

U:5 1 5@!289!6=BB5:@!@A\$!Z7U7O7!G:29=2@!289!=89\$:G:29=2@!38@\$:86A3B!B:5G:2 1 67!
#5%%2J5:2@!C3@A!L2D=%@E!289!6@2LL!@5!39\$8@3LE!38@\$:86A3B!63@!\$6!289!B%2D\$!6@=9\$8@67!!
Z=BB5:@!@A\$!#\$8@\$:!L5:!O\$2%@A!T36B2:3@3\$6!289!@A\$!S 1 \$:3D28!?89328!X\$6\$2:DA!289!
09=D2@358!#\$8@\$:!@A:5=GA!D5%%2J5:2@358!C3@A!N7K7O707#7!B:5G:2 1 1 38GI!2%3G838G!
C3@A!YNV`!KZ?(!_3@%\$!???!289!O7Z7?7!_3@%\$!`!383@32@3>\$67!!
Z=BB5:@!289!D55:9382@!C3@A!@A\$!Z7U7O7!:\$D:=3@ 1 \$8@!@2 1 !38!9\$>\$%5B38G!289!
#5=BN7K7O38!9\$>\$%5B3 [(D5%%5G=\$!D3>TY!\$8G2G\$@62LL!@A!@67!)] TI!D58L < < /@5B=:5%=55%!I j TA.

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1 2:F@38GI!289!\$9=D2@3582%! 1 2@\$:32%6!38!6=BB5:@!5L!93>\$:63@E!289!38D%=6358!\$LL5:@6!
[5:F\$9!C3@A!L\$9\$:2%*6@2@\$*%5D2@I!B:3>2@I!289!D5:B5:2@!L5=892@3586!L5!:!\$65=:D\$!
9\$>\$%5B 1 \$8@!
U:5>39\$9!\$29\$:6A3B!L5:!Y83>\$:63@E!e!#5 1 1 =83@E!X\$65=:D\$!T\$>\$%5B 1 \$8@!
V\$29\$:6A3B!#5=8D3%!38!6=BB5:@!5L!93>\$:63@E!289!38D%=6358I!@:238\$9!289!B:5>39\$9!
58G538G!9\$>\$%5B 1 \$8@!5L!D5=8D3%! 1 \$ 1 J\$:6!@5!\$86=:!@A\$!6=DD\$66!5L!L=8938G!
383@32@3>\$6!
U:5>39\$9!6=BB5:@!L5!:! 1 282G38G!J=9G\$@!289!5>\$:63GA@!L5!:!L3828D32%!2DD5=8@38G!
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Y83>\$:63@E* [39\$!U:5G:2 1 6!289!Z\$:>3D\$6!
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5L!J\$6@!B:2D@3D\$6!L5!:!2!D2 1 B=6*C39\$!93>\$:63@E!383@32@3>\$!38!2!B=J%3D!:\$6\$2:DA!
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06@2J%36A\$9!289! 1 238@238\$9!\$LLD@3>\$!C5:F38G!:\$%2@3586A3B6!C3@A!93>\$:6\$!6@=9\$8@6!
L2D=%@EI!6@2LLI!289!D5 1 1 =83@E! 1 \$ 1 J\$:6!38!6=BB5:@!5L!93>\$:63@E!289!38D%=6358!
\$LL5:@6!@A:5=GA!@A\$!T3>\$:63@E!" ("!\$LL5:@6!
U:5>39\$9!\$9=D2@3582%!B:5G:2 1 1 38G!38!6=BB5:@!5L!L=89\$::B:\$6\$8@9!B5B=%2@3586!
U:5>39\$9!\$29\$:6A3B!L5!:!@A\$!5B\$838G!5L!@A\$! 1 =@3D=%@=:2%!D\$8@!\$!B:5>3938G!
\$9=D2@3582%!6\$:>3D\$6!L5!:!L2D=%@EI!6@2LLI!6@=9\$8@6!289!D5 1 1 =83@E!B2:@8\$:6!
#589=D@9! 1 =@3B%\$!L5: 1 6!5L!266\$66 1 \$8@I!\$>2%=2@358I!289!92@2!282@E636!@5!\$86=:!\$!
@A\$!6=DD\$66!5L!383@32@3>\$6!289!B:5G:2 1 6!

S993@3582%!5%\$6!38D%=9\$9&!

ZDA55%!5L!Z5D32%! [5:F!786@:=D@5:!P) (" +R!
_2=GA@!Z5D32%! [5:F!' c(&!K 2D:5!_A\$5:E!289!U:2D@3D\$!

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S6!d3\$9!V323658I!?!B:5>39\$9!\$9=D2@3582@I!\$>2%=2@3>\$!I!6=BB5:@3>\$! 1 \$932@358I!
29 1 3836@:2@3>\$!I!289!D586=%@2@3>\$!6\$:>3D\$6!L5!:!@A\$!] LL3D\$!5L!d3\$9!09=D2@3587!
Z=B\$:>36\$9!g!@5!" (!6@=9\$8@6!289!L3\$9!386@:=D@5:6!26!6@=9\$8@6!D5 1 B%@\$!B:2D@3D= 1 !
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U:5>39\$9!\$9=D2@358!289!\$86=:9!D5 1 B%328D\$!C3@A!#7Z7 [707!D5:\$!#5 1 B%\$8D3\$6!
Y7N7V7^ 7!ZDA55%!5L!Z5D32%! [5:F!L3\$9!\$9=D2@358!B5%3D3\$6!289!B:5D\$9=:6!
D=:3D=%= 1 I!289!L3\$9!\$9=D2@358!G52%6!289!5J4\$D@3>\$67!

Z5D32%! [5:F!d3\$9!786@:=D@5:!P) ((c!e!) (" +R!
U:5>39\$9!L3\$9!386@:=D@358!L5!:!L=89\$:G:29=2@!289!G:29=2@!6@=9\$8@67!
086=:9!6@=9\$8@6!D5 1 B%\$@9!2%%!:\$H=3:\$ 1 \$8@6!L5!:L3\$9!B:2D@3D= 1 !26!:\$H=3:\$9!JE!
@A\$!6DA55%!5L!65D32%!C5:F!289!@A\$!6@2@!5L!N\$>2927!
?!B:5>39\$9!C\$F%E!6=B\$:>36358!289!L\$9J2DF!58!2%%!2663G8 1 \$8@6!289!
:\$6B5863J3@3\$6!5L!6@=9\$8@67!

T3:\$D@5:!5L!@A\$!Y7N7V7`7!K=%@3D=%@=2%!#8@\$:!P)((g*)("(R!
K282G\$9!2%%!26B\$D@6!5L!5B\$:2@3586!5L!@A\$!K=%@3D=%@=2%!#8@\$:!I!38D%=938G!J=3%938G!
289!B:5G:2 1 6!
h!B:5>39\$9!6=B\$:>36358!L5:!SD29\$ 1 3D!U\$!:S 9>5D2@6!
h!B:5>39\$9!386@:=D@358!L5:!=89\$:G:29=2@!289!G:29=2@!6@=9\$8@6!B:2D@3D= 1 !L:5 1 !
@A\$!ZDA55%!5L!
Z5D32%! [5:Fh!289!K282G\$9!B:5G:2 1 1 38G!J=9G\$@!289!5>\$:63GA@!L5:!D5 1 B%328D\$!
C3@A!=83>\$:63@E!B5%3DE!289!:36F! 1 282G\$ 1 \$8@!:SH=3:\$ 1 \$8@6!

T3:\$D@5:!L5:!@A\$!]LL3D\$!5L!Z@=9\$8@!T3>\$:63@E!U:5G:2 1 6!^!Z\$:>3D\$6!
Y83>\$:63@E!5L!N\$>292!V26!` \$G26!V26!` \$G26!N` !

] >\$:2%%!X\$6B5863J3%3@3\$6!
U:5>39\$9!%\$29\$:6A3B!L5:!9\$>\$%5B38G!@A\$!8\$C!5LL3D\$!5L!Z@=9\$8@!T3>\$:63@E!U:5G:2 1 6!289!
Z\$:>3D\$6!PZ7T7U7Z7R!6=B\$:>36358!L5:!@A:\$!L=%@*3 1 \$!6@2LL!58\$!95D@5:2%!G:29=2@!\$126636@28@!
L5=:!G:29=2@!B:2D@3D= 1 !6@=9\$8@6!289!6\$>\$:2%!B:5G:2 1 !26636@28@6!?!C26!:\$6B5863J%\$!L5:!
5B\$:2@3582%!J=9G\$@!289!L=89:23638G!383@32@3>\$6!@5!6=BB5:@!93>36358!G52%6!289!5J4D@3>\$6!?!78!
2993@358!?!&!

U:5>39\$9!%\$29\$:6A3B!L5:!@A\$!D:\$2@358!5L!5BB5:@=83@3\$6!L5:!6@=9\$8@6!@5!L=%@E!
B2:@3D3B2@!289!B2:@8\$:@C3@A!Z7T7U7Z7!38!@A\$!:\$6\$2:DAI!B%28838GI!9\$63G8!289!
3 1 B%\$ 1 \$8@2@358!5L!B:5G:2 1 6!289!6\$:>3D\$67!
X\$6B5863J%\$!L5:!9\$>\$%5B38G! 1 2:F\$@38G!289!B=J%3D!:\$%2@3586! 1 2@\$:32%6!@5!6=BB5:@!
Z7T7U7Z7!2D@3>3@3\$67!
V\$9!\$9=D2@3582%!5=@:\$2DA!@5!\$6@2J%36A!B2:@8\$:6A3B6!C3@A!D5 1 1 =83@E!%\$29\$:6!289!
5:G283;2@3586!38!6=BB5:@!5L!Z7T7U7Z7!2D@3>3@3\$6!@5!\$8A28D\$!@A\$!%\$>\$%5L!2C2:\$8\$66!
2J5=@!@A\$!:5%\$!5L!@A\$!D5 1 1 =83@E!2D:566!@A\$!Y!
7N7V7`7!D2 1 B=6!B2:@3D3B2@9!289!6\$:>\$9!26!28!2D@3>\$! 1 \$ 1 J\$:!5L!>2:35=6!D2 1 B=6!
D5 1 1 3@@\$67!

U:54D@!K282G\$!:L5:!@A\$!O\$2@AE!V3L\$6@E%\$6!U:54D@I!
Y83>\$:63@E!5L!K3DA3G28!ZDA55%!5L!Z5D32%! [5:F!

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?! 1 282G\$9!@A\$!D5%%\$D@358!5L!92@2!58!932J\$@6! 1 282G\$ 1 \$8@!289!B:\$>\$8@358!L5:!SL:3D28*
S 1 \$:3D28!289!V2@385!B2:@3D3B28@6!38!T\$@:53@7?!L2D3%3@2@9!58G538G!6@2L!9\$>\$%5B 1 \$8@!@5!
\$86=:\$!D5 1 1 =83@E*J26\$9!B:5G:2 1 6! 1 \$@!B:54D@!289!D5 1 1 =83@E!G52%6!289!L2D3%3@2@9!
\$9=D2@358!289!@:23838G!5L!D5 1 1 =83@E!B2:@8\$:6!L5:!B2:@3D3B2@358!38!:\$6\$2:DA!289!\$>2%=2@358!
2D@3>3@3\$67!X\$6B5863J3%3@3\$6!38D%=9\$9@!
?!D55:9382@9!@A\$!9\$>\$%5B 1 \$8@!5L!B:54D@!L38938G6!289!\$>2%=2@358!@A:5=GA!D26\$!
6@=93\$6!L5:!6=J 1 366358!@5!@A\$!D5 1 1 =83@E!6@\$\$:38G!D5 1 1 3@@\$!T\$@:53@*J26\$9!
6@2LL!#\$8@\$:6!L5:!T36\$26\$!#58@:5%I!289!@A\$!N2@3582!?!86@3@=@\$!5L!O\$2@A7!

?! 1 282G\$9!D5 1 1 =83D2@358!J\$@C\$\$8!Y83>\$:63@E!289!D5 1 1 =83@E!B2:@8\$:6I!37\$7I!
6@\$\$:38G!D5 1 1 3@@\$\$! 1 \$ 1 J\$:6I!D5 1 1 =83@E*J26\$9!5:G283;2@3586I!289!
G5>\$:8 1 \$8@!2G\$8D3\$67!
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I!:\$6\$2:DA\$9!8\$C!L=8938G!65=:D\$6I!289!39\$8@3L3\$9!:\$65=:D\$6!@5!6=BB5:@!@A\$!
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?!6=B\$:>36\$9!2!L=%*%3 1 \$!6@2LL!P" (R!:\$6\$2:DA!@2 1 !5L!G:29=2@!\$289!=89\$:G:29=2@!
6@=9\$8@6!C5:F38G!58!B:54\$D@6!P) (i !6@=9\$8@6!B\$:!6\$ 1 \$6@\$:R7!

Z5D32%! [5:F!d3\$%9!?86@:=D@5:!X\$6B5863J3%3@3\$6!
?!B:5>39\$9!L3\$%9!386@:=D@358!L5:!G:29=2@!\$!6@=9\$8@6!L:5 1 !65D32%!C5:F!289!B=J%3D!

; \$2\$#\$0-\$3%

T:7!K2:@2!K\$282!

ZB\$D32%!S9>365:!@5!@A\$!U:\$639\$8@!58!Z7_707K7!783@32@3>\$6!

U26@!U:\$639\$8@*Y83>\$:63@E!5L!N\$>292I!V26! ` \$G26!
