'

VM e=876;36AK$B7<;5G:$?<;$%<H?<:3;$f32?J=768$

?M e=876;36AK$G7<;5G:Q$%<63?87<?@A3$?<;$ I ?:36=?A$@32?J=76$:2?:$=8$;=8654:=J3P$A3H;P$76$?$ @63?G2$79$43?G3P$=<GA5;=<>$=<G=:=<>$7:2368$:7$;7$87M$

@M e=8654:=7<$ 76$ 7@8:65G:=7<$ 79$ ?$ %<=J368=:K$ ?G:=J=:K(Q$ %<63?87<?@A3$ ?<;$ I ?:36=?A$ ;=8654:=7<$ 76$ 7@8:65G:=7<$ 79$ ?$ %<=J368=:K$ ?G:=J=:=K$ 85G2$ ?8$ :3?G2=<>P$ 6383?6G2P$ 63G63?:=7<P$ I 33:=<>8P$45@A=G$3J3<:8P$467>6? I 8P$836J=G38P$?; I =<=8:6?:=J3$95<G:=7<8P$?<;$ G7<;5G:$467G33;=<>8M!$$

GM " ?6?88 I 3<:Q$ f32?J=76$ :2?:$ =8$ 83J363P$ 436J?8=J3P$ 76$ 4368=8:3<:$ :7$ ?$ ;3>633$ :2?:$ ?$ 63?87<?@A3$43687<$H75A;$<7:$:7A36?:3$?<;$3993G:=J3AK$;3<=38$76$=<:3693638$H=:2$3Z5?A$ ?GG388$:7$%<=J368=:K$3;5G?:=7<P$3 I 4A7K I 3<:P$@3<39=:8$ 76$ 46=J=A3>38M$ ! 2=8$ =<GA5;38$ J36@?A$ ?@583P$ :263?:8P$ =<:= I =;?:=7<P$ 8:?AN=<>P$ ?<;$ G736G=7<M$ '<$ ?;;=:=7<P$ 2?6?88 I 3<:! I ?K!@3$G7<;5G:3;$@K$?$J?6=3:K$79$ I 3;=5 I 8$=<GA5;=<>$42K8=G?AP$J7G?AP$ H6=::3<P$76$3A3G:67<=GM!$$

;M b2K8=G?A$?88?5A:Q$O<K$42K8=G?A$976G3P$G?58=<>P$76$:2?:$G75A;$63?87<?@AK$G?583P$@7;=AK$ 2?6 I $547<$?<K$43687<$=<GA5;=<>$?88?5A:P$9=>2:=<>P$@6?HA=<>P$76$638:6?=<=<>$87 I 37<3$ ?>?=<8:$:23=6$H=AAM$$$

3M ! 263?:3<=<>$@32?J=76Q$O$836=758$3W46388=7<$79$=<:3<:$:7$G7 I I =:$?<$?G:$79$5<A?H95A$ J=7A3<G3$?>?=<8:$?$4?6:=G5A?6$=<;=J=;5?AP$=;3<:=9=?@A3$>6754P$76$;? I ?>3$:7$467436:KM$ ! 23$ :263?:3<=<>$J=7A3<G3P$=<GA5;=<>$=<:= I =;?:=7<P$G?5838$63?87<?@A3$93?6$79$=<]56K$:7$:23$ 23?A:2$76$8?93:K$79$?<K$43687<P$>6754P$76$467436:KM$$

$

YM e65>$

?M b788388=<>P$58=<>P$3 $-0.3( I I 241 1 (>)0.2(P)0.3($)-Tf[( I ?)-0.3(<)155.9(5

?M %<?5:276=a3;$ 3<:36=<>P$ 3W=::=<>P$ 7GG54K=<>P$ 76$ 58=<>$ 79$ ?<K$ %<=J368=:K$ 7H<3;$ 76$
I ?<?>3;$9?G=A=:=38P$467436:KP$76$467436:K$@3A7<>=<>$:7$?<7:236M$$
@M

64 9)8%5"' : $ ; )&), "8-")<%' : 5") / &'

0$e=63G:$0 ; I =<=8:6?:=J3$OG:=7<$Ce 0 0F$=8$?<$?G:=7<$:2?:$4A?G38$= I I 3 ; =?:3$638:6=G:=7<8$547<$?$8:5 ; 3<:L8$6=>2:8$