O^KNEP%¨M!!FHFU%$GWGE!*(!S&H_K#UH$!HU!H^PK+H!]EFG%!TE+&%#UH$!$!TE&K!SH!F&%$#K#EI!F!hMm!
S&H_K#U%TE!J$OTW!JKFWUEGKUEWTE!&%#KK,!

R› S'@TU5/-8.'(#4A4/H4.(.("5%4(/$C')08-0(.(-8%$/$C(-(/5Q65"(5(-%4)/5"(7%'./4"()'C')$

a!()()!+HJO!^HGKK!X)!S&H_K#UH$!^KNK#_K$!E!GE_!EPOPEn!O^KNEP%!#%QHJEGEF'!$!FU&%#%Q!F!#ER\ET!E!F&KJ#ET!O&H$#KT!JHQHJ%,!!oKNK#_V!E!GE_%!EPOPEK!O^KNEP%!FHFU%$GWIU!UHG'\H!H\HGH!Z!S&H_K#UH$!$FKQ!TKNJO#%&HJ#VQ!TE+&%#UH$!$!FU&%#%Q!F!$VFH\ET!O&H$#KT!JHQHJ%!SH!F&%$#K#EI!F!(m!S&H_K#U%TE!$!FU&%#%Q!FH!F&KJ#ET!O&H$#KT!JHQHJ%!E!m)!S&H_K#U%TE!$!FU&%#%Q!F!#ER\ET!O&H$#KT!JHQHJ%,!

1› E',85().4(8%485(.-4C("4A)7/$%')/BC("5&%$/8'.(3%'A5.$V8(.(-8%$/$C(-(.B-'65"(7%'./4")'C')$

pU&%#V!FH!F&KJ#ET!O&H$#KT!JHQHJ%!^VGE!TKFUHT!S&HNE$%#EW!Z*!S&H_K#U%!$FKQ!TKNJO#%&HJ#VQ!TE+&%#UH$M!UH+J%!\%\!HU#HFEUKG'#H!#K^HG'iHK!\HGE]KFU$H!TKNJO#%&HJ#VQ!TE+&%#UH$!S&HNE$%GH!$!FU&%#%Q!F!#ER\ET!O&H$#KT!JHQHJ%!qk!S&H_K#U%r,!a!()()!+HJO!TKNJO#%&HJ#VK!TE+&%#UV!FHFU%$GWGE!SH]UE!*m!S&H_K#UH$!HU!H^PKL!]EFGK##HFUE!#%FKGK#EW!$!FU&%#%Q!F!$VFH\ET!O&H$#KT!JHQHJH$!SH!F&%$#K#EI!F!TK#KK!]KT!(!S&H_K#U%TE!$!FU&%#%Q!FH!F&KJ#ET!E!#ER\ET!JHQHJHT,!

W› S'@TU5/-8.'("4A)7/$%')/BC("5&%$/8'.(.("5%4(3%'A5.$V8(.(/4#'@TU'"(6'@5,4-8.4-8%$/

a!()()!+HJO!J$K!U&KUE!$FKQ!TKNJO#%&HJ#VQ!TE+&%#UH$!S&HNE$%GE!$FK+H!$!()!FU&%#%Q,!!pHKJE#K##VK!sU%UV!tTK&E\E!HFU%IUFW!+G%$#VT!TKFUHT!S&HNE$%#EW!TKNJO#%&HJ#VQ!TE+&%#UH$1!$!()()!+HJO!EQ!]EFGH!$!lUHL!FU&%#K!FHFU%$GWGH!m*!TEGGEH#M!]UH!FHFU%$GWKU!*X!S&H_K#UH$!HU!H^PK+H!]EFG%!TE+&%#UH$!$!TE&K,!uK&T%#EW!#%QHJEUFW!#%!$UH&HT!TKFUK!SH!\HGE]KFU$O!TKNJO#%&HJ#VQ!TE+&%#UH$!$!TE&K!qH\HGH!*`!TEGGEH#H$rM!R%!#KL!FGKJOIU!p%OJH$F\%W!t&%$EW!q*Z!TEGGEH#H$rM!vHFFELF\%W!wKJK&%_EW!q*(!TEGGEH#H$r!E!pHKJE#K##HK!xH&HGK$FU$H!aKGE\H^&EU%#EE!E!pK$K&#HL!y&G%#JEE!qh!TEGGEH#H$r,!

X› Y4A)7/$%')/$0("5&%$H50(,$-8'('-8$48-0(.(3%4)4@$C('-/'./BC(%4&5'/'.

a!()()!+HJO!SH]UE!SHGH$E#%!$FKQ!TKNJO#%&HJ#VQ!TE+&%#UH$!S&HNE$%G%!$!&K+EH#K!EFQHJ%,!z%!{$&HSO!S&EQHJEG%F'!F%T%W!^HG'i%W!JHGW!$#OU&E&K+EH#%G'#HL!TE+&%_EE1!Y)!S&H_K#UH$!$FKQ!TE+&%#UH$M!&HNJK##VQ!$!{$&HSKM!S&HNE$%GE!$!J&O+HL!K$&HSKLF\HL!FU&%#K,!!z%!FU&%#V!tj&E\E!\!I+O!HU!p%Q%&V!S&EQHJEG%F'!$UH&%W!SH!$KGE]E#K!JHGW!$#OU&E&K+EH#%G'#HL!TE+&%_EE!q`Z!S&H_K#U%r,!!|H+J%!\%\M!#%E^HG'i%W!JHGW!JE%FSH&V!FU&%#!}K#U&%G'#HL!E!~N#HL!tREE!S&HNE$%G%!R%!S&KJKG%TE!lUH+H!&K+EH#%M!R%!\HUH&VT!FGKJOKU!&K+EH#!pK$K&#HL!tTK&E\E!E!FU&%#V!•%UE#F\HL!tTK&E\E!E!x%&E^F\H+H!^%FFKL#%,!

D› Z4/[5/B(5()4.',65(-'-8$.@0V8(RD(3%'H4/8'.(.-4C("4A)7/$%')/BC("5&%$/8'.

a!()()!+HJO!\HGE]KFU$H!TE+&%#UH$!NK#F\H+H!SHG%!#KT#H+H!S&K$VFEGH!\HGE]KFU$H!TE+&%#UH$!TONF\H+H!SHG%!$!{$&HSKM!pK$K&#HL!tTK&E\K!E!€\K%#EEM!]UH!^VGH!VR%##H!HU]%FUE!^HGKK!$VFH\HL!NK#F\HL!S&HJHGNEUKG'#HFU'I!NER#E!E!O$KGE]K#EKT!FS&HF%!#%!TE+&%#UH$!NK#F\H+H!SHG%!JGW!&%^HU!SH!OQHJO,!!z%S&HUE$M!$!pK$K&#HL!tj&E\K!E!•%S%J#HL!tREEM!%!U%\NK!$!

NK#F\H+H!SHG%M!]UH!^VGH!VR%##H!^HGKK!$VFH\ET!FS&HFHT!#%!U&OJH$VQ!TE+&%#UH$!TONF\H+H!SHG%! ERgR%!S&KH^G%J%#EW!$&KTK##VQ!&%^H]EQ!$ER!E!U&OJH$VQ!JH+H$H&H$,!

0› Y4A)7/$%')/B4("5&%$/8B\(6$6(3%$.5@'\(/$C')08-0(.(8%7)'-3'-'#/'"(.'Q%$-84

a!()()!+HJO!YZ!S&H_K#U%!$FKQ!TKNJO#%&HJ#VQ!TE+&%#UH$!^VGE!$!$HR&%FUK!HU!()!JH!`k!GKU!$!UH! $&KTW!\%\!JHGW!#%FKGK#EW!$FK+H!TE&%!$!lUHL!$HR&%FU#HL!+&OSSK!^VG%!mY!S&H_K#UH$,!! , HGW! TKNJO#%&HJ#VQ!TE+&%#UH$!$!#%FKGK#EE!U&OJHFSHFH^#H+H!$HR&%FU%!^VG%!#%T#H+H!$V i K!$!FU&%#%Q!F! $VFH\ET!JHQHJHT!qH\HGH!*h!S&H_K#UH$rM!]KT!$!FU&%#%Q!FH!F&KJ#ET!E!#ER\ET!JHQHJHT!qH\HGH!(! S&H_K#UH$r,!a!HUFOUFU$EE!TKNJO#%&HJ#HL!TE+&%_EE!\Hl j j E_EK#U!JKTH+&%jE]KF\HL!#%+&OR\E! $HR&%FU%TE!FU%& i K!U&OJHFSHFH^#H+H!$HR&%FU%$^{\#}$!^VG!^V!$!()()!+HJO!SH]UE!#%!Z!S&H_K#U%!$V i K,!

*2› ?(#'@TU5/-8.4(-8%$/(-7[4-8.748(3'@5856$\(/$3%$.@4//$0(/$(-')4F-8.54(73'%0)',4//'F\ #4Q'3$-/'F\(Q$6'//'F(5('8.48-8.4//'F("5&%$H55

aH!$FKT!TE&K!mk!S&H_K#U%!ER!***!S&%$EUKG'FU$M!HUKUE i EQ!#%!#KJ%$#EL!HS&HF$^{\$}$M!FHH^PEGE!H! #%GE]EE!SHGEUE\EM!#%S&%$GK##HL!#%!FHJKLFU$EK!OSH&WJH]K##HLM!^KRHS%F#HLM!R%\H##HL!E! HU$KUFU$K##HL!TE+&%_EE!qSH\%R%UKG'!!OFUHL]E$H+H!&%R$EUEW!*),Y,(r,!z%E^HGKK!&%FS&HFU&%#K##VTE! H^G%FUWTE!TE+&%_EH##HL!SHGEUE\E!W$GW I UFW!ƒFHU&OJ#E]KFU$H!E!S%&U#K&FU$H„!E!ƒ^KRHS%F#%WM! OSH&WJH]K##%W!E!R%\H##%W!TE+&%_EW„M!$!HU#H i K#EE!\HUH&VQ!^HGKK!U&KQ!]KU$K&UKL!S&%$EUKG'FU$! O]%$FUH%$ i EQ!$!HS&HFK!FHH^PEGE!H!FH^G I JK#EE!EGE!SHG#HT!FHHU$KUFU$EE!\&EUK&EWT!