

MMAN4010

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GWXcc`cZA YWXUb]WU`UbX`A Ubi ZUW# f]b[`9b[]bYYf]b[`..##`I BGK `9b[]bYYf]b[

7ci fgY`Cj Yfj]Yk

GHJZ7cbHJWñ8YHU]`g

7cbj Ybcfg

B Ua Y	9a U]`	5j U]UV]`]m	@cW]h]cb	D\cbY
5b[`@j	Ub[""]i 4 i bgk "YXi "Ui		>%+!(\$,	Ž *%&! - ' ,) (\$, \$

8Ya cbghfUhc fg

B Ua Y	9a U]`	5j U]UV]`]m	@cW]h]cb	D\cbY
5]`5\`a YX	U"ZU\`a YX4 i bgk "YXi "Ui			
6ca]b[`N\Ub[Vca]b["n\Ub[4 i bgk "YXi "Ui			
MUb`K Ub[nUb`k Ub[- 4 i bgk "YXi "Ui			
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fZ *%&Ł-' ,) '+**%-'9b[]bYYf]b['łXi ghf]U`HfU]b]b[

fZ *%&Ł-' ,) '' %+- '-I BGK `Gh Xm5VfcUX`UbX`I BGK `9I WUb[Y`fŁcf`]bVci bX`gh XYbhtŁ

fZ *%&Ł-' ,) '(\$- +'-GWcc`C ZW`k]`bch_bck `k \Yb#Znci f`Wci fgY`Wcbj Ybcf`]g`cb`Wla di g`cf

†D`YUgY`bch`ł`Uhił`Y`GWcc`C ZW`k]`bch_bck `k \Yb#Znci f`Wci fgY`Wcbj Ybcf`]g`cb`Wla di g`cf
Uj U]UV`Y

9a U]

[9b\[\]bYYf\]b\[`Gh XYbhGi ddcfhGYfj \]Wg`](#)-'W ffYbhgh XYbhYbei]f]Yg

- Y"["Ybfc`a Ybł`dfc[fYgg]cbž`WUg\`fYei Yghž`Wci fgY`]ggi Yg`cf`dfc[fUa !fY`UłX`ei Yf]Yg

[9b\[\]bYYf\]b\['łXi ghf\]U`HfU\]b\]b\[\]`-`łXi ghf\]U`HfU\]b\]b\[`ei Ygh\]cbg](#)

[I BGK `Gh Xm5VfcUX`](#)-'gh XmUVfcUX`gh XYbhYbei]f]Yg`fŁcf`]bVci bX`gh XYbhtŁ

[I BGK `9I WUb\[Y`](#)-'gh XYbhYI WUb[Y`Ybei]f]Yg`fŁcf`]bVci bX`gh XYbhtŁ

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- Y"["UXa]gg]cbgž`ZYgž`dfc[fUa gž`WYX]hfhUbgZYf

[GWcc`C ZW`](#)-'GWcc`[YbYfU`cZ]W`UXa]b]ghfU]cb`Ybei]f]Yg

7ci fgY'8YHJ]`g

7fYX]hDc]bhtg`*`

Gi a a UfmicZ`hY'7ci fgY

H\]g`Wci fgY`]g`hY`Z]fghicZ`hk`c`dUfhg`UbX`]g`i`bXYfU`_Yb`VYZcfY`A`A`5B`(`\$&\$`H\Yg]g`6`"H\Y`H\Yg]g`]bj`c`j`Yg`Zcfa`i`U]h]b[`'hY`XYg][`bg`Zcf`UbX`gc`i`h]cbg`hc`cdYb!YbXYX`Yb[`]bYYf]b[`'dfcV`Ya`g`"H\Y`dfcV`Ya`g`k`]"`VY`XfUk`b`Zca`'WcbhYa`dcfUfmidfUW]W`'UbX`k`]"`VY`a`i`h]X]g]W]d`]bUfm]bj`c`j`]b[`'Udd`]W]h]cb`c`Za`Uhf]U`"YUfbh`h`fci`[`\ci`h`h`Y`i`bXYf`fUXi`Uhf`dfc[`fUa`'UbX`k`]"`fYei`]fY`WfYU]h`j`Y`h`ci`[`\h`H\Y`Wci`fgY`k`]"`]bW]`XY`h`Y`dfYdUfU]h]cb`c`ZfY`Yj`UbhdfcZ]gg]cbU`XcW`a`Ybhtg`"DUfh5`]"bj`c`j`Yg`h`Y`Zcfa`i`U]h]cb`c`ZU`dfc`Y`W]h]dfc`d`cgU`k`\]W`]bW]`XYg`U`fYj`]Yk`c`Z`h`Y`f`Y`j`Ubh`]h`f`U`h`f`Y`"H\Y`Wci`fgY`k`]"`]bW]`XY`h`Y`dfYdUfU]h]cb`c`ZfY`Yj`Ubh`dfcZ]gg]cbU`XcW`a`Ybhtg`"DUfh6`]"bj`c`j`Yg`h`Y`g`U]hgZ]W]c`f`m`d`f`Y`d`U`f`U`h]cb`UbX`gi`Va`]gg]cb`Ub`]bX]j`]Xi`U`h`Y`g]g`UXXfYgg]b[`'h`Y`dfc`Y`W]d`Ub`XYZ]bYX`]b`H\Yg]g`5`"

Gh XYbhtg`g`lci`X`Uj`Y`d`UggYX`%`&`i`b]htg`Uh`h`Y`h]a`Y`h`Y`m`W`c`a`a`Y`b`W`'h`]g`Wci`fgY`"

7ci fgY'5]a g

7ci fgY'5]a g

H\]g`Wci fgY`Yb\UbW]g`h`Y`gh`XYbhtg`g_]`g`Zcf`i`bXYfU`_]b[`'g`W`c`U`f`m`Y`bei`]f`m`V`m`U`h`Y`a`d`h]b[`'h`c`U`W`]Y`j`Y`U`gdY`W]Z]W]h`c`d]W`c`V`Y`W]j`Y`k`]h`]b`U`XYZ]bYX`d`Y`f]c`X`c`Z`h]a`Y`"5`g][`b]Z]W]b]h`W`c`a`d`c`b`Y`b`h`c`Z`h`Y`W`c`i`fgY`f`Y`U`h`Y`g`h`c`h`Y`f`Y`j`]Yk`c`Z`]h`f`U`h`f`Y`Z`k`\]W`dfca`c`h`Y`g`]b`X`Y`d`Y`b`X`Y`b`h`U`b`X`f`Y`Z`Y`W]j`Y`"Y`U`f`b]b[`'U`g`k`Y`"U`g`]b`W`Y`U`g`Y`g`gh`XYbhtg`'W]d`U`W]h]m`h`c`XY`j`Y`c`d`]b`Z`c`f`a`U`h]cb`"j`h`f`U`W]h`H\Y`h`Y`g]g`]g`Y`i`d`Y`W]h`X`h`c`f`Y`]b`Z`c`f`W`'h`Y`g`h`i`XYbhtg`UV`]j`m`UbX`W`c`b`Z]X`b`W`]b`h`Y`k`f]h`Y`b`W`c`a`a`i`b]W]h]cb`c`Z`h`Y`W`b]W]h]b`Z`c`f`a`U`h]cb`"

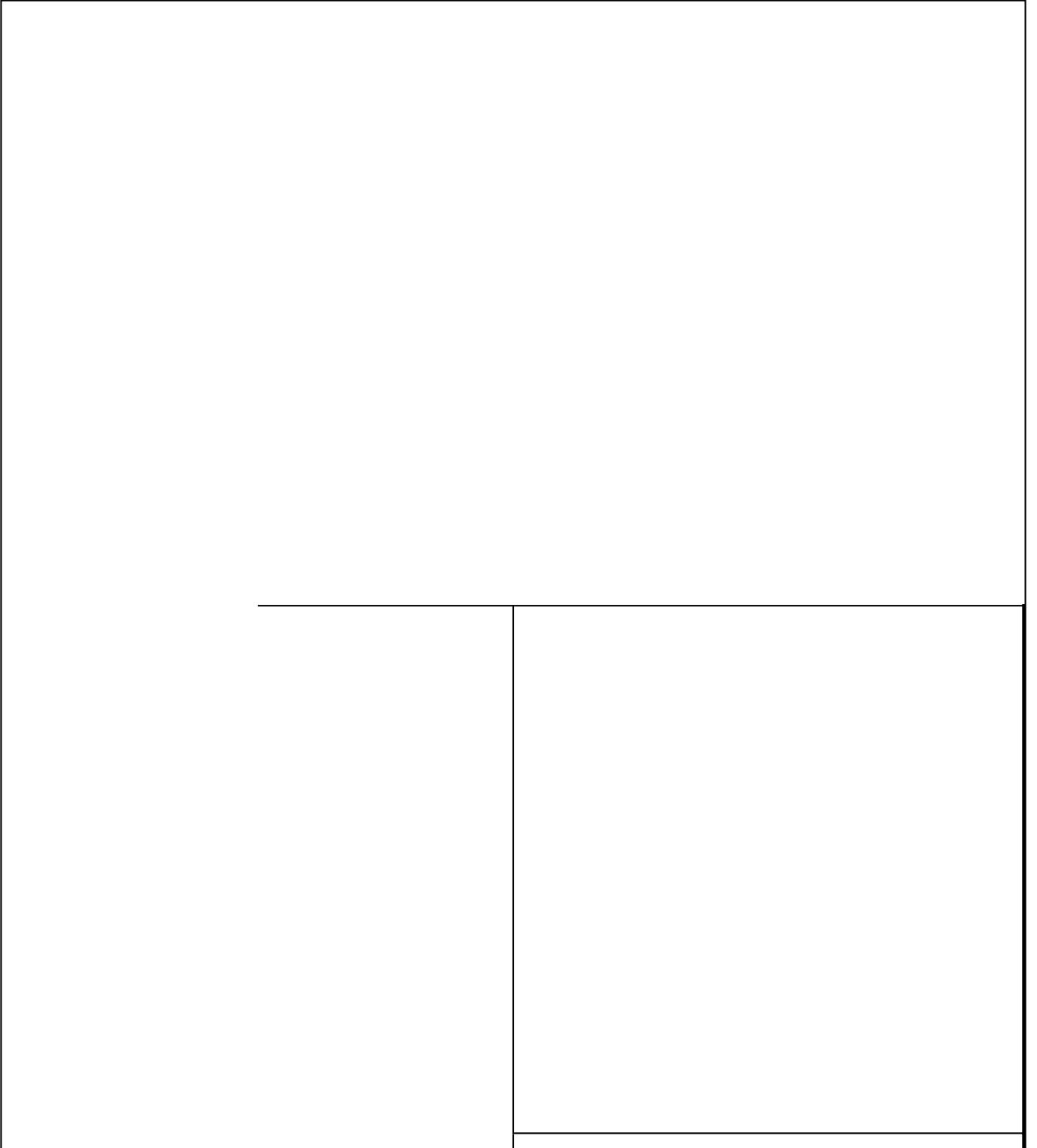
7ci fgY`@YUfb]b[`'Ci`hW`c`a`Y`g

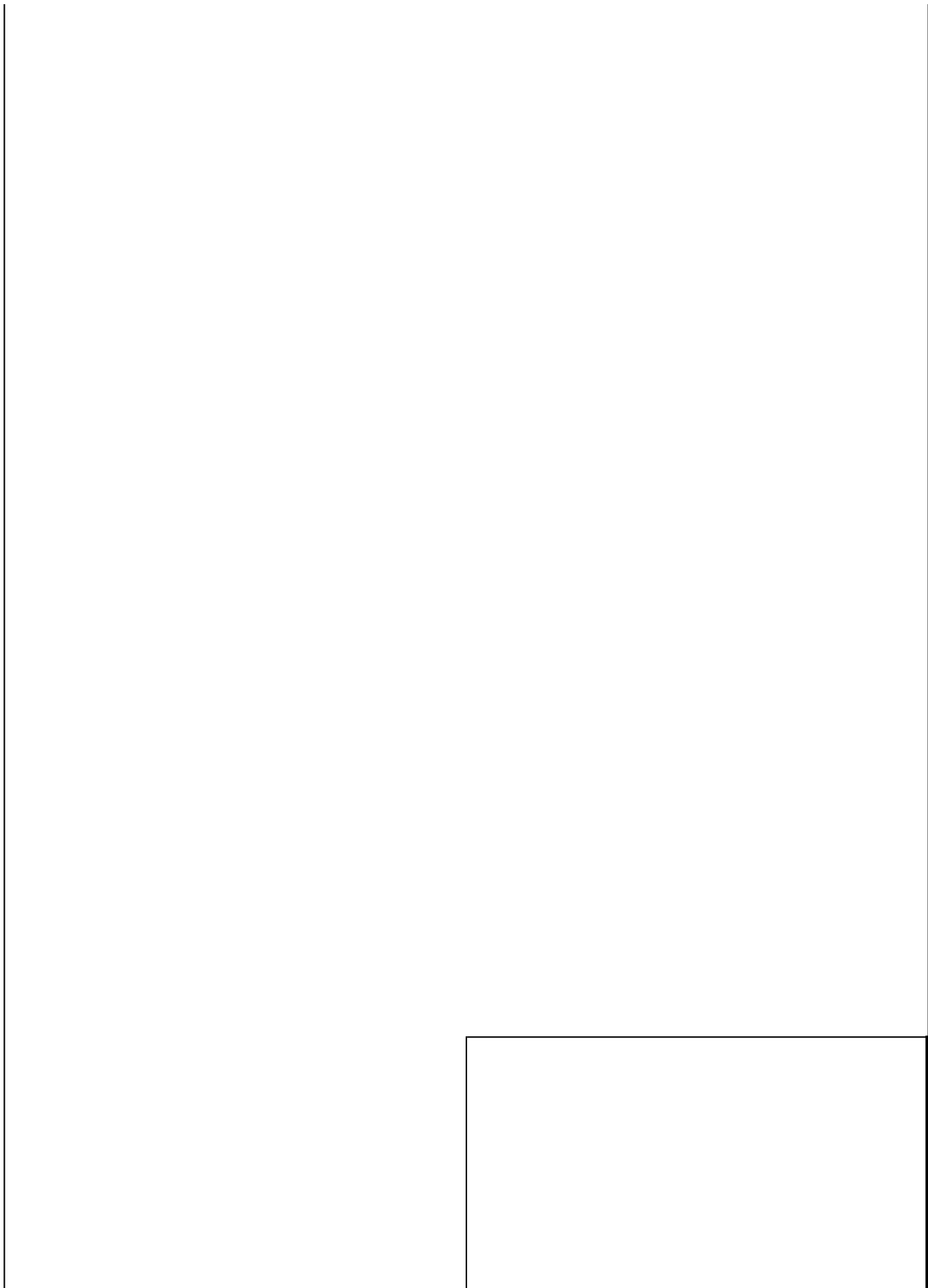
5Zf`f`gi`W]W]ggZ`"m`W`c`a`d`Y`h]b[`'h`]g`Wci`fgY`Z`nci`g`lci`X`VY`UV`Y`h`c`.

@YUfb]b[`'Ci`hW`c`a`Y`	95`GHJ[`Y`%`7`ca`d`Y`h`b`W]Y`g
%`"7`cbXi`W]h]b`X`Y`d`Y`b`X`Y`b`h`f`Y`g`Y`U`f`W`'UbX`'Udd`m`Y`g`h`U`V`]g`Y`X`h`Y`c`f]Y`g`h`c`UXXfYgg`Ub`Y`b[`]b`YYf]b[`'dfcV`Ya`'h`U`h`X`c`Y`g`b`c`h`U`j`Y`U`k`Y`"!`XYZ]bYX`gc`i`h]cb`	D9&""`Z`D9&("`Z`D9`'"`%
&`"5`b`U`mg`Y`W]h]W]h]m`z`f`Y`Z`Y`W]h]c`b`'UbX`g`m`b`h`Y`g]g`Y`W`c`a`d`Y`i`]b`Z`c`f`a`U`h]cb`Z`dfcV`Ya`g`Z`W`c`b`W`d`h]g`'UbX`h`Y`c`f]Y`g`	D9%"`Z`D9%("`
'`" `h`f`d`f`Y`h`U`b`X`h`f`U`b`g`a`]h`_`b`c`k`'Y`X[`Y`Z`g_]`g`'UbX`]X`Y`U`g`h`c`g`d`Y`W]U`]g`h`UbX`bc!`gd`Y`W]U`]g`h`U`i`X]Y`b`W]g`	D9&%"`Z`D9&%"`&
("`8`Ya`c`b`g`h`f`U`h`'a`UbU[`Y`f]U`"g_]`g`'UbX`]b`X]j`]Xi`U`f`Y`g`d`c`b`g]V`]j`m`h`c`W`c`a`d`Y`h`'U`d`f`c`Y`W]h]k`]h`]b`"ja`]h`X`h]a`Y`UbX`f`Y`g`c`i`f`W]g`	D9`'"`&`Z`D9`'"`("`Z`D9`'"`)`Z`D9`'"`*`

HYUW]b[`'G`h`f`U`h`[`]Y`g`

H\Y`H\Yg]g`]g`k`\Y`f`Y`U`W`]g`h`i`XYb`h`k`c`f`_`g`i`b`X`Y`f`h`Y`[`i`]X`U`b`W`'c`Z`U`W]X`Y`a`]W`g`h`U`Z`k`]h`]b`d`i`h`Z`c`a`'h`W`b]W]U`f]b`X`i`g`h`m`#`Y`g`Y`U`f`W`#`d`f`U`W]h]c`b`Y`f`c`g`d`Y`W]U`]g`h`g`"H`c`d]W]g`U`f`Y`f`Y`U`h`Y`h`c`d`f`c`Y`W]g`g`Y`Y`W]h`X`Z`c`a`'W`c`b`h`Y`a`d`c`f`U`f`m`d`f`U`W]h]W`"H\Y`k`c`f_]`b]c`j`Y`g`f`Y`g`Y`U`f`W`!`U`g`Y`X`]b]j`Y`g`h[`U`h]c`b`g`Z`]b`X`i`g`h]U`d`f`c`V`Ya`g`'UbX`XYg][`b`'Udd`]W]h]c`b`g`"





F Ygci fWg

F YWca a YbXYX'F Ygci fWg

U"i BGK @]VfUfmk YVg]hY. \hhdg.## k k ""]VfUfm'i bgk "YXi "Ui #
V"i A ccX'Y. \hhdg.##a ccX'Y"i'hi bgk "YXi "Ui #c[]b#bXYI "d\ d

7ci fgY'9j U'i Uh]cb'UbX'8Yj Y'cda Ybh

: YYXVUW_c'b'hY'Wci fgY'jg'[U'hYfYX'dYf]cX]W"mi g]b['j Uf]ci g'a YUbgz]bWi X]b['hY'i BGK
a m9i dYf]YbW'dfcWggz]bZcfa U'X]gWgg]cb']b'hY'Z]bU'WUggZc'f'hY'Wci fgYz'UbX'hY'GWcc'g
Gh XYbh#GHZZa YYh]b[g" Mci f'ZYXVUW_]g'fU_Yb'gYf]ci g'nz'UbX'Wc'bh]bi U']a dfcj Ya Ybhg'UfY'a UXY'hc'hY
Wci fgY'VUgYXz]b'dUfz'cb'gi W'ZYXVUW_"

h'h]g'Wci fgYz'fYWbh]a dfcj Ya Ybhg'fYgi 'h]b['Zcfa 'ghi XYbhZYXVUW_]bWi XY. '[fci d'Zcfa Uh]cb'k]h]b
h'hc]U'gYgg]cbz[fUX]b['dfcWXi fY'UbX'a YWU]b]ga zXcW a YbhUh]cb'cZgdYW]U'UffUb[Ya YbhVYhk YYb
YUW' '[fci d'k]h'hY'hYUW]b['hYUa z'

UggYgga YbhdYfZcfa UbWžmci 'UfY'Y'[]V'Y'hc'Udd'mZcf'GdYWU'7 cbg]XYfUhc'b'df]cf'hc'gi Va]h]b['Ub
UggYgga Ybhcf'g]h]b['Ub'YI Ua "

I BGK 'bck '\Ug'U': [\]h\]c'G\]h#Gi Va \]h\]f' Yžk \\]W'a](#) YUbg'hUh]Zmci 'UthYa dhUb'YI Ua 'cf'gi Va]hU'd]YW'cZ
UggYgga Ybhžmci 'UfY'XYWUf]b['mci fgY'Z]hYbci [\ 'hc'Xc'gc'UbX'Wbbch'Uthf'Udd'mZcf'GdYWU'
7 cbg]XYfUhc'b"

: cf'XYHU]g'cZUdd'm]b['Zcf'GdYWU'7 cbg]XYfUhc'b'UbX'WcbX]h]cbg'Zcf'hY'Uk UfX'cZgi dd'Ya YbhUfm
UggYgga Ybhž'd'YUg'gYY'hY'jbZcfa Uhc]b'cb'I BGK 'g' [GdYWU'7 cbg\]XYfUhc'b'dU\[Y"](#)

D'YUgY'bc'hY'hUhighi XYbhg'k]'bchVY'fYei]fYX'hc'dfcj]XY'UbmXcW a YbhUfmYj]XYbW'hc
gi ddcfhUVgYbW'g'Zca 'UbmWUggYg'a]ggYX'VYWU]i gY'cZ7CJ -8!%- 'di V']W\YU'h'a YUgi fYg'gi W'Ug
]gc'Uh]cb" I BGK 'k]'bchVY']bg]gh]b['cb'a YX]W'Wf]h]WUhg'Zca 'UbmcbY'XYYa YX'hc'VY'U'dcg]h] Y'WUgYž
cf'k \Yb'hYm\Uj Y'fYVčj YfYX" 'Gi W'Wf]h]WUhg'UfY'X]Z]W 'h'hc'cVhU]b'UbX'di hUb'i bbYW'ggUfm]gh]U]b'cb
gh XYbhg'UbX'a YX]W'ghUZZ'

5dd']W]h]cbg'Zcf'gdYWU'Wcbg]XYfUhc'b'k]'VY'fYei]fYX'Zcf'UggYgga YbhUbX'dUfh]W]dUhc'b'UVgYbW'g'—
Vi hbc'XcW a YbhUfmYj]XYbW'Zcf'7CJ -8'-%-]'bYgg'cf']gc'Uh]cb'k]'VY'fYei]fYX"

5 WUXYa]W< cbYgmiUbX`D`U[]Uf]ga

I BGK `Ug`Ub`cb[c]b[`Wca a]ha Ybhlc`ZcghYf]b[`U`W`hi`fY`cZ`YUfb]b[`]bZcfa YX`VmiUWUXYa]W]bhY[f]m`5`
I BGK `gh`XYbhg`Uj`Y`U`fYgdcbg]V`]mhc`UX`YfY`hc`h`g`df]bW]d`Y`cZUWUXYa]W]bhY[f]m`D`U[]Uf]ga
i bXYfa]bYg`UWUXYa]W]bhY[f]m]UbX`]g`bchlc`YfUHX`Uhl`BGK`"B`SY[Sde_`SfG@E|`[e VWX` VW`Se ge[`Y`
fZWi`ad/e`ad[VWSe`aXafZW`S`V`bSee[`Y`fZW_`aXSe`kagdai`ž

D`U[]Uf]ga`]g`U`hmd`Y`cZ]bhY`YW`i`U`h`YZ`h`h`W]b`hU`_`Y`a`UbmiZcfa`gž`Zca`XY`]VYfUHX`WX`YU]b[`hc`UWUXYbH`m`
W`dm]b[`Zca`U`gci`fW`k`]h`ci`hUW`bck`YX[`Ya`Ybh`I`BGK` `Ug`dfcXi`WX`U`k`YVg]h`k`]h`U`k`YU`h`cZ`
fYgci`fW`g`hc`gi`ddcfghi`XYbhg`hc`i`bXYfgHbX`UbX`Uj`c]X`d`U[]Uf]ga`ž`]g]h`[gh`XYbh`i`bgk`"YXi`"Ui`#d`U\[\]Uf\]ga`"](#)
H`Y`@YUfb]b[`7`YbhY`Ugg]ghg`gh`XYbhg`k`]h`i`bXYfgHbX]b[`UWUXYa]W]bhY[f]m]UbX`ck`bchlc`d`U[]Uf]gY`
H`Y`miU`gc`lc`X`k`cf_g`l`cdg`UbX`W]b`Y`d`gh`XYbhg`cbY!cb!cbY"

Mci`UfY`U`gc`fYa`]bXYX`h`UhWfYZ`h`ja`Y`a`UbU[`Ya`Ybh]g`Ub`ja`dcfHbhdUfhcZghi`XmiUbX`cbY`cZ`h`Y`
]XYbh]ZYX`W`i`g`Y`g`b`X`W`U[]Uf]ga`]g`d`ccf`h`ja`Y`a`UbU[`%a`Ybh`G`h`XY`%b`g`g`%o`X`U`ck`gi`Z]W]Ybh]ja`Y`Zc`f`
fYgYUfW`X`ž`X`f`U`h]b[`UbX`h`Y`dfcdYf`fY`Z`fY`bW]b[`cZ`gci`fW`g`]b`dfY`dUf]b[`U`UggYgga`Ybh]Ug_g"

ž`d`U[]Uf]ga`]g`Zci`bX`]b`mci`f`k`cf`_`k`Y`b`mci`UfY`]b`Z]fghmYUfž`mci`f`YW`h`fYf`k`]`c`ZYf`mci`Ugg]ghU`bW`hc`
]a`dfcj`Y`mci`f`UWUXYa]Wg_]`g`"H`Y`mia`Um]Ug`_`mci`hc`cc`_`Uhgca`Y`cb`]bY`fYgci`fW`gž`U`h`Y`bX`h`Y`@YUfb]b[`
7`YbhY`ž`cf`gca`Y`h`a`Yg`fYgi`Va`]h`mci`f`k`cf`_`k`]h`h`Y`dfcV`Ya`Z]`YX`"<ck`Yj`Yf`a`cfY`gYf]ci`g`]bgHUbW`g`]b`Z]fgh`
mYUfž`gi`W`Ug`ghY`U`]b[`UbchYf`gh`XYbhg`k`cf`_`cf`dUm]b[`gca`YcbY`hc`Xc`mci`f`k`cf`ž`cc`_`b`

[

5 WUXYa]W=Zcfa Uh]cb

7 fYX]hdc]bhg

7 ci fgY`WYX]hg`W`W`UH`X`]b`I` b]hg!C Z 7 fYX]hfl C 7 E`H`Y`bcfa U`k cf`cUX`YI dYWUh]cb`Zf`cbY`I C 7

- [AccXY](#)
- [@UV5WYgg](#)
- [7ca di hb\[: UW\]hYg](#)
-

