



5`i a]XY

D5%&! A 8 fB 5 5

9CG; ; a V< ! ' 9`YWffc `Cdh]VWU`GmghYa g

DfcXi _hYI h

5`i a]XY`]ghY]b`a YhU`]gWk! [fUi Ygz`U`i a]b]i a [YZ`hYg`Dc`mUa]X!%&! Di`j Yfz`XUg`g]Wk`Xi fWk`c`Y`GHY]Z[]_Y]h`a YhU`]gWk`Yg
5i ggY\Yb`i bX [i hY`BUWVYUFVY]H b[ga " []W_Y]hYb`Ui gnY]Wk`bYh"
@UgYf! [Yg]bhYfh`6Ui hY]Y`Ui g`5`i a]XY`VYg]mYb`YfUi gFu[YbXY`9][YbgWk`UZhYb.

- i`YI nY`YbhY`A UE\U`h[]_Y]h
- i`Ui g[Yk`c[YbYg`J`Yf\` `]b]g`j`cb`8]Wk`hY`i bX`GHY]Z[]_Y]h
- i`Yf\`hY`K` }fa`Y`Y]hZ` \][]_Y]h
- i`[i`hY`a`UgWk]bY`Y`BUWVYUFVY]hVUF`_Y]h

8]Y`CVYfZ`]Wk`Yb`j`cb`5`i a]XY!6Ui hY`Yb`g]bX`Xi fWk`GWk`Y]ZYbz`Dc`]YfYb`cXYf`6YgWk]Wk`hYb`gYf`Y]Wk`hY`YfYXY`VUF`"8]Y
gdUbYbXY`6YUFVY]H b[]`cb`5`i a]XY`@UgYf!G]bhYf!HY]Yb`k`]fX`Xi fWk`X]Y`gdUbVfYWk`YbXY`K`]f_i`b[`XYf`5`i a]b]i a Z`i`b[
j`YfY]bZUWk`h"
Hnd]gWk`Yf`9]bgUmVYfY]Wk`j`cb`5`i a]XY`]ghX]Y`<YfghY`i b[]`cb`ghY]ZYbz`a YhU`]gWk`Uba`i`hYbXYb`6Ui hY]Yb`Z`f`5bk`YbXi`b[]b
]a`5i`hca`cV]VUI`fh`"6`K`]bX`Ub`U`hYghgkZ`Z`f`K`Yf`nYi []Y]bg]mY`ni`a`Gdf]mYb`i`bX`;]YfYb`j`cb`?`Y]bgYf]YbZ`Z`f
5bgWk`Ui`i`b[ga`cXY`Y`fa`YhU`]gWk`Y`Cdh]_tZ`Z`f`XYb`@Y\Yb!`i`bX`J`c]ff]Wk`h`b[gVUI`i`"U"

A`YWk`Ub]gWk`Y`9][`YbgWk`UZhYb	K`Yfh	9]b\Y]h	Df`Zbcfa
G\cFY\`fhY`8`fB`gk	+	!	=GC``,`*

'`8`8UHyb	K`Yfh	9]b\Y]h	Df`Zbcfa
8]Y`9][`YbgWk`UZhYb`j`cb`6Ui hY]Yb`Ui`g[]YbYfU]h`Yb`J`YfZU`fYb`fk`]Y`@UgYf]bhYfbz`GHYfYc`]h`c[fUd\]Yz: i`gYX`8Ydcg]hcb`A`cXY`]b[Z`B`8`fi`WYbE`gbX`Xi`fWk`XYb gWk]Wk`k`Y]Yb`5i`ZVUI`hY]k`Y]gY`j`cb`XYf`F]Wk`h`b[]Uv\`b[]["`8]Yg`a`i`gg`VY]XYf`?`cbgrfi`_]hcb`i`bX`C]f]YbhYf`i`b[`XYg`6Ui hY]g`VYf`W]g]Wk`h[]h`k`fYfYb`"			

Ni [a`cXi`fL!F]Wk`h`b[]t	'`,\$\$	A`DU	=GC`)`&+!`%#&
Ni [a`cXi`fMF]Wk`h`b[]t	'`,\$\$	A`DU	=GC`)`&+!`%#&

Ni [ZYgh[]_Y]h`fL!F]Wk`h`b[]t	(`,`)	A`DU	=GC`)`&+!`%#&
Ni [ZYgh[]_Y]h`fMF]Wk`h`b[]t	(`,`)	A`DU	=GC`)`&+!`%#&

6fi`Wk`XY\`bi`b[]fL!F]Wk`h`b[]t	(`,`)	!	=GC`)`&+!`%#&
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7\Ufdm`GWk`U[]n\][]_Y]h`fB`\$7Z`L!F]Wk`h`b[]t	&-`	_`>#a	=GC`)%+-`#%Y1
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7\Ufdm`?`YfVgWk`U[]n\][]_Y]h`fB`\$7Z`L!F]Wk`h`b[]t	("`*`)	_`>#a	=GC`)%+-`#%Y5
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6]Y[Ya`cXi`fB`\$7Z`L!F]Wk`h`b[]t	'`*`\$\$	A`DU	=GC`)%+`,`
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6]Y[YZYgh[]_Y]h`fL!F]Wk`h`b[]t	+`&`	A`DU	=GC`)%+`,`
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:`cfa`VYgh`bX][]_Y]hghY`a`dYfU]h`f`fB`,"`\$`A`DUZ`L!F]Wk`h`b[]t	%(`(`	\$`7	=GC`)`+`)!`%#&
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:`cfa`VYgh`bX][]_Y]hghY`a`dYfU]h`f`fB`")`A`DUZ`L!F]Wk`h`b[]t	%+`)	\$`7	=GC`)`+`)!`%#&
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GdYn]Z]gWk`Yf`8i`fWk`U`b[]gk`XYfgh`UbX`fL!F]Wk`h`b[]t	'`9%&`	C`a`l`a	=97`)*`\$`\$`-`'
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H\`Yfa`]gWk`Y`9][`YbgWk`UZhYb	K`Yfh	9]b\Y]h	Df`Zbcfa
GWk`a`Y`nhY`a`dYfU]h`f`fB`\$`\$`7`#a`]b`E	%+`*`	\$`7	=GC`)%%`)`+!`%#`'`
J`W]H`9fk`Y]W]i`b[]ghY`a`dYfU]h`f`fB`\$`\$`7`#A`)`\$`B`E	%*`-`	\$`7	=GC`)`*`\$`

9`Y`_hf]gWk`Y`9][`YbgWk`UZhYb	K`Yfh	9]b\Y]h	Df`Zbcfa
8]Y`_Y`_hf]n]h]`hgnU\`fB`\$`<`n`E	%`	!	=97`)*`\$`&`)`\$`
8]Y`_Y`_hf]n]h]`hgnU\`fB`A`<`n`E	%\$`	!	=97`)*`\$`&`)`\$`
8]Y`_Y`_hf`"J`Yf`i`ghZU`_hcf`fB`A`<`n`E	%`\$`	9](`	=97`)*`\$`&`)`\$`
GdYn]Z]gWk`Yf`CVYfZ`]Wk`Yb`k`XYfgh`UbX)`9%(`	C`a`	=97`)*`\$`\$`-`'
9`Y`_hf]gWk`Y`8i`fWk`U`[]Z]gh[]_Y]h	\$`"%`	_`J`#a`a	=97`)*`\$`&(`)`!`%`

5bXYfY`9][`YbgWk`UZhYb	K`Yfh	9]b\Y]h	Df`Zbcfa
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GHUbX.`&\$%&!%&`&\$`E`i`Y`Y.`k`k`k`a`UHYf]U`XUHUW`bhYf`Vta
8]Y`5b[]UVYb`Yb]gdfYWk`Yb`i`bgYfYa`?`Yb]b]g]i`bX`9fZU`fi`b[]gghUbX`ni`a`nY]hdi`b`hXYf`J`Yf`ZYbh]Wk`i`b["`G]Y`V]XYb`U`Y]b`_Y]bY`Ui`gfY]Wk`YbXY`;`fi`bX`U[]Z`f`Y]bY
6Ui hY]Ui`gY[]b[]`6Ygh]a`a`hY`9][`YbgWk`UZhYb`XYg`DfcXi`_hYg`cXYf`Y]bYg`6Ui hY]g`cXYf`X]Y`9][`bi`b[]`XYg`DfcXi`_hYg`cXYf`j`cb`6Ui hY]Yb`Z`f`Y]bY`gdYn]Z]gWk`Y`5bk`YbXi`b[
k`fYfYb`_Y]f`a`]h`k`XYf`j`YfY]bVUfh`bcWk`[]UfubhYfYf`8Yf`DfcXi`nYbhcXYf`XYf`5VbY`a`a`Yf`Y]bYg`6Ui hY]g`]gh`Z`f`X]Y`y`VYfdf`Z`b[]`XYf`9][`YbgWk`UZhYb`i`bX`XYf`9][`bi`b[]`Z`f`Y]bY
`_cb`fYH`5bk`YbXi`b[]`j`Yfubk`cfh]Wk`"8]Yg[]]h`Ui`Wk`_]bg]Wk`h]Wk`XYf`K`U`fi`b[]`j`cb`a`["`]Wk`Yb`GWk`i`hmfYWk`hYb`gck`jY`VYgh\YbXYf`;`YgYmY`i`bX`6Ygh]a`a`i`b[]Yb`"a`F`U`a`Yb
XYf`_cb]bi`jYf]Wk`j`cb`9CG`VYf]YVYbYb`9brk`]W`i`b[]g]i`bX`J`YfVYggYf`i`b[]gdfcnYggY`_`bbYb`g]Wk`X]Y`5b[]UVYb`c`bY`J`cfUb`_`bX][]b[]`bXYfb`"

5`i a]XY

D5%&! A 8f5`Ł

9CG`; a V<`!`9`YWfc`C dh]W`GmghYa g

8]W hY`fUgYf[Yg]bhYfhŁ

%`*`\$

_[#a

9CG`A Yh\cXY

A Yf_a U`Y

J YfUfVY]hi b[ga Yh\cXYb

@UgYfg]bhYfb

GHUbX. `&\$%&!%& &\$`E i Y`Y. `k k k`a UHYf]U XUHUW`bhYf`VŁa
8]Y`5b[UVYb`Yb hgdYfW`Yb`i bgYfYa `? Ybbfb]gl`i bX`9fZ\ fi b[gghUbX`ni a`i`NY]rdi b_hXYf`J Yf`ZYbh]W`i b["`G]Y`V]XYb`U`Y]b`_Y]bY`Ui gfY]W`YbXY`; fi bX`U[Y`Z`f`Y]bY`
6Ui hY]Ui gY[i b[" `6Ygh]a a hY`9][YbgW`UZhYb`XYg`DfcXi`_hYg`cXYf`Y]bYg`6Ui hY]g`cXYf`X]Y`9][bi b[`XYg`DfcXi`_hYg`cXYf`j`cb`6Ui hY]Yb`Z`f`Y]bY`gdYn]Z]gW`Y`5bk`YbXi`b[
k`YfXYb`^]Yfa`]h`k`YXYf`j`YfY]bVUfh`bcW`[`UfUbh]YfH`8Yf`DfcXi`nYbhcXYf`XYf`5VbY`a`Yf`Y]bYg`6Ui hY]g`]gh`Z`f`X]Y`y`VYfdf`Z`b[`XYf`9][YbgW`UZhYb`i bX`XYf`9][bi b[`Z`f`Y]bY`
_cb_fYH`5bk`YbXi`b[`j`YfUbk`cfh]W`" `8]Yg`[]h`Ui`W`^]bg]W`h]W`XYf`K`U`fi`b[`j`cb`a`" `[:]W`Yb`G`W`i`hmfY`W`H`b`g`ck`j`Y`VYgh`Y`b`XYf`; YgYmY`i`bX`6Ygh]a`a`i`b[`Yb`" `Ła`F`U`a`Yb`
XYf`_cb]bi`j]f]W`j`cb`9CG`VYH]YVYbYb`9btk`jW`i`b[`gl`i`bX`J`YfVYggYfi`b[`gdfcnYggY`_`bbYb`g]W`X]Y`5b[UVYb`c`bY`J`cfUb`_`bX][i b[`]`bXYfb`