

5"]bgdYWjcbgz cVgYfj Uhjcbgz UbX fYwEa a YbXUjcbg VmGYX[k]W_ 7"UJa g A UbU[Ya YbhGYfj]Wgz -bW fNYFY]bUZhf f GYX[k]W_ lE]b h]g fYdcfh UFY UXj]gcfmcbm UbX]bhYbXYX gc YmZ:f H.Y di fdcgY cZ Ugg]ghb[ci f WjYbtg]b h.Y]f XYW]g]cbg UVci h k \Yh.Yf hc]a dYa Ybh Ubm gi W]bgdYWjcbgz cVgYfj Uhjcbg UbX fYwEa a YbXUjcbg]b h.Y]f 'cgg WbHfc UbX gUZym dfeWXi fYg' 5bmgi W XYW]g]cbg UFY h.Y gc Y fYgdcbg]V]m cZ h.Y WjYbH 5" cVgYfj Uhjcbg UbX fYwEa a YbXUjcbg]b h]g fYdcfh UFY VUgYX i dcb flE dfUW]Wg UbX WbX]h]cbg cZ h.Y WjYbh]bgdYWjcbg VmGYX[k]W_ z UbX flE k f]H]Yb UbX#cf j YfVU]bZ:fa Uhjcb dfcj]XYX Vm h.Y WjYbh hc GYX[k]W_ GYX[k]W_ \Ug bch i bXYfH_Yb tc j Yf]Z#z UbX XcYg bch k UffUbh cf fYdfYgYbZ h.Y UWW fUW hcf VEt d'YhYbYgg cZ Ubm gi W dfUW]Wgz WbX]h]cbg

5'']bgdYW]cbgz cVgYfj Uh]cbgz UbX fYWēa a YbXUh]cbg VmGYX[k]W_ 7'UJa g A UbU[Ya YbhGYfj]Wgz -bW fNYFY]bUZf f GYX[k]W[k]b H.]g fYdcfh UFY UXj]gcfm cb m UbX]bhYbXYX gc Y m Zcf H.Y di fdcgY cZ Ugg]gh]b[

5'']bgdYWjcbgz cVgYfj Uhjcbgz UbX fYWea a YbXUjcbg VmGYX[k]W_ 7'UJa g A UbU[Ya YbhGYfj]Wgz -bW fNYFY]bUZHyf I GYX[k]W_]k]b H.]g fYdcfh UFY UXj]gcfm cbm UbX]bhYbXYX gc Y'mZcf
H.Y di fdcgY cZ Ugg]ghb[ci f W]Ybfg]b H.Y]f XYW]g]cbg UVci h k \YH.Yf hc]a d'Ya Ybh Ubm gi W]bgdYWjcbgz cVgYfj Uhjcbg UbX fYWea a YbXUjcbg]b H.Y]f 'cgg WbHfc UbX gUZym
dfcWXi fYg' 5bmgj W XYW]g]cbg UFY H.Y

5'']bgdYWjcbgz cVgYfj Uhjcbgz UbX fYwEa a YbXUhjcbg VmGYX[k]W_ 7'UJa g A UbU[Ya YbhGYfj]Wgz -bW fNYfY]bUZyf f GYX[k]W_ l k]b h.]g fYdcfh UFY UXj]gcfmcbm UbX]bhYbXYX gc'Y'mZ:f H.Y di fdcgY cZ Ugg]ghb[ci f WjYbtg]b h.Y]f XYW]g]cbg UVci h k \Yh.Yf hc]a d'Ya Ybh Ubm gi W]bgdYWjcbgz cVgYfj Uhjcbg UbX fYwEa a YbXUhjcbg]b h.Y]f 'cgg Wbhf c' UbX gUZym dfeWXi fYg' 5bmgi W XYW]g]cbg UFY h.Y gc'Y fYgdcg]V.]fm cZ h.Y WjYbH 5'' cVgYfj Uhjcbg UbX fYwEa a YbXUhjcbg]b h.]g fYdcfh UFY VUgYX i dcb flk

7F ! %* " ("% =g h\Y U[YbVhVebXi W]b[XcW a YbhYX Ya d`cmY Y hfU]b]b[cb 66D fl]bWl X]b[h\Y U[YbVhVfj dc]Wk Zcf \][\!f]g_ Ya d`cmY Yg k]h]b - \$ XUmg cZ \]fY3	Mg
7F ! %* " ("& =g h\Y U[YbVhVebXi W]b[XcW a YbhYX Ya d`cmY Y hfU]b]b[cb 66D fl]bWl X]b[h\Y U[YbVhVfj dc]Wk Zcf \][\!f]g_ Ya d`cmY Yg Uh `YUghcbVW Yj Yfm mYUf3	Mg
%* ") 5fY gd]` dfcWXi fYg]b d`UW3	Bch5dd`]WV`Y
%* "" 5fY gd]` _]hg a U]bhU]bYX3	Bch5dd`]WV`Y
%* "+ 8cYg h\Y U[YbVh U]j Y U k f]hYb :]fgh5]X dfc[fUa Zcf Ya d`cmY Yg UbX] j]hcf]g3	Bch5dd`]WV`Y
%* ", 5fY Z]fghU]X _]hg a U]bhU]bYX3	Bch5dd`]WV`Y
%* "- 8cYg h\Y U[YbVh`cW]h]cb a YhUmZ h\Y Zc`ck]b[W]hYf]U. † K cf_]b[k]h]b][\hg\]Zhg cf Ubma]b]a U`#dUfh]U` WYk g\]Zhg3 † 9a d`cmY Yg k cf_]b[]b fYa chY#]gc`UhYX `cW]h]cbg3 † H\Y cb! g]hY a YX]W` ZUW]hm]g WcgYX3	Bch5dd`]WV`Y
6`ccXVcfbY DUh]c[Ybg# .]fgh5]X 7ca a Ybhg.	E i Ygh]cbg . %* "%&! 5ž %* "%&! 6ž %* "%&! 7ž %* "%&! 8ž %* "%&! 9ž %* ") ž %* "ž %* " +ž UbX %* " , k YfY Ubkg YfYX "B#5" Xi Y hc h]g VY]b[U 7ca d`]UbW F Yj]Yk mYUf"

%+ 9a Yf[YbVhDfYdUfYXbYgg D`Ub

E i Ygh]cb	5bgk Yf
%+"% 8cYg h\Y U[YbVh U]j Y U k f]hYb Ya Yf[YbVhDfYdUfYXbYgg dfc[fUa 3	Bch5dd`]WV`Y
7F ! %+"% 5fY XcW a YbhYX Z]fY Xf]`g VebXi WYX Uh `YUghcbVW Yj Yfm%& a cbh\g fl]bWl X]b[gdUW `YUgYX#ci hg]XY cZmci f U[YbVhVfj Veb]fc`Ł3	Mg
9a Yf[YbVhDfYdUfYXbYgg Veb` a Ybhg.	E i Ygh]cb . %+"%k Ug Ubkg YfYX "B#5" Xi Y hc h]g VY]b[U 7ca d`]UbW F Yj]Yk mYUf"

%, < UnUfXci g A UhYf]U`g

E i Ygh]cb	5bgk Yf
7F ! %, "% < Ug U XcW a YbhYX UggYgga YbhVYYb VebXi WYX hc XYhYfa]bY]Z h\YfY UfY Ubm \UnUfXci g a UhYf]U`g Uh UbmU[YbVh`cW]h]cb Veb] YfYX Vmh]g Ui X]h3	Mg
7F ! %, "& 5fY \UnUfXci g a UhYf]U`g dfYgYbh Uh UbmU[YbVh`cW]h]cb Veb] YfYX Vmh]g Ui X]h3	Mg
7F ! %, "" 8cYg h\Y U[YbVh U]j Y U k f]hYb \UnUfXci g a UhYf]U`g dfc[fUa 3	Mg
%, "" "% =g h\Y k f]hYb \UnUfXci g a UhYf]U`g dfc[fUa .	6ch
%, "" "& 8cYg h\Y d`Ub Ybgi fY h\Ua a UhYf]U`g UfY \UbX`YX dfcdYf`m3	Bch5dd`]WV`Y

5`]bgdYW]cbgž cvGy]fj Uh]cbgž UbX fYVea a YbXUh]cbg VmGYX[k]W_ 7`U]a g A UbU[Ya YbhGYf]]Wgž -bW h\YfY]bUZhYf]GYX[k]W]Ł]b h]g fYdcfh UfY U]]gcfmcbm UbX]bhYbYX gc`YmZcf h\Y di fdcgY` cZ Ugg]gh]b[ci f W]Yb]g]b h\Y]f XYV]g]cbg Uvci h k \h\Yf hc]a d`Ya Ybh Ubm gi W]bgdYW]cbgž cvGy]fj Uh]cbg UbX fYVea a YbXUh]cbg]b h\Y]f `cgg Web]fc` UbX gUZYhm dfcW]X fYg` 5bmg] W XYV]g]cbg UfY h\Y gc`Y fYgdc]g]V]]m cZ h\Y W]Yb]h 5` cvGy]fj Uh]cbg UbX fYVea a YbXUh]cbg]b h]g fYdcfh UfY VUgYX i dcb fl]Ł dfUW]W]g UbX Web]h]cbg cZ h\Y W]Yb]h]bgdYW]X VmGYX[k]W_ž UbX fl]Ł k f]hYb UbX#cf j YfVU`]bZfa Uh]cbg dfc]]XYX VmhY W]Yb]h hc GYX[k]W_ GYX[k]W_ \Ug bch i bXYf]U`Yb hc j Yf]žž UbX XcYg bch k UffUbh cf fYdfYgYb]h h\Y UWV fUW]h cf Vea d`YhYbYgg cZ Ubmgi W dfUW]W]gž Veb]h]cbg UbX]bZfa Uh]cb` GYX[k]W_ XcYg bch fYdfYgYb]h cf k UffUbh h\U h\Y cvGy]fj Uh]cbg UbX fYVea a YbXUh]cbg]b h]g fYdcfh UfY ž `mVea d`]Ub]k]h `cWž ghU]h cf ZYXYfU` Uk g UbX fY[i Uh]cbg Udd]WV`Y hc dfUW]W]g UbX Web]h]cbg]bgdYW]X VmGYX[k]W_ h\Y W]Yb]h]g U]]gYX hc gY`_ `Y[U U]X]W Uvci h Ubmgi W Uk g cf fY[i Uh]cbg` h]g fYdcfh UbX h\Y cvGy]fj Uh]cbg UbX fYVea a YbXUh]cbg Web]h]cbg \Yf]bž UfY Zcf h\Y gc`Y VYb]ž UbX i gY` cZ h\Y W]Yb]h UbX a Um bch Vy` fY]X i dcb Vm Ubm dYf]cb cf Yb]h]mchYf h\U h\Y W]Yb]h

%", "" "" 8cYg h\Y d`Ub Ybgi fY h\Uha UhYf]U`g UFY
ghcfYX dfcdYfVW

5""]bgdYVWjcbgz cVgYfj Uhjcbgz UbX fYWea a YbXUhjcbg VmGYX[k]W_ 7`UJa g AUbU[Ya YbhGYfj]Wgz -bW fNYfY]bUZHyf fGYX[k]W_ k]b h\jg fYdcfh UFY Ux] jgcfmcbmUbX]bhYbYX gc`YmZcf
h\Y di fdcgY cZ Ugg]ghb[ci f WjYbtg]b h\Y]f XYV]g]cbg Uvci h k \YhYf hc]a d`Ya Ybh Ubm gi W_]bgdYVWjcbgz cVgYfj Uhjcbg UbX fYWea a YbXUhjcbg]b h\Y]f `cgg WcbHfc` UbX gUZym
dfcWXi fYg` 5bmgj W_ XYV]g]cbg UFY h\Y gc`Y fYgdcbg]V]]m cZ h\Y WjYbH` 5"" cVgYfj Uhjcbg UbX fYWea a YbXUhjcbg]b h\jg fYdcfh UFY VUgYX i dcb flj dfUW]Wg UbX WcbX]h]cbg cZ h\Y WjYbh
]bgdYVWjcbg VmGYX[k]W_ z UbX flj k f]H]Yb UbX#cf j YfVU`]bZefa Uhjcb dfcj]YX Vm h\Y WjYbh hc GYX[k]W_ GYX[k]W_ \Ug bch i bXYfH]_Yb hc j Yf]Zhz UbX XcYg bch k UffUbh cf fYdfYgYbhz h\Y
UWV fUW]h cf Vta d`YhYbYgg cZ Ubm gi W_ dfUW]WgZ WcbX]h]cbg UbX]bZefa Uhjcb` GYX[k]W_ XcYg bch fYdfYgYbch cf k UffUbh h\U h\Y cVgYfj Uhjcbg UbX fYWea a YbXUhjcbg]b h\jg fYdcfh UFY
Z`"mWta d`Ubh k]h` cWZ ghUHf cf ZYXYFU` Uk g UbX fY[i` Uhjcbg Udd]WV`Y hc dfUW]Wg UbX WcbX]h]cbg]bgdYVWjcbg VmGYX[k]W_ h\Y WjYbh]g Ux]]gYX hc gY`_ `Y[U` Ux]]W_ Uvci h Ubm gi W_
Uk g cf fY[i` Uhjcbg` h\jg fYdcfh UbX h\Y cVgYfj Uhjcbg UbX fYWea a YbXUhjcbg WcbH]bYX \YfY]bz UFY Zcf h\Y gc`Y VYbYz]h UbX i gY` cZ h\Y WjYbhz UbX a Um bch Yf` fY]X i dcb Vm Ubm
dYfgcb cf Ybh]mchYf h\Ub h\Y WjYbH`

5'']bgdYW]cbgz cVgYfj Uh]cbgz UbX fYWēa a YbXUh]cbg VmGYX[k]W_ 7'UJa g A UbU[Ya YbhGYfj]Wgz -bW fNYFY]bUZf f GYX[k]W[k]b H.]g fYdcfh UFY UXj]gcfm cb m UbX]bHbXYX gc Y m Zcf H.Y di fdcgY cZ Ugg]gh]b[

&"" HfU]b]b [

E i Ygh]cb

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&"" "% =g

5""]bgdYVW]cbgz cVgYfj Uh]cbgz UbX fYWea a YbXUh]cbg VmGYX[k]W_ 7"U]a g A UbU[Ya YbhGYfj]Wgz -bW fNYFY]bUZHYf I GYX[k]W]t k]b H]g fYdcfh UFY Ux]]gcfmcbm UbX]bhYbYX gc YmZcf H.Y di fdcgY cZ Ugg]gh]b[ci f W]Ybfg]b H.Y]f XYV]g]cbg UVci h k \YH.Yf hc]a dYa Ybh Ubm gi W]bgdYVW]cbgz cVgYfj Uh]cbg UbX fYWea a YbXUh]cbg]b H.Y]f 'cgg WébHc' UbX gUZ]m dfeWXi fYg' 5bmgi W XYV]g]cbg UFY H.Y gc Y fYgdcbg]V]]m cZ H.Y W]YbH' 5"" cVgYfj Uh]cbg UbX fYWea a YbXUh]cbg]b H]g fYdcfh UFY VUgYX i dcb fl]e dfUW]W]g UbX WébX]h]cbg cZ H.Y W]Ybh]bgdYVW]X VmGYX[k]W]z UbX fl]e k f]H]Yb UbX#cf j YfVU']bZ:fa Uh]cb dfcj]XYX VmH.Y W]Ybh hc GYX[k]W_ GYX[k]W_ \Ug bch i bXYfH]_Yb hc j Yf]Z]z UbX XcYg bch k UffUbh cf fYdfYgYbH H.Y UWV fUW]h cf Wéa d'YH]bYgg cZ Ubm gi W dfUW]W]gZ WébX]h]cbg UbX]bZ:fa Uh]cb" GYX[k]W_ XcYg bch fYdfYgYbH cf k UffUbh H.Uh H.Y cVgYfj Uh]cbg UbX fYWea a YbXUh]cbg]b H]g fYdcfh UFY Z ""mWéa d]Ubh k]h "cW]z ghUH] cf ZYXYFU "Uk g UbX fY[i 'Uh]cbg Udd]WV Y hc dfUW]W]g UbX WébX]h]cbg]bgdYVW]X VmGYX[k]W_ H.Y W]Ybh]g Ux]]gYX hc gYY_ 'Y[U' Ux]]W UVci h Ubmgi W "Uk g cf fY[i 'Uh]cbg" H]g fYdcfh UbX H.Y cVgYfj Uh]cbg UbX fYWea a YbXUh]cbg WébH]bYX \YFY]bz UFY Zcf H.Y gc:Y VYbYZ]h UbX i gY cZ H.Y W]YbH UbX a Um bch VY fY]X i dcb Vm Ubm dYfgcb cf Yb]H]mchYf H]Ub H.Y W]YbH'

' "%" 5fY h\YfY dfcW\Xi fYg]b d`UW\ hc UXXfYgg V\`bhf`c`]b[]bj Ybhf`f]Yg3	Bch 5dd`]WV`Y
' "%(5fY h\YfY dfcW\Xi fYg]b d`UW\ hc UXXfYgg di fV\ Ug]b[dfcW\Xi fYg3	Bch 5dd`]WV`Y
' "%) 5fY h\YfY dfcW\Xi fYg]b d`UW\ hc UXXfYgg fYdcfh]b[`cggYg#XUa U[Yg cZ dfcdYf\mUbX#cf bY[ch]UV`Y]hYa g3	Bch 5dd`]WV`Y
' "%* 5fY h\YfY dfcW\Xi fYg]b d`UW\ hc UXXfYgg]bj Ygh[U]b[`cggYg#XUa U[Yg cZ dfcdYf\mUbX#cf bY[ch]UV`Y]hYa g3	Bch 5dd`]WV`Y
' "%+ 5fY h\YfY dfcW\Xi fYg]b d`UW\ hc UXXfYgg h]a Y`mfYdcfh]b[cZ `cggYg#XUa U[Yg cZ dfcdYf\mUbX#cf bY[ch]UV`Y]hYa g hc h\Y V\`ffYV\WU]a g i b]h3	Bch 5dd`]WV`Y
7F ! ' "%, 5fY h\YfY dfcW\Xi fYg]b d`UW\ hc UXXfYgg \UbX`]b[bY[ch]UV`Y]hYa g3	Bch 5dd`]WV`Y
' "%- 5fY h\YfY dfcW\Xi fYg]b d`UW\ hc UXXfYgg gY\W f]b[j Ui `hg#gUZyg3	Bch 5dd`]WV`Y
' "%%"\$ =g gca YcbY Ugg][bYX h\Y fYgdcbg]V`]hm Zcf _YYd]b[h\Y dfc[fUa W ffYbh3	Bch 5dd`]WV`Y
6cbXgž 7f]a Yž UbX DfcdYf\mDfc[fUa 7ca a Ybhg	E i Ygh]cbg , ' "%%" h\ fci [\ ' "%"+ž UbX ei Ygh]cb k Ug UbGk YfYX "B#5" Xi Y hc h\]g VY]b[U 7ca d`]UbW` F Yj]Yk mYUf"

' "& 9a d`cmY`Y F Ygdcbg]V`]hm

E i Ygh]cb	5bgk Yf
' "&"% 8cYg h\Y U[YbW\hdfc[fUa ci h]bY Ya d`cmY`Y fYgdcbg]V`]hm3	Bch 5dd`]WV`Y
' "&"& <Uj Y cb`mUi h\cf]nYX Ya d`cmY`Yg VYYb Ugg][bYX hc Xi h]Yg V\`j YfYX i bXYf h\Y dfc[fUa 3	Bch 5dd`]WV`Y
' "&" 5fY Ya d`cmY`Yg fY\W]j]b[XcW`a YbhYX hfU]b]b[]b h\Y]f `cV Xi h]Yg dYf h\Y dfc[fUa 3	Bch 5dd`]WV`Y
9a d`cmY`Y F Ygdcbg]V`]hmV\`a a Ybhg	E i Ygh]cbg , ' "&"% h\ fci [\ ' "&" k YfY UbGk YfYX "B#5" Xi Y hc h\]g VY]b[U 7ca d`]UbW` F Yj]Yk mYUf"

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E i Ygh]cb	5bgk Yf
7F ! ' "" "% =g h\YfY U V\`a dfY\Ybg]j Y k f]hYb gY\W f]hmdc`]V\h\Uh]bW\ XYg Vi h]g bch`]a]hYX hc dfcW\Xi fYg h\Uh UXXfYgg `]a]hYXž V\`bhf`c`YX U\W\gg Zcf Ui h\cf]nYX]bX]j]Xi U`g hc Vi]X]b[g3	M\g
' "" "& =g h\YfY U V\`a dfY\Ybg]j Y k f]hYb gY\W f]hmdc`]V\h\Uh]bW\ XYgž Vi h]g bch`]a]hYX hc dfcW\Xi fYg h\Uh UXXfYgg a cb]hcf]b[#V\`bhf`c`]b[j]g]hcf U\W\gg3	Bch 5dd`]WV`Y
' "" "" =g h\YfY U V\`a dfY\Ybg]j Y k f]hYb gY\W f]hmdc`]V\h\Uh]bW\ XYg Vi h]g bch`]a]hYX hc dfcW\Xi fYg h\Uh UXXfYgg gY\W f]b[U` YbhfUbW`g UbX YI]hg3	Bch 5dd`]WV`Y

5"]bgdY\W]cbgž cVgYfj U]h]cbgž UbX fY\`a a YbXU]h]cbg VmGYX[k]W\ 7`U]a g AUbU]Ya YbhGYfj]Wgž -bW h\YfY]bUžYf I GYX[k]W\]k]b h\]g fYdcfh UFY U]j]gcfmcb`mUbX]bhYbYX gc`YmZ`f h\Y di fdcgY` cZ Ugg]gh]b[ci f W]Ybhg]b h\Y]f XYV]g]cbg UVci h k\YhYf hc]a d`Ya Ybh Ubm gi W\]bgdY\W]cbgž cVgYfj U]h]cbg UbX fY\`a a YbXU]h]cbg]b h\]g fYdcfh UFY VUgYX i dcb]f]k dfU\W]W`g UbX V\`bX]h]cbg cZ h\Y W]Ybh]bgdY\W]X VmGYX[k]W\ž UbX]f]k k f]hYb UbX#cf j YfVU`]bZ`fa U]h]cbg dfc]]XYX Vm\hY W]Ybh hc GYX[k]W\` GYX[k]W\` \Ug bch i bXYfU`_Yb hc j Yf]žž UbX XcYg bch k UffUbh cf fYdfYgVbž h\Y U\W\ fU\h`c f V\`a d`YhYbYgg cZ Ubm gi W\ dfU\W]W`gž V\`bX]h]cbg UbX]bZ`fa U]h]cb` GYX[k]W\` XcYg bch fYdfYgVbch cf k UffUbh h\Uh h\Y cVgYfj U]h]cbg UbX fY\`a a YbXU]h]cbg]b h\]g fYdcfh UFY ž "m\`a d`]Ubh k]h` c`Wž ghU]f cf ZYXYFU` Uk g UbX fY[i` U]h]cbg Udd`]WV`Y hc dfU\W]W`g UbX V\`bX]h]cbg]bgdY\W]X VmGYX[k]W\` h\Y W]Ybh]g U]j]gYX hc gY`_`Y[U` U]j]W` UVci h Ubm gi W\` Uk g cf fY[i` U]h]cbg` h\]g fYdcfh UbX h\Y cVgYfj U]h]cbg UbX fY\`a a YbXU]h]cbg V\`bX]h]cbg YfY]bž UFY Zcf h\Y gc`Y VYbYžh UbX i gY` cZ h\Y W]Ybž UbX a Um bch YfY`X i dcb Vm Ubm dYfGcb cf Ybh]h]m`hYf h\Ub h\Y W]Ybh

' "" "(=g h\YfY U V\ta dfY\Ybg]j Y k f]hYb gYW f]m dc`]Vh h\Uh]bW XYg Vi h]g bch `]a]hYX hc dfcVWXi fYg h\Uh UXXfYgg `]a]h]b[UWWWgg hc XUHU cb dYfgcbU` V\ta di hYfg3	Bch 5dd`]WUV`Y
GYW f]m 7ca a Ybhg	Ei Ygh]cbg . ' "" "& h\ fci [\ ` ' "" "(k YfY UbGk YfYX "B#5" Xi Y hc h\]g VY]b[U 7ca d`]UbW F Yj]Yk mYUf"

' "(?Ym7cbhfc`

Ei Ygh]cb	5bgk Yf
7F ! ' "("% =g h\YfY U _Ym#UWWWgg WfX V\ b hfc` dc`]Vh]b d`UW3	Mg
' "("% "% 8cYg _YmV\ b hfc` dc`]Vh]bW XY h\Y Zc`ck]b[. 5 _Ym#WfX `c [3	Bch 5dd`]WUV`Y
' "("% "& 8cYg _YmV\ b hfc` dc`]Vh]bW XY h\Y Zc`ck]b[. DfcVWXi fYg hc V\ Ub[Y `cW_g#V\XYg3	Bch 5dd`]WUV`Y
' "("% " 8cYg _YmV\ b hfc` dc`]Vh]bW XY h\Y Zc`ck]b[. A Yh\cXg Zcf]ggi]b[ž fYh fb]b[ž UbX UW\i bh]b[Zcf `cgh#g hc Yb _Ymg#WfXg3	Bch 5dd`]WUV`Y
' "("% (8cYg _YmV\ b hfc` dc`]Vh]bW XY h\Y Zc`ck]b[. GdYVZm]b[Ya d`cmY fYgdcbg]V`]hm#dfcVWXi fYg Zcf \UbX`]b[_Ymg#WfXg3	Bch 5dd`]WUV`Y
?Ym7cbhfc` V\ta a Ybhg.	Ei Ygh]cbg . ' "("% "% h\ fci [\ ` ' "("% (k YfY UbGk YfYX "B#5" Xi Y hc h\]g VY]b[U 7ca d`]UbW F Yj]Yk mYUf"

(9ei]da YbhA UbU[Ya Ybh

Ei Ygh]cb	5bgk Yf
7F ! ("% 8cYg h\Y U[YbVh\ Uj Y Ubma YW Ub]WU` UbX#cf Y`YVWf]WU` Q"Y"z gmghYa g#Yei]da Ybh h\Uh UfY]bh[fU` hc h\Y cdYfUh]cb cZ h\Y Vi]X]b[UbX#cf UfY Ub UZZ]i YX f]Y"z \UfXk]fYX UbX#cf d`i a VYX\ dUfh cZ Vi]X]b[g#ghfi Vh fYgQ Yei]da Ybh3	Mg

("% "% Dfc[fUa

Ei Ygh]cb	5bgk Yf
7F ! ("% "% "% =g h\YfY U k f]hYb Yei]da Ybh a UbU[Ya Ybh dfc[fUa 3	Mg
("% "% "% "% =g h\Y k f]hYb Yei]da Ybh a UbU[Ya Ybh dfc[fUa .	6ch
("% "% "% "% & 8cYg]h UXXfYgg a YW Ub]WU` Yei]da Ybh3	Bch 5dd`]WUV`Y
("% "% "% "% 8cYg]h UXXfYgg Y`YVWf]WU` Yei]da Ybh3	Bch 5dd`]WUV`Y
("% "% "% "% (=g h\YfY U W ffYbhž gdYVZ]W]bj Ybhcfm cZ 5@@Udd`]WUV`Y dfc[fUa Yei]da Ybh3	Bch 5dd`]WUV`Y
("% "% "% "%) 5fY h\YfY dfYj Ybh]j Y a U]bhYbUbW dfcVWXi fYg Zcf]b] Ybhcf]YX Yei]da Ybh3	Bch 5dd`]WUV`Y

5"]bgdYVWcbgz cvGyfj Uh]cbg UbX fYVea a YbXUh]cbg VmGYX[k]W_ 7`Uja g AUbU[Ya YbhGYfj]Wgz -bW fNYfY]bUZhYf I GYX[k]W]E]b h\]g fYdcfUfY Ux]gcfmcbmUbX]bhYbYX gc`YmZcf h\Y di fdcy' cZ Ugg]gh]b[ci f W]Yb]g]b h\Yf XYV]g]cbg Uvci h k \YhYf hc]a d`Ya Ybh Ubm gi W]bgdYVWcbgz cvGyfj Uh]cbg UbX fYVea a YbXUh]cbg]b h\Yf `cgg W\ b hfc` UbX gUZYhm dfcVWXi fYg` 5bmgi W XYV]g]cbg UfY h\Y gc`Y fYgdcbg]V`]hm cZ h\Y W]YbH` 5" cvGyfj Uh]cbg UbX fYVea a YbXUh]cbg]b h\]g fYdcfUfY VUgYX i dcb]f]e dfUW]Wg UbX W\ bX]h]cbg cZ h\Y W]YbH]bgdYVW X VmGYX[k]W_ž UbX]f]E k f]hYb UbX#cf j YfVU`]bZefa Uh]cb dfc]]YX Vm h\Y W]YbH hc GYX[k]W_` GYX[k]W_ \Ug bch i bXYfU_ Yb hc j Yf]žž UbX XcYg bch k UffUbhcf fYdfYgVbž h\Y UWW fUW hcf V\ta d`YhYbYgg cZ Ubm gi W dfUW]Wgž W\ bX]h]cbg UbX]bZefa Uh]cb` GYX[k]W_ XcYg bch fYdfYgVbchcf k UffUbh h\Uh h\Y cvGyfj Uh]cbg UbX fYVea a YbXUh]cbg]b h\]g fYdcfUfY ž "mVea d`]Ubh k]h` cWž ghUfY cf ZYXYFU` Uk g UbX fY[i` Uh]cbg Udd`]WUV`Y hc dfUW]Wg UbX W\ bX]h]cbg]bgdYVW X VmGYX[k]W_` h\Y W]YbH]g Ux]gYX hc gY_` Y[U` Ux]]W` Uvci h Ubm gi W` Uk g cf fY[i` Uh]cbg` h\]g fYdcfUfY h\Y cvGyfj Uh]cbg UbX fYVea a YbXUh]cbg W\ bX]h]cbg YfYfž UfY Zcf h\Y gc`Y VYbYžh UbX i gY` cZ h\Y W]Ybž UbX a Um bch VY` fY]X i dcb Vm Ubm dYfgcb cf Yb]h]mchYf h\Ub h\Y W]YbH`

("% " K cf_ CfXYf GmghYa

E i Ygh]cb	5bgk Yf
("% " % 5fY h\YfY k f]hYb k cf_ cfXYf dfcW\Xi fYg Zcf h\Y Zc`ck]b[UfYUg. G\W\YXi `YX dfYj Ybh]j Y a U]bhYbUbW	Bch5dd`]WV`Y
("% " "& 5fY h\YfY k f]hYb k cf_ cfXYf dfcW\Xi fYg Zcf h\Y Zc`ck]b[UfYUg. F YdcfhYX dfcV`Ya g	Bch5dd`]WV`Y
7F ! ("% " " 5fY U` fYdU]fg XcW`a YbhYX3	M\g
("% " "(5fY Ya d`cmYfYg Uk UfY cZ h\Y k f]hYb dfcW\Xi fYg Zcf fYdcfh]b[dfcV`Ya g j]U h\Y k cf_ cfXYf gmghYa 3	Bch5dd`]WV`Y
K cf_ cfXYf gmghYa W`a a Ybhg.	E i Ygh]cbg . ("% " "%ž ("% " "&ž UbX ("% " "(k YfY UbGk YfYX "B#5" Xi Y hc h\]g VY]b[U 7ca d`]UbWV F Yj]Yk mYUf"

("% "(@cW_ci h#HU[ci hfl@c #HC Ł

E i Ygh]cb	5bgk Yf
("% "(% 8cYg h\Y U[YbW\h\Uj Y U k f]hYb @C #HC dfc[fUa 3	Bch5dd`]WV`Y
7F ! ("% "("& K]` Ubm@c #HC VY dYfZcfa YX Vm U[YbW\h dYfgcbbY`3	M\g

7F ! ("% "("&": cf @C #HC dYfZcfa YX VmU[YbW\h dYfgcbbY`ž]g h\YfY XcW`a YbhYX hfU]b]b[Zcf h\Y

("% "& h\

5`]bgdYW]cbgz cVgYfj Uh]cbgz UbX fYWea a YbXUh]cbg VmGYX[k]W. 7`U]a g A UbU[Ya YbhGYfj]Wgz -bW f\NYf]bUZhf fGYX[k]W]Ł]b h\]g fYdcfh UfY U]]gcfmcbm UbX]bhYbYX gc`YmZcf h\Y di fdcgY cZ Ugg]gh]b[ci f W]Yb]g]b h\Y]f XYW]g]cbg Uvci h k \YhYf hc]a d`Ya Ybh Ubm gi W]bgdYW]cbgz cVgYfj Uh]cbg UbX fYWea a YbXUh]cbg]b h\Y]f `cgg Wb]f]c: UbX_gU]Z]m dfcW\Xi fYg` 5bmgi W XYW]g]cbg UfY h\Y gc`Y fYgdc]b]V]]m cZ h\Y W]Yb]h 5` cVgYfj Uh]cbg UbX fYWea a YbXUh]cbg]b h\]g fYdcfh UfY VUgYX i dcb]f]Ł dfUW]W]g UbX Wb]X]h]cbg;cZ]Y Wb]h`]bgdYW]W]X VmGYX[k]W.ž UbX]f]Ł k f]hYb UbX#c]f j YfVU`]bZcfa Uh]cb dfc]]XYX Vm h\Y W]Ybh hc GYX[k]W. GYX[k]W \Ug bch i bXYf]U_Yb hc j Yf]ž UbX XcYg bch Uff]b]h cf fYdYfYg]b]h h\Y UW]V U]W]h cf W`a d`YhYbYgg cZ Ubm gi W dfUW]W]gž Wb]X]h]cbg UbX]bZcfa Uh]cb` GYX[k]W. XcYg bch fYdYfYg]b]h cf k Uff]b]h h\Y h\Y cVgYfj Uh]cbg UbX fYWea a YbXUh]cbg]b h\Y W]Ybh]g U]]gYX hc gY`_ Y[U` U]j]W Uvci h Ubm gi W ž `mW`a d`]b]h k]h `cW`ž ghU]h cf ZYXYFU` Uk g UbX fY[i` Uh]cbg Udd]WV`Y hc dfUW]W]g UbX Wb]X]h]cbg]bgdYW]W]X VmGYX[k]W. h\Y W]Ybh]g U]]gYX hc gY`_ Y[U` U]j]W Uvci h Ubm gi W` Uk g cf fY[i` Uh]cbg` h\]g fYdcfh UbX h\Y cVgYfj Uh]cbg UbX fYWea a YbXUh]cbg Wb]h]b]YX \YfY]bž UfY Zcf h\Y gc`Y VYbYž]h UbX i gY cZ h\Y W]Yb]h UbX a Um bch VY fY]YX i dcb Vm Ubm dYfgc cf Yb]h]mchYf h\Ub h\Y W]Yb]h`

) "%"%"%": =g h\YfY U k f]hYb dfc[fUa h\Uh
]bWl XYg 5@@cZ h\Y Zc`ck]b[Vta dcbYbhg3
7`U]a g fYdcfh

5`]bgdYWjcbgz cVgYfj Uhjcbgz UbX fYWea a YbXUhjcbg VmGYX[k]W_ 7`U]a g AUbU[Ya YbhGYfj]Wgz -bW fNYfY]bUZhf fGYX[k]W_ k]b h]g fYdcfh UFY Ux]]gcfmcbmUbX]bhYbYX gc`YmZcf
h\Y di fdcgY cZ Ugg]ghb[ci f WjYbtg]b h\Y]f XYV]g]cbg UVci h k\Yh\Yf hc]a d`Ya Ybh Ubm gi W_]bgdYWjcbgz cVgYfj Uhjcbg UbX fYWea a YbXUhjcbg]b h\Y]f `cgg WbHfc` UbX gUZfHm
dfcWXi fYg` 5bmgi W_ XYV]g]cbg UFY h\Y gc`Y fYgdcbg]V]]m cZ h\Y WjYbH` 5` cVgYfj Uhjcbg UbX fYWea a YbXUhjcbg]b h]g fYdcfh UFY VUgYX i dcb fl]e dfUW]Wg UbX WbX]h]cbg cZ h\Y WjYbh
]bgdYWjcbgz VmGYX[k]W_ z UbX fl]e k f]hYb UbX#cf j YfVU`]bZefa Uhjcb dfc]]YX Vm h\Y WjYbh hc GYX[k]W_` GYX[k]W_ \Ug bch i bXYfHJ_Yb hc j Yf]Zhz UbX XcYg bch k UffUbh cf fYdfYgYbhz h\Y
UWV fUWn cf Vta d`YhYbYgg cZ Ubm gi W_ dfUW]WgZ WbX]h]cbg UbX]bZefa Uhjcb` GYX[k]W_ XcYg bch fYdfYgYbch cf k UffUbh h\Y h\Y cVgYfj Uhjcbg UbX fYWea a YbXUhjcbg]b h]g fYdcfh UFY
Z` mWta d`Ubh k]h` cWZ ghUHf cf ZYXYFU` Uk g UbX fY[i` Uhjcbg Udd]WV`Y hc dfUW]Wg UbX WbX]h]cbg]bgdYWjcbgz VmGYX[k]W_ h\Y WjYbh]g Ux]]gYX hc gY`_ `Y[U` Ux]]W` UVci h Ubm gi W_
Uk g cf fY[i` Uhjcbg` h]g fYdcfh UbX h\Y cVgYfj Uhjcbg UbX fYWea a YbXUhjcbg WbH]bYX \YfY]bz UFY Zcf h\Y gc`Y VYbYzh UbX i gY` cZ h\Y WjYbhz UbX a Um bch Yf` fY]X i dcb Vm Ubm
dfYgcb cf Yb]HmchYf h\Ub h\Y WjYbH`

7F !) "%("& 5fY h\Y J YggY` 5i h\cf]nUh]cb#CdYfUhc f <]ghcfmZcfa g fB5 &\$* * * * g][bYX UbX XUHyX Ubbi U`m3	Mg
) "%((" <Uj Y h\YfY VYYb Ubmk UhYf j YggY` UWVXYbhgž]b U Vta a YfVU` j YggY` cj Yf bUj][UV`Y k UhYfgž Xi f]b[h\Y a cghfYVWbh`m VtbWm XYX 5i X]h#7ca d`]UbW F Yj]Yk dYf]cX3	Bc
) "%((" <Uj Y h\YfY VYYb Ubmbcb! Vta a YfVU` j YggY`g]bj c`j YX]b Ub UWVXYbh]b Ubmk UhYfg3	Bc

* : `][\hCdYfUh]cbg

E i Ygh]cb	5bgk Yf
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7`cgYci h7ca a Ybhg	D`YUgY VY Uk UfY h\Uh 5@@ei Ygh]cbg h\Uh UfY XYg][bUhYX "B#5ž" Xi Y hc h\]g VY]b[U "7ca d`]UbW F Yj]Yk " Z]gW" nYUf XcYg BCH a YUb h\Uh h\Y U[YbWm]g bch fYgdcbg]V`Y Zcf h\Ya " H\YgY ei Ygh]cbg WUb UbX Xc W\Ub[Yž Ug dYf h\Y CZ]W cZ F]g_ A UbU[Ya Ybhfg dfYfc[Uh]j Y" 9j Yfm ei Ygh]cb h\Uh]g Udd`]WV`Y hc UbmU[YbWm]g Udd`]WV`Y Yj YfmnYUfž fY[UfX`Ygg]Z h\Y YI Ua]bUh]cb#Ui X]h]g U " : i ` 5i X]h` cf U "7ca d`]UbW F Yj]Yk "" 5` U[YbWYg g\ci `X dfYdUFY Zcf U " : i ` 5i X]h` Yj Yfm nYUf VYWVi gY h\Y]f @cgg

5`]bgdYW]cbgž cVgYfj Uh]cbgž UbX fYVea a YbXUh]cbg VmGYX[k]W_ 7`Uja g A UbU[Ya YbhGYfj]Wgž -bW fNYfY]bUZhYf I GYX[k]W]I k]b h\]g fYdcfh UFY Ux]]gcfmcbm UbX]bhYbXYX gc`YmZcf
h\Y di fdcgY cZ Ugg]gh]b[ci f W]Ybfg]b h\Y]f XYV]g]cbg Uvci h k \Yh\Yf hc]a d`Ya Ybh Ubm gi W]bgdYW]cbgž cVgYfj Uh]cbg UbX fYVea a YbXUh]cbg]b h\Y]f `cgg WbHfc` UbX gUZYhm
dfcWXi fYg` 5bmgj W XYV]g]cbg UFY h\Y gc`Y fYgdcbg]V]]m cZ h\Y W]YbH` 5` cVgYfj Uh]cbg UbX fYVea a YbXUh]cbg]b h\]g fYdcfh UFY VUgYX i dcb]l]e dfUW]Wg UbX WbX]h]cbg cZ h\Y W]Ybh
]bgdYW]X VmGYX[k]W_ž UbX]l]e k f]H]Yb UbX#cf j YfVU`]bZefa Uh]cb dfcj]XYX Vm h\Y W]Ybh hc GYX[k]W_ GYX[k]W_ \Ug bch i bXYfH_Ub hc j Yf]žž UbX XcYg bch k UffUbh cf fYdfYgVbž h\Y
UWV fUWm cf Vta d`YhYbYgg cZ Ubm gi W dfUW]Wgž WbX]h]cbg UbX]bZefa Uh]cb` GYX[k]W_ XcYg bch fYdfYgVbch cf k UffUbh h\Uh h\Y cVgYfj Uh]cbg UbX fYVea a YbXUh]cbg]b h\]g fYdcfh UFY
Z `mVea d`]Ubh k]h` c`Wž gHUhY cf ZYXYFU` Uk g UbX fY[i `Uh]cbg Udd`]WV`Y hc dfUW]Wg UbX WbX]h]cbg]bgdYW]X VmGYX[k]W_ h\Y W]Ybh]g Ux]]gYX hc gY`_ `Y[U` Ux]]W Uvci h Ubmgi W
Uk g cf fY[i `Uh]cbg` h\]g fYdcfh UbX h\Y cVgYfj Uh]cbg UbX fYVea a YbXUh]cbg WbH]bYX \YfY]bž UFY Zcf h\Y gc`Y VYbYžh UbX i gY cZ h\Y W]Ybž UbX a Um bch VY fY]X i dcb Vm Ubm
dYfcb cf Yb]h]mchYf h\Ub h\Y W]YbH`