"MM%15TZTUFNTDPNFXJUIBNPOUI NBOVGBDUVSFTXBSSBOUZ5IJTXBSSBOUZPOMZDPWFST BOZEFGFDUTJOXPSLNBOTIJQ DPOTUSVDUJPO PS NBUFSJBM5IJTXBSSBOUZEPFTOPUDPWFSBOZEFGFDUT DBVTFECZJODPSSFDUJOTUBMMBUJPO JOTUBMMFSFSSPS  BCOPSNBMXPSLJOHDPOEJUJPOT NJTVTFPSOFHMFDU "OZEFGFDUTPSNBMGVODUJPOTTIPVMECFSFQPSUFEUP %15JNNFEJBUFMZUPBWPJEBOZEBNBHFUPPUIFS DPNQPOFOUT

"MMCSPLFODPNQPOFOUTNVTUCFTFOUUP%15BUUIF DVTUPNFSTDPTU8FFYDMVEFBMMMJBCJMJUZGPSBOZ EBNBHFPSMPTTFTXIJDINBZPDDVS8FXJMMOPUCF IFMEMJBCMFJGUIFQVNQJOHGBJMTEVFUPJUIBWJOHCFFO JOTUBMMFEPSTQFDJöFEJODPSSFDUMZ

)FBMUIBOE4BGUFZ

8BSSBOUZ

5IF(SFBTF.BYYTZTUFNIBTCFFOEFTJHOFEGPS BQQMJDBUJPOTXIFSFDPMMFDUFEXBUFSDPOUBJOTMBSHF BNPVOUTPGEJSU TBOE BOEPUIFSTVTQFOEFE QBSUJDMFT*OBQQMJDBUJPOTTVDIBTWFIJDMFXBTICBZT  HFOFSBMXBTIEPXOBSFBT BOECSVTIXBTITZTUFNT  ZPVXJMMOFFEUPDPMMFDUBOZQBSUJDVMBUFTQSJPSUP EJTDIBSHJOHUIFXBUFSJOUPUIFESBJOBHFTZTUFN 5IJTJTUIFQ 5IJTJTUIFQSJNBSZGVODUJPOPGUIF(SFBTF.BYY

5IF(SFBTF.BYYDPNFTJOUISFFEJòFSFOUTJ[FT BMMPXJOHZPVUPIBWFBNPEVMBS UXJOPSUSJQMF  BQQSPBDIUPZPVSTQFDJöDBQQMJDBUJPO&BDI (SFBTF.BYYDIBNCFSJTNBOVGBDUVSFEJOUIF6, GSPNIJHIHSBEF.%1&UPFOTVSFBSPCVTUBOE TFDVSFTZTUFNUIBUXJMMHJWFZPVNBOZZFBSTPG USPVCMFGSFFVTBHF"MMJOUFSOBMQJQFXPSLJTTVQQMJFE XJUIFBDI(XJUIFBDI(SFBTF.BYY

"MMJOTUBMMBUJPOJOTUSVDUJPOTBSFGPSHVJEBODFPOMZ JU JTUIFTPMFSFTQPOTJCJMJUZPGUIFDPOUSBDUPSUPFOTVSF UIBUUIFJOTUBMMBUJPOJTJOBDDPSEBODFXJUIUIF QSFWBJMJOHHSPVOEDPOEJUJPOTBOEHPPECVJMEJOH QSBDUJDFUPFMJNJOBUFBOZEBNBHFUPFJUIFSUIF QVNQTUBUJPOPSQJQFXPSLEVSJOHPSBGUFS JOTUBMMBUJPOJGZPVIBWFBOZRVFTUJPOTBCPVU JOTUBMM JOTUBMMBUJPOQMFBTFDBMMVTPOGPS GVSUIFSHVJEBODF

5IF(SFBTF.BYYSFRVJSFTSPVUJOFNBJOUFOBODF  UIFSFGPSFJUJTJNQPSUBOUUIBUDBSFGVMDPOTJEFSBUJPO JTUBLFOXIFOTFMFDUJOHZPVSQPTJUJPOTPUIBUZPV IBWFQFSNBOFOUBDDFTTUPUIFTZTUFN

*OPSEFSUPSFEVDFUIFSJTLPGBDDJEFOUTXIFO JOTUBMMJOHPSTFSWJDJOHZPVSQVNQTUBUJPOJUJT JNQPSUBOUUIBUBMMXPSLFSTBSFGVMMZUSBJOFE  DPNQFUFOU BOEVTFUIFDPSSFDUFRVJQNFOUBOE UPPMT5IFZNVTUBMTPGPMMPX6,HVJEFMJOFTBT PVUMJOFECFMPX

%POPUXPSLXJUIPVUBSJTLBTTFTTNFOUCFJOH VOEFSUBLFO

8PSLJOBDDPSEBODFXJUIDPOUSPMNFBTVSFT &OTVSFBöSTUBJELJUJTFBTJMZBDDFTTJCMF

0WFSWJFX

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-PDBUJPO

'PSBTVDDFTTGVMJOTUBMMBUJPOQMFBTFGPMMPXUIF TVHHFTUFEHVJEFMJOFTCFMPX

4FMFDUBTVJUBCMFMPDBUJPOGPSUIF(SFBTF.BYY

$IFDLUIBUOPPUIFSTUSVDUVSFPSTQFDJBM BDDFTTJTSFRVJSFEPWFSUIFTFMFDUFETQPU

$IFDLUIBUOPVOEFSHSPVOEDBCMFT QJQFTPS TFSWJDFEVDUTMJFCFOFBUI

&YDBWBUFUIFNJOJNVNPQFOJOHJOUIFHSPVOE UPSFDFJWFUIFUBOLBOEQJQFXPSLUPCFVTFE*G BNBDIJOFJTVTFEUPSFNPWFUIFTPJM UIFTJEFT PGUIFFYDBWBUJPOTIPVMECFCBUUFOFEGPS TUBCJMJUZBOEBTVNQMFGUJOUIFPOFDPSOFSGPS EFXBUFSJOHQVSQPTFT

5IFEFQUIPGFYDBWBUJPOOFFETUPCFBUNPTU NNEFFQFSUIBOUIFPWFSBMMUBOL QMVT FYUSBSPPGTMBCJGBQQMJDBCMF EFQUI5IJTFYUSB EFQUIJTSFRVJSFEUPBMMPXGPSUIFDPOTUSVDUJPO PGBIBSEDPSFDPODSFUFCBTF*GUIFFYDBWBUJPO JTEVHCZIBOE UIFTJEFTXJMMSFRVJSFTIPSJOH VQGPSTBGFUZ UPQSFWFOUFBSUITMJQQBHF

4PNFDMFBOIBSEDPSFTIPVMECFQMBDFEBOE DPOTPMJEBUFEJOUIFCBTFPGFYDBWBUJPO 6TVBMMZ UIJTXJMMOFFEUPCFBCPVUNN UIJDL

-BZDPODSFUF NJOJNVNHSBEF UPB NJOJNVNUIJDLOFTTPGNNPOUPQPG IBSEDPSF$PNQBDUXFMMEPXO

-PXFSUIFUBOLPOUPUIFEBNQDPODSFUFCBTF  BMMPXJOHUIFCBTFGFFUNPVMEJOHT JGöUUFEGFFU OPUöUUFEPOUBOLTTNBMMFSUIBONEJBNFUFS  UPTFUUMFJO&OTVSFDPSSFDUPSJFOUBUJPOPGUIF JOMFUPVUMFUQJQFTBOEPUIFSDPOOFDUJPOT

'JMMUIFUBOLXJUIBQQSPYJNBUFMZNNPG XBUFS

1PVSDPODSFUFTVSSPVOEJOTJUVUPBUIJDLOFTTPG BQQSPYNNBOEUPBIFJHIUPGNN GSPNDPODSFUFCBTFVTJOHNJOJNVNHSBEF DPODSFUF5IFDPODSFUFNVTUCFFWFOMZQPVSFE BSPVOEUIFUBOLQFSJQIFSZ BOENVTUOPU FYDFFEUIFEFQUIPGXBUFSJOUIFUBOL5IF DPODSFUFTIPVMECFWJCSBUFEUPMFBWFOPWPJET $BSFNVTUCFUBLFOUPFOTVSFUIBUBOZQJQFT PSPUIFSDPOOFDUJPOT NBEFBSFOPUEBNBHFE $PODSFUFXJMMTFDVSFJOUPQPTJUJPOBOZQJQFT UIBUIBWFCFFODPOOFDUFE%VSJOHDPODSFUF QPVS FOTVSFUIBUUIFUBOLJTWFSUJDBM CZVTFPG BTQJSJUMFWFMBDSPTTUIFUBOLhTPQFOJOH  "EEJUJPOBMMZ FOTVSFUIBUUIFUBOLJTBUUIF DPSSFDUEFQUIMFWFM"MMPXUIJTDPODSFUF BODIPSUPTFU

%0/053&.07&5)&8"5&3'30.5)&5"/,

8FSFDPNNFOEUIBUUIFUBOLJTGVMMZFODMPTFE JODPODSFUFUPQSPWJEFFYUSBTVQQPSU5)& $0/$3&5&.645#&&7&/-:1063&% "306/%5)&5"/,1&3*1)&3:"/%.645 /05&9$&&%5)&%&15)0'8"5&3*/5)& 5"/,5)&8"5&3-&7&-4)06-%#& (3"%6"--:3"*4&% $0/4*45&/58*5)5)& */$3&"4*/(-&7&-0'$0/$3&5&1063&%  "/%4)06-%3&."*/..)*()&35)"/ 5)&$0/$3&5&#"$,'*---&"7&5)&8"5&3*/ 5)&5"/,6/5*-5)&$0/$3&5&)"44&5 '6--:

.BLFDPOOFDUJPOTPGTJUFQJQFXPSL

*GSFRVJSFE DPOTUSVDUDPODSFUFDPWFSTMBC XJUIBDDFTTPQFOJOH PGNBYJNVNNN UIJDLOFTT FOTVSJOHUIBUUIFTMBCJTTVQQPSUFE C ZDPOTPMJEBUFECBDLöMM

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*OTUBMMBUJPO