



'CD34=CB <DBC 0CC4=3 7867 B27>>; 5>A C74 <8=8<D< B27>>; 30H

(74 0CC4=30=24 >5 0 BCD34=C 0C 0 2><<D=8CH 2>;;464 0B 0 B?4280;
BCD34=C ?DABD0=C C> C78B B42C8>= B70;; 14 2A438C43 C> C74 38B
<08=C08=8=6 C74 2><<D=8CH 2>;;464 5>A C74 ?DA?>B4B >5 0;;>F0=24
0=3 0??>AC8>=<4=CB 5A>< C74 'C0C4 '27>>; D=3 0=3 C74 BCD34=C
B70;; A4248E4 2A438C 5>A 2><<D=8CH 2>;;464 2>DAB4B 2><?;4C43 8=
C74 B0<4 <0==4A 0B 85 0 A46D;0A;H 4=A>;;43 2><<D=8CH 2>;;464
BCD34=C

'\$--\$)(!) * \$ & ./ (-\$(, -

?A8=28?0; >5 0 7867 B27>>; <0H A42><<4=3 0 7867 B27>>; BCD34=C
0B 0 B?4280; ?0AC C8<4 BCD34=C ?DABD0=C C> AD;4B 0=3 A46D;0C8>
F7827 <0H 14 03>?C43 1H C74 6>E4A=8=6 1>0A3 >5 C74 38BCA82C
<08=C08=8=6 C74 7867 B27>>; &454A C> C74 B42C8>= >=K 3<8BB8>=
8= C78B 20C0;>6 5>A <>A4 8=5>A<0C8>=

027 B4<4BC4A ?A8>A C> 148=6 0;;>F43 C> A468BC4A BCD34=CB F7>
F8B7 C> 0CC4=3 * 0B B?4280; ?0AC C8<4 2>;;464 BCD34=CB <DBC
2><?;4C4 0=3 BD1<8C C74 K'?4280; 'CD34=C 8= A034B N
0??;820C8>= 0E08;01;4 >=;8=4 ??;820C8>= 3403;8=4B 5>A 4027 C4A<
0A4 =>C43 >= C74 0??;820C8>= '?4280; 'CD34=CB <DBC 0;B> <44C 0;;
2>DAB4 ?A4A4@D8B8C4B 0=3 0BB4BB<4=C C4BCB <DBC 14 2><?;4C4
BD1942CB BD27 0B <0C7 0=3 =6;8B7

-\$ (3

)=34A C74 3D20C8>= >34 C74 64=4A0; AD;4 8B C70C 0 BCD34=C <DBC
>0H =>=A4B834=C CD8C8>= D=;4BB C74 BCD34=C 20= @D0;85H 0B 0 A
>5 0;85>A=80 >A <44C C74 A4@D8A4<4=CB >5 24AC08= B?4280; ?A>E
'8=24 C74 2>=24?C >5 A4B834=24 8=E>;E4B BD1942C8E4 8=C4=C C78E
20C0;>6 20==>C 0=C828?0C4 4E4AH @D4BC8>= C70C F8;; 0A8B4 8=
2>==42C8>= F8C7 34C4A<8=8=6 F74C74A BD27 8=C4=C 4G8BCB

027 ?4AB>= 4=A>;;43 8= >A 0??;H8=6 5>A 03<8BB8>= C> 0 0;85>A=80
><<D=8CH >;;464 8B 5>A C74 ?DA?>B4B >5 03<8BB8>= 0=3 CD8C8>=
2;0BB8S43 0B 0KA4B834=CN>A 0 K=>=A4B834=CN 'CD34=CB 2;0BB8S
0KA4B834=CNF8;; 14 03<8CC43 F8C7>DC ?0H<4=C >5 =>=A4B834=C
CD8C8>= 'CD34=CB 2;0BB8S43 0B K=>=A4B834=CNF8;; 14 A4@D8A43
>0H CD8C8>= 8= 0= 0<>D=C B4C 1H C74 >E4A=8=6 >0A3

4 -\$ (. -/ (-6 0A4 C7>B4 F7> 70E4 A4B8343 F8C78= 0;85>A=80
5>A 0C ;40BC >=4 H40A ?A8>A C> C74 A4B834=24 34C4A<8=0C8>= 30C
0=3 70E4 <4C C74 A4B834=2H BC0=30A3B BC8?D;0C43 8= (8C;4 >5 C7
0;85>A=80 3<8=8BCA0C8E4 >34 (74 KA4B834=24 34C4A<8=0C8>= 30C
8B C74 30H 8<<4380C4;H ?A42438=6 C74 >?4=8=6 30H >5 8=BCAD2C8>
4027 B4<4BC4A >A BD<<4A B4BB8>= 3DA8=6 F7827 C74 BCD34=C
>A>?>B4B C> 0CC4=3 2>;;464 8= C74 <?4A80; ><<D=8CH >;;464
8BCA82C

4)(, -\$ (. -/ (-6 0A4 C7>B4 F7> 70E4 =>C 4BC01;8B743
0;85>A=80 A4B834=2H BC0CB7444 Td [(4 H6A)-A=80 A4B((

(74 3<8BB8>=B 0=3 &42>A3B \$R24 34C4A<8=4B C74 A4B834=2H -. &\$-#\$(" -\$ (3
BC0CDB >5 0;; =4F 0=3 5>A<4A BCD34=CB 5>A CD8C8>= ?DA?>B4B 40B8A4B834=2H <0H 14 4BC01;8B743 1H 0= 03D;C F7> 8B ?7HB820;;H
A4B?>=B4B ?A>E8343 8= C74 2>;;464 0??;820C8>= 5>A 03<8BB8>= 0A4B4=C 8= C74 BC0C4 0=3 F7> 0C C74 B0<4 C8<4 8=C4=3B C> <0:4
85 =424BB0AH >C74A 4E834=24 5DA=8B743 1H C74 BCD34=C

' (!&&"(%! !, ! % '!" (!&.
 ! (!) & & # &&#"%'& ! ! "% '!".' && " !&
 ! "% & 0 ' ' ' ' , ## , " && & ! ' % !! ' %
 % & ! , & ' (&

2*.\$)(-
(74 0;85>A=80 3D20C8>= >34 0=3 ?A>E8B8>=B 8= BC0C4 ;0F 0;;>F 5>A 4027 8=38E83D0; 20B4
24AC08= =>A4B834=CB C74 >??>ACD=8CH C> ?0H 8= BC0C4 CD8C8>=
;86818;8CH 2A8C4A80 0A4 =>C43 14;>F
>A 64=4A0; ?DA?>B4B C74 5>;;>F8=6 0A4 B><4 1DC =>C C74 >;;H FOH
C> B7>F =>4 70B C0:4= C74 =424BB0AH BC4?B C>FOA3 142><8=6 0

'CD34=CB F7> 14;84E4 C74H 0A4 4;8681;4 5>A 0= 4G4<?C8>= 10B43 0;85>A=80 A4B834=C
0=H =>4 >5 C74 5>;;>F8=6 2A8C4A80 B7>D;3 2>=BD;C C74 3<8BB8>=B 0=3
&42>A3B \$R24 F74= C74H 0??;H &468BC4A43 C> E>C4 0=3 E>C43 8= 4;42C8>=B 8= 0;85>A=80

'CD34=CB F7> 0A4 <4<14AB >5 C74 0A<43 5>A24B >5 C74)=8C43
'C0C4B F7> 0A4 BC0C8>=43 8= C78B BC0C4 >= 02C8E4 3DCH 4G24\$E=43 0=3 A4B8343 8= 0 A4B834=C80; ?A>?4ACH >A 2>=B8BC4=C;H
C7>B4 0BB86=43 C> 0;85>A=80 5>A 43D20C8>=0; ?DA?>B4B >22D?843 >A A4=C43 0= 0?0AC<4=C >= 0;40B4 10B8B

'?>DB4B 0=3 34?4=34=CB =0CDA0; >A 03>?C43 278;3A4= >A "08=C08=43 ;824=B8=6 5A>< 0;85>A=80 5>A ?A>54BB8>=0; ?A02C82
BC4?278;3A4= >5 02C8E4 <4<14AB >5 C74 0A<43 5>A24B "08=C08=43 0;85>A=80 E4782;4 A468BCA0C8>= 0=3 3A8E4A B ;824=

%0A4=CB F7> 0A4 5434A0; 28E8; B4AE824 4<?;>H44B 0=3 70E4 <>E43
C> 0;85>A=80 0B 0 A4BD;C >5 0 <8;8C0AH A40;86=<4=C 02C8>= C70C
8=E>;E4B C74 A4;>20C8>= >5 0C ;40BC 4<?;>H44B (78B 4G4<?C8>= 10=B
0;B> 0??;84B C> C74 =0CDA0; >A 03>?C43 278;3A4= >A BC4?278;3A4= >5
BD27 4<?;>H44B 08=C08=43 ?4A<0=4=C <8;8C0AH 033A4BB 0=3 7><4 >5 A42>A3 8=
0;85>A=80 85 8= C74 <8;8C0AH B4AE824

'CD34=CB F7> 70E4 2><?;4C43 0C ;40BC C7A44 H40AB >5 7867
B27>; 8= 0;85>A=80 0=3 70E4 6A03D0C43 5A>< 0 0;85>A=80 7867 "&! ' & ' ") , & ' & & "% "%!
B27>; 'CD34=CB <DBC S;; >DC 0=3 BD1<8C C74 K R30E8C % & ! , ' & (# "" ' ## ! "" "/% & ! , " (! & &
5>A G4<?C8>=N5>A 2>=B834A0C8>= #"&& ""#%") , " ' ! "" "%! % & ! "

'CD34=CB F7> ;8E4 8= -D<0 A8I>=0 0A4 4;8681;4 5>A 0= 4G4<?C8>= & --\$.\$(.) -\$ (. . /-
>;>A03> &8E4A ><?02C 'CD34=CB =443 C> 2><?;4C4 0 'CD34=C74 A4 @D4BC 5>A A42;0BB8S20C8>= C> A4B834=C BC0CDB <DBC 14 8
%4C8C8>= C> A4 @D4BC C78B 4G4<?C8>= 1H C74 BCD34=C 'CD34=CB F7> 0A4 8=C4A4BC43 8= 270=68=6 C748A
2;0BB8S20C8>= B7>D;3 2>=BD;C C74 3<8BB8>=B 0=3 &42>A3B \$R24
E834=24 >5 ?A4B4=24 8= 0=3 8=C4=C C> A4B834 8= 0;85>A=8005>A 0
;40BC >=4 H40A 0=3 >=4 30H ?A8>A C> 0 2><8=6 B4<4BC4A B BC0AC 30
8B A4 @D8A43 5>A 2>=B834A0C8>= >5 0 270=64 8= BC0CDB 0=3 <DBC
BD1<8CC43 5>A 0 A4B834=2H A4E84F 'CD34=CB B7>D;3 0;;>F D? C> C
F>A:8=6 30HB 05C4A BD1<8CC8=6 C748A 3>2D<4=CB 5>A 0 3428B8>=

&4B834=2H A42;0BB8S20C8>= <DBC 14 2><?;4C43 => ;0C4A C70= C74
CF> F44:B >5 C74 B4<4BC4A '8=24 B><4 ?4C8C8>=B A4 @D8A4 0338C8
3>2D<4=C0C8>= C> ?A>E4 0 A4B834=2H 20B4 BCD34=CB B7>D;3 14 B
C> BD1<8C A42;0BB8S20C8>= A4 @D4BCB 40A;H 8= 0= 02034<82 C4A<

