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.##\$%&'(!+%!%00'\$!#LB M-LB!(7\$'8! .4(!+%!+,%&'!1!*8+'2! 548+5+3+5%48600\$!??6.3\$'+!
R(3?.+%!B\$#.\$+5%B\$%7\$.28F%\$!+,!658+!%0!#.\$+5?5#. +547!#B\$%7\$.28!8!"##4(5F!"

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)N))*A PE*A(*6<37;26(+:DD4882))(*A PE* A*+H((

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"3+,%\$5+*!+%!54+'\$#\$+'!LB M-LB!"\$+5?36.+5%4!"7\$"2'4\$B+8!W5+,!+,!LB M-LB!L\$.480\$!
1%225++"N""LBM"-LBL10L,'""LB M"-LBL158!.4!'57,42'2)\$!?'% \?,.5\$'(!?%225++"!##%54+'(!
)*!+,!1,5'0!"?.(25?!`005? '\$!N1"O!%0!+,!;,%\$+,!1.\$%654.!1%22345+*!1%66'7!'-*8+'2!.4(!+;!
%0!+,!;:1!-* 8+'2>!a3'8+5%48!?'%4? \$4547!LB M"-LBB,%36(!)!(5\$'+'(!+%!+,!##\$%#\$5.+!
8*8+'2b8!1,5'0!"?.(25?!`005? '\$!W5+,!.4!'F#6.4.+5%4!%0!+,!548+5+3+5%4.6!#%65?*!+,!.+!2.*!N.##\$.
?%4065?+!W58!450%\$2!"\$+5?36.+5%4!"7\$2141" W566!0%\$W.\$(!34\$'8%6&'(!_3'8+5%48!+%!+,!
N""LBM"-LBL10%\$! '\$8%63+5%4>! R.?,!'4+5+*! W566! .##%54+! %4!'F

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L,!8+3('4+b8!#\$\$%7\$.2!%0!8+3(*!238+!2"+!+,!?'\$5+'\$5.!8'+!0%\$+,!'54+!/\$!LB!?3\$\$5?363
8+.4(.\$(8.8!('054>('!54!"##'4(5F!R>!!!

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KN A6: @2>?627(C:526343C(86<37;26(;;)77:@4<824076874<82(43(E@423@2(43(*2<@126(A62B<6-
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.> L,! .7\$"2'4+!'4.)6'8! 8+3('4+8! W,%! ,.&! 7\$(3.+(! 0\$%2! .! ;111-! 548+5+3+5%4! W5+,!.4!
""LB M-LB!('7\$"!#\$\$%7\$.28!+?!?%2#6'+!?!?%22%4!658+!%0!?!?%3\$8'8!+,.,+!2"+!+,!'!4+\$\$.4?!
\$_35\$'2'4+8!.+!.66!1!- *8+'2! 548+5+3+5%48>!f8+'2!R(3?.+%B\$#\$.+5%4B\$%7\$.2!
(25885%48!.\$?%2#+5+5&+c'\$0%\$!4%! 8+3('4+! 58! 73.\$\$.4+'(!.(25885%4! +%#'?505?!
#\$\$%7\$.2!%\$!2.Y%\$>!!(5+5%4!+%!2"+547!'4+\$\$.4?!'\$ _35\$'2'4+8!+\$\$.480'\$!8+3W568!
\$_35\$(!+%!83)25+!'&5('4?!%20+547!\$_35\$(!+8+547!)4?,2.\$@8%\$!'.?!,548+5+3b5%4
R(3?.+%B\$#\$.+5%4!#\$\$%7\$.2

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?> "((5+5%4.6! <'4\$.6! R(3?.+5%4! 1%3\$8! ""LB! \$_35\$8! AKAP! .((5+5%4.6! 7'4\$.6!
'(3?.+5%4! ?\$+!,%3\$8!54?63(547!-`1!EEZ>!L,!'-LB!\$_35\$8!WZU((5+5%4.6! 7'4\$.6!
'(3?.+5%4!?\$'(5+!,%3\$8!54?63(547!-`1!EEZ>!+3('4+8!#3\$83547!+,!'""LBM"-LB!8,%36(!8'6'?
+,'8!((5+5%4.6!7'4\$.6!)(3?.+5%4!?\$'(5+!,%3\$8!+%.6574!W5+,!+, '5\$!54+'4('(!2.Y%\$.+!+, '
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"\$+5?36.+5%4!)+W"4!+,!;%\$+,!1.\$%654.!1%22345+*!1%66'7!-*8+'2!N;111+0!;4!(*8+'2 !58!.
(*4.25?! #\$\$%'88>! L%! '483\$! +,! ?3\$\$'4?*! %0!"LB M-LB! "\$+5?36.+5%4! "7\$'2'4+! %??85%4.6!
2%(505?.+5%48!+%!,.+.7\$'2'4+!2.*!)!4?'88.\$*>!L,"LB M-LB!L\$.480\$!1%225++!"LB M"-LBL1O!
W566!\$?'5&!\$_3'8+8!0%\$!2%(505?.+5%4!%46*!3#%4!+,!\$'?%22'4(.+5%4!%0!+,!?'5'0!?.('25?!%00!
+,!;111-!%\$!+,!;1!-*8+'2> !!/'?.38'!+,!2%(505?.+5%4!#\$\$%'88!54&%6&'8!0.?36+*!.4!(.(25458+\$+.58
\$&'5'WI!+,58!#\$\$%'88!2.*!\$

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E> L,'!1`8!% \$!+, '5\$('8574"8! .+! :;1! .4(! .+! ;111-!W566!+, '4!8"@!0"().?@!.4(!'4(%\$8'2'4+!
.)%3+!W,+', '\$!+%! #3\$83'+, '!?', .47!'0\$%2!+', '5\$!'\$8#?'+5&!'?.2#38'8>!'! W566'(8!0.&%\$.)6!
\$'8#%48!58!\$_35\$'(!0%\$!+, '!?', .47!'+%!)!#3\$83'(>!

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S> L,'!1`!%0!5+, '\$!8*8+'2!2.*!83)25+ !+', '\$'_3'8+'0%\$!.?+5%4!+%!"LBM"-LBL1!.!2545232!%0!
+,5\$+*!(. *8!#\$5%\$!+%!+, '!4"EBM"-LBL1!2"+547>!

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U> L,'! ""LBM"-LBL1!\$&5'W8!+', '\$'_3'8+>!"4*!2'2)'\$!%0!+,!'""LBM"-LBL1!2.*!\$_3'8+!+,.,+!.!
?%3\$8')! '\$'0\$\$'(!+%!+,!'T.?36+*'C&5'W! 1%225++">!T%\$3\$8'8!+,.,+!.\$!.##\$%&'(!!+,!
1%225++"!'\$'?%\$(8!+, '5\$!.?+5%4!4(!\$.+5%4.6!'!%0!.?+5%4>!

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Z> L,'! ;111-! `005?! %\$! +, '! :;1! -*8+'2! `005?! W566! (58+\$5)3+'! 4%+505?.+5%4! %0! .?+5%4! +%! .!
#.\$+5?5#. +547!?!%66'7'8!%\$!345&\$85+5'8>!

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+.,+!.!?!%3\$8')! '\$'2%&'(!0\$%2!+,!'""LBM"-LB!+\$.480'!\$!658+!)!0%66%W547!85256.\$!#\$%?'(3\$'8!.8!%3+!
5!5+!28!AZ!54!+,!'((5+5%4!%0!1%3\$8'8!+%!+,!'L\$.480'\$!g58+>!

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L,'! (.4!%\$!'(.4b8!('8574" !%0!.4RBB+!.4*!%4!'!%0!+, '#.\$+5?5#. +547!?!%66'7'8!%\$!345&\$85+5'8!2.*!\$_3'8
.!?,.47!54!+,!'(8574.+5%4!%0!.!?!%3\$8'8!54!"LBM"-LB!N5>>"4'\$!6!R(3?.+5%4'6'?+5&%\$-%<RL1 O!
)!*!8'4(547!+, '\$'_3'8+!.4(!\$.+5%4.6!'!+%!+,!'1`8!%0!+,!'W%!.8*8+'28>R5+, '\$!%0!+,!'8*8+'2!1`8!2.*!
83)25+!+, '\$'_3'8+!+%!+,!'LBM"-LBL1!

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L,! "88%?5.+!54!"\$+8!54!L'.?,'\$!B\$#\$.+.5%4!('7\$"!8,66!)!7\$.4+(!0%\$!#!#6.44!(!#\$%7\$.2!%0!8+3(*!?!%4858+547!%0!02545232!9
VJ! 8'2'8+'\$!,%3\$8! %0! ?\$(5+! N-f!O! %0! ?%66'7! +\$.480\$! ?%3\$8'8>[5+,54! +,! ('7\$"! #\$\$\$7\$.2+3+,5488,66! 54?63(!
%##%\$+345+5'8!0%\$!+,!'.?,'5'&'2'4+!%0!?!%2#+4?!54!\$. (547!W\$5+547!%\$.6!?!%22345?.+5%4!034(.2'4+.6!2.+,'2.+5?.6!8@56
) .85?!?!%2#3+'\$!38!>

L,! "88%?5.+!54!"\$+8!54!L'.?,'\$!B\$#\$.+.5%4!58!).8'(!%4!+,! :450%\$2?36.+5%4! "7\$"2'4+!0%\$!L'.?,'\$!B\$#\$.+.5%4>!L,58!
.7\$"2'4+!4.)6'8!;%\$+,!1.\$%654.!?!%22345+*!?!%66'7!7\$. (3.+8!%0!10?%88%?5.+!54!"\$+8!54!L'.?,'\$!B\$#\$.+.5%4!#\$%7\$.28!
W,%!.\$!(.25++(!+?!?!%48+5+3'4+!548+5+3+5%48!%0!L,! :45&\$85+*!%0!46\$-0!1-574654\$*=48+5+3+5%48!%0!;%\$+,!1.\$%65.
=4(#'4('4+! 1%66'7'8! .4(! :45&\$85+5'8%! +\$.480\$! 54+%! .4! ('3?.+%\$! #\$\$\$7\$.2! W5+,! Y345%\$! 8+.,+38>! L,! :450
"\$+5?36.+5%4!0%\$!L'.?,'\$!B\$#\$.+.5%4!W.8!0%34'(!%4!+,!1%2#\$',485&'!"\$+5?36.289417\$)! .4(!+,!1%2#\$',485&'!
"\$+5?36.+5%4!"7\$"2'4+!N=1!"O>

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1%22345+*!?!%66'7!7\$. (3.+8!238+!%)+.54!.!7\$.(!%0!]1^!%\$!)!++!\$!54!'.?!,?!%3\$8!4(!.4!%&\$.66!<B"!%0!.+!6'.8+!E>K!%4!;!U>
8?.6!+!%+\$.480\$!W5+,!.!Y345%\$!8+.,+38>!!1%3\$8'8!2.*!68\$8-\$74856+\$\$.6!7\$"2'4+8!)+W"4!548+5+3+5%48>!

-."&),(!!+)*#%"(GTU(EF+H !
L,!7'4\$.6!'(3?.+5%4!?!%22%4!?!%3\$8!#.#.+W.*!54?63('8!8+3(*!54!+,!'.\$.8!%0!R47658,!?!%2%#85+5%4c!,32.45+5'8!
.4(!054!\$.+8c!8%?5.6!4(!)',.&5%\$.6!8?5'4?'8c!4.+3\$.6!8?5'4?'8+.4!25?8>!

!#"Q.&E),(.-."&),(!!+)*#%"(*&)"E\$.&(+'A%"."* (
9: 1!\$+56; &)*<1\$=85&<1\$>24/<-6. 5\$?)<5*8&)"\$. ' 0. 5&5-\$/ .4)*&*\$@611\$-<5*8&)"\$.)&A46; <1&5/, \$/)&26-BC\$

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