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8*9 +)/- &/!<)/L>/<.&)/!8&.5 .5- %-9-*%<5D!97/.5-9&9D!*/+ $%&)%&.@&/0!)B .5- 6&O&.*'!(%7/!, *8% $%)<-99?!45-!.%*<:!%-<)%+)B
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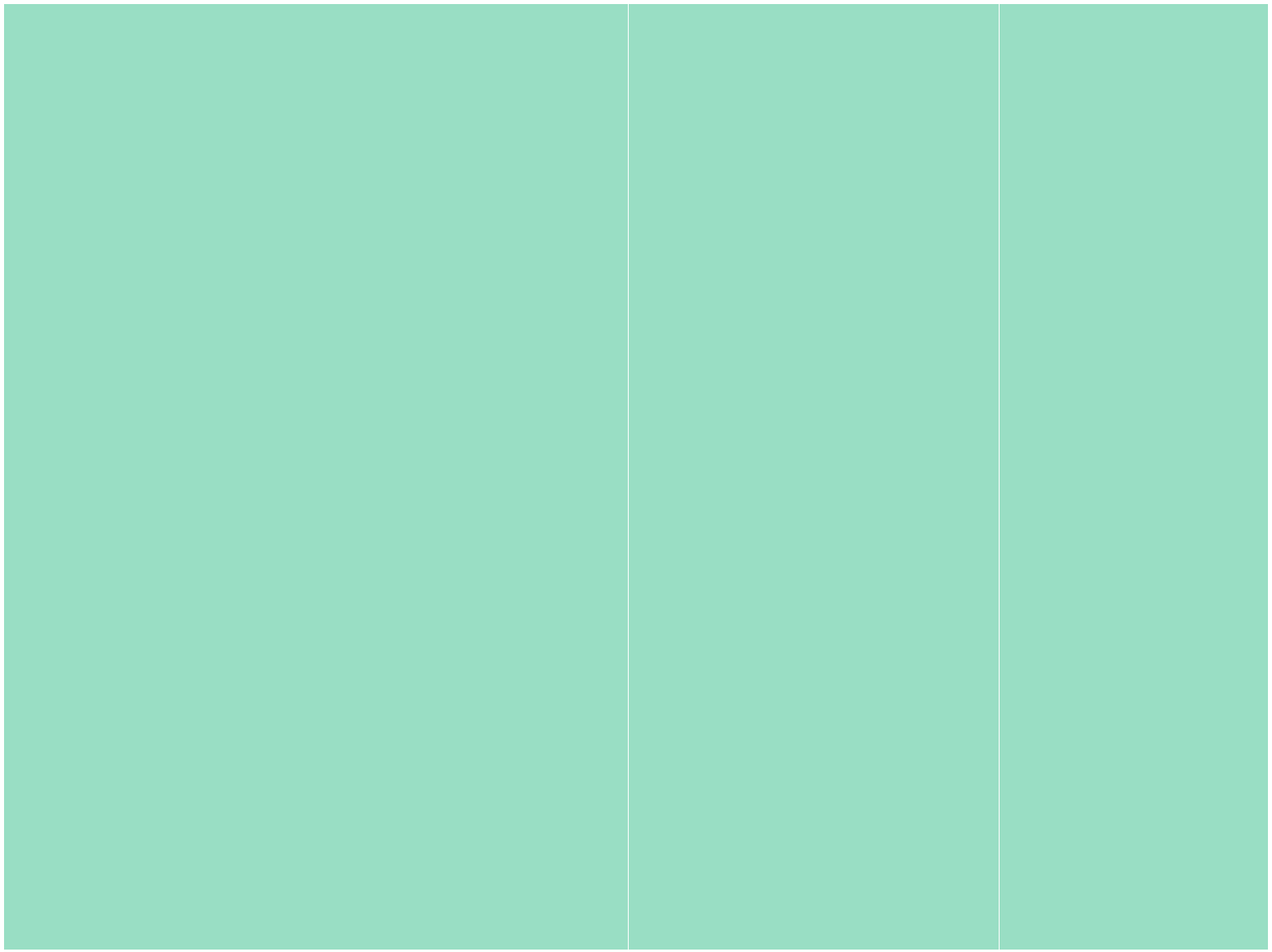
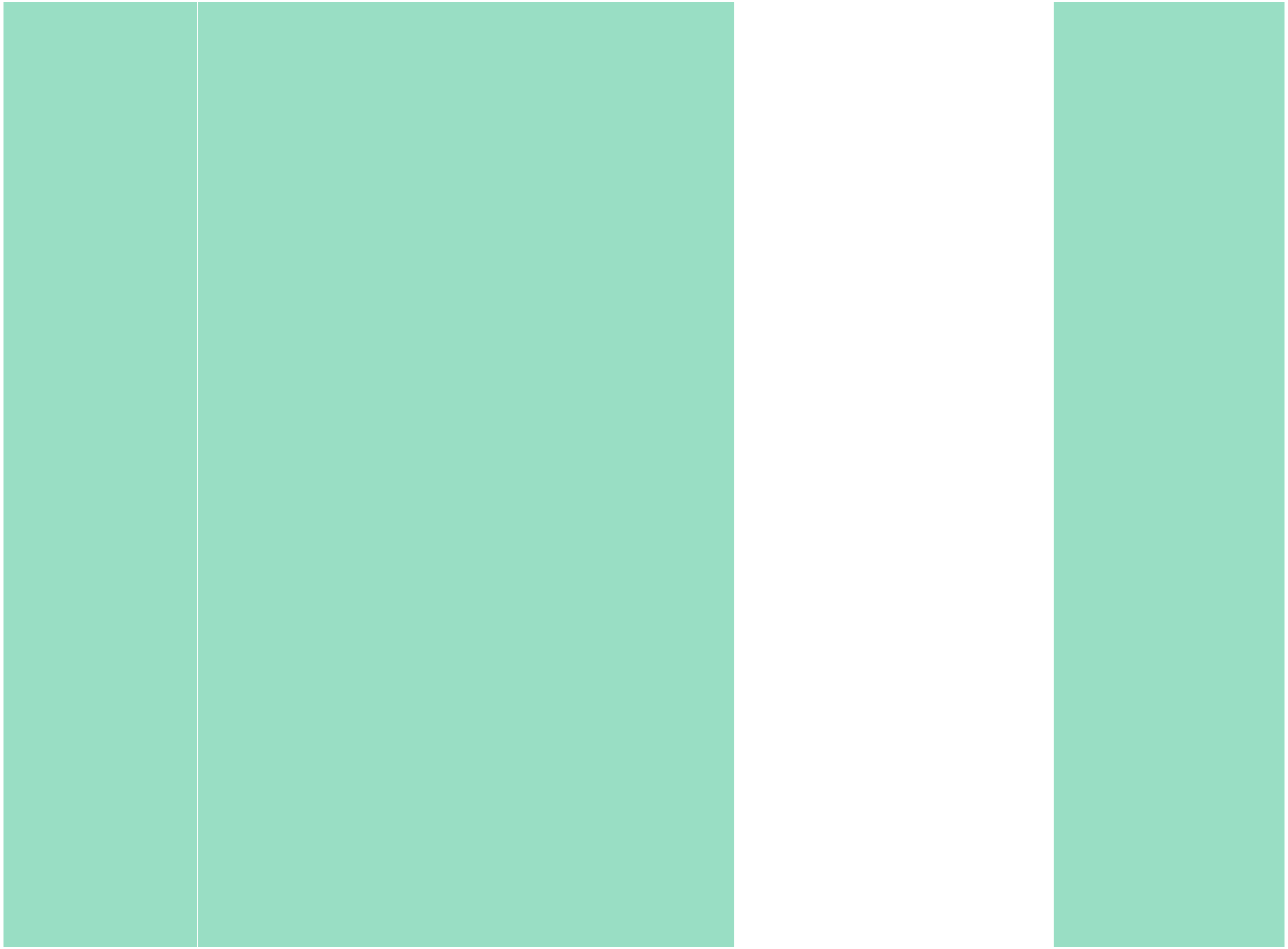
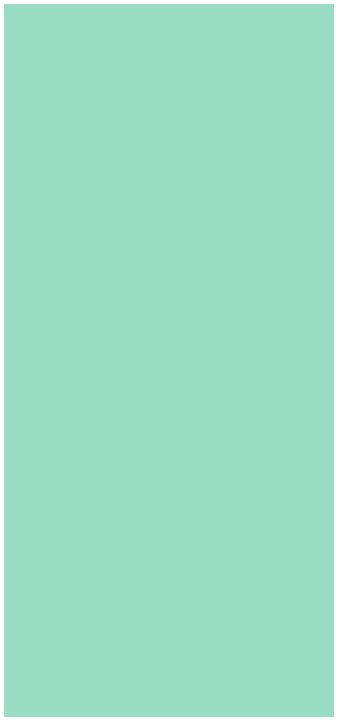
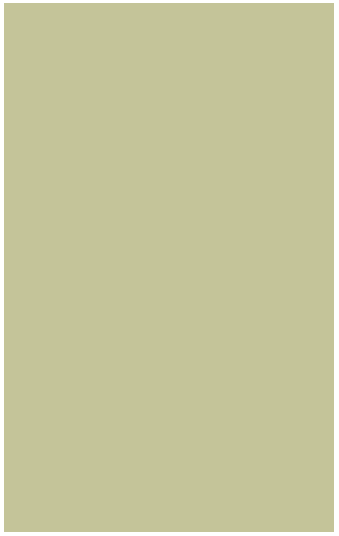




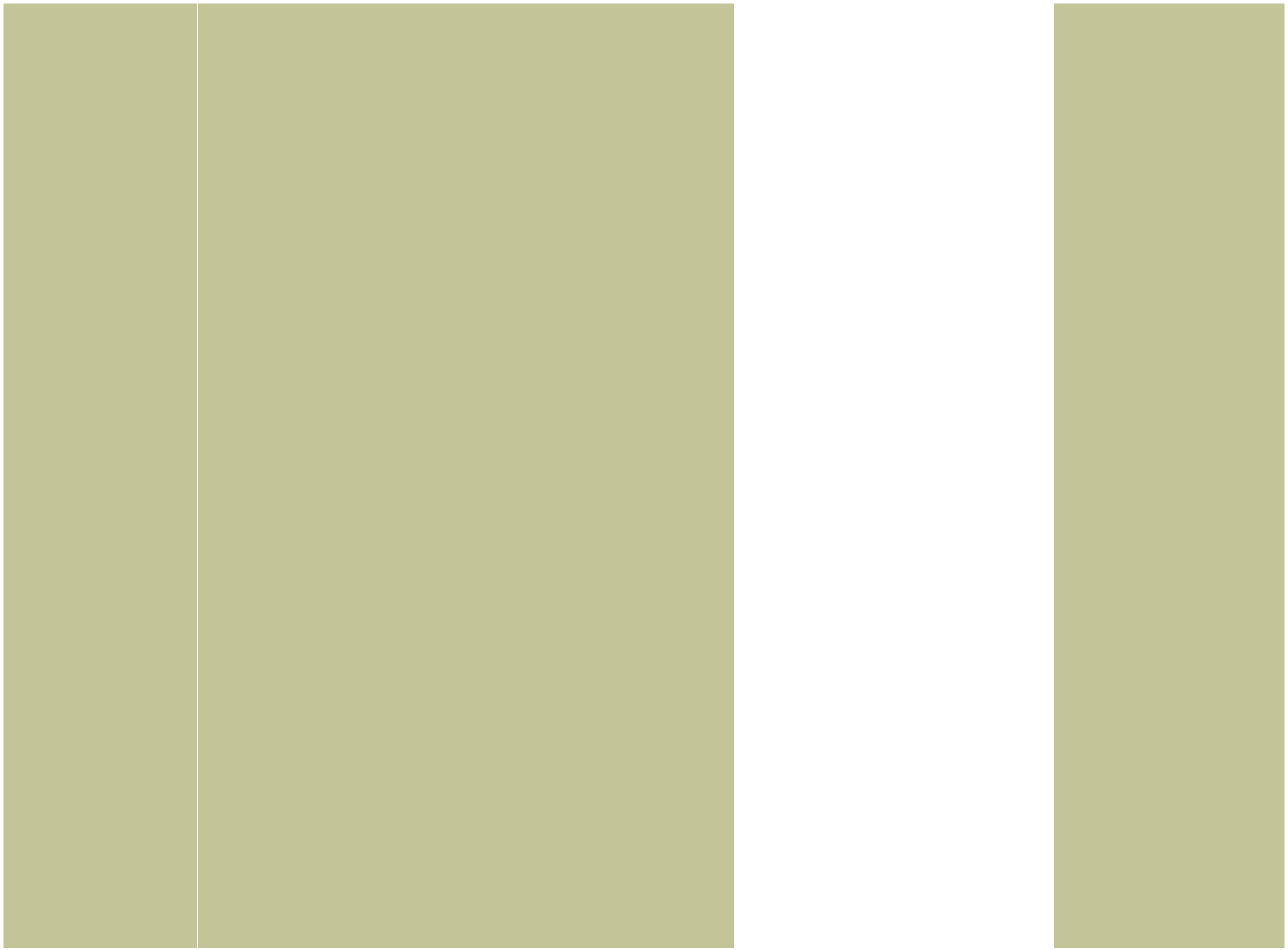


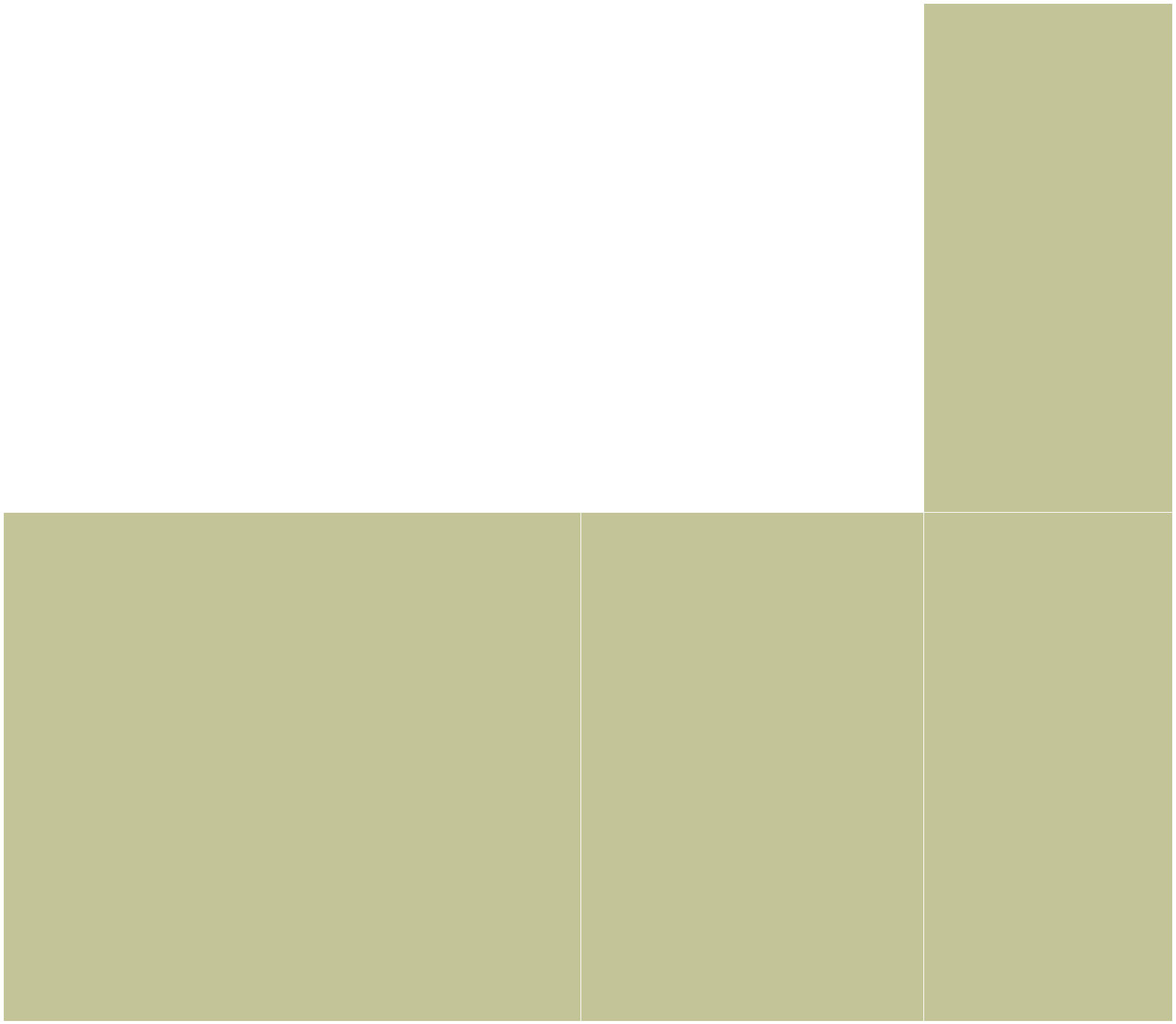


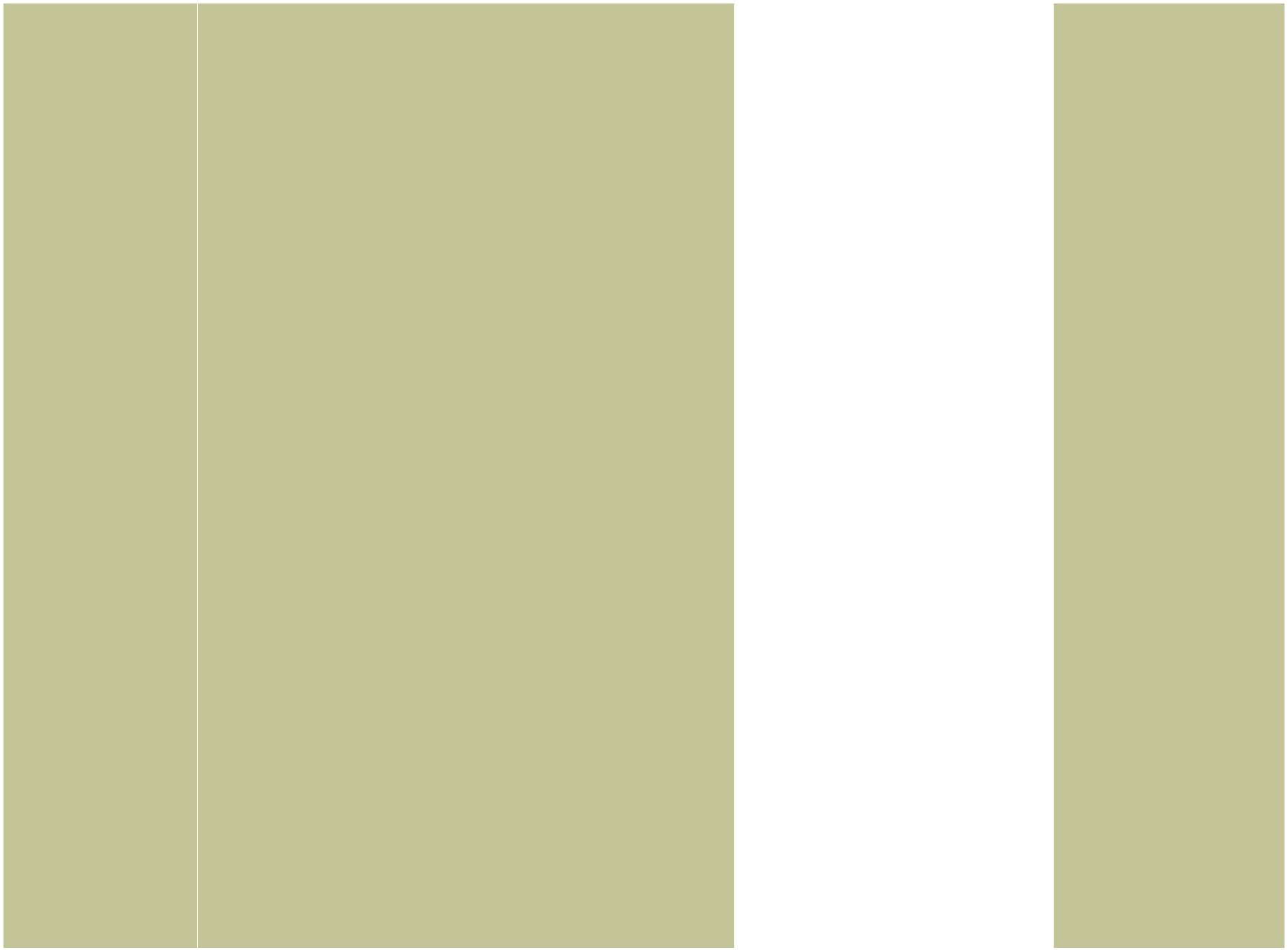
			$%-9-/<-!/). 9)'-'7!)/ />EA-%9)B =&9&.)%9D! B%&-/+9)%%-C $)9.9D!A>.)/ .5- Y>*'&.7)B &/.-%*<.&)/9! */+ <)/=-%9*.&)/9?! ^-$'*<-* '*%0- =*'>-)/! .5- U8)%+)B E)>.5W 8- 5-*% B%) E!5&05 9<5))' =&9&.9D!)/.5-!%)*+D! */+5-%-)/! <*E$>9 +>%&/0 +*&'7!=&9&.9!*/+! -=-/.9? • dB <)>%9-! E-*9>%-E-/. &9 *'9)!<%&.&<*' .) &E$%)=-E-/.? V*9. B*''D 8-! '*>/<5-+ * /-8 *+E&99&)/9 A')0!)/! 4>EA'% .5*. 5*9!0*&/-+!* 9.-*+7!S*/+! 0%) 8&/0T! B)'') 8&/0?! ,)

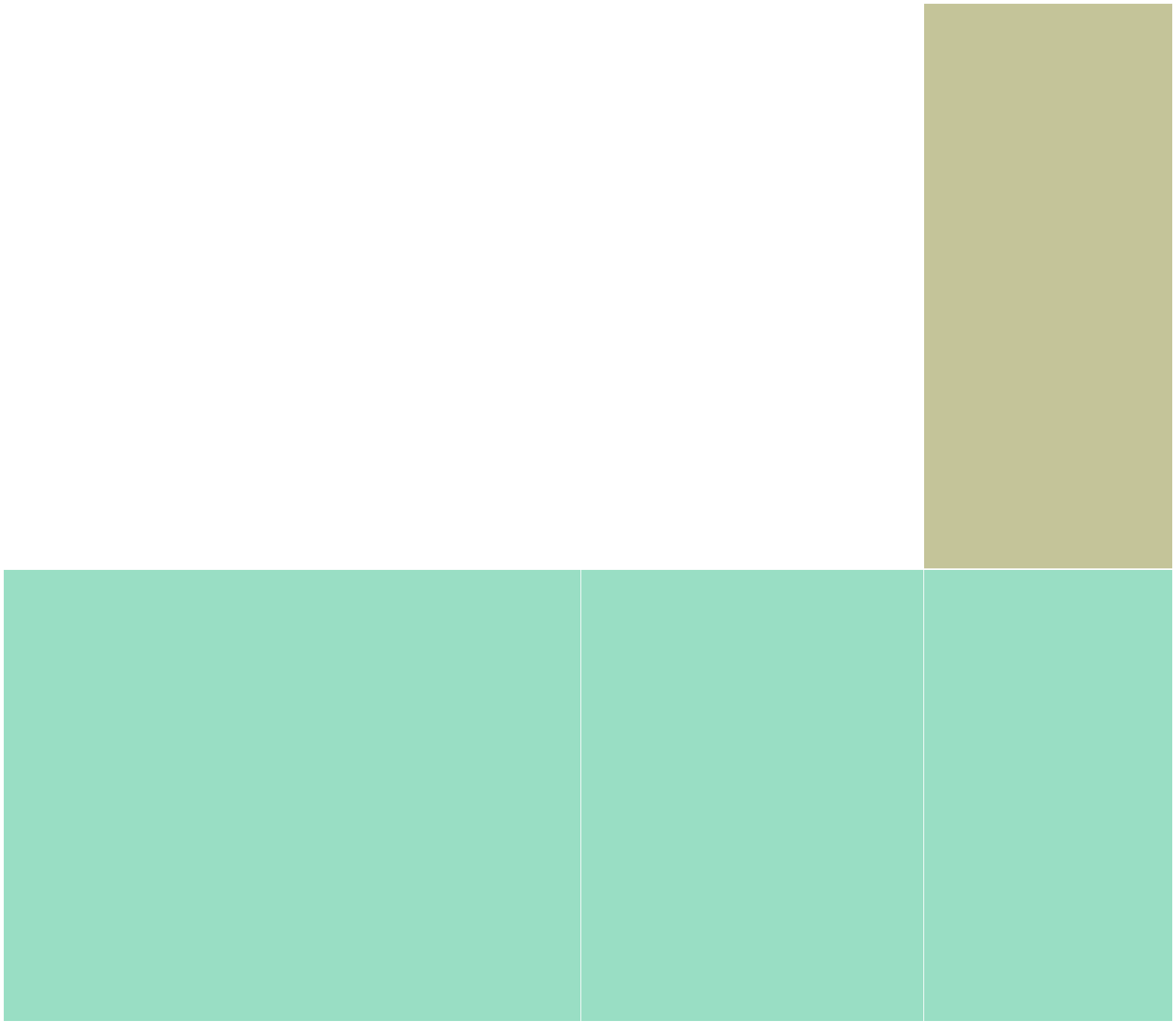
			/.5'7 =&9&. .))>% 4>EA'% A')0!5*=- &/<%-*9-+ B%) E! I JK Sh*/T!.)! LMN S;-AT!.)! OPQ S , *%<5T?! ^ -S=- *=-%*0-+ NRR $*0-C=&-89! $-% E)/.5 +>%&/0!.5&9! .&E-? • 45- I'*99!)B 12"m ;*<-A)): $*0-! 5*9!LPI .).*'! '&:-9D!85&<5 &9 >$ B%) E!I JQ)/ J0130"3 S8-!9*8 * 9&0/&B&<*/. &/<%-*9-!9&/<- .5- %-'-*9-)B M6 +-<&9&)/9?T C ,)/.5'7 *=-%*0- />EA-%)B $-)$' -/0*0-+!8&.5! .5- $*0- C RQN S9&/<- "0"0"3T C ,)/.5'7 *=-%*0- />EA-%)B $-)$'- 95*%&/0!

			9.)%&-9!*A)>. $*0- S'&:-9D! <)EE-/.9D -.<TG!KMI S*'9)! 9&/<- "0"0"3T C^-*=-%*0- KK +*&'7!%-$&/9!)/a&/.-%-9. S9&/<- "0"0"3 */+.5- *=-%*0-!+*&'7! %-*<5!5*9!A--/ QSNKOT
#'>E/*-O& H/0*0-E-/.	• Q-- 8-A9&.-%-=*E$9.*.>9>/+-% N/+-%0%*+>*.-M-<%>&.E-/.? • #9$*%.)B.5- 8-A9&.-%-=*E$D.5- #'>E/*- $*0-9*%- A-&/0%-+-9&0/-+.)B-*.>%- E)%- +7/*E&<<)/.-/.*/+-*9&-%!/*=&0*.&)/D*/+.) E*:-&/B)%E*.&)/*A)>.-=-/.9D$%)0%*E9D!*/+ %-9)>%<-9E)%-*<<-99&A'-? • 4%*/9&.&)/B%)E!e*%%&9.)&,)+>'-9B)% #'>E/*-O&#99)<&*.&)/SQ>EE-% 12"3T • HF-<>.&=-6&%-<.)%)B#'>E/*-O&#99)<&*.&)/ A%&/0&/0.)0-.5-%B*<>'.7*/+<)''-*0>-9B%)E! *<%)99+-$*%.E-/.9.)E*:--F$-%&-/<-9 *=*&'*A'-.)*'>E9=&*+&0&.*'.-<5/)')0&-9? • 45-#'>E/*-#99)<&*.&)/&9!8)%:&/0!8&.5!.5-! a%)=)9.c9!dBB&<-!.)!$)9.J[2!'-<.>%-!=&+-)9.5*. 8-%-<*$.>%-+=&*)>%<*E$>9C8&+-4-0%&.7 '-<.>%-<*$.>%-979.-E?!45&9)$$)%.>/&.7!8*9 &+-/.&B&-+!&/*E--.&/0)B`&/*Q&-9&/0D4%*<7 b-''E-%DQ*%*545-)A)'+D*/+*!9>A9-Y>-/. E--.&/08&.5h-//&B-%Q$)5%-%.)&+-/.&B7 <)/.-/..5*.&9*'%-*+7!)<<>%%&/0D-?0?DJ[2! '-<.>%-9D*/++&9<>99 8*79.)E*:-&.*=*&'*A'- .)*'>E/*-O&)/!.5-!8-A9&.-8&.5')8!	• Q-- A>+0-.*/+B>/+&/0 +-.*&'9!>/+-%!,*%:-.&/0! PI)EE>/&<*.&)/9 A-')8?	• ^-8&''!8*/. .)E-*9>%- -/0*0-E-/.&/ *A%)*+8*7 >9&/0!*/*'7.&<9 .)+-.-%E&/- /).)/'7 85*. $*0-9*%-E)9. =&9&.-+D!)% 85*.!<)/.-/.! 0)-9=&%*'!)/ 9)<&*'E-+&*D A>.*'9) 85*.! B-*.>%-9!-/.&<-! $-)$'-.) <)E$'-.-* +-9&%-+<*''.)! *<.&)/D!9><5*9 *$$'7)%0&=-?! ^-*'9) 8*/. .):/)8!85*.! *%-.5-E)9. -BB-<.&=-!









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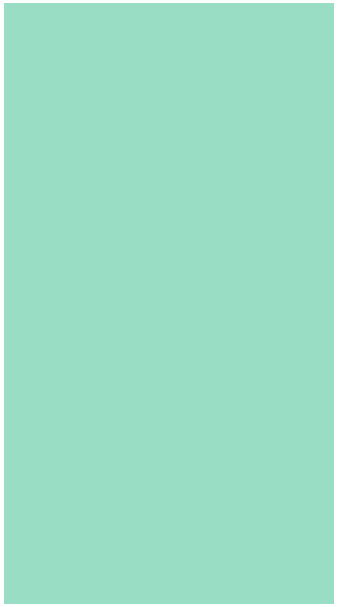
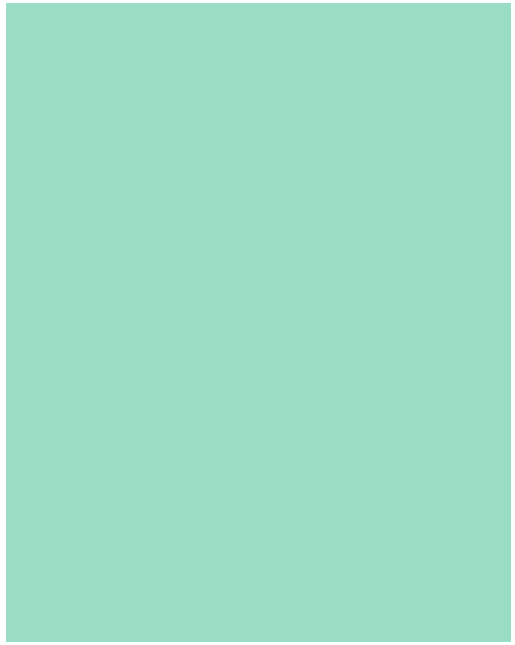
	7&-'+ %-=- />- B%) E!$*%. / -% & / 9.&.>.&) / 9 .) • •		

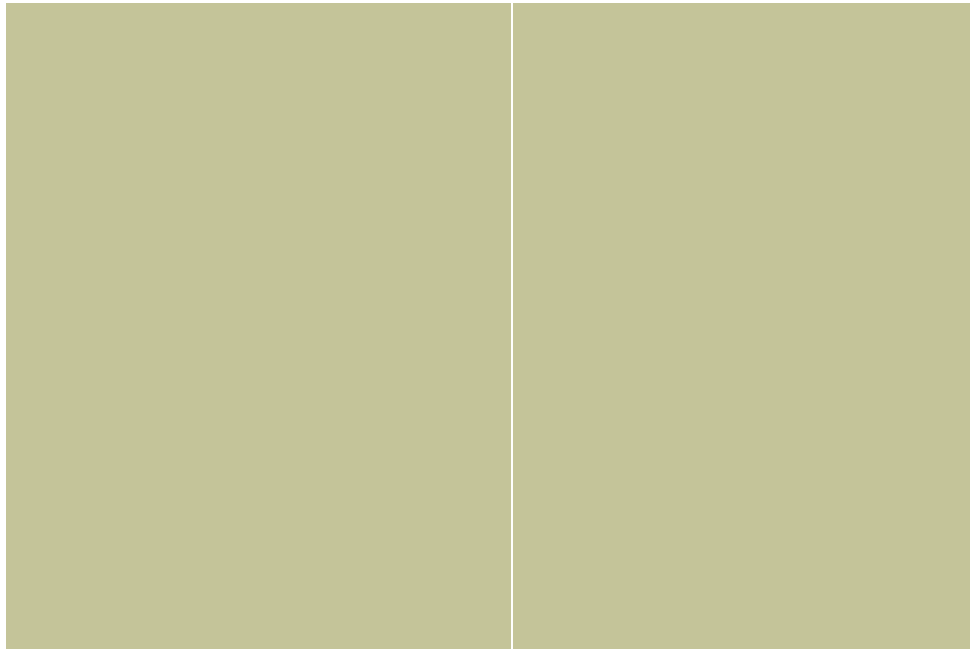


	• (>&'+&/0!)/!.5- 9><<-99B>'! _`VI0,-'')/ E)+-'D -*<5 7-*% 8- 8&''!<)/.&/>-!.)!B*<&'&.*.-!* E>'.&C+*7!&/9.&.>.-!B)% B*<>'.7! */+ 9.*BB B)<>9-+!)/ <)>%9-! +-9&0/O%-+-9&0/!SB)<>9-+!)/ A'-/+-+ '-*%/&/0!)%).5-% B)%E9)B .-<5/)')07 &/.-0%*.&)/!.)!9>$$)%.!+-9&%-+ '-*%/&/0)>.<) E-9T? • e&%- 1CJ!*++&.&)/*' H+><*.&)/*' 4-<5/)')07!Q$-<&*'&9.9!.)! *>0E-/. .5- .-*E!)B *<*+-E&< .-<5/)')07 $*%./-%9?!45&9 8&'' -/*A'-G • ;*<>'.7!*/+!9.*BB!.)! <%-*.- E-*/&/0B>' */+ &//)=*.&=-!<>%%&<>'*%! */+ <)C<>%%&<>'*%! -F$-%&-/<-9!B)% 9.>+-/.9D!*/+ .) *99-99	8)%:95)$9D!<)/B-%-/<-9D! .%*&/&/09 -.<?!w ZJ2D222? • HY>&$E-/. /--+907-*% w Z]2D222 &/ <'*99%))E! >$0%*+-9 I Z"]D222 E&/)% -Y>&$E-/.? • R//)=*.&)/ B>/+B)%!B*<>'.7! -F$-%&E-/.*.&)/ 8&''!A- $*%.&*''7!B>/+-+ =&* *'%-*+7! *'')<*.-+ -/+)8E-/. B>/+9?	.) 9>$$)%.!9.>+-/.!'-*%/&/0! */+ -/*A'- 9<5)'*%95&$r • e*=-!8- <%-*.-+ 7-*%C %)>/+!)$$)%.>/&.&-9!B)% B*<>'.7!.)!'-*%/!*A)>.!*/+ 95*%-!$)99&A&'&.&-9!SB*<>'.7! +-=-')$E-/.TD */+ *. 85*.! '-=-'9 *%- B*<>'.7 $*%.&<&$*.&/0r • e)8 E*/7 '*%0-%C9<*'-! *<*+-E&< $%)L-<.9 9><5 *9 A'-/+-+ '-*%/&/0!*%- 9.*BB E*/*0&/0r • ^5*.!*%- .5- '-99)/9 '-*%/-+ */+ 9.>+-/.!)>.<)E-9C -F$-%&-/<-! +)<>E-/.-+ */+ %-$)%.-+ .)<)EE>/&.7.) &/B)%E! B>.>%-!$%)L-<.9? • 4) 85*. -F.-/. *%-!8-!*A'-! | .) 9>$$)%.!9.>+-/.!'-*%/&/0! */+ -/*A'- 9<5)'*%95&$r • e*=-!8- <%-*.-+ 7-*%C %)>/+!)$$)%.>/&.&-9!B)% B*<>'.7!.)!'-*%/!*A)>.!*/+ 95*%-!$)99&A&'&.&-9!SB*<>'.7! +-=-')$E-/.TD */+ *. 85*.! '-=-'9 *%- B*<>'.7 $*%.&<&$*.&/0r • e)8 E*/7 '*%0-%C9<*'-! *<*+-E&< $%)L-<.9 9><5 *9 A'-/+-+ '-*%/&/0!*%- 9.*BB E*/*0&/0r • ^5*.!*%- .5- '-99)/9 '-*%/-+ */+ 9.>+-/.!)>.<)E-9C -F$-%&-/<-! +)<>E-/.-+ */+ %-$)%.-+ .)<)EE>/&.7.) &/B)%E! B>.>%-!$%)L-<.9? • 4) 85*. -F.-/. *%-!8-!*A'-!

	S)% '&<-/9-+T!&/ .5-! <)/.-F.)B .5-!		B--' .5- -/=&%)/E-/. &9r • R9&/9.%><.&)/*'!+-9&0

	) / - * /) .5-%!A*9-+!) / %-<)0/&.&) /)B!95*%-+! &/.-%-9.9? e-'$ .5-E!.) B)%E!$--% E-/.)%&/0 /-.8)%:9!A*9-+) / <) E E) / 0)*'9 .5*. -E-%0- .5%)>05 <) /9>'.*.&) /!8&.5&/!*/+ *<%)99 +&9<&$'&/-9? • ;*<>'.7!5*=-!&/.-%-9. &/ '-*%/&/0 *A)>. E>'.&$'- 8*79)B $%-9-/.&/0! &/B)%E*.&) / .) .5-&% 9.>+-/.9!&/<'>+&/0!		)B .5-!<)>%9-r • p)B!9.>+-/.9 8&.5 * +&0&.*' $)%.B)'&)r • g)B 9.>+-/.9 B)% 85) E!.5- $)%.B)'&)!&9 * 9&0/&B&<*/.! B*<.)%!&/ .5-&%!0%*+>*.-! 9<5)) ' *+E&99&) /9 */+0)% 5&%&/0 B)%L)A9r • R9!.5-%-!*/7!$'*/!)B 9.>+7!&/ 85&<5 *!9.>+-/.!8)>'+ A- *A'- .) *=)&+ <)>%9-9 */+ *<.&=- '-*%/&/0!-F$-%&-/<-9 .5*. &/<'>+- <) E$-.-/<7C





	8&%-'-99 *<<-99 .) 45) E*9 =&* .-9.-+ E)+-' .5*. 8&'' 8)%: B)% .5- 9.%><.>%- S.5&<:!8*''9D! '-*+TX 9&0/&B&<*/. />EA-%)B <'*99%)) E9 */+ B*<>'.7)BB&<-9 8&''!A- <)=-%-+?! I)9.!.) A- <)=-%-+ A7!RQ M-9-%=-9 SxZ"m2:T?!	<) E$'-.-+ %-<-/.'7X 5) 8-=-%D!8-!/--+ .)! <)/.&/>-!$'*//&/0!*9 8&%-'-99 .-<5/)')07 */+ E)A&'- >9*0- $%*<.&<-9 -=)'=-?!;)% /-F.C0-/-%*.&)/! /-.8)%:!*/+ +*.* <-/.-% $'*//&/0D 8- /--+ * B>''! $%)B-99&)/*'!9.>+7!.) +-.-%E&/- 9$-<&B&<!0)*'9!B)%)>% <)/.-F. */+!*99)<&*.-+! <)9.9?!45&9 9.>+7!95)>'+! A-0&/!8&.5)>% 0)*'9 B)% 6&0&.*' (%7/	