



7ci fgY`Cj Yfj]Yk

GHJZZ7cbhJWw8YHJ`g

7cbj Ybcfg

Bua Y	9a Uj`	5j Uj`UVj`]m	@cWWhcb	D\cbY
7fUj[`F cVYfmg	WfcVYfmg4 i bgk "YXi "Ui	CZZWV`ci fg	79(%&	-',)((*(

GWXcc`7cbhJWw`bZcfa Uhjcb

[9b\[\]bYYf\]b\[`Gh XYbhGi ddcfhGYfj \]Wg`](#) -`H\Y`Bi WYi g!`Ybfc`a Ybh`dfc[fYgg]cb`WXYW_gz`WUg\`fYei Yghgž
Wci fgY`]ggi Yg`cf`dfc[fUa !fY`UHfX`ei Yf]Yg`

[9b\[\]bYYf\]b\[`bXi ghf\]U`HfU\]b\]b\[`](#) -`bXi ghf]U`HfU]b]b[`ei Ygh]cbg`

[I_BGK `Gh Xm5VfcUX`](#) -`gh XmiUVfcUX`gh XYbhYbei]f]Yg`fZcf`]bVci bX`gh XYbhgk`

[I_BGK `9I WXUb\[Y`](#) -`gh XYbhYI WXUb[Y`Ybei]f]Yg`fZcf`]bVci bX`gh XYbhgk`

[I_BGK `: i h fy`Gh XYbhg`](#) -`dchYbh]U`gh XYbhYbei]f]Yg`Y"["UXa]gg]cbgžZYgždfc[fUa gžWfYX]hifUbgZyf`

D\cbY`

fZ`*%&Ł- ',) ;) \$\$ -`Bi WYi g`Gh XYbh<i V`

fZ`*%&Ł- ',) `+**%-`9b[]bYYf]b[`bXi ghf]U`HfU]b]b[`

fZ`*%&Ł- ',) ``%+-`-`I_BGK `Gh Xm5VfcUX`UbX`I_BGK `9I WXUb[Y`fZcf`]bVci bX`gh XYbhgk`

7 ci fgY'8YHJ]`g

I b]hg'cZ7 fYX]h*`

Gi a a UfmicZ`hY'7 ci fgY

Gi fj Ym]b['UbX'; YcgdU]U`9b[]bYf]b['XYU'g'k]h`h`Y'gW]YbW`cZXYHfa]b]b['fY'U]j Y'dcg]h]cbg'cZ
ZYU]i fYg'UVcj Yzcb'cf'VY'ck`h`Y'gi fZUW`cZ`h`Y'9Uf`h`Zcf'U'fUb[Y'cZa Udd]b[žYb[]bYf]b['UbX
W`cbgf]i W]cb'cdYfU]h]cbg" H`Y'W`ei fgY'W`a V]bYg`Y`W]i fYgžk cf_g`l`cdg'UbX'ci h`Xcc'f'dfUW]W]`Yi YfW]gYg'i g]b[
a cXYfb`Y`Y`W]fcb]Wgi fj Ym]b['Yei]da Ybh'Hcd]W]g]bWi XY`Yj Y`]b[ž'cf]YbhU]h]cbžX]ghU]bW`a YUgi fYa Ybh
k \]W]W`a V]bY`]b]c`W`cfX]bU]H`fYZYfYbW`gmg]h`a g"5`gc`fUj Yfg]b['UbX'W`b]f`c`gi fj YmgžY`Y`W]fcb]WXYHJ]
gi fj YmgžW`cbgf]i W]cb'gYh]ci hž; DG'gU]H`]h`d`cg]h]cb]b[ž[Yc[fUd\]W]bZcfa U]h]cb'gmg]h`a g'f] -G`E'UbX
gci fW]g'cZ[YcgdU]U`XU]U'gi W]Ug'fYa c]h`gYbg]b[žUYf]U`d`l`c]c[fUd\m]UbX'gU]H`]h`]a U[Yfm`6Ug]W]UbX
'Uk`UbX`W]XU]ghfU`gi fj Ym]b['Zcf'BGK`]g]b]f`c`Xi W]X" H`Y'gh`XYbhk]`Y`Ufb'gca Y`VUg]Wgi fj Ym]b[
W`a di hU]h]cbg]h`W]h]W]mUggYgg'gdU]U`XU]U'ei U]j]m`G]h`XYb]g`k]`VY`Yi dY`W]Y`X`h`U]j Y`U`[ccX
VUW]_[fci bX`]b`h]f][cbca Yfm]UbX`[Yca Yfm]Zca`]][\`g`W]cc`a U]h`Ya U]h]W]g"

7 ci fgY'5]a g

H`Y`U]a`cZ`h`g`W`ei fgY`]g`h`c`d`f`c`j`XY`U`V`f`c`U`X`'c`j`Y`f`j`Y`k`cZ`h`Y`'gi`fj`Y`m]`b[`'UbX`[`Y`c`g`d`U`]`U`X`]`g`W]`d`]`b`Y`UbX
]bXi g]f]m]; Yc[fUd\]W]W`bZcfa U]h]cb'Gmg]h`a g'f] -G`E`gcZk UfY`k]`VY`]b]f`c`Xi W]X'UbX'W`a V]bYX`k]h`; DG
XU]U`W]d]h`fYX`V]m]h`Y`gh`XYbh`H`]g`_bck`YX`[Y`[]j`Y`g`W`b]h]i`h`UbX`W`b]f`U`gh]c`h`Y`Z`bXUa`YbhU`g`cZVUg]W]
d`UbY`gi`fj`Y`m]`b[`'gi`W]U`g`Y`j`Y`]b[ž`Ub['Y`a`YUgi`fYa`YbhžX]ghU]bW`a`YUgi`fYa`Ybhž`Z]Y`X`fY`W`fX]b['cZ
a`YUgi`fYa`Ybhž`W`cfX]bU]H`'UbX`fYZYfYbW`gmg]h`a`gž`h`ffU]b`fYdfYgYbhU]h]cbž`gU]H`]h`h`Y`W]b]ei`Yg`Zcf
gi`fj`Y`m]`b[`'f]`DG`!`;`c`VU`D`cg]h]cb]b['Gmg]h`a`E`UbX`Udd]W]h]cbg'cZ`h`Y`g`Y`h`W]b]ei`Yg`h`c`g`c`j`Y`gca`Y`fYU`
k`cfX`d`f`c`V`Ya`g`" H`Y`h`Y`c`f`m`d`f`Y`g`Y`b`h`X`]b`Y`W]i`fY`g`k`]`VY`fY]bZ`f`W]X`k`]h`d`f`U`W]W]gž`U`gg][`ba`Y`bh]g`UbX
h`h`c`f]U`Yi`Y`f`W]gYg"

7 ci fgY`@YUfb]b['Ci hW`a Yg

%`8`Ya`cbgf]U]H`VUg]W]Z]Y`X`'gi`fj`Y`m]`b[`'h`Y`W]b]ei`Y`g`]b`Wi`X]b['\`UbX`Y`X`';`DG`UbX`;`-G`ž`Y`j`Y`]b[ž`UbX
i`gY`cZU`h`c`U`]`g`h]h]cb`h`c`U`W`ei`]fY`fUk`Z]Y`X`cVgYfj`U]h]cbg'UbX'gYh]ci`h`cZU`a`]b`c`f`g]f]i`W]i`fY
&"`8`Ya`cbgf]U]H`g`_`k`]h`j`U]f]ci`g`gi`fj`Y`m]`b[]b]gf]i`a`Y`bh]g`Z`f`k`U`f`X`d`U`bb]b['Zcf'gi`fj`Y`m]h]g`_gž
d`f`c`Xi`W]cb`cZ`W]U`f`Z]Y`X`b`c`h`g`UbX`fYXi`bXU]b]Z]Y`X`W]Y`W]g`h`c`Y`bgi`fY`U`W]W`fU`W]i
'`I`bXYf]U`Y`VUg]Wgi`fj`Y`m]W`a`di`hU]h]cbg`Zca`fUk`Z]Y`X`cVgYfj`U]h]cbg'h`c`gi`ddcf]i`U`fUb[Y`cZgi`fj`Y`m]b[
UbX`Yb[]bYf]b['Udd]W]h]cbg'gi`W]U`g`Y`j`Y`]b['UbX`h`ffU]b`fYdfYgYbhU]h]cbž`UfYU`UbX`j`c`i`a`Y
W]W`U]h]cbgž`fUj`Yfg]b['UbX`W`cbgf]i`W]cb'gYh]ci`h`
(`5`dd`m]h`Y`h`Y`c`f`m`V`Y`]b`X`h`Y`j`U]f]ci`g`gi`fj`Y`m]`b['UbX`[`Y`c`g`d`U`]`U`h`Y`W]b]ei`Y`g`d`f`Y`g`Y`b`h`X`]b`h`]g`W`ei`fgY
UbX`W]h]W]mUggYgg`h`Y`ei`U]j]m]cZ[YcgdU]U`XU]U`"

HYUW]b['G]fU]H`[]Yg`

H`fY`Y`a`U]b`UgdY`W]g`cZ`h`U`W]b['k`]`VY`cZ`Y`f`X`]b`h`]g`W`ei`fgY.`Y`W]i`fY`gž`h`c`f]U`g`UbX`d`f`U`W]W]g"

H`Y`Y`W]i`fY`g`]b]f`c`Xi`W`h`Y`W`ei`fgY`a`U]h]f]U`UbX`UfY`gi`ddcf]Y`X`V]m]f`Y`j`Ub]h`W]U`d]h]f`g`Zca`h`Y`fYZYfYbW
Vcc`_`Zcf`h`]g`W`ei`fgY`"5`b`c`h`g`W]b`VY`U`W]W]ggYX`Zca`h`Y`W]Ugg`A`ccX`Y`g]h`UbX`9`W`c`*`\$`fY`W`fX]b[g"
8`Y`gd]h`h`]g`]h]g`][\`m]fY`W`a`a`Y`b`X`Y`h`U]h`Y`gh`XYbh]U]h]bX`U`Y`W]i`fY`g`" H`Y`Y`W]i`fY`f`k`]`U`g`_`ei`Y`gh]cbg
Xi`f]b['Y`W]i`fY`d`Y`f]c`X`g`h`c`g]h`a`i`U]h`X`Y`V`U]h`ž`X`Y`d`Y`b`gh`XYbh]i`b`X`Y`f`g`h]b]b['cZ`h`Y`h`c`d]W]g`UbX`h`c`[]j`Y`h`Ya
gca`Y`]X`Y`U`c`Z`l`c`k`h`c`U`dd`m]h`Y`h`Y`c`f`m]c`fYU`k`cfX`g]h`U]h]cbg"5`c`h`c`Z`f`Y`U`X]b['ci`h]g]X`Y`c`Z`Y`W]i`fY`g`i`g]b[
fYZYfYbW`a`U]h]f]U`]g`Yi`dY`W]Y`X`"

Hi hf]U'g'k]''gi ddcfhhY''YVh fYg''Hi hf]U''ei Yghcbg'WUb'VY'UWV'ggYX'Zca 'hY'WUgg'k YVg]h''H\]g
Wci fgY']g'Wca di hU]cbU'']b'bUhi fY'UbX']h]g'j Yfm]a dcfhUbh\UhihY'ghi XYbhidfUW]V'U''cZhY'hi hf]U'

GhUfhXUHy. '%\$'>i bY'&\$&&
8i Y'XUHy. '%\$'>i bY'&\$&&

:]Y'X'DfUW]WU'YI YfW]gY'fmb['hc'UWx]Yj Y'U'gdYW]ZYX'ci hWta Y'UbX'fYdcfh]b['cb'h\Y'fYgi 'hg

5ggYgga YbhW]hYf]U

GYY'dfUW]bgfhi W]cbg

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A i 'hd'Y'Wc]W'a]X'gYgg]cb'hYgh]b''YWi'fY'fcca

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8i Y'XUHy. '%&#\$+&\$&&'\$)' '\$'DA

5ggYgga Ybh' . 'C b`]bY'E i]nnYg

) 'ei]nnYg'i g]b['a ccX'Y

5ggYgga Ybh(. :]bU'9I Ua

&'f'YI Ua]bU]cb'cb'U''a UHf]U'

<i fX'Y'fYei]fYa Ybh

9I Ua d'Y. '5'a Uf_'cZUh'YUgh(\$i ']b'h\Y'Z]bU'YI Ua]bU]cb']g'fYei]fYX'VYZcfY'h\Y'WUgg'k cf_']g']bWi'XYX']b
h\Y'Z]bU''a Uf_'

5 hYbXUbWV`F Yei]fYa YbHg

Gh XYbHg`UFY`gfc b[`mYbWci fU[YX`rc`UHfYbX`U`WUggYg`UbX`fYj`Yk`YWfi`fY`fYWcfX]b[g"

7 ci fgY`GVW`YXi`Y`

K YY_`Bc"	@YWi`fYg`	@YWi`fYg`	K cf_g`cd#DfUW`	K cf_g`cd#DfUW`
fGHUfh` K YY_`t`	Hi YgXUm`%*`%` JU`%&`%#cb`]bY`	K YXbYgXUm`%#%`%` 7 9` ;`%#b`]bY`	: f]XUm`%(!%*` 7 @6` *`#Z]Y`X`	: f]XUm`%(!%` da` 7 @6` *`#Z]Y`X`
%` fl`\$`A`Unt`	5Xa`]bžcj`Yfj`Yk`cZ` G5` ;`9`fWfL`	@%`@j`Y`]b[`fWfL`		
&` f`>`i`bL`	@&`C`f]YbH]cb#` hYcXc`]hYg`fWfL`	@`.`8`]ghUbW`fWfL` ffY`YUgY`j`jX`%L`	DfUW%5`-`@j`Y`]b[` fWfZ`mžU[`ž`da`L`	DfUW%6`-`@j`Y`]b[` fWfZ`mžU[`ž`da`L`
` f%`>`i`bL`		@(`.`7`ccfX]bUHfYg`UbX` 7`U`W`U`h]cbg`fWfL`	K`_d%`-`@j`Y`]b[`fWfL`	
(` f&\$`>`i`bL`	@(`.`b]fc`rc` ;` DG`fWfL`	@(`.`b]fc`rc` ;` G`/` 7`U`frc[`fUd`m]fWfL` ffY`YUgY`j`jX`&L`	DfUW&5`-` ;` DG#` G` fWfZ`mžU[`ž`da`L`	DfUW&6`-` ;` DG#` G` fWfZ`mžU[`ž`da`L`
)` f&+`>`i`bL`		@+(`.`b]fc`rc` F`Ya`cH` G`Ybg]b[`f]mL`	K`_d`&`-`5`b[`#8`]ghfWfL` C`d]cbU`fYj`]g]cb`	
*` f(`>`i`L`	Bcb!hYUW]b[`k`YY_`			
+` f%`>`i`L`	A`jX`GYgg]cb`HYgh` fWfL`	@(`.`H`fUj`YfgY`UbX` 7`cb]fc`gi`fj`Ymg`fWfL`		
` f`>`i`L`	@(`.`5`fYUg`UbX`j`c` fWfL`	@%\$`.`7`cbg]fi`W]cb` gYrci`h]fWfL` ffY`YUgY`j`jX`" `L`	K`_d`" `6`-`7`ccfXg`/ fUj`fWfL`	

f% >i Ł				
-	@%8 '8YZcfa Uh]cb gi fj Ymg'fWŁ	@%&. '8YfU]'gi fj Ymg UbX'WŁbłci f]b['fWŁ	DfUW' 5 '-GYłci h fWŁmžU[žda Ł	'DfUW' 6 '-GYłci h fWŁmžU[žda Ł
f&) >i Ł		@% . '7 UXUghfU' Gi fj Ym]b['fWŁ	K _d '('-5fYUžj c'ž WŁbghfWŁ	F Yj]g]cb'gYgg]cb fŁd]cbUŁ
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F Ygci fWg

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A TWUf[hWē S` V Wsd [` Y agfUa_ Wē, H\Y`ghi XYbhk]`YUfb`UVci higi fj YmXYg][bžhja Y`a UbU[Ya Ybž
a YYh]b[`hja Y`WēbghfU]bhgž`dfcXi W]b[`fYgi `hg]b`h\Y`Z]Y`Xž`c[]gh]Wgž`Z]Y`X`dfYdUfU]cbž`WēbW]gY`fYdcfhk f]h]b[
UbX`Z]Y`X`bchf`hU_]b[ž`dfcXi W]b[`fYgi `hg`rc`rc`YfUbW`XYgd]hY`WēbX]h]cbgž`k cf_]b[`gUZY`miUbX`]b`UWwēfXUbW
k]h`K <G"

Gi Va]gg]cb'cZ5ggYgga YbhiHUg_g

D`YUgY`fYZf`h`h`Y`A`ccX`Y`dU[`Y`cZ`h`Y`W`i`fgY`Z`f`Z`f`h`Y`f`[`i`]XUbW`'cb`UggYgga Ybhgi Va]gg]cb"

I BGK `Ug`U`g`h`Ub`X`U`f`X`U`h`Y`'gi Va]gg]cb`d`Y`b`U`'h`m`c`Z`

-)i `d`Y`f`X`U`m`z`Z`f`U`U`UggYgga Ybhg`k` \`Y`f`Y`U`d`Y`b`U`'h`m`U`d`']Yg`z`W`U`d`d`Y`X`U`h`Z`j`Y`X`U`m`g`f`%`&`\$` \`c`i`f`g`l`z`U`Z`Y`f`k` \`j`W`'U`'g`h`X`Y`b`h`W`U`b`b`c`h`g`i` Va]h`U`b`U`g`g`Y`g`g`a`Y`b`h`z`U`b`X`'b`c`'d`Y`f`a`]h`Y`X`'j`U`f`]U`h`]c`b"

5 WUXYa]W**⊖**Zcfa Uh]cb