

; fcj Y`UbX/ , \$' - /g'6c`X`A cj Y. '8Uf_G_m
F YhfcZ]hg`Dfca]gYg`GUj]b[g`UbX`GhUfg°

; fcj Y`UbXž: @ž`U]a g`Zcf'8Uf_'G_m'7ca a i b]hm'Wfh]Z]WUh]cb
]b`&\$&) žfYXi W]b[``][\h'dc``i h]cbž'gUj]b[`Wcghgž`UbX
dfca ch]b[`bUhi fY"



; fcj Y`UbXž: `cf]XUž`I G5`!`đ gh`U`Wc`i d`Y`cZ`mYUfg`UZhYf`gYW f]b[
h\Y`h]h`Y`cZ`h\Y`Z]fgh`Wfh]Z]YX`đhYfbUh]cbU`'8Uf_G_m'7ca a i b]hm]b
: `cf]XU`UbX`h\Y`gci h\YUghYfb`I b]hYX`GhUhYgž; fcj Y`UbX`]g`cb`h\Y
ZUgh`hfUW`hc`Zi fh\Yf`Yb\UbW`]hg`Wc`a`a]ha Ybh`hc`dfYgYfj]b[`h\Y
b][\h'g_m`H\Y`cWU``[cj Yfba Ybh`]g[YUf]b[`i d`hc`fYhfcZ]h+, ' `W]hm!
`YUgYX``[\h]b[`Z]i hi fYg`]b`Ub`YZcfh`hc`a]b]a]nY``[\h'dc``i h]cb
UbX`dfca chY`bUhi fU`XUf_bYggž`U`j]hU`Wc`a dcbYbh`Zcf`h\Y`\YU`h\
cZVch\`cWU`YWcgmghYa g`UbX`h\Y`Wc`a`a i b]hmg`ei U`]hmcZ`]ZY`"5g
XYhU]`YX`]b`8U]`m'7ca a YfW]U`žh\YgY`d`Ubg`k]``VY`U`\ch`hcd]WUh
h\Y`i dWc`a]b[`7]hm'7ci bW]`a YYh]b["

K]h\`h\Y`U]a `hc`gUj Y`h\Y`W]hmg`Vi X[Yh`k`\]Y`a U]bhU]b]b[`h\Y
VYUi hmcZ`h\Y`b][\h'g_mžfYhfcZ]hh]b[`k]``m]Y`X`a cbh\`mgUj]b[g

Ygh]a UhYX`Uh~ +- %"%* ž`W`a]bUh]b[]b`Ufci bX` - ž(- ' "- &`mYUf`m"
Cj Yf`h\Y`Wci fgY`cZ`h\Y`bYI h`XYWUXYž`hUI dUmYfg`ghUbX`hc`VYbYZ]h
Zfca`Ub`ja dfYgg]j Y`dfc`YWhYX`hc`hU`gUj]b[g`cZ`UddfcI]a UhY`m
~ - (ž- ' - "&\$`"<ck Yj Yfž`bUj] [Uh]b[`h\YgY`k UhYfg`Ugb h`VYYb
k]h\ci h`]hg`WU`Yb[Yg`"K \`]Y`gca Y`Wca a i b]hmia Ya VYfgž`_]Y
: fYX`@Ufgcb`Zfca`?YYd`; fcj Y`UbX`<cbYghž`UfY`g_Ydh]WU`UbX
Uf[i Y`h\Uh`gi W\`]b]h]Uh]j Yg`X]j Yfh`bYWWggUfmZ`bXg`Zfca`Wf]h]WU`
]bZfUghfi Whi fYž`W]hm`cZZ]W]U`g`UfY`cdh]a]gh]WUVci h`Wc`UVcfUh]j Y
YZcfhg`a cj]b[`Zcfk UfX"

7ca a i b]hm`9b[U[Ya Ybh`UbX`8Uf_`G_m
9j Ybhg

H\Y`cWU`[cj Yfba Ybh]g`ZcghYf]b[`U`gYbgY`cZ`Wca a i b]hmUfci bX
h\Y`8Uf_`G_m`b]h]Uh]j Y`"b`: YVfi Ufmž; fcj Y`UbX`k]``\cgh`]hg
ZUa YX`GhUf`DUfhmž`]bj]h]b[`fYg]XYbhg`hc`Wca Y`hc[Yh\Yf`UbX
Yb[U[Y`k]h\`h\Y`b][\`hg_m`H\]g`Yj Ybh`bch`cb`mdfca chYg`h\Y
Ughfcbca]WU`k cbXYfg`UVcj Y`Vi h`U`gc`fY]bZcfWg`h\Y`W]hmg
Wca a]ha Ybh`hc`h\Y`8Uf_`G_m`b]h]Uh]j Y`"Hc`Z fh\Yf`XYYdYb
i bXYfghUbX]b[`cZ`][\`h`dc`i h]cb`UbX`]hg`YZZYWhgž`U`j]fhi U`
Wca a i b]hm`k]XY`k cf_g\cd`]g`gWXYXi`YX`Zcf; YVfi Ufm&(h`"
5hhYbXYYg`k]`XY`j Y`]bh`hc`d]Wg`]Y`XUf_`g_m`hci f]ga`UbX`h\Y
]a dfYgg]j Y`WcbgYfj Uh]cb`YZZcfhg`Vc`ghYf]b[; fcj Y`UbX`g`]b]h]Uh]j Yž
Ug`ci h]bYX`cb`h\Y`W]hmg`cZZ]W]U`k YVg]hY`**YfY**"

@cWU`ghU_Y\c`XYfgž`]bWi X]b[`A UXY`]bY`A Uh\]gž`h\Y`8Uf_`G_m
7cbgi`hUbhž`UbX`GhYj Yb`A]`Yfž`U`XY`Y[UhY`Zfca`h\Y`7YbhfU`
: `cf]XU`b`hYfbUh]cbU`8Uf_!G_m`5ggcW]Uh]cbž`UfY`YggYbh]U`Z[i fYg
]b`h\]g`hfUb`gZcf`Uh]j Y`YZZcfh`H\Y]f`YI dYfh]gY`]g`a U_]b[`U
dU`dUV`Y`X]ZZYfYbW`ž`g\ck WUg]b[`ck`Wca a i b]h]Yg`WUb`i b]hY`Zcf
h\Y`Wca a cb`[cU`cZ`dfYgYfj]b[`bUhi fU`XUf_bYgg"

H\Y`6fcUXYf`7cbhYI h`cZ`8Uf_`G_m
7cbgYfj Uh]cb

H\Y`i f[YbWm`VY\]bX; fcj Y`UbX`g`]b]h]Uh]j Y`]g`k Y`!d`UW`X`5
ghU[[Yf]b[; \$I`cZ`h\Y`[`cVU`dcdi`Uh]cb`WUb`bc`cb[Yf`WUhW

g][\h'cZ'h\Y'A]'_m'K Um'Xi Y'hc'g_m[`ck 'Zfca 'dccc'`][\h]b[
W\c]W\gž'k \]W\ 'gYYg'Ub 'Ubbi U`']bWfYUgY'cZ'UddfcI]a UhY`m%\$ı " 5g'\]
[\`][\hYX'Vm'h\Y'8Uf_ 'G_m'7YbhYfž'gi W\ 'W\Ub[Yg']b'ci f
b][\h'g_m'UfY' bch'ŧ gh'U`'cgg'cZ'VYUi hm'h\Ym'UfY'YfUg]b['ci f
g\UfYX'\Yf]hU[Y'UbX']a dUWh]b['W' 'hi fU`'bUffUh]j Yg'g\UdYX'Vm
W\Ygh]U`'k cbXYfg"'5g'\i a Ubgž'ci f'[UnY'\Ug`'cb['VYYb'X]fYWhYX
hck UfX'h\Y'ghUfgž']bgd]f]b['Wci bhYgg'ZUW'hg'cZ'Ufh'UbX'gW]YbW\
h\fcI [\ci h'\]ghcfm"'5'WYUf'b][\h'g_m'igYfj Yg'Ug'U'WUbj Ug'Zcf'ci f
W f]cg]hmž']`i a]bUh]b['dUh\g'hc' [fYUhYf'i bXYfghUbX]b['cZ'ci f
i b]j YfgY"

⌘; fcj Y`UbXž'YZZcfhg'UfY'UZcch'bch'ŧ gh'hc'gUj Y`'] [\h'UbX'a cbYm
Vi h'U`gc'hc'\cbcf'ci f'fY`Uh]cbg\]d'k]h\ 'h\Y'bUhi fU`'k cf'X"'6ch\
WcbgYfj Uh]cb'UbX'Wca a i b]hmYb[U[Ya Ybh'k cf_'\UbX']b'\UbX'hc
Ybgi fY'h\Uh'; fcj Y`UbX'fYa U]bg'U'VYUWcb'cZ'XUf'_g_m
dfYgYfj Uh]cb U'hfi Y'[Ya 'cZ': `cf]XU'h\UhYbWci fU[Yg'i g'U``hc
'cc_'i d'UbX'fYWcbbyWh'k]h\ 'h\Y'Wcga cg"

5g'h\Y'W]hm'a cj Yg'Zcfk UfX'k]h\ ']hg']b]h]Uh]j Ygž']h'XcYg'gc'k]h\ U
j]g]cb.'cbY'k \YfY'bUhi fU`'b][\h'g_]Yg'UfY' bch'ŧ gh'dfYgYfj YX'Vi h
W\YVfUhYX"'H\YfY g'Wfhu]b`migca Yh\]b['hc'VY'gU]X'Zcf'h\Uh"

8YhU]`g	
Cfh	; fcj Y`UbXž': `cf]XUž'I G5
E i Y`Yb	<ul style="list-style-type: none">• k k k "XU]`mWca a YfW]U`"Wca• [fcj Y`UbX!Z"[cj• XUf_g_mWbhYf"cf[

6Ygi W\Yb'G]Y'i bg'Ui Z.'a Y]b!k]Yb"bYh