



7ci fgY`Cj Yfj]Yk

GHJZZ7cbHJWñ8YHU]`g

7cbj Ybcfg

B Ua Y	9a U]`	5j U]UV]`]m	@cWUñcb	D\cbY
8f`GcbmU`5`6fck b	gcbmU`Vfck b4 i bgk "YXi "Ui		5]bgk cft\` (\$, 8	

8Ya cbghfUñc fg

B Ua Y	9a U]`	5j U]UV]`]m	@cWUñcb	D\cbY
6Yb`Ua]b`HmbUb	V`hmbUb4 i bgk "YXi "Ui		5]bgk cft\`" %%	
F ck YbU`8]`cb	fck YbU`X]`cb4 i bgk "YXi "Ui		5]bgk cft\` (\$,	
K]`]Ua `F U\Uf`c	k "fU\Uf`c4 i bgk "YXi "Ui			

GWXcc`7cbHJWññZcfa Uh]cb

@cWUñcb

I BGK `A YWUub]WU`UbX`A Ubi ZUWñ f]b[`9b[]bYYf]b[

5]bgk cft\`Vi]X]b[`>%+ž@Yj Y`%

5Vcj Y`7cZZY`cb`7Ua di g

<ci fg

-.\$\$-).\$\$da žA cbXUmñ: f]XUñt

†7`cgYX`cb`di V`]W\

fZ *%&Ł- ' ,) '' %+- -' BGK 'Gh Xm5VfcUX'UbX'I BGK '9I WUb[Y'fŁcf']bVci bX'ghi XYbhtŁ

fZ *%&Ł- ' ,) '(\$- +'-GWcc`C ZWYH

H D`YUgY'bcH' hUhi'Y'GWcc`C ZW'k]`'bch_bck 'k \Yb#Zmci f'Wci fgY'Wcbj Ybcf']g'cb'WJa di g'cf Uj U]UV'Y

9a U]

[9b\[\]bYYf\]b\['Gh XYbhGi ddcfhGYfj \]Wg](#) -'W ffYbhghi XYbhYbei]f]Yg

- Y"["Ybfc`a YbŁždfc[fYgg]cbžWUg\ fYei YgrŁžWci fgY]ggi Yg'cf' dfc[fUa !fY`UH'X'ei Yf]Yg

[9b\[\]bYYf\]b\['ŁXi gfh\]U`HfU\]b\]b\[](#) -'ŁXi gfh]U`HfU]b]b['ei Ygh]cbg

[I BGK 'Gh Xm5VfcUX](#) -'ghi XmiUVfcUX'ghi XYbhYbei]f]Yg'fŁcf']bVci bX'ghi XYbhtŁ

[I BGK '9I WUb\[Y](#) -'ghi XYbhYI WUb[Y'Ybei]f]Yg'fŁcf']bVci bX'ghi XYbhtŁ

[I BGK 'i h fY'Gh XYbht](#) -'dch'bh]U`ghi XYbhYbei]f]Yg

- Y"["UXa]gg]cbgžZYgždfc[fUa gžWYX]h'fUbgZYf

[GWcc`C ZWY](#) -'GWcc`[YbYfU`cZWY'UXa]b]ghfU]cb'Ybei]f]Yg

- B 6. hY'fY'Yj Ubh'YUa g`]gh'X'UVcj Y'a i ghVY'WcbhUWYX'Zcf'U`'ghi XYbhYbei]f]Yg" H\Y'GWcc`k]`cb'mVY'UV'Y'Łc'fY'ZYf'ghi XYbht'cb'Łc'hY'fY'Yj Ubh'YUa]ZWcbhUWYX

7ci fgY'8YHJ]`g

7fYX]hDc]bhg`*`

Gi a a UfmcZh\Y'7ci fgY

dfcYwW'HYUa k cf_k]''U'gc'Zcfa 'dUfhcZA cXi 'Y'' 'hc'Ugg]gh]b'XYj Y'cd]b['hY'Wca a i b]WU]cb'UbX
]bYfdYfgcbU'g_]`g'W]h]W'Zcf']bXi g]f]m'

@YwW' fYg

@YwW' fYg'k]''Wc] Yf'hY'a U]b'hYcYf]W'Wc' fgY'Wc'bYb]h'HYUa '6UgYX'@YUfb]b['fH6@E'gYgg]cbg'k]''VY
i gYX'j]b'gca Y'gmg]h'a g'WUggYg'hc'YbWc'i fU[Y'UXX]h]cbU'']bYfUW]cb'k]h' hY'Wc'bYb]h'

8Ya cbg]fU]h]cbg

8Ya cbg]fU]h]cbg'k]'']bW' XY'Ub'YI Ua d'Y'dfcV'Ya 'cf'YI YfW]gYz'k]h' UXX]h]cbU''h]a Y'Uj U]UV'Y'hc'k cf_
h]fci [\ 'hY'fYei]fYX'XYg][b'dfcV'Ya g'z'k]h' XYa cbg]fU]h]cbg'gi ddc]f]Uj U]UV'Y'Zcf'Wc'bgi 'h]h]cb'UbX
ei Yg]h]cbg'fY[UfX]b['hY'XYg][b'dfcV'Ya g"

8Yg][b!6i]X!HYgh

H\Y'8Yg][b!6i]X!HYghdfcYwW]g'ZcW'gYX'cb'YI dYf]Yb]U''YUfb]b['h'W]b]ei Yg''9UW' h'Ua 'k]''XYg][b'Ub
U]fWU]ZhdUfh]c'a Y]h]U'XYh]YX'gYhcZfYei]fYa Yb]g''9UW' h'Ua 'k]''bYX'hc'a Ubi ZUW' fY'hY]f'ck b'dUf]z
UbX'h]g'k]''VY'h]g]h'X'hc'ZU]i fYz'UbX'\YbW'U'ck 'h'Ua g'hc'fYj]Yk 'hY'g]f]i W' fU'dYfZcfa UbW'cZ]hY]f
XYg][b"

5XX]h]cbU'7ci fgY'Zcfa U]h]cb

DfYfYei]g]hYg

89GB&\$\$\$'9b[]bYYf]b['8Yg][b'UbX'DfcZ]gg]cbU'DfUW]W'CF'A A 5B&%\$\$\$'9b[]bYYf]b['8Yg][b'&
5B8
9B; ; &(\$\$'CF'A A 5B&(\$\$'A YW]Ub]W]cZGc'Xg'%

5ggi a YX'? bck `YX[Y

Gh XYb]g'UfY'YI dYwYX'hc'\Uj Y'U'gci bX'i bXYf]h]UbX]b['cZYb[]bYYf]b['XYg][b'UbX'XfUk]b[z]gh]h]W]g'UbX
ZfY'VcXmX]U[fUa g'z'a Ubi ZUW' f]b[zUYf]cgdUW'g]f]i W' fU'UbU'ng]g'z'UbX'Z][\hdYfZcfa UbW'df]c]f'hc
U]h]a dh]b['h]g]Wc'i fgY"

D'U]h]cfa g'UbX'7ca a i b]WU]cb

5Yf]cgdUW'8Yg][b'%k]''i gY'U'Wca V]bU]h]cb'cZA]W'cgcZ]hYUa g'UbX'A ccX'Y''H\Y'df]a Ufm]Wca a i b]WU]cb
W]UbbY'k]''VY'A]W'cgcZ]hYUa g''D'YUgY'Ybgi fY'mci 'W]YW'HYUa g'fY[i 'Uf]m]Zcf'Ubm]a dcf]U]b
Ubbci bW]a Yb]g''E i Yg]h]cbg'UfY'VYghUXXfYggYX'j]b'WUgg'cf]j]U'HYUa g''=k]''Xc'a mVYgh]c'fYg]dc]bX'hc'U'
ei Yf]Yg'j]b'cbY'Vi g]bYgg'XUm'

7`Ugg'H]a Yg

D'YUgY'fYZf'hc'mci f'WUgg'h]a Y]UV'Y'Zcf'hY''YUfb]b['UW]h]h]Yg'mci 'UfY'Ybfc''YX'j]b'UbX'U]h]bX'cb'm]h]c]gY
WUggYg"

	8Um	H]a Y	@cWU]cb
@YwW' fYg	A cbXUm	%dJa '!%&da	C b`]bY'fK YY_g'%d) z+!%\$E
	K YXbYgXUm	- Ua '!%dJa	C b`]bY'fK YY_g'%d) z+!, E

	K YXbYgXUm	!%Ja	C b`bY`fK YY_g`-!%\$Ł
8Ya cbghfU]cbg flŁ	Hi YgXUm	!%&da	K YVghYf`H\YUhfY`5 fl %) !%- \$Ł`fK YY_g`%d) ž+Ł
	Hi YgXUm	!%&da	K YVghYf`H\YUhfY`6 fl %) !&- \$Ł`fK YY_g`%d) ž+Ł
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Wc_0ksh6qV// LafXUm		2p m) 1.000000 1.000000 1.000000 rg q 0.56 71).0088	TJ ET Q90.8000E

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5ggYgga YbhHUg_g

5ggYgga YbhHUg_	K Y][\h	8i Y'8UH	Gh XYbh@YUfb]b[Ci hWta Yg'5ggYggYX
8Yg][b'DfcV`Ya g`	()	GYV`VY`ck	%ž`&ž`
E i]nnYg`	&\$	GYV`VY`ck	%ž`&ž`
8Yg][b!6i]X!HYghfHYUa Ł`	')	%+#\$, #&\$&%`%) \$`DA	%ž`

5ggYgga Ybh8YHU]`g

5ggYgga Ybh%`8Yg][b'DfcV`Ya g`

GHUfhXUH. `Bch5dd`]WUV`Y

8YHU]`g.

8Yg][b'DfcV`Ya `f%) | Ł!`Hfi gg`!`8i Y`##,`" b_ FZgdVSk | W] &

8Yg][b'DfcV`Ya `&f%) | Ł!`8ci V`Yf`!`8i Y`##,`" b_ FZgdVSk | W])

8Yg][b'DfcV`Ya ``f%) | Ł!`GmghYa g`!`8i Y`##,`" b_ FZgdVSk | W] #`

Gi Va]gg]cb] j]U`A ccX`Y`"

8YUX`]bY`Zcf`UVgc`i h`Z]`. `H`fY`f`l`Ł`XUm`g`UZY`f`f`Y`j`UbhXi`Y`XUH`"

5XX]h]cbU`XYHU]`g.

A Uf_g`fYh`fbYX`tk`c`k`YY_g`UZY`f`gi`Va]gg]cb`"

5ggYgga Ybh&. `E i]nnYg`

GHUfhXUH. `Bch5dd`]WUV`Y

8YHU]`g.

Ghi W`i`fYg`f%\$| Ł!`I`W`W`VSk | W] %`Xi`f]b[`h`Y`g`W`X`Y`Xi`Y`X`Y`W`i`f`Y`

GmghYa g`f%\$| Ł!`HYUa`'6UgYX`i`@YUfb]b[`fH6`@Ł`gYgg]cbg`Xi`f]b[`g`W`X`Y`Xi`Y`X`Y`W`i`f`Y`g.`

`I`W`W`VSk | W] `f`I`W`W`VSk | W])`f`I`W`W`VSk | W] `*`

Ł!`WUgg`k`]h`gi`Va]gg]cb] j]U`A ccX`Y`"

8YUX`]bY`Zcf`UVgc`i h`Z]`. `B`#`5`

5XX]h]cbU`XYHJ]`g.

E i]nnYg`k]`cVWV f`]b!WUgg`Xi f]b[`cbY`cZ`h`Y`Y`W`f`y`g`Y`gg]cbg`]b`h`Y`"]gh`X`k`YY`_`
: cf`G`f`i` W`h` f`Y`g`E`i`]n`!`A` Uf`_`g`f`Y`h` fb`Y`X`'k`c`k`YY`_`g`U`Z`Y`f`'e`i`]n`"
: cf`G`m`g`h`Y`a` g`H6`@`E`i`]nn`Y`g`!`A` Uf`_`g`f`Y`h` fb`Y`X`V`m`c`b`Y`'k`YY`_`U`Z`Y`f`'e`i`]n`"

5ggYgga Ybh' .`8Yg][b!6i]`X!HYghfHYUa Ł

GHUfhXUH`Y` .`B`ch5dd`]WUV`Y`

@Yb[h. .`&\$`dU[Yg`f`a` U[]a`i`a` Ł

8YHJ]`g.

HYUa `d`f`c`Y`W`h`"

8Yg][b!6i]`X!HYghcZ`h`d`]WU`"UY`f`c`g`d`U`W`"g`h`f`i` W`h` f`Y`"

HYghd`]Y`W`"d`\`m`g`]WU`"g`i` Va`]gg]cb. `!`WUgg`"

F`Y`d`c`f`h`g`i` Va`]gg]cb`j`]U`A` c`c`X`Y`"

8YUX`]b`Y`Z`c`f`U`V`g`c`i` h`'Z`J`]`.:`]j`Y`f`h`E`X`U`m`g`U`Z`Y`f`'X`i`Y`X`U`h`Y`"

5XX]h]cbU`XYHJ]`g.

H`Y`"h`Y`U`a` `U`g`g`Y`g`g`a` Y`b`h`a` U`f`_`k`]`"V`Y`'a` c`X`Y`f`U`h`X`'V`m`U`W`X`Y`a`]W`f`Y`j`]Y`k` `U`b`X`'d`Y`Y`f`Y`j` U`i` U`h`c`b`'h`c`' []j`Y`U`b`
]b`X`j`]X`i` U`'a` U`f`_`Z`c`f`'h`Y`'U`g`g`Y`g`g`a` Y`b`h`"

: c`f`'h`Y`'h`Y`U`a` `U`g`g`Y`g`g`a` Y`b`h`Z`U`b`']b`X`j`]X`i` U`"g`h`U`h`Y`a` Y`b`h`c`Z`W`U`]a` `c`Z`W`c`b`h`f`]V`i` h`c`b`g`'a` i` g`h`V`Y`'g`i` Va`]h`Y`X`
Y`Y`W`f`c`b`]WU`"m`V`m`h`Y`'U`g`g`Y`g`g`a` Y`b`h`X`i`Y`X`U`h`Y`":` U`]i` f`Y`'h`c`'g`i` Va`]h`U`b`']b`X`j`]X`i` U`"g`h`U`h`Y`a` Y`b`h`c`Z`W`U`]a` `Z`c`f`'h`Y`
U`g`g`Y`g`g`a` Y`b`h`k`]`"f`Y`g`i` `h`]b`'U`b`']b`X`j`]X`i` U`"d`Y`b`U`'h`m`c`Z`%\$`i` `c`Z`h`Y`'a` U[]a`i`a` `a` U`f`_`d`c`g`g`]V`Y`Z`c`f`'h`Y`'U`g`g`Y`g`g`a` Y`b`h`"

: c`f`'h`Y`'h`Y`U`a` `U`g`g`Y`g`g`a` Y`b`h`Z`U`'d`Y`Y`f`Y`j` U`i` U`h`c`b`'a` i` g`h`V`Y`'W`c`a` d`Y`h`X`'Y`W`f`c`b`]WU`"n`i`D`Y`Y`f`Y`j` U`i` U`h`c`b`g`Z`c`f`'h`Y`
8Yg][b!6i]`X!HYghd`f`c`Y`W`h`a` i` g`h`V`Y`'W`c`a` d`Y`h`X`'V`m`(.`\$`d`a` `:` f`]X`U`m`&\$`h`'5`i` []i`g`h`":` U`]i` f`Y`'h`c`'W`c`a` d`Y`h`'h`Y`
d`Y`Y`f`Y`j` U`i` U`h`c`b`'V`m`h`Y`'f`Y`e`i`]f`Y`X`'X`Y`U`X`]b`Y`Z`c`f`'h`Y`'U`g`g`Y`g`g`a` Y`b`h`k`]`"f`Y`g`i` `h`]b`'U`b`']b`X`j`]X`i` U`"d`Y`b`U`'h`m`c`Z`%\$`i` `c`Z`
h`Y`'a` U[]a`i`a` `a` U`f`_`d`c`g`g`]V`Y`Z`c`f`'h`Y`'U`g`g`Y`g`g`a` Y`b`h`"

A`U[]a`i`a` `d`U[]Y`b`i`a` V`Y`f`g`'Y`i` W`i` X`Y`Z`c`b`h`a` U`h`Y`f`z`f`Y`Z`f`Y`b`W`g`'U`b`X`'U`d`d`Y`b`X`]W`g`"

5 hYbXUbW`F Yei]fYa Ybhg

Gh XYbhg`UFY`ghfcb[`mYbWci`fU[YX`hc`UhhYbX`U`YWh`fYg`cf`fYj`Jk`YWh`fY`fYWcfX]b[g"
 5 hYbXUbW`]g`fYei`]fYX`UhU`XYa`cbghfUhg`cbg`UbX`k`cf`g`l`cdg#UVg" `Zmci`f`UVgYbW`Yei`UhYg`hc`a`cfY`h`Ub
 &\$i`c`ZXYa`cbghfUhg`cbg`UbX`k`cf`g`l`cdg#UVgZmci`a`UmZUj`h`Y`Wci`fgYZcf`VY`XYb]YX`gdYWU`Wcbg]XYfUhg`cb"
 BchY`h`UhZcf`HYfa`&Z&\$&%`h`YfY`k`J`VY`Ub`cb`]bY`WUgg`Uj`Uj`UV`Y`Zcf`XYa`cbghfUhg`cbg`UbX`k`cf`g`l`cdg#UVg
 Zcf`h`cgY`i`bUV`Y`hc`UhhYbX`]b`dYfgcb"

7 ci fgY`GVW`YXi`Y`

[J`Yk`WUgg`ha`YhUV`Y`](#)

H]a`YhUV`Y`

8UhY	HmdY	7cbhYbh
K`YY`_`%`" `%A`Um!`(`>i`bY`	@YWh`fY`	5.`Ghfi`Wh`fYg`!`W]cb`hc`5YfcdgUW`8Yg][`bZ8Yg][`b`DfcW`gg`UbX`F`Yj`]Yk`g` 6.`Ghfi`Wh`fYg`!`F`Y[`i`Uh]cbg`UbX`@cUX`:`UW`c`fg`fi`5F`&`t` 7.`Ghfi`Wh`fYg`!`Ghfi`Wh`fU`@cUXg`UbX`:`fYY`6cXm` 8]U[`fUa`g`fi`5F`&`t`
K`YY`_`&`+`>i`bY`!`%%`>i`bY`	@YWh`fY`	5.`Ghfi`Wh`fYg`!`5YfcdgUW`Ghfi`Wh`fU`8Yg][`b`fi`5F`&`t` 6.`Ghfi`Wh`fYg`!`:`U]i`fY`HmdYg`UbX`A`UhYf]U`8UhU`fA`A`D8G`/`7A`<!%+t` 7.`Ghfi`Wh`fYg`!`Hfi`ggYg`f6fi`b`5&`-`/`5&`%\$`/`:`UVY`%`%\$t`
K`YY`_`"`.`%(`>i`bY`!`%`>i`bY`	@YWh`fY`	5.`Ghfi`Wh`fYg`!`6YUa`g`fi`UVY`%`(`Z%`)`Z%`*`Z%`+Z`7`&`t` 6.`Ghfi`Wh`fYg`!`7i`hCi`hg`/`8ci`V`Yfg`fB]i`7`*\`/`:`UVY`7`-`t` 7.`Ghfi`Wh`fYg`!`E`i`]n`!`Ghfi`Wh`fU`8Yg][`b`
K`YY`_`(`.`&%`>i`bY`!`&`>i`bY`	@YWh`fY`	5.`Ghfi`Wh`fYg`!`>c]bhg`/`:`UghY`bYfg`f6fi`b`8%/`:`UVY`7`-`t` 6.`Ghfi`Wh`fYg`!`@`[`g`f6fi`b`8%t` 7.`Ghfi`Wh`fYg`!`Ghfi`Wh`fU`8Yg][`b`F`Yj`]Yk`
K`YY`_`)`.`&`,`>i`bY`!`&`>i`m`	@YWh`fY`	

		7. 'GmghYa g!' 'H6@E i]n' <nXfUi ']WGmghYa g'fA c]f/ GYUVf]X[Y'&\$\$, '7\ '(Ł
K YY_+. '%&'>i 'm! '%* '>i 'm	@YWh fY	5. 'GmghYa g!' : '][\h7 cbfbc' 'GmghYa g'fA c]f/ GYUVf]X[Y'&\$\$, '7\ '% Ł 6. 'GmghYa g!' '9'Ywf]WJ' 'GmghYa g'fA c]f/ 'GYUVf]X[Y'&\$\$, '7\ ') Ł 7. 'GmghYa g!' 'H6@E i]n' '5j]cb]Vg' 'GmghYa g'fA c]f/ GYUVf]X[Y'&\$\$, '7\ '%& Ł
K YY_-. '%&'>i 'm! '&' '>i 'm	@YWh fY	5. '86H!' '86H' 'Gi ddcfh! 'A Ubi ZJWh fY 'Z' 7 cbgi 'h]cb' 'f6 fi \b' '8%/' : 55!<!, \$, ' Ł 6. 'GmghYa g!' : i Y' 'GmghYa g'fA c]f/ 'GYUVf]X[Y'&\$\$, '7\ ' Ł 7. 'GmghYa g!' 'H6@E i]n' '7 ca a i b]WJ]cb' 'GmghYa g'fD]gUWJbY' '7\ ' - Ł
K YY_-. '%&'>i 'm! ' '\$>i 'm	@YWh fY	5. '86H!' '86H' 'Gi ddcfh! 'HYgh]b['Z' '7 cbgi 'h]cb 6. ; i Ygh@YWh fY 'H67
K YY_%. '&5i [i gh! '* 5i [i gh	@YWh fY	5. 'GmghYa g!' '7 UgY 'Gh Xmi' '6cY]b['+' + 'A 5L' 'f@]cb 5]f' : '][\h*%' '\$' 'DfY' 'ja]bUfmF Ydcfh/ '9h]cd]Ub 5]f]bYg' : '][\h' '\$&' 'DfY' 'ja]bUfmF Ydcfh Ł 6. '59F C (%%' '\$' '5YfcgdUW' '8Yg][b' '&' '8Yg][b DfYgYb]h]cbg

F Ygci fWg

DfYgWf]VYX`F Ygci fWg`

- >YUb!7`Ui XY: `UVY`žDfUWf]Wf`GhfYgg`5bU`mg]g`Zcf`8Yg][b`9b[]bYYfgž:]fgh9X]hcbž@U_Y`7]m
Di V`]g\]b[`7 ca dUbm% - +

Gi Va]gg]cb'cZ'5ggYgga YbhiHUg_g

5ggYgga Ybhgi Va]gg]cb'UbX'a Uf_]b['Wf]hYf]U

G\ci 'X'hY'Wci fgY'\Uj Y'Ubmcbcb!Y'YWfcb]WUggYgga Ybhgi Va]gg]cbž'hYgY'g\ci 'X'\Uj Y'U'ghUbxUfX
GWcc`Wcj Yf'g\YYH'

5`gi Va]gg]cbg'UfY'YI dYWYX'hc'VY'bYUhiUbX'WYUfmgYhici H'Mci f'fYgi 'hg'UfY'hY'd]bbUWY'cZU`mci f'\UfX
k cf_'UbX'g\ci 'X'VY'hYUhx'k]h'Xi Y'fYgdYWf'DfYgYbh]b['fYgi 'hg'WYUfm[]j Yg'hY'a Uf_Yf'hY'VYgh'WUbwY
cZi bXYfgtUbx]b['mci f'a YhcX/Yj Yb']ZhY'bi a Yf]WU'fYgi 'hg'UfY']bVc'ffYWf'

UggYgga YbhdYfZcfa UbWžmci 'UfY'Y'[]V'Y'hc'Udd'mZcf'GdYWU'7 cbg]XYfUhc'b'df]cf'hc'gi Va]h]b['Ub
UggYgga Ybhcf'g]h]b['Ub'YI Ua "

I BGK 'bck '\Ug'U': [\]hrc'G\]h#Gi Va \]hfi_Yžk \\]](#)W'a YUbg'hUh]Zmci 'UthYa dhUb'YI Ua 'cf'gi Va]hU'd]YW'cZ
UggYgga Ybhžmci 'UfY'XYWUf]b['mci fgY'Z]hYbci [\ 'hc'Xc'gc'UbX'WUbbch'Uthf'Udd'mZcf'GdYWU'
7 cbg]XYfUhc'b"

: cf'XYHU]g'cZUdd'm]b['Zcf'GdYWU'7 cbg]XYfUhc'b'UbX'WcbX]h]cbg'Zcf'hY'Uk UfX'cZgi dd'Ya YbhUfm
UggYgga Ybhž'd'YUg'gYY'hY'jbZcfa Uhc]b'cb'I BGK 'g' [GdYWU'7 cbg\]XYfUhc'b'dU\[Y"](#)

D'YUgY'bcHY'hUhighi XYbhg'k]'bchVY'fYei]fYX'hc'dfcj]XY'UbmXcW a YbhUfmYj]XYbW'hc
gi ddcfhUVgYbW'g'Zca 'UbmWUggYg'a]ggYX'VYWU]i gY'cZ7CJ -8!%- 'di V']W\YU'h' a YUgi fYg'gi W'Ug
]gc'Uh]cb" I BGK 'k]'bchVY']bg]gh]b['cb'a YX]W'Wf]h]WUhg'Zca 'UbmcbY'XYYa YX'hc'VY'U'dcg]h] Y'WUgYž
cf'k \Yb'hYm\Uj Y'fYVčj YfYX" 'Gi W'Wf]h]WUhg'UfY'X]Z]W'h'hc'cVHU]b'UbX'di hUb'i bbYW'ggUfm]gh]U]b'cb
gh XYbhg'UbX'a YX]W'ghUZZ'

5dd']W]h]cbg'Zcf'gdYWU'Wcbg]XYfUhc'b'k]'VY'fYei]fYX'Zcf'UggYgga YbhUbX'dUfh]W]dUhc'b'UVgYbW'g'—
Vi hbc'XcW a YbhUfmYj]XYbW'Zcf'7CJ -8 %-]'bYgg'cf']gc'Uh]cb'k]'VY'fYei]fYX"

5 WUXYa]W< cbYgmiUbX`D`U[]Uf]ga

I BGK `Ug`Ub`cb[c]b[`Wca a]ha Ybhlc`Zcghf]b[`U`W`h`fY`cZ`YUfb]b[`]bZcfa YX`VmiUWUXYa]W]bhY[f]m`5`
I BGK `gh`XYbhg`Uj`Y`U`fYgdcbg]V`]hmlc`UX`YfY`hc`h`g`df]bW]d`Y`cZUWUXYa]W]bhY[f]m`D`U[]Uf]ga
i bXYfa]bYg`UWUXYa]W]bhY[f]m]UbX`]g`bchlc`YfUHX`Uhl`BGK`"B`SY[Sde_`SfG@E|`[e VWX`WV`Se ge[`Y`
fZWi`ad/e`ad[VWSe`aXafZW`S`V`bSee[`Y`fZW_`aXSe`kagdai`ž`

D`U[]Uf]ga`]g`U`hmdY`cZ]bhY`YW`i`U`h`YZ`h`h`W]b`hU`_Y`a`UbmiZcfa`gž`Zca`XY`]VYfUHX`WXYU]b[`hc`UWUXYbH`m`
W`dm]b[`Zca`U`gci`fW`k`]h`ci`hUW`bck`YX[`Ya`Ybh`I`BGK` `Ug`dfcXi`W`X`U`k`YVg]h`k`]h`U`k`YU`h`cZ`
fYgci`fW`g`hc`gi`ddcfhgh`XYbhg`hc`i`bXYfghU]bX`U]c]X`d`U[]Uf]ga`ž`]g]h`[gh`XYbh`i`bgk`"YXi`"Ui`#d`U\[\]Uf\]ga`"](#)
H`Y`@YUfb]b[`7`YbhY`Ugg]gh`gh`XYbhg`k`]h`i`bXYfghU]bX]b[`UWUXYa]W]bhY[f]m]UbX`ck`bchlc`d`U[]Uf]gY`
H`Y`miU`gc`lc`X`k`cf_g`l`cdg`UbX`W]b`Y`d`gh`XYbhg`cbY!cb!cbY"

Mci`U`fY`U`gc`fYa`]bXYX`h`UhWUfYZ`h`ja`Y`a`UbU[`Ya`Ybh]g`Ub`ja`dcfU]bhdUfhcZgh`XmiUbX`cbY`cZ`h`Y`
]XYbh]Z`YX`W]i`gYg`cZ`d`U[]Uf]ga`]g`d`ccf`h`ja`Y`a`UbU[`Ya`Ybh`G`h`XYbhg`g`l`ci`X`U`ck`gi`Z`W]Ybh]ja`Y`Z`c`f`
fYgYUfW`X`Z`X`fU]Z]b[`UbX`h`Y`dfcdYf`fY`Z`fY`bW]b[`cZ`gci`fW`g`]b`dfY`dUf]b[`U`UggYgga`Ybh]Ug_g"

Zd`U[]Uf]ga`]g`Zci`bX`]b`mci`f`k`cf`_`k`Y`b`mci`U`fY`]b`Z`fghmY`Ufž`mci`f`Y`W`h`fY`f`k`]`c`Z`Y`f`mci`Ugg]ghU]bW`hc`
h`g`f`c`j`Y`j`mci`f`U`W`UX`Y`a`h`W`g`Z`c`d`h`Y`m`a`f`b`m`U`g`]`mci`h`Y`c`G`h`U`h`g`b`a`Y`g`b`b`X`Y`W`g`c`V`W`g`Z`U`m`U`X`h`Y`@YUfb]b[`X`Y`f`"
7`YbhY`Z`c`f`gca`Y`h`a`Y`g`fY`gi`Va`]h`mci`f`k`cf`_`k`]h`h`Y`dfcV`Ya`Z]YX`"<ck`Yj`Yf`a`cfY`gYf]ci`g`]bg]U]bW`g`]b`Z`fgh`
mY`Ufž`gi`W`U`g`gh`U`]b[`Ubch`Y`f`gh`XYbhg`k`cf`_`cf`dU]b[`gca`YcbY`hc`Xc`mci`f`k`cf`_`ž`a`UmVY`]bj`Ygh[`U`h`X`
i`bXYf`h`Y`G`h`XYbhA`]g`W`c`b`X`i`W`h`D`f`c`W`X`i`fYg"

F`YdYU`h`X`d`U[]Uf]ga`fYj`Yb`]b`Z`fghmY`Ufž`d`U[]Uf]ga`U`Z`Y`f`Z`fghmY`Ufž`c`f`gYf]ci`g`]bg]U]bW`gž`a`UmU`gc`V`Y`
]bj`Ygh[`U`h`X`i`bXYf`h`Y`G`h`XYbhA`]g`W`c`b`X`i`W`h`D`f`c`W`X`i`fYg`"H`Y`d`Y`b`U`h`Y`g`i`bXYf`h`Y`dfc`W`X`i`fYg`W]b`]bW`i`XY`
U`fY`Xi`W`h`m`Y`U`YU`a`gž`V`]b[`U`mci`a`Y`Y`Z`f`h`Y`Z`c`f`gYf]ci`g`U`h`Y`f`g`

5 WUXYa]W=Zcfa Uh]cb

7 fYX]hdc]bHg

7 ci fgY WfYX]h]g'WU'W'UH'X']b' l' b]hg!C Z 7 fYX]hfl C 7 E" H\Y'bcfa U'k cf_'cUX'YI dYWWUh]cb'Zc'f'cbY'I C 7]g'Uddfcl]a UH'm&) '\ci fg'dYf'hYfa "'H\]g']bW' XYg'WUgg'WcbHUW\ci fg'zdf]j UH']gh' Xn'z'ch'Yf'YUfb]b[UW]j]hYg'zdfYdUfU]cb'UbX'h]a Y'gdYbhcb'U''UggYggUV'Y'k cf_"

A cghWci fgYk cf_'Wci fgYg'Uhi BGK 'UFY'*'I C 7 'UbX']bj' c'j' Y'Ub'Ygh]a UH'X'%) \$'\ci fg'hc'Wca d'YH'z'Zc'f'Vch fY[i 'Uf'UbX']bH'bg]j' Y'hYfa g''9UWX'Wci fgY']bW' XYg'U'dfYgW]VYX'bi a VYf'cZ\ci fg'dYf'k YY_'f'k# E'cZ gWYXi 'YX'ZJW!hc!ZJW'UbX#f'cb']bY'WcbHUW'5bmUXX]h]cbU'h]a Y'VYmcbX'h'Y'dfYgW]VYX'WcbHUW\ci fg g\ci 'X'VY'gdYbh]b'a U_]b['gi fY'h'Uhmei 'i bXYfgHUbX'h'Y'YVh' fY'a UH'f]U'z'Wca d'Yh]b['h'Y'gYh Ugg][ba YbHg'z'Z f'h'Yf'fYUX]b['z'UbX'fYj]g]b['Zc'f'UbmYI Ua]bU]cbg"

C b!WJa di g'WUgg'UH'Y'bXUbW

Di V'WX]ghUbW]b['WcbX]h]cbg'a i ghVY'Z'ck YX'Zc'f'U''ZJW!hc!ZJW'WUggYg''Hc'Ybgi fY'h']g'z'cb'migh' XYbHg Ybfc''YX']b'h'cgY'WUggYg'k]''VY'U'ck YX']b'h'Y'fcca "'Bc'c'j' Yf'Ybfc'a Ybh]g'U'ck YX']b'ZJW!hc!ZJW'WUggYg''Gh'XYbHg'Ybfc''YX']b'cb']bY'WUggYg'WU'gk Ud'h'Y]f'Ybfc'a Ybh]Zca 'cb']bY'hc'U'']a]h'YX'bi a VYf'cZ cb!WJa di g'WUggYg'VmGi bXUn'z'K YY_'%'D'YUgY'fYZf'hc'mei f'Wci fgYfg'A]W'cgcZ'hYUa g'UbX'A ccX'Y'g]hYg Zc'f'a cfY']bZcfa Uh]cb'UVci hWUgg'UH'Y'bXUbW'Zc'f']b'dYfgcb'UbX'cb']bY'WUgg'gYW]cbg#UW]j]hYg"

- [A ccX`Y](#)
- [@UV`5WY`gg](#)
- [Z ca di h\]b\[: UW`hYg](#)
- [Gh XYbhF Ygci fW`g](#)
- [Z ci fgY`Ci h\]bYg](#)
- [: UW`mHfUbg\]hcbU`5ffUb\[Ya Yb\]g`Zcf`7CJ`-8!%-](#)

5ddYbX]l . '9b[]bYYfg'5i ghfU`U'f95Ł'DfcZYgg]cbU`'9b[]bYYf'7ca dYhYbWm
GHUbXUfX

Dfc[fUa 'bHYbXYX'@YUfb]b['Ci hWta Yg	
? bck `YX[Y'UbX'g_]`VUgY	
D9%"%7 ca dfY\Ybg]j YžhYcfmVUgYX'i bXYfghUbX]b['cZhY'i bXYfd]bb]b['bUh fU`UbX d\mg]WU`gWYbWg'UbX'hY'Yb[]bYYf]b['Z bXUa YbHU'g'Udd`]WUV'Y'hc'hY'Yb[]bYYf]b['X]gWd`]bY	
D9%"&'7 cbWdh U`i bXYfghUbX]b['cZhY'a UhYa Uh]Wgžbi a Yf]WU`UbU'mg]gžghUhgh]WgžUbX Wta di hYf'UbX']bZcfa Uh]cb'gWYbWg'k \]W' i bXYfd]b'hY'Yb[]bYYf]b['X]gWd`]bY	
D9%" " 'b!XYdh'i bXYfghUbX]b['cZgdYWU`]ghVcX]Yg'cZ_bck `YX[Y'k]h]b'hY'Yb[]bYYf]b[X]gWd`]bY	
D9%"('8]gWfba YbhcZ_bck `YX[Y'XYj Y`cda YbhUbX'fYgYUfW'X]fYW]cbg'k]h]b'hY Yb[]bYYf]b['X]gWd`]bY	
D9%") ? bck `YX[Y'cZYb[]bYYf]b['XYg][b'dfUW]W'UbX'WcbHYI h U`ZUW'c'fg]a dUW]b['hY Yb[]bYYf]b['X]gWd`]bY	
D9%"* 'i bXYfghUbX]b['cZhY'gWc'dYždf]bWd`Ygžbcfa gžUW]c' bHUJ`]h]Yg'UbX'Vci bXg'cZ gi gh]bUV'Y'Yb[]bYYf]b['dfUW]W']b'hY'gdYW]ZWX]gWd`]bY	
9b[]bYYf]b['Udd`]WU]cb'UV`]jm	
D9%"%5dd`]WU]cb'cZYghUV`]g\YX'Yb[]bYYf]b['a Yh'cXg'hc'Wta d'YI'Yb[]bYYf]b['dfcV'Ya gc`]b[
D9%"&'&: 'i YbhUdd`]WU]cb'cZYb[]bYYf]b['hYW]b]ei Ygžhc'c'g'UbX'fYgci fW'g	
D9%" " '5dd`]WU]cb'cZgmg]Ya Uh]WYb[]bYYf]b['gmbhYg]g'UbX'XYg][b'dfcW'ggYg	
D9%"('5dd`]WU]cb'cZgmg]Ya Uh]WUddfcUW]Yg'hc'hY'WcbXi W]UbX'a UbU[Ya YbhcZYb[]bYYf]b[dfc'YW]g	
DfcZYgg]cbU`UbX'dYfgcbU`Uhf]Vi hYg	
D9' "%9h]WU`WcbXi W]UbX'dfcZYgg]cbU`UW]c' bHUJ`]jm	
D9' "&'9ZYW]j Y'cfU`UbX'k f]hYb'Wta a i b]WU]cb`]b'dfcZYgg]cbU`UbX`UmXca U]bg	
D9' " '7fYUh]j Yž]bbcj Uh]j Y'UbX'dfc!UW]j Y'XYa YUbc' f	
D9' "('DfcZYgg]cbU`i gY'UbX'a UbU[Ya YbhcZ]bZcfa Uh]cb	
D9')" 'C fXYf'ma UbU[Ya YbhcZgY'Zi'UbX'dfcZYgg]cbU`WcbXi W]	
D9' "*" '9ZYW]j Y'hYUa 'a Ya VYfg\]d'UbX'hYUa ``YUXYfg\]d	