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)9<=7><@><9?# 9@# AB<8@<C#>D# <?E8E<# 9?#>79@# @FG@>8?>9H<# C9@#=FD@#79?#>D?#>7<#':<H<?>9D?#8?C#'F?9@7K<?>#DJ#+:9K<@#-E89?@>NFBKSDKxLMDAID:>F?9>L#>D#C<BH<#C<<A:&#:9?>D#>7@<#C9@#=F@#9D?#8?>7?>FG@>#<O=78?E<#DJ#A:<@ A<=>9H<@M#

-@#K8?L#D>@#SH<#:=<8BB<#O9@>9?E#9?><:8>9D?8B#>:<8>9<@#=DH<:#E<?D=9C<:#N8:#=:9K
=:9K<#DJ#8EE:<@# @9D?;#>7<:#<K89?@#8#?D>8GB<#8G@<?=;<#DJ#8#C<C9=8><C#>:<8>L#JD#:9K-
)9<=7><?@#97<:<JD:<#FAAD:>@# >7<# <B8GD:8>9D?# DJ# 8# =:9K<@# 8E89?@#># 7FK8?9>L# =D?H<
9KAD:>8?@#><A#9?#G:9CE<#P@#>7<#9?><:8>9D?8B#=:9K9?8B#BP@#>9=<# @L@><K

F>9B9U<C#GD>7#N9>79?#8?C#DF>@9C<#>7<%DK<#/>8>F><#J:8K<ND:Q;#C<KD?@>:8>9?E#>7<9:#A:8?C#S==<A>8?M#

3D:<#@A<=9J9=8BBL##E9=B<#VWXYW7Y#DJ#>7<%DK<#/8>F><#A<:@<=F>9D?#K8L#=D?@>9>F><#8=>#DJ#8#:9K<#8E89?@>#7FK8?9>L#N7<:>7<#9?#D@<=F99D?#N9?#8?L#DJ#>7<#D>7<:#8=>@#>7K8L#=D?@>9>F><#8#:9K<#8E89?@>#7FK8?9>L;#8@#N<BB#8@#N7<:>7<#A<:@<=F>9D?#9@#9?#=DN9>79?#>7<#PF:9@C9=>9D?#DJ#>7<#(+M#07<#D>7<:#=D:>#=:9K<@#N9>79?#>7<#PF:9@C9=>9D?#D:=9K<@:#>7<#E<?D=9C<:#8?C#>7<#:9K<#DJ#8EE:<@ @9D?M#

*DN<H<;#>7<#=F:<?>#JD:KFB8>9D?#DJ#>7<#C:8J>#8H9?B9D?#D9E9?@#K<?>#DK# @#89?@>#
7FK8?9>L#>8><@#>78>#A:<@<=F>9D?#K8L#D?BL#ZF8B9JL#8@#8#=:9K<#8E89?@>#7FK8?9>L#9J#9
8?L#DJ#>7<#D>7<:#8=>@#B9@><C#9?#5:8J>#->9=B<#TWXYM#079@#B9K9>8>9D?#=D?>:8@>@#N9
A:<@<=F>9D?#=8?# @<:H<#8@#8#JD#D9E9?@#B#8E89?@>#7FK8?9>L#F?C<:#G:D8C<:#=9:=FK@>8
"#+#>7<:<JD:<#@#FE9?@#C9?E#5:8J>#->9=B<#TWXYW7Y#>D#9?=D:AD:8><#:DJ#>7<@#D#8KB#D7:<<#
N8#=:9K<@:#E<?D=9C<#8?C#>7<#=9K<#DJ#8EE:<@ @9D?#9?#=D?#M=>9D?#N9>7#A:<@<=F>9D?

-CC9>9D?8B#B@D#?D>#7>#>#DJ#9KKF?9>#E#?>?<C#G#>DK8:L#9?><?:8B#B#9?>#BFC9?E#
>7<#PF:9@A:FC<?= <#DJ#>7<#(+#8?C#D>7<:#9?>#M#8#9D#B#9=B#>#V@DJ#>7<#()+#5:8J>#->9=B<@#D?
(KKF?9>L#DJ#/>8><#DJJ9=98B@#J:DK#JD:<9E?#=9K9?8B#P#I#>@S9D#B#RF?@>BD<@#?#>
8AABL#9?#: <@A<=>#DJ#=:9K<@#E8#?D#>#D#I#?@>A*I@D?8B#9KKF?9>L#8AABL#G<JD:<#9?><?:8>9D?8B#
9?#B9?<#N9>7#>7<#(+@#= <:#>89?#>#OAG#?@7<#4D#>#<#N#?#?#>#7<#H9<#N#D#1#7?><) 1 2 T/TT14 1 Tf (