

Dc`mhYWk b]Wl b]j Yfg]hm]g`gYWc bX`]b`Fi gg]U`]b`Yb[]bYYf]b[`UbX
h\]fX`]b`d\mg]Wg`UbX`YWc bca]Wg`]b`H<9`fUb]b[

`H\Y`H]a Yg`<][\Yf`9Xi WWh]cb`&\$&` `gi V`YWh`fUb_]b[`Ug`VYYb`di V`]g\YXz`d`UW]b[
Dc`mhYWk b]Wl b]j Yfg]hm]b`h\Y`hc d`&`]b`Yb[]bYYf]b[`UbX`]b`h\Y`hc d` `]b`h\Y`d\mg]WU`
gWYbW`gZ`Ug`k Y``Ug`]b`Vi g]bYgg`UbX`YWc bca]Wg`Ua cb[`Fi gg]Ub`i b]j Yfg]h]Yg`



`b`h\Y`k cf`X`fUb_]b[g`U`VfYU`h\fc i [\`k Ug`a UXY`]b`h\Y`X]fYWh]cb`cZ`Yb[]bYYf]b[
UbX`YWc bca]Wg`

`UbX`Vi g]bYgg`"K \]Y``Ugh`mYUf`Dc`mhYWk b]WfUb`_YX`&\$%&` \$`]b`h\YgY`hk c`UfYUgZ`h\]g
mYUf`]h`a`cj YX`i d`hc`%)`%!(%+) `dcg]h]cbg`

`H\YfY`k YfY`%Z` \$*`i b]j Yfg]h]Yg`Zfca` `Ufci bX`h\Y`k cf`X`dUfh]W]dUh]b[`]b`h\]g`mYUf`g
Yb[]bYYf]b[`W`hcZZ`8Ygd]hY`]bWfYUg]b[`Wc`a`dYh]h]cbz`k Y`Wc`bh]bi Y`hc`[fck`]b`h\]g`gi V!
fUh]b[z`k \]W`Wc`bZ]fa`g`ci f`ghUhi`g`Ug`U`YUX]b[`Yb[]bYYf]b[`i b]j Yfg]hmZ`Wc`a`a`Yb`hYX
F`YWh`c`f`c`Z`GDVDI`z`F`5G`5WUXYa`]W]Ub`5b`XfY`]F`i`Xg`_c`"K`Y`ghf]j`Y`hc`d`fcj`]XY`UXj`Ub`W`X
Yb[]bYYf]b[`YXi`WWh]cb`UbX`dUm`gdYW]U`UhhYb]h]cb`hc`h\Y`XYj`Y`cda`Yb`h`c`Z`ci`f`ck`b
gYbgc`f`gZ`Yb[]bYYf]b[`gc`Zk`UfYz`UbX`a`UhYf]U`g`Zc`f`h\Y`c`]bXi`ghf`mZ`k \]W`k`]``\`Y`d
Ybgi`fY`h\Y`Wc`i`bhfm`g`hYWk`bc`c[]WU`gcj`YfY][`bhm`

'H\]g'mYUfž'Zcf'h\Y'Z]fgh'h]a Yž'GDVDI 'YbhYfYX'h\Y'gi V!fUb_]b['Zcf'gcWU`gWYbW'g'UbX fUb_YX'' \$%!(\$žh\i g'WčbZ]fa]b[']'hg'ghUhi g'Ug'Ub']bhYfX]gWd`'bUfmi b]j Yfg]hm''

': cf'fYZYfYbW.'

'H\Y'H]a Yg'<][\Yf'9Xi WU]cb'fH<9Ł'fUb_]b[']'g'cbY'cZ'h\Y'k cf'X g'a cgh'Ui h\cf]hU]j Y i b]j Yfg]hm'fUb_]b[gž'di V`]g\YX'Vm'h\Y'6f]h]g\ 'U[YbWm'cZ'h\Y'gUa Y'bUa Y''H\Y'gUa Y %']bX]WUhc'fg'Ug']b'h\Y'['`cVU'fUb_]b['UfY'i gYX'hc'UggYgg'h\Y'YZYWh]j YbYgg cZ'U'i b]j Yfg]hm'Vm']bX]j]Xi U'gi V'YWhgž'k]h\ 'U'g:'[\h'W\Ub[Y']b'k Y][\hg'XYdYbX]b[cb'h\Y'gi V'YWh'UfYU. 'hYUW\]b[ž'fYgYUfW\ž'W]hU]cbgž']bWča Y'Zfca ']'bbcj Uh]cbž]bhYfbUh]cbU`WčcdYfUh]cb''

'DfYdUfYX'Vm'h\Y'8YdUfha Ybh'cZ'GhfUHy[]WD`Ubb]b['UbX'8Yj Y`cda Ybh'Dfc[fUa g cZGDVDI

.'&\$&&"%%"\$,

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