



A Uf_Yh'HfYbX'UbX'8Ya UbX'H\Y'g_mfcW_Yh]b['ghYY` df]Wg'a Um'Wcbh]bi Y'i bh]'&\$&&'K]``5ZZUWh'h\Y Df]W'cZ'7U`Wji a 'B]hf]XY

H\]g'mYUfz'h\Y'I "G"ghYY`a Uf_Yh\Ug'i bXYf[cbY'hfYa YbXci g'WUb[Yg'UbX'df]Wg'\Uj Y
g_mfcW_YhYX"5g'cbY'cZ'h\Y'a cgh]a dcfhUbh'Wca a cX]h]Yg]b'h\Y'I b]hYX'GhUhYgž'ghYY`]g'k]XY'm
i gYX'j'b'Wcbghfi W]cbž'Vf]X[Ygž'Ui hca cV]Yg'UbX'Yj Yb'gdccbq"

H\Y'j]bWfYUgY'j]b'ghYY`df]Wg'\Ug'U'fYUXm\UX'Ub'ja dUWh'cb'h\Y'cj YfU`a Uf_Yh"5'h\ci [\h\Y
B MG9'5fWU'GhYY`bXYI 'ZY`Vm'UVci h&i 'cb'A cbXUmž'k bY'(%ž]h'h\Ug]f]gYb'Vmia cfY'h\Ub" , i
g]bW'h\Y'VY[]bb]b['cZ'&\$&%"H\Y'j]bXYI 'j]bWi XYg`]ghYX'Wca dUb]Yg]b'h\Y'ghYY`j]bXi ghfm"

6YZcfY'h\]g'fci bX'cZdf]W'j]bWfYUgYgž'h\Y'I G'ghYY`j]bXi ghfmYI dYf]YbW'X'mYUfg'cZ'WUc'gž'UbX'j]h
d'i b[YX'UZhYf'h\Y'&\$\$, 'Z]bUbW[U'Wf]g]g"b'h\Y'dUghZYk 'XYWUXYgž'h\Y'YbhfmcZ'ZcfY][b'ghYY`]bh
h\Y'I G'a Uf_Yh\Ug`YX'hc'j]bhYbg]Z]YX'Wca dYh]h]cb'UbX'h\Y'cgg'cZ'i bXfYXg'cZ'h\ci gUbXg'cZ'cVg
]b'h\Y'I G"A Ubm'ghYY`Wca dUb]Ygž'gi W'Ug'I G'GhYY`UbX'7'Yj Y'UbX!7']Zgž'Uj Y'U'fYUXm'ghUfhYX'hc
fYXi W'h\Y]f'dfcXi W]cb'WUdUW]hm'VYZcfY'h\Y'ci hVfYU_cZ'h\Y'bYk 'Wfck b'dbYi a cb]U"H\YmbYj Yf
h\ci [\h'hUh'ghYY`a]`g'Wci 'X'fYgi a Y'k cf_Uh'h\Y'W ffYbh'df]W`Yj Y`"

b'h\Y'Z]fgh\U'ZcZ'&\$&ž'h\Y'bYk 'Wfck b'Yd]XYa]W\Ug`YX'hc'U'g][b]Z]WUb'hfYXi W]cb'j]b['cVU`
ghYY`dfcXi W]cbž'YgdYW[U`m]b'9i fcdYž'Bcfh\5a Yf]WUž'Gci h\5a Yf]WU'UbX'5Zf]WU"<ck Yj Yfž'Ug
cZ'h\Y'YbX'cZ'Ughm'Ufž'ghYY`Wca dUb]Yg'k YfY'ghfi [[]b['hc'WcdY'k]h'j]bWfYUg]b['cfXYfg"b'h\Y
I b]hYX'GhUhYgž'h\Y'hUf]Zg]a dcgYX'cb'ZcfY][b'ghYY`Xi f]b['Hfi a d'UXa]b]ghfUh]cb'U'gc'\Y'dYX
di g\i d'Xca Ygh]WghYY`df]W'g"

CZ'Wci fgYž]h'bc'h'gh'h\Uh'h\Y'df]W'cZ'ghYY`]g'f]g]b["5g'h\Y'Y'Wcbca m'fYghUfhgž'h\Y'Wc'gh'cZ'fUK
a UhYf]U'g'bYYXYX'hc'dfcXi W'U`_]bXg'cZ'a UhYf]U'g]b'h\Y'I b]hYX'GhUhYg]g'f]g]b["':cf'YI Ua d'Yž
h]a VYf'df]W'g'\Uj Y'j]bWfYUgYX'Vm'&, , i 'g]bW'5df]'&\$&%"

K Y'UfY'W ffYbh'mi bUV'Y'hc'XYhYfa]bY'\ck'cb['h\]g'hfYbX'cZdf]W'j]bWfYUgYg'WUb'Ughž'VYWUj gY
'cb[!hYfa]bWfYUgYg]b'Wca a cX]h'mdf]W'g'UfY'fUfY"6i h]ZI 6G'ZcfYWUgh]g'UWV fUhYž'Wcbghfi W]cb
Wc'gh'g'a Um'bc'h'Xfcd'j]b'h\Y'g'cfh'hYfa "

5ZZYWhYX'Vm'H\Y'g_mfcW_Yh]b['ghYY`df]W'g'a Um'Wcbh]bi Y'i bh]'&\$&&ž'h\Y'7U`Wji a 'B]hf]XY'a Uf_Yh
]g'WUb[]b['fUd]X'm"H\YgY'WUb[Yg'UfY'j]bX]WUhc'fg'cZ'a Uf_Yh[fck h\H\]g'mYUf!cb!mYUf'i dk UfX
hfYbX'j]b'h\Y'a Uf_Yh]bX]WUhg'h\Uh'h\Y'bYI h'Bcj Ya VYf'&\$&*&\$&'k]`g\ck 'Ub'cj U'Vi highYUXm
[fck h\Z'mci 'UfY'cc_]b['Zcf'7U`Wji a 'B]hf]XY'cf'Vi m'7U`Wji a 'B]hf]XY'j]b'Vi '_žd'YUgY'gYbX'Ub
Ya U]`hc.'gU'Yg4 cnVc"Wca

H\Y'df]W'cZ'7U`Wji a 'B]hf]XY'Wcbh]bi Yg'hc'VY'UZZYWhYX'Vm'ZUWh'fg'gi W'Ug'a Uf_Yh[fck h\
a ca Ybhi a ž]Uf]ci g'cdcfhi b]h]Yg'UbX'WU'Yb[Yg"<ck Yj YfžXi f]b['h\Y'ZcfYWUgh'dYf]cX'Zfca
&\$&%'hc'&\$&'žh\Y['cVU'7U`Wji a 'B]hf]XY'gU'Yg'a Uf_Yh]g'YI dYWhYX'hc'Wcbh]bi Y'hc'VY'UVcj Y
Uj YfU[Y"H\Y[fck h\fUHY'k]`Wcbh]bi Y'hc'j]bWfYUgY"fi]g'YI dYWhYX'h\Uh'Zfca 'hcXUm'hc'bYI h



k YY_žh\Y`df]W`cZ7U`W]i a `B]hf]XY`k]``]bWfYUgY`hc`U`W`fhU]b`YI`hYbh"

8 i Y`hc`W`Ub[Yg`]b`W`cbgi a Yf`XYa UbXž]a dcfh`UbX`YI dcfh`W`cbX]h]cbgžUbX`j Uf]ci g`]bj Ygh][Uh]cbg
cb`h\Y`XYj Y`cda YbhicZ7U`W]i a `B]hf]XYžh\Y`W`ghicZ7U`W]i a `B]hf]XY`]g`W`cbghUbh`m
W`Ub[]b["HU_]b[]bhc`U`W`W`ci bh`h\Y`W`ffYbh`a Uf`_Y`h`a U`W`fcY`W`cbca]W`dU`f`U`a Y`h`f`g`ž`j U`i`Y`W`U]b
Ub`U`mg]gžW`UbbY`d`U`f`h`b`Y`f`g`ž`X`Y`a UbX`UbX`gi dd`mžh\Y`W`ghicZ7U`W]i a `B]hf]XY`k]``U`gc`V`Y`U`ZZY`W`h`Y`X
hc`U`W`fhU]b`YI`hYbh`-]g`Y`gh]a UhYX`h\Uh`h\Y`W`ghicZ7U`W]i a `B]hf]XY`k]``]bWfYUgY`g`][\`h`m`ž`f`c`a
hcXUm`hc`b`YI`h`k`YY`_"

<ck Yj YfžCnVc`W`ca`d`f`c`j]XYg`\][\`d`i`f]hm`B`U`bc`7U`W]i a `B]hf]XY`k]h\`ghYUX`m`d`f]W`-b`c`f`X`Y`f`hc
ZYXVUW`_`hc`c`X`W`ghca Yfgžh\Y`W`ca`d`U`b`m`]g`gh`]]b`ž`]]c`d`Y`f`U`h]cbg`hc`d`f`c`j]XY`7U`W]i a `B]hf]XY`k]h\
W`ca`d`Y`h]h]j Y`d`f]W`gU]X`C`]b`U`ž`g`U`Y`g`a UbU[Y`f`c`Z`C`n`V`c`W`ca` "

5Vci h`C`n`V`c`W`ca`

CnVc`W`ca`f`U`U`HUB_]BYk`A`UhYf]U`g`7c`@hX`k`]g`U`h`f`i`ghYX`[`c`V`U`W`Y`a]WU`a`UhYf]U`gi`dd`]Yf`/
a`U`b`i`Z`U`W`h`i`f`Y`f`k`]h`c`j`Y`f`%`&`m`Y`U`f`g`Y`i`d`Y`f]Y`b`W`i`]b`d`f`c`j]X]b[`g`i`d`Y`f`\][\`!`e`i`U`]h`m`W`Y`a]WU`g`U`b`X
B`U`b`c`a`U`h`Y`f]U`g`5`g`U`Y`U`X]b[`b`U`b`c`h`Y`W`b`c`c[m`X`Y`j`Y`c`d`a`Y`b`h`U`b`X`7U`W]i a `B]hf]XY
a`U`b`i`Z`U`W`h`i`f`Y`f`ž`H`U`b_]BYk`A`UhYf]U`g`7c`@hX`X`c`a]b`U`h`Y`g`h`Y`a`U`f`_`Y`h`C`i`f`d`f`c`Z`Y`g`g]c`b`U`k`c`f`_`h`Y`U`a
d`f`c`j]X`Y`g`d`Y`f`Z`Y`W`h`g`c`i`h]c`b`g`hc`\`Y`d`]a`d`f`c`j`Y`h`Y`Y`Z]W]Y`b`W`m`c`Z`j`U`f]c`i`g`]b`X`i`g`h`f]Y`g`ž`W`f`Y`U`h`Y`j`U`i`Y`ž`U`b`X
Y`U`g]m`W`c`d`Y`k`]h`j`U`f]c`i`g`W`U`Y`b[Yg`=Z`m`c`i`U`f`Y`cc_]b[`ž`c`f`7U`W]i a `B]hf]XY`ž`d`Y`U`g`Y`g`Y`b`X`U`b`Y`a`U`]
hc`g`U`Y`g`4`cnVc`W`ca`