

B U W X \ U ` h ] [ Y ` @ Y \ f Y ` [ Y Y \ f h . ' G h i X ] i a  
C Y W c ` c [ ] W ` a ` [ Y k ] b b h ` % \$ " \$ \$ \$ ` 9 i f c ` D f Y ] g °

< i a V c ` X h ! I b ] j Y f g ] h A h ` n i ` 6 Y f ` ] b ` j Y f ` Y \ h ` & \$ & ( ` X Y b ` D f Y ] g ` Z Ø f  
[ i h Y ` @ Y \ f Y ` U b ` X U g ` ] b b c j U h ] j Y ` D f c [ f U a a ` ` G h i X ] i a  
C Y W c ` c [ ] W ` a ` n i f ` B U W X \ U ` h ] [ \_ Y ] h "



< i a V c ` X h ! I b ] j Y f g ] h A h ` n i ` 6 Y f ` ] b ž ` % \$ % % + ` 6 Y f ` ] b ž  
8 Y i h g W X ` U b X ` ! 5 a ` ) " ' † b ] ' & \$ & ) ` k i f X Y ` X Y f ` D f Y ] g ` Z Ø f ` [ i h Y ` @ Y \ f Y  
X Y f ` < i a V c ` X h ! I b ] j Y f g ] h A h ` n i ` 6 Y f ` ] b ` & \$ & ( ` j Y f ` ] Y \ Y b ` " I b h Y f ` X Y a  
A c h c ` B U W X \ U ` h ] [ Y g ` @ Y \ f Y b ` i b X ` @ Y f b Y b ` [ ] b [ ` X ] Y ` 5 i g n Y ] W b i b [  
U b ` X U g ` ? c b n Y d h ` X Y g ` G h i X ] i a ` C Y W c ` c [ ] W ` a ` " ` 8 ] Y g Y g ` ] b b c j U h ] j Y  
D f c [ f U a a ž ` X U g ` a ` ] h ` Y ] b Y a ` D f Y ] g [ Y ` X ` j c b ` % \$ " \$ \$ \$ ` 9 i f c  
U i g [ Y n Y ] W X b Y h ` k i f X Y ž ` g h Y \ h ` G h i X ] Y f Y b X Y b ` U ` Y f ` : U W f ] W X h i b [ Y b  
c Z Y b ` i b X ` \ U h ` X U g ` N ] Y ž ` ] b b Y f \ U ` V ` Y ] b Y g ` † \ f Y g ` Z i b X ] Y f h Y ` 9 i d Y f h ] g Y  
] b ` B U W X \ U ` h ] [ \_ Y ] h g h \ Y a Y b ` n i ` j Y f a ` ] h Y ` b ` ` 6 Y g c b X Y f g  
\ Y f j c f n i \ Y V Y b ` ] g h ž ` X U g g ` X ] Y ` 5 i g n Y ] W b i b [ ` b ] W X h ` Y ] b Y f ` Y ] b n Y ` b Y b  
D Y f g c b ` c X Y f ` J Y f U b g h U ` h i b [ ` n i h Y ] ` k i f X Y ž ` g c b X Y f b ` X Y a ` ? c b n Y d h  
] b g [ Y g U a h ž ` k U g ` X ] Y ` 6 Y X Y i h i b [ ` X Y f ` \_ c ` Y \_ h ] j Y b ` 5 f V Y ] h ` X Y f  
G h i X ] Y f Y b X Y b ` i b h Y f g h f Y ] W X h "

æa 'FU\ a Yb'XYg' Ghi X]i a 'CYWc`c[ ]W a '\UVYb'X]Y'HY]'bY\ a Yf  
X]Y'A Ò[ `]W\_X]hž'Y]b'NYfh]Z]\_Uh'ni 'Yfk YfVYb"'I a 'X]YgYg'NYfh]Z]\_Uh  
ni 'Yf\U'hYbž'a ØggYb'Ghi X]YfYbXY'a ]bXYghYbg'Y]bYb  
; fi bX`U[ Yb\_i fg'gck ]Y'nk Y]'H\Ya Yb\_i fgY'UVgc`j ]YfYb"'Ni XYa  
g]bX'a ]bXYghYbg`%&'7fYX]h'Dc]bhg'YfZcfXYf`]W "8]Y'?i fgY  
i a ZUggYb'H\Ya Yb`k ]Y'bUW\U'h][ Y'9fbÅ\fi b[ ž'GWk Ua a ghUXhž  
; YfYW.h][ \_Y]h'gck ]Y'X]Y'Fc`Y'j cb'8Ya c\_fUh]Yb'i bX'5i hc\_fUh]Yb  
]b'XYf'?'a U\_f]gY"'9I nY`Yb'hY'J cfhfU[ YbXY'Ui g'XYf  
I a k Y'hžc fgW i b[ `k YfXYb'Y]b[ Y`UXYbž'i a ]bhYfX]gn]d`]bÅfY  
GYa ]bUfY'ni '[ YghU'hYb'i bX']bbcj Uh]j Y'DfØZ b[ gZcfa UhY`k ]Y  
DcghYfž'DcXWUghg'i bX'DcfhZc`cg'ni `]bhY[ f]YfYb"

## NYfh]Z]\_Uhgdfc [ fUa a Y'ni f'B UW\ U'h][ \_Y]h

8]Y'i b]j Yfg]hÅh'HØV]b[ Yb'V]YhYh'YVYbZU`g'Y]b'i a ZUb[ fY]W\_Xg  
NYfh]Z]\_Uhgdfc [ fUa a 'Ubž'k Y`W\_Xg'Ui Z'X]Y'9bhk ]W`i b[  
bUW\U'h][ Yf'GW'ØggY`\_ca dYhYbnYb'UVn]Y'h'Ghi X]YfYbXYž'X]Y  
a Y\YfY'?'i fgY'XYg' Ghi X]i a 'CYWc`c[ ]W a 'VYgi W\_XYbž'\_ØbbYb  
g]W\_XUzØf'ei U`Z]n]YfYb"'8UVY]'gh'Yg'bchk YbX][ ž'a ]bXYghYbg  
Y]bYb; fi bX`U[ Yb\_i fg'gck ]Y'nk Y]'H\Ya Yb\_i fgY'ni 'UVgc`j ]YfYb'  
ni gUa a Yb'Vf]b[ Yb'X]YgY'?'i fgY'nk ]gW\_XYb'`i bX`\*`7fYX]h'Dc]bhg"  
@Y]ghi b[ gbUWk Y]gY'Ui g'UbXYfYb`<cW\_XgW\_i `Ybž'k ]Y  
VY]gd]Y'gk Y]gY'XYf'J ]fhi Y`Yb'5\_UXYa ]Y'6fYa Ybž'\_ØbbYb  
YVYbZU`g'UbYf\_Ubbh'k YfXYbž'k Ug'X]Y' ]bhYfX]gn]d`]bÅfY  
Ni gUa a YbUfVY]h'ZØfXYfh"

8Yg`K Y]hYfYb`k ]fX'Y]b'NYfh]Z]\_Uh'ØVYf'Zi bX]YfhY'?'Ybbhb]ggY' ]b  
BUW\U'h][ \_Y]h'Ui g[ YghY`hž'XUg'Ghi X]YfYbXYb'VY]' \Yfa  
Ghi X]YbUVgW`i gg'Ui g[ Y\ÅbX][ h'k ]fX"'8]Y'6YUfVY]hi b[ gnY]h'XYg  
5bhfU[ g'\_Ubb'V]g'ni `j ]Yf'K cW\_XYb' ]b'5bgdfi W\_XbY\ a Ybž'k Yg\U`V  
Yg'fUhgUa `]ghž'g]W\_XfØ\ nY]h][ 'XUfi a `ni `'\_Øa a Yfb"'BUW\_XYf  
6YUbbfU[ i b[ `YfZc`[ h'X]Y' ðZcfa Uh]cb'ØVYf'X]Y': Yfh][ ghY`i b[ `dYf'9!  
A U]ž'XcW\_XYg'gc`hY'VYUW\_XhYh'k YfXYbž'XUgg'X]Y'ghi XYbh]gW\_XY'9!  
A U]!5XfYggY'bUW\_XYf'9I a Uhf]\_i `Uh]cb'b]W\_Xh'a Y\YfYfY]W\_XUf' ]gh"

## 6]`Xi b[ `ZØf`bUW\ U'h][ Y'9bhk ]W`i b[

5b'XYf'@ Xk ][ !A UI ]a `]]Ubg!I b]j Yfg]hÅh'A ØbW\_XYb'f@a I Ł'k i fXY'Y]b

k Y]hYfYg'NYfh]Z]\_Uhgdfc[ fUa a ' ]bg '@VYb [ Yfi ZYbž'XUg'Ui Z'X]Y  
 6YXØfZb]ggY'j cb'@Y\ fUa hgghi X]YfYbXYb'Ui g[ Yf]W hYh' ]gh" '8 Ug'N]Y`  
 XYg'Dfc[ fUa a g' 6]`Xi b[ 'ZØf'BUW\U'h][ Y'9bhk ]W\_`i b[ 'ja  
 @Y\ fUa h ' ]gh'Ygž'ni \_ØbZh][ Y '@Y\fdYfgcbYb'Ui Z'X]Y  
 <YfUi gZcfXYfi b[ Yb'XYf'bUW\U'h][ Yb'9bhk ]W\_`i b[ 'j cfni VYfY]hYb"  
 =a 'FUa Yb'X]YgYg'Dfc[ fUa a g'j Yfh]YZb'X]Y'Ghi X]YfYbXYb' ]\fY  
 ?Ybbhb]ggY'ØVYf'BUW\U'h][ \_Y]h'Ui g'Y]bYf'bUhi fi' i bX  
 [ Y]ghYgk ]ggYbgWUZh]WYb'DYfgdY\_hj] Y"

8 Ug'Dfc[ fUa a 'i a ZUggh'g]YVYb'A cXi 'Y'a ]h]bg[ YgUa h( ) '97HG  
 i bX'VY [ ]bbh'Yk Y]'g'ni a 'K ]bhYfgYa YghYf" '8 ]Y '@Y\ fUb [ YVchY  
 ghUa a Yb'Ui g'j YfgW]YXYbYb': U\_`i `hAhYb' i bX'g]bX  
 cf[ Ub]gUhc]gW'Ua '8YdUfha Ybh'ZØf'; Yc[ fUd\]Y'j YfUb\_Yfh": Øf  
 @Y\ fUa hgghi X]YfYbXY'XYf'@A I ' ]gh'X]YgY'K Y]hYfV]'Xi b[ ' \_cghYb`cgž  
 k Ug'Y]bYb'ni gAh`WYb'5bfY]n'V]YhYhž'g]W'U\_hj] 'a ]h'H\Ya Yb'XYf  
 bUW\U'h][ Yb'9bhk ]W\_`i b[ 'Ui gY]bUbXYfni gYhmYb"

Ni gUa a YbZUggYbX'nY][ h'g]W ž'XUgg'X]Y'< cW gW i 'Yb' ]b  
 8Yi hgW'UbX'j YfghAf\_h'Ui Z'bUW\U'h][ Y'6]`Xi b[ gUbgAhY'gYhmYb"  
 8 ]Y'j Yf'Y]\i b[ 'XYg'DfY]gYg'ZØf' [ i hY '@Y\ fY'Ub'XUg' Ghi X]i a  
 CYW`c [ ]W a ' i bX'X]Y'j ]Y'ZÀ'h][ Yb'NYfh]Z]\_Uhgdfc[ fUa a Y  
 i bhYfghY]WYb'X]Y'F'Y'Yj Ub'n'j cb'bUW\U'h][ Yf'6]`Xi b[ ' ]b'XYf  
 U\_UXYa ]gWYb '@UbXgWUZh" '8 ]Y' ð]h]Uh]j Yb'hfU[ Yb'XUni 'VY]ž'XUgg  
 Ghi X]YfYbXY'b]W h'bi f'K ]ggYb'Yf'Ub[ Ybž'gcbXYfb'Ui W' d'fU\_h]gWY  
 ?ca dYhYbnYb'ZØf'X]Y'<YfUi gZcfXYfi b[ Yb'XYf'Ni \_i bZh  
 Ybhk ]W\_Y`b"

: Øf'k Y]hYfY' ðZcfa Uh]cbYb'ni 'X]YgYb'Dfc[ fUa a Yb' i bX'DfY]gYb  
 \_Ubb'Ui Z'X]Y'GY]hYb'XYf'<i a Vc`Xh! I b]j Yfg]hAh'ni '6Yf`]bž'  
 I b]j Yfg]hAh'HØV]b[ Yb' i bX'@ Xk ] [ !A UI ]a ]]Ub]g! I b]j Yfg]hAh  
 A ØbWYb'j Yfk ]YgYb'k YfXYb"

8YhU]`g	
J cfZU``	Gcbgh][ Yg
C fh	<i a Vc`Xh! I b]j Yfg]hAh'ni '6Yf`]bž'%%\$%%+ 6Yf`]bž'8Yi hgW'UbX
E i Y``Yb	• k k k "\i !VYf`]b"XY

8YhU]`g

- i b]!hi YV]b[ Yb"XY
- k k k "`a i "XY

6Ygi WYb`G]Y`i bg`Ui Z.`b!U[ "bYh