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' CE56!!

*FF5:C745!!

#659/G9B5@!!

)=?B5649C7=?!!

2 59B>65B!

(5A549?:5!=F! ' CE56!H6=C5:C5@!#659B!H67?:7!A5B!!

(5A549?:5!=F! ' CE56!*A5 J 5?CB!=F!"96<5C!KK!

L=456?9?:5!

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\$545?C55?CE! 2 55C7?<! =F! CE5! \$>GB7@7960! 0=@0! =?! \$:75?C7F7:Q! "5:E?7:9A! 9?@!
"5:E?=A=<7:9A! #@47:5! U\$0\$""#V! 7@5?C7F75@! CE5! _

`!9B!=?5!=F!CE5!<9 I B!65A9C5@!C=!CE5!7 J I A5 J 5?C9C7=?!=F!"96<5C!
KKW! -?! CE5! B9 J 5! ?=C5Q! CE5! *X5:>C745! \$5:65C960! >?@56B:=65@! CE5! ?5:5BB7C0! =F!

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"E5!)01! @5F7?5B! 9! I6=C5:C5@! 9659! 9B! _9! <5=<69 I E7:9A0! @5F7?5@! 9659! 8E7:E! 7B!
@5B7<?9C5@!=6! 65<>A9C5@! 9?@! J 9?9<5@! C=! 9: E7545! B I 5:7F7: ! :=?B5649C7=?!=Gb5:C745B`!
U)01Q!#6C7:A5!YVW!

-3)+!@5F7?5B!9! I6=C5:C5@!9659!9BN!_#!:A596A0!@5F7?5@!<5=<69 I E7:9A!B I 9:5Q!65:=<?7B5@Q!
@5@7:9C5@!9?@! J 9?9<5@!CE6=><E!A5<9A!=6!=CE56!5FF5:C745! J 59?BQ!C=!9: E7545!CE5!A=?</
C56 J!:=?B5649C7=?!=F!?9C>65! 87CE!9BB=:79C5@!5:=BOBC5 J !B5647:5B!9?@!:>AC>69A!49A>5B`!
U1>@A50!5C!9AWQ!YZZ [VW!

-C! 7B! B><<5BC5@! CE9CQ! @5B I 7C5! CE576! @7FF567?<! F=6 J >A9C7=?BQ! CE565! 7B! _C9:7C! 9<655 J 5?C!
G5C855?!CE5!d)01!9?@!-3)+e!CE9C!CE5!C8=!@5F7?7C7=?B!965!5R>749A5?C`!UD=I=>;E7?5! j!
@5!\$=>c9!179BQ!YZKYVW!!

"E5! C56 J! ' *) 2! 7?:A>@5B! CE5! 8=6@! T=CE56\$W! -C! 7B! 9BB> J 5@! CE5! 8=6@! 7B! >B5@! C=!
@7FF565?C79C5! ' *) 2 B!F6= J ! I6=C5:C5@!9659B!65:=<?7B5@!9?@!65 I =6C5@!GO!<=456? J 5?CBQ!
G>C!7C!697B5B!CE5!:=65!R>5BC7=?!=F!E=8!@7FF565?C! ' *) 2 B!BE=>A@!=6!BE=>A@!?=C!G5!F6= J !
I6=C5:C5@!9659B\$W!#! J 9b=6! I 96C!=F!CE7B!R>5BC7=?!65A9C5B!C=!CE5! I 67 J 9:O!=F!:=?B5649C7=?!
9B!9! J 9?9<5 J 5?C!=Gb5:C745\$W!!

KWY!

P7?@! F96JB! 9?@! =7A! IA9CF=6JB! CE9C! D=CD?J=A8II:! E5A! C=! G>7A@! >I!
G7=@7456B7CO!96=>?@!>?@5689C56!BC6>:C>65B!9?@!GO!5X:A>@7?<!F7BE7?<!9?@!
=CE56!45BB5ABW!!

967B7?<!7?! 0E7B! :=?C5XC! =F! 9659B! :=?B5645@!

Q! 87CE! 9! 659B=?9GA5! 5X I 5:C9C7=?

9?@Q! 7?! CE5! :9B5! =F! @=J 5BC7:9C5@! :>AC749C5@! B I 5:75B! U9B! I 56! CE5! @5F7?7C7=?! =F!
9<6=G7=@7456B7COVQ^f!7?! CE5! B>66=>?@7?<B! 8 E565! CE50! E945! @545A= I 5@! CE576! @7BC7?:C745!
R>9A7C75B!! ' 8AO9JN!-3) +!<>7@9?: 5!BC9C5B!CE9C! _?9C>65`!9A 8 90B!65F56B!C=!G7=@7456B7COQ!9C!
<5?5C7:Q!B I 5:75B!9?@!5: =BOBC5 J !A545AQ!9?@!=FC5?!9AB=!65F56B!C=!<5=@7456B7COQ!A9?@F=6 J !
9?@!G6=9@56!9C>69A!49A>5B!!

*>><C!8AJ?(JC<>:>AJQ(>J9MDCJ>N! "E7B!65F56B!C=!5: =BOBC5 J !B5647: 5B!CE9C!965!65A9C5@!C=!
G>C! @=! ?=C! 7?C56F565! 87CE! CE5! 97 J! =F! ?9C>65! :=?B5649C7=?W! "E5B5! :9?! 7?:A>@5!
I 6=47B7=?7?<!B5647: 5B!B>: E!9B!F==@!9?@! 8 9C56k!65<>A9C7?<!B5647: 5B!B>: E!9B!65<>A9C7=?!
=F! FA==@BQ! @6=><ECQ! A9?@! @5<69@9C7=?Q! 9?@! @7B59B5k! B> I I =6C7?<! B5647: 5B! B>: E!9B! B=7A!
F=6 J 9C7=?!9?@! ?>C675?C! :O: A7?<k! 9?@! :>AC>69A! B5647: 5B! B>: E!9B! 65: 659C7=?9AQ! B I 767C>9AQ!
65A7<7=>B!=6!=CE56!?=/?/ J 9C5679A!G5?5F7C!!

\$OIAO98I(M8IOJ>N! _)>AC>69A! 49A>5B`! 7?:A>@5!

, JC<N=D>J?N! -3)+! BC9C5B! CE9C! I6=C5:C5@! 9659B! :9?! 7?:A>@5! 9! 69?<5! =F! <=456?9?:5!
C0I5B!G>C!CE9C!H#B! 8=>A@!G5!65: =<?7c5@!7?!B= J 5! 890!U7?! I 96C7: >A96!CE6=><E!A7BC7?<!=?!
CE5! P 1H#VW!

! J?DC8AJ?N! -3)+! BC9C5B! CE9C! CE7B! 5A5 J 5?C! 7 J I A75B! B I 5:7F7: ! G7?@7?<! : = J J 7C J 5?C! C=!
:=?B5649C7=?! 7?! CE5! A=?</C56 J Q! CE6=><E! F=6! 5X9 J I A5N! 9V! 7?C56?9C7=?9A! :=?45?C7=?B!
9?@!9<655 J 5?CBQ!GV! ?9C7=?9AQ! I 6=47?:79A!9?@!A=: 9A!A98Q! :V! :>BC= J 960!A98Q!@V! : =45?9?CB!
=F!+L ' BQ!5V! I 6749C5!C6>BCB!9?@!:= J I 9?0! I =A7:75BQ!9?@!FV! :56C7F7:9C7=?!B: E5 J 5B!!!

/ 8=8NJ?N! -3)+! 9BB> J 5B! B= J 5! 9: C745! BC5 I B! C= ! :=?B5645! CE5! ?9C>69A! U9?@! =CE56V!
49A>5B! F=6! 8E7: E! CE5! I 6=C5:C5@! 9659! 89B! 5BC9GA7BE5@W! -C! ?=C5B! CE9C! _ J 9?9<5@`! : 9?!
7?:A>@5! 9! @5:7B7=?! C= ! A5945! CE5! 9659! >?C=>: E5@! 7F! CE7B! 7B! CE5! G5BC! :=?B5649C7=?!
BC69C5<O!!!

X<=NSAJ9QN! -3)+! <>7@9?:5! BC9C5B! CE9C! I6=C5:C5@! 9659B! BE=>A@! G5! J 9?9<5@! 7?!
I 56 I 5C>7C0!9?@! ?=C!9B!BE=6C/C56 J !=6!C5 J I =6960! J 9?9<5 J 5?C!BC69C5<OW! -C!>?@56B: =65B!
CE9C! C5 J I =6960! J 59B>65BQ! B>: E! 9B! BE=6C/C56 J ! <69?C/F>?@5@! 9<67: >AC>69A! B5C/9B7@5BQ!
6=C9C7=?B!7?! : = J J 56:79A! F=65BC! J 9?9<5 J 5?C! =6! C5 J I =6960! F7BE7?<! I 6=C5: C7=?! c=?5B!
965! ?=C! I 6=C5:C5@! 9659B! 9B! 65: =<?7c5@!GO!CE5! -3)+W!!!

gWY! I >5BC7=?B!!

#! @7456B7C0! =F! J9?9<5J5?C! 9! I6=9:E5B! 7B! @5B769GA5! 9?@! !BE=>A@! G5!
5?:=>69<5@Q! 9B! 7C! 65FA5:CB! CE5! J9?0! 890B! 7?! 8E7:E! : =J J>?7C75B! 96=>?@! CE5!
8=6A@! E945! 5X! 65BB5@! CE5! >?7456B9A! 49A>5! =F! CE5! I6=C5:C5@! 9659! : =?:5! Ck!!
"E5! :9C5<=60! BE=>A@! G5! :E9?<5@! 7F! 9BB5BB J5?C! BE=8B! CE9C! CE5! BC9C5@Q! A=?</
C56 J! J9?9<5J5?C! =Gb5:C745B! @=! ?=C! J9C:E! CE=B5! =F! CE5! :9C5<=60! 9BB7<?5@k!!
, =85456Q! CE5! :9C5<=60! 7B! ?=C! 9! 65FA5:C7=?! =F! J9?9<5J5?C! 5FF5:C745?5BBk!!
H6=C5:C5@! 9659B! BE=>A@! >B>9AAO! 97J! C=! J97?C97?! =6Q! 7@59AAOQ! 7?:659B5! CE5!
@5<655! =F! 9C>69A?5BB! =F! CE5! 5! : =BOBC5 J! G57?<! I6=C5:C5@k!!
"E5! @5F7?7C7=?! 9?@! :9C5<=675B! =F! I6=C5:C5@! 9659B! BE=>A@! ?=C! G5! >B5@! 9B! 9?!
5X:>B5! F=6! @7B I =BB5BB7?<! I5= I A5! =F! CE576! A9?@!!!

oWY! I >5BC7=?B!

PE7:E! =F! CE5B5! I67?:7! A5B! 965! 65A549?C! =6! 65@>?@9?C! C=! 9?! ' *) 2! @7B:>BB7=?Q!
9?@! 8E0i!

]W! (*D* . #+)*! ' &! ' " , * (!*D* 2 * + "\$! ' &! " # (L * " !KK!

]WK! "96<5C! KKSb! =CE56! 5A5 J5?CB!

"96<5C! KK! E9B! 9! ?> J G56! =F! R>9A7F756B! 87CE7?! 7CQ! ?9 J 5A0! CE=B5! E7<EA7<EC5@! 7?! CE5!
C5XCN! OO! YZYZQ! 9C! A59BC! K J! I56! :5?C! =F! C5665BC679A! 9?@! 7?A9?@! 89C56Q! 9?@! KZ! I56!

fw -?@7<5?=>B! l5= lA5B! 9?@! A=:9A! := J J>?7C75BN!

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#++*M!--!

O-OD- ' L (#H , p!

"E5!F=AA=87?<!7B!9!A7BC!=F!@765:CAO!65A549?C!@=:>J5?CBQ!:9C5<=67c5@!C=!E5A!!"9B;!&=6:5!J5JG56B!A=:9C5!
65A549?C!65B=>6:5B!9?@!I6=47@5!7?I>CB!!!P5!85A:=J5!7?I>CB!GO!J5JG56B!!!

6E(\$3!(?<COQJ=A>(9JIJM8=A(A<(&+\$ / >!

)01!) ' H! gQ! Kg/Yo! 290! YZZZ!!! 15:7B7=?! . \oQ! r15:7B7=?! . ! #! I6=9:Es! 7?! 15:7B7=?B! #@=IC5@! GO! CE5!
)=?F565?:5! =F! CE5! H96C75B! C=! CE5!)=?45?C7=?! =?! O7=A=<7:9A! 17456B7CO! 9C! 7CB! &7FCE! 255C7?<Q!
3+*H\)01\) ' H\g\Y^!UKg/Yo! 290! YZZZV!#??5XQ! I969!K!!!

)01! 15:7B7=?! . --\Y[! UYZZfV!!! rH6=C5:C5@! 9659B! U#6C7:A5B! [! U9V! C=! U5VW! 7?! 15:7B7=?B! #@=IC5@! GO! CE5!
)=?F565?:5! =F! CE5! H96C75B! C=! CE5!)=?45?C7=?! =?! O7=A=<7:9A! 17456B7CO! 9C! 7CB! \$545?CE! 255C7?<Q!
3+*H\)01\) ' H\1*)\ . --\Y[! UK^!#I67A! YZZfVQ!H6=<69J J5!=F! P=6;!=?!H6=C5:C5@!#659B!!!

)01! 15:7B7=?! M\Y! UYKZV!!! T\$C69C5<7: ! HA9?! F=6! O7=@7456B7CO! YZKK/YZYZS! 7?! 15:7B7=?B! #@=IC5@! GO! CE5!
)=?F565?:5!=F!CE5!H96C75B!C=!CE5!)=?45?C7=?! =?!O7=A=<7:9A!17456B7CO!9C!7CB!"5?CE! 255C7?<

)9669?c9Q! "WQ! #W! 29?7:9Q! .W! %9I=B! 9?@! #W! 09A JF=6@Q! UYZKfVW! T27BJ9C:E5B! G5C855?! :=?B5649C7=?!
=>C:=J5B!9?@! J9?9<5J5?C!549A>9C7=?!7?! I6=C5:C5@!9659BW!#! :9B5!BC>@O!7?!CE5!069c7A79?!)5669@=\$Q!
B C Q!K]^W!

1>@A50Q! +WQ! 1W! 09A@=:;Q! (W! +9B7! 9?@! \$W! \$C=AC=?! UYZZgVW! 259B>67?<! O7=@7456B7CO! 9?@! \$>BC97?9GA5!
29?9<5J5?C!7?!&=65BCB!9?@!#<67:>AC>69A!D9?@B:9I5BW!HE7A=B=IE7:9A! "69?B9:C7=?B!=F!CE5! (=09A!\$=:75COW!
^oZQ!fg]/f]ZW!

L5A@J9??Q! aQ! 096?5BQ! 2Q!)=9@Q! DQ!)697<75Q! -1Q! ,=:;7?<BQ! 2! j! O>6<5BBQ! +1! UYZK^VQ! v*FF5:C745?5BB!=F!
C5665BC679A! I6=C5:C5@!9659B!7?!65@>:7?<!E9G7C9C!A=BB!9?@! I=I>A9C7=?!@5:A7?5Bv!B C Q!

