TØľŠMŁASŠJŠMS SMLTRľŠľMSAJØŁAMÚLOJØÑMALÕÒÒľSSľÕØ UÙ^ZŻÄŸ~æäÇAŁELEAÈÊF€Í

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☑ QTJRŠMRÖÛARMPÕRŠAPTRSTJØŠAŠÕASI A	MLŠŒÕØAËÐAÕRAËFÅXÃA	ÕNAŠOMASMLTRŒŠŒMSAMÚLOJØÑMAJLŠAÕNAËÍЀ
	å~Yåå\APYåŽæXAMäXYXAÓ*	äYŀĐÊſŀÌĖĖĖÀ
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☐ ŠRJØSĽŠĽÕØARMPÕRŠAPTRSTJØŠAŠÕAS	MLŠŒÕØAËÐAÕRAËFÅXÃA	ÕNAŠOMASMLTREŠEMSAMÚLOJØÑMAJLŠAÕNAËÍЀ
	àYåŽæXAÝåæ´AAAAAAAAAAAAAAAAAA	AAAA-æAAAAAAAAAAAAAAAA
Læʻ	´Ż^^ŻæäAŸŹâYAä*´VYåA fI`f	! #fifi
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: MHSDC 85@	SDR 8SDDK (I	NQONQ@SHNM
ÅMbÙW-AäÙ ´YAæ	ÝAÅYŸŹ^~ÅÙä~AÙ^A^ÀYWŽÝŽY.	XAŽäAŽ-^AWZÙå-YåĀ
) DK@ V @QD		Łž*fl#\$"flžŁ
ÅS~Ù-Y\æå\æ-ZYå\a*åZ^XZW-Zæä\æÝ\ZäWæåàæåÙ-ZæäĀ		, ÅŒRSAM´àåæ\YåÆXYä-ŽÝŽWÙ-ŽæäAØæEÃ
!fifi , Q@MS 8SQDDS 5HSSRATQFG	5. 5&	flžŁfl\$`Ł#fifi
ÅJ XXåY^^AæÝAàåŽäWŽàÙåAYbYW*~Ž@YA	7	ÁÜŻàALæXYĀ
ÅRYŸŹ^-åÙä-]^A-Y	°ŽflŁ″Žłł`flflŁfl âYàZæäYAä* ´VYåÇAŻäWâ*.	X [†] äŸAÙåYÙAWæXYĀ
	JJW-Î	
ŠŽ-âYAæÝAYÙWZAWâÙ^^	ŠáÙXŽäŸAS\ ´Væá	ØÙ ´YkæŸkYÙWZkYbWZÙäŸYkæäkãZŻWZkâYŸŻ∿YåYX
TäŻ-YXAS-Ù-Y^AS-YYåALæåàæàÙ-ŻæäALæ´´´æäAS-æWá	Ú	ØYã ÁÜæåákS-æWákMbWZÙäŸY
TäŻ-YXAS-Ù-Y^AS-YYâA LæåàæâÙ-½æäA Læ´´æäAS-æWá	Ú	LZİWÜŸæAS-æWáAMbWZÙäŸY
ŒäXŻWÙ-YAV\AWZYWáA ´ÙåáA ã ZY-ZYâA-ZYAâYŸŻ^-åÙä-AÅËĀAZÙ∕ MbWZÙäŸYAJW-AæÝAËÍЀAX*åŻäŸA-ZYAàåYWYXŻäŸAËÈA ´æä åYàæå-^ÂÇAÙäXAÀÈĀAZÙ^AVYYäA^*VaYW-A-æA^*WZAÝŻäŻäŸAåY&*Ž&	~Z^A ÅæåA ÝæåA ^ * WZA ^Zæå~\	YXA-æAVYAÝŽBYXAV\ASYW-ŽæäAËÐAæåAËFÁXĀAæÝA-ZYASYW*åŽ-ŽY^ ^åA àYåŽæXA-ZÙ-A-ZYA&YŸŽ^-åÙä-A ã Ù^A&Y&*Ž&YXA-æAÝŽBYA^*WZ
ŒXŽWÙ-YAV\AWZYWÁA ´ÙÁÁA ãZY-ZYÁA-ZYAÁYŸŹ^-ÁŮÄ-AZÙ^A^ à*å^*Ùä-A-æAR*áYA€ÊFAæYARYŸ*âÙ-ŽæÄASDŠAÁ{ÈÐÈE€ÊFAæ -ZÙ-A-ZYAÂYŸŹ^-ÅÙä-AãÙ^AÅY&*ŽåYXA-æA^*V ´Ż-A^*WZAÝŽ3Y^ĀEA	eÝA~ZŽ^AWZÙà~YåÃAX*åŽäŸA	
ŒXŽWÙ-YAV\AWZYWÁA ´ÙåÁAāZY-ZYÅA-ZYAÂYŸİ^ÂÙä-AŻ^AÙAÂÙ ÂYÀæÂ-ŻäŸAWæ´ÀÙä\ÇAæÂAÙäAY ´YŸZäŸAŸÂæã-ZAWæ´ÀÙä\ ÂYÀæÂ-ZäŸAWæ´ÀÙä\¦ÇAUäXARY ´YŸZäŸAŸÂæã-ZAWæ´ÀÙä\R	EASYYA~ZYAXYÝŽäŽ~Žæä^Áæ	ÝA~âÙåŸYAÙWWYâYåÙ~YXAÝŽâYåǦA~ÙWWYâYåÙ~YXAÝŽâYắǦA~^ ´ ÙââYå
ÖÙáŸYAÙWWYâYáÙ-YXÁŸZâYá X JWWYâYáÙ-YXÁŸZâYá ØæäDÙW M´à Ž æ A S V %	NYâYâÙ-YXAŸŽâYå □ S´Ùäã ‰	YâAâYàæá-ŻäŸAWæ´àÙä\ □ M´YâŸŻäŸAŸåæã-ZAWæ´àÙä\ □ &

:3.9*) 89&9*8 89**1 (47547&9.43 (43)*38*) (43841.)&9*) 89&9*2*39 4+ (4257*-*38.;*.3(42* °:M@TCHSDC~

	9GQDD 2NMSGR *MCDC /TMD łfi			8HW 2NMSGR *MCDC /TMD łfi			
°) NKK@QR HM LHKKHNMR"	ŁfiŁŁ		ŁfiŁfl		ŁfiŁŁ		ŁfiŁfl
ØY-AYÙåäääŸ^	~ \$ "#	Á۸	ËÇÊËÈA	v	flˌ#!fi	Á۸	<mark>äçäê</mark> ða
Õ-ZYåAWæ´àåYZYä^İ@YAİäWæ´YAÅåæ^^ÄÇAäY-AæÝA-ÙbÎ							
LZÙäŸY^AŁŻäAÝæåYŹŸäAW*ååYäW\A-åÙä^ŝÙ-ŻæäAÙXa*^-´Yä-^	°flfifi″	Α	ÈĐA		°flŁ#″	Α	ÅÈ€ÃA
LZÙäŸY^AİäAàYä^İæäAÙäXAæ-ZYåAY´àâæ\YYAVYäYŸİ-AÙWWæ*ä-^	fl	A	ÈÊFA		°Ł″	Α	ÈÈÍA
LZÙäŸY^AťäAXYáť@Ù-ť@YAÝťäÙäWĬÙákťä^-å*´Yä-^	flŽ	A	ÅÐËÃA		ł!		

:3.9*) 89&9*8 89**1 (47547&9.43 (43)*38*) (43841.)&9*) '&1&3(*8-**9 °:M@TCHSDC~H

°) NKK@QR HM L HKKHNMR~	/TMD łfi ŁfiŁŁ) DBD Ł	LADQ łfl fiŁfl	
&RRD\$R				
L *ååYä-\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\				
LÙ^ZAÙäXAWÙ^ZAY&*Ĭ@ÙàYä-^AÁØæ-YAHÃ	ĭ łįfiłž	ÁA	ÈÇFÈÈA	
RYWYŻ@ÙVầY^ÇAâY^^AÙääæãÙäWYAæÝAÁ€ĐAÙäXAÁ€€	Ł¸ŽŁ#	A	ËÇÍGIA	
RYWYŻ@ÙVâY^ÁYáæ ´ AảYàÙ-YXAàÙá-ŻY^AÁØæ-YAË Í Ã	fl"Ž	A	ËÈËA	
Œã@Yä-æáŻY^AÁØæ-YAIÁ	łˌfiflŽ	A	ÈÇÈËÊA	
Õ-ZYå\W*ååYä-\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\	ł#Ž	AYäÙ	ÐÐËA	
Šæ-ÙáAW* ååYä-AÙ^^Y-^	\$ˌfiłž	A	HÇËFÈA	
ÖæäŸD-Yå ´AåY^-åŽW-YXAWÙ^ZAÁØæ-YAHĀ	۰	A	HGA	
ÖàYåÙ-ŻäŸåŶÙ^YAÙ^^A	:∠ fl!∤	A	ËIFA	
PåæàYå-\ÇAàåÙä-AÙäXAY&*Žà ´Yä-	fI\$ _. #ŽfI	A	ËÍÇGHGA	
Paæara-\ynaaoa-noannro za ra- ÖY^^AÙWW* ´*âÙ-YXAXYàâYWZÙ-ZæäAÜäXAXYàâY-Zæä				
	flŁ、ł\$#	A	ËÈÇ€ÈÈA	
Šæ-ÙâhàåæàYå-\ÇhààÙä-hÙäXhY&*Žà ´Yä-ÇhäY-	"¸ŽŽł	A	HÇÈF€A	
Iä@Y^- ´Yä-^AÙäXAàæäŸD-Yà ´AåYWYŻ@ÙVàY^ÇAàY^^AÙäæãÙäWYAæÝAÁ€AŻäAVæ-ZAàYåŽæX^	""#	A	GÍ€A	
ŒĠĸŨĠŸĬVŝY^ÇħĠYĸĀÅØæĸYĀÍĀ	Ž\$"	A	FËÍA	
ŁYÝYååYQ ‰	‰ ‰			% %

8HW 2 NMSGR * MCDC / TMD Ifi ŁfiŁfl °) NKK@QR HM LHKKHNMR" ŁfiŁŁ .MBQD@RD °CDBQD@RD" @R@R R@R D T @ DM\$R

3 NSDR SN (NMCDMRDC (NMRNKHC@SDC +HM@MBH@K 8S@SD L DMSR ": M@TCHSDC"

fli <u>'@rhr ne 5qdrdms@shnm @mc 8hfmhehb@ms &bbntmshmf 5nkhbhdr</u>

' @K@MBD @R NE) DBD L ADQ łfi _l ŁfiŁfi	&CITR\$ L DM\$R CTD \$N &8: ŁfiŁfi*fi!	' @K@MBD @R NE /@MT@QX fl _\ ŁfiŁŁ
ĐÈ	€	ł!
) DBD L ADQ łfl _. ŁfiŁfl) DBD L ADQ łfl _լ ŁfiŁfl 8.8 : ŁfiŁfi [*] fi!

°.M L HKKHNMR" 8HW 2 NMSGR * MCDC / TMD łfi ŁfiŁŁ		FR\$NLDQ .M 8@KDR	SDQRDF L DMS 8@KDR	3D\$ 8@KDR	*@QMHMFR EQN L HMUDRSDDR	*@QMHMFR *KNRR" ADENQD HMSDQDRS @MC HMBN L D \$@WDR
NâÙ~DRæââYX	v	! [! "# ~	fl\$\$! [#"" ~	fifi!	fl _. Ł\$fi
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TSSM		Łįž\$ł	#	Ł l fifl	[žŽŽ
Š*V*âÙå		!\$fi	ž	!\$ž	flž	fl#Ž
Šæ-ÙâAåYàæå-ÙVâYA^YŸ´Yä-^		fifi _L žfi"	Ž#\$	flŁ _. fifi!	flłfl	Ł,ž!!
Õ-ZYå		"	["	[°ž″
RYWæäWłàłäŸAI-Y´^AÙäXAMàł´łäÙ-łæä^		[°Ž#\$″	°Ž#\$″	[°fl#\$″
Šæ-Ùâ	Ü	flfl _、 žŁŽ ~	[~	flfl _、 žŁŽ ~	fl∤fl	ັ Ł _. ∤"Ł
8HW 2NMSGR *MCDC /TMD łfi, ŁfiŁfl						
NâÙ-DRæââYX	ÁA	FÇÈGÐA ÁA	ËÊGA ÁA	FÇÐGÍA Á	A ĐHA A	Á A HÈFA
Ò la la la la la la la la la la la la la	A	ËÇÈÊÍA A	ÈÊ€A A	ËÇ€ËÐA A	[A <i>I</i>	A €ËGA
TSSM	A	ËÇIHGA A	ÈA A	ËÇIHIA A	[A /	A ĐËÈA
Š*V*âÙå	A	ÐËIA A	HA A	ĐÈFA A	GA A	A ÅÈÍÃ
Šæ-ÙâAåYàæå-ÙVâYA^YŸ´Yä-^	A	IÇGGGA A	ÐËÍA A	IÇÍIFA A	€ĐA <i>l</i>	l ËǀȀA
Õ-ZYå	A	ÈÐA A	FGA A	HÍAA	GA A	À ÈÈA
RYWæäWİżİäŸAI-Y´^AÙäXAMàİ´İäÙ-İæä^	A	[A A	ÅÐHFÃAA	ÅÐHFÃAA	[A <i>I</i>	A ËĐA
Šæ-Ùâ	ÁA	IÇGIÍA ÁA	[A ÁA	IÇGIÍA Á	A €ÍA/	ÁA ËÇ€FÍA

JA^* ´ ´Ùå\AæÝA-æ-ÙâAÙ^^Y-^AV\A^YŸ ´Yä-AŽ^AÙ^AÝæââæã^Î

ži &BPTHRHSHNMR @MC) HRONRHSHNMR

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ŐäA ÓÚā ŤÙá\A ÈĒÇA ÈĒÈĒÇĀ ŤEA SEA S-YYâA à *åWZÙ^YXA -ZYA âY ´ÙŻaŻaŸA Y&*ż-\A Ża-YâY^-A ŻaA KŻŸA RŻ@YâA S-YYâA ÝæâA ÙàÀâæbZ ´Ù-Yâ\A ÁGÈA ´ŽäŹæäA ŽäA WÙ^ZA äYWYŽ@YXÇA åY^A æYA ÁÐGA ´ŽäŹæäA ÙäXA ÁGÈA ´ŽäŹæäA ÜÄXA WÙ^ZA ÄYW-YXA WÙ^ZA ÄYWYŽ@YXÇA åY^ÀYW-Ž@Yâ\ÇA ÙÄXA -ZYA Ù^^* ´à-ŻæäAæYA ŽÜVZÄZ-ŻY^AæYA ÙÀÀâ&æbZ ´Ù-Yâ\AÁFÊA ´ŽäŹæäEA ŠZYâYA ã YåYAÙW&*Z^Z-ŽæäA åYâÙ-YXAWæ^-^AæYA ÙÁÀâ&æbZ ´Ù-Yâ\AÁÍA ´ŽäŹæäA åYWæåXYXAŽäAÈÈÈĒEA

PáĬæáA-æA-ZYAWaæ^ĬäŸAæÝA-ZYAÙW&*Ĭċ-ĬæäAæäAÓÙä*Ùå\AËFÇAÈÊÈÇATEASEAS-YYâAÙWWæ*ä-YXAÝæåAĬ-^A€ÍEÍÂAY&*Ĭċ-NáĬä-YåY^-AĬäAKĬŸARĬ@YâA S-YYâA*äXYâA-ZYAY&*Ĭċ-NA´Y-ZæXEAJ^AÙAàY^*å-AæÝA-ZYAÙW&*Ĭċ-ĬæäÇA-ZYALæ´àÙä\AÙXa*^-YXA-ZYAWÙåà\ĨäŸAÙ´æ*ä-AæÝAŽ-^AààY@Ĩæ*^å\A ZYâXAY&*Ĭċ-NAĬä@Y^-´Yä-A-æAĬċ-^AÝÙĬāA@Ùå*YAæÝAÁHHÊA´ĬääĬæäA ã ZĬWZAåY^*å-YXAĬäAÙAŸÜĬāAæÝAÙààåæbĬ´Û-Yå\AÁËËËA´ĬääZæäEAŠZYAŸÙĬāA ãŮ^AåYWæåXYXAĬāAŸÙĬāAæäAY&*Ĭċ-NĀĬ@Y^-YYA-âÙä^ÙW-Ĭæä^AĬāA-ZYALæäXYä^YXALæä^æáŽÛ-YXAS-Ù-Y´Yä-AæÝAÕàYåÙ-Ĭæä^E

ŠZYĄÝæåłæãżäŸA*äÙ*Xż-YXAàåæÁÝæå´ÙAŻäÝæå´Ù-ŻæäAÝæåATEASEAS-YYåAŻäWå*XY^A-ZYĄÅŻY^*å-^AæÝA-ZYĄKŻŸĄRŻ@YåAS-YYåAÙW&*Ż^Ż-Ż-ŻæäAŮ^AŻÝAŻ-AZŮXAVYYäAWæä^*´Û-ŻæäAŽ^AVÙ^YXAæäAŽŻ^-æåŽWÛłAŻäÝæå´Û-ŻæäAÙäXAŻ^AVÙ^YXAæäAŽŻ^-æåŽWÛłAŻäÝæå´Û-ŻæäAÙäXAŻAÙXa*^-YXĄÝæåAÙ ´æå-Ž¡Ù-ŻæäAæÝŻä-ÜäŸŻYĀYÀÙ^^Y-ÇA*XŻMà å R QA ^ ^ Y -

3D\$ 8@KDR AX 5QNCTB\$ ".M L HKKHNMR"

9GQDD 2NMSGR *MCDC /TMD lfi Lfill	+K@S~7NKKDC	2 H M H 2 HKK	:88*	9TATK@Q	4 SGDQ	9NS@K
SY ´İDŸİÄİ^ZYX	Ŭ #fi	[ٽ!Ł]	ĭ [flŽŁ
Oæ-DåæââYXA^ZYY-^	"flfi	žfi"	!∤!	[1	fl _. #žł
LæâXDåæââYXA^ZYY~^	fl __ flfi#	flŁł	flŁł	[]	fl _、 łžŽ
LæÙ-YXŀ^ZYY-^	fl _、 ł ! Ž	Łfi!				

°.M LHKKHNMR"	/TMD /fi	į ŁfiŁŁ) DBD L ADQ łfl ŁfiŁfl		/TMI	D łfi _. ŁfiŁfl
LÙ^ZAÙäXAWÙ^ZAY&*Ž@ÙâYä~^	V	łįfiłž	ÁA	ÈÇFÈÈA	ÁA	ËÇĐÈ Í A
RY^-åŹW~YXAWÙ^ZAZÄAæ-ZYåAW*ååYä-AÙ^^Y-^		[A	ÈA	A	€HA
RY^-åŻW-YXAWÙ^ZAŻäAæ-ZYåAäæäW*ååYä-AÙ^^Y-^		!Ž	A	HGA	A	ÍFA
ŠåÙä^-ÙåAWÙ^ZAťäAÙ^^Y-^AZY&XAÝæåA^Ù&Y		[A	[A	A	ËA
AAAAAAŠæ-ÙâAWÙ^ZÇAWÙ^ZAY&*Ž@ÙâYä-^AÙäXAåY^-åŹW~YXAWÙ^Z	Ü	ł fi\$\$	ÁA	ÈÇGÊÊA	ÁA	ËÇ€HÈA

#I .MUDM\$NQHDR

ŠZYAÖĽNŐA ´Y-ZæXAİ^^A-ZYAàåYXæ ´İäÙä-A ´Y-ZæXAæÝAŻã@Yä-æå\AWæ^-ŻäŸAÝæåAæ*åANàÙ-DRæåYXAÙäXAŠ*V*åÙåA^YŸ ´Yä-ÆAŠZYANĽNŐA ÙäXA ´æ@ŻäŸAÙ@YåŮŸYA ´Y-ZæX^AÙåYA-ZYAàåYXæ ´İäÙä-AŽä@Yä-æå\AWæ^-ŽäŸA ´Y-ZæX^AÝæåAæ*åA ÒŻäłA ÒŻáłA ÒŻáłA ÒŻáłA ÒŻáłA OŻÁŁA OŻAŁA OŻAŁA OŻAŁA OŻAŁA OŻAŁA

°.M L HKKHNMR"	/TMD łfi. ŁfiŁŁ) DBD L ADQ †fl ŁfiŁfi
RÙãA´Ù-YắŻÙā^	Ŭ fl _↓ łŽŁ	ÁA HËÐA
SY´İDŸİÄİ^ZYXAàåæX*W-^	fl _. flŽž	A ËÇÊFGA
NÏäŽ^ZYXAàåæX*W~^	Ž#fi	A ĐIIA
S*ààiŻY^AÙäXA^*äXå\AŻ-Y´^	<u> </u>	A FÐA
Šæ-Ùâ	- Ł _" fiflŽ	ÁA ÈÇÈËÊA

\$1 .MS@MFHAKD &RRDSR @MC , NNCVHKK

Ί-ÙäŸŻVåYAÙ^^Y-^A-ZÙ-AÙåYAVYŻäŸAÙ ´æå-ŻIYXAæäAÙA^-åÙŹŸZ-DåŻäYAVÙ^Ź^Aæ@YåA-ZYŽåAY^-Ż´Ü-YXA*^YY*åAåŽ@Y^AÙåYAXY-ÙŻáYXAVYåæãÎ

		&R NE /TMD łfi _, ŁfiŁŁ				&R NE) DB	DLADQ łfl Łfi	Łfl
°.M LHKKHNMR″	: RDETK 1HUDR	, QNRR (@QQXHMF & L NTMS	&BBT L TK@SDC & L NQSHY@SHNM	3D\$ &LNTM\$			F L TK@SDC IQSHY@SHNM	3D\$ &LNTM\$
L * ^-æ ´ YåAåYâÙ-İæä^Zİà^	ÈÈAÛYÙå^	Žflł	ٽ Ł #	ĭ ł#ž	ÁA	€ËÐA ÁA	ËIA ÁA	ÐÍFA
PÙ-Yä-^	FDËFAÛYÙå^	fl"	fifi	!	A	ËHA A	ËËA A	GA
MäYåŸ\ALæä~åÙW~	ÈAÛYÙå^ _	žŽ	Łł	łfl	A	F€A A	ËËA A	€ĐA
Šæ-ÙâAÙ ´æå-Ž ÙVâYA Žä-Ù䟎VâYAÙ^^Y-^		× Ž#Ž	٠ !Ł	Ŭ ŽŁŁ	ÁA	€I€A ÁA	€ÊA ÁA	€€€A

Šœ-ÙåAY^-Ž ´Ù-YXAÙ ´æå-Ž|Ù-ŽæäAYbàYä^YAÝæåA-ZYAÀY ´ÙŽäXYåAæÝAÈÊÈÈAŽ^AÁÈÈA ´ŽäžæäEA U YAYbàYW-AÜààåæbŽ ´Ů-Yå\AÁË I A ´ŽäŽæäAŽäA-æ-ÙåAÙ ´æå-Ž|Ù-ŽæäAYbàYä^YAÝåæ ´AÈÊÈÐA-Zåæ*ŸZAÈÊÈHAÙäXAÙààåæbŽ ´Ù-Yå\AÁÈ I ÈA ´ŽäŽæäAŽäAåY ´ÙŽäŽäŸAÙ ´æå-Ž|Ù-ŽæäAYbàYä^YA-ZYåYÙÝ-YåEAA

	+K@S	7NKKDC		2 HMH 2 HKK	:	88*	9TATK@Q		9N\$@K
KÙâÙäWYAÙ~AŁYWY ´VYåAÐËÇAÈÊÈË	v	[v	\$fl!	v	Ž	<u> </u>	V	\$Łfi
JXXİ-İæä^		[]		[]		
KÙâÙäWYAÙ~AÓ*äYAÐÊÇAÈÊÈÈ	J	[v	\$fl!	v	Ž	<u> </u>	V	\$Łfi

fifii 5 DMRHNMR @MC 4 SGDQ ' DMDEHSR

ŠZYAÝæåæãŽäŸA-ÙVåYAåYÝåYW-^A-ZYAWæ´àæäYä-^AæÝAäY-AàYåŽæXŽWAVYäYÝŽ-AÁŽäWæ´YÅAWæ^-AÝæåA-ZYA-ZåYYA´æä-Z^AYäXYXAÓ*äYAÐÊÇA ÈÊÈÈAÙäXAÈÊÈËÎ

	5DMRHNM	' DM	IDEHSR	48GDQ '	DMD	EHSR
°.M LHKKHNMR″	ŁfiŁŁ		ŁfiŁfl	ŁfiŁŁ		ŁfiŁfl
SYå@ŻWYAWæ^~	~ flfl	Á۸	Ë€A `	Ł	Á۸	ÐA
Eä-YåY^-AWæ^-	ł\$	A	€ËA	flŁ	A	ËÈA
MbàYW-YXAåY-*åäAæäAàâÙäAÙ^^Y-^	°#\$″	A	ÅlÍÃA	°Ł∤″	A	ÅÈÊÃA
J´æå-Ž Ù-ŽæäAæÝAàåŽæåA^Yå@ŽWYAWåYXŽ-	fl	A	ËA	°!″	A	ÅHÃA
J ´æå-Ż Ù-ŻæäAæÝAÙW-*ÙåŹÙâAäY-Aâæ^^AÅŸÙŹäĀ	fl#	A	ÐHA	°fl∤″	A	ÅGÃA
ØY-AàYåİæXİWAVYäYŸİ-AÅİäWæ´YĀAWæ^-ÇAYbWâ*XİäŸAVYâæã	°Łfi″	A	€A	*Ł#″	A	ÅËIÃA
Ò * â-ŽY ´ àâæ\YåAàâÙä^	fl\$	A	ËIA	[A	[A
SY~-âY´Yä-ÇA-Yå´İäÙ-ŽæäAÙäXAW*å-ÙŽâ´Yä-Aâæ^^Y^AA ^{ÀÙĀ}	ł	A	ÐA	Ł		[
ØY-AàYåŽæXŽWAVYäYÝŽ-AWæ^-AÅŽäWæ´YÃ	Ľ	ÁA	ÈFA `	°Ł!″	Á۸	ÅËIÃA

ÁÙÁAŁ *áŻaŸA-ZYA-ZàYYA ´œä-Z^AY¤XYXÁÓ*ġYAĐÊÇAÈÊÈĖÇAàYä^ŻœäAÜäXAœ-ZYáAàœ^àY-ŽáY ´Yä-AVYäYŸZ-^AŻäW*åáYXA^àYWŽÙáA-Yá ´ŻäÙ-ŽœäAWZÙáŸY^AœŸA ÜààáæbŽ ´U-Yà\AÁFA ´ŻäŻœäA X*YA-œĄ āœááYœMYĄáY^-å*W-*áŻäYE¸Ł *áŻaŸA-ZYA-ZáYYA ´œä-Z^AYäXYXAÓ*äYAĐÊÇAÈÈÈËÇA-ZYAàYäAŻæäAäÅŻäW*åáYXA W*å-ÙŻa´Yä-AWZÙáYY^AœŸAÙàààæbZ ´Ü-Yå\AÁĐA ´ŽäŹœäAāŽ-ZA-ZYA^ÙáYAœŸAŠáÜä^-ÙŒ

ŠZYAÝæååæãŽäŸA-ÙVåYAåYÝåYW-^A-ZYAWæ´àæäYä-^AæÝAäY-AàYåŽæXŽWAVYäYÝŽ-AÁŽäWæ´YÅAWæ^-AÝæåA-ZYA^ŽbA´æä-Z^AYäXYXAÓ*äYAÐÊÇAÈÊÈÈA ÙäXAÈÊÈËÎ

fifli 8\$NBJ~'@RDC (NLODMR@\$HNM 5K@MR

TEASEAS-YYâAZÙ^Aæ*-^-ÙäXłäŸA^-æWáDVÙ^YXAWæ´àYā^Ù-ʾæäAÛã ÙåX^A-ZÙ-AãYâYB¸ÀŮä-YXAV\A-ZYA Læ´àYā^Ù-ʾæäAÄAŌàŸÙä² ĮÙ-ʾæäA Læ´´¹-YYAæÝA-ZYA KæÙâXAæÝA ٲáYW-æâ^ÇAæâA½~AXY^²ŸäYYÇA *äXYåA-ZYA ÈÊĒFA S-æWáAŒäWYä-²@YA PåÙäĀAÈÊĒFA PåÙäÄA ÙäXA-ZYA ÈÊËGA Õ´äŻV*^A ŒäWYä-²@YA Læ´àYä^Ù-ʾæäA PåÙäÇA Ù^A Ù ´YäXYXA ÙäXA åY^-Ù-YXA ÅÕ´äŻV*^A PåÙäÆBA ŠZYA Læ´àÙä\ÅA ^-æWáZæàXYâ^A Ùààåæ@YXA-ZYAÕ´äŻV*^APàÙäAÙäXAÙ*-Zæå² ĮYXA-ZYALæ´àÙä\A-æA²^^*YA*àA-æAĐÈÇHÊÊÇÊÊA^ZÙâY^AæÝATEASEAS-YYâAWæ´´æäA^-æWáA* *äXYåA-ZYAÕ´áŻV*^A PåÙäEA U Z²åYA-ZYAÛãÙâX^A-ZÙ-Aã YåYAàåYØŽæ*^å\AŸâÙä-YXA*äXYåA-ZYAÈÊÊFA PåÙäA Y`ÛŻäAæ*-^-ÙäXŻäŸÇAÙå¾A *äXYåA-ZYAÕ´áŻV*^APåÙäEA J^AæÝAÔ*äYAĐÊÇAÈÊÈÈÇA-ZYâYAã YâYAÎÇŒÊA^ZÙâY^AÙ@ÜŻâÙV³YAŶæåA Ý*-*åYAŸâÜæ-^A*äXYåA-ZYAÕ´áŻV*^APåÙäEA J^AæÝAÔ*äYAĐÊÇAÈÈÈÈÇA-ZYâYAà ¥XYÂA ÂYÂÛÂY^AD®ÛŻâÜV³YAŶæåA Ý*-*åYAŸâÜæ-^A*äXYåA-ZYAÕ´áŻV*^APåÙäEA J

RYWYä-AŸåÙä-^AæÝA^-æWáDVÙ^YXAWæ´àYä^Ù-ŽæäAWæä^Ž^-AæÝAåY^-åŻW-YXA^-æWáA*äŽ-^ÇA-æ-ÙåA^-æWáZæàXYåAåY-*åäAÅŠSRĀAàYåÝæå´ÙäWYA
ÙãÙåX^AÙäX^AÙäXAåY-*åäAæäAWÙàŽ-ÙåAY´àåæ\YXAÅRÕLMĀAàYåÝæå´ÜäWYAÙãÙåX^EASZÙåY^AæÝAWæ´´ æäA^-æWáA*äXYåA-ZYAÕ´äŻV*^APåÙäA
ÙåYA Ž^^*YXA Ýåæ´A Ù*-ZæåŽ|YXÇA V*-A *äŽ^^*YXA ^-æWáEA ŠZYA ½æåæãŽäŸA -ÙVåYA Ž^A ÙA ^* ´´Ûå\A æÝA -ZYA ÙãÙåX^A ´ÛXYA *äXYåA -ZYA
Õ´äŻV*^APåÙäAX*åŽäŸA-ZYAŶŽå^-A^ŽDA ´æä-Z^AæÝAÈÊÈÈAÙäXAÈÊÈËEA

	Łfi	ŁfiŁŁ			Łfl	
, Q@MS) DS@HKR	8G@QDR ^{°@}	+@HQ ;@KTD ^{°A″}		8G@QDR ^{°@}	+@HQ	; @KTD ^{°A″}
RY^-åŻW-YXAS-æWáATäŻ-^	fl _. fl!ž _. flłfi	ĽŽIŁ#	A	ËÇ€ÍÈÇIIÊA	ÁA	ËTEĐÊA
PYåÝæå ´ÙäWYAJãÙåX^A ^{AWĀ}						
AAAAAŠSR	ŁŁž _t fiłfi	Ľ#ıžł	Α	ĐÊGÇÍĐÊA	ÁA	ËÍE€GA
AAAAARÕLMA ^{ÁXÄ}	∤\$! ͺŁ#fi	ŭ Łłı!fi	Α	€IFÇÍÊÊA	ÁA	ËHE Í ÈA

^{ÁUÁ}AŠZYA^ZÙâYAÙ ´æ*ä-^A^ZæãäAłäA-ZĽ^A-ÙVâYAXæAäæ-AåYÝâYW-AÙäAÙXa*^- ´Yä-AÝæåAY^-Ł ´Ù-YXAÝæåÝYŁ-*åY^E

TEA SEA S-YYÂAÂYWæŸäŻ|YXA àâY-ÙbA^-æWáDVÙ^YXAWæ´âYä^Ù-ŻæäAYbàYä^YAŽäA-ZYAÙ´æ*ā-AæŶAÁËGA´ŽããæäAÙäXAÁËGA´ŽããæäAŽäA-ZYA-ZâYYD´æä-ZAàYâŻæX^AYäXYXAÓ*äYAĐÊÇAÈÊÈÈAÙäXAÈÊÈËÇAâY^àYW-Ž@Yâ\AÙäXAÁĐÈA´ŽããæäAÙäXAÁÈGA´ŽããæäAŽäA-ZYAŸŽá^-A^ŽbA´æä-Z^AæÝAÈÊÈÈAÙäXAÈÊÈËCAâY^àYW-Ž@Yâ\AĎZAÁÈÈÈËCAâY^àYW-Ž@Yâ\EÀ

J^AæÝAÓ*äYAĐÊÇAÈÊÈÈÇA-æ-ÙâAÝ*-*âYAWæ´àYä^Ù-ŻæäAYbàYä^YAÅYâÙ-YXA-æAäæä@Y^-YXA^-æWáDVÙ^YXAWæ´àYä^Ù-ŻæäAŮâåÜäŸY´Yä-^A ãÙ^AÁHÈA ŹããŻæäÇAÙäXA-ZYAãYŻŸZ-YXAÙ@YâÙŸYAàYåŽæXAæ@YåAãZŻWZA-ZŽ^AYbàYä^YAŽ^AYbàYW-YXA-æAVYAåYWæŸäŽ|YXAŽ^AÙààåæbŽ´Ù-Yå\AÈËA ´æä-Z^F

88NBJ 408HNMR

Læ´àYä^Ù-ÌæäAYbàYä^YAÝæåA^-æWáAæà-İæä^Aİ^AåYWæåXYXAæ@YåA-ZYA@Y^-İäŸAàYåİæXAVÙ^YXAæäA-ZYAÝÜİåA@Ùå*YAæäA-ZYAXÙ-YAæÝAŸàÙä-ÇA
Ù^A WÙâW*âÙ-YXA V\A TEA SEA S-YYâA *^İäŸA-ZYA KâÙWáDSWZæâY^A ´æXYâA ÙäXA-ZYA Ù^^* ´à-İæä^A İĀ-YXA VYàæ ãEA J ã ÙåX^A ŸYäYåÙåâ\A @Y^-A
åÙ-ÙVâ\Aæ@YåAÙA-ZâYYD\YÙåA^Yâ@İWYAàYâİæXAÜÄXAZÙ@YAÜA-Yå ´AæÝA-YåA\YÙå^EAS-æWáAæà-Īæä^AÜàYAŸYäYåÜå\\A\Z^*YXAÙ-A-ZYAÜ@YÀÜŸYA
´ÜåáY-AààİWYAæÝA-ZYA*ÄXYåå\İÄÄA-æWáAæäA-ZYAXÙ-YAæÝA-ZYAŸÄÜä-EA TàæäAYbYåWÎ^YAæÝA^-æWáAæà-Īæä^ÇA^ZÙåY^AæÝATEASEAS-YYâA^-æWáA
ÙåYA İ^^*YXA Ýåæ´A -åYÙ^*å\A ^-æWáA æåA ¼åæ´A Ù*-Zæåİ | YXÇA V*-A *äİ^^*YXA Wæ´´ æäA ^-æWáEA ŠZYâYA ZÙ@YA VYYÄA äæA ^-æWáA æà-Ìæä^A
ŸåÜä-YXA ^ÏäWYA ÈÊËHA æ-ZYâA -ZÙäA -ZYA ËHËÇÊÊÊA àYâÝæå ´ÜäWYDVÙ^YXA ^-æWáA æà-Īæä^A ŸåÜä-YXA ÏÄA ŁYWY ´VYÄA ÈÊÈËÇA āZÌWZA ÜÄYA
Ý*å-ZYåAXY^WåÌVYXAVYåæãE

ŠZYA YbàYW-YXA Ùää * ÙâA Xİ@İXYÄX^A àYâA ^ZÙâYA ÙâYA VÙ^YXA æÄA -ZYA âÙ-Y^-A Ùää * Ùâİ | YXA Xİ@İXYÄXA ÂÙ-YA Ù-A -ZYA XÙ-YA æÝA ŸâÙÄ-ÏA -ZYA YbàYW-YXAÂİİYAİÄA \YÙÂ^AİZAXY-Y ´ İÄYXA ÀÂİ ´ ÙÂİA \AYÂÆ ´ AZİ^-æÂİWÜÂA^-æWÁAæà-İæÄA YbYÂWÎ^YAXÙ-ÙÏA-ZYAYbàYW-YXA @æÂÛ-İĀİ-\AZİA-ABYÂYAYDÀ ZYAYBÀ ČÂAÂÛ -YAİÆÂA AZİA-ABYÂYYAİÄ-YAİZA-AÂÛ-YAİZA VÙ^YXAæÄA-ZYA TESEA ŠâYÙ^* \A^-ÂİÀAÂÙ-YAİÆÂA -ZYAYBÀYW-YXAÂİYYAÆÂA-ZYAÆÀ-ĪÆÄE

ŠZYĄĖHĖÇĖĖĖĄàYāÝæå ´ÙäWYDVÙ^YXĄ^æWáĄæà-½æä^ĄŸåÙä-YXĄŻäĄŁYWY ´VYåĄÈĖĖÄXæĄäæ-ĄVYWæ ´YĄ®Y^YAŪÄXĄYbYåWŻ^ÙVáYĄ^*ä-ŻâĄ -ZYĄLæ ´àÙä\\^ĄÈĒD-åÙXŻäŸĄXÙ\ĄÙ@YåŬŸYĄWäæ^ŻäŸĄ^-æWáĄàåŻWYĄ ´YY-^ĄæåĄYbWYYX^Ą-ZYĄÝæäæãŻäŸĄ^-æWáĄàåŻWYĄZ*åXåY^ĄX*åŻäŸĄ-ZYĄ ^Y®YäD\YÙåĄàYåŽæXĄVYŸŻääŻäŸĄœäĄ-ZYĄŸåĎä-ĄXÙ-YQĄŨ^AÝœäæãā-Ĩ

	IF C@X &UDQ@FD (KNRHMF 8\$NBJ 5QHBD &BGHDUDL DMS HMF "">D@Q 5DQHNC 'DFHMMHMF NM ,Q@MS)@\$D [®]	5DQBDMS@FD NE 5DQENQ L @MBD" I @RDC 8\$NBJ 4 OSHNMR *WDQBHR@AKD
ÁA	ÐFEÊÊA	ÐÐEÐÐA Â
ÁA	€FEÊÊA	ÐÐEÐÐA Â
ÁA	FFEÊÊA	ÐÐEЀA Â

^{ÀÙÁ}AŠZYAÁÐFEÊÊA-åÙäWZYA@Y^~YXAZÄAJàåZÂAÈÊÈÈE

^{AVÁ}ARYàåY^Yä-^A-ZYAàYåA^ZÙåYAãYŽŸZ-YXAÙ@YåÙŸYAÝæåAÙååAŸåÙä-^AX*åŽäŸA-ZYAàYåŽæXE

^{AMĀ}AŠZYĀā * ´VYĀĀÆÝĀĀYĀÝÆĀ ´ÙÄWYĀÙÃÙĀX^Ā^ZæÃÄĀĀYĀĀŶĀ-^Ā-ZYĀ-ÙĀŸY-Ā^ZÙĀYĀŸĀÙĀ-ÆÝĀ-ZYĀÙÃŨĀXĒ

^{ÁXÍ}AJAÀæå-ŽæäAæÝARŐ LMAÙãÙåX^AŸåÙä-YXĄŸäÀÈÊÈÈAÙäXAÈÊÈËÄÙàYAäæ-A^ZæãääÁ^täA-ZYA-ÙVåYAVYWÙ*^YA-ZY\AãYåYAŸäÙä-YXĄŸäWÙ^ZE

fli *@QMHMFR @MC) HUHCDMCR 5DQ (NL LNM 8G@QD

* @QMHMFR 5DQ 8G@QD &SSQHATS@AKD SN : MHSDC 8S@SDR 8SDDK (NQONQ@SHNM 8SNBJGNKCDQR

ŠZYAYÝÝYW-AæÝAXŽª*-Ž@YA^YW*åŽ-ŽY^AæäAãYŽŸZ-YXAÙ@YåÙŸYAWæ´´´æäA^ZÙåY^Aæ*-^-ÙäXŽäŸAŽäWå*XYXAŽäA-ZYAWÙ¾W*åÙ-ŽæäAæÝAXŽª*-YXA YÙåäŽäŸ^AàYåAWæ´´´æäA^ZÙåYAÝæåA-ZYA-ZåYYAÙäXA^ŽbA´œä-Z^AYäXYXAÓ*äYAĐÊÇAÈÊÈÈAÙäXAÓ*äYAĐÊÇAÈÈÈËAãYåYAÙ^AÝæ¾æã^E

	9GQDD 2 NM\$GR *MCDC /TMD łfi			8HW 2NMSGR *N /TMD łfi			
°) NKK@QR HM L HKKHNMR, DWBDOS ODQ RG@QD @ L NTMSR"	ŁfiŁŁ		ŁfiŁfl	-1	_fiŁŁ		ŁfiŁfl
MÙåäŻäŸ^AÙ~-åŻV*-ÙVåYA-æATäŻ-YXAS-Ù~Y^AS~YYåALæåàæåÙ-ŻæäA^-æWáZæåXYå^Î							
KÙ^ŻW	~ \$ "#	Á۸	ËÇÊËÈA	v	flˌ#!fi	ÁA	ËÇËÊÐA
Œä~YåY^~AYbàYä^YAæäASYäİæåALæä@Yå~İVåYAØæ~Y^ÇAäY-AæÝA-Ùb	ł	A	[A		"	A	[A
ŁŻà*~YX	~ \$#fl	Á۸	ËÇÊËÈA	v	fl _. #!"	Á۸	ËÇËÊÐA
UYİŸZ-YXDÙ@YåÙŸYA^ZÙåY^Aæ*-^-ÙäXİäŸAİİäA-Zæ*^ÙäX^ĀÎ							
KÙ^İW	Łž"ͺŁ!"	A I	ÈGÍÇIHÈA	Ł	ž\$ _、 łŽ#	A E	ÈFÍÇGGIA
MÝYW-AæÝASYäŻæåA Læä@Yå-ŻVåYAØæ-Y^	Ł! ˌfl\$Ž	A	ËËÇÍHFA		Ł! fl\$Ž	A	ËÊÇ€ÐÍA
MÝÝYW-AæÝA^-æWáAæà-Žæä^ÇAåY^-åŽW-YXA^-æWáA*äŽ-^AÙäXAàYâÝæå´ÙäWYA ÙãÙåX^	ł _. ŁfI\$	A	€Ç€ÍÊA		łͺ"fiŽ	A	€Ç€ÊFA
ŁŻà*-YX	Ł#! į!#fi	A I	È I GÇĐĐHA	Ł	#\$ _. ŁŽ!	A E	ÈH€ÇFËÈA
MÙåäŻäŸ^\àYå\^ZÙåY\ÙåŹV*-ÙVåY\-æ\TäŹ-YX\S-Ù-Y^\S-YY\\LæåàæåÙ-Žæä\ ^-æWáZæiXYå^Î							
KÙ^ÍW	ĭ ∤ı#fi	ÁA	ÐEHFA	v	"ıfl"	ÁA	€EÈFA
Łä*-YX	Ŭ ∤ıŽŁ	ÁA	ÐEFÐA	v	!ıŽž	ÁA	€EÊÈA

MbWà*XYXAÝåæ´A-ZYAWæ´à*-Ù-ŽæäAæÝAXŽå*-YXAYÙåäŽäŸ^AàYåAWæ´´œäA^ZÙåYAX*YA-æA-ZYŽåAÙä-ŽiQYAYÝYW-AãYAPÊGA ´ŽäŽæäA æ*-^-ÙäXŽäŸA^YW*åZ-ŽY^AŸåÙä-YXA*äXYÅA-ZYAÕ´äŽV*^APåÙäAÝæåAVæ-ZA-ZYA-ZåYYAÜäXA^ŽbA´œä-Z^AYXAÓ*äYAĐÊÇAÈÈÈAÙäXA ÊEÍA ´ŽäŽæäAÙäXAËEÐA ´ŽäŽæäAæ*-^-ÙäXŽäŸA^YW*åZ-ŽY^AŸåÙä-YXA*äXYÅA-ZYAÕ´äŽV*^APåÙäAÝæåA-ZYA-ZåYYAÙäXA^ŽbA´œä-Z^AYäXYXA Ó*äYAĐÊÇAÈÈEËÇAÅY^àYW-Ž@Yå\E

) HUHCDMCR 5@HC 5DQ 8G@QD

ŠZYAXŻ@ŻYYäXAÝæåAYÙWZAæÝA-ZYAÝŻå^-AÙäXA^YWæäXA&*Ùå-Yå^AæÝAÈÊÈÈA ã Ù^AÝŽ@YAWYä-^AàYåAWæ´´´æäA^ZÙåYEAŠZYAXŻ@ŻXYäXAÝæåAYÙWZAæÝA-ZYAŶŽå^-AÙäXA^YWæäXA&*Ùå-Yå^AæÝAÈÊÈËA ã Ù^AæäYAWYä-AàYåAWæ´´´æäA^ZÙåYE

flŽi <u>) DQHU@SHUD .MRSQT L DMSR</u>

TEASEAS-YYâA*^Y^A\YæâYİYÄAYbWZÙÄYYA\Yæâ Ã ÙåXA^ÙâY^AWæä-åÙW-^AÀ\YæâYİYÄAYbWZÙÄYYA\Yæå Ã ÙåX^ÂA Ã Ĭ-ZA ´ Ù-* åĬ-ĨY^A * ÀA-æAÈ I A ´æä-Z^A
-æA ´ ÙÄÙŸYAæ*åAW*ååYÄW\AÂY&*ĬåY ´ YÄ-^AÙÄXAYbàæ^*åYA-æA\YæâYİYÄAW\åQYBWZÙÄŸYAåÙ-YAYå*W-*Ù-Ïæä^EAŠZYATSSMAÙÄXAN&Ù-D

°.M L HKKHNMR″	.RRTDQ/'NQQNVDQ	.MSDQDRS 7@SDR	2 @STQHSX	/TMD łfi ŁfiŁŁ)[DBDLADQ ffl ŁfiŁfl
ÈÊÐHASYäİæåAØæ~Y^	TEASEAS~YYâ	GEGFÊ	ÈÊÐH	łžfi	A	ÐFÊA
ÈÊÈ Í ASYäŻæåASYW*åYXAØæ~Y^	KŽŸARŽ@YåAS~YYâ	GEGÈF	ÈÊÈÍ	"Łfi	А	HÈÊA
ÈÊÈ Í ASYäİæåAØæ~Y^	TEASEAS~YYâ	GETHF	ÈÊÈÍ	"fifi	A	HFÊA
ÈÊÈGASYäŻæåALæä@Yå-ŽVâYAØæ~Y^	TEASEAS~YYâ	FEÊÊÊ	ÈÊÈG	łžfi	А	ÐFÊA
Mä@łåæä´Yä-ÙåARY@Yä*YAKæäX^	TEASEAS~YYâ	€EËÈFADAGEHFÊ	ÈÊÈ€ADAÈÊFÊ	! { }	A	G€HA
Mä@łåæä´Yä-ÙåARY@Yä*YAKæäX^	ĸĬŸAŖĬ@YåAS~YYâ	€EFÊÊADA€EHFÊ	ÈÊ€Í	" <u>žŁ</u>	Α	HFÈA
NİäÙäWYAâYÙ^Y^AÙäXAÙââAæ-ZYåAæVâİŸÙ~İæä^	TEASEAS~YYâ	ÞÙåŽæ*^	ÈÊÈÈADAÈÊÈÍ	#ž	A	GHA
NŽäÙäWYAâYÙ^Y^AÙäXAÙââAæ-ZYåAæV原Ù~Žæä^	ĸĬŸAŖĬ@YåAS~YYâ	ÞÙåŽæ*^	ÈÊÈÈADAÈÊÐË	flŁ!	Α	ËÈÈA
Mbàæå-ALåYXŽ-AJŸåYY´Yä-	TEASEAS~YYâ	ÞÙåŽÙVâY	ÈÊÐË	fl∤!	A	ËÐGA
LåYXŽ-ANÙWŽàŽ-\AJŸåYY´Yä~	TEASEAS~YYâ	ÞÙåŽÙVâY	ÈÊÈH	[Α	[A
KŻŸARŻ@YåAS~YYâAJ KÖANÙWŻáŻ~\	KŽŸARŽ@YåAS~YYâ	ÞÙåŽÙVâY	ÈÊÈG	[A	[A
TSSÔALåYXŽ-AJŸåYY´Yä~	TEASEAS~YYâAÔæ^ŽWY	ÞÙåŽÙVâY	ÈÊÈG	[Α	[A
TSSÔALåYXŽ-ANÙWŽŽŽ-\	TEASEAS~YYâAÔæ^ŽWY	ÞÙåŽÙVâY	ÈÊÈ€	[A	[A
Šæ-ÙåAŁYV-					A	ÐÇIÍ€A
ÖY^^A*äÙ ´æå-Ż YXAXŻ^Wæ*ä-ÇAàåY ´Ż* ´ÇA ÙäXAXYV-AŻ^^*ÙäWYAWæ^_^				°"fl″	A	ÐA
ÖY^^A^Zæå-D-Yå ´AXYV-ÇAåæäŸD-Yå ´AXYV-A X*YAāi-ZiäAæäYA\YÙ&AÜäXA^Zæå-D-Yå ´A i^^*ÙäWYAWæ^~^				žŽ	A	ÈIA
ÖæäŸD-Yå ´AXYV-				<u> </u>	ÁA	ĐÇ I GĐA

ŁfiŁ\$ 8DMHNQ 3NSDR

Ł * åĬäŸA -ZYA ^ÌbA ´œä-Z^A YäXYXA Ó * äYA ĐÊÇA ÈÊÈÈÇA æàYäA ´ ÙåáY-A åYà * åWZÙ^Y^A ã YåYA ´ ÙXYA æÝA ÙààåæbĬ ´ Ù-Yå\A ÁFÊA ´ ĬäiÌæäA æÝA ÙŸŸåYŸÙ-YAàåĬäWĨàÙåAæäA-ZYAGE I HFÂASYäŽæåAØæ-Y^AX * YAÈÊÈ Í EAŠZYåYA ã YåYAåYXY ´ à-ŽæäAàåY ´ Ž* ´ ^AÙäXAXYV-AŽ^^ * ÙäWYA ã åŽ-YD æÝY^AæÝAÂÈA ´ ĬäiÌæäAåYåÙ-YXA-æA-ZYAĜYà * åWZÙ^Y^E

.MCTRSQH@K) DUDKNO L DMS 'N@QC NE SGD (HSX NE - NNUDQ &1 *MUHQNM L DMS@K . L OQNUD L DMS 7 DUDMTD 'NMCR " 8 DQHDR ŁFIŁFI

Ł * åŻäŸA-ZYA^ŻbA ´æä-Z^AYäXYXAÓ*äYAĐÊÇAÈÊÈÇATEASEAS-YYâAWæ´ ààY-YXAÙäAÙààåæbŻ ´Ù-Yâ\AÁË€A ´ Žä¾ŽæäAàÙå-ŽÜâAåYXY ´à-ŻæäAæÝA-ZYA Oææ®YåÇA JÖA Y䮎åæä ´Yä-ÙâA åY®Yä*YA VæäX^EA ØæA åYXY ´à-ŻæäA ààY ´Ž* ´^A ãYåYA ŽäW*ååYXA Ù^A ÙA åY^*å-A æÝA -ZŽ^A àÙå-ŽÙâAåYXY ´à-ŻæäE

LfiL! 8DMHNQ (NMUDQSHAKD 3NSDR

ŒĬATEASEAS-YYâA*äXYâŸæY^AÙAÝ*äXÙ ´Yä-ÙâAWZÙäŸYÇAÙ^AXYŸZäYXAŽäA-ZYAÈÊĖGASYäŽæâALæä@Yâ-ŽVâYAØæ-Y^ÇAZæâXYâ^A ´Ù\AâY&*ŽâYA*^A
-æAâYà*âWZÙ^YA-ZYAÈÊÈGASYäŽæâALæä@Yâ-ŽVâYAØæ-Y^AŽäAãZæâYAæâAŽäAàDàAÝæâAWÙ^ZAÙ-AÙAàåŽWYAY&*ÙâA-æÄYA-ZYAààŽäWZàDâA
Ù ´æ*ä-AæÝA-ZYAÈÊÈGASYäŽæåALæä@Yâ-ŽVâYAØæ-Y^A-æAVYAà*åWZÙ^YXAàà*^AÙÄ\AÙWWâ*YXAÙäXA*äàÙŽXAŽä-YâY^-A*àA-æÇAV*-AYbWâ*XŽäŸA
-ZYAåYà*åWZÙ^YAXÙ-YE

'HF 7HUDQ 8SDDK "8TRS@HM@AHKHSX 1HMJDC & '1 +@BHKHSX

ŠZYA KÍŸA RŽ®YåA S-YYâA JKÖA NÙWŽiŽ-\A àåæ®ŽXY^A ÝæåA VæååæäŽäŸ^A ÝæåA ãæåáŽäŸA WÙàŽ-ÙåA ÙäXA ŸYäYåŮåA WæåàæåŮ-YA à *åàæ^Y^A ŽäA ÙäA Ù ´æ*ä-AY&*ÜåA*àA-æA-ZYAåY^^YåAæÝAÀÜÃAÁÐFÊA ´ŽäŽæäAÙäXAÁVÄAÙAVæååæãŽäŸAVÙ^YAWÙ&W*åÙ-YXAVÙ^YXAæäA^àYWŽÝZYXAàYåWYä-ÙŸY^AæÝA YžŶŽVåYAÙWWæ*ä-^AÅYWYŽ®ÙVåY^AÙäXAŽä®Yä-æå\ÇA^*VaYW-A-æAWYå-ÙŽäAÙXa*^- ´Yä-^AÙäXAåY^Yå®Y^E

KŻŸA RŻ@YåA S-YYåA ÖÖLA ´*^-A ´ÙŻa-ÙŻäA ÙA ÝZbYXA WZÙÁŸYA Wæ@YÁÙŸYA ÀŮ-ŽæA æÝA Ù-A ÅYÙ^-A ËEÊÊA ~æA ËEÊÊA YæÂA -ZYA ´æ^-A ÂYWYä-A ~ã Yå@YA

fl#I 7DBK@RRHEHB@SHNMR EQN L &BBT L TK@SDC 4SGDQ (N L OQDGDMRHUD .MBN L D &4 (."

°.M LHKKHNMR″	4 SGDQ	NM @MC 'DMDEHS)LR	+NQDHFM (TQQDMBX .SDLR	: MQD@KHYDC °1NRR″, @HM NM) DQHU@SHUDR	9NS@K
KÙâÙäWYAÙ-AŁYWY ´VYåAÐËÇAÈÊÈË	ÁA	ÅÈFÃA	ÁA ÐHËA	Á A ÅËFÃA	ÁA ÐÐËA
Õ-ZYåNWæ´àåYZYä^İ@YAÅåæ^^ÄAİäWæ´YAVYÝæåYA åYWàÙ^^ZYÏWÙ-Ĭæä^		°fl″	°flŁ#″	!ž	°!Ž″
J´æ*ä~^AåYWâÙ^^ŽŸŽYXAÝåæ´AJÕLŒA ^{ÀÙĀ}		°fl″	[° Ł\$ ″	

æÝA ^Y@YåÙäWYDåYåÙ-YXA WZÙåŸY^A Ù-A æ-ZYåA ÝÙWŽáŽ-ŽY^EA LÙ^ZA àÙ\ ´Yä-^A ãYåYA ´ÙXYA åYåÙ-YXA -æA ^Y@YåÙäWYA ÙäXA YbŽ-A Wæ^-^A æÝA ÙààåæbŽ ´Ù-Yå\AÁFA ´ŽáŽæäEA

- Ł * åŻäŸA-ZYA^ŻbA ´æä-Z^AYäXYXAÓ * äYAĐÊÇAÈÊÈÇA-ZYA Læ ´ àÙä \AåYWæåXYXAåY^-å * W-* åŻäŸAÙäXAæ-ZYåAWZÙåŸY^AæÝAÁĐ€A ´ ŽååŽæäÇA ã ZŻWZA Wæä^Ž^-YXAæÝA ÁĐÊA ´ ŽååŽæäA åYåÙ-YXA-æA-ZYA àåÙääYXA^YŸ ´ Yä-A ÙäXA Á€A ´ ŽååŽæäAæÝA ^ V@YåÙäWYDåYåÙ-YXA WZÙåŸY^A Ù-A æ-ZYåA ŸÙWŽåŽŻY^EA LÙ^ZA àÙ\ ´ Yä-A ãYåYA ´ ÙXYA åYåÙ-YXA ~æA ^Y@YåÙäWYA ÙäXA YbŽ-A Wæ^-A æÝA ÙààåæbŽ ´ Ù-Yå\AÁÈ I A ´ ŽåŽæäEA
- Ł * åŽäŸA-ZYA-ZáYYA ´æä-Z^AYäXYXAÓ* äYAĐÊÇAÈÊÈËÇA-ZYA Læ ´ àÙä\AåYWæåXYXAåY^-å*W-* åŽäŸAÙäXAæ-ZYåA WZÙåŸY^AæÝAÁĐËA ´ ŽåŽæäÇA ãZŽWZA Wæä^Ž^-YXA æÝA ÁÈFA ´ ŽåŽæäA ÝæåA ÑåYÙ-A ÖÙáY^A Uæåá^A ÙäXA ÁGA ´ ŽåŽæäA ÝæåA Yä@Žåæä ´ Yä-ÙåA ÙäXA æ-ZYåA WZÙåŸY^EA LÙ^ZA àÙ\ ´ Yä-^Aã YåYA ´ ÙXYAåYåÙ-YXA-æA^Y@YåÙäWYAÙäXAYbŻ-AWæ^-^AæÝAÙààåæbŽ ´ Ù-Yå\AÁËFA ´ ŽåŽæäEA
- Ł * åŻäŸA-ZYA^ŻbA ´æä-Z^AYÄXYXAÓ * äYAĐÊÇAÈÊĖĘÇA-ZYA Læ ´ àÙä \AåYWæåXYXAåY^-å * W-* åŽäŸAÙäXAæ-ZYåAWZÙåŸY^A&ÝAÁÐHA ´ ŽååŽæäQA ã ZŽWZA
 Wæä^Ž^-YXAæÝAÁÈHA ´ ŽååŽæäAÝæåAÑåYÙ-HÖÙáY^A U æåá^AÙäXAÁËÊA ´ ŽååŽæäAÝæåAYä@Žåæa ´ Yä-ÙåAåYåÙ-YXAWZÙåŸY^A\Ù-Aæ-ZYåAÝÙŴĬŽĨŽ-ŽY^AÙäXA
 Wæ^-^AåYåÙ-YXA-æA^Y@YåÙäWYEALÙ^ZAàÙ\ ´ Yä-^AãYåYA Č ŽåŽæäEA

ŠZYAÙW-ŻQŻ-\AŻäA-ZYAÙWW&*YXAVÙ&ÙäWY^AŻäW*&AYXAŻäA&Y&Ù-ŻæäA-æA&Y^-&*W-*&ZäŸAX*&ZŸA-ZYA^ZbA ´æä-Z^AYäXYXAÓ*äYAÐÊÇAÈÊÈÈAãÙ^A Ù^A\%####ā^Î

°.M LHKKHNMR"		KNXDD C (NRSR	* WHS (NRSR	3NM [*] B@RG (G@QFDR	9NS@K
KÙâÙäWYAÙ-AŁYWY ´VYåAÐËÇAÈÊÈË	ÁA	ÍËA ÁA	Ë€ÍA ÁA	[A ÁA	È€ÊA
JXXŽ-ŽæäÙâAWZÙåŸY^		łž	°fl″	[łŽ
LÙ^ZAàÙ\´Yä-^É*-ŽŽĮÙ-ŽæäA ^{ÀÙĀ}		°flŽ″	°ŁŁ″	[°ł!″
KÙâÙäWYAÙ~AÓ*äYAĐÊÇAÈÊÈÈ	J	fIfIŁ	flŁ! ˘	[~	Łł#

ÁÍÁ ÁÍÁ ŽÍÁÍÆÄÁÆÝÁÀÙ\ ´YÄ-^AÃYÝÝÁ ĆÚXYÁÝÁÆ Á-ZYÁÀYÄŐŽÆÁÁÝÄÁÁÁ-ŽÝÁÁÁ-ZYÁM ´ÀÁÆ\YYÁRYÁÚ-YXÁLæ^-^AWæá*´ÄE

JWWå*YXA&ZÜVZ&ZY^AYœåAåY^~å*W-*åZäYAàåæŸåÙ´^A\ÙåYkZäWå*XYXAZäA-ZYAYæåâæãZäŸAVÙåÙäWYA^ZYY-A&ZYY

".M L HKKHNMR"	/TMD łfi _、 ŁfiŁŁ) DBD L ADQ łfl _\ ŁfiŁfl
JWWæ*ä-^AàÙ\ÙVáY	ű flfi#	ÁA Đ€A
PÙ\åæââÀÙäXÀVYäYÝŽ-^AàÙ\ÙVâY	fl	A ÈA
M´àåæ\YYÅVYäYÝŽ-^	fIfIfi	A IIA
ŁYÝYååYXAWåYXŻ-^AÙäXAæ-ZYåAäæäW*ååYä-AåŽÙVŽäŽ-ŽY^	fl\$	A ËËGA
Šæ-Ùi	Ľł#	ÁA È€ÊA

ŁfII (NMSHMFDMBHDR @MC (NL LHS L DMSR

TEA SEA S-YYâA ½^A -ZYA ^*VaYW-A æÝÇA æåA àÙå-\A -æÇA ÙA ä* ´VYåA æÝA àYäXŽäŸA æåA -ZåYÙ-YäYXA âYŸÙâA ÙW-Žæä^ÇA Wæä-ŽäŸYäWŻY^A ÙäXA Wæ´ ´Ź-´Yä-^AŽä@æå@ZäŸAÜA@ÜåŽY-\AæYA ´Ù--Yå^ÇAŽäWå*XŽäŸAâÙā^AÀÙäXAâYŸ*âÙ-Žæä^AâYâÙ-ŽäŸA-æA-ZYAYä@Zåæä ´Yä-EALYå-ÙŽäAæYA-ZY^YA \Û~Yå^QAŽäWå*XŽäYÄâÙā ZY^YAWæå*ZY^YAWæ*âXÇAŽäXŽ@ZX*Üå\AæåAŽäA-ZYAÙŸŸÅYŸÙ-YÇAVYA ĆÙ-YåŽÙâA-æA-ZYALæäXYä^YXALæäXYä^YXALæäXZå^YXALæäXYä^YXALæäXZå^YXALæäXZå^YXALæäXZå^YXALæäXZå^YXALæäXZå^YXALæäXZå^YXALæäXZå^YXALæäXZå^YXALæäXZå^YXALæäXZå^YXALæäXZå^YXALæäXZå^YXALæäXZå^YXALæäXZå^YAAZæ*ŸZALÄZAÄÄÄÄÄZÅA-Zæ*ŸZALÄZAÄÄÄÄÄÄZÄA-ZY^YAAWæä-ŽäŸYäWŻY^AWæ*âXAVYA åY^æå@YXA*äYÜ@æåÙVå\E

ÁËĀ €ŮÓIJĴĴĴŶØA RŧŮLA ĐŒKĆţŒKA GŮPÏŠA IŒÏA GĨÓÔĴA DÌQĴĤÓÔO ÌŒĤDA NæåA-ZY^YA àåæaYW-^ÇA-ZYAYb-Yā-AæÝAâY ´YXÌÙ-ŻæäA-ZÙ-A ´Ù\AVYA

àY&*ŽåYXAŽ^Aäæ-A\Y-Aáäæā äÇA-ZYAâY ´YXŽÙ-ŻæäA ´Y-ZæX^AÙäXAàâÙä^AÙåYAäæ-A\Y-AXY@YåæàYXÇAÜäXÉæåAWæ^-AY^-Ż ´Ù-Y^AWÙääæ-A

VYAXY-Yå ´ŽäYXEAŠZYåYŶœåYÇA^ŽŸäÄŸÄWÜä-AWæ^-ÇAŽäÄÜXXŽ-ŻæäA-æA-ZYAÙWWå*YXAåŽÙVŽåŽ-ŽY^AŶæåA-ZYYAP&ååæaYW-^ÇAÜåYAåYÛ^æäÙV\\
àæ^^\Z\YFAŠZYåYAÜ\$YAŶæ*ÅAYä@Žåæä ´Yä-ÜåÄâY ´YXŽÙ-ŻæäAàåæaYW-^A ã ZYåYAÙXXŽ-ŽæäÜåAWæ^-^AŶæåAWæ ´àåY-ŻæäAÙåYAäæ-AW*ååYä-å\A

Y^-Z ´ÙVâYAV*-AWæ*åXAVYA ´Ù-YåŽÜÆÄŠZY^YAàåæaYW-^AÜÅYAÙ-ANÙŽåŸZYåXA Uæåá^ÇAÖæåÜŽä-Š*V*åÜÄÇATSSDTPŒÄÖĞLAÅTPŒĀAÜÄXA-ZYA
Ýæå ´YåA^-YYå ´ÜáŽäŸÄàåÜä-AU-AÔæåŽY-ÇAŒåŽäæä^YAÐÊÇAÊÊÈÈÇAÜWWå*YXAåŽÙVŽåŽ-ŽY^AÝæåA-ZY^YAàåæaYW-^Aæ-ÜåYXAÁËA ´ŽåŽæäA
ÝæåA-ZYAWæ^-^AæÝA^-*XŽY^ÇAŽä@Y^-ŽŸÙ-Żæä^ÇAŽā YÅŽ ´A ´YÙ^*àY^ÇAXY^ŽŸäAÙäXÉæåÅÅY ´YXŽÙ-ŽæäEAE/E-AŽ^AåYÙ^æäÜVå\Aàæ^^ŽVåYA-ZÙ-A

ŁŁI (NL LNM 8SNBJ .RRTDC @MC 7DOTQBG@RDC

ŐähŐW-æVYåhÈFÇAÈÊÈËÇA-ZYhKæÙåXAæÝAŁÌåYW-æå^AÙ*-ZæåÏ|YXAÙA^ZÙåYhâYà*åWZÙ^YhààæŸåÙ´A-ZÙ-AÙåæã YXAÝæåA-ZYhâYà*åWZÙ^YhæÝA
àA-æh ÁĐÊÊA ´ŽåĬæäA æÝA Ž-^A æ-^-ÙäXİäŸA Wæ´´æäh ^-æWáh Ýåæ´A-Ž´YA-æh-Ž´YA ½äA-ZYA æàYäA ´ÙåáY-A æåh à厮Ù-Yå\A äYŸæ-ÌÙ-YXA
-àÙä^ÙW-Ìæä^Eh Őäh ÓÙä*Ùå\A È€Çh ÈÊÈÈh -ZYA KæÙåXA æÝA ŁÌáYW-æå^A Ù*-ZæåÏ|YXA Ùäh ÙXXĬ-ŽæäÜh ÁFÊÊh ´ŽåĬæäA *äXYåh -ZYA ^ZÙåYA
åYà*åWZÙ^YhàåæŸåÙ´EhTEASEAS-YYåhåYà*åWZÙ^YXAÈÈÇFËÐÇFHËA^ZÙåY^AæÝAWæ´´æäh^-æWáhÜààåæbĬ´Û-Yå\AÁFÈÈh ´ŽåĬæäA*äXYåh
-ZĬ^hàåæŸåÙ´AX*åÏäŸh-ZYh^Ìbh´æä-Z^hYäXYXhÓ*äYhBÈÇhÈÈÈE

ŐäAÓ*å\AÈFÇAÈÊÈÈÇAÝæåæãžäŸA-ZYAWæ´àåY-ŽæäAæÝA-ZYAàåY@Žæ*^å\AÙ*-ZæåŽ|YXAÁIÊÊA ŹªåŽæäA^ZÙåYAåYà*åWZÙ^YAàåæŸàÙ´^ÇA-ZYA KæÙåXAæÝAŁŽåYW-æå^AÙ*-ZæåŽ|YXAÙAäYãA^ZUåYAåYà*åWZÙ^YAàåæŸåÙ´A-ZÙ-AÙååæã^AÝæåA-ZYAåYà*åWZÙ^YAæÝA*àA-æAÁFÊÊA Źä¾ŽæäAæÝAŽ-^A æ*-^-ÙäXŽäŸAWæ´´æäA^-æWáAÝåæ´A-Ž´YA-æA-Ž´YAŽäA-ZYAæàYäA ČÙá4Y-AæåAàåŽ@Ù-Yå\AäYŸæ-ŽÙ-YXA-åÙä^ÙWÅY-Äæā^AÙ-A-ZYAXŽ^WåY-ŽæäAæÝA ČÙäÙŸY´Yä-FAŠZYALæ´àÙä\Å^A^ZÙåYAåYà*åWZÙ^YAàåæŸåÙ´AXæY^Aäæ-AæVåŽŮÒ-YAŽ-A-æAÙW&*ŽåYAÙä\A^àYMŽſŽWÄä*´VYåAæÝA

΀A NYVå*Ùå\A ÈÊÈËÇA ⊤EA SEA S-YYâA Ž^^*YXA €IEÐA ´ ŽääŽæÄA ^ZÙåY^A æÝA Wæ´ ´æÄA ^-æWÁA ÝæåA äY-A àåæWYYX^A æÝA ÙààåæbŽ´Ù-Yå\A ÁHÍÊA ´ŽäžZæÄE

.SDL Łı 2&3&, *2*39\8).8(:88.43 &3) &3&1>8.8 4++.3&3(.&1 (43).9.43 &3) 7*8:198 4+ 45*7&9.438

4 UDQUHDV

NæåA -ZYA -ZáYYA ´æä-Z^A ÙäXA ^ŽbA ´æä-Z^A YäXYXA Ó*äYA ĐỆÇA ÈÊÈÈÇA -ZYA Læ´àÙä \A XYåŽ@YåYXA åYWæåXA ÝŽäÙäWŽŮÄA àYåÝæå´ ÙäWYA ãŽ-ZA ÙålA ^YŸ´Yä-^AÅŶàæå-ŽäŸAŽ `àåæ@ŽäŸAæåAWæä^Ž^-Yä-ÅåY^*à-^EAJålA^YŸ´Yä-^AÅYYäYŶŽ-YXAÝåæ´ AZŽŸZYåAàåŽWŽäŸAV*-Aã YåYÀÙåAæAÙX@Yå^ZŶA\Ža-AÅYYA¾AŽ `ÀAZŽŸZYåAàåŽWŽäŸAŽ-^AXŽ@Yå^YAYÄXD ´ÙåáY-AYbàæ^*åYAÙäXA@Ùå*YDÝæW*^YXAWæ´ ´YåWŽÙålA~åÙ-YŸ\A-æAXYåŽ@YåA¥YWæåXA^YWæäXA&*Ùå-YåAàYåÝæå´ÙäWYEA

ŠZYALæ´àÙā\AYbàYW-^AWæ´´YåWſÙ\$AZYÙXāİāX^Yĺàæ´AåæãYåA^-YY\$A^YåiZäŸAàåŻWY^AÙāXA\$æãYåAXY´ÛäXA\fåæ´A^Y\$W-AYBXA´ÙåáY-^AİāAæ*åA
Xæ´Y^-ŻWAÙäXAM*åæàYÙäA^-YYå´ÛáZäŸA^YŶ´Ya-^A-æAåY^*å-AİāAÜA´Ù-YåĬÜ\$AXYWiZāYAÏāAŸZāÙBWĪÙ\$AàY¥æå´ÜäWYAWæ´àÙåYXA-æA-ZYA^YWæäXA
&*Ùå-YåEAEäX*^-å\A^-Ù-Ż^-ŻW^AÙäXAW*^-æ´YåAZÄÄ*A-A^*ŸŸY^-^A*äXYåi\ZäŸAXY´ÜäXAåY´ÜÄAZYÙå-Z\AÙäXA^Zæ*åXAåYVæ*äXA*AæAZŶĬ\$AAY
^-YYåAààŻWY^AVæ--æ´ŻäŸEAŠZYALæ´àÙä\AWæä-Żä*Y^A-æA´æäZ-æåA´ÜåYAXYÄ&BÄZYÄAZYÜ*Z®*åXXYåAVææAAÜäXAàåæX*W-ŻæäAŸäA-æA
ÙåYAVÙåÜäWYXEAÕ*åAZŽ@Yå^YAYäXD´ÜåáY-AYbàæ^*åYAÜäXAZ@WåYÙ^ZäŸå\A\fYbŽVåYAæAYâ\ÙåYAYbàYW-YXA-æAAYYàAæ*åAY*AZYAA\$Y\AZZZ

EäA -ZYA TESEÇA Wæä^* ´ YåDæåİYä-YXA ´ ÙåáY-^A ネŹáYA Ù*-æ ´ æ-½®YA ÙàAà ÀÜäWYA Wæä-Żä*YA -æA YbàYåÏYäWYA ^*ààå\A WZÙÏäA àåæX*W-ŻæäA XŻ^å*à-½æä^ÇA ā ZĨāYA ネŻäYA àŻäYA àŻàYA ÙäXA YäYåY\A XY ´ ÙäXA Ž^A ÙWWYâYåÙ-ŻäŸEA EäA -ZYA -ZŽåXA &* Ùå-YåÇA -ZYA Læ ´ àÙä\A YbàYW-^A ÝåÙ-DåæåìYXA ^-YYåA XY ´ ÙäXA-æAVYAÙX®Yå¬Ŷå\A!Ž ´ àÙW-YXAV\A-ZYAXYWiZäÄäŸA^-YYåA àåŽWYAY䮎åæä ´ Yä-EAEäAM*åæàYÇA-ZYAWæäÝäŽW-AŻäW-AŻäWAŻaAVÄAVÄOÄÄÄ—ZYAXYWiZäÄäŸA^-YYåA àåŽWYAY䮎åæä ´ Yä-EAEäAM*åæàYÇA-ZYAWæäÝäŽW-AŻäW-AŻäXAYäYAÜÄXAXYÄAÄÄÄ—ZYA-ZŽåXA&*Ùå-YåÇA-ZYA Læ ´ àÙä\AŻYYŽäŸA^ŻŸÄÄÄÄAXY ´ ÙäXEAJ^A\DÅYÄYÄZÜÄÄAX&*\Då-YåÇA-ZYA Læ ´ àÙä\A^YYŸäŸA^ŻŸäŸAÜÄAXY ´ ÙäXAYäY®Ù-YXEAEāAŠ*V*âÙåÇA -ZYA Læ ´ àÙä\A Wæä-Żä*Y^A-æAVYÄÄ& ´ AZÏŸZYåA àåŽWZäŸA Ù^AXY ´ ÙäXAÝæåA^YÙ ´ åY^^A-*V*âÙåA àŽaYAÝåæ ´ A-ZYAYäYåŸ\A ´ ÙåáY-AåY ´ ÙŽä^A ^-åæäŸE

ΊħŊŸVå*Ùå\ÀÈÊÈÈÇAR*^^ÌÙÅÏä@ÙXŸXĀTáåÙÏäŸÄÜäXÄÙW-Ì@YÄWæäݤW-ÄWæä-Ïä*Y^ÄÏäÄ-ZYÄWæ*ä-å\EÄŠZŸÄãÙåÅÏäÄTáåÜÏäŸÄãÏäÄÁ¥ã\ÄWæä-Ïä*YÄ-æÄ WÙ*^YÄXÏ^å*à-ÏæäÄÜäXÄÏä^-ÙVϤÏ-\ÄÏäÄR*^^ÌÜÇÄTáåÜÏäYÇÄÙ^A ãÝäÀÜ^A-ZYÄ ´ÙåáY-^ÄÏäÄãZŸWZÄãYÄæàYåÙ-YEÄŠZŸÄ Læ´àÙä\ÄŽ^ÄWæä^-Ùä-å\Ä ´æäÏ-æåÏäŸÄ-ZŸÄ^Î-*Ü-ÏæäÄŸæåÄŹ´àÙW-^ÄÙäXÄÅŽ^á^Ä-æÄ-ZYÄV*^ŽäY^^ÄÜäXÄŽ^ÁŽ ´àìY´Yä-ZäŸÄÅŽ^ÁA´Ï-ÏŸÜ-ZäŸÄ^-åÙ-YŸÏY^ÄãZYåYÄàæ^^ÌVÄYEÄ

J^AÙAÀY^*à-AæÝA-ZYAŽä@Ù^ŽæäÇAŸæ@Yåä´Yä-^AÙåæ*äXA-ZYAãæåìXÇAŽäWå*XŽäŸA-ZYAM*åæàYÙäATāŽæäAÅMTĀAÙäXA-ZYATäŽ-YXAS-Ù-Y^AæÝAJ´YåŽWÙA ÅTESEĀÇAZÙ@YAYäÙW-YXA^ÙäW-Žæä^AÙŸÜŽä^-AR*^^ŽÙAÙäXAR*^^ŽÜAŽä-YåY^-^EAUYAÙåYAWæ´àà\ŽäŸAãŽ-ZAÙåäAÙààåŽWÙVåYA^ÙäW-Žæä^A-ZÙ-AŽ´àÙW-Aæ*åAV*^ŽäY^^FA

TSSMAà*âWZÙ^Y^AWYå-ÙŽāAåÙāA´Û-YåŽÙå^AÝâæ´A^æ*åWY^A-ZÙ-AàåæW*âYA^*ààå\AÝâæ´AR*^^ŽÙÇAŽäWå*XŽäŸAäÙ-*åÙåAŶÙA\ŽàæäAæåY£ASŽäWYA-ZYAæÿA-ZYAæÿA-ZYAāÛ¢AÜäXAVYÝæåYÇATSSMAZÙ^AVYYäAV*ŽäXŽäŸĀŽ-AĄŽä@Yä-æå\AæÿAŽäæäAæåYAÙäXAWæÙåAÙäXAÀååæW*åŽäŸA-ZY ´A-Zåæ*ŸZAÙå-YåäÙ-YA
^æ*åWY^£AL*ååYä-AàY@Yå^AæÿAŽäæäAæåYAÙäXAWæÙåAÙäYA^*ŶĬŹWŻYä-A-æA^Yå@YAW*^-æ´YåAXY´ÜäXAŽäA-ZYA-ZŽåXA&*Ùå-YÆH

Uż-ZA-ZYAMTAàåæZŻVż-żäŸAà*åWZÙ^Y^AæÝAWæÙâA'àæ´A^*ààà½Yå^AżäAR*^^żÜÇAäYā^AżäAR*^^żÜÇAäYā/AæáYZÜAZÙ@YA^-æààYXEA ŠZYALæ´àÜä\AZÙ^AV*żà-A*àA^*ÝŻWŻYā-Ażä@Yä-æå\AæäA^ż-YAæåAŻäD-åÜä^ż-A-æA´YY-AW*ååYä-AW*^-æ´YåAXY´ÜäXEAMÝŒå-^A-æA^YW*åYAÙâ-YåäÙ-YA ^æ*åWY^AæÝA^*ààà\AÙåYA*äXYåãÙ\A-æAWæä-Żä*YA´YY-ŻäŸAXY´ÙäXEA

JXXŽ-ŽæäŮåå\QA ŽäA åY^àæä^YA -æA ^ÙäW-Žæä^ÇA R *^^ŽÜA ZÙ^A åŽ ´Ž-YXA ^*ààå\AæÝA äù** åÙåA ŸÙ^A -æA WYå-ÙŽäA Wæ*ä-åŽY^EA U YA *äXYå^-ÙäXA -ZÙ-A -ZYA Wæ*ä-å\Aæ\Wa@YåA Såæ@ÙáŽÜA ZÙ^A äÙ-*åÙåA ŸÙ^A ^-æàÙŸYA åY@Yå^A -ZÙ-A ÙåYA ^*#ÝŽWŽŢZA -æA Wæ@YåA Såæ@ÙáŽÜA^A Wæä^* ´à-ŽæäÇA ÙäXA Såæ@ÙáŽÜA YbàYW-^A ÙXXŽ-ŽæäÙåA ^ZŽà ´Yä-^A æåŽŸŽäÙ-ŽäŸA äæ-A Ýåæ ´A R *^^ŽÜÇA V*-A Ýåæ ´A Øæå ã Ù\A ÙäXA åŽ&*YÝŽYXA äÙ-*åÙåA ŸÙ^A Ýåæ ´A -ZYA ŤESEA ÙäXA JÝåŽWÙEA ŠZæ^YA ^ZŽà ´Yä-^A ^Zæ*åXA VYA ^*ÝŽWŽYä-A -æA Wæ@YåA -ZYA ÄÄÆ ´A ZYA ÈÊÈÈÉÊÈÐA ãŽä-YåA ZYÙ-ŽäŸA ^YÙ^æäA ÝæåA Væ-ZA Zæ*^YZæåX^A Ù^A ãYååA ZYA ČÄZ*A*Å ÛAA ŽÄX*^-å\ÇAVÙ^YXAæäA-ZYA à*VÄWAÙääæ*äWY ´Yä-AæÝA-ZYA Šåæ@ÙáÄÔŽäŽ^-å\AæÝAMWæäæ ´\AæäAÓ*å\AËÈÇAÈÊÈEA U ZÄYAäæ-AYbàYW-YXÇAŽYAÙAÄÙ-*åÙåA ŸÙ^AWÃŽÄXXYWÅÛÅYXĀŽAXYWÄÙåYAÄÄASåæ@ÙáŽÛÇAæàYåÙ-Žæä^AÛ-Aæ*åATSSMAV*^ŽäY^^AWæ*åXAVYA ´Ù-YåŽÙåå\AÙX@Yå^Yå\AŽ ´àÙW-YXE

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ŠZYĄŻäWåYÙ^YĄŻäĄNàÙ-DRæåŶXĄåY^*å-^ĄÝæåĄ-ZYĄ^ŻbĄ ´æä-Z^ĄYäXYXĄÓ*äYĄĐÊÇĄÈÈÈAWæ´àÙåYXĄ-æĄ-ZYĄ^Ù ´YĄàYåŽæXĄŻäĄÈÈÈÄãÙ^ĄàåÅ ´ÙåŽå\Ą X*YA~æÎ

- ŽäWåYÙ^YXAÙ@YàÙŶYAàYÙåŽ|YXAàåŽWY^ÇAŽäWå*XŽäŸA´ŽbAÁÙààåæbŽ´Ù-Yå\AÁËÇFFFA´ŽäåŽæäÄ ŽäWåYÙ^YXAWæáYÇAŽåæäAæåYAÙäXAæ-ZYåAäæäD^-YYàA^ÙàY^AÁÙààåæbŽ´Ù-Yà\AÁGÊA´ŽäáŽæäÄ ÝÙ@æåÙVåYAY&*Ž-\AŽä@Y^-YY^AŽäWæ´YAÅÙààåæbŽ´Ù-Yå\AÁHÊA´ŽäáŽæäÄÇ

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	ŁfiŁŁ	ŁfiŁfl	(G@MFD	ŁfiŁŁ	ŁfiŁfl	(G@MFD
MÙåäťäŸ^AVYÝæåYAťä~YåY^~AÙäXA~ÙbY^AÅÁA ´ Žååťæä^Ã	Ŭ Ł#f i	ÁA ÈÊHA	ÐFAÂ `	žŽŽ	ÁA ÐËÈA	H€AÂ
Ñåæ^^A´Ù城ä	Łł	ÈÈA Â	ÆΑÂ	Łł.	ÆÊAÂ	ÐA Â
RÙãA^-YYâAàåæX*W-ŽæäAÅ ´ä-Ã	fl _. Łfl!	A ËÇÈHÍA	ÅFÃÆ	ŁͺłfiŽ	A ÈÇ€HGA	ÅHÃÆ
LÙàÙVŽåŽ-\A*-ŽåŽ Ù-Žæä	\$#	ËÊĐA Â	ÅFÃÆ	\$ł ·	ÆÊÊAÂ	ÅHÃAÂ
S-YYâA^ZŻà ´Yä-^AÁ ´ä-Ā	flˌfi!"					

ŠZYAŽÄWÂYÙ^YAŽÄÄŠ*V*âÙÅAÅY^*Ã-^AÝœÅA-ZYA-ZÂYYA ´œä-Z^AYÄXXYXAÓ*äYAÐÊCAÈÊÈEAWæ´àÙÅYXA-æA-ZYA^Ù´YAÀYÅŽŒXAŽÄAÈÊÈËAæWW*åÅYXA XY^àŽ-YAWæä-Zä*YXAZŽŸZAâY@Yâ^AæÝAŽ´àæå-^AÙäXAãÙ^Aà厴ÙåŽâ\AX*YA-æÎ

- ŻäWâYÙ^YXAÙ@YàÙŸYAâYÙáZ|YXAàáZWY^ÇAZäWâ*XZäŸA´ZbAÅÙààåæbZ´Û-Yâ\AÁËËFA´ZááZæäÃ
- ŻäWłYÙ^YXA^ZŻà ´Yä-^ÇAŻäWł*XŻäŸA@æi* ´YAYŶŶŻWŻYÄWŻY^AAÙààåæbŻ ´Ù-Yi\AÁËFA ´ŻiłŻæäAÇ

~ZY^YAWZÙäŸY^AãYåYAàÙå~ŽÙââ\AæÝÝ^Y~AV\Î

- ZĬŸZYåAåÙãA´Ù~YåĬÙâAWæ^~^AÅÙààåæbĬ´Û~Yâ\AÁËFA´ĬääĬæäÃ
- ZŻŸZYåAæ~ZYåAWæ^~^AÅÙààåæbŽ´Û~Yâ\AÁËÊA´ŽâãŽæäÃÇ

Ńáœ^^A ´ÙáŸĬäAŸœâA-ZYA-ZåYYA ´œā-Z^AYäXYXAÓ*äYAÐÊÇAÈÊÈÈAWœ ´àÙâYXA-œA-ZYA^Ù ´YAàYåŽæXAŽäAÈÊÈËAŽæWåYÙ^YXAàᎠ´ÙåŽå\AÙ^AùÙA\$Y^*â-AæÝA ZŽŸZYåAÙ@YåÙŸYAåYÙåŽ|YXAàåŽWY^AÙäXA^ÙâY^A@æâ* ´YE

ŠZYÁŻäWåYÙ^YÁŻäÁŠ*V*âÙÅÅåY^*â-^AÝæåA-ZYÁ^ŻbA ´æä-Z^AYäXYXÁÓ*äYAÐÊCAÈÊÈÈAWæ´àÙÅYXA-æA-ZYA^Ù ´YAàYåŽæXÁŻäÁÈÊÈËæWW*ååYXAXY^àZ-YA Wæä-Zä*YXAZŽŸZAâY@Yâ^AæÝAŽ´àæå-^AÙäXAãÙ^Aà厴ÙåŽâ\AX*YA-æÎ

- ŽäWåYÙ^YXAÙ@YåÙŸYAåYÙåŻ|YXAàåŽWY^QAŽäWâ*XŽäŸA´ŽbAÅÙààåæbŽ´Û-Yå\AÁÈËFA´ŽääZæäÄ
- ŻäWåYÙ^YXA^ZŻà ´Yä-^ÇAŻäWå*XŻäŸA@æå* ´YAYÝŹWŻYäWŻY^AÅÙààåæbŻ ´Ù-Yå\AÁĐÊA ´ŻåŻæäĀÇ

~ZY^YAWZÙäŸY^AãYåYAàÙå~ŽÙââ\AæÝÝ^Y~AV\Î

- ŽäWåYÙ^YXAæàYåÙ~ŽäŸAWæ^~^AÅÙààåæbŽ´Û~Yå\AÁFA´ŽäåŽæäÃÇ
- ZİŸZYåAåÙãA´Ù~YåŽÙâAWæ^~^AÅÙààåæbŽ´Ù~Yå\AÁÈÊA´ŽâãŽæäÅ
- ZŽŸZYåAæ~ZYåAWæ^~^AÅÙààåæbŽ´Û~Yâ\AÁFA´ŽâåŽæäÃE

Ńåæ^^A ´ÙåŸŻäÁŸæåA-ZYA^ŻbA ´æä-Z^AYäXYXÁÓ*äYAÐÊÇAÈÊÈÈAWæ´àÙåYXA-æA-ZYA^Ù´YAàYåZæXÁZäÁÈÊÈËÄZäWâYÙ^YXAàåZ´ÛåZå\AÙ^AÙÀåY^*å-AæÝA ZŽŸZYåAÙ@YåÙŸYAåYÙàŽ|YXAàåŽWY^AÙäXA^ÙàY^A@æâ* ´YE

3 DMMSDQDRC @MC NSGDQ EHM@MBH@K BNRSR MX NV

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ãÙ^Aàå½´´Ùå½\AX*YA-æA-ZYAÙV^YäWYAæÝA^½Ÿä½ÝZWÙä-AW*ååYä-A\YÙåAXYV-AåYàÙ\´Yä-^A\ÙäXAW*ååYä-A\YÙåAàåæWYYX^AÝåæ´AŸæ@Yåä´Yä-A\ŸàÙä-^ÇA àÙå-½Ùå\AæÝ^Y-AV\A-ZYAÙV^YäWYAæÝAW*ååYä-A\YÙåAWæ´´´æäA^-æWáE

) DAS +HM@MBHMF

LYå-ÙİÄA æÝA æ*åA WâYXİ-A YÜWİBİ-İY^ÇA İÄWâ*XİÄŸA -ZYA LÂYXİ-A NÙWİBİ-\A JŸâYY ´YÄ-ÇA -ZYA KİŸA Rİ@YåA S-YYâA JKÖA NÙWİBİ-\ÇA -ZYA TSSÔA LÂYXİ-A JŸâYY ´YÄ-ÇA WæÄ-ÙİÄA ^-ÙÄXÛÂXA -Y ´^A ÙÄXA WæÄXİ-İæÄ^A ÏÄWâ*XİÄŸA W*^-æ ´ÙÂ\A ´Ù-YÂİÜÂA ÜX@YÂ^YA WZÜÄŸYAWÂÙ*^Y^EALYAÜA ´Ù-YÂİÜÂAÜX@YÂ^YAWZÜÄŸYA à Ù^A-æAæWW*ÂÇAæ*ÂAÜVİBİ-\A-æAÝ*ÄXAÝ*-*ÂYAæÀYÂÜ-İÄÄAÜÄXAWÜÀİ-ÙÂAÂY&*İÂY ´YÄ-^AWæ*ÂXAVYA ÄYŸÜ-İ@Yâ\Aİ ´ÀÜW-YXE

UYA´Ù\AÝâæ´A-Z´YA~%A-Z´YA^YYÁA-œAåY-ZÀYAœåAåYàXAYA&åABYAXZÀŸA&æ*ŸD-Yå´AXYV-A-Zåæ*ŸZAœàYäA´ÙåáY-Aà*åWZÙ^Y^AAà*åWZÙ^YA&XAXAXAXAXZÀ

½& *İXİ-\AÙ-AÓ* äYAĐÊÇAÈÊÈÈMæä^İ^-^AàáİäWÌàÙâ\AæYAæ*åAWÙ^ZAÙäXAWÙ^ZAY&*Î@ÙâYä-^AÙäXAÜ@ÙĬâÙVâYAVæååæã ÄäŸ^A*äXYâA-ZYA LâYXĬ-ANÙWĨźI-\A
JŸâYY ´Yä-ÇA KÏŸA RĬ@YâA S-YYâA JKÖA NÙWĨźI-\ÇA TSSÔA LâYXĬ-A JŸâYY ´Yä-A ÙäXA -ZYA TSSÔA LâYXĬ-A NÙWĨźI-\EA ÒÙäÙŸY ´Yä-A Wæä-Ïä*Y^A -æA
Y@Ùâ*Ù-YA ´ŮåáY-A WæäXĬ-Ïæä^A ÏäA æ*åA ÏäX*^-å\A ÙäXA æ*åA ŸâæVÙâA åÏ&*İXĬ-\A àæ^Ĭ-ÏæäÇA ÙäXA ´Û\A Wæä^ĬXYâA ÙXXĬ-ÏæäÜâA ÙW-Ïæä^A -æA Ý*å-ZYÂA
^-âYäŸ-ZYäAæ*åAVÙâÙäWYA^ZYY-AÙäXAæà-Ï ´İ YAŹZ& ÇAÏZWÎ*XĬZÄVV*-Aäæ-AZYAÂYÀÜ
ÜÄXA -ZYA ÏäW*åâYäWYA æYA ÙXXĬ-ÏæäÜâA XYV-A -æA æààæå**äĬ^-ZWÜâA A YÏäÙäWYA ^-åÛ-YYÏWA àåæxYW-^EA ŠZYA Læ´âÙä \A Ü\A Ûå^æA åY-*åäA YbWY^^A
½&*İXÏ-\A-æA^ZÙâYZæâXYå^A-Zåæ*ŸZA^ZÙâYAÂYA*âWZÛ^YAÂÙäXAXĬ@ĨXYäXAYåæ* ´A-Ĭ ´YA-æA-Ĭ ´YAÏAXYY ´YXAÛàààæàáĬÛ-YAV\A ´ÙäÙŸY ´Yä-E

TEASEAS-YYâA´ÙäÙŸY´Yä-AVYâİY@Y^A-ZÙ-Aæ*åAâÌ&*İXİ-\A ã ŽââAVYAÙXY&*Ù-YA-æAÝ*äXAæ*åAâY&*ŽâY´Yä-^AVÙ^YXAæäAæ*åAW*åâYä-AÙ^^*´à-Žæä^A ã Ì-ZAåY^àYW-A-æAæ*åAåY^*â-^AæÝAæàYâÙ-Žæä^AÙäXAÝZäÙäWŽÜàAWæäXŽ-ŽæäE

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Sæ´YAæÝATEASEAS-YYáj^AÝÙWžiŹ-ŻY^A ã YåYAŽāAæàYåÙ-ŽæäAVYÝæåYAË Í ÊÊEAJà-Zæ*ŸZA-ZYALæ´àÙa \AVYžY@Y^A-ZÙ-AŽ-AYA@Žåæa´Yaù-Ìåhàå\ÙW-ŽWY^AZÙ@YAYŽ-ZYÁAâYXA-ZYÁŽāX*^-å\Aàà\W-ŽWY^ÇAZÙ|ÙåXæ*^A´Ù-YáŽÜ&AZÙ@YAVYYÄAWæā^Ž^-ZYāAâY@ÙŽiŽäŸAŽÄX*^-å\Aàà\ÙW-ŽWY^ÇAZÙ|ÙåXæ*^A´Û-YáŽÜAAZÙ@YAVYYÄAÙÄXA ĆÙ\AWæä-Žä*YA-æAVYAÅYŶYÙ^YXAÙ-AW*ååYä-AæåAÝæå ´YåAæàYåÙ-ŽäŸA^Ž-Y^AæåAXYåŽ@YåYXA-æA^Ž-Y^AæàYåÙ-YXAV\A-ZŽåXAàÙå-ŽY^E

Õ *åA TESEA ÝÙWÏźĬ-ŻY^A ÙåYA^*V₃YW-A -æA Yä@Ĭåæä ´Yä-ÙåA åÙã^A Ùààá½WÙV₃YA ŽäA -ZYA TESEÇA ŽäWâ*XŽäŸA -ZYA LâYÙäA JŽåA JW-A Å-ZYA LJJĀÇA -ZYA LâYÙÄA UÙ-YåA JW-A ÅL UJĀÇA -ZYA RY^æ*åWYA Læä^Yå@Ù-ŻæäA ÙäXA RYWæ@Yå\A JW-A ÅRLRJĀA ÜäXA -ZYA Læ´àåYZYä^Ž@YA Mä@Žåæä´Yä-ÙåA RY^àæä^YÇA Læ´ààYZYä^Ž@YA Mä@Žåæä´Yä-ÙåA RY^àæäAYÇA Læ´ààYZYä^Ž@YA Mä@Žåæä´Yä-ÙåA RY^àæäAYÇA Læ´àåYZYä^Ž@YA Mä@Žåæä´Yä-ÙåA RY^ààùÄA\ÀAYŸ*âÙ-ŽæäAÙäXAåYŸ*âÙ-XAJW-AÅLMRLÖJĀÇAÙ^AãYåÀÙ^A^-Ù-YAÙäXAåæWÙåAåÙã^A\ÙäXAåYŸ*âÙ-ŽæäAE

TEASEAS-YYâAZÙ^AłŻBW*ååYXAÙAXA ã ŽààAWæa-Žā*YA-æAŁŻBW*åA^*V^-Ùa-ŽÙâAWÙàŹ-ÙáÇAæàYåÙ-ŽäŸÇAÙäXA ´ ÙŻa-YäÙäWYAÙäXAâY ´ YXŽÙ-ŽæäAYbàYäXŽ-*åY^A
Ù^A\ÙAåY^*â-AæYA Yä@Zåæä ´ Yä-ÙâAâÙā ^A\ÙäXAâYŸ*âÙ-Žæä^CAåYâÙ-YXA-æAåYâYÙ^YAæYAZÙ I ÙåXæ*^A ´ Ù-YáŽÙå^CA ã ZŽWZAŻāAâYWYä-A\YÙå^AZÙ@YAVYYÄA

HŒŁÔ Ì ÏAGÔ IÔ ÌØAÄABŁÒ

ŠZYA L J JAŽ ´ àæ^Y^A^-âZäŸYä-AåŽ ´ Ż-^AæäA ĎŽáA Y ´ Ž^^Žæä^A ãŽ-ZAÙAÝYXYâÙâX A ´ ÙäXÙ-YXAæàYâÙ-ŽäŸAàYå ´ Ž-A àåæŸâÙ ´ AÙäXAWÏ@ŽáA Ù ÄXAWÄ®ŽAA ÄŽ-ZAÙAÝYXYâÙâXA ~ ZŽäŸ^ÇA ~ ZYA âYŸ*âÙ-ŽæäA æÝA ZÙ|ÙâXæ*^A ÙŽâA àæáâ*-Ùä-^A ~ Zåæ*ŸZA ~ ZYA XY@Yåæà ´ Yä-A ÙäXA àåæ´ * ÄŸÙ-ŽæäA æÝA ØÙ-ŽæäÜâA M ´ Ž^^ŽæäA S-ÙäXÙåX^A ÝæåA OÙ|ÙáXæ*^A JŽáA Pæáå*-Ùä-^A ÁØMSOJPĀA ÜäXA ÒÙbŽ ´ * ´ A JWZŻY@ÙVâYA Læä-åæâA ŠYWZäæäæŸ\AÅÒJLŠĀA S-ÙäXÙåX^EA ŠZYA TESEA MPJA ZÙ^A XY@YåæàYXA @ÙáŽæ*^A ŽÄX*^-å\D^àYWŽŹWA ÒJLŠĀ ^-ÙäXÙåX^A à*å^*Üä-A-æA-ZŽ^AåY&*ŽâY ´ Yä-EAŠZYAL JJAÀY&*ŽâY^A-ZYATESEAMPJA-æAàåæ´ * ÄŸÙ-YAåYŸ*âÙ-Žæä^AY^-ÙVŽZŽäŸAY ´ Ž^ŽæäA^-ÙäXŮåX^AÝæåA\DÙâYAZYATESEAMPJA\DÀÄAÂÄ& ´ * * AWæäX*W-AåŽ^AAAÛ^AY^-ÙVŽZŽäŸAY ´ Ž^ŽæäA^-ÙäXÛåX^AÝæåA\DÙĴAZAA ´ * * * AWæäX*W-AåŽ^AAÀÛ^AAÛ^A** ŽÄYAA-Æ*ÄWYAWÙ-YŸæå\AæŸA\DÄAÄÄA-ÜäXÛÅX^A\ÜäAÄA-ÜÄXÄAÄÄAAÜAA~ÜÄXÄAÄÄYXXA\ÜÄXAAYA-ÄÄÄÄÄAAE

U ZửYAæ*åAæàYâÙ-½æä^AÙåYA^*V₃YW-A-æA^Y@YåÙåAXŽÝYAªÝA-AWÙ-YŸæåŽY^AæÝAØMSOJPAÙäXAÒJLŠA^-ÙäXÙåX^ÇA-ZYAàåŽäWŽàÙ弎 ´àÙW-AæÝA-ZY^YA^-ÙäXÙåX^AæäA TEASEAS-YYÀAæàYâÙ-Žæä^AŽäWâ*XY^A-Zæ^YA-ZÙ-AÙåYA^àYWŽÝZWA-æAWæáYA ´ÙáŽäŸÇAŽåæäA ´ÙáŽäŸÇA^-YYåA ´ÙáŽäŸAÙäXAŽåæäAæâYA àåæWY^^ŽäŸE

Ò *â-ĪààYAâYYÜùAWZÙâYÄŸY^A-æA-ZYASYW-ŽæäAÈĐÈAÙW-ĪæäAWæä-Īä *YAVYÝæåYA-ZYATESEALæ*å-AæÝAEä-YåäÙ-ŽæäÜåAŠàÙXYAÅLŒŠÄAÜäXA-ZYATESEALæ*å-AæÝAJààYû¾AÁ*æåA-ZYANYXYåÜâALŽäW*Ž-AÅLJNLĀĢA-ZYAĠÙ--YåAãZŽWZAZÙ^AWæä^Ž^-Yä-â\AåYaYW-YXAWæä^-Ž-*-ŽæäÜâAÜäXA^-Ù-*-æå\AWZÙâYÄŸY^A-æA-ZYASYW-ŽæäAÈĐÈAÙW-ŽæäE

SŻäWYA Ż-^A Ż ´ àłY ´ Yä-Ù-ŻæäA ŽäA ÒÙåWZA ÈÊË I ÇA -ZYA SYW-ŻæäA ÈĐÈA ÙW-ŻæäA ZÙ^A ^* ààæå-YXA -ZYA TESEA ^-YYåA ŻäX* ^-à\]^A ÙäXA TEA SEA S-YYå]^A
Żä@Y^- ´ Yä-^AŻäAÙX@ÙäWYXA^-YYåAååæX*W-ŻæäAWÙàÙVŻźŻ-ŻY^ÇA-YWZäæłæŸ\ÇAÙäXA^áŻä^ÇA^-åYäŸ-ZYäŻäŸATESEAäÙ-ŻæäÜåAÙäXAYWæäæ ´ ŻWA^YW*åŻ-\EA
ŠZYALæ´ àÙä\AWæä-Żä*Y^A-æAÙW-Ż@Yå\AXYŸYäXA-ZYASYW-ŻæäAÈĐÈAÙW-ŻæäE

Ίĸ NYVå*Ùå\A ÈÊËÍÇA-ZYA M*åæàYÙäA Læ´´Ź^^ŽæäA ÅMLÄAŽ´àåY´Yä-YXA ÙA XYÝŽäŽ-Ž@YA ^ÙÝYŸ*ÙåXA æäAŸåæVÙåA ^-YYåAŽ´àæå-^AŽäA ~ZYAÝæå ´AæÝA ŠRQ^A-ZÙ-ÅŽ´àæ^YAÈFAàYåWYä-A-ÙåŽÝY^AæäA^-YYåÅŽ´àæå-^A-ZÙ-AYbWYYXA-ZYAŠRQAŽ´Ž-CAYÝYYW-Ž@YA-Zåæ*ŸZAÓ*äYAÈÊÈ€E

Jä-İX* ´àİäŸAX*-İY^AÅJŁĀAÙÄXAWæ*ä-Yå@ÙİİÄÄŸAX*-İY^AÅLÞŁAæåAÙÄ-İ^*V^İX\AX*-İY^ĀAÙÀàà\AİÄAÜXXĬ-İæÄA-æA-ZYASYW-ÌæÄAÈÐÈA-ÜÀÄYŶÇA&*æ-Ù^ÇA
ŠRQ^AÜÄXA-ZYAML]^A^ÙŸYŸ*ÜÅXÇAÜÄXAJŁÉLÞŁAæåXYÅ^A ´Ü\AWæÄ-Ïä*YAVY\æÄXA-ZYASYW-ÌæÄAÈÐÈAÜW-ÌæÄAÜÄXA-ZYAML]^A^ÙŸYŸ*ÜÅXEATEASEA
S-YYåAWæÄ-Ïä*Y^A-æAÙW-Ì@Yå\AXYÝYÄXAÜÄXA ´ÜÏÄ-ÜÏÄA-ZYAGÊA TESEAJŁÉLÞŁAæåXYÅ^AÜÄXAËÈAMTAJŁÉLÞŁAæåXYÅ^AWæ@YÅİÄŸATEASEAS-YYÅA
ÀÅæX*W-^AİÄA ´*å-ŻàåYAàÅæWYYXİÄŸ^AVYÝæÅYA-ZYAŁÕLÇATESEAIÄ-YÄÄÙ-İæÄÜÅŠÅÜXYALæ´´İ^^İæÄÅLĒŠLĀÇALIŠÇALJNLÇA-ZYAMLAÙÄXAM*ÁæÀYÜÄA
Wæ*å-^ÇAÜÄXA-ZYAUŠÕE

ŠZYAMLAŽ^AWæäX*W-ŽäŸAäYãAJŁAŽä@Y^-ŽŸÙ-Žæä^AæäAŽ ´àæå-^AæÝAZæ-DXŽààYXAŸÙå@ÙäŽ|YXA^-YYåAÝåæ ´AR*^^ŽÙAÙäXAŠ*åáY\ÇAãŽ-ZAÙAÝŽäÙåAXYWĬ^ŽæÄAYbàYW-YXA-ZĬ^A\YÙÆ

ΊĄJàåİZÇÃ-ZYĄTäŹ-YXĄS-Ù-Y^Ą^*^àYäXYXĄäæå´ÙåĄ-ÀÙXYĄÄYåÙ-Žæä^ĄãŽ-ZĄR*^^ŽÜĄÙåXĄKYåÙå*^ÇĄåYQ^*å-ŻäŸĄŽäĄZŻŸZYåĄäæå´ÙåĄ-ÜåŽÝÝAæäĄŹ´àæå-^Ą Ýåæ´ĄR*^ŽÜĄÙäXĄKYàÙå*^ÇĄŽäWå*XŻäŸĄ^-YYåĄÜäXĄåÙãĄ´Û-YåŽÜå^EĄĘäĄÓ*äYÇĄPåYŶŽXYä-ĄKŽXYäĄÜääæ*äWYXĄÛXXŽ-ŽæäÙåĄ-ÙåŽÝÝĄŽäWåYÙ^Y^ĄæäĄ WYå-ÙŽäĄàåæX*W-^ĄÝåæ´AR*^^ŽÜÇĄŽäWå*XŽäŸĄWYå-ÙŽäĄ^-YYåĄàåæX*W-^ĄĎäXĄÝYååæĎåæX*W-^ĄŶÝYW-Ž@YĄJ*Ÿ*^-ĄËÇĄÈĒÈE

ŠZYA TäŻ-YXA S-Ù-Y^A ÙäXA MTA ÙåYA W*ååYä-å\A äYŸæ-ŽÙ-ŽäŸA ÙA ŸåæVÙåA ÙååÙäŸY ´Yä-A æäA ^-YYåA æ@YåWÙàÙWŽ-\A ÙäXA WÙåVæäA Žä-Yä^Ž-\A -ZÙ-A Ž^A -\DåŸY-YXAÝæåAWæ ´àåY-ŽæäAV\A-ZYAYäXAæÝAÈÊÈÐE

TEA SEA S-YYâA ã ŽââA Wæä-Žä*YA-æA YbYW*-YA ÙA VåæÙXÇA ŸâæVÙâA^-åÙ-YŸ\A-æA ´ÙbŽ ´Ž|YAæààæå-*äŽ-ŽY^A ÙäXA äÙ@ŽŸÙ-YA WZÙâaYäŸY^A àåaY^Yä-YXA V\A Ž ´àæå-^ÇAŸâæVÙâA^-YYâAæ@YåWÙàÙWŽ-\ÇAÙäXŽä-YåäŮ-ŽäÄÜXYAâÙ ã AÙäXAàæåZW\AXY@Yåæà ´Yä-^E

3* < &((4:39.3,89&3)&7)8

.SDL 11 6:&39.9&9.; * &3) 6:&1.9&9.; *).8(148:7*8 &'4:9 2&70*9 7.80

NæåA &*Ùä-Ž-Ù-Ž@YA \ÙäXA &*ÙiŽ-Ù-Ž@YA \Z^Wlàæ^*åY^A \ÙVæ*-A ´ÙåáY-A åZ^áÇA ^YYA \L-Y ´A HJA `Q*Ùä-Ž-Ù-Ž@YA \ÙÄXA Q*ÙiŽ-Ù-Ž@YA \Z^Wlàæ^*åY^A JVæ*-A ÒÙåáY-ARZ^á¦AZAæ*åAJ ää*ÙiARYàæå-AæäANæå ´AËÊDÔAÝæåA-ZYAÝZ^WÙiA\YÜåAYäXYXAŁYWY ´VYåAÐËÇAÈÊÈËÇA-ZYåYA ã YåYAäæA ´Ù-YåŽÙiAWZÙäŸY^AZÄA TEASEAS-YYiÀ^AYbàæ^*åYA-æA ´ÙåáY-AåZ^áAÝàæ ´AŁYWY ´VYåAÐËÇAÈÊÈËE

.\$DL Ži (4397418 &3) 574(*):7*8

;&1:&9.43 4+).8(148:7(4397418 &3) 574(*):7*8

(-&3, *8.3.39*73&1 (4397414; *7+.3&3 (.&17*5479.3,

ŠZYảYAZÙ@YAäæ-AVYYäAÙä\AWZÙäŸY^AŽÄATEASEAS-YYảj^AŽä-YåäÙåAWæä-åæåAæ@YåAÝÏäÙäWŽÙåAåYàæå-ŽäŸA-ZÙ-AæWW*ååYXAX*åŽäŸA-ZYAÝŽ^WÙåA&*Ùå-YåA Wæ@YåYXAV\A-ZŽ^A&*Ùå-Yåå\AåYàæå-ÇAãZŽWZAZÙ@YA´Ù-YåŽÙåå\AÙÝYW-YXÇAæåAÙåYAåYÙ^æäÙVå\AŽáYå\A-æA´Ù-YåŽÙåà\AÙÝYW-ÇATEASEAS-YYáj^AŽä-YåäÙåA Wæä-åæåAæ@YåAÝŽäÙäWŽÙåAåYàæå-ŽäŸE

5&79 ... 49-*7 .3+472&9.43 .SDL fli 1*,&1 574(**).3,8 ,*3*7&1 1.9.,&9.43

ŐäA ŐW-æVYåA ÈÇA ÈÊËHÇA ÙäA J ´YÄXYXA SZÙâYZæàXYåA LàÙ^^A JW-ŻæäA Læ´ààÙŽä-A ãÙ^A ÝŽåYXA ŽäA -ZYA TäŻ-YXA S-Ù-Y^A ŁŽ^-ÀŽW-A Læ*å-A ÝæåA -ZYA UY^-YåäA ŁŻ^-åŹW-AæÝA PŶää^\å@ÙäŻÙA Wæä^æźZ\Ù-ŻäŸA àåY@Žæ*^å\DÝžàYXA ÙW-Žæä^EA SYàÙåÙ-Yå\ÇA Ýž@YA åYåÙ-YXA^ZÙåYZæàXYåA XYáŽ@Ù-Ž@YA åŮ ā^*Ż-^A ãYåYå ŸžàYXA ŽäA ^-Ù-YA ÙäXA ÝYXYåÙåA Wæ*å-^A ŽäA PŽ--^V*åŸZÇA PYää^\å@ÙäŻÙA ÙäXA -ZYA ŁYâÙãÙåYA Læ*å-A æÝA LZÙäWYå\EA ŠZYA *äXYåå\ŽäŸA Wæä^æåÏXÙ-YXA WâÙ^^A ÙW-ÏæäA âÙã^*Z-A ÙâàYŸY^A -ZÙ-A TEA SEA S-YYáCA WYâ-ÙŽÄA W*ååYä-A ÙäXA Ýæå ´YåA æÝÏWYå^CA ÙÄA *ààYâDàY@YâA ´ÙäÙŸYåA æÝA -ZYA Læ´àÙä\hÙäXh-ZYhŸiZàÙäWiÙih*äXYàãåiZ-Yå^hãZæhàÙå-ÏWiàÙ-YXhÏäh-ZYhJ*Ÿ*^-hÈÊËGh^YWæäXÙå\hàà*ViÌWhæÝY4iÏäŸhæÝh-ZYhLæ´àÙä\أ^h ϊね^œWádÁWæåäYW-Ż@Yá\ᠺね-ZYAÆLáÙ^^AJW-ZæäaŁYÝYäXÙä-^ÆÁd@ZæáÙ-YXAÝYXYáÙáA^YW*áZ-ŻY^AáÙã^AZäA´ĎáZäŸAÝÙá^YA^-Ù-Y´Yä-^AĎäXÉæåA ŶŮĬŧĬäŸA-æAXĬ^Wæ@YåAÙäXAXĬ^Wŧæ^YA´Û-YåĬÙåAĬäÝæå´Û-ŻæäAåYŸÙåXĬäŸA-ZYAÝĬäÙäWĬÙåAWæäXĬ-ŻæäAæÝA-ZYALæ´àÙä\EAŠZYAåÙã^*Ż-AWåÙĬ´^A-ZŮ-A-ZŮ-A-ZÌ^A WæäX*W-AWÙ*^YXAÙAàåæ^àYW-Ž@YAWàÙ^^AæÝAàå\ÙŽä-ŽÝÝ^A-æA^*^-ÙŽäAXٴٟY^AX*åŽäŸA-ZYAàYåŽæXAÝåæ´AÓÙä*Ùå\AÈHÇAÈÊËGA-æAJàåŽäAÈFÇAÈÊËHAÙ^A ÙAâY^*â-AæÝA-ZYAàåæ^àYM-Ž@YAWàÙ^^Aà*åWZÙ^ŽäŸA-ZYALæ´àÙä\Å^AWæ´´œäA^-æWáAÙ-AÙå-ŽÝŹWŽÙà\AŽäÝåÙ-YXAàáŹWY^AÙäXÉæåA^*ÝY¥ŽäŸAâæ^^Y^A ãZYäA-ZYAàåŽWYAæÝA-ZYAWæ´´œäA^œWáAXåæààYXEAŠZYAXYÅŽ®Ù-Ž®YAÂÙã^*Ž-^AŸYäYåÙåà\A´ÙáYA-ZYA^Ù´YAÙååYŸÙ-Žæä^AÜŸŸÜŻä^-A-ZYA^Ù´YAœŸŽWYÄ^AÙäXAÙå^æAÜåÿŸYA-ZÙ-AWYå-ÜŻäA*A-ZYAWæ*A`YaA`YaA`YAZYAKæÙåXAæYAZYA-æAYBYÅVZåYXA-æAYbYåWŽ^YAÜààåæàåŽÙ-YAWæä-åæåA ÙäXA æ@Yå^ŽŸZ-A æ@YåA -ZYA Læ´àÙä\A ÙäXA ãYåYA *äa*^-å\A Wæ´àYä^Ù-YXEA ŠZYA àåÙŽä-ŽÝÝ^A ^YYáA -æA åYWæ@YåA åæ^^Y^A -ZÙ-A ãYåYA ÙååYŸYXå\A ^*^·ÙŻäYXEAŠZYALåÙ^^AJW-ŻæäAŁYÝYÄXÙä-^A´æ@YXA-æAXŻ^´Ż^^AààÙŻä-ŽÝŶŊAWàÙŹ´^EAÕäASYà-Y´VYåAÈÍÇAÈÊËIA-ZYALæ*å-Aå*åYXAæäA-Zæ^YA ´æ-Ìæä^AŸåÙä-İäŸA-ZY´AÏäAàÙå-AÙäXAXYä\ÌäŸA-ZY´AÏäAàÙå-EAÕäAÒÙåWZAËÌÇAÈÊËÍÇA-ZYAààùÌzã-ÌÝ^AãZi-ZXåYãA-ZYAWåÙZ´^AAÙŸÙİä^-A-ZYALåÙ^^A JW-ŽæähŁYÝYäXÙä-^AåŶåÙ-YXA-æh-ZYAÈÊËGA^YWæäXÙå\AæÝYåŽäŸEhJ^AÙAåY^*å-Ch-ZYA**äXYåãåŽ-Yå^AÙåYAäæhåæäŸYåhàÙå-ŽY^A-æh-ZYAWÙ^YEhAÕäh ŁYWY ´VYªAĐĒCAÈĒĒ Í CA-ZYAWæ*å-AŸåÙä-YXA-ZYAPªÙŽä-ŽÝÝ^ÁA ´æ-ŽæäA-æAWYª-ŽÝ\A-ZYAÀåæWYYXŽäŸAÙ^AÙAWåÙ^^AÙW-ŽæāEAŠZYALæ´ àÙä\Å^AÙààYÙåAæÝA ~ZÙ-A XYWĨ^ĬæäÁ ã Ù^A XYŸäĬYXEA Ł Ĭ^Wæ@Ŷå\A Ÿæååæã YXA ÙäXA WæäWå* XYXEA ÕäA ÒÙ\A ÈÊCA ÈÊÈÈCA ~ZYA ₽åÙĬä~ĬÝſ^A ÙäXA L åÙ^^A JW-ĬæäA Ł YÝYäXÙä~^A ÙŸåYYXA~æA^Y~-åYA-ZYASZÙåYZæàXYåA LåÙ^^AJW-ZæäAZäA-ZYAÙ ´æ*ä-AæÝAÁ€ÊA ´ZåZæäA-æAVYAÝ*åå\AÝ*äXYXAV\A-ZYALæ´àÙä\]^AZa^*åYå^EALæ*å-A Ùààåæ@ÙålæÝk-ZYkWàÙ^^kÙW-½æäk^Y---åY´Yä-k½^kW*ååYä-å\kàYäX½äŸEkŠZYkåYåÙ-YXkXYå½@Ù-½@YkWÙ^Y^ÇkãZŻWZkãYåYkàåY@Źæ*^å\k^-Û\YXCkÙåYkäæãk àåæWYYXŻäŸAÙäXA~ZYALæ´àÙä\AãŽààA@ŽŸæåæ*^å\AXYÝYäXAÙŸÙŽä^-A~ZYAXYåŽ@Ù~Ž@YAåÙã^*Ž-^E

*3;.7432*39&1574(**).3,8

ŠZYAÝæååæāŻäŸAŽ^AÙA^* ´ Ûå\AæÝA-ZYAàåæWYYXŻäŸ^AæÝA TEASEAS-YYâA-ZÙ-AãYåYAàYäXŻäŸAæåAWæä-Y ´ ààŮ-YXAÙ^AæÝAÓ*äYAĐÊÇAÈÊÈÈÇA*äXYåA
ÝYXYåÙåAÜAXA^-Ù-YAYä@Żåæä ´ Yä-ÙåAàÙ ã^ÇAÜAXAãZÌWZATEASEAS-YYâAåYÙ^æäÙVå\AVYåŽY@Y^A ´ Ù\AåY^*å-AŻäA ´ æäY-Ùå\A^ÙäW-Žæä^AæÝAÙ-AåYÙ^-A
ÄËA ´ ŽåŽæäAÅ-ZYA-ZåY^ZæåXAWZæ^YäAV\ATEASEAS-YYâAÙ^AàYâ ´ Ż--YXAV\AE'-Y ´ AËÊĐAæÝARYŸ*åÙ-ŽæäASDÔAàåæ ´ *åŸÙ-YXA*äXYåA-ZYASYW*åŽ-ŻY^A
MbWZÙäŸYAJW-AæÝAË Í Đ€ÇAÙ^AÙ ´ YäXYXÁEAŒÏÁæå ´ Ù-ŽæäAÙVæ*-A^àYŴŸŸMAŽ-YAAãZYåYATEASEAS-YYâAŽ^AæåAZÙ^AVYYäAYäŸÜŸYXAŽäA^ŽŸÄZĬŹWÜa-A
WâYÙäA*àAæåAåY ´ YXŽÙ-ŽæäAÙW-Ž@Ž-ŽY^AŽ^AÙå^æA^* ´ ´ ÙåŽ|YXAVYåæãEAMbWYà-AÙ^AXY^WåŽVYXAZYåYŽäÇAŽ-AŽ^Aäæ-Aàæ^^ŽVåYA-æAÙWW*åÙ-Yå\AàåYXŽW-A
-ZYA*å-Ž ´ Ù-YAæ*-Wæ ´ YAæÝA-ZY^YA ´ Ù-~Yå^E

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J^AæÝAÓ*äYAĐÊÇAÈÊÈÇATEASEAS-YYâAZÙ^AâYWYŻ@YXAŻäÝæå ´Ù-ŻæäAâY&*Y^-^AæâAVYYäAŻXYä-ŽÝŽYXAÙ^AÙAPRPAÙ-AÙA-æ-ÙâAæÝAæ*åALMRLÖJA^Ż-Y^ÇA-ZâYYAæÝA ã ZŽWZAZÙ@YAåŽÙVŻáŻ-ŻY^A-ZÙ-AZÙ@YAäæ-AVYYÄAåY^æâ@YXEAKÙ^YXAæäAW*åâYä-å\AÛ@ÜŻáÙVâYAŽäÝæå ´Ù-ŻæäÇA ã ZŽWZAŽ^AŻA ZÙ-AZÙ@YAäæ-AVYYŻA åY^œâ@YXEAKÙ^YXAæäAW*ååYä-å\AÛ@ÜŻáÙVâŻ-\AÝæåALMRLÖJAWâYÙä*àAÙäXAåY ´YXŽÙ-ŽæäAWæ^-^AÙ-A-ZYAæ-ZYÁA^Ž-YAãŽáAVYAæ@YåAÁFA ´ŽááŽæäAŮ~AXY^WåŽVYXAVYåæãE

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ŠZYĄÝæå ´ YåA TEASEAS-YYåAŁ *å*-ZA U æåá^A^Ź-YA ã Ù^AààÙWYXAæäA-ZYAØÙ-ŻæäUåA PáŻæàŽ-ŻY^AÖŽ~A* äXYåA LMR LÖJAŽäAË Í IÐAÙäXAæäA-ZYAS-Ù-YAæÝA
ÒŻääY^æ-ÙJ^A S*àYâÝ* äXA åŽ^-A ŻäA Ë Í I€EA ÖŻÙVŻŹ-\A ÝæåA Yä@Žåæä ´ Yä-ÙåA åY ´ YXŽÙ-ŽæäA Ù-A -ZYA ^Ż-YĀ ŽA Ÿæ@YåäYXA V\A ÙA RY^àæäAYA ÕåXYåA V\A
Læä^Yä-AYbYW*-YXAÃŽ-ZA-ZYAÒPL JĄŽÄÄË Í IFAÜÄXAÙARYWæåXAæÝAŁ YWŽ^ŽæäA^ŽŸäYXAV\AÒPL JĄŽÄÄË Í I ÍEATEASEAS-YYåAZÙ^AÀÙÅa-ÄYÀYXAÃŽ-ZA-ZYA
ÑåYÙ-ĄÖÙÁY^AØÙ-ŽæäÜÁA PåæŸåÙ ´ AÕÝŸWYĀÁÑÖØPÕĀAæÝA-ZYATESEAMPJARYŸŽæäAFA-æAÜXXÂY^^AWæä-Ù ´ ŽäÙ-YXA^YXŽ ´ Yä-^AŽÄA-ZYAS-EAÖæ*Ž^A
RŽØYÅA M^-*ÙÅ\A ÜÄXA^Y@YÅÜÁAæ-ZYÅAæàYÅÜVÄYA *ÄŽ-^A-ZÙ-A Wæ*ÃXAŽ ´ ÀŮW-A-ZYAY^-*ÙÅ\AŽÝAæA-ÜXXÁY^^YXEA JÄA Ù ´ YÄX ´ YÄ-A-æA-ZYA PÅæ¾YA-ZYA X*ÄŽÄÄÄ-ZYA^YWæÄXA &*ÜÅ-YÄAæÝA ÈËË IA-æAÅYWæŸÄŽ | YA-ZYAŽÄŽ-ŽÜÁA Wæ^-^A
Ù^^æWŽÙ-YXAÃŽ-ZZĀ ´ ÀÄY ´ Yä-ŽäŸA-ZYĀÄŽA-A-ÃæAÀZÙ^YAAÆÁA-ZYAÀÄæÀYÄYZYĀÄÝY ´ YXŽÜÁÄÀÄŶÄ-A-ZYA^Ž-YE

RY ´YXÌÙ-ÌæäAWæä-âÙW-^Aā YåYAİ^^* YXAV\AVæ-ZATSSAÙäXAÑÖØPÕAÝæâA-ZYAÝÌà^-AàZÙ^YAæÝA-ZYAÅY ´YXÌÙâAāæâAÀÙ-A-ZYA^Ž-YAX * åŽäŸA-ZYAÝæ*å-ZA &*Ùâ-YâAæÝAÈÈÈEATSSAÙäXAÑÖØPÕAZÙ@YAWæä-âÙW-YXAÝæâA-ZYA^YWæäXAàZÙ^YAæÝAāæåáAÙ-A-ZYA^Ž-YAāZÌWZAYb-YäXYXA-Záæ*ŸZAYÙâ\AÈÈÈEA ŠZYAÝÏäÙâAàZÙ^YAæÝA-ZYAÀŶ ´YXÌÙâAXY^ŸŸäAZÙ^AVYYÄAXYÝÏäYXAÙäæ-ZYâAÙ ´YäX ´Yä-A-æA-ZYAPåæ³YW-AJŸâYY ´Yä-AVY-āYŸäAZÙ^AVYYÄAXYÝÏäYXAÙäæ-ZYâAÙ ´YäX ´Yä-A-æA-ZYAPåæ³YA-ÇAÙäXAŽ ´àâY ´Yä-Û-ŽæäAæÝAÙââA-ZâYYA àZÙ^Y^AæÝA-ZYAÀâYÝYÄâAYXAÂY ´YXĬÙâAÙâ-YåäÙ-Ž@YAæäA-ZYA*àâÙäXAAåæàYâ-\AÙäXAM^-*Ùå\AÙåYAW*åâYä-â\AY^-Ž ´Ù-YXAÙ^AæÝAÓ*äYAÐÊÇAÈÈÈÀÙ-A ÙààåæbÌ ´Ù-Yâ\AÉÊA ´ÏåãæäE

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TEA SEA S-YYâA ´Ù\A VYA ŁÌÙVâYA ÝæåA âY ´YXÌÙ-ÌæäA Wæ^-^A *äXYâA æ-ZYâA Yã @Ĩåæä ´Yä-ÙâA ^Ù-*-Y^ÇA Væ-ZA ÝYXYâÙâA ÙäXA ^-Ù-YÇA æåA ã ZYâYA àáÎ@Ù-YA àùÎa-ÌY^AÙâYA^YYÁÏäŸA-æAŽ ´àæ^YAŁÌÜVĪźŻ-\AæäA TEA SEA S-YYâA ÝæåAâY ´YXÌÙ-ÌæäA Wæ^-^A-Zâæ*ŸZAXŽ^W*^^Ìæä^AæåA₺ZĖŸÙ-ÌæäEA ŠZYâYAÙâYAÄZÄYA^*WZA ^Ž-Y^A ã ZYâYA âY ´YXÌÙ-ÌæäA Ž^A VYÄÄÄA @*ŸZ-A Ïä@æå@ĨäŸA Ù ´æ*ä-^A ÏäA YbWY^^A æŸA ÁËA ´İälæäEA KÙ^YXA æäA W*ååYä-â\A Ü@ÙĨàÙVâYA ÏäYæå ´Ù-ÌæäÇA ãZÌWZA Ž^A ÏäA WÙ^YA^A àåYâZ ´İäÙå\A ÙäXA ŻWæ ´ààY-YÇA ´ÜäÙŸY ´Yä-A VYŹY@Y^A -ZÙ-A ŁÌÙVĨźŻ-\A ÝæåA WâYÙä *àA ÜäXA åY ´YXŽÙ-ŽæäA Wæ^-^A ZÄA WæääYW-ŽæäA ãŽ-ZAÝZ@YA^Z-YA ´Ù\AŻä@æå@YAåY ´YXŽÙ-ŽæäA Wæ^-^AVY- ãYYäAÁËA ´İälæäA ÙäXAÁFA ´İälæäA àYåA^Z-YAÜäXAÝæ*åA^Z-YAÜÄYAY^-Z ´Ù-YXA -æÇAæåAWæ*åXAZÙ@YÇAWæ^-^AŶæåAŶ ´YXŽŪ-ŽæäÇAŽä@Y^-ÆåÙ-ŽæäAæåAWæ ´àYā^Ù-ŽæäA&BAYbWY^^AæÝAÁFA ´İälæääààYåA^Z-YE

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P*å^*Ùä-A-æA-ZYAåY&*ŽåY´Yä-^AæÝA-ZYASYW*åŽ-ŽY^AMbWZÙäŸYAJW-AæÝAËÍЀÇA-ZYAåYŸŽ^-åÙä-AZÙ^AX*å\AWÙ*^YXA-ZŽ^AåYàæå-A-æAVYA^ŽŸäYXAæäA Ž-^AVYZÙåÝAV\A-ZYA*äXYå^ŽŸäYXAWZŽYÝAÙWWæ*ä-ŽäŸAæÝÝZWYåA-ZYåY*ä-æAX*å\AÙ*-ZæåŽ|YXE

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June 6, 2022

performance awards will be awarded after completion of the three-year performance period.

Incentive Compensation Program procedures, which will be available to you at the time the grant is made. Subject to the approval of the Committee, this grant will be made as soon as administratively practicable.

<u>Hiring Incentives (Cash)</u>: The Company will provide you with a cash incentive of \$500,000 payable as a lump sum within 30 days of your hire date and a second cash lump sum payment of \$500,000 payable within 30 days following your one-year anniversary date of employment, provided

If you resign from U. S. Steel prior to your one-year anniversary, you agree that you will not be eligible to receive the second cash payment of \$500,000.

Additional Hiring Incentive (Cash): In recognition that you will be forfeiting near-term cash and equity incentives from your prior employer, the Company will provide you with an additional cash incentive of \$3,000,000 payable as a lump sum with your March 2023 paycheck.

You agree that if

<u>Employee Benefits</u>: You will be eligible to participate in retirement, savings, health and welfare benefit plans, including short-term and long-term disability programs. Outlined below are highlights of the retirement programs and additional benefits you will be eligible to receive based on your level.

- (1) Vacation: At the Senior Vice President level, you will be eligible to receive five weeks of vacation annually. In 2022, your vacation will be prorated based on your hire date.
- (2) Retirement Account: You will participate in the Retirement Account under the Savings Fund Plan for Salaried Employees and be eligible for monthly company contributions in the amount of 4.75% to 8.5% (based on your age with the maximum 8.5% applying upon reaching 45 years of age) of your base salary. You will participate in a non tax-qualified restoration plan (th respect to the portion of the company contributions to your Retirement Account that cannot be made due to certain Internal Revenue Code (IRC) limitations. In general, you will vest in your Retirement Account under the Savings Fund Plan and your account under the Non-Tax Qualified Retirement Account Program after you complete three years of continuous service.
- (3) Company Matching Contributions: You will be eligible to make employee contributions on a pre-tax and/or after-tax basis to the Savings Account under the Savings Fund Plan for salaried employees not to exceed 16% of your base salary subject to limitations under the IRC. You will also be eligible for company contributions that match 100% of your employee contributions up to 6.0% of your base salary (subject to the IRC limitations.) You will participate in a non tax-qualified restoration plan (the

Cash incentive payments made pursuant to this Agreement will not be treated as covered payments will be subject to applicable tax withholding and other mandatory reductions.

This offer of employment is contingent upon your successful completion of a background check, verification of work authorization and pre-placement drug screening. As a condition of your employment, you will also be required to execute a confidentiality and non-compete agreement. You will be subject to all applicable company policies and procedures, including but not limited to, the Code of Ethical Business Conduct. More information about policies and procedures will be provided to you upon commencement of your employment.

If you accept this offer of employment, you will be an employee-at-will, meaning that either you or the company may terminate the employment relationship at any time for any reason, with or without cause. Any statements to the contrary that may have been made to you, or that may be made to you, by the company, its agents or representatives are superseded by this offer letter. Nothing will change the at-will status of your employment except for a written agreement signed by yourself and an appropriate officer of the company.

If you agree to accept this offer of employment, please countersign this letter and return it to me. I sincerely hope you will accept this employment offer. We look forward to working with you at United States Steel Corporation.

	Very truly yours,
	Barry Melnkovic Senior Vice President & Chief Human Resources Officer
Accepted by:	
Jessica Trocchi Graziano	Date

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ÍÂA FŒWQÖAÐÀAÐVÛÛQÙÙÂAÔÒÛÙQØÝAÙPŒÙÊ

- BÀ ÍAPŒWÒAÛÒWOÒXÒÖAÙPOÜAÚVŒÛÙÒÛSÝAÛÒUÞÛÙAÞTAHÞÛ ŠABÃÄKAÞØANTOÙÒÖAŁ ÙŒÌÒÜAŁ ÜÒÒSA€ÞÛUÞÛŒÙÞTĒ
- CÀ ĐŒÜÒĞAÞTA ŠÝARTÞXSÒĞŐÔÁAÙPQÜAÜÒUÞÛJAÖÞÖÜATÞÍJAÔÞTÌŒQTAŒTÝAVTÚÚVÒAÜÜŒÜÒ ŠÒTÙAÞØAŒA ŠŒÌÒÛQŒSAŒĞŪJAÞÛAÞŠQJAÜÞAÜÜŒÜÒAŒA ŠŒÌÒÛQŒSA ØŒŶŮATÒÔÒÜÜŒŰÝAĬJÞA ŠŒRÒAÙPÒAÜÜŒÜÒ ŠÒTÜÜA ŠŒÖÒÁATÞÍJA ŠQÜSÒŒĞQTŐAXŴPAŨŎÜJOÔŬJAÙÞAÌPÒAUJÒÜJÞÖAÔÞWÒŨÖÄÓÝAĎPQÜAŰÖUÞÜJĒ
- ÇÀ ĐŒÜÒĞAÞTA ŠÝARTÞXSÒĞŐÒÂAÙPÒAØITŒTÔŒSAÜÜŒÌÒ ŠÒTÙÜÂAŒTĞAÞŮPÒÛAØITŒTÔŒSAITØÞÛ ŠŒÌŪÞTAITÔSVÖÒĞAITAÙPIÜAÛÒUÞÛÛÂAØŒÛSÝAUÛÒÜÒTÙAITA
 ŒSSA ŠŒÏÒÛÛŒSA ÛÒÜUÒÔÛÜA ÜPÒA ØITŒTÔŒSA ÔÞTĞIÙŪÞTÂA ÛÒÜVSÌÜA ÞØA ÞUÒÛŒÜÞTÜA ŒTÖA ÔŒÜPA ØSÞXÜA ÞØA ÙPÒA ÛÒĞŪÜÛŒTÙA ŒÜA ÞØÂA ŒTÖA ØÞÛÂA ÙPÒA
 UÒÛÞÖÜAUÛÒÜÒTÙÒĞAUTAÌPPÜÜAÛÒUÞÍÙÉ
- DÀ MPÒA ŮÒÕÕÜÙÚŒTÙZŰA ÞŮPÒÛA ÔÒÚÙWÝYTŐA ÞMOÔÔÚA ŒTÖA ÍA ŒŰÒA ÛÒÜUÞTÜLÓSÒA ØÞÛA ÖÜÜŒÓSYÜPYTŐA ŒTÖA ŠŒYTŮŒYTYTŐA ÖÜÜÔSÞÜVÛÒA ÔÞTÙÚÞSŰA ŒTÖA UÚÞÔÖÖVŮÒÜAÆŒÜAÖÒMTÒÖAYTAGYÔPŒTÕÒAÈÔÚA LVSÒÜABÇŒĀBEÆÒÁAŒTÖABEÖĀBEÆÒÁÁAŒTÖAYTŮÒÚTŒSAÔÞTÙÚÞSAÞWÒÚAMTŒTÔÆSAÛÒUÞÛÙTÕAÆŒÜA
 ÖÒMTÒÖAYTAGYÔPŒTŐÒAÈÔÚA LVSÒÜABÇŒĀBEÆVÁÁÆTÖABEÖĀBEÆVÁÁAÐÚAÚPÒAŮÖÕÜÜÚŒTŮAŒTÖAPŒWÒÉ
 - ŒÁA FÒUNŌTÒÖA ÜVÔPA ÖNÜÔSÞÜVÚÒA ÔÞTÙÚÞSÜA ŒTÖA UÚÞÔÒÖVÚÒÜÁA ÞÚA ÔŒVÜÒÖA ÜVÔPA ÖNÜÔSÞÜVÚÒA ÔÞTÙÚÞSÜAŒTÖA UÚÞÔÒÖVÚÒÜA ÚÞA ÓÒA
 ÖÖÜNŌTÒÖA VTÖÒÚA ÞVÚA ÜVUÒÚMUÜNÞTÁA ÚÞA ÒTÜVÚÒA ÚPŒÌA ŠŒÌÒÚNŒSA NTØÞŮŠŒÌNÞTA ÚÒSŒÌNTŎA ÚÞA ÚPÒA ÚÒŌNÜÚÚŒTÚÁA NTÔSVÖNTŎA NÜÜA
 ÔÞTÜÞSNÖŒÌNÒÖAÜVÓÜNÖŒÛNÔÜÁNÜA ŠŒÖÒARTÞXTAÚÞA VÜAÓÝA ÞÙPÒÛÜA XNŮPNTAÚPÞÜÒA ÒTÜNNÒÜÁA UŒÛNÔVSŒÛSÝAÖVÛNTÕAÚPÒA UDÔNÞÖANTA
 XPÔŌPAÚPOÜAÛNDÜAÓÖNTŐAUÚÒUŒŰÔÖĒ

 - ÔÁA GWŒ\$VŒÌÒŎAŮPÒAÒMÔÔŴWÒTÒÜÜA ÞŒĀÚPÒAÛÔŌŒÜÛÛŒTŮZÜAÖŒÔ\$ÞÜVÛÒAÔÞTŮŰÞ\$ÜAŒTÖAUÛÞÔÒÖVÛÔÜAŒTÖAUÛÒÜÖTÙÒÖAŒTAÙPŒĀÛÛÛÛDĐÛÌĀ

 ÞVŰAÔÞTÔ\$VÜQÞTÜAŒÓÞVÙAÙPÒAÒMÔÔÙWÒTÒÜÜAÞŒĀŬŮPÒAŌŒŰÔ\$ÞÜVÛÒAÔÞTŮÜÞ\$ÜAŒTÖAUÛÞÔÒÖVÛÔÜÂÆÜAÞŒŮPÒAÒTÖAÞŒÌPÒAUÒÛÞÖA

 ÔÞWÔŮÒÖĀÓÝAŮPŒĴĀÔUÞÜÀÓŒÜÒÖAÞTAÜVÔPAÒWŒ\$VŒÜÞTĒÆTÖ

€ I ÍGHAHÍ Ì È Ì €ÍÈ ÏAJHHÍ€GŁA€GŁNÍHÍ€ÈNÍJ Ì

ÍÂA€PÛQÜÙQTÒAMÀAÐÛÒWÒÜÂAÔÒÛÙQØÝAÙPŒÙÊ

- BÀ ÍAPŒWÒAÛÒWÔXÒÖAÜPÜÜAÚVŒŨÙÒÛ\$ÝAÛÒUÞÛÙAÞTAHÞÛ ŠABÃĀ LAÞØAÑTÜÒÖAMÙŒÙÒÜAMÙÒÒ\$A€ÞÛUÞÛŒÙÞTĒ
- ÇÀ ĐŒÜÒĞAÞTA Š ÝARTÞXSÒĞÕÁÁNIPÒAØITŒTÔŒSAÜNŒÑÒ Š ÒTNÜÄAŒTĞAÞÍPÒÚAØITŒTÔŒSAUTØÞÛ Š ŒĬŪÞTAŪTÔSVÖÖĞAŪTAŬPQÜAÑÒUÞŰÑÁAŒŒŪSÝAUÛÒÜÖTÜAŪTA ŒSSA ŠŒĬŎŮŒSA ŨŎÜUÒÔNÜA ÚPÒA ØITŒTÔŒSA ÔÞTÖQÚÞTÁA ÛÒÜVSÌÜA ÞØA ÞUÒÚŒĬŪÞTÜA ŒTÖA ÔŒÜPA ØSÞXÜA ÞØA ÚPÒA ÛÒÕQÜÜÚŒTÌA ŒÜA ÞØÁA ŒTÖA ØÞÁA ÚPÒA UÌÔÜÐÖÜAU ÚPÒA UÌÔÜÐÖÜAUTAÚPQÜAÑÒUÞÍÚF
- - ŒÁA FÒUQÕTÒÖA ÜVÔPAÖQÜÔSÞÜVÜÒAÔÞTÙÜÞSÜAŒTÖA UÜÞÔÒÖVÜÒÜÁAÞÜAÔŒVÜÒÖAÜVÔPAÖQÜÔSÞÜVÜÒAÔÞTÙÜÞSÜAŒTÖA UÜÞÔÒÖVÜÒÜAÜÞAÓÒA
 ÖÒÜQÕTÒÖA VTÖÒÜA ÞVÛA ÜVUÒÜWQÜÞTÁA ÜÞA ÒTÜVÜÒA ÜPŒÌA ŠŒÌÒÜQŒSA QTØÞŮŠŒÌQÞTA ÜÒSŒÌQTÕA ÜÞA ÜPÒA ÜÒÕQÜÜÜŒTÜÁA QTÔSVÖQTÕA QÜÜA
 ÔÞTÜÞSYÖŒÌÒÖAÜVÓÜQŒÇÜÒÜÁAQÜA ŠŒÖÒARTÞXTAÜÞAVÜAÓÝAÞÙPÒÜÜAXQÜPYTAÜPÞÜÒAÒTQÜQÒÜÁAUŒÛÜÔVSŒÛSÝAÖVÛQTÕAÜPÒAUÒÜQÞÖAQTA
 XPQÔPAÜPQÜAÜÒUÞÜÄQÜAÓÖŢÕAUÜÒUŒÜÒÖĒ
 - Ο΄ΑΑ ΓΟ Ο ΙΟ ΤΟ ΘΑΙΤΙΟ Ο ΤΟ ΕΝΑΓΙΟ Ο ΤΟ ΕΝΑΓΙΟ Ο ΕΝΑΓΙΟ
 - ÔÁA GWŒ\$VŒĬÒŎAŮPÒAÒMÔÔŴMÒTÒŰŰAÞØAŮPÒAŮÔÕÑŰŮŮŒTŮĬŰAÖÑŰÔ\$ÞŰVŰÒAÔÞTŮÚÞ\$ŰAŒTÖAUŮÞÔÒÖVŰÒÜAŒTÖAUÛÒÜÖTÌŮÖÖAÑTAÙPſŰAÚÒUÞÛÜA

 ÞVŮAÔÞTÔ\$VŰŊÞTŰAŒÓÞVŮAŮPÒAÒMÔÔŴMÒTÒÜŰAÞØAŮPÒAÖŊŰÔ\$ÞŰVŰÒAÔÞTŮÚÞ\$ŰAŒTÖAUÚÞÔÒÖVŮÒŬÁAŒŰAÞØAŮPÒAÒTÖAÞØAÙPÒAUÒŴÞÖA

 ÔÞMÒŮÖÖAÓÝAŮPſŰAŮÒUÞŮÀÓŒŰÒÖAÞTAŰVÔPAÒWŒ\$VŒŴÞTÉAŒTÖ
 - ÖÁA FQÜÔSÞÜÒÖA QTA ÙPQÜA ÛÒUÞÛÙA ŒTÝA ÔPŒTÕÒA QTA ÙPÒA ÛÒÕQÜÜÛŒTÙZÜA QTÙÒÛTŒSA ÔÞTÙŮÞSA ÞWÒÜA ØQTŒTÔQŒSA ÛÒUÞÛÙQTÕA ÙPŒÙA ÞÔÔVÛÛÖÖA
 ÖVÛQTÕAÙPÒAÛÒÕQÜÜÜŒTÙZÜA Š ÞÜÜAÛÒÔÒTÙAØÜÛŒSAÚVŒÛÙÒÚAÆÜPÒAÛÒÕQÜÜÜŒTÜZÜAØÞVÛÙPAØÜÔŒSAÚVŒÛÙÒÛAQTAÙPÒAÔŒÜÒAÞØAŒTAŒTTVŒSA
 ÛÒUÞÛŮÁAÙPŒÙA PŒÜA Š ŒÌÒÛQŒSSÝA ŒØÔÔÜÒÖÂA ÞÛAQÜAÛÒŒÜÞTŒÓSYA SIRÒSÝA ÜÞA Š ŒÌÒÛQŒSSÝA ŒØÔÔÜÁA ÙPÒA ÛÒÕQÜÜÛŒTÙZÜAQTÌÒÛTŒSA ÔÞTÙÛÞSA
 ÞWÒÚAØTŒTÔŒSAÚÒUÞÛÙTŌĒAŒTÖ
- - ŒÁA ÈSSAÜŰŐTLIMÔŒTŮAÖÒMÔÛÒTÔLÔÜAŒTÖA ŠŒŮÔÛLŒSA XÒŒRTÒÜÜÔÜAŬTAÙPÒAÖÔÜLŐTAÞÛAÞUÒÛŒÜDÞTAÞMATÙÔŮTŒSAÔÞTŮÚÞSAÞWÔÚAMTŒTÔLŒSA ÛÒUÞÚŮLTŐA XPLÔPAŒÛÒAÛÒŒÜÞTŒÓSÝASIRÒSÝAÜÞAŒÖWÔŮÜÖSÝAŒMÔÔŮAÙPÒAÛÒÕÜÜÚÚŒTŮZÜAŒÓLSÚÝAÙÞAÛÒÔÞÚÖÁAUÚÞÔÒÜÜÁAÜV Š ŠŒÛŢŶÒA ŒTÖAÛÒUÞÚÚMTŒTÔLŒSATTØÞŮ ŠŒŴÞTĒAŒTŎ

GÎÏIÍÁIÓIGOÑÏŒIAKÍÍÏGIM GIMÑÏÍÏG€ÑÏKJALOMNO€JÑAÑK BÊAOÀNÀGÀANIGÑÏKJABÇEÃ

ĬÂĸĦÔX\$ØĸFÅĸFWŨŰ\$WÂĸĹŰÕÙ\$ØŐÞŸĸÔÞØĸGR\$ŎPĸŢÝÕÒW\$XŎĸĶP\$ŶŎŨĸŪŖŎĿ\$ŸŐØĸŊŶÔŶŐŨĸŊŶŐŎ\$ĸĠŪŰÚŨŮÔY\$ŪĿŶŔŶŎŨŸĸŸŖŶŖŶŔŶŔ

- ÆBÁ ÑRŐA Ł WÔŪVÕŪŠŸA MÕÚUŪVA UÞA Í UŪ⊤A BÃÁŁA UPA OÞSVÕØA NVÔVÕÙA NVÕÕŠA GUŪÚUŪÔVSUÞA PUŪA VRÕA ÚÕŬSUØA ÕÞØSÞQA Ì WÞÕA ÇÃÁA CÃCCÁA PWŠŠŸA
 ÒU⊤ÚŠSÕÙAYSVRAVRÕAÜÕÛWSŪÕTÕÞVÙAUPAÙÕÒVSUÞABÇÆÔÁAUÜABEÆØÁAUPAVRÕANÕÒWŪSVSÕÙA I ÝÒRÔÞQÕÆÒVAUPABËÇDÐAÔÞØ
- ÆCÁ ÑRÕA SÞPUÜ T ÔVSUÞA ÒUÞVÔSÞÕØA SÞA VRÕA PUÜÕQUSÞQA ÜÕÚUÜVA PÔSÜŠŸA ÚÜÕÙÕÞVÙÂA SÞA ÔŠŠA T ÔVÕÜSÔŠA ÜÕÙÚÕÒVÙÂA VRÕA PSÞÔÞÒSÔŠA ÒUÞØSVSUÞA ÔÞØA
 ÜÕÙWŠVÙAUPAUÚÕÜÔVSUÞÙAUPAOÞSVÕØANVÔVÕÙANVÕÕŠAGUÜÚUÜÔVSUÞÀ

ÅÙÅAHÔXSØAFÀAFWÜÜSW

HÔXSØAFÀAFWÜÜSW LÜÖÙSØÕÞVAÔÞØAGRSÕPA I ÝÕÒWVSXÕAKPPSÒÕÜ

Ì WŚŸACËÂACÃCC

€A ÙSQÞŐØA UŪSQSÞÔŚA UPA VRSÙA YŪSWŐÞA ÙVÔVÕ T ÕÞVA ŪÕÛWSŪÕØA ÖŸA NÕÒVSUÞA ËÃÉA UPA VRÕA NÔŪÖÔÞÕÙÄKÝŚÕŸA€ÒVA UPA CÃÃCA RÔÙA ÖÕÕÞA ÚŪUXSØÕØA VUA OÞSVÕØA NVÔVÕÙA NVÕŐŚA GUŪÚUŪÔVSUÞA ÔÞØA PWŪÞSÙRÕØA VUA VRÕA NÕÒWÜSVSÕÙA ÔÞØA I ÝÒRÔÞQÕAGUT T SÙÙSUÞAUŪASVÜAÜVÔPPAWÚUÞAŪÕÛWÕÙVÅ

GÍÎHIAIÎJ€JG΀ÌAKIIÎGHM GHMNÎIÎG€ÑÎKJALOMNO€JÑAÑK BÊAOÀNÀGÀANHGÑÎKJABÇEÃ

ÎÂAGQÛRÜIRTØANÀAFÛØWØÜÂANØTRÞÛAŒRÖØALÛØÜRÒØTÙAÓTÒAGQRØGA I RTÓTÖRÓSAKÓRÖØÚAÞÐAOTRÙØÒANÙÓÚØŰANÙØØSAGÞÛUÞÚÓÚRÞTÁAÖØÚÙRÚÝAÙQÓÚÈ

- ÆBÁ ÑQØA Ł VÓÛÌØÛSÝA MØUÞÛÌA ÞTA TÞÛ ŠA BÃÁŁA ÞŌA OTRÌØÒA NÌÓÌØÜA NÌØØSA GÞÛUÞÛÓÌRÞTA ŌÞÛA ÌQØA UØÛRÞÒA ØTÒRTPA Ï VTØA ÇÃÁA CÃCCÁA ŌVSSÝA
 ÖÞŠUSRØÜAXRÌQAÌQØAÛØÚVRÛØŠØTÌÜAÞŌAÜØÖÌRÞTABÇÆÓÁAÞŌAÞĎAÐĒÆÖÀAÞŌAÐÜAHVÖQÓTPØÆÖÏAÞŌABĒÇÐÐAÓTÒ
- ÆCÁ ÑQØARTŌÞÛŠÓÙRÞTA ÖÞTÙÓRTØÒARTA ÙQØA ŌÞÛØPÞRTPA ÛØUÞÛJA ŌÓRÛSÝA UÛØÜØTÜÜÂARTA ÓSSA ŠÓÙØÛRÓSA ÛØÜUØÖJÜÂA ÙQØA ŌRTÓTÖRÓSA ÖÞTÒRÌRÞTA ÓTÒA
 ÛØÜVSÌÜAÞŌAÞUØÚÓJRÞTÜAÞŌAOTRÌØÒANÌÓÙØÜANÌØØSAGÞÛUÞÚÓJRÞTÀ

ÅÜÅAGQÛRÜÙRTØANÀAFÛØWØÜ

GQÛRÛÛRTØANÀAFÛØWØÜ NØTRÞÚAŒRÖØALÛØÜRÒØTŮAÓTÒAGQRØÍA I RTÓTÖRÓSAKÔRÖØÛ

Ï VSÝACËÂACÃCC

€A ÜRPTØÒA ÞÛRPRTÓSA ÞŌA ÙQRÜA XÛRÙÚØTA ÜÜÓÙØ ŠØTÙA ÛØÚVRÛØÒA ÔÝA NØÖÜRÞTA ËÃÉA ÞŌA ÙQØA NÓÛÔÓTØÜÄKYSØÝA €ÖÙA ÞŌA CÃÃCA QÓÜA ÔØØTA UÛÞWRÒØÒA ÙÞA
OTRÙØÒA NÙÓÙØÜA NÙØØSA GÞÛUÞÛÓÜRÞTA ÓTÒA XRSSA ÔØA ÛØÙÓRTØÒA ÔÝA OTRÙØÒA NÙÓÜØÜA NÙØØSA GÞÛUÞÛÓÜRÞTA ÓTÒA ÖVŰTRÜQØÒA ÙÞA ÙQØA NØÖVÛRURØÜA ÓTÒA
HYÖQÓTPØAGÞŠ ŠRÜÜRÞTAÞÚARŮÜAÜÜÓÑAVUÞTAÚØÚVØÜÙÀ

LRTØAÁ Í ØÒØÛÓSA LRTØAÑ ÔÔØÙYAÔTÔ Î ØŎSIQAGÒ ŠRTRÜÜÛÓÜRÞT AÄ LÑ Î GÀÄÏ I À	OÞÚÓSAÆAÞÓ ÑRPTRÓRÖÖTÚRÁ ÑVÖÜÚÓTÚRÓS WRBSOURÞTÜ VTÖØÚA ÝÇCÉÁÓÀA ^{ÁOÁ}	OÞŮÓSAÆAÞÓ ÞŰÖØÜÜ VTÖØÜ ÝÇCÉÄŌÁI ^{ÄÓÁ}	OĐỊĆ SAÆA ÞỘ VT X Ó WÔT TƯỚC SƠ Q Ó SV ỦƠ O MƯỚC THÝ ĐỊĆ SƯƯỚC TO M VỊC É Ả ĐẢ MÃO M ÝÇ CẾ Ả ĐẢ MÃO M MI TO MA MA MA MA MA MA MA MA MA MA MA MA MA	OĐŮĆSAÆAÞÔ WRÞSÔVRÞTŮ VTÒØŮ ÝÇÇGĀÔĀĀDÀA ^{ĀGĀ}	OÞÙÓSAÆAÞÔ ÞÜÖØÜÜ VTÖØÜ ÝÇCÈÄÖÀÑ ^{ÄÓÀ}	OÞÍÓMÒÞSÓÚ WÓSVØAÞÓ UÍÞUÞÍÐÓ ÓÜÜØŰÜŠØTIŰ ÓUЊ LÑÎG	OÞÙÓSAÆAÞÍ ŠÆTRTP ŮØSÓÙØÒ ĨÓÙÓSRÜRØŬ	NØÖØRWØÒ Ł ÞĮKÖØAÞÓ MÖÙØŬTAÞÓ ŒÞSÓIRÞTÜ VTÖØÜ ÝÇCÉÄØÀĸ ^{ÄÖÄ} ÄÝØÜBTÞÄF	NØÖØRWØÒAŁ ÞŮRÖØ ÞŨAMÞÚØTIRÖSAÍÐ QÓWØAMÓÚJØÚT VTÖØÚÁ ÝÇCÉÄØÁA ^{ÁÓÁ} A ÄYØÜBTÞÁF	OÞÚÓSAÆAÞÍAKØPÓS GÖURÞTÜAMØTÖRTP XRIQAÍQØA L RTØ NÖÚBÚYAÖTÖ Î ØÓSIQANØWRØX HÞŠ ŠRÜÜRÞTAÓU ÞÓAKÓÜUA I ÓYAÞÓ MØÜRÞÓA	KØPÓS GÖVRÞTÜ ITRURÓUØÓ I VVRTP MØVRÞÒ	KØPÓS GÖMÞTÜ NØÜÞSWØÒ I VÜRTP MØÜRÞÒ
LÙÃAÏÛÞT ÄDÇCCÐDCÅADÇCCDÐDÀ	A EDA	Ÿ	Ÿ	Ÿ	Ç	ÁËCCÅËDD	Ÿ	ΤÞ	ΤÞ	ÇÇÊ	ÇÇÊ	Ÿ
JØØXÓÙRT ÄDÇCEEÊDÀ	A EA	Ÿ	Ÿ	Ÿ	Ÿ	ÁÊÐÅÊEE	Ÿ	ΤÞ	ΤÞ	Ÿ	Ÿ	Ÿ

NØÍØÛØTÖØÜÀÜÞAÑØÖÌRÞTATVŠÔØÜÜÁÓÛØÀÜÞAÜØÖÜRÞTÜÁÞÁÀÙQØÁ Í ØÒØÛÓSA LRTØÁÑÓÍØÙYÁÓTÒA Î ØÓSÙQAGÖÜÁÞÁÇ€ÈÈÁ ĬTÖSVÒØÜÁÓSSÁØPÓSÁÓÖRÞTÜÁUØTÒRTPÁÖØÍÞÚØÁÚQØÁ Í ØÒØÚÓSA LRTØÁÑÓÍØÙYÁÓTÒA Î ØÓSÜQANØWRØXÁHÞŠ ŠRŰÜRÞTÁÀÚÞPØÙQØÚAXRÚQÁÚQØÆGÒ ŠRTRÜÜÚÓRWØÁKÓXAÌ VÒPØÜÁÚQØÚØÞÁÁÁÞÚÁØÓÖQAÞÁÆÞVÚÆÚÞTAÞÚØÆÞUØÚÓÍRÞTÜÁAQQØÜØÁ ÓÖÜRÞTÜÁŠÓYAQÓWØÁÔØØTARTRÍRÓIØÓARTAUP
ÖSA AÆÉÈÁ