

I!" #&I/
4;O <548G=>3> 70AB>AC20==O ?@5?0@0BC

!□®
(D□!□S□NU)

!::04 ;V:0@AL:>3> 70A>1C:
4VNG0 @5G>28=0: 45:0<5B>:A8=;
1 <; @>7G8=C
4>?>28=8: =0B@iN E;>@84, 2>40 4;O V=T:FV9.

V:0@AL:0 D>@<0. >7G8=
@>7>@89 15710@2=89 @>7G8=.

0720 V 465==O 28@>1=8:0.
"«.@VO-\$0@
#:@0W=0, 03680, <. 8W2, 2C;. . <>A>20, 10.

\$0@<0:>B5@0?52B8G=0 3@C?0.
=B8A5?B8G=i B0 457V=D5:FV9=V 70A>18. >4 "% D08.

5:0A0= G8=8BL 0=B81=C ?@>B83@81:>2C 4VN, :>=F5=B@CTBLAO =0 F8B>?;07<0B8G=i9 <5<1@0=i
(&) 1=>W ;;iB8=8 i 7T4=CTBLAO 7 D>AD0B84=8<8 3@C?0<8 ;i?i4i2<5<1@0=8, ?>@CHCNG8
?@>=8:=iABL &>@30=i7A?>@iW, 5@8B@07<8, 45O:i 2848 ?;iA=O28E 3@81i2 (0A?5@3i;8, ?5=iF8;8),
?@>B8AB>F84=C 4iN =0 B@8E><=>=048, ;O<1;iW, 2i@CA>F84=C 4iN =0 2i@CA8. 8A>:> 0:B82=89
2i4=>A=> >@30=i7 0=B81V>B8:i2. !Bi9:V 4> 45:0<5B>:A8=C D>@<8 ?@8 B@820;>AC20==i
CB2>@NNBLAO ?>2i;L=> i 2 =57=0G=V9 :V;L:>ABV. 0:B5@i>AB0B8G=i (DC=3iAB0B8G=i)
:>=F5=B@0FiW ?>4i1=i 4> 9>3> 10:B5@8F84=8E (DC=3iF84=8E), 2i@CA>F84=8E, ?@>B8AB>F84=8E
:>=F5=B@0Fi9. # ?@>F5Ai ;i:C20==O ?@5?0@0B<< ?V428ICTBLAO GCB;82VABL
0=B81i>B8:>@578AB5=B=8E >@30=i7 0=B81i>B8:i2.
@5?0@0B ?@0:B8G=> =5 2A<>:BCTBLAO A;87>28<8 >1>;>=:0<8, =5CH:>465=>N H:i@>N B0 @0=>2>N
?>25@E=5N.

>:070==O 4;O 70AB>AC20==O.
i:C20==O 3=i9=8G:>28E 10:B5@i0;L=8E B0 3@81:>28E 70E2>@N20=L H:i@8, 1=>W 5:75<8, 3=i9=>.
70?0;L=8E C@065=L <'O:8E B:0=8= (01AF5A8, :0@1C=:C;8, D;53<>=8, DC@C=:C;8, 3=V9=i @0=8,
?0=0@8FiW); AB<<0B>;>3iG=V 70E2>@N20==O (AB<<0B8B8, 28@07:>2>=-5:@>B8G=89 3i=3i2iB,
48AB@>DiG=>-70?0;L=0 D>@<0 ?0@>4>=B>7C I-II ABC?5=O C AB04iW 703>AB@5==O).
"0:>6 ?>:070=89 ?@8 01AF5Ai ;535=i2, 1@>=E>5:B0B8G=i9 E2>@>1i, :iAB>7=i9 3i?>?;07iW ;535=i2,
CA:;04=5=i9 =03=>N20==O<, E@>=iG=>=EiBi C D07i 703>AB@5==O, E@>=iG=>=78;iBi, 0=3i=i,
=>Ai9AB2i AB0Di;>:>:i2 B0 48DB5@i9=8E ?0;8G>:, 28@07:>2>;iBi, ?0@0?@>:B8Bi.
3i=5:>;>3iG=i9 ?@0:B8Fi 4;O ;i:C20==O :0=484>7C A;87>2>W >1>;>=:8 ?iE28, 70?0;L=8E
70E2>@N20=L 35=iB0;i9 1=>3> ?>E>465==O, ?5@54?>;>3>2>W A0=0FiW ?>;>3>28E H;OEi2, ;i:C20==O
?iA;O?>;>3>2>3> 5=4<<5B@8BC.
=V9=>-70?0;L=V 70E2>@N20==O G5@52=>W B0 ?;52@0;L=>W ?>@>6=8=.
;O 3i3iT=iG=>W 457i=D5:FiW H:i@8 @C:<54?5@A>=0;C B0 3C<>28E @C:028G>: ?i4 G0A >1AB565==O
E2>@8E V 28:>=0==O <548G=8E <0=i?C;OFi9 B0 <0;8E Ei@C@3iG=8E 2B@CG0=L,
?5@54AB5@8;i70Fi9=>W 457i=D5:FiW <548G=8E i=AB@C<5=Bi2 B0 4i03=>AB8G=>3> >1;04=0==O 7
<5B0;i2, 3C<8, ?>;i<5@=8E <0B5@i0;i2 B0 A:;0.

@>B8?>:070==O.
I=482i4C0;L=0 3V?5@GCB;82iABL 4> :>=5=Bi2 ?@5?0@0BC.

0;56=V 70E>48 157?5:8 ?@8 70AB>AC20==V.

5:0<5B>:A8= C :=F5=B@0FiW, I> 70AB>A>2CTBLAO 2 5:0A0=i®, =5 <0T B>:A8G=>W 4iW. "@820;5
70AB>AC20==O 5:0A0=C =5 A?@8G8=OT 6>4=8E B>:A8G=8E @50:Fi9. i4i3@i20==O ?@5?0@0BC 4>
38 !?5@54 70AB>AC20==O< ?i428ICT 5D5:B82=iABL 4iW. @8 70?0;L=8E O28I0E B0 ?@8
?>4@07=5==OE H:V@8 ?@5?0@0B @>72>4OBL 48AB8;L>20=>N 2>4>N C A?V22V4=>H5==V 1:1 01>
1:2.

A>1;82V 70AB5@565==O.

0AB>AC20==O C ?5@V>4 203VB=>ABV 01> 3>4C20==O 3@C44N.

V4ACB=V 70AB5@565==O I>4> 70AB>AC20==O C ?5@V>4 203VB=>ABV 01> 3>4C20==O 3@C44N.

40B=VABL 2?;820B8 =0 H284:VABL @50:FVW ?@8 :5@C20==V 02B>B@0=A?>@B< 01> @>1>BV 7
V=H8<8 <5E0=V7<0<8.

V4ACB=V 70AB5@565==O I>4> 2?;82C =0 H284:VABL @50:FVW ?@8 :5@C20==V 02B>B@0=A?>@B<
< 01> @>1>BV 7 V=H8<8 <5E0=V7<0<8.

!>Ai1 70AB>AC20==O B0 4>78.

@8 3=i9=8E B0 3@81:>28E C@065==OE H:i@8, 3=V9=8E @0=0E @>7G8= 70AB>A>2CNBL C 283;O4i
?@><820=L, ?@8<>G>.: ;O ;i:C20==O ?@>:B8BC i 28@07:>2>3> :>;iBC B5?;89 @>7G8= 22>4OBL C
283;O4i ;i7< ?> 50-100 <; 2 @078 =0 4>1C 4> ?>2=>3> 7=8:=5==O >7=0: 3>AB@>3> 70?0;5==O. >@8Fi
?@8 E@>=iG=>:B8Bi ?@><820NBL 5:0A0=><® I>4=O ?@>BO3<< 3-4 4i1. ;O ?@><820==O A5G>2>3>
@>A;8E @>7G8= 45:0<5B>:A8=C 70AB>A>2CNBL ?iA;O ?>?5@54=L>3> @>72545==O 1:7 >G8I5=>N
2>4>N C 4>7i 500-600 <; (=0 :C@A ;i:C20==O 7-20 ?@><820=L).

#@065==O A;87>2>W >1>;>=:8 ?>@>6=8=8 @>B0 ;i:CNBL H;OE< 0?;i:0FiW ?>

25-50 <; ?@>BO3<< 10-15 E2 01> ?>;>A:0==O (100-150 <;). 8AB@>DiG=>-70?0;L=C D>@4=>B>7C I-II
ABC?5=O C AB04iW 703>AB@5==O ;i:CNBL H;OE< i@830FiW B5?;8< @>7G8=>< ?0B>;>3iG=8E :0@
<0=i2 OA5= (50-70 <;) 01> 0?;i:0Fi9 =0 OA=0 4> 70BCE0==O 70?0;L=8E O28I. %2>@8< 7 :0=484>7=8<
C@065==O< A;87>2>W >1>;>=:8 @>B0, 28@07:>2>=5:@>B8G=8< 3i=3i2iB< ?@87=0G0NBL
?>;>A:0==O ?>@>6=8=8 @>B0 (100-150 <;) 4 @078 =0 4>1C ?@>BO3<< 5-10 4=i2.

i:C20==O :0=484>7C <8340;8:i2, E@>=iG=>3> B>=78;iBC ?@>2>4OBL ?@><820==O< ;0:C= ?i4=51i==8E
<8340;8:i2 (50-75 <; =0 ?@><820==O).

!0=0FiN =>AiW2 AB0Di;>:>:0, 48DB5@i9=>W ?0;8G:8 ?@>2>4OBL H;OE< ?>;>A:0==O @>7G8=><
7i20, ?@><820==O ;0:C=, 7@>HC20==O =>A>3>;B:8, <8340;8:i2. 0:C=8 ?@><820NBL 3-5 @07i2 G5@57
45=L.

4>@>A;8E ?@8 01AF5Ai ;535=i2, 1@>=E>5:B0B8G=i9 E2>@>1i, :iAB>7=i9 3V?>?;07iW ;535=L,
CA:;04=5=8E =03=>N20==O<, E@>=iG=>=EiBi C D07i 703>AB@5==O 5:0A0=® 22>4OBL

5=4>1@>=Ei0;L=>:

G5@57 B@0E5>AB> 25-50 <; 1-2 @078 =0 45=L; G5@57 B@0=A=070;L=89 :0B5B5@ ?>

5-10 <; 1 @07 =0 45=L;

<5B>4>< C;LB@072C:>28E i=30;OFi9 ?> 5-10 <; 1-2 @078 =0 45=L;

70 4>?><>3>N ;0206C B@0E5>1@>=Ei0;L=>3> 45@520 2 >1'T

"@820;iABL ;i:C20==O 2-4 B86=i.

@8 ;V:C20==V 3=V9=>-70?0;L=8E 70E2>@N20=L G5@52=>W B0 ?;52@0;L=>W ?>@>6=8= C@065=C
4V;O=:C 70?>2=NNBL 4> :@0W2 5:0A0=><® 7 5:A?>78FVTN =5 <5=H5 10 E2. @8 =5>1EV4=>ABV, 2 B>
>> (157 4@5=06C), ?@>2>4OBL 1030B>@07>25 70?>2=5==O >?5@0FV9=>W ?>@>6=8=8 7 ?>40;LH8<
2840;5==O< @>7G8=C 4> G8AB8E ?@><82=8E 2>4. @>B>G=>-?@><820;L=5 4@5=C20==O ?>@>6=8=8
28:>=CNBL 70 4>?><>3>N 4@5=06V2 01> ?C=:FV9=8< <5B>4>

;O ;i:C20==O 1=8E B0 3@81:>28E B@8E><>=04=8E C@065=L A;87>2>W >1>;>=:8 ?iE28 5:0A0=®

28:>@8AB>2CNBL C 283;O4i A?@8=FN20=L (50-100 <; ;i4i3@iB>3> 4> 38 !?@5?0@0BC 3 @078 =0
4>1C). # B0:89 65 A?>Ai1 ?@>2>4OBL ?5@54?>;>3>2C A0=0FiN ?>;>3>28E H;OEi2 >4=>@07>2>.

i:C20==O ?iA;O?>;>3>2>3> 5=4<5B@8BC 74i9A=NNBL H;OE< ?@><820==O B5?;8< ?@5?0@0B<<
?>@>6=8=8 <0B:8 (150-200 <;) 2 @078 =0 4>1C.

=570@06C20==O H:i@8 @C: B0 3C<>28E @C:028G>: ?@>2>4OBL H;OE< =0=5A5==O 5-10 <;

?@5?0@0BC =0 ?>?5@54=L> 28<8BC ?>25@E=N, I> ?i4;O30T 457V=D5:FiW, ?@>BO3<< 5 E2.

G8I5=i <548G=i i=AB@C<5=B8, 703C1=8:8, B@C1:8 i >1;04=0==O 457V=Di:CNBL H;OE< 70=C@5==O
C @>7G8= =0 30 E2.

VB8.

0AB>A>2CNBL 4;O ;V:C20==O 4VB59 7 12 @>:V2 7E@>=iG=8< 1@>=EiB<< C D07i 703>AB@5==O,
<5B>4<< C;LB@072C:>28E i=30;OFi9 ?> 5-10 <; 1-2 @078 =0 45=L. @8 V=H8E ?>:070==OE 4>A2V4
70AB>AC20==O 4VBO< 4> 18 @>:V2 2V4ACB=V9.

5@54>7C20==O. # 72 O7:C 7 2i4ACB=iABN 2A<>:BC20==O ?5@54>7C20==O =5 A?>AB5@i30TBLAO.

>1iG=V 5D5:B8.

?>>48=>:8E 28?04:0E C 45O:8E ?0FVT=BV2 <>6;820 ?V428I5=0 i=482i4C0;L=0 GCB;82VABL. # B0:8E
>Ai1 ?VA;O 70AB>AC20==O ?@5?0@0BC<>6;820 ?>O20 28A8?V2 =0 H:i@i, ?5GV==O, ACE>ABV,
A25@156C B0 V=H8E 1@>=Ei0;L=>

70T<>4iO 7 i=H8<8 ;i:0@AL:8<8 70A>10<8 B0 V=HV 2848 270T<>4V9.

\$0@<0F52B8G=0: 45:0<5B>:A8= T :0Bi>==>N ?>25@E=52>-0:B82=>N @5G>28=>N, B>
\$0@<0:>48=0 45:0<5B>:A8= ?i428ICT GCB;82VABL 0=B81i>B8:>@578AB5=B=8E>@30=i7
0=B81i>B8:i2.

"5@ABV.3 @>:8.

#<>28 715@i30==O. 15@V30B8 C =54>ABC?=>6C20B8.

#?0:>2:0.

> 50 <;, 100 <;, 200 <;, 400 <; C ?;OH:0E A::O=8E. > 50 <;, 100 <;, 250 <;, 500 <;, 1000 <;, 2000 <;, 3000 <;,
5000 <; C :=B59=5@0E ?>;V<5@=8E. > 2 <;, 5 <; C :=B59=5@V >4=>4>7>2> 10 :=B59=5@V2 C ?0GFV.

0B53>@VO 2V4?CA:C. 57 @5F5?B0.