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S=:5i9B&%R>?8;C&2-T&+T&XT&:95&X1I&&R!*.&,0!)6!jX+!#.)*.0//k!;#F<!2/!*2>0+!)+(@!A40+!'40!A).?!6).!&!8)-./0!0Q'0+,/!70@)+,!'40!/0 9 0/'0.!).!'0.9=!X'!2 9 5(20/!/&'2/6&8').@!50.6).9&+80!&+,!2/!-/0,!5.2 9 &.2(@!A2'42+!'40! Z # $!5.)*.& 9 !2+!'40!R55(20,!#.&8'280![Q50.20+80!8)-./0=!R//2*+0,!A).?! 9 -/'!70!8) 9 5(0'0,!&+,!&!84&+*0!)6!*.&,0! 9 -/'!70!.08).,0,!7@!'40!0+,!)6!'40!6)(()A2+*!'0.9!6.) 9 !A4284!'40!#F!A&/!&//2*+0,=!_&2(-.0!')!,)!/)!A2((!.0/-('!2+!'40!/84))(!/-7 9 2''2+*!&!j_&2(-.0k!;_<!70!&//2*+0,!7@!/-7 9 2''2+*!&!%4&+*0!)6!U.&,0!_).9!&+,!/-7 9 2''2+*!')!'40!F0*2/'.&.B/!)66280=!

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/090/'0.!'4&'!'40@!&.0!5(&80,!)+!&8&,0928!5.)7&'2)+=!340!/'-,0+'!9-/'!9&?0!&!O=L!U#R!).!70''0.!2+!
'40!/090/'0.!'4&'!'40!/84)(&./425!2/!6).602'0,!')!.0*&2+!'40!'-2'2)+!p!600!/84)(&./425=!"'-,0+'/!)+!
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5EC6=E5I&-E<E=&78&7GE&%)95(&2+'!#)(28@&<8=&CAEF6<6F&5E7:6;C&:95&A=8FE5@=ECI!

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340!6)(()A2+*!5.)80,-.0!5.)>2,0/!/'-,0+'/!A2'4!&!/@/'09!7@!A4284!')!62(0!&+!&550&(!)6!&!62+&(!*.&,0!'40@!70(20>0!A&/!7&/0,!)+!&.72'.&.@!).!8&5.282)-/!&8'2)+!7@!'40!6&8-('@=!S+(@!'40!62+&(!8)-./0!*.&,0!&/!0+'0.0,!2+')!'40!)66282&(!33C$"%!/@/'09!9&@!70!&550&(0,=!340!7-.,0+!)6!5.))6!'4&'!/-84!&+!2+6(-0+80!4&/!&66608'0,!&!62+&(!*.&,0!./0/'/!A2'4!'40!/'-,0+'=&

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&+,!5.0/0+'!'0/'29)+@!&+,!)'40.!0>2,0+80!.0(0>&+'!')!'40!8&/0=!340!.0/5)+/272(2'@!)6!
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2+>0/'2*&'2)+:!2+,28'90+'!).!84&.*0!&.2/2+*!)-'!)6!'40!/&90!82.8-9/'&+80/:!'40@!9&@!70!
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8)95(0'2)+!)6!8)-./0!A).?=!F0/2,0+80!2/!8.0,2'0,!6).!A).?!,)+0!)+!'40!8&95-/!)6!30Q&/!3084!
C+2>0./2'@!$0&('4!"820+80/!%0+'0.!&+,!6).!80.'&2+!'@50/!)6!8)-./0/!;'40/0/:!2+'0.+/425/:!2+,2>2,-&(!
/'-,@:!).!)'40.!/-84!8)-./0/<!A40+!)660.0,!7@!33C$"%!6&8-('@=!S.,2+&.2(@:!'40!92+29-9!.0/2,0+80!
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&!62+&(!8)95.040+/2>0!0>&(-&'2)+!6).!&((!/'-,0+'/!2+!'40!9&/'0.B/!5.)*.&9=!340!62+&(!0>&(-&'2)+!
;A.2''0+!).!).&(<!/4)-(,!.0a-2.0!&!/@+'40/2/!&+,!&55(28&'2)+!)6!?+)A(0,*0!&8a-2.0,!,-.2+*!'40!8)-./0!
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R!/'-,0+'!2/!0(2*27(0!')!-+,0.*)!0>&(-&'2)+!)+(@!&6'0.!4&>2+*!700+!&,92''0,!')!8&+,2,&8@!7@!'40!
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')!'40!"##$!S66280=!R!/'-,0+'!A4)!,)0/!+)'!.0802>0!&!/&'2/6&8').@!0>&(-&'2)+!9&@!70!&//0//0,!)+80!
&*&2+!&6'0.!&+!2+'0.>&(!)6!6)-.!9)+'4/!).!9).0=!340!/'-,0+'!9-/'!0&.+!&!*.&,0!)6!E!).!70''0.!)+!'40!
8)95.040+/2>0!0>&(-&'2)+!')!a-&(26@!6).!*.&,-&'2)+=!R'!'40!,2/8.0'2)+!)6!'40!5.)*.&9`8)+80+'.&'2)+!
8)+80.+0,:!&!/'-,0+'!A4)!.0802>0/!&!/&'2/6&8').@!0>&(-&'2)+!7-'!A4)!,)0/!+)'!*.&,-&'0!A2'42+!JH!
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33C$"%B/!32'(0!Xr!&+,!"0Q-&(!Z2/8)+,-8'!5)(28@!&+,!8)95(&2+'!5.)80,-.0/!9&@!70!6)-+,!2+!33C!
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6)8-/0/!)+!'40!704&>2).&(!/820+80/!&+,!'402.!2+6(-0+80!)+!5-7(28!40&('4=!R/!&!8).0!8)-./0:!'42/!2/!
&+!)>0.>20A!&+,!2+'.),-8'2)+!')!/)82&(!&+,!704&>2).&(!40&('4!'40).20/!&+,!2//-0/V!7.206(@!
8)>0.2+*!/0>0.&(!&/508'/!)6!'40!704&>2).&(!/820+80/:!/-84!&/]!2+,2>2,-&(:!8)99-+2'@:!
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06608'2>0!8)99-+28&'2)+!/'.&'0*20/b!&+,!0+*&*0900+'!)6!.-.&(!&+,!-.7&+!8)99-+2'20/!-/2+*!
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_2./'!,2*2'!2+!8)-./0!+-970.!g!X+,28&'0/!'40!&8&,09 28!(0>0(!)6!'40!8)-./0=!U.&,-&'0!/'&+,2+*!
2/!&!5.0.0a-2/2'0!6).!0+.)((90+'!2+!&((!8)-./0/!+-970.0,!2+!'40!WLLL!/0.20/!).!&7)>0!&+,!&.0!
2+'0+,0,!)+(@!6).!*.&,-&'0!/'-,0+'/!;0Q805'!6).!/0+2)./!A4)!&.0!A2'42+!JH!4)-./!)6!*.&,-&'2)+!
&+,!A4)/0!0+.)((90+'!4&/!700+!&-'4).2\0,!7@!'40!"##$!G0&+<=!R('4)-*4!*.&,-&'0!/'-,0+'/!
)88&/2)+&((@!0+.)((!2+!-+,0.*.&,-&'0!8)-./0/!')!62((!)-'!,062820+820/!2+!'402.!5.05&.&'2)+!6).!
.&,-&'0!A).?:!8)-./0A).?!8.0,2'0,!')A&.,!&!.&,-&'0!,0*.00!9-/':!0Q805'!2+!.&.0!2+/'&+80/!
&+,!A2'4!5.2).!"##$!G0&+!&55.)>&(:!70!)6!*.&,-&'0!(0>0(!;WLLL!/0.20/!).!&7)>0<=!

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"08)+,!,2*2'!2+!8)-./0!+-970.!g!X+,28&'0/!'40!/090/'0.!4)-.!8.0,2'!)6!'40!8)-./0=!34-/:!"##$!
WOLI!2/!&!*.&,-&'0V(0>0(!8)-./0!A2'4!O!/090/'0.!4)-.!)6!8.0,2'=!

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1&/'!'A)!,2*2'/!)6!8)-./0!+-970.!g!340!,2/'2+*-2/42+*!+-970./!)6!'40!8)-./0=!

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D-970./!2+!#&.0+'40/0/!;O]O]L]L<!g!340!62./'!+-970.!,0+)'0/!'40!')'&(!+-970.!)6!8.0,2'!4)-./!
6).!&!8)-./0:!'40!/08)+,!+-970.!.05.0/0+'/!(08'-.0!4)-./:!'40!42.,!+-970.!.05.0/0+'/!(&7!
4)-./:!&+,!'40!6)-.'4!+-970.!.05.0/0+'/!)'40.!4)-./!/-84!&/!5.0805'=!^40+!'40!(0''0.!e!
5.080,0/!'40!+-970./!;0=*=:!eJVM<:!'42/!2+,28&'0/!'40!8(&//2/!&!>&.2&7(0!8.0,2'!8)-./0=!"-84!
8)-./0/!&.0!).,2+&.2(@!.0/0&.84!8)-./0/!&+,!50.92'!0+.)((90+'!6).!&+@!+-970.!)6!4)-./!-5!')!
'40!(292'!2+,28&'0,!7@!'40!/08)+,!+-970.!2+!'40!5&.0+'40/0/=!

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#.0.0a-2/2'0/!g!")90!8)-./0/!4&>0!/5082628!5.0.0a-2/2'0/!'4&'!9-/'!70!9 0'!706).0!'40!/'-,0+'!
8&+!0+.)((=!!

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X+/'.-8'2)+&(!Z0'4),!g!2+6).9&'2)+!2+!5&.0+'40/2/!&6'0.!'40!8)-./0!,0/8.25'2)+!,0/8.270/!'40!
8)-./0!2+/'.-8'2)+&(!90'4),:!,062+0,!&/]!
;_<! 3.&,2'2)+&(:!6&80V')V6&80!8)-./0b!
;$<!! $@7.2,!8)-./0!A2'4!8)972+&'2)+!)6!6&80V')V6&80!&+,!/2*+2628&+'!A07V7&/0,!!
! !! 2+/'.-8'2)+b!
;S<!! S+(2+0!8)-./0!A2'4!9)/':!26!+)'!&((:!A07V7&/0,!2+/'.-8'2)+b!
;Xe%<!!R!8)-./0!2+!A4284!/@+84.)+)-/!2

052,092)()*@:!')Q28)()*@:!&*0+'/!)6!0+>2.)+90+'&(!,2/0&/0!&+,!5)(28@!&+,!.0*-(&'2)+=!;_S:!$:!Xe%<!

**a`Zb&2@?;6F&(E:;7G&28;6FR&K`M`MbMbLI&342/!8)-./0!5.0/0+'/!8)950'0+820/!/-..)-+,2+*!5-7(28!40&('4!5)(28@!6).9-(&'2)+=!340!9&2+!6)8-/!A2((!70!)+!'40!5)(28@!2//-0/!2+!'40!C="=!40&('4!8&.0!/@/'09:!7-'!/)90!*()7&(!40&('4!A2((!70!0Q5().0,=!340!8)-./0!A2((!2+8(-,0!&55(28&'2)+!)6!5.2+825(0/!)6!5)(28@!6).9-(&'2)+:!,0>0()590+'!7-,*0'2+*:!2950(090+'&'2)+:!0>&(-&'2)+!&+,!&+&(@/2/=!R+!42/').28&(!)>0.>20A!)6!/092+&(!40&('4!5)(28@!0>0+'/!2+!C="=!42/').@!2/!&(/)!0Q5().0,!'4.)-*4!8)950'2+*!/'&?04)(,0.!,@+&928/=!!;_:!S:!$:!Xe%<!

**a`ZZ&+97=85@F7689&78&468C7:76C76FC&K`M`MbMbLI&342/!8)-./0!A2((!2+'.),-80!/'-,0+'/!')!7&/28!!72)/'&'2/'28/!&/!-/0,!2+!5-7(28!40&('4!5.&8'280=!34.)-*4!'40!-'2(2\&'2)+!)6!"#""!/)6'A&.0:!/'-,0+'/!A2((!(0&.+!')!2+'0.5.0'!'402.!/'&'2/'28&(!&+&(@/2/!.0/-('/!2+!).,0.!')!,0/8.270:!90&/-.0:!&+,!&+&(@\0!a-&+'2'&'2>0!,&'&=!R,,2'2)+&((@:!/'-,0+'/!A2((!(0&.+!')!2+'0.5.0'!'402.!/'&'2/'28&(!&+&(@/2/!.0/-('/!2+!).,0.!')!,0/8.270:!90&/-.0:!&+,!&+&(@\0!5-7(28!40&('4!5.)7(09/=!R55(28&'2)+/!)6!'40/02+'0.5.0'&'2)+/!A2((!70!-/06-(!2+!/0>0.&(!&>0+-0/!)6!5-7(28!40&('42+8(-,2+*!.0/0&.84!&+,!5)(28@!9&?2+*=!;_:!$:!S:!Xe%<=!

**a`Z_&+97E=>E56:7E&468C7:76C76FC&K`M`MbMbLI&340!)7h08'2>0!)6!'42/!8)-./0!2/!')!0Q5&+,!-5)+!'40!7&/28!8)+805'/!)6!/'&'2/'28&(!.0&/)+2+*!,0>0()50,!2+!"##$!WOJJ!;X+'.),-8'2)+!')!E2)/'&'2/'28/<!')!/0(08'0,!&55(28&'2)+/!)6!72)/'&'2/'28&(!&+&(@/2/]!/2950(0!&+,!9-('25(0!(2+0&.!.0*.0//2)+:!8)+'2+*0+8@!'&7(0!&+&(@/2/:!()*2/'28!.0*.0//2)+:!&+,!&+&(@/2/!)6!>&.2&+80=!340!8)-./0!&(/)!2+8(-,0/!2+'.),-8'2)+/!')!/-.>2>&(!&+&(@/2/:!.050&'0,!90&/-.0/!,&'&:!&+,!+)+5&.&90'.28!90'4),/=!#.0.0a-2/2'0]!"##$!WOJJ!).!0a-2>&(0+'=!;_:!S:!$:!Xe%<!

**a`Z`&+97=85@F7689&78&2@?;6F&(E:;7G&K`M`MbMbLI&342/!2+'.),-8').@!8)-./0!A2((!0Q5().0!'40!42/').@!)6!5-7(28!40&('4:!'40!/-880//0/!&+,!84&((0+*0/!6&80,!7@!5-7(28!40&('4!5.&8'2'2)+0./!)>0.!'40!@0&./:!&+,!'40!8-..0+'!'.0+,/!2+!5-7(28!40&('4!2+!'40!C+2'0,!"'&'0/=!"'-,0+'/!A2((!(0&.+!'40!8).06-+8'2)+/!)6!5-7(28!40&('4!&+,!'40!0//0+'2&(!/0.>280/!)6!5-7(28!40&('4:!&+,!4)A!5-7(28!40&('42/!5.&8'280,!2+!'40!C+2'0,!"'&'0/=!342/!8)-./0!8)>0./!'40!_)-+,&'2)+&(!1+)A(0,*02+!#-7(28!$0&('4!&/!.0a-2.0,!7@!)-.!&88.0,2'2+*!7),@=!!;_:!S:!$:!Xe%<!

**a`Zc&2;:9969B&:95&3EPE;8A>E97&(E:;7G&2=8>8769&+97E=PE9769C&K`M`MbMbLI&342/!8)-./0!A2((!'&?0!'40!/'-,0+'!'4.)-*4!'40!5.)80//!)6!2+'0.>0+'2)+!,0>0()590+':!70*2++2+*!A2'4!'40!&//0//90+'!+00,0,!')!-+,0./'&+,!,0'0.92+&+'/!)6!40&('4!&+,!704&>2).!'4.)-*4!'40!9&552+*!)6!,0'0.92+&+'/:!,0>0()590+'!)6!/'.&'0*20/!&+,!90'4),/:!&+,!5.05&.2+*!6).!0>&(-&'2)+=!!"'-,0+'/!A2((!A).?!2+!/9&((!*.)-5/!)+!&!8)95(0Q!5-7(28!40&('4!5.)7(09!&+,!A2((!,0>0()5!&+!2+'0.>0+'2)+!')!&,,.0//!'4&'!5.)7(09=!#.0.0a-2/2'0]!"##$!WOLI=!;_:!S:!$:!Xe%<!

**a`Za&0=B:96N:7689:;&/E:5E=CG6A&:95&J:9:BE>E97&K`M`MbMbLI&342/!'4.00!8.0,2'!8)-./0!5.)>2,0/!&+!)>0.>20A!)6!'40).@!&+,!5.&8'280!)6!(0&,0./425!&+,!9&+&*0900+'!&/!55(20,!')!5-7(28!40&('4=!#-7(28!40&('49&+&*0.2&(!8)+80.+/!/-84!&/!(0&,0./425:!/'.&'0*28!5(&++2+*:!,082/2)+!9&?2+*:!+0*)'2&'2)+/:!&+,!7-,*0'!&+,!.0/)-.80!9&+&*0900+':!A2((!(!70!2+'.),-80,!2+!'42/!8)-./0=!342/!8)-./0!2/!2+'0+,0,!5.29&.2(@!6).!Z#$!/'-,0+'/!A2'4!(2''(0!).!+)!5.0>2)-/!*.&,-&'0V(0>0(!&8&,092805.05&.&'2)+!2+!(0&,0./425!&+,!9&+&*0900+'=!;_:!S:!$:!Xe%<!!

**a`Ze&-ECA89C6?;E&'895@F7&8<&-ECE:=FG&:95&'8>>@96F:7689&69&2@?;6F&(E:;7G&K`M`MbMbLI 342/!'4.00V8.0,2'!4)-.!8)-./0!&55(20/!&+!&8'2>0:!5&.'2825&').@!&55.)&84!')!40(5!5-7(28!40&('4!&+,!40&('4!8&.0!5.)60//2)+&(/!(0&.+!&7)-'!'40!.0*-(&').@!0+>2.)+90+'!&/!A0((!&/!'40!+).9&'2>0!0'428/!