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! @Q)<B722C!" Q&QC!#OMM=;3C!" Q(QC!;3R!#042C!" Q' Q!G@KSDHQ!! \$!6535C! AC!;MM5N2736!2A5!47M5!N8N45!MO<=15_ :<5115R!73!P
 Q!X53527N1!@?@L!J IJII!Q!G!N72;27031H!

DQ - ;4;=8C! - Q#QC!%;A;7=C!VQ)QC!#OMM=;3C!" Q(QC! / ;6R08;3C!9QC!+b" 0330<C! - Q / QC!;3R! - 7445<C!^Q , Q!G@KSIHQ! \$!M<;=51A7M2!
 =B2;2703!;2!2A5!cB3N2703!OM!;3!T(@!7315<2703!Y72A73!4;Nd!<5120<51!PJ6;4;N2017R;15!;N27U728!U7;!MO<=;2703!OM!;3!;N27U5!
 4;NdJT(@!MB1703!:<02573Q!^Q! - 04Q/704Q!@S@L!II@JIIII!Q!G@?N72;27031H!

JQ #OMM=;3C!" Q(Q!;3R!Z<76A2C!\$!Q!G@KSIHQ! , B17031!OM!15N<525R!:<025731!20!;4W;4735! : A01 : A;2;15L! \$3!; : :<0;NA!MO<!12BR8736!
 :<02573!15N<52703Q!V<ONQ! . ;24Q! \$N;RQ!(N7Q!* (\$!SDL!I@?FJI@@@Q!G!]>]!N72;27031H!

>Q #OMM=;3C!" Q(QC! , 71A=;3C!eQC!;3R!Z<76A2C!\$!Q!G@KSFHQ!! \$4W;4735! : A01 : A;2;15!;1!;!2004!MO<!;3;48171!OM!:<02573!15N<52703Q!T3!
 VA01 : A;25! - 52;P0471=;!;3R!%56B4;2703!73!! - 7N00<6;371=1C!\$Q!)O<<7;37JX0<737C! , QXQ!%02A=;3C!(Q!(74U5<C!!\$Q!Z<76A2C!' Q!
 e;674!5R1Q! : :Q!FSJSdq!!GI!N72;27031H!

IQ #OMM=;3C!" Q(Q!;3R!Z731203C! , Q!G@KSFHQ!! \$!253J=73B25!9 . \$! :<5 : ;<2703!M<0=!85;12!5MM7N753248!<545;151!;B2030=0B1!
 :4;1=7R1!MO<!2<;31MO<=;2703!OM! ' 1NA5<7NA7;!NO47Q!X535!IFL!DEFJDFDQ!G!CDES!N72;27031H!

EQ #OMM=;3C!" Q(Q!;3R!Z731203C! , Q!G@KSKHQ! \$!2<;31N<7:2703;448!<56B4;25R!5_ :<511703!U5N20<!MO<!2A5!M711703!85;12!
 Q!X535!S>L!>FJJ>FKQ!GSK!N72;27031H!

FQ #OMM=;3C!" Q(Q!;3R!Z731203C! , Q!G@KK?HQ!T104;2703!;3R!NA;<;N25<7a;2703!OM!=B2;321!NO31272B27U5!MO<15_ :<511703!OM!2A5!MP:@!
 6535!OM!
 Q!X53527N1!@D>L!S?FJS@EQ!G@JF!N72;27031H!

SQ #OMM=;3C!" Q(Q!;3R!Z731203C! , Q!G@KK@HQ!X4BNO15!<5 :<511703!OM!2<;31N<7:2703!OM!2A5! I!
 6535!ONNB<!P8!;!N\$ - V!1763;4736! : ;2AY;8Q!X535!;3R!95U540 : =532!IL!IE@JIF@Q!G@KS!N72;27031H!

KQ +227475C!(QC!" A5<30MMC!^QC!#;3376C!XQC!#OMM=;3C!" Q(QC!;3R! '<7W103C!%Q&Q!G@KK@HQ! \$!M711703!85;12!6535!53NOR736!;!:<02573!
 Y72A!M5;2B<51!OM!:<02573J28<01735J:A01 : A;2;151Q!V<ONQ! . ;24Q! \$N;RQ!(N7Q!* (\$!SSL!]>I!J]>IKQ!GEI!N72;27031H!

@?Q +227475C!(QC!" A5<30MMC!^QC!#;3376C!XQC!#OMM=;3C!" Q(QC!;3R! '<7W103C!%Q&Q!G@KKDHQ!!) A5!M711703!85;12!6535! I^!;3R! 2^!
 53NOR5!:<02573!28<01735! : A01 : A;2;15!12A;2!356;27U548!<56B4;25! =720171Q!! - 04Q!" 544Q! / 704Q!@DL!IIF@JIIIS?Q!!!GEE!N72;27031H!

@@Q / 8<35C!(Q - Q!;3R!#OMM=;3C!" Q(Q!G@KK!HQ!!(7_! !6535!53NOR5!;!64BNO15J73RBN5R!;R5384;25!N8N4;15!;N27U;2703! : ;2AY;8!73!
 2A5!M711703!85;12!
 Q!!^Q!! " 544!(N7Q!@?L!@?KIJ@@?Q!G@?>!N72;27031H!

@DQ \$: 0473;<70C!'QC! . ON5<OC! - QC!^73C! - Q!;3R!#OMM=;3C!" Q(Q!G@KK!HQ!" 403736!;3R! = ;37 : B4;2703!OM!2A5!
 7f!6535!;1!;!35Y!1545N2;P45! = ;<W5<!MO<! = 045NB4;<!653527N!12BR751Q!" B<<Q!X5352Q!D>L!>K@J>KI!GS@!N72;27031H!

@JQ . ON5<OC! - QC!T11A7W7C!)QC!e ; = ; = 020C! - Q!;3R!#OMM=;3! " Q(Q!G@KK>HQ!X4BNO15!<5 :<511703!OM! I 2<;31N<7:2703!73!
 !71! : ;<27;448!<56B4;25R!P8!;R5384;25!N8N4;15!;N27U;2703!P8!;!X! :<02573!;!1BPB372!53NOR5R!P8!
 2/ 8Q!!X53527N1!@JSL!JK>IQ!GFK!N72;27031H!

@>Q `73C! - QC! , Bc72;C! - QC!" B4458C! / Q - QC! \$: 0473;<70C!'QC!e ; = ; = 020C! - QC! - ;B3R<544C!gQC!;3R!#OMM=;3C!" Q(Q!G@KK!HQ! IC!;!A76A!
 NO:8!3B=P5<!1B : :<5110<!OM!R5M5N21!73!2A5!N\$ - VJR5:53R532!:<02573!W73;15! : ;2AY;8!73!M711703!85;12C!53NOR51!;!:<02573!
 AO=04060B1!20!2A5!
 ! ! (" #K!W73;15Q!!X53527N1!@>?L!>IFJ>EFQ!G@?>!N72;27031H!!

@IQ #OMM=;3C!" Q(Q!G@KK!HQ!!V<5 : ;<2703!OM!e5;12!9 . \$Q!73!" B<<532!V<02ONO4!73! - 045NB4;<! / 704068!! \$B1BP54C! , Q! - QC!%Q! / <532C!
 %Q!' Q!g7361203C!!9Q!9Q! - 00<5C!^Q!XQ!(57R=;3C!^Q!\$Q!(=72AC!;3R!gQ!(2<BA4!G5RQHQ!@KKIQZ7458!T325<1N753N5C! . 5Y!eO<WQ! : ;651!
 @JQ@@@Q!

D]Q) ;W;67C!)QC!"AOC!'QJ`QC!`;300C!%Q)QgQC!V040R38C! [QC!);W;15C!eQC!g506AC! - QJ"QC!Z00C!(QC!,<51NOJ"0A53C!&Q9QC!#0MM=;3C!
"Q(Q!;3R!/B<;20Y1W7C!!(Q!GD??DHQ!97U5<6532!1BPB372!7325<;N27031!;=036!MB36;4!=% . \$!IiJN;::736!=;NA735<751Q!'BW;<8027N!
"544!@L!>>SJ

>IQ #7<02;!gQC! - 7801A7!)QC!gB60B!gQC!#OMM= ; 3!"Q(CQ!(A7P;2;!)QC!;3R!+A2;!gQ!GD??SHQ!(25:Y715!NA<O= ;273!<5=OR54736!P8;!N;1N;R5!OM!2<;31N<7:2703!73727;2703!OM!303JNOR736!% . \$1Q!! . ;2B<5!>IEL!@]?J@]>Q!!!!!!!!!!!!!!G]@S!N72;27031H!
>EQ %OB_!\$QC!\$4;;=5<8! - QC!#OMM= ; 3!"Q(CQ!" A;<2<;3R!VQC!,5<P58<5!XQC!;3R!%OW5;NA!&Q!GD??KHQ!!V<OJ;6736!5MM5N21!OM!64BNO15!1763;44736!2A<OB6A!;!X!:<02573JNOB:45R!64BNO15!<5N5:20<!73!M711703!85;12!V401!X53527N1C! - ;<jIG]HL5@??>?SQ!' :BP!D??K!
- ;<!EQ!G@@@!N72;27031H!
>FQ \$4;;=5<8! - Q\$QC!Z8= ; 3!\$Q%QC!TU58! , Q9QC!\$44;73!"QC!95=7<P;1!9QC!Z ;36!&QC!"58A;3!+Q!;3R!#OMM= ; 3!"Q(CQ!GD??@?HQ! . 5Y!N4;1151!OM!V9 'F!73A7P720<1!7R5327M75R!P8!;!M711703!85;12JP;15R!#) (Q!^Q! / 70=04Q!(N<553736!@IL]IKJEF!G]S!N72;27031H!
>SQ TU58! , Q9QC!) ;647;! , QkQC!e ;36! , QC!&;3R5<! - Q - QC!g5448!9Q\$Q!;3R!#OMM= ; 3!"Q(CQ!GD??@?HQ!\$N27U;25R!;445451!OM!2A5!
2!X;!6535!7R5327M8!<517RB51!73U04U5R!73!X9VJX)V!5_NA;365Q!'BW;<8027N!"544!KL!EDEJ
]]Q!G@]!N72;27031H!!
>KQ

" 032<;N2!>D] >]KKJ! . ;2703;4!T31272B251!OM!#5;42A!
! " A;<;N25<7a;2703!OM!N;3R7R;25!X . \$ (@!=ORB4;20<1!
9 ;251L! ?KJ?@J@E!20!?IJ] ?J@F!
oDIC!???!R7<5N2C!o]KC@DI!202;4!NO121!
! " 032<;N2!# I@?ES>@!J! . ;2703;4!T31272B251!OM!#5;42A\ . #& / T!
! (= ;44!=045NB45!#) (1!MO<!\$ " !;3R!X . \$ (!73A7P720<1!
9 ;251L! ?KJ@IJ@S!20!?KJ@>J@K!
oDEC]S@!R7<5N2C!o]]CD>@!!202;4!NO121!
! . (, ! \$ Y ;<R! . B = P5<L@F>SK?E!G#OMM = ;3!NOJVTH!
' \$ X ' %L! (545N27U5! / 70R; = ;65!Y72A! (A; : 5R!) #a!&76A2! , 754R1!
9 ;251L! ?@J@IJ@S!20!?SJ]@JD?!
o]??C???!202;4!NO121!!
! +<: A;3!9715;15!" 5325<!J! - 9 / %J@KJ@DJ, 9\ - \$ (!
TR5327M7N;2703!;3R!NA;<;N25<7a;2703!OM!3OU54!N544J:5<=5;P45C!1 = ;44!=045NB45!;R538484!N8N4;15!
73A7P720<1!MO<!MB2B<5!R5U540: =532!;1!R<B61!20!2<5;2! , 9\ - \$ (!
9 ;251L! ?DJ?@J@K!20!?@J]@JD?! . O!NO12!5_2531703!20!?FJ]@JD?D?!
oESC@SI!202;4!NO121!
! +<: A;3!9715;15!" 5325<!J! - 9 / %JDDJ@?DJ, 9 - \$ (!
(2<BTIJ5TjETq0 . @mBT - 0 . 0019T@D8541101Tf (!)TjETq0 . 24000 . 2418583 . 92cmBT - 0 . 0018Tc460 (!)TjETq0 . 240006q0 . 24000 . 2 (!)qD58 (V

D?@JJ *37U5<1728!OM!Z5125<3!+32;<70! / 704068!(5=73;<J!]JSJ@]!
!(5U532A!T325<3;2703;4!,711703!e5;12! - 552736!G&03R03HJ!EJDIJ@]!
!)A7<R!T325<3;2703;4!Z0<W1A0:!03!N\$ - V!1763;4736C!V<02573!W73;15!\$C!;3R!!
! :A01:AOR75125<;151L!M<0=!653527N1!20!MB3N2703!;3R!AB=;3!R715;151t!GV;<71HJ!FJ@DJ@]!
D?@IJ! 9;<2=OB2A!"044565!X57154!(NA004!OM! - 5R7N735J!>JD>J@I!
!'76A2A!T325<3;2703;4!,711703!e5;12! - 552736!GgOP5C!` ; ; ;3HJ!EJD>J@I!
! #B325<! "044565J!@J?DJ@I!
D?@FJ! .732A!T325<3;2703;4!,711703!e5;12! - 552736!G / ;3MMC! " ;3;R;HJ!IJ@IJ@F!
!

`B370<! , ;NB428!V<0=027031!" 0 = =72255J!g ;2A0475W5! * 37U5<172572C!&5BU53C! / 5467B =!
\$4P5<2;!#5<72;65! , OB3R;2703!MO<! - 5R7N;4!%515;<NA!
" ;3;R7;3!T31272B251!OM!#5;42A!%515;<NA!
- ;<1R53! , B3RJ%08;4!(ON7528!OM! . 5Y!d5;4;3R!
!

%5M5<55! = ;3B1N<7:21!MO<! :<OM511703;4!cOB<3;41!

V<ONQ! . ;24Q!\$N;RQ!(N7!* (\$! ! X5351!;3R!95U540: =532! X53527N1! ! ! !
- 045NB4;<!;3R!" 544B4;<! / 704068! ! - 045NB4;<! - 7N<OP704068! `OB<3;4!OM!" 544!(N753N5!!
`OB<3;4!OM! / 704067N;4!" A5=712<8! / 7025NA37hB51! \$: :4Q!;3R!' 3U7<Q! - 7N<OP704068!
. BN457N!\$N7R1!%515;<NA!! `OB<3;4!OM! / ;N25<704068!!!! / 700<6! 1! - 5R!" A5=!&5225<1!
" ;3;R7;3!`OB<3;4!OM! - 7N<OP704068! X535! , B36;4!X53527N1!;3R! / 704068!
" B<<532!X53527N1! e5;12! - 04Q! / 704Q!OM!2A5!" 544!
' BW;<8027N!" 544! . ;2B<5! - 52AOR1! - 7N<OP704068!
X5351!20!" 544! 97MM5<5327;2703!! V40(!+35!
V40(!X53527N1! " 544B4;<!(763;44736