

7 ci fgY`Cj Yfj]Yk

GHJZ`7 cbHJW`8 YHJ`g

7 cbj Ybcfg

BUa Y	9a U]`	5j U]`UV]`]fm	@cW]h]cb	D\cbY
? f]ghYb`Gd`]bhYf	"gd`]bhYf4 i bgk "YXi "Ui	VmiUddc]bha Ybh	A Ub`mJ U`Y 7 Ua di g A U]b`5Xa]b 6`X[\$&, \$+%- , ()

@YW]i fYfg

BUa Y	9a U]`	5j U]`UV]`]fm	@cW]h]cb	D\cbY
K]`]Ua `; `Ua cfY	k "`Ua cfY4 i bgk "YXi "Ui	VmiUddc]bha Ybh	A Ub`mJ U`Y 7 Ua di g A U]b`5Xa]b 6i]X]b[

GWXcc`7 cbHJW]i`bZcfa Uh]cb

[9b\[\]bYYf\]b\[`Gh XYbhGi ddcfhGYfj \]Wg](#) -`H`Y`Bi WYi g`!`Ybfc`a`YbhZ`dfc[fYgg]cb`WXYW`gZ`WUg\`fYeI`YghZ`W`i`fgY`]ggi`Yg`cf`dfc[fUa`!fY`UH`X`ei`Yf]Yg`

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

[I`BGK`Gh`Xm5VfcUX](#) -`gh`XmUVfcUX`gh`XYbhYbei`]f]Yg`fZc`f]bVci`bX`gh`XYbhgZ`

[I`BGK`9I`WXUb\]Y](#) -`gh`XYbhYI`WXUb[Y`Ybei`]f]Yg`fZc`f]bVci`bX`gh`XYbhgZ`

[I`BGK`i`h`fY`Gh`XYbhg](#) -`dchYbh]U`gh`XYbhYbei`]f]Yg`Y["`"UXa`]gg]cbgZ`ZYgZ`dfc[fUa`gZ`WYX]hifUbgZYf`

D\cbY`

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

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

fZ`*%&E`-`'` ,`)` " `%-`-`I`BGK`Gh`Xm5VfcUX`UbX`I`BGK`9I`WXUb[Y`fZc`f]bVci`bX`gh`XYbhgZ`

7ci fgY'8YHU]`g

I b]hg'cZ7 fYX]h*`

Gi a a UfmicZ`hY'7ci fgY

H\]g`Wci fgY]bffcXi Wg`hY`gh XYbhlc`Yb[]bYYf]b[`WcbW`dHg`fY`UH`X`lc`F]j Yfgž9gh Uf]YgžUbX`K`YhUbXg`
Hcd]Wg`Wcj YfYX`]bWi XY`GYX]a YbhHfUbgdcfhiYcfm`F]j Yf; Yca cfd\c`c[m`F]j Yf`9b[]bYYf]b[`UbX
A UbU[Ya Ybh`#`Yhg`UbX`9gh Uf]Yg/K`UH`F`E`i`U`]miA`cXY`]b[/UbX`K`YhUbXg`" `A`cXY`g`Zc`f`ci`h]b[`cZZck`g
U`cb[`W`UbbY`g`UbX`f]j Yfg`k`j`VY`dfYgYbh`X`]bWi`X]b[`a`cXY`h`Ycfmž`gY`YW]cbž`W`]VfU]cbž`j`U`]XU]cbž`UbX
fY`]UV`]m`7`cbW`dHg`]bWi`X]b[`Ygh`Uf]bY`WUgg]Z]W]h]cb`UbX`XYbg]m]ghfi`W`fY/h]XYgžk`UH`F`Y`j`Y`fYgdcbgYž
a`]j`b[`dfcW`ggYg`UbX`Zi`g\]b[`cZYgh`Uf]Yg/Ygh`Uf]bY`X]Z]fYbW`a`cXY`g`]bWi`X]b[`mXfcXmbUa`]W
ghfU]h]Z]W]h]cb`UbX`U`[`U`XmbUa`]Wg/fUbXca`k`U`_`UbX`Vcl`a`cXY`g/V]cW`Ya`]W`dfcW`ggYg`]b`Ygh`Uf]Yg`UfY
U`gc`dfYgYbh`X`"

7ci fgY'5]a g

H\]g`Wci fgY]bffcXi Wg`hY`gh XYbhlc`Yb[]bYYf]b[`WcbW`dHg`fY`UH`X`lc`F]j Yfgž9gh Uf]YgžUbX`K`YhUbXg`

#`hY`F]j Yfg`gYW]cb`cZ`hY`Wci fgYž`gh XYbh`k`j`[U]b`U`dfcZ]gg]cbU`i`bXYfghUbX]b[`cZgYX]a YbhHfUbgdcfhi
hYcfmž`f]j Yf[Yca cfd\c`c[mž`a`YhlcXg`cZa`YUgi`f]b[`UbX`W`W`U]h]b[`Zck`UbX`f]j Yf`X]a Ybg]cbgž`UbX`f]j Yf
Yb[]bYYf]b[#`UbU[Ya Ybh]bWi`X]b[`hY`XYg][`b`cZ]f]j Yf`Wcbffc`g]fi`W`fYg`"

#`hY`9gh Uf]Yg`gYW]cb`cZ`h]g`Wci fgYž`gh XYbh`k`j`[U]b`U`dfcZ]gg]cbU`i`bXYfghUbX]b[`cZ`hY`Wca`d`YI
Ybj`]rcba`Ybh`h`U`h`UfY`Ygh`Uf]Ygž`]bWi`X]b[`h]XU`XmbUa`]Wgž`XYbg]mž`Ygh`Uf]bY`WUgg]Z]W]h]cbž`gU`]b]mž
h`fv]X]mž`UbX`]b`Yhgh]UV`]m`5`gc`]bWi`XYX`]g`U`X]gW`gg]cb`cZk`UH`F`ei`U`]mia`cXY`g`Zc`f`a`ch]cb`cZdc`i`hUbh
Wcbg]h]i`Ybh]b`W`UbbY`g`UbX`f]j Yfg`"H`Y`gY`a`cXY`g`k`j`]bWi`XY`d`i`[!Zck`a`YhlcXgž`UbX`U]X]`YW]cb!
X]gdYfg]cb`a`cXY`g`]b`Vch`U`Wci`d`YX`UbX`i`bWci`d`YX`g]h`U]h]cb`"H`Y`Wci`fgY`]bWi`XYg`XYHU]YX`XYgW]d]h]cb`cZ
hcgY`d`lmg]W]`UbX`V]cW`Ya`]W`dfcW`ggYg`k`l`W]c`VW`f]b`Ygh`Uf]Yg`UbX`lck`lc`a`YUgi`fYž`a`cXY`UbX
dfYX]W]hcgY`dfcW`ggYg`" `A`]j`b[`dfcW`ggYg`UbX`fUbXca`k`U`_`UbX`Vcl`a`cXY`g`"

#`hY`K`YhUbXg`gYW]cb`cZ`h]g`Wci fgYž`hYcfm`YUfbYX`k`]h]b`hY`F]j Yfg`UbX`9gh Uf]Yg`gYW]cbg`UfY
Udd`]YX`UbX`X]gW`ggYX`k`]h]b`hY`Wcbh]i`hlcZk`YhUbX`XYg][`bž`fYg]hcfU]h]cb`UbX`fY`UV`]h]h]cb`"Gh`XYbh`k`j`
[U]b`Ub`i`bXYfghUbX]b[]b]c`hY`gY`YW]cb`cZbi`a`Yf]W]`a`cXY`g`Zc`f`ci`h]b[`Zck`g`U`cb[`hY`W`UbbY`g`UbX
f]j Yfg`]b`U`W]hW]a`YbhXfU]bU[Y`bY`k`cf`_`"

7ci fgY`@YUfb]b[`Ci hWca Yg

5Z]Y`f`gi`W`W`ggZ`m`Wca`d`Y`h]b[`h]g`Wci`fgYž`mci`g`lci`X`VY`UVY`lc.

@YUfb]b[`Ci hWca Y	95`GHU[Y`%7ca`dYhYbW]Yg
%`7`U`W`UH`i`b]X]fYW]cbU`gYX]a YbhHfUbgdcfhiUbX`X]Z]fYb]h]U]h VYh`YYb`hY`j`Uf]ci`g`a`cXY`g`cZgYX]a YbhHfUbgdcfhiYI`dYW]h`X`]b F]j Yfgž9gh Uf]YgžUbX`K`YhUbX`gmg]h`a`g`f]bWi`X]b[`W`UbbY`g`k`	D9`%`%ž`D9`&`%`
&`8`YgW]VY`hY`_`Ymid`lmg]W]`U]h]f]Vi`hYg`UggcW]UH`X`k`]h`F]j Yfgž 9gh Uf]YgžUbX`K`YhUbX`gmg]h`a`g`"	D9`%`&ž`D9`&`&`
'`" `Gmb`h`Yg]gY`UbX`]b]hYfdYhUj`U]UV`Y`XUH`Zc`f`U`Uf[Y`f]j Yf`UbX Ygh`Ufm]gm]h]a`lc`Wca`dcgY`U`l`[`e`i`U`]miYb[]bYYf]b[`fYdcfh`	D9`%`&ž`D9`&`" ž`D9` " &ž`D9` "(

@YUfb]b[`Ci hWca Y	95 `GHJ[Y`%7ca dYHbWYg
("8Yg][b`]XYU`nYX`WUbbY`g`UbX`fj] Yf`gmghYa g`i g]b[`Vch` ghUbxUfX`Yb[]bYYf]b[`XYg][b`dfUW]W`UbX`Vi]X]b[`k]h`bUhi fY WcbW`drg"	D9%`*`
)`"Gc`j`Y`k`UHY`f`ei`U`]mUbX`X]gdYfg]cb`dfcV`Ya`g`i`g]b[`bi`a`Yf]WU` a`cXY`g`UbX`Ya`d]f]WU`Yei`U]h]cbg`Zc`f`dc`i`hUbhX]gdYfg]cb`UbX`fj]`Yf` Zck	D9%)`žD9&`" žD9'`"%`

HYUWX]b[`GhfUH[]Yg`

HYUWX]b[`]b`h`g`Wci`fgY`]g`WbHfYX`cb`h`Y`@YWi`fYg`k` \]WU`UFY`h`Wb]WU`]b`WcbHf`bH`Mci`k`]`XYj`Y`cd`mci`f`
UbU`mg]g`g`]`g`VmiUdd`m]b[`h`Y`h`Y`cfm]h`dfcV`Ya`g`h`Uhmci`i`bXYfU`_`Y`]b`h`Y`K`cf`g`l`cdg`UbX`]b`mci`f`a`U`f`
Ugg][`ba`YbH`h`Y`k`cf`g`l`cdg`UFY`a`YUbh]c`VY` \UbXg]cb`UbX`]bHfUW]j`Y`UbX`]bWi`XY`h`Y`i`gY`cZU`a`cV]Y`

5ggYgga Ybh'W]h'f]U

D`YUgY`gYY`A ccX`Y"

5 hYbXUbW F YeI]fYa YbHg

Gh XYbHg UfY gfcfb[mYbWci fU[YX'hc UHhYbX'U''WUggYg UbX'fYj]Yk 'YWhi fY'fYWcfX]b[g"

7 ci fgY'GWXYXi `Y

D'YUgY'gYY'A ccX'Y'Zcf'k YY_!hc!k YY_]bZcfa Uhjcb'cb'hY'Wci fgYz'UVgZ'UbX'UbmZ]Y'X'f]dg"

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

H]a YhUV`Y`

8UhY	HmdY	7cbhYbh
C!K YY_) 'GYdhYa VYf! - 'GYdhYa VYf		
K YY_% '%&'GYdhYa VYf !'%'GYdhYa VYf	GYa]bUf	<p>@YWhi fYf. 'K]''; 'Ua cfY"</p> <p>Hcd]Wg'7cj YfYX.</p> <p>7 ci fgY' bHfcXi W]cb'UbX'VUg]Wg']bhc '\nXfUi ']WgZ \nXfc'c[mUbX'\nXfcXmbUa]Wg"</p> <p>K Y'dfcj]XY'U'[YbYfU'cj Yfj]Yk 'cZHAY'Wci fgY'UbX U'V]['d]Whi fY'cZfj] Yf'UbX'Ygh Uf]Yg"</p> <p>GdYWZ]Wrcd]Wg'Wcj YfYX']bWhi XY'cdYb'WXUbbY'Zck UbX'WXUbbY'XYg][b""5b'YI Ua d'Y'f]j Yf']g XYgW]VYX'hc '\]['\][\hj Uf]ci g']ggi Yg'Wcj YfYX']b hY'Wci fgY"</p> <p>7 UgY'Gh X]Yg. '<i bhY'f'F]j Yf'9ghi Ufm</p> <p>Gh XYbHg'k]''VY'Ug_YX'hc'XYgW]VY'U F]j Yf'9ghi UfmcZHAY]f'WXc]W'Xi f]b['hY]bhYfUW]j Y'dc f]cb'cZHAY'gYa]bUf"</p>
K YY_&.'%-'GYdhYa VYf !'&'GYdhYa VYf	GYa]bUf	<p>@YWhi fYf. '5#DfcZ? f]ghY'b'Gd']bhYf</p> <p>Hcd]W'GYX]a YbhHfUbgdcfhiH\Ycfm]b'F]j Yfg'UbX 9ghi Uf]Yg</p> <p>H\fyg\c'Xg'cZgYX]a Ybia ch]cbZ'6YX''cUXZ'UbX Gi gdYbXYX''cUX"</p> <p>H]a Y'hc' [c'cj Yf'hYcfmei Ygh]cbg'Zca'hcXUmfj 'YWhi fY'dc f]cb']g' []j Yb"</p> <p>5b'cddcfhi b]hmihc'j]g]hY'GYX]a YbhHfUbgdcfhi'UV]b'J'U'Ybh]bY'5bbYI Y'a UmU'gc'VY' []j Yb"</p>

F Ygci fWg

DfYgWf]VYX F Ygci fWg

- H\YfY'jg'bc'fYei]fYX'hYI hVcc_`Zcf'h\]g'Wci fgY"
- Gh XYbtg'UfY'YbWci fU[YX'hc'fYj]Yk 'XcW a Ybtg'UbX'hYI hVcc_g'gi [[YghYX']b'a ccX`Y"
-

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`'Y`g`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`]cb"

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

6Yk UFY`5b`Ugg][ba Ybh`h`Uh]bW` XYg`d`U[]Uf]gYX`a` UHf]U`k`]`fYW]j` Y`U`\$i` :` U]z`UbX`gh` XYbfg`k` \c`
d`U[]Uf]gY`a` UmZ]`h`Y`W`i` fgY`G`h` XYbfg`k` \c`d`U[]Uf]gY`UfY`U`gc`]UV`Y`hc`X]gW]d`]bUfmUW]cbz`]bW` X]b[
YI`W`g]cb`Zca`Ybfc`a`YbH`

D`U[]Uf]ga`]g`h`Y`i` gY`c`Z`U`b`c`h`Y`f`d`Y`f`g`c`b`g`k` cf`_`cf`]XYUg`Ug`]Z`h`Y`mk` YfY`m`ci` f`ck`b`"K` \Yb`]h]g`bYW]ggUfmc`f`
XYg]fUV`Y`hc`i` gY`c`h`Y`f`d`Y`cd`Y`g`a` UHf]U`m`ci` g`l`ci`X`UXYe`i` UH`m`UW]bck`YX[Y`k` \cgY`k` cfXg`cf`]XYUg`h`Y`m`

5 WUXYa]W=Zcfa Uh]cb

:]bU`9I Ua]bUh]cbg.

5ddYbX]l . '9b[]bYYfg'5i ghfU`U'f95E'DfcZYgg]cbU`'9b[]bYYf'7ca dYhYbWm
GHUbXUfX

Dfc[fUa 'hYbXYX'@YUfb]b['Ci hWta Yg	
? bck `YX[Y'UbX'g_]`VUgY	
D9%"%7 ca dfY\Ybg]j YzhYcfmVUgYX'i bXYfghUbX]b['cZhY'i bXYfd]bb]b['bUh fU`UbX d\mg]WU`gWYbWg'UbX'hY'Yb[]bYYf]b['Z bXUa YbH'g'Udd']WUV'Y'hc'hY'Yb[]bYYf]b['X]gWd`]bY	
D9%"&'7 cbWdh U`i bXYfghUbX]b['cZhY'a UhYa Uh]Wg'z'bi a Yf]WU`UbU'mg]g'ghUhgh]Wg'z'UbX Wta di h'f'UbX']bZ'fa Uh]cb'gWYbWg'k \]W' i bXYfd]b'hY'Yb[]bYYf]b['X]gWd`]bY	
D9%" " `h!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'gW'cdY'z'df]bW]d'Yg'z'bcfa g'z'UW'W'ci bHUV']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]h]cb'UV']]m	
D9%"%5dd`]WU]h]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]h]cb'cZYb[]bYYf]b['h'W]b]ei Yg'z'hc'g'UbX'fYgci fW'g	
D9%" " '5dd`]WU]h]cb'cZgmg]Ya Uh]WYb[]bYYf]b['gmb'hYg]g'UbX'XYg][b'dfcW'ggYg	
D9%"('5dd`]WU]h]cb'cZgmg]Ya Uh]WUdd'fcUW]Yg'hc'hY'W'cbXi W'h]UbX'a UbU[Ya YbhcZYb[]bYYf]b['dfc'YW'g	
DfcZYgg]cbU`UbX'dYfgcbU`Uhf]Vi hYg	
D9' "%9h]WU`W'cbXi W'h]UbX'dfcZYgg]cbU`UW'W'ci bHUV']]m	
D9' "&'9ZYW]j Y'cfU`UbX'k f]hYb'Wta a i b]WU]h]cb']b'dfcZYgg]cbU`UbX`UmXca U]bg	
D9' "' '7fYUh]j Y'z']bbcj Uh]j Y'UbX'dfc!UW]j Y'XYa YUbcif	
D9' "('DfcZYgg]cbU`i gY'UbX'a UbU[Ya YbhcZ]bZ'fa Uh]cb	
D9')" 'C'fXYf'ma UbU[Ya YbhcZgY'z'UbX'dfcZYgg]cbU`W'cbXi W'h	
D9' "*" '9ZYW]j Y'hYUa 'a Ya VYfg\]d'UbX'hYUa ``YUXYfg\]d	