

!

!

!
!

!

!

!

!

!

!

"#\$%&'(!) ' '*+,-#\$.!/01!

2 '34(\$5%,!#6!/0#('37!

8+\$90!; ;!

!''#\$\$%&'\$(

*035!??(\$!(7+@3' (5!50#\$9#@3' A5!\$(4(+-(B!C, !%O(!<=<D!E+\$((\$!F?%3@35@!G' B(7' !+ ' B!
90+--(' A(5!%O(!' #3# ' !#6!+!# ' (H53I(H63%5H+--!+??#\$#+90!%#9+\$((\$5J!G!+\$A&(5!%O+!%5+--\$, !B359\$(?+ ' 93(5!
+\$(!+!53A ' 3639+ '%!C+\$\$3(\$!?\$ (4(' %3 ' A!@+ ' , !3 ' B343B&+-5!6\$#@!+B4+ ' 93 ' A!3 ' !%O(3\$!9+\$((\$5J!K-3I+C(%O!
L3-C(\$%5!& ' 3N&(!+??#\$#+90!9# ' ' (9%5!9# ' %(@?#\$+\$, !(4(' %5!#!035%#\$39+-!#99&\$\$(' 9(5.!5&90!+5!%O(!
O+--!P%\$((\$!9\$+50!#6! : Q<Q!+ ' B!59(' (5!6\$#@!O+\$\$(' !R(+%%, !5!63-@!SPO+@?##.S!#!&' B(\$59#\$(!%O(!
3@?#\$%+ ' 9(!#6!?\$(\$5# ' +!+A(' 9, !E# ' %\$+\$, !%#!%O(!?\$ (4+3-3 ' A!C(-3(6!3 ' !+!@(\$3%9\$+%39!5, 5%(@!%O+!
?\$3@+\$3-, !4+&(5!O+\$B!T#U!+ ' B!#?%3@35@. !%035!+\$39-(!#66(\$5!5&AA(5%3# ' 5!6#\$!' +43A+%3 ' A!+!4#-+%3-(!
V#C!@+\$U(\$!J!G!?\$#?#5(5!%O+%!3 ' B343B&+-5!TO#!T(\$(!?\$ (43#&5-, !(@?#-, (B!C, !-+\$A(19#?\$#\$+%3# ' 5!
C(9#@(\$!S\$((!+A(' %5.S!(' +C-3 ' A!%O(@!%#!T#U!3 ' B(?(' B(' %- , !+ ' B!%O\$34(!3 ' !+!\$U(%5!B#@3 ' +% (B!C, !
9#\$?#\$%+!((' %3%3(5J!*035!5036%!3 ' !?(\$5?(9%34(!@+, !' ##!O+4!(C((' !?#553C-(!T3%O#&%!%O(!5&??#\$%!
?\$#43B(B!%#!9#--(A(5!%O\$#&A0!590#-+\$503?!?\$#A\$+@5.!B(5?3%(!%O(3\$!-3@3%(B!6& ' B3 ' AJ!*035!@3 ' B5(%!
(@?O+53I(5!3 ' B343B&+-5!!+C3-3%, !%#!90+\$%!%O(3\$!#T ' !9#&\$5(!+ ' B!(59+?(!%O(!9# ' 5%\$+3 ' %5!#6!3 ' B39(5!
+ ' B!5&?(\$6393+-- , !?#53%34(!' +\$\$+%34(5J!*O(!?+?(\$!9# ' 9-&B(5!C, !5%\$(553 ' A!%O(!3@?#\$%+ ' 9(!#6!-36(-# ' A!
-(+' 3 ' A!+ ' B!(9# ' #@39!5(9&\$3%, ..!TO390!5(\$4(!+5!9#@?\$(O(' 534(!3 ' 5&\$+ ' 9(!6#9!9#--(A(!A\$+B&+% (5!
&-%3@+%(-, !-(+B3 ' A!%#!+!C\$3AO%(\$!6&%&\$(!TO(\$(!%O(!53A ' 3639+ ' 9(

!

:!

0/%,12'\$3,/(

G'!

!

<!

(-5(TO(\$!6#T#\$UJ!L34('!,#&\$!9+\$((\$!(7?(\$3('9(!T#&-B!,#&!+A\$((!T3%O!%O(!

/(#?-(!4+-&(!%0(3\$!9+\$(((\$5!3'!' (T!T+, 5.!%\$+'56#@\$@3' A!TO+%!3%!@(+ '5!%#!C(!+'!(@?-#, ((J!
 *0(!#-B!9# ' %\$+9%!T+5!+C#&%!-#, +-%, .!5(9&\$3%, .!+' B!@&%&+!B(?('B('9(J!K@?-#, (\$5!?\$#@35(B!%#!
 5&??#\$\$!+' B!B(4(-#?!%0(3\$!(@?-#, ((5!C&%!9#&-B!(7?(9%!, (+\$5!#6!5(\$439(!3'!\$(%&\$'J!b#T.!%0(!
 9# '%\$+9%!35!@#\$(!+C#&%!+!%\$+'5+9%3# ' !%0+' !+!-# ' AH%(\$@!\$(-+%3# '503?J!K@?-#, ((5!T+'%#!A\$#T!+' B!
 5((U!9#@?+'3(5!%0+%!9+'!?\$#43B(!+!?'+%0T+, !6#%!@(+ '3' A6&-!A\$#T%0.!0(-?!%0(@!@+'+A(!%0(3\$!
 9+\$((\$5.!+' B!5&??#\$\$!%0(@!T3%0!\$(5#&\$9(5.!-3U(!+-&@ '3!' (%T#\$U5.!T0('!%0(, !@#4(!# 'J!Z#T(4(\$.!
 6#%!+--!%0+%!%+-U!+C#&%!0#T!9#@?+'3(5!0+4(!C(9#@(!%+-('%!@+\$U(%5.

!

>!

)BB\$(553'A15,5%(@39!C+\$\$3(\$5!\$(N&3\$(5!9#--(9%34(!+9%3# '!+9\$#55!4+\$3#&5!5(9%#5.!'9-&B3'A!
 (@?-#,(\$5!(B&9+%3#'+-!3'5%3%&%3# '5.!A#4(\$'@('%!+A('93(5.!+'B!9#@&'3%,!#\$A+'3I+%3# '5!\ "(3#9U!
 <=:D_J!G'3%3+%34(5!5&90!+5!@('%#\$3'A!?\$#A\$+@5!6##!@3'#3%,!A\$#&?5.!B34(\$53%,!%\$+3'3'A.!+'B!
 ?#-393(5!+BB\$(553'A!3'(N&+-3%,!3'!\$(9\$&3%@('%!+'B!?\$#@#%3# '!?\$+9%39(5!+\$(!55('3+-!5% (?5!#T+\$B!
 6#5%(\$3'A!3'9-&5343%,!+'B!(N&3%,!3'!%O(!T#\$U6#\$9(J!R,!B35@+'%-3'A15,5%(@39!C+\$\$3(\$5.!T(!9+'!9\$(+%(!
 +!@#\$(!(N&3%+C-(!9+\$(\$!+ 'B59+?(!TO(\$(!4(\$,#'(!9+'!%O\$34(J!

;%,9,#+1(:,*2\$3,/#(

K5%+C-3503'A!5%\$# 'A!@('%#\$503?!\$(-+%3# '503?5!35!9\$&93+!-6##!#4(\$9#@3'A15,5%(@39!C+\$\$3(\$5!
 +'B!+B4+'93'A!3'!# '(!5!9+\$(\$!\P%(-%(\$!(%!+J.!<=<:_J!K66(9%34(!@('%#\$5!'#!#'-,

3@?-(@('3'A!3'9-&534(!03\$3'A!+'B!?\$#@#%3#!?#+9%39(5.!+'B!?\$#43B3'A!5&??#%!'(%T#U5!6#%!

@3'#3%,!(@?-#,((5J!

/3#3%3I3'A!6&'B+@('%+!9+\$((\$!5&??#%#!#4(\$!?\$U5!35!(55('3+-!6#%!6#5%(\$3'A!-#'AH%(\$@!

(@?-#,((!B(4(-#?@('%!+'B!\$(%'%3#'J!R, l3'4(5%3'A!3'!(@?-#,((5)!?\$#6(553#'+-!A\$#T%O.!

#A+'3I+%3#'5!9+'!9&-%34+%(!+'T#\$U6#9(!%O+%!35!('A+A(B.!B(B39+%(B.!+'B!@#%34+%(B!%#!B\$34(!

C&53'(55!5&99(55J!K@?-#,((5!T0#!6((-!5&??#%\$(B!3'!%O(3\$!9+\$((\$!+B4+'9(@('%!+\$(!@#\$(!-3U(-, !%#!

\$(@+3'!

9+\$(?!?#A\$(553#'!.!@3'3@3I3'A!5(%C+9U5.!+'B!6#5%(\$3'A!+'!('43\$#' '@('%!TO(\$(!3'B343B&+-5!9+'!

%O\$34(!?\$#6(553#' +--,J!*O\$#&AO!%O(5(!66#\$5.!%O(!+3@!35!%#!\$(+-3I(!%O(!#4(\$+\$903'A!A#+-!#6!

6+93-3%+%3'A!C(%%(\$!9+\$((\$!#&%9#@ (5!6#\$!+--J!

!

;!

<+-%+/'+#(

E+\$((\$!G'5%3%&%('! \<=<D_J! E+\$((\$! F?%3@35@!G'B(7'!.!Y(5(+90!"3'B3'A5.! 2'34(\$53%,!#6! /O#('37J!

O%%?5`ddTTTTJ?O#('37J(B&d9+\$((\$H