



7 ci fgY`Cj Yfj JYk

·GHUZZ7cbhUWhi8YHU]`g`

·7cbj Ybcfg`

B Ua Y	9a U]`	5j U]UV]`]m	@cWUhc b	D\cbY
H\Ya V]`8i VY	g"Xi VY4 i bgk "YXi "Ui	H\i fgXUm%&da `cf VmiUddc]bha Ybh	H65	H65

GWx cc``7cbhUWhi`bZcfa Uh]cb

GWx cc``cZ<i a Ub]hYg`UbX`@Jb[i U[Yg

@cWUhc b. `GWx cc``C Z]WZ`A cfj Yb`6fck b`6i]X]b[ž`@Yj Y``&ž&),

C dYb]b[`<ci fg.`A cbXUm! : f]XUmž`- Ua `!) da

D\cbY. `ž`*%&`-`' ,) `)%*, %

: Ul. `ž`*%&`-`' ,) `; , +\$)

9a U]: [\U`4 i bgk "YXi "Ui](#)

5 hYbXUbW`F Yei]fYa Ybhg

5`ghi XYbh]g`YI dYW`X`hc`U`hYbX`U``WUgg`W`b`hUWh`lci fg`Zcf`U`ZUW`!hc`!ZUW`fI & : E`cf`V`Yb`XYX`W`ci fgY`UbX`W`ca`d`Y`h`U``U`W`h]`hYg`Zcf`U`V`Yb`XYX`cf`Z`m`cb`]bY`W`ci fgY"

5`ghi XYbhk` \c`Uff]j Yg`a`cfY`h`Ub`%)`a`]bi`hYg`U`hY`a`UmVY`dYbU`]gYX`Zcf`bcb!`U`hYbXUbW``Zgi`W`U`dYbU`h`m`]g`]a`d`cgYXž`hY`gh`XYbhia`i`ghVY`]b`Zcfa`YX`j`YfVU`m`Uh`hY`YbX`c`Z`W`U`gg`UbX`UXj`]gYX`]b`k`f]h]b[`k`]h]b`&(`\ci fg"

zU`gh`XYbhYI`dYf]YbW`g`]`bYggž`a`]gUXj`Ybh`fY`cf`chYf`cW`W`ffYbW`h`U`ha`U`_Yg`UVgYbW`Zca`U`WUgg#UW]j`]mi`bUj`c]XUV`Yž`cf`YI`dYW`g`hc`VY`UVgYbhZca`U`Zc`f`h`W`ca`]b[`WUgg#UW]j`]mž`h`Y`mg`lci`X`g`YY`_`dYfa`]gg]cb`Zca`h`Y`7`ci`fgY`5i`h`cf]mž`UbX`k` \YfY`Udd`]WUV`Yž`hY]f`fYei`Yghg`lci`X`VY`UW`ca`dUb]YX`VmiUb`cf][`]bU`cf`W`f]h]YX`W`dmcZU`a`YX]W`W`f]h]ZUW`h`cf`chYf`Zcfa`cZUddfcdf]U`h`Yj`]XYbW"

5`7`ci`fgY`5i`h`cf]ma`UmYI`W`gY`U`gh`XYbhZca`WUggYg`cf`UW]j`]hYg`Zcf`i`d`hc`cbY`a`cbh`<`ck`Yj`Yfž`h`Y`m`a`UmUgg][`b`UXX]h]cbU`UbX`#`f`U`hYfbUh]`Y`hUg`_`hc`Ybgi`fY`W`ca`d`]UbW``5`7`ci`fgY`5i`h`cf]mi`W`bg]XYf]b[`h`Y`[`f`Ub]h]b[`c`Z`U`V`g`Y`b`W`a`i`ghVY`g`U`h]g`Z`Y`X`U`gh`XYbhk`]`g`h`VY`UV`Y`hc`a`YYh`h`Y`W`ci`fgY`g`Y`U`fb]b[`ci`h`W`ca`Yg`UbX`#`f`j`ci`a`Y`c`Z`Y`U`fb]b[``5`ghi`XYbhg`YY_]b[`Uddfcj`U`hc`VY`UVgYbhZcf`a`cfY`h`Ub`cbY`a`cbh`a`i`ghUdd`m`]b`k`f]h]b[`hc`h`Y`8`Y`Ub`UbX`dfcj`XY`U``cf][`]bU`cf`W`f]h]YX`gi`ddc`f]h]b[`XcW`a`Yb`hU]cb"

:`cf`a`cfY`]b`Zcfa`Uh]cb`UVci`h`h`Y`U`hYbXUbW`dfc`hc`W`g`]b`h`Y` :`UW`h`mc`Z`5`f]g`UbX`Gc`V]U`GWYbW`g. [\hfdg.##k`k`k`"Uf\]g`i`bgk`"YXi`"Ui`#W`ffYb\]h\]gi`XYbhg#UW\]XYa`_W\]bZcfa`Uh\]cb`#f`c`f`c`W`g!`\[`i`\]XY`\]bYg#](#)

5 WUXYa]W`bZcfa Uh]cb`

: cf`YggYbhU`ghi XYbh]bZcfa Uhcb`fY`Uh]b[`hc. `fYei Yghg`Zcf`YI hYbg]cb/fYj]Yk `cZa Uf_g/cVW dUhcbU`\\YU`h
UbX`gUZ`m/YI Ua]bUhcb`dfcW`Xi fYg/gdYW]U`Wcbg]XYfUhcb`]b`h`Y`Yj YbhcZ]`bYgg`cf`a]gUXj Ybh fY/
ghi XYbhYei]mUbX`X]gUV]`]m`UbX`ch`Yf`YggYbh]U`UWXYa]W]bZcfa Uhcbž
gYY`[\fdg.#k k "Ufdg"i bgk "YXi "Ui #W ffYbhghi XYbhg#JWUXYa \]W\]bZcfa Uhcb#dfchWc`gl\[i \]XY`\]bYg#](#)

7 ci fgY'8YHJ]`g

7 fYX]hDc]bmg`*`

Gi a a UfmicZhY'7 ci fgY

Gi VYWh5fYU. >[Yg[ef]Ue

H\]g:]g'Ub]bhfci Xi WcfmWci fgY]b'd\cbc'c[m--'hY'gmghYa Uh]Wghi XmicZhY'gci bX'gmghYa 'cZ'Ub[i U[Y''H\Y Wci fgY'UXXfYggYg'ei Ygh]cbg'gi W\ Ug. 'K \UhiUfY'hY'X]gh]bW]j Y'gci bXg']b'U'Ub[i U[Y3<ck 'Xc'hYgY gci bXg]b'hfUWhk]h'YUW\c'hYf3'kik]''ZcW'g'cb'hYWb]ei Yg'cZd\cbc'c[]W]'UbU'mg]g''Hcd]Wg]bW] XY. d\cbc'c[]W]'dfcW'ggYg'UbX'U'hYfbUh]cbg'z'bUhi fU'WUggYg'cZgdYYW'gci bXg'UbX'X]gh]bW]j Y'ZYUhi fYg'z gm'UV]Z]W]h]cb'z'UbX'hY'fc'Y'cZa cfd\c'c[m]UbX'gmb]U]]b'd\cbc'c[]W]'gmghYa g''Mci 'k]''\Uj Y'hY cddcf]i b]h]m]c'UbU'mgY'd\cbc'c[]W]'XUfU'Zca '9b[]g\ 'UbX'Uj Uf]YfmicZX]ZYfYbh'Ub[i U[Yg''''''

5 h\Y'WcbWi g]cb'cZ'h]g'Wci fgY'hY'ghi XYbhk]''VY'UV'Y'hc

% 9I d'U]b'\ck 'd\cbc'c[]W]'i b]hg'UfY'cf[Ub]gYX'f]bWi X]b['bUhi fU'WUggYg'cZgdYYW'gci bXg'z X]gh]bW]j Y'ZYUhi fYg'z'UbX'gm'UV'Yg'z
&" 5bU'mgY'VUg]Wd\cbc'c[]W]'XUfU'UbX'Uf[i Y'hY'a Yf]hg'cZ'hY'UbU'mg]g"
' " 5ddfU]gY'hY'ghfYb[h]g'UbX'k YU_bYggYg'cZX]ZYfYbh'\m]c'hYgYg'UVci h\Y'bUhi fY'cZd\cbc'c[]W]' UfW]h]VWi fY"
(" 8Ya cbghfU'hY'\ck 'd\cbc'c[m]g']b]h]a UhY'm]Wcb]bYWYX'hc'c'hYf'Xca U]bg'cZ'Ub[i U[Y'gh]i W]i fY]bWi X]b['a cfd\c'c[m]UbX'gmb]U] "

HYUW\]b['GhfUHy[]Yg'

H\]g'Wci fgY:]g'Ub]bhf[fU'Wca dcbYbhicZhY''b[i]gh]W]i bXYf[fUXi UhY'W'ff]W'ia "'-b'cfXYf'hc'ci bXYfgh]UbX hY'UVghfUWh_bck YX[Y'hUhi bXYf]Yg'hY'Wca dYh]bW'cZ'hY'gdYU_Yfz]h]g'YggYbh]U'hc'ci bXYfgh]UbX'\ck hY'gci bX'gmghYa]g'cf[Ub]gYX"

H\Y'hYUW\]b['ghfUHy[]Yg']bj'c] Y''YWhi fYg'UbX'hi hc]f]U'g''H\Y'hi hc]f]U'g'UfY'XYg][bYX'hc'ZcghYf']bX]j]Xi U' dfcV'Ya 'gc']]b['g_]`g'Ug'k Y''Ug'Yb[U[Ya Ybh]b'Wc''UVcfU]h] Y'hYUa k cf_"

5ggYgga Ybh

5ggYgga YbhHUg_g'

5ggYgga YbhHUg_			

Gi Va]gg]cb'cZ5ggYgga YbhHUg_g

Gh XYbHg'UFY'YI dYWX'hc'di h'AY]f'bUa Yg'UbX'ghi XYbhbi a VYfg'cb'Yj YfmdU[Y'cZ'AY]f'Ugg][ba Ybhg"

Hi fb]hb'Gi Va]gg]cb

zmc i'YbWci bhYf'U'dfcV'Ya'k \Yb'UHYa dh]b['hc'gi Va]hmc i f'Ugg][ba Ybh'fci [\ 'Hi fb]hb'z'd'YUgY
HY'Yd\cbY'9I HYfbU'Gi ddcfh'cb'-' ,) ' ' ' %cf'Ya U]'h'Ya 'cb' [YI HYfbU'HY'fji ddcfh' i bgk "YXi "Ui."](#) Gi ddcfh
\ci fg'UFY' , .\$\$Ua '-%\$.\$\$da 'cb'k YY_XUmg'UbX'-. \$\$Ua '-) .\$\$da 'cb'k YY_YbXg'f'*) 'XUmg'U'mYUf'z' zmc i
UFY'i bUV'Y'hc'gi Va]hmc i f'Ugg][ba YbhXi Y'hc'U'Zi 'hk]h'Hi fb]hb' b' mci 'a UmiUdd'm'Zcf'Ub'YI HYbg]cb'z'Vi hmc i
a i ghfY]b' mci f'h]W_Yhbi a VYf'Z'ca '9I HYfbU'Gi ddcfh'f'U'cb['k]h'Ubmc'h'Yf'f'Y'j UbhXcW a Ybhg'k'hc
]bWi XY'Ug'Yj]XYbW'hc'gi ddcfh'mci f'YI HYbg]cb'Udd']W]h'cb" zmc i 'Ya U]'9I HYfbU'Gi ddcfh'mci 'k]`
Ui 'ca U]W' m'f'Y'W'j Y'U'h]W_Yhbi a VYf'z'Vi h]Zmc i 'HY'Yd\cbY'mci 'k]`b'YX'hc'gdY'W]W' m'Ug_'Zcf'cbY"
Hi fb]hb'U'gc'dfcj]XYg'i dXUHY'g'cb'h'AY]f'gmgh'Ya' ghU'h'g'cb'Hk]HYf"

; YbYfU'm'z'UggYgga YbhHUg_g'a i ghVY'gi Va]HYX'Y'YW'f'cb]W'mj]U'Y]h'Yf'Hi fb]hb'cf'U'A ccX'Y
Ugg][ba Ybh' b]bg]UbW'g'k \YfY'h']g']g'bchidcgg]V'YZ]hk]`VY'g'UHY'X'cb' mci f'Wci fgY'g'A ccX'Y'g]HY'k]h
U'HYfbU]j Y'gi Va]gg]cb'XY]g"

@UH'5ggYgga YbhDYbU'h]Yg

Gh XYbHg'UFY'fYgdcbg]V'Y'Zcf'h'Y'gi Va]gg]cb'cZUggYgga YbhHUg_g'Vmi'h'Y'f'Yei]fYX'XUHY'g'UbX'h'a Yg"
8YdYbX]b['cZ'AY'YI HYbhcZXY'Um]b'h'Y'gi Va]gg]cb'cZUb'UggYgga YbhHUg_'dUgh'h'Y'Xi Y'XUHY'UbX'h'a Yz

- K cf_gi Va]hYX`%\$`hc`%-`XUmg`UZhYf`h`Y`gh]di`U`hYX`XYUX`]bY`k`j`VY`UggYggYX`UbX`ZYXVUW`dfcj`]XYX`Vi`hU`a`Uf`_`cZnYfc`k`j`VY`fYW`fYX`"Z`hY`k`cf`_`k`ci`X`U`j`Y`fYW`j`YX`U`dUgg`a`Uf`_`Vi`hZcf`hY`U`hY`bYgg`UbX`hY`k`cf`_`]g`U`W`a`di`gcfm`W`i`fgY`W`a`dcbYbhf`i`fX`Y`fYei`]fYa`YbH`Z`U`gh`XYbhk`j`VY`XYa`YX`hc`U`j`Y`a`Yh`h`UhfYei`]fYa`Ybh`
- K cf_gi Va]hYX`&\$`cf`a`cfY`XUmg`UZhYf`h`Y`gh]di`U`hYX`XYUX`]bY`k`j`bchVY`U`W`W`d`hYX`Zcf`UggYgga`Ybh`UbX`k`j`fYW`j`Y`bc`ZYXVUW`Z`a`Uf`_`cf`[`fUXY`"Z`hY`UggYgga`Ybh`Ug`_`]g`U`W`a`di`gcfm`W`a`dcbYbhcZ`hY`W`i`fgY`U`gh`XYbhk`j`fYW`j`Y`Ub`l`bgUhgZ`U`W`c`fm`U`]`fl`:`E`[`fUXY`Ug`U`fYgi`hcZ`i`bgUhgZ`U`W`c`fmdYfZ`fa`UbVW`]b`Ub`YggYbh]U`W`a`dcbYbhcZ`hY`W`i`fgY`"

H\]g`]bZ`fa`U`h`cb`]g`U`gc`U`j`U`j`\$

%ofm

%o %o

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5 WUXYa]W<c bYghmUbX 'D`U[]Uf]ga

D`U[]Uf]ga]g`i g]b['hY`k cfXg`cf]XYUg`cZchYfg`UbX`dfYgYbh]b['hYa`Ug`mci f`ck b" #WUb`hU`Y`a Ubm
Zcfa gZ`Zca`XY`]VYfUHY`WXYU]b['hc`UWV]XYbU`mW`dm]b[`Zca`U`gci fW`k]hCi hUW_bck`YX[Ya`Ybh`

I BGK`[fci dg`d`U[]Uf]ga`]bhc`hY`Zc`ck]b[`WUHY`[cf]Yg.

7cdm]b[.`i`g]b['hY`gUa`Y`cf`j`Yfmg]a`]Uf`k`cfXg`hc`hY`cf][]bU`hY`hcf`]XYU`k`]hCi hUW_bck`YX[]b['hY`
gci fW`cf`i`g]b[`ei`chU]cb`a`Uf`g`"H`]g`U`gc`Udd`]Yg`hc`]a`U[YgZ`UfhUbX`XYg][`b`dfc`YWgZ`Ug`k`Y`"Ug`
dfYgYbhU]cbg`k`YfY`gca`YcbY`dfYgYbh]b[`Ubc`h`Y`f`g`]XYUg`cf`k`cfXg`k`]hCi hWVYX]h`

#Uddfcdf]UHY`dUfUd`fUg]b[.`W`Ub[]b[`U`Zy`k`cfXg`UbX`d`fUgYg`k`Y`a`cghmfYU]b]b['hY`cf][]bU`
g]fi`W`fY`UbX`]bZcfa`U]cb`k`]hCi hUW_bck`YX[Ya`Ybh`"H`]g`U`gc`Udd`]Yg`]b`dfYgYbhU]cbg`k`YfY`gca`YcbY`
dUfUd`fUgYg`Ubc`h`Y`f`g`]XYUg`cf`k`cfXg`k`]hCi hWVYX]h` #U`gc`Udd`]Yg`hc`d`]YW]b[`hc`[Y`h`Y`f`ei`chYg`UbX`
dUfUd`fUgYg`]bhc`U`b`Y`k`k`c`Y`Z`k`]hCi hfYZ`fYbV]b[`UbX`U`gh`XYbh`g`ck`b`UbU`mg]g`hc`V`f]b['hY`a`U`h`f]U`
hc`[Y`h`Y`f`"

7c`i`g]cb.`k`cf_]b[`k`]h`chYfg`Vi`hdUgg]b[`cZ`h`Y`k`cf_]Ug`U`dYfgcb`g`]bX]j`Xi`U`k`cf_]7c`i`g]cb`U`gc`
]bWi`XYg`dfcj`X]b[`mci`f`k`cf_]hc`Ubc`h`Y`f`gh`XYbhVY`Zc`fY`h`Y`Xi`Y`XU`h`Zc`f`Zc`f`h`Y`di`fdcgY`cZ`h`Ya`
d`U[]Uf]g]b[`Uh`Ubmi]a`Y`Z`dUm]b[`Ubc`h`Y`f`dYfgcb`hc`dYfZcfa`Ub`UWUXYa`]W]Ug`_`Z`ghU`]b[`cf`UW`ei`]f]b[
Ubc`h`Y`f`dYfgcb`g`UWUXYa`]Wk`cf_]UbX`W`dm]b[`]Z`c`Z`Y`f]b[`hc`W`ca`d`Y`h`Ubc`h`Y`f`dYfgcb`g`k`cf_]cf`g`Y`Y_]b[
dUma`YbhZc`f`W`ca`d`Y`h]b[`UWUXYa`]Wk`cf_]`

#Uddfcdf]UHY`W]U]cb.`7`]h]b[`gci`fW`g`k`]W`U`j`Y`bchVYYb`fYUXZ`k`]hCi hUW_bck`YX[]b['hY`"gYW`bXUfm`
gci`fW`Zca`k`]W`_bck`YX[Y`cZ`h`Ya`U`g`VYYb`cV]U]bYX`"

8i`d`]WU]cb`ffgY`Zd`U[]Uf]ga`"E`gi`Va`]h]b[`mci`f`ck`b`k`cf_]b`k`c`Y`cf`]b`dUfZ`k`YfY`]h`Ug`dfYj`]ci`g`m`
VYYb`dfYdUfYX`cf`gi`Va`]hYX`Zc`f`Ubc`h`Y`f`UggY`gga`Ybhcf`W`ei`fgY`U`hI`BGK`cf`Ubc`h`Y`f`i`b]j`Yfg]m`"

7c`ffY`W`fY`Z`fY`bV]b[`dfUW]W]g.

- VYhYf'a UbU[Y'mci f'hja Y

7 ci fgY'GWXYXi `Y

[J.Jyk.WUgg`ha YhUV`Y](#)

H]a YhUV`Y`

8UH	HmdY	7cbhYbh
K YY_% '&' '>i`m!'&-'>i`m	@YWh fY	ƒhfcXi W]cb`UbX`D\cbYh]Wg
K YY_&.' '\$>i`m!')	@YWh fY	D\cbYh]Wg
5i [i gh	Hi hc]U`	ƒhfcXi W]cb/`D\cbYh]Wg
K YY_'. '*5i [i gh!`%&	@YWh fY	D\cbYa]W5bU`mg]g`f#
5i [i gh	Hi hc]U`	D\cbYh]Wg
K YY_('.`%`5i [i gh!`%-	@YWh fY	D\cbYa]W5bU`mg]g`f#
5i [i gh	Hi hc]U`	D\cbYa]W5bU`mg]g
K YY_).`&\$5i [i gh!`&*	@YWh fY	D\cbc`c[]W]`5`hYfbUh]cb`f#
5i [i gh	Hi hc]U`	D\cbYa]W5bU`mg]g
K YY_*.`&+5i [i gh!`&	@YWh fY	A cfd\c`c[m
GYdhYa VYf	Hi hc]U`	D\cbc`c[]W]`5`hYfbUh]cb`f#
K YY_+.`'`GYdhYa VYf!`'-	@YWh fY	D\cbc`c[]W]`5`hYfbUh]cb`f#
GYdhYa VYf	Hi hc]U`	A cfd\c`c[m
K YY_).`%\$GYdhYa VYf!	@YWh fY	D\cbc`c[]W]`5`hYfbUh]cb`f#
%*`GYdhYa VYf	Hi hc]U`	D\cbc`c[]W]`5`hYfbUh]cb
K YY_-.`%+`GYdhYa VYf!	@YWh fY	A cfd\cd\cbYa]Wg
&`'GYdhYa VYf	Hi hc]U`	D\cbc`c[]W]`5`hYfbUh]cb
6fYU_`&(`GYdhYa VYf!		
'`\$GYdhYa VYf		
K YY_%.`%C`WtcVYf!`'+	@YWh fY	DfcXi W]j]hm
C`WtcVYf	Hi hc]U`	A cfd\cd\cbYa]Wg
K YY_%%`,`'C`WtcVYf!`'%(@YWh fY	A cfd\c`c[m]UbX`Gmb]U!
C`WtcVYf	Hi hc]U`	DfcXi W]j]hm
K YY_%&.`%)`C`WtcVYf!	@YWh fY	Gi a a Ufm]UbX`7`cbWi`g]cb
&%`C`WtcVYf	Hi hc]U`	A cfd\c`c[m]UbX`Gmb]U!
K YY_%`.`&&`C`WtcVYf!	Hi hc]U`	F Yj
&`,`C`WtcVYf		%o

F Ygci fWg

DfYgWf]VYX`F Ygci fWg`

- F Yei jfYX`hYI Wcc_`< UmYgž6fi W""&\$-\$- ""`;"` fdaVgUfack BZa` a`aYk"K]Ym6`UW_k Y`"

F YWca a YbXYX`F Ygci fWg

- 6cc_`-`D\cbc`c[m]b`[YbYfUhj` Y`[fUa a Uf f% - (Ł

