



7ci fgY`Cj Yfj]Yk

`GHUZZ7cbhUWhi8YHJ]`g`

`7cbj Ybcfg`

B Ua Y	9a U]`	5j U]UV]]m	@cWWhcb	D\cbY
>c\b`5Hf]X[Y	^Uhf]X[Y4 i bgk "YXi "Ui	: f]XUm%&	K YVghYf`&&	- ' ,) ((, (

GWXcc``7cbhUWhi`bZcfa Uh]cb

Fcca " %&Z`Yj Y`` `F cVYfhK YVghYf`6i]X]b[

D\cbY. f\$&L`- ' ,) `(,) *

9a U]`:

7 ci fgY'8YHJ]`g

7 fYX]hDc]bng`*`

Gi a a UfmicZ`h`Y'7 ci fgY

Gi V`Y`W`h`5`f`Y`U`.'7` Y`f`e`Z

K \UhXc'mei`k`Ubhlc`VY`k`Yb'mei`[`fck`i`d3`5hgca`Y`dc]bhXi`f]b[`h`Y`Y][`h`Y`Y`b`h`W`b`h`f`n`z`h`g`ei`Y`gh`cb`k`Y`bh`Z`ca`VY]b[`a`cfY`cf`Y`gg`a`Y`Ub]b[`Y`gg`h`c`b`Y`c`Z`h`Y`W`b`h`U`d`f`Y`c`W`W`d`U`h`c`b`g`c`Z`K`Y`gh`f`b`h`Y`f`U`h`f`Y`U`b`X`W`h`f`Y`h`Y`X`f]j]b[`d`f]b`W]d`Y`c`Z`W`c`i`b`h`Y`gg`—]Z`b`c`h`a`c`g`h`—W`U`g`g]W`b`c`j`Y`g`z`U`b`X`h`Y`c`W`W`U`g]c`b`Z`c`f`a`U`b`m`W`U`b`c`b]W]k`c`f`_`g`]b`c`h`Y`f`[`Y`b`f`Y`g`U`b`X`a`Y`X]U`"H`Y`]X`Y`U`h`U`h`h`Y`g`U`d`Y`c`Z`U`b`]b`X]j]X`i`U`"Z`Y`Z`c`"c`k`g`U`V`U`g]W`d`U`h`f`b`c`Z`X`Y`j`Y`c`d`a`Y`b`h`z`Y`U`X]b[`Z`ca`h`Y`c`d`Y`b`!`Y`b`X`Y`X`d`c`g`g]V]`]m`i`c`Z`m`e`i`h`h`c`h`Y`g`h`U`V`Y`]X`Y`b`h`]m`i`c`Z`U`X`i`h`c`c`X`z`g`Y`Y`a`g`g`Y`Z`Y`j]X`Y`b`h`c`i`g`z`V`i`h`h`g]X`Y`U`U`g`U`U`]g`h`c`f`m`]h`U`g`V`Y`Y`b`Z][`i`f`Y`X`z`W`c`b`Z][`i`f`Y`X`U`b`X`f`Y`W`c`b`Z][`i`f`Y`X`]b`a`U`b`m`X]Z`Y`f`Y`b`h`k`U`m`g`c`j`Y`f`h`Y`d`U`g`h`&`\$`m`Y`U`f`g`z`U`b`X`W`c`b`h`b`i`Y`g`h`c`a`i`h`U`h`U`b`X`X`Y`j`Y`c`d`i`b`X`Y`f`c`i`f`Y`m`Y`g`h`c`X`U`m`"H`Y`U]a`c`Z`h`g]W`c`i`f`g`Y`]g`h`c`h`f`U`W`h`Y`f`Y`U`h`Y`X`]X`Y`U`g`c`Z`m`e`i`h`z`U`X`i`h`c`c`X`U`b`X`X`Y`j`Y`c`d`a`Y`b`h`c`j`Y`f`h`g]d`Y`f]c`X`z`U`g`h`Y`m`U`f`Y`f`Y`d`f`Y`g`Y`b`h`Y`X`]b`_`Y`m`k`c`f`_`g`c`Z`]h`Y`f`U`h`f`Y`U`b`X`W]b`Y`a`U`z`U`b`X`Y`g`d`Y`W]U`m`k`]h`]b`h`Y`[`Y`b`f`Y`c`Z`h`Y`6]X`i`b[`g`f`c`a`U`b`"C`i`f`]b`e`i`]f`m`k`]"V`Y`[`i`]X`Y`X`V`m`h`Y`U`g`g`i`a`d`h`c`b`h`U`h`b`U`f`f`U`h`j]Y`g`c`Z`X`Y`j`Y`c`d`a`Y`b`h`z`]b`d`f`c`g`Y`z`d`c`Y`h`f`m`U`b`X`Z]a`z`U`f`Y`b`c`h`c`b`m`i`d`U`g`g]j`Y`f`Y`Z`Y`W]c`b`g`c`Z`f`Y`U`]m`z`V`i`h`f`U`h`Y`f`h`U`h`h`Y`g`Y`]h`Y`f`U`f`m`U`b`X`Z]a`f`Y`d`f`Y`g`Y`b`h`U`h`c`b`g`U`f`Y`Y`g`g`Y`b`h`U`h`c`c`g`Z`c`f`a`U`_]b[`g`Y`b`g`Y`c`Z`c`i`f`h`j`a`Y`!`V`c`i`b`X`"j]Y`g`"5`W`W`c`f`X]b[`m`z`m`e`i`f`Y`b[`U[`Y`a`Y`b`h`k`]h`h`Y`g`Y`e`i`Y`g`h`c`b`g`k`]"h`U`_`Y`h`Y`Z`c`f`a`c`Z`W`U`g`g`X]g`W`g`g]c`b`U`b`X`U`h`f`U`X]h`c`b`U`Y`g`g`U`m`z`V`i`h`U`g`c`U`b`c`f][`]b`U`"b`U`f`f`U`h`j`Y`]b`k`U`]W`X`m`e`i`]a`d`Y`a`Y`b`h`m`e`i`f`i`b`X`Y`f`g`h`U`b`X]b[`c`Z`h`Y`[`Y`b`f`Y`"H`Y`W`c`i`f`g`Y`]g`X`Y`g][`b`Y`X`U`g`U`U`]g`h`c`f`m`i`c`Z]X`Y`U`g`U`b`X`f`Y`d`f`Y`g`Y`b`h`U`h`c`b`g`z`V`i`h`U`g`c`U`g`U`h`c`c`_]h`z`k`U`]W`X`k`]"V`Y`d`i`g`h`]b`_`U`V`c`i`h`k`U`h`]h`a`Y`U`b`g`h`c`W`c`a`Y`c`Z`U[`Y`]b`c`i`f`c`k`b`i`g`c`W]Y`m`i`U`b`X`U`c`k`V`Y`g`h`c`U`d`d`f`c`U`W`h`Y`d`f`c`V`Y`a`c`Z`

H\Y`dfYgYbHhcb`k]`XYj Y`cd`g_]`g`cZcfU`Wca a i b]WUhc b`UbX`ZcghYf`X]gW gg]cb`k]h]b`gYa]bUfg`H\Y
dYfgcbU`fYZYW]cb`YI YfW]gY`k]`YbWci fU[Y`ghi XYbthg`hc`gYY`WcbbYW]cbg`VYtk YYb`hY`a UHYf]U`g`ghi X]YX
]b`hY`Wci fgY`UbX`ZJW] U`bUffU]h] Yg`cZXYj Y`cda Ybhz`k \YhYf`Ui hcV]c[fUd\]W]`cf`XfUk b`Zca`chYf
gci fW]g`H\Y`ei]n`gYfj Yg`hY`di fdcgY`cZW`h] U]b[`ZJa]]Uf]m]k]h`hY`hY] hg`UbX`#cf`Z]a fg]g`h] X]YXz`UbX
U`gc`U`ck`g`ghi XYbthg`UbchYfz`bcb!X]gW fg]j Y`a YUbg`cZXYa cbg]fU]h]b[`hY]f[fUgd`cZhY`fYUX]b[g`UbX
Z]a`g`

....

5ggYgga Ybh

Mci 'a i ghUHYa dhU''UggYgga Ybhg']b'cfXYf'hc'VY'Y'[[]V'Y'hc'dUgg'h'Y'Wci fgY''

5ggYgga YbhHUg_g'

5ggYgga YbhHUg_	K Y][\ h	8i Y'8UH'	Gh XYbh@YUfb]b[Ci hWca Yg'5ggYggYX
DfYgYbhUj]cb'	&)	Bch5dd']WUV'Y	(
A U'cf'YggUm) \$	&*#\$(#&\$%- '\$*.\$\$\$'DA	%z&Z
DYfgcbU'fYZYW]cb'YI YfW]gY'	&)	\$+#\$+#\$%\$&\$\$. \$\$'DA' DA	%(

5ggYgga Ybh8YHJ]`g

5ggYgga Ybh% 'DfYgYbhUj]cb

GHUfhXUH'. 'Bch5dd']WUV'Y

8YHJ]`g. '5'g\cfhcfU'dfYgYbhUj]cb'fD', 'a]bi h'gE'XYU']b['k]h' 'a UHYf]U'g'ghi X]YX'UbX'UW]j]h'Yg'i bXYfU_Yb]b'h'Y'Wci fgY''A Uf_žfi Vf]WUbX'gca Y'k f]h'Y'b'bc'h'g'dfcj]YX']b'WUgg''

Hi fb]h]b'gYh]b[. 'H\]g]g' bchU'f'f' fb]h]b'Ugg][ba Ybh

5ggYgga Ybh&. 'A U'cf'YggUm

GHUfhXUH'.

8YHJ]`g. '5b'YggUmk]''fYei]fY'g'hi XYbhg'hc'Wca d'YH'U'a U'cf'fYgYUfW'fUg_'cb'U'gY'YW]cb'cZHYI hg'UbX Z'a g'ghi X]YX'UW'cgg'h'Y'gYa Ygh'f''Gh XYbhg'k]''VY'fYei]fYX'hc'XYa cbghfUH'U'ZJa]]Uf]hmk]h'gW'c'Ufg\]d cb'6]Xi b['bUffU]j Yg'Ug'k Y''Ug'k]h' 'h'Y'df]a Ufm'h'I hg''&) \$\$'k cfXg''H\]g]g'h'Y'ZY%Y'ZY%Y'ZY%Y'ZY%Y'ZY%Y'ZY%

F Ygci fWg

DfYgWf]VYX`F Ygci fWg`

7ca d`YH`hYI hg`fUj U]`UV`Y`]b`I BGK` `Vcc_g\cdŁ

; Ycf[Y`9`]chz? [V^W_ SdZ

>Ua U]WU?`]bWU]Xž3` ` [W<aZ`

Gmj]U`D`UhžFZW4W^<Sd

NUX]Y`Ga]hžEi [`Y F [W

G\cfhYf`hYI hg`]b`fYUXYf`fUbX`cb`A ccX`YŁ

A UfW`Dfci ghžFZWI` Sk Tk Ei S` `ie fYI hfUWŁ

>YUb!>UWéi Yg`F ci ggYUi ž5a` XWé[a` eI Vcc_`%

J]f[]b]U`K cc`Z`5`g_YhW`cZhY`dUgh`fYI hfUWŁ

K]`]Ua`K`cfXgk cfhžFZWBdWgVWfYI hfUWŁ

fYd`UWŲa YbhZcf? bUi g[UUFX"

7ci fgY'ghfi WŲi fY.]b'&\$% '=]bhfci WŲX'a cXi `Ygžhc` []j Y'U'a cfY'cVj]ci g'ghfi WŲi fY'hc'hŲY`UŲŲf'dUfhicZŲY WŲi fgY"

Hcc'a i WŲ'gYWŲbXUfmfYUX]b[.]b'&\$% ž=WŲUb[YX'gca Y'cZŲY WŲa di `gcfmigYWŲbXUfmfYUX]b[g'hc cdh]cbU`gYWŲbXUfmfYUX]b[g"

Hk c'hŲi hg'hŲhk YfY'cb'h]g'WŲi fgY]b'&\$%+`UbX'&\$% ž: fYi Xž": fca 'hŲY`\]ghcfmicZUb`]bZUbh]Y'bYi fcg]gž UbX'? bUi g[UUFXž? k E fdgYYWŲ\Uj Y'VYYb'fYa cj YX']b'&\$%-]b'fYgdcbgY'hc'WŲa a YbŲg'a UXY'Vmighi XYbŲg]b'Vch'&\$% 'UbX'&\$%- "'# [YbYfU'ž=XcbfŲh]b_`hŲhŲi hg'g\ci `X'VY]bWŲi XYX#Ųi WŲi XYX'Vmidcdi `Uf]j chŲž Vi hdYcd'Y'a UXY'gca Y'hci [\hž `cV'YWŲ]cbg'hc'hŲcgY'dUfh]W'Uf'fYUX]b[g"

Gi Va]gg]cb`cZ5ggYgga YbhHUg_g

Gi Va]gg]cb`cZ5ggYgga YbhHUg_g

Hi fb]h]b`Gi Va]gg]cb

Ẓmci`YbWci bhYf`U`dfcV`Ya`k`Yb`U`H`Ya`dh]b[`h`c`gi`Va`]h`mci`f`Ugg][`ba`Ybh`h`fci`[`\`Hi`fb]h]b`z`d`YUgY`
H`Y`d`\`cb`Y`9I`H`fb`U`Gi`ddcfh`cb`-`,`),`'`,`'`,`%`cf`Ya`U]`h`Ya`cb`YI`H`fb`U`H`h`gi`ddcfh`4`i`bgk`"YXi`"Ui`"Gi`ddcfh`
\`ci`fg`UfY`,`.\$\$Ua`-`%\$.\$\$da`cb`k`YY`XUmg`UbX`-`.\$\$Ua`-`).\$\$da`cb`k`YY`YbXg`f`l`*)`XUmg`U`m`Y`Uf`l`"Ẓmci`
UfY`i`bUV`Y`h`c`gi`Va`]h`mci`f`Ugg][`ba`Ybh`Xi`Y`h`c`U`Z`U`h`k`]h`Hi`fb]h]b`mci`a`Um`Udd`m`z`f`Ub`YI`H`bg]cb`z`Vi`h`mci`
a`i`gh`f`Y`h`U]b`mci`f`h]W`Y`h`bi`a`VY`f`Z`ca`9I`H`fb`U`Gi`ddcfh`f`U`cb[`k`]h`Ub`m`c`h`Y`f`f`Y`j`Ub`h`X`c`W`a`Y`b`h`g`l`h`c`
]b`Wi`XY`Ug`Y`j`]X`Y`b`W`h`c`gi`ddcfh`mci`f`YI`H`bg]cb`Udd`]W`h]cb"Ẓmci`Ya`U]`9I`H`fb`U`Gi`ddcfh`mci`k`]"`

5 WUXYa]W<c bYghmUbX`D`U[]Uf]ga

D`U[]Uf]ga `]g`i g]b[`hY`k cfXg`cf]XYUg`cZchYfg`UbX`dfYgYbh]b[`hYa `Ug`mci f`ck b" `hWUb`hU`Y`a Ubm
Zcfa gZ`Zca `XY`]VYfUHY`WXYU]b[`hc`UWV]XYbhU`mW`dm]b[`Zca `U`gci fW`k]h`ci hUW_bck`YX[Ya Ybh`

I BGK `[fci dg`d`U[]Uf]ga `]bhc`hY`Zc`ck]b[`WUHY[cf]Yg.

7 cdm]b[.`i g]b[`hY`gUa Y`cf`j Yfmg]a]Uf`k cfXg`hc`hY`cf][]bU`hYI hcf]XYU`k]h`ci hUW_bck`YX[]b[`hY`
gci fW`cf`i g]b[`ei chU]cb`a Uf_g" `H\]g`U`gc`Udd`]Yg`hc`]a U[YgZ`UfhUbX`XYg][b`dfc`YWgZ`Ug`k Y`Ug
dfYgYbhU]cbg`k \YfY`gca YcbY`dfYgYbh]g`UbchYf`g]XYUg`cf`k cfXg`k]h`ci hWYX]h`

hUddfcdf]UHY`dUfUd`fUg]b[.`7`Ub[]b[`U`ZYk `k cfXg`UbX`d`fUgYg`k \]Y`a cghmifYU]b]b[`hY`cf][]bU`
ghfi W`i fY`UbX`#`f`dfc[fYgg]cb`cZ]XYUg`cZ`hY`cf][]bU`Z`UbX`]bZcfa U]cb`k]h`ci hUW_bck`YX[Ya Ybh`H\]g`U`gc
Udd`]Yg`]b`dfYgYbhU]cbg`k \YfY`gca YcbY`dUfUd`fUgYg`UbchYf`g]XYUg`cf`k cfXg`k]h`ci hWYX]hU`bX`hc
d]YW]b[`hc[YhYf`ei chYg`UbX`dUfUd`fUgYg`]bhc`U`bYk `k \c`Yz`k]h`ci hUddfcdf]UHY`fYZYfYbW]b["

7 c`i g]cb.`k cf_]b[`k]h`chYfg`Vi hdUgg]b[`cZ`hY`k cf_]Ug`U`dYfgcb`g`]bX]j]Xi U`k cf_]7 c`i g]cb`U`gc
]bWi XYg`dfcj]X]b[`mci f`k cf_]hc`UbchYf`gh`XYbhVYZc`fY`hY`Xi Y`XUHY`Zc`f`Zc`hY`di fdcgY`cZ`hY`a

- i bXYfghUbx'mci f'f][\hg'UbX'fYgdcbg]V]h]Yg'Ug'U'gh XYbhUhl BGK
- VY'Uk UfY'cZd'U[]Uf]ga ž'Wc'dmf][\hž' BGK 'Gh XYbh7cXY'cZ7cbXi W'Ubx'5W'W'dhUV'Y'I gY'cZ I BGK '⇒H'F'Ygci f'W'g'Dc`]W'h
- VY'Uk UfY'cZ'Y'ghUbxUfXg'cZVY\Uj]ci f'YI dY'W'X'cZYj Yfmcby`]b'h'Y'I BGK 'W'a a i b]m
- 'cW'W'h'gYfj]W'g'UbX']bZ'fa U]cb'UVci hl BGK 'UbX'I BGK '@]VfUfm

Gca Y'cZ'Y'gY'UfY'Ug'k]''VY'ZJa]]Uf'hc'mci ž'c'h'Y'fg'k]''VY'bYk "'; U]b]b['U'gc`]X'i bXYfghUbx]b['cZU''h'Y fY'U'Y'X'UgdY'W'g'cZ9@-G9'k]''\Y'd'mci 'a U_Y'h'Y'a cgh'cZ'mci f'gh X]Yg'Uhl BGK ""

[\h'hd.##gi V'Y'W'f'i \]X'Y'g"'\]VfUfm'i bgk "Y'X'i "U'i #' \]gY#\]V'ci h' \]gY](#)

5 WUXYa]W]bZcfa Uh]cb`

: cf`YggYbh]U`ghi XYbh]bZcfa Uh]cb`fY`Uh]b[`hc.

- fYei Yghg`ZcfYI hYbg]cb/
- `UhY`gi Va]gg]cbg`[i]XY`]bYg/
- fYj]Yk `cZa Uf_g/
- I BGK `<YU`h`UbX`GUZYfmidc`]WYg/
- YI Ua]bUh]cb`dfcVWXi fYg/
- gdYW]U`Vc]bg]XYfUh]cb`]b`hY`Yj Ybhcz]`bYgg`cf`a]gUXj Ybh fY/
- ghi XYbhYei]fmUbX`X]gUV`]fm/
- UbX`chYf`YggYbh]U`UWUXYa]W]bZcfa Uh]cbz`gYY

\hhdg.##k k k "Ufng"i bgk "YXi "Ui #W ffYbh]ghi XYbh]#JWUXYa]W]bZcfa Uh]cb`#dfc]cWc`g`[i]XY`]bYg#