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D\$E.&(!: 2 ,.#E'00\$)!.#\$! 2 \$\$.,37!.&!&()\$(! !>?WX! 'A 2A! '3)! ,3.(&)8E\$)!M 2 '3)'! : F'77-9! 43,5\$(-.,6! M8),!YZ\$E8.,5\$A! R -A! : F'77-!.#'3F\$)!.#\$!D\$E.&(!*(&!,35,,37!#\$(!&!-; \$'F!&!.#\$\$%&'())! '<&8!.#\$! (&\$!&#!.#\$! 43,5\$(-.,6!M8),! 1 \$; '(.2 \$3.A! :#\$! - ',)!.#'!.#\$\$!)\$; '(.2 \$3.! ;(&5,) \$-!&<[E.,5\$! '3)! ,3)\$; \$3)\$3.! ' --\$-- 2 \$3.-! '3)! ')5,E\$! *&(!, 2 ;(&5,37!& ;\$('.,&3-! .#'.! J,00! ')5'3E\$! .#\$! 7&'0-! '3)! &<[E.,5\$-!&#!.#\$! 43,5\$(-.,6! J, .#! '*&E8-!&3!(, -F! 2 '3'7\$ 2 \$3.9!,3.\$(3'0!E&3.(&0-! '3)! 7&5\$(3'3E\$A! M.!#\$! -' 2 \$!., 2 \$9! .#\$! '8),.&(-! '\$! '! ; '(!&#!.#\$! 43,5\$(-.,6!E& 2 2 83.,6! '3)! \$37'7\$9! ; '(.3\$(! '3)! E&00' <&(' \$! J, .#! &.#\$(-! 'E(&--! E' 2 ;8-! .&! (\$E& 2 2 \$3)! *\$' -, <0\$! -&08.,&3-! .&! '(, -37! <8-,3\$--! E# '00\$37\$-A! P3.\$(3'0! '8),! 'E.,5.,6! <\$7'3! ' .! / 1 4!,3! .#\$! 2,)\ =>]@-! '3)! .#\$!)\$; '(.2 \$3.!#'-! *,5\$! '8),.&(-A!

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R -A! : F'77-!3&.\$)!.#'!'8),.&(-!# '5\$!'!5' (,.\$6!&#! -F,00-9!\$)8E'.,&3'0!<'EF7(&83)-! '3)! \$Z; \$(, -.\$! '3)!E&3.,38,37!\$)8E' .,&3!, -!F\$6!.&!\$3# '3E,37!F3& J 0\$)7\$9! -F,00-! '3)!E& 2 ;\$.3E,\$-A!G\$(.,*E'.,&3-! '\$!# ,7#06!\$3E&8('7\$)9! '3)!&#!.#\$!.\$3!E\$(.,*E'.,&3-!#0)!<6!#\$(!.\$' 2 9!\$,7#.! J \$(! 'E#,5\$)! J #,0\$! J &(F,37!*&(!.#\$!)\$; '(.2 \$3.A! U #,0\$! '8),.&(-!*&E8-!&3!,3.\$(3'0!E&3.(&0-9!,!, -! 2 '3'7\$ 2 \$3.! J #&!, -! (\$-; &3-, <0\$! *&(!.#\$-\$!E&3.(&0-A! M3!,3.\$(3'0! '8),!E'3!,3)\$; \$3)\$3.06! ' --\$--! .#\$! \$**\$E.,5\$3\$--!&#! ,3.\$(3'0!E&3.(&0-! '3)! 2 'F\$!(\$E& 2 2 \$3)' .,&3-!&! 2 '3'7\$ 2 \$3.! J #&! ; (& ;&-\$!E&((E.,5\$! 'E.,&3! .#'.! ,-.('EF\$)!.#(&87#!E& 2 ;0\$.,&3A!!

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"#\$!D\$E.&(!(\$E&73,\$\$)! R -A!B, (F9! J #&! 2 ')\$! .#\$!*&00& J ,37! 2 &.,&39!aR ') ' 2!D\$E.&(9!P! 2 &5\$! .#'.! .# , -! 2 \$\$.,37!<\$!E&35\$3\$)! ,3!E0&-\$)! - \$-- ,&39! -! ; \$(2 ,...\$)!<6! + , (7,3, '!G&)\$! : \$E.,&3!VAV\b] ==cMd! c=d9! *&(!.#\$! ; 8(;&-\$!&#!) , -E8-- ,&39! E&3-,)\$('.,&39! &(! ,3.\$(5,\$ J -!&#! ; (&-; \$E.,5\$!E'3),) ' .-\$! *&(! \$ 2 ;0&6 2 \$3.! ,3! .#\$!*&&<'00! ; (&7(' 2 Ae!"#\$! 2 &.,&3! J '-!)806! -E&3\$)! '3)!83'3, 2 &8-06! ' ; ; (&5\$)! <6! '00! 2 \$ 2 <\$(-! ; (\$-\$3.! '3)! 5&.,37!

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M.!.#\$!E&3E08-,&3!&*!.#\$!E0&-\$)!-\$\$--,&39!.#\$! 2\$\$.,37! J '-!(\$E&35\$3\$)! ,3!&;\$3!-\$--,&39! '! J #,E#!
., 2\$!.#\$!D\$E.&(!E'00\$)!*&(!.#\$!N(\$\$)&2!&*!P3*&(2'.,&3!ME!E\$(&.,*,E'.,&3!&*!E&2 ;0,'3E\$!.#'!.!c=d!
&306! ;8<0,E!<8-,3\$--! 2'..\$(-!0' J *8006!\$Z\$ 2 ;.\$)!*(&2!.#\$!&;\$3! 2\$\$.,37!(\$_8,(\$2\$3.-!83)\$(!.#\$!
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,) \$3.,*, \$)! ,3! .#\$! 2&.,&3!<6! J #,E#! .#\$!E0&-\$)!-\$\$--,&3! J '-!E&35\$3\$)! J \$(\$) #\$() 9!) , -E8--\$)!&(!
E&3-,) \$(\$) A! ! "#\$!E\$(&.,*,E'.,&3!&*!E&2 ;0,'3E\$!5&.\$! J '-! =V! ,3! * ' 5&(! '3)!3&3\$!&; ;&- \$)!

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G&2 2 ,..\$\$! R -A!C&3\$-!(\$;&(\$)! .#'.! .#\$! G&2 2 ,..\$\$! 2\$!,3!E0&-\$)!-\$\$--,&3! .&!) , -E8--! '
(\$E&2 2\$3)'.,&3!*&(!.\$38(\$!*&(!'!'* 'E80.6! 2\$2<\$(A!N&00& J ,37!E0&-\$)!-\$\$--,&39!E&2 2 ,..\$\$!
2\$2<\$(-!' ; ;(&5\$)!<6!83'3,2&8-!5&.\$! .#\$! ' J '(\$) *! . \$38(\$! .&! '!' * 'E80.6! 2\$2<\$(A! "#\$!
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'3)! ;(&2&.,&3! .&! ' --&E, '\$! ;(&* \$ --&(! * &(! .#\$! * &00& J ,37! * 'E80.6! 2\$2<\$(! '!' /0)! 1&2,3,&3!
43,5\$(-.,6A!!"#\$!.\$38(\$!'3)!;(&2&.,&3! J ,00!<\$!\$**\$E.,5\$! J ,.#!.\$\$! ; ;(,37!V@V@!-\$2\$-\$.(A!

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"#\$! Y5\$(7(\$3! :.'.\$! G&00\$7\$! ,3! /062 ; ,9! U '-# ,37.&39! '3)! '3! RA:EA! '3)! I#A1A! J ,.#!
-; \$E, '0,S'.,&3!,3!YE&0&769! Y5&08.,&3! '3)! G&3-\$(\$5'.,&3!%,&0&76!*(& 2! 43,5\$(-.,6!&*! Q' J',^,! '!.!
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.#\$! 43,.\$)! :.'.\$-! O\$&0&7,E'0! :8(5\$6! '3)! '!. 43,5\$(-.,6! &*! Q' J',^,! '!. R i3&'j! D\$-\$'(E#!
"\$E#3,E,'3!'!.#G&00\$7\$!&*!.#R '(-#'00!P-0'3)-9!R '[8(&j!'3)!M7(,E80.8('0!D\$-\$'(E#!"\$E#3,E,'3!
'!.!U '-# ,37.&3! :.'.\$! 1 \$; '(.2 \$3.!&*!M7(,E80.8(\$A!

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G&00\$7\$! &*! Y)8E'.,&3! '3)! I(&*\$--,&3'0! :.8),\$-!,3! V@@@m! '-!'! IB\m! R'.#2'.,E-'3)! :E,\$3E\$!
R\$.#&)-!K\$E.8(\$@!I&3)! J'-!;(&2&.\$)!.&!<&.#!'! :\$3,&('3)! R'-.\$(!K\$E.8(\$!)8,(37!#\$(!.38(\$!'! !
/ 14!'3)!\$37'7\$)! ,3!280.,\),-E,;0,3'(6!(\$-\$'(E#!,3,..,5\$-!J ,.#,3!.\$!E&2 283,.6A! :&2\$!&*!.\$-\$!
(\$-\$'(E#!,3,..,5\$-!,3E08\$)! J&(F,37!,3! ;'.(3\$(-#; ;!J ,.#!83,5\$(-.6!*'E80.6!'3)!.\$!E&2 283,.6!.&!
)\$5\$0&;!'3)! ,2 ;0\$2\$3.! 'N'E80.6!P33&5'.,&3!O('3.9!'!K\$')\$(-#; ;!'3)! :.8)\$3!.P35&05\$2\$3!O('3!
.&! J&(F! J ,.#! .#\$! %&6-'3)! O,(0-! G08<9! '3)! -\$5\$('0! ;8<0,E'.,&3-! J ,.#! .#\$! MPR :! Y)8E'.,&3!
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I&3)! -\$(5\$)! '-! .#\$! O(')8'.\$! I(&7('2! 1,(\$E.&(!* &(!.#\$! B\p! R'.#2'.,E-! :;,\$E,'0,-! ;(&7('2!
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)\$),E'.,&3!.&!. '\$'E#,37! '3)!0\$'(3,379!-#\$!(E\$,5\$)!382\$(&8-!.\$'E#,37!'J'()-!)8,(37!#\$(!E'(\$@!
D\$E&73,..&3!&*! #\$('EE&2 ;0,-#2\$3.-!,3E08\$)-! .#\$! / 14! : +YM! aM ; ;0\$! &*! R6! Y6\$e! N'E80.6!
MJ'())9! / 14! : #,3,37! :.'(!MJ'()-)9! +,(7,3,'!%'E#!G,.6! I8<0,E! :E#&&0-!O,*.\$)! "\$'E#\$(!&*!.\$!
L\$'(9!O(\$'!H\$EF!R,))0\$! :E#&&0! "\$'E#\$(!&*!.\$!L\$'(9!1',06!I(\$--!"\$'E#\$(!&*!.\$!L\$'(9!'3)!.\$!
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G&2 2,..#\$! 2\$2<\$(-!'; ;(&5\$)!<6!83'3,2&8-!5&.\$!.\$#\$(\$_8\$-!.&!(3'2\$!.\$!1\$; '(2\$3!
&*! R'3'7\$2\$3!.\$!1\$; '(2\$3!&*! R'3'7\$2\$3!'3)!Y3.(\$;(\$3\$8(-#; ;A! "\$#! *&00&J,37!
(\$-&08.,&3! J'-! <(&87#.! * &(.#! '-!'! (\$E&2 2\$3)'.,&3! &*! .#\$! ME')\$2,E! '3)! D\$-\$'(E#!
M)5'3E\$2\$3! G&2 2,..#\$! '3)! J'-!83'3,2&8-06!'; ;(&5\$)!<6! '00! 2\$2<\$(-! ;(\$-\$3!'3)!
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DY : /K+Y19! .#!.! 8;&3! .#\$! (\$E&2 2\$3)'.,&3! &*! .#\$! ME')\$2,E! '3)! D\$-\$'(E#!
M)5'3E\$2\$3! G&2 2,..#\$9! .#\$! %&'()! &*! +,-,&(-!'; ;(&5\$-! (\$3'2,37! .#\$! 1\$; '(2\$3! &*!
R'3'7\$2\$3!.\$!1\$; '(2\$3!&*! R'3'7\$2\$3!'3)!Y3.(\$;(\$3\$8(-#; ;!,3!.\$! :.(2\$!G&00\$7\$!&*!
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D'.,&3'0\$?! " # \$ % ! 1 \$; '(2\$3! &*! R'3'7\$2\$3!)\$0,5\$(-! .#\$! %'E#\$0&(! &*! :E,\$3E\$!,3! %8-,3\$--!
M)2,3,-('.,&3! 2'[&('3)! 2,3&(!,3! 2'3'7\$2\$3!'3)! .#\$! ,3.\$(-E,;0,3'(6! E\$(*,E'.\$!,3!
\$3.(\$;(\$3\$8(-#; ;A! "\$#!)\$; '(2\$3!#'-!-8<2,..\$)! '!' ;(& ;&- '0! .&! '0-&! &**\$!'3!,3.\$(-E,;0,3'(6!
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Y3.(\$;(\$3\$8(-#; ;!(\$-\$'(E#!'3)!E&8(-\$-!<8,0)!&3!*&83)'.,&3! J&(F!,3!2'3'7\$2\$3!,3!.\$!)&2',3!
&*! &(7'3,S'.,&3'0! <#'\$5,&(!'3)!-('.\$76A! 1&2',3!&*! \$3.(\$;(\$3\$8(-#; ;!,-! -&!E0&-\$06!(\$0'.\$)!.&!
2'3'7\$2\$3!.\$!#'.!.\$! ;(&*\$--,&3'0! '--&E'.,&3-! cME')\$26! &*! R'3'7\$2\$3!'3)! :&8.#\$3!
R'3'7\$2\$3!M--&E'.,&3d!#'5\$!')\$)!\$3.(\$;(\$3\$8(-#; ;!),5,-,&3-A!!P3!') ,.,&39!&.#\$!(<8-,3\$--!
-E#&&0-!#'5\$!'!)\$; '(2\$3! &*! R'3'7\$2\$3!'3)! Y3.(\$;(\$3\$8(-#; ;9! ,3E08),37! +,(7,3,'!
G&2 2&3J'0.#! 43,5\$(-.,69!P3), '3! 43,5\$(-.,69! M(\$&3!'! :.'.\$! 43,5\$(-.,69! .#\$! 43,5\$(-.,6! &*!
P&J'9!.\$!43,5\$(-.,6!&*!R,33\$-&'9!'3)!N',(0\$,7#!1,EF,3-&3!43,5\$(-.,6A!

O,5\$3!.\$! ;(&Z,2,..6!&*!.\$!.J&!*,50)-9!,.-! ;(& ;&-)\$!.&!#&8-\$!.\$!6&837!'3)!7(&J,37!'E')\$2,E!

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\$3.(\$;\$3\$8(-#; ;!;&7(' 2! '.! / 1 4! J ,.#,3!.#\$! R '3'7\$2\$3.! 1\$; '(.2\$3.A! "#\$!)\$; '(.2\$3.! J&80)!
;(&5,)\$!.#\$(,7#.!\$E&\-6-.\$2!*&(!(\$-\$'(E#!'3)!.\$'E#,37!.&!7(&J!\$3.(\$;\$3\$8(-#; ;!J ,.#,3! / 1 4A!

=b!

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"#\$!(\$;&(!*(&2!.\$#!I(&5&-!'0-&! ,3E08\$)! '!' ;(\$-\$3.'.,&3!&3!#&J!.\$#!G\$3.\$(!*&(!Q,7#!
P2;'E!I('E.,E\$-!-8;;&(-!-.8)\$3.!0\$(3,37!,3-,)\$!'3)!&8.-,)\$!.\$#!E0'--(&&2!<6!K,-'
R'6\$-9!YZ\$E8.,5\$!1,(\$E.&(!&*!.\$#!G\$3.\$(!'3)!Y2,06!Q'(2&39!: .8)\$3.!:8;;&(!:\$(5,E\$-!
G&83-\$0&(A! "#\$6!),-E8--\$)!#,7#!,2;'E.!('E.,E\$-!'3)!0\$(3,37!-8;;&(!:\$(5,) \$)!<6!.\$#!
G\$3.\$(!'3)!#,7#0,7#.\$)!.\$#!J&(F!)&3\$!<6!: .8)\$3.!:8;;&(!:\$(5,E\$-A!
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P3!.\$#!(\$;&(!*(&2!.\$#!+,E\$!I(\$-,)\$3.!*&(!D\$-\$'(E#9!1(A!1'5,)!%&J0\$-9!YZ\$E8.,5\$!1,(\$E.&(!
&*!.\$#!+, (7,3,'!P3-.,.8.\$!*&(!:;'E\$*0,7#.! '3)!M8.&3&269!;(&5,) \$)! '3!&5\$(5,\$J!&*!.\$#!
P3-.,.8.\$! "#\$!P3-.,.8.\$!J,00!,73,.\$!.\$#!G&22&3J\$'0.#^-!83,_8\$!'\$(&-;'E\$!'--\$.-!&3!.\$#!
Y'-.\$(3!:#&(\$!'3)!#(&87#&8.!.\$!-\$.'!\$!'3)!J,00!*&E8-!&3!7(&J.#9!'0\$3.'!3)! ,33&5'.,&3A!
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M)2,3,-.('.,&3!'3)! :.8)\$3.\M.#0\$.\$!U\$0*('\$9!<(\$*\$)!.\$#!G&22,..\$\$!&3!.\$#! / 14!-.8)\$3.\
'.#0\$.\$!ME')\$2,E!I(&7('2!D' .\$A!
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C\$3'!+, (7'9!:\$3,&(!M--&E,'.\$!M.#0\$.,E!1,(\$E.&(!*&(!1\$5\$0&;2\$3.9!;(&5,) \$)! '3!&5\$(5,\$J!&*!
.\$#!I(,(&(.6!M8.&2&.,5\$!G08<!'.! :A%A!%'00'(!:.'),829!J#,E#!,3E08\$)!!'*,3'3E,'0!8;)'!.\$!
'3)!&3&(!-822'(6A!
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U&&!:\$0,79!1,(\$E.&(!&*!M.#0\$.,E-9!(\$5,\$J\$)!.\$#!<'EF7(&83)! '3)!-.'8-!&*!H'2\$9!P2'7\$9!
'3)!K,F\$3\$--!cHPKd!(\$-80.,37!*(&2!.\$#!; '--,37!&*!G'0,*&(3,'^-'N',(!I'6!&!I0'6!ME.A!
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"#\$!D\$E.&(!E'00\$)!*&(!'; ;(&5'0!&*!.\$#!2,38.\$-!&*!.\$#!2\$\$.,37!#0)!&3!:\$;.\$2<\$(!=>9!V@=>A!4 ;&3!
'!2&.,&3!2')\$)!<6!R(A!Q,00!'3)!-

(\$;(\$-\$3.'.,5\$! .&! .#\$! %&'(! '3)! '!(;\$;(\$-\$3.'.,5\$! &*! .#\$! :.8)\$3.! O&5\$(3 2 \$3.! M--&E,'.,&3!
-#&80)!.#\$6! J,-#!.&! 2 'F\$!E& 2 2 \$3.-A!

QA "#\$! ;8<0,E!E& 2 2 \$3.-!-\$--,&3! J,00!<\$!0, 2,.,\$)!.&!m@! 2,38.\$-A!P*!., 2 \$!(\$ 2 ',3-!)8,(37!.\$!&3\$\
#&8(! ;8<0,E! E& 2 2 \$3.! -\$--,&3! '*.\$(! .#\$! ;(\$\(\$7,-.\$(\$)! -;\$'F\$(-! &**\$(! .#\$,(! E& 2 2 \$3.-9!
')),.,&3'0!,3),5,)8'0-! 2 '6!<\$!&**\$(\$)!.#\$!&; ;&(.83,.6!.&!-;\$'F9!<8.! J,00!<\$!0, 2,.,\$)!.&!-;\$'F!
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PA U(..\$3!E& 2 2 \$3.-! J,00!'0-&!<\$!'EE\$;.\$)!*(& 2!.#\$!)' .\$.#'.!.\$#! ;8<0,E!3&.,E\$!,-,--8\$)!83.,0!VW!
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-8<2,.,\$)! ,3!#'()!E&;6!&(!5, '\$ 2 ',0A!P3-.(8E.,&3-!*&(!)&,37!-&! J,00!<\$!,3E08\$)! ,3!.\$#! ;8<0,E!
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CA "#\$!%&'(!)J,00!3&.!(\$-; &3)!.&!&('0!&(! J(..\$3!E& 2 2 \$3.-A!
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P3! 'EE&() '3E\$! J,.,#!!!VbA=\b@]cNd!&*!.\$#! 9!.\$#!%&'(!)&*!+,-.,&(-9!.#(&87#!.\$#!
D\$E.&(!&(!#,-h#\$(!)\$-,73\$\$! J,00!;(&5,.)\$!.\$#! ;8<0,E! J,.,#!'3!\$Z;0'3'.,&3!*&(!'36!)\$5,'.,&3!*& 2!.\$#!
;(&[\$E.\$)! ('37\$!&*!.\$#! ;0'33\$)! ,3E(\$'-! ,3! 83)\$7(')8' .\$.8,.,&3!'3)! 2 '3)'&(6!*\$-\$! .#'.! ,!
;(\$5,&8-06!;(&5,.)\$)!.&!.\$#!7\$3\$('0!;8<0,EA! : 8E#!\$Z;0'3'.,&3! J,00!<\$!;(&5,.)\$)!&('006!&(!,3! J(..\$3!
&(2!<\$&(\$)!.\$#! %&'(!) . 'F\$-! *,3'0! 'E.,&3! &3! '36! 83)\$7(')8' .\$.8,.,&3!'3)! 2 '3)'&(6!*\$-\$!
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3),37-!&!.#\$('338'0!'8),.!&*!.#\$/**,E\$!&*!.#\$(-\$,)3.! '3)!;(&5,)\$)! '3!8;)'!&3!&;\$3!
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