

),1.4&(')!#6!4C84&5#':4'4\$! ,;!8,&1!#6!1.8&48,&,1(#6#&!4!DE

*!/4!.,:4! M).1!B#9!1#)41.4&!
(!1.(;!6#&%,1!#;!44N!B#9&!,\$(54!,'\$!,,;(,,'54!(!'8&48,&(')!A#&48#!1.4!=45&41!&B
"4'4&,0!#!1.(!1#8(5!!O.#;4!&48#&4&:4!1#!('6#&%!, '\$!1#!)9(\$4!1.459;(#';!,%#')!
\$404),14;!'\$9&(')!1.4!,"9,0!;4;(#' 2!('509\$(')6#&!1.4!)#1(,1(#';!,	\$!,!&4;#091(##! !1.4!
, '9,0! 1.4%#

+1!(;'('14&4;1(')!1#!#14!1.4!1#8(5;!#6!6##\$!;459&(1B!,'\$!91&(14#1!M44!5#';(\$4&4\$!MB!
1.4!F#%%(;(#'#!7#890,1(#', '\$!34:40#8%4'16#&!1.4!0;1!ID!B4,&*!!O.4;4!1#&(5)#!
#91;(\$4!4!5#&A#&N!8&#)&,%%#6!1.4!7#890,1(#'!3:(;(#'2!.5.! 6#59;4;%#;10B!! 1.4!
\$#59%4'1,1(#', '\$!, '0B;(!#6%,P#8#890,1(#'1&4'\$,'\$! #'! 8#0(5(4;!1.,5)! ('6094'54! .#;4!
1&4'\$!

O.4!A#&N!#6!1.4!7#890,1(#'!3:(;(#'614!!.).0().1;!1.4!6#9\$4%#)&,8.(5!%4),1&4'\$;Q!!
8#890,1(#'!)&#A1.2!8#890,1(#'!)4(')2!9&M,'(R,1(#', '\$!('14&',1(#',0!%())&,1(#'##1.48;4690!
#&),'(R!)!6&,%4A#&N!(;!1.4!8#890,1(#'!M,0,'5(')!4S9,1(#'2!A.(5!!.).0().1;!1.4!1.&44!
5#%8#4'1;!#6!8#890,1(#'!5.,)4Q!!64&1(0(1B,2!%B&\$!%)&,1(#'!O.,!(!;A.,!1!A4!\$#2!M91!1.4!
;5#84!#6!1.4!F#%%(;(#'#!7#890,1(#', '\$!34:40#8%4'1!(;'!454;,&(0B!M,\$\$&1.9;!A4!
&4,5.!#912!.,;1.4!=45&41,&(,12!1#!),1.4&!4C84&1(;4!6&#%!A(1.('!1.4! ? @!;B;14%!,'\$!M4B#\$*

T41!%4#A!)(:4! B#9!#%4! #!7#890,1(#', '\$!
34:40#8%4'1,\$! ,M#9!1.4!+'14&',1(#',0!F#64&4'54!#!7#890,1(#', '\$!34:40#8%#11,1!1##N!
80,54!(!'UVVWO.4;4B&#:(\$4!,!4;;4'1(,06#9\$,'1(#'!6#	&!A#&2M91!+!;9;8451!11,4B%,B!
'#1!M46,%(0,&!1#4&B#4('!1.4!&##%#!

=45#\$2!A4A(00!1,N0##N!,1!6##\$!;459&(9B&'(#!,'\$!8#890,1(#!.4,0!6&#%!,!('\$(:(\$9,0!
84&;8451(25#;(\$4&'!)(;94;!&40,14\$!19!)4&!, '\$!9'\$4&'91&(1(#!#!1.4!#4!.,'\$ 2!, '\$!1#!
#M4;(1B!, '\$!#:4&4().1#!1.4!#1.4&!)().0().1(')!%,P#&!5.,')4;! 1.,1!.,:4!1,N4!80,54!('54!1.4!
F,(&#!5#64&4'54!(!UV^W

"4'\$4&!, '\$!0(64!5#9&,4!&459&&19':4&;,0!; 94;!(!1.(!;\$(:59;;(#'2!, '\$! 1.9;!1.4BA(00!M4!
%,(';1&4,%4\$!1.).#91*

/4! (!1.4!?'(14\$!@,1(#!;=45&41,&(,1!,'\$!(!?'@[7>!,&0##N) !1#!1.4!4C84&1;!),1.4&4\$!1#&
,\$(:4!9;!#!1.4!%#;1!(%8#&1,'1!4%4;!1#!.().0().1(!1.4!\$(:59;;(#!MB!4!F#%%(;(#!4C1!
B4,&!/4!,&4!.,88B!1#!.,:4!M44!',M04!1#!M&'!1#)414C84&6&#%M#1.!&4;4,&5.!(';1(1914;!, '\$!
6&#%1.4404:,'1?@!4'1(1(4;!A#&N(')!(!4!,&4,;!#66##\$!;459&(1B2!'91&(6##\$!;B;14%
%#\$400(')2;1,('M04!)&(59019&0&#%'4'1,0!;9;1,('M(0(1B!('509\$(\$0(%15.,')4 2&9&,0!
\$4:40#8%4'12!&(1(#!\$!6##\$!8#0(5B*!

O.,'N!B#9!6#&!,55481(')!1.4!(':(1,1(#!1#!8,&1(5(8,142!0##N!6#&A,&\$41&'!B#9&!
(14&4;1(')8&4;4'1,1(#!,'\$!(;()).1690\$(:59;;(#;*'!