

< Yfc]W8Ydi hm'GUj Yg'6UVm'Zfca '8fi [!
9bXUb[YfYX'DUfYbhg']b'Jc'i g]U°

GYa]bc`Y'7ci bhm`Uk `YbZcfW`a Ybh'fYgdc bXg'hc`U`VUVm']b
X]ghfYgg/'\][\`][\hg'cb[c]b[`cd]c]X'Wf]g]g'UbX'Wf]h]WU`
]bhYfj Ybh]cb`YZZcfhg"



&\$-) '9"BYk `Mc f_`5j Yž'8Y`UbXž: @ž'! G5`!`b'h\Y`YUf`m\ci fg
cZ'CW`hVYf'&(ž`&\$&(ž`U`Yfc]WUWhi bZc`XYX`]b'Jc'i g]U`7ci bhm'h\Uh
\Ug[UfbYfYX`g][b]Z]WUbh'UhYbh]cbž'bch'† gh`cWU`mž'Vi h'UWfcgg
h\Y`bUh]cb"5h'Ufci bX"'.%) `5A ž'8Ydi hm'6`U]bY`@Yk]g'fYgdc bXYX
hc`U`\Uffck]b[`gW`bY`]b'h\Y`dUf_]b[``ch'cZ`U`7]fWY`?`W`bj Yb]YbW`
ghc'fYž`cWUhYX`Uh&\$-) '9"BYk `Mc f_`5j Y""5b', !a cbh\!c`X`VUVm
k Ug`Zci bX`Wfm]b[`UbX`U`cbYž'ghi W_]b`U`WUf`k \]Y`h\Y`W\]X g
WUfY[]j Yfg`k YfY`i bfYgdc b]j Y`]b'h\Y`ZfcbhgYUh"8Ydi hm`@Yk]g
hcc_]a`a YX]UhY`UWh]cbž'fUdd]b[`cb'h\Y`WUf`k]bXck`k]h\`Yf
VUhcb`hc`fci gY`h\Y`VUVm"

H\Y`W\]`]b[`XYhU]`g'fYj YU`YX`h\Uh'h\Y`VUVm`k Ug`gk YUh]b[`UbX
\i b[fmž`k]h\`Ub`Ya`d hm`Vchh`Y`UbX`U`X]fhm`X]UdYf" H\Y`a`ch\Yfž

gYa]!WċbgWċi g'UbX'ghfi [[`]b['hc'Wċa a i b]WUhyž'\UX'U
WċbWfbb]b['VUW_[fci bX i dcb'gYUfWċ]b['\Yfž'cZ]Wf'g'Zci bX'U
d'Ugh]WVU[[]Y'WċbhU]b]b['k \]hY'fYg]Xi Y'h\Uh'hYghYX'dcg]hj Y'Zcf
cd]UhYg'"A YUb k \]Yž'h\Y'a U'Y'Xf]j Yf'YI \]V]hYX'g][bg'cZ'Xfi ['i gYž
k]h\ 'j]g]V'Y'hfUW_'a Uf_g'UbX'U'gdYbh'gmf]b[Y'U'gc'hYgh]b['dcg]hj Y
Zcf'cd]UhYg'"6ch\ 'k YfY'WċUf[YX'UbX'hU_Yb'hc'J c'i g]U'7ci bhm
6fUbWċ'ſ]ž'k \]Y'h\Y']bbcWċbh'VUVmik Ug'd'UWċX']bhc'h\Y'WUfY'cZ
h\Y'8YdUfha Ybh'cZ'7\]XfYb'UbX': Ua]]Yg"

7f]g]g'<][\`][\hYX'H\ fci [\`< Yfc]ga

H\]g']bW]XYbh']g'U'ghUf_'fYa]bXYf'cZ'h\Y'cd]c]X'Wf]g]g'h\Uh'\Ug
[f]ddYX'h\Y'I b]hYX'GhUhYg'"FYWċbh'fYdcfhg'gi [[Ygh'h\Uh
UddfcI]a UhY'mib]bY'a]''cb'Wċ]XfYb'UWfcgg'h\Y'Wċi bhfm''j Y']b
\ci gY\c'Xg']a dUWċX'Vmigi VghUbWċ'i gY'X]gcfXYfg'"H\YgY
Wċ]XfYb'ZUWċ'\Y][\hYbYX'f]g_g'cZ'bY['YWċ'UVi gYž'UbX'YI dcgi fY
hc'h\Y'† gh]Wċ'gmghYa ž'dU]bh]b['U'X]fY'd]Whi fY'cZ'h\Y'WċU''Yb[Yg
a Ubm'ZUa]]Yg'ZUWċ'hcXUm'"H\Y'fc'Y'cZ'Uk 'YbZcfWċa Ybh']g'Wfi W]U'
]b'h\YgY'g]hi Uh]cbgž'dfcj]X]b['bch'† gh]a a YX]UhY'Ugg]ghUbWċ'Vi h
U'gc'[i]X]b['ZUa]]Yg'hc'fYWċj Yfm'dUh\k Umg'h\ fci [\X'YZYWh]cb
ghfUhY[]Yg'h\Uh'X]fYWh]bX]j]Xi U'g'hck UfX'Wċa a i b]hmigYfj]Wċg
]bghYUX'cZ'di b]hj Y'a YUgi fYg'"H\Y'B Uh]cbU''8fi ['9bXUb[YfYX
7\]XfYb'fB97Ł'dfc[fUa]]g'Uh'h\Y'ZcfY'Zfcbh'cZ'h\YgY'Y'Zcfhgž
cZZf]b['Wċa dfY\Ybg]j Y'fYgci fWċ'g'hc'gi ddcfh'Vch\Wċ]XfYb'UbX
WUfY[]j Yfg'UZZYWhYX'Vmigi VghUbWċ'UVi gY"

H\Y'bYYX'Zcf'Ub'YZZYWh]j Y'bUh]cbU''fYgdcbgY'hc'h\Y'Yd]XYa]W
[fck g'Yj Yf'a c'fY'i f[Ybh'"H\Y''Ugh'XYWUXY'gUk 'U'ghU[[Yf]b[
&\$ſi ']bWfYUgY']b'cd]c]X!fY'UhYX'XYUh\gž'gi fdUgg]b['ZUhU'h]Yg
Zfca 'WUf'UWċ]XYbhg'UbX'j]c'YbWċ'"I bZcfhi bUhY'mž'h\Y'7CJ -8!%-
dUbXYa]WZi fh\Yf'YI UWfVUhYX'h\]g'Wf]g]gž''YUX]b['hc'cj Yf
%\$ž\$ž\$'cj YfXcgY'XYUh\g'VYhk YYb'&\$&\$'UbX'&\$&%"H\]g'[f]a
fYU']hmi bXYfgWċfYg'h\Y']a dcfhUbWċ'cZ'YUf'm]XYbh]Z]WU]cb'UbX
]bhYfj Ybh]cb'hc'a]h[UhY'h\Y'ZU'ci h'Zfca 'gi VghUbWċ'i gY'k]h\]b
ZUa]]Ygž'dUfh]W'Uf'mhc'g\]Y'X'j i 'bYfUV'Y'Wċ]XfYb'Zfca ']hg
XYhf]a YbhU''YZZYWhg"

F YWċ [b]h]cb'Zcf'@]ZYgUj]b['5Wh]cbg

⊕fYŦ[b]h]cb'cZ'h\Y]f'']ZY!gUj]b['YZZcfhgž'8Ydi hm'6`U]bY`@Yk]gž
U`cb[g]XY`BYk `Ga mfbU`6YUW`Dc`]W`8YhYWh]j Y`B]____]`8]ZZ]bž`k Ug
\cbcfYX`k]h\`h\Y`<YUX`]bY`Gi fZYf`Uk UfX`Zcf`BYk ga U_Yf`cZ'h\Y
MYUf": Y`ck `cZZ]Wf': fYX`<`]U]fY`U`gc`fYW]j YX`\cbcfUV`Y`a Ybh]cb
Zcf`\]g`Ŧa a YbXUV`Y`k cf_]`b`fYgW]b[`hk`c`cd]c]X!XYdYbXYbh
k ca Yb`Zfca `cj YfXcgYg"H\Y]f`UWh]cbg`\][\`][\h'h\Y`Wf]h]WU`
]bhYfgYWh]cb`cZ`Uk `YbZcfW`a Ybhž`YU`h\WUfYž`UbX`Ŧa a i b]hm
gYfj]W`g]b`VUhh]b[`h\Y`cd]c]X`Wf]g]g"

5g`k Y`cc_`hck UfX`h\Y`Zi hi fYž`]hg`WYUf`h\Uh`U`a i `h]!ZUW`hYX
ghfUhY[m]g`bYW`ggUfm`hc`UXXfYgg`h\]g`W`U`Yb[Y`YZZYWh]j Y`m"
9j]XYbW`!VUgYX`dfc[fUa`g`U]a YX`Uh]a dfcj]b[`ZUa`]m`XmbUa]Wg
UbX`Ŧa a i b]hmighUV`]`hm`Uj Y`XYa cbghfUhYX`dfca]gY`]b`W`fV]b[
gi VghUbW`a]gi gY`"K]h\`Ub`Ya d`Ug]g`cb`Ŧc`UVcfUh]cb`Ua`cb[
j Uf]ci g`gYW`hcfgž`]bWi X]b[`YU`h\`UbX`YXi WWh]cbž`U
Ŧa dfY`Ybg]j Y`UddfcUW`hc`dfYj Ybh]cb`WUb`Y`d`hUW`Y`h\Y`fcch
WUi gYg`cZ`Xfi [`i gYž`]bWi X]b[`YŦbca]W]bghUV`]`hm`UbX`ZUa`]m
XmgZi bWh]cb"

7cbh]bi ci g`YZZcfhg`hc`Yb\UbW`Uk UfYbYgg`Ufci bX`gcW]U`
XYhYfa]bUbhg`cZ`YU`h\`WUb`U]X`]b`fYXi W]b[`h\Y`]a dUWh`cZ'h\YgY
]ggi Yg"H\Y`gdch][\h`cb`ghcf]Yg`]Y`h\Uh`cZ`8Ydi hm`@Yk]g`gYfj Yg
bch`cb`m`hc`\cbcf`]bX]j]Xi U`Yfc]ga `Vi`h`U`gc`hc`Ua`d`]Zm`h\Y
i f[Ybh`WU`Zcf`Ŧc`YWh]j Y`UWh]cb`U[U]bgh`h\Y`cd]c]X`Yd]XYa]Wž
dUfh]W`Uf`m]b`dfchYWh]b[`h\Y`W`XfYb`WUi [\h`]b`h\Y`WfcggZ]fY"

: cf`a`cfY`cb`h\]g]bgd]f]b[`ghcfm`UbX`Zi fh\Yf`XYj Y`cda Ybhgž`mci
WUb`fYUX`h\Y`XYhU]`g`Uh`<YUX`]bY`Gi fZYfž`XY`j Y`]bh`h\Y`fc`Y`cZ
`Uk `YbZcfW`a Ybh`]b`Ŧa VUh]b[`gi VghUbW`UVi gY`Uh`h\Y`I "G"
8YdUfha Ybh`cZ`> gh]W`žcf`YI d`cfY`h\Y`VfcUXYf`]a d`]WWh]cbg`cZ
h\Y`cd]c]X`Wf]g]g`h`fci [\fYgYUfW`di V`]g\YX`]b`DA 7"

8YhU]`g	
C fh	&\$-) `9``BYk `Mcf_`5j Yž8Y`UbXž: @ž! G5
E i Y`Yb	<ul style="list-style-type: none">• k k k "\YUX`]bYgi fZYf"Ŧa• k k k "c`d"[cj

8YhU]`g	
	• da WbWW]"b`a "b]\ "[cj

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