

7@! (%*+0455#&,7$%04!`%%!P$% : !7@!Z`$!!

- #;;,&&4 ; 9 ; 9 : =?!9==<I@B7@DI! [A?!X=798@9GGIR!@AD#B?!#G!BD ; 9D [!9I! E9I@7aD8$! bADBD4!@AD!

/ #<B@! DFM=9L9@=?4 L#8L=< : D : ! @A7@! @AD! : 9I@B9L@! L#<B@RI! >#@@#E'=98D! BDI<=@! ^ : D8?98C!

98@DB ; D8@9#8_! [7I! [9@A98!9@I! : 9ILBD@9#8$! ( )%!P$Z : 47@! ((Z$!QG!X=798@9GGIR!@AD#B?!#G!BD ; 9D [!

[DBD!L#BBDL@4!@A7@!IA#<= : !A7 ; D!>DD8!D8#<CA!@#!7GG9BE$!K<@!9@! [7I8R@$!Q8I@D7 : 4!@AD! / #<B@4

; 7L7@D : ! 78 : ! BDE78 : D : ! C9 ; D8! j@AD! M#II9>9=9@?k! @A7@! ^(_! @AD! : 9I@B9L@! L#<B@! B$;<&4 A7 ; D!

E9I<8 : DBI@## : !@AD!=7 [!78 : !^%_!@A7@! jM#II9>=IDmk! E9I<8 : DBI@78 : 98C!B$;<&4A7 ; D!7GGDL@D : !

9@I!DFDBL9ID!#G! : 9ILBD@9#8$!9.34bAD!=DII#8!9I!M=798T! J AD8!9@RI!j<8L=D7Bk!9G!7!B<=98C!BDI@I!#8!

78! 7><ID! #G! : 9ILBD@9#84! @AD! / #<B@! IA#<= : ! ; 7L7@D! 78 : ! BDE78 : ! G#B! BDL#8I9 : DB7@9#8! #B!

L=7B9G9L7@9#84!D ; D8!9G!@AD!BDI<=@!L78!>D!i<I@9G9D : !#8!8#8'7><I9 ; D!CB#<8 : I$!9.34!!

X=798@9GGI!>B<IA!7I9 : D! - #;;,&&47I!7!L7ID! [ADBD! j@AD! : 9I@B9L@!L#<B@! E9I7MMBDAD8 : D : !

@AD!=7 [!98!787=?h98C!98@DB ; D8@9#8!7I!#G!B9CA@$k!X=@GI$'KB$!Z+$!bA7@!>BDDh?! : 9IE9II7=!E9IIDI!

@AD!M#998@!98!@ABDD! : 9I@98L@! [7?I$!P9BI@4!98! - #;;,&&449@! [7I!#8=?!jM#II9>=IDmk o

`%(!P$Z:!7@!(&Y(!^G#B<E!8#8!L#8;D8ϑD8I4:DLϑIϑ#8_04/#&&<,E(4!+&)!P$Z:!7@!)]Z']*!^:D8ϑ7=!

#G!G<8:ϑ8C!@#!:D;D=#M!Eϑ@ϑC7@ϑ#8!D;ϑ:D8LD_$!!

I<GG9L9D8@=?!L=D7B!:DIM9@D!=9E9@D:!DFM=787@9#8"!#B!L7IDI![ADBD!@AD!BDL#B:!<8Dc<9;#L7==?!I<MM#B@D:!#8=?!#8D!#<@L#ED$#!bA7@!7!BDE78:!9I!#>;9#<I=?!<88DLDII7B?!98!@A#ID!ILD87B9#I!:#DI!8#@!I<MM#B@!7!CD8DB7=!B<=D!@A7@!:9I@B9L@!L#<B@I!%,1,748DD:!@#!DFM=9L7@D!@AD9B!#>IL<BD!:DL9I9#8I4!7!B<=D!@A7@![#<=:!L#8G=9L@![9@A!@AD!BDE78:I!98!-#;;,&&4!()%!P$Z:!7@!((Z'(*4!78:!98!5#&,7$%O4!`%%!P$%:!7@!Z`$!

O) / 0J$",4 9@ID=G!=9aD=?!>D=#8CD:!@#!>#@A!L7@DC#B9DI$!O8=9aD!@A9I!L7ID4!@AD!:9I@B9L@!L#<B@!98!O) / 0J$",4

^:#LaD@! L9@7@9#8I! #E9@@D:_$! P<B@ADB4! *O) / 0J$",*! BDiDL@D:! @AD! E#;78@IR! 7BC<ED8@I! G#B!
98@DB;D8@9#8! 7I! [A#==?! 98I<>I@78@97=! 78:!<8:D;D=#MD:4! BD8:DB98C! @AD! :9I@B9L@! L#<B@RI!
MBDL9ID!B7@9#87=D!E##@!^78:!78?!BDE78:!G<@9=D_$!*?,,@4,3;344`]`!P$Z:47@!*&!^jIbAD!E#;78@Im!
#GGDBD:!#8=?!L#8L=<I#B?!7BC<ED8@I4!G#<8:D:!D8@9BD=?!#8!IMDL<=7@9#8!78:!I<BE9ID$k_0!$.34
7@!*(!^jIbmAD!IE#;78@ImR!E#@9#8!M7MDBI!:9:!8#@!7B@9L<=7@D![A7@4!9G!78?@A98C4!@AD?![#<=:!
L#8@B9><@D!@#!@AD!n!:DGD8ID$k_$!

bA9I!L7ID!9I!:9GGDBD8@!#8!>#@A!IL#BDI$!2C798 4!@AD!:9I@B9L@!L#<B@!A7:!8#@!AD7B:!7!
*($%;",47BC<ED8@!7C798I@!2MMD==78@IR!E#@9#8![AD8!9@!I<EE7B9=?!:D89D:!9@$!28:!@ADBD!L78!
>D!=9@@=D!:#<>@!@A7@!@AD!:9I@B9L@!L#<B@!>06".4<#1,!7==#[D:!2MMD==78@I!@#!98@DB;D8D!^i<I@!=9aD!
@AD!6$6$/$!:9:_![9@A#<@!7><I98C!9@I!:9ILBD@9#8$!J AD@ADB!@AD!L#<B@!7><ID:!9@I!:9ILBD@9#8!
>?!:D8?98C!MDBE9II9;D498@DB;D8@9#8!9I!9EM#II9>=D!@#!@D==![9@A#<@!a8#[98C!9@I!BD7I#8I!G#B!
:#98C!I#$!"D9@ADB!@AD!E98<@D!#B:DB!9@ID=G!8#B!@AD!BDL#B:!E7aDI!@A#ID!BD7I#8I!L=D7B$!
bA<I4!7!BDE78:!9I!8DLDII7B?$!

Q!G9=D:!@A9I!>B9DG!;97!@AD!/#<B@RI!1/P!I?I@DE4![A9LA![9=!D=DL@B#89L7=?!8#@9G?!7=!

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67@D:T!6DLDE>DB!)4!%&%&!! ! !!X(X45#B,70%4O34N077$(4444!