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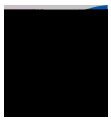

34'562-!(*7!21'4814'-!6. 10-!9')-.)*+!20--12!

"#$%!0(+/ 4*5,!+(5,.$5%!1'$*:$59 %#**,%!,(!9/$0*!$4&7* 4*5,.,$(5 (: *L*'+$%*% -$,#$5 ,#* 4(0/7*% (:!,#* WE<;a?:; KB<A!,'.$5$59 12 ,'.$5*'%C!.7(59 -$,#!.77 $5:('4.,$(5!5**0*0!,(!1'$*:!,'.$5$59!&.',$+$&.5,%F!D(4* 9*5*'.7 9/$0.5+* (5!#(-!,(!$4&7* 4*5,!,#*!,'.$5$59!'* 4(,*72!$%!.7%(!&'(=$0*0C!,(!+(4&7* 4*5,!,#* 4('* %&*+$:$+!9/$0.5+*!(5!,#$%!$5!,#* 4(0/7* %+'$&,%F!

"#*%*!.'* 4*'*72 %/99*%,$(5%!.50!,'.$5*'%!4.2!'*&7.+*!%(4* *L*'+$%*%!12 (,#*'%!,#.,!,#*2 +(5%$0*'!4('* .&&'(&'$.,* $5 . 9$=*5 +(5,*L,C &'(=$0*0!,#.,!,#* 7*.'5$59 (1)*+,$=*%!.%!&*'!4(0/7* .'* %,$77!4*,F!

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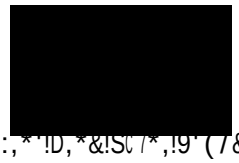
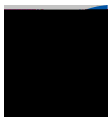

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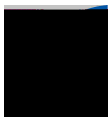

"#$%!&'()*+,! - .%!%/&&(',*0!12 ,#* 3*'4 .5!6*0*'.7 89*5+2 :('!; .,/'*!<(5%*'=.,$(5!>?: ; @ -$,#! GJ
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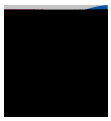

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SF! 8:,*' ,#*2 #.=*!,.Y*5 &(%$,$(5%C .%Y!,#*!9'(/&% /50*'!*.+# 0*:5,$(5 ,(1'$*:72 *L&7.$5 ,(! (,#*'!4*41*'%!$5!,#*!%.4* 9'(/&!-#2!,#*2!.'*!%,.50$59!,#*'*!.50!:('4/7.,*!'*.%(5%!,(! %#.'* -$,#!(,#*'!9'(/&%F E%* +#., :/5+,$(5% (' .0M#(+!9'(/&!:('4.,$(5!,(!0(!%(!$5!.!'*4(,*! %*,,$59F!

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TF! "'2,(!%/44.'$g* '*.%(5%!.:,*'!*=*'2&'*%*5,.,$(5F P$9#7$9#,!,#* Y*2 -('0%!,#* &.',$+$&.5,%! .9'** -$,#!$5!,#* 0*:5,$(5!12 /50*'7$5$59 ,#*4 -$,#!.!'*0!&*5!>+(77*+,$=* '$9#,C!2*%!('!5(C! %*7:M0*,*'4$5.,$(5C!&'(+*%%C!5*9(,$.,$(5C!*,+F@F!

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cF! W:!,#*'*!$%!,$4*!7*:,C!'*:7*+, (5 ,#*!*L*'+$%*C .%Y$59N 8@ ?.%*0 (5 ,#*!0$%+/%%$(5C -#., .'*!,#*! Y*2!+(5+*&,% ,#.,!.'*!&.', (:6IW<b ?@ V#., 0(2(/ ,#$5Y!$% ,#*!Y*2!0$::*'*5+*!1*, -**5! +(5%*5,!.50!+(5%/7,.,$(5b!850!+(5%*5,!.50!5*9(,$.,$(5b <@ V#2 $% 6IW< +'$,$+.772 '*7*=.5, ,(! KB<A%b!

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- ¥ T$-,($+,-) 7-3 +&9$/+5&< %7,-(7,-,-) 9$-5&-('
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TF! 8:,*'!Ge!4$57,*%C +.77 ,#* 9'(/& 1.+Y ,(9*,#*' .50 0$%&7.2 ,#* - ('Y (5 :7$& +#.', %, .50% ('! ,#* - .77F 8%Y *.+#!9'(/&!,(!'*.0!,#*!(,#*'!9'(/&%m! - ('YC!%&*50$59 e!4$5 ,(!9(!,#'(/9#!,#*! (,#*' 9'(/&%m (/,&/,F i$5* /&!,#*!+#.',%!.+'(%%!.!%&.+* %(!,#*2!+.5!*.%$72!1* +(4&.'*0! =$%/.772!12!1(,# ,#*!,'.$5*'%!.50 ,#*!&.',$+$&.5,%F!

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- SMZ!&*'!9'(/&C $F*F GTMHc!$: ,#*'*!.'*!:(/'!9'(/&%F D.4*!9'(/&% .%:('!*L*'+$%*%!A?MGC A?MH!.50!A [MG!+.5 1*!/%*0F!
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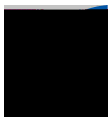
GF! I.',$+$&.5,% '*M)($5!+.%*!9'(/&%F!B.+#!9'(/&!9*,%!.!17.5Y!V [MKB<A D(/'+*!".17*!>%**!1*7(-@.50!,#* *L&7.5.,$(5%!$5+7/0*0!$5!,#* V [I8aV [MKB<A /%*' 9/$0* `GFTC!8&&*50$L!GC!&&F SSMTGF!

HF! "#*!,.%Y $%!,(!:$77 $5!,#*!%(/'+*!,.17* :('!,#* KB<A!+#(%*5C!.50!,(!5(,*!.52!+#.77*59*%!.50a('!d/*%,$(5%!,#.,!(++/'!$5!,#* &'(+*%%F "#$%!-$77 .7*',!&.',$+$&.5,%!,(!,#* 0.,.!5**0%!$5=(7=*0!$5!

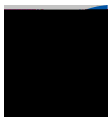
$ "#!$!%&$"())*!'+,,-#./!,-*+('!0-,1!&$(.+!2-'-3&+!4-'5&$6'!0)(7!0+&&!,)!7-5$5,-%-5$#,' 0(+)8!1)0 *9%1!,-*+ -'!&+8,!0-,1-# +$%1 +:+(%-'+; <#+ +:$*5&+ $(+!,1)'+ 36 =-*+ =-*+(!>1,,5'?@@000;,-*+,-*+(;%)*@5$.+'@9#-A4,+'B/!39, ,1+(+ $(+ *$#6),1+(';<,1+(0-'+/!,1+ 8$%-&-,$,)(!#++4' ,)!.-2+ $!1$&0$6 $#4 C 8-2*-A9,+ 0$(#-#./ ,) 7++5 0)(7-#. .()95'!)# ,($%7; D)',!2-(,9$&!0)(7'5$%+'@01-,+3)$(4' $&') 1$2+ -#39-&, ,-*+(89#%,-)#';!"#$%!&'()*+,!- .%!%/&&(',*0!12 ,#* 3*'4.5!6*0*'.7 89*5+2:('!;.,/'*!<(5%*'=.,$(5!>?:;@ -$,#! HH :/50$59!:'(4 ,#* 3*'4.5!6*0*'.7 A5%,'2:('!,#* B5=$'(54*5,C!;.,/'*!<(5%*'=.,$(5!.50!;/+7*.'!D.:*,2 >?AE@F!



'*&(',$59!KB<A%!.50!.7%(!,(!,#* 0*,.$7%!(: 0*+$0$59! - #$+#!$5:('4.,$(5!,(!*5,*'!$5!*.+#!
:$*70%!!

JF! I.',$+$&.5,%.'*!.7%(.%Y*0,(0(+/4*5, .52!(1%*'=.,$(5% (5,#*!&'(+*%% (: :$77$59!$5,#*!
D(/'+* ".17*C!(5!. %*&.'.,* :7$&+#.',F!

SF! 8:,*',#*!*L*'+$%*C &.',$+$&.5,% '*&(', (5#(-!- *77,#*!*L*'+$%*! - *5,C -#$+# '*&(',$59!
$5:('4.,$(5! - .%!*.%$72!.=.$7.17*!.50! - #$+#! - .%5m,C! - #*'*!,#*2!&*'+*$=*0!. 41$9/$,$*%!$5!,#*!
D(/'+* ".17*C!.50! - #.,!,#*2,#$5Y +(/70!1*!0(5*!,(!&'(M.+,$=*72!4.Y*!.=.$7.17* ,#*!
$5:('4.,$(5!,#.,! - $77!1*!5**0*0!:('!*::*+,$=*!'*&(',$59!,(!,#*!V('70![.,.1.%*!(:!KB<A%F!
"#.A,$=*384J - 1(#)3TJ - 0(J - 1&##!=*21(7)91756!4!K



"#$%!&'()*+,! - .%!%/&&(',*0!12 ,#* 3*'4 .5!6*0*'.7 89*5+2 :('!; .,/'*!<(5%*'=.,$(5!>?:;@ -$,#! He :/50$59!:'(4 ,#* 3*'4 .5!6*0*'.7 A5%,'2 :('!,#* B5=$'(54*5,?!; .,/'*!<(5%*'=.,$(5!.50!; /+7*.'! D.:*,2 >?AE@F!

"#$%!1'()*)*+: %674;-!H: #=-'8)2-!H>?@! A/G"&!(*(;F2)2!.6'!"#$% (81)6*! 5;(**)*+D!

!"#$%&" ("$&)$%*'+,&&-'

/$01"2&"'3 &4&0562&'

- I.',$+$&.5,% -$0*5 ,#*$' &*'%&*+,$=*!:'(4 ,#*!$50$=$0/.7 KB<A% ,#*2!#.=*!1**5 ,#$5Y$59! .1(/,!0/'$59!4(%,!(:,#* *L*'+$%*%!(:,#* ,'.$5$59!,(!,#* (=*'.77+(5,'$1/,$(5!(:.50! *5.17$59!+(50$,$(5% :(' KB<A% $5 ,#*$' +(5,*L,!
- W0*5,$:$+.,$(5!(:!$5,*'=*5,$(5!&($5,%!:('!%,'.,*9$+!.+,$(5%!,(!%,'*59,#*5!.50!&'(4(,* KB<A%!
- 6(/50.,$(5!.50!1.+Y1(5* (:!+(5,*L,M%&*+$:$+!.+,$(5!&7.5%!,(!%,'*59,#*5!.50!&'(4(,*! KB<A% $5 &.',$+$&.5,%m +(5,*L,%!

!78&067% 0&9$60&#:'

- 67$&+#.',%!-$,#!4.'Y*'%!('!7.&,(&!+(4&/,*'%!-$,#!I I "!('!.%%$95*0!%&.+*%!(5!.!=$',/.7! -#$,*1(.'0 (' %#.'*.17* 0(+/4*5,>(5* &*' 9'(/&@C -$,# DVK" ,.17* >%**!.&/01@!0'.-5!(5! $,!
- 67$&+#.',!('!%7$0* -$,#!&.',$+$&.5,!1'$*:$59 >%** 1*7(-@!
- ?*77 .50a('!=$%$17* ,$4*'&

;$<=&0 "3'170865617>82:'

- SMZ!&*'!9'(/&C $F*FC GTMHc!$: ,#*'*!.'*!:(/'!9'(/&%F D.4*!9'(/&% .%:('!*L*'+$%*% ?MGC ?MHC [MG! .50!BMG!+.5 1*!/%*0!n $4&(',.5,!$%!,#.,!9'(/&!4*41*'%!.'*!:'(4!(5*!)($5,!+(5,*L,!:('!-#$+#! .5!KB<A!.+,$(5!&7.5!+(/70!1* 0*=*7(&*0F!
- V$,# 4('* &.',$+$&.5,%C 4.L$4/4 9'(/& %$g* +.5 1* $5+'*.%*0F!

?6<&'0&9$60&#:'

- J\!4$5N e!4$5 1'$*:$59C H\!4$5 9'(/& -('YC e!4$5 %/4 4.'2 '*&(',$59F!

& "#!$!%&$"())*!'+,,-#./!,-*+('!0-,1!&$(.+!2-'-3&+!4-'5&$6'!0)(7!0+&&!,)!7++5!5$(,-%-5$#,'!0(+!)8!1)0!*9%1! ,-*+ -'!&+8,!0-,1-# +$%1 +:+(%-'+; <#+ +:$*5&+ $(+!,1)'+ 36 =-*+ =-*+(! >1,,5'?@@000;,-*+,-*+(;%)*@5$.+'@9#-A$4,+'B/!39, ,1+(+ $(+ *$#6),1+(';!<,1+(0-'+/ ,1+ 8$%-&-,$,)(! #++4' ,)!.-2+!$!1$&0$6 $#4 C 8-2*-A9,+ 0$(#-#./ ,) 7++5 0)(7-#. .()95')# ,($%7; D)', 2-(,9$&! 0)(7'5$%+'@01-,+3)$(4' $&') 1$2+ -#39-&, ,-*+(89#%,-)#';! "#$%!&'()*+,!- .%!%/&&(',*0!12 ,#* 3*'4.5!6*0*'.7 89*5+2:('!; .,/'*!<(5%*'=.,$(5!>?:;@ -$,#! HT :/50$59!:'(4 ,#* 3*'4.5!6*0*'.7 A5%,'2:('!,#* B5=$'(54*5,C!; .,/'*!<(5%*'=.,$(5!.50!;/+7*.'! D.:*,2>?AE@F!

[redacted]

DB'D,.',!,#* *L*'+$%* .50!'*4$50!&.',$+$&.5,%!-#*5!$,!$%!,$4*,(!4(=*:'(4,#*1.%$+DVK"!,(!
,#*!.+,$(5!$0*5,$:$+.,$(5!%,*&F!
EB'

"#$%!1'()*)*+: %674;-!N: #=-'8)2-!N>?@!A<>0!#=-'8)2-D!

!"#$%&" ("$&)$%*'+,&&-'

/$01"2&"'3 &4&0562&'

- BL&7('*!.50!.+,$=.,* 5,$.7 Y5(-7*09*a/50*'%,.50$59 (:&.',$+$&.5,%!.1(/,!KB<A%!
- B%,.17$%#!.5!.+,$=* -('Y%#(&!+/7,/'*!.50!.!&(%$,$=* *5*'92!
- 8+,$=.,*!7.,*'.7a.%%(+$.,$=*!,#$5Y$59 .50 '*7.L &'*+(5+*$=*0 $0*.% .1(/, KB<A%!

!78&067% 0&9$60&#:'

- K5*!8S!%#**, (' %#.'*.17*!0(+/4*5, &*' &.',$+$&.5,!

;$<=&0 "3'170865617>82:'

- E& ,(!e\!

?6<&'0&9$60&#:'

- Ge!4$5 $5+7/0$59!'*&(',$59!

@8&12'

AB'BL&7.$5!,(!&.',$+$&.5,%!,#.,!,#$%!*L*'+$%* $%!.$4*0!.,!.+,$=.,$59 .50!*L&7('$59 ,#*$'!&'$('!$0*.%aY5(-7*09*a(&5(5%!(5!KB<A%F!

CB'8%Y!&.',$+$&.5,%!,(!&/,!7*,,*'%!8M_!$5!+(7/45!(5!7*:,M#.50!4.'9$5!(:.5!8S %#**, ('!&(',''.$,!('$*5,*0!%#.'*.17* 0(+/4*5,!>$:(57$5*@!

DB'3$=*!,#*4!G\!4$5 ,(!&/,0(-5 Y*2-('0%%/44.'g59!,#*$'!+/''*5, Y5(-7*09*C!/50*'%,.50$59C!0(/1,%C!$0*.%!*,+F '*9.'0$59 KB<A%!:(' *.+# (:,#*!7*,,*'%F ;(5**0,(9(!%2%,*4.,$+.772 :'(4 8M_C!)/4&$59 1*,-**5!7*,,*'%!.77(-*0F!

EB'?'$*:5(5M%2%,*4.,$+!'*&(',$59N!P(- 4.52 *5,'$*%!0(!&.',$+$&.5,% #.=*C 50=$0/.7 01*%,R!*5,'$*%C!*5,'$*% ,#.,!-*'* 5(,!4*5,$(5*0!2*,C!0$::$+/7,$*%C!'*.+,$(5%!,(!Y*2-('0%!(:(,#*'%C!*,+F!

FB'W5!'*%&(5%*!,(!,#*!'*&(',$59C!.&&'*+$.,*!,#*!+(5,'$1/,$(5%!(:!50=$0/.7%!.50!&($5,!(/,!+'(%%M7$5Y.9*%!,(!+(5,*5,!,#.,!-$77!1*!+(=*'*0!0/'$59!,#*!,'.$5$59F!

GB'"(!-'.&!/&C!,*77 &.',$+$&.5,%!,(!Y**&!,#*$'!8M_!7$%,%!.50!,(!%** $:!,#*2 -$77 1* .17* ,(!.00!.00$,$(5.7,*'4%CM'*,$M-$7A017,' 18

?/1@&A+,- +,+#B>"C B$25)$00/D#" 89:;&E#"+-/,.& F2"0(/$,0&<$5 5")$5(/,.&

!" b*7('=75 .$/+ 7+&7@'7-3 3,3 .$/ 9$-9:/3& ,(',5 7-' VW#TS'B8 -$(@ =$(S'

1" b*,9* 9+,(&+,7'3,3 .$/ 8,-3 &75,&+ ($ =$+G =,(*@ =*, %$+& 3,88,9/:(S b*&3&3 .$/ &-9$/-(&+ 7%>,)/,(,&5S'

4" b*,9* G-$=:&3)&)705 +&:&67-('($'(*& ,3&-(,8,97(,$- VW#T5 3,3$/ 8,-3S'"

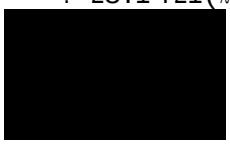
eF! D#('.!:$5.7 %7(.!(5 9*5*'.7 d/*%,$(5% (5 %$,*!7*=*7 4*,#(0(7(92F!

@"$05& 7>#'3$08H&0 0&7#6>I:'

- 3/$0*7$5*%!:('!]*+(95$%$59!.50]*&('.$59!KB<A%N! #,.&%Naa&('.,.7%F$/+5F('9a7$1'.'2a5(0*aScZZJ!

"#$%!&'()*+,!-.%!%/&&('.*0!12.#* 3*'4.5!6*0*'.7 89*5+2:('!;.,/'*!<(5%*'=.,$(5!>?:;@ -$,#! JG :/50$59!:'(4 .#* 3*'4.5!6*0*'.7 A5%,'2:('!,#* B5=$'(54*5,C!;.,/'*!<(5%*'=.,$(5!.50!;/+7*.'! D.:*,2>?AE@F!

'! !-28.1421(%)E5!)2-!(I#)-1



"#$%!1'()*)*+: %674;-!N: #=-'8)2-!N>Q@!

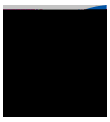
AR(;4-2!(*7 6556'14*)1)-2!(2268)(1-7!

P)10!"#$%2D!

(\) 9BD:,3(&4)-1(&(%*')-1(162&')]TJEMC/LbI<</MCID63>>BDO87/TT51Tf0Tc1.826-2.109Td(C/LBody<</MC

!"#$%&" ("$&)$%*'+,&&-'

/$01"2&"'3 &4&0562&'

- I.',$+$&.5,%.'*!$5=$,*0 ,(,#$5Y!.1(/,+(5+'*,*!=.7/*%.50 (&&(',/5$,$*%.%%(EMC/LBody1(62&')]BDC/BDC(%)E,8

IUCN