

➤UW_gcbj]`Y/ ˆ \$' - /g'6U_Yfm'@Y[UWm
: fca '5/ Ua d/D'hc 'A cXYfb 'HfYbXg

9l d`cfY'h\Y`Y[UWm'cZ: `cf]XU'7]hm' ˆ \$' - /g'VU_]b['bXi ghfmž
\\[\`][\h]b['_Ym'\]ghcf]WU'Z[i fYgž'a U'cf'Wca dUb]Ygž'UbX
Yj c'j]b['a Uf_Yh'hfYbXg"



: `cf]XU'7]hmž: `cf]XUž'I G5 '!>h\Y'Vi gh]b['ZccX'gWbY'cZ
➤UW_gcbj]`Yž: `cf]XUž'U'f]W\`Y[UWm'cZVU_]b['\Ug'k cj Yb']hgY'Z']bhc
h\Y'ZUVf]WcZ'cWU'Wca a YfW'"A i W\cZ'h\]g'\]ghcfm'WU'VY'hfUW'X
VUW_'hc'5/ D': ccX'GhcfYgž'k \]W\`VY[Ub'Ug';]'a Ub'/'7ca dUbm]b
BYk 'Mcf_'7]hm]b'%,) - "'6m%- ' \$ž5/ D'\UX'X]gh]b[i]g\YX']hgY'Z'Ug
h\Y'k cf'X g'Uf[Ygh'fYhU]'Yfž'VcUgh]b['cj Yf'%* ž\$\$\$'ghcfYg'UbX
'&'- 'V']`cb']b'Ubbi U'gU'Yg"'>g'Gci h\YUghYfb'\YUXei UfhYfgž
YghUV']g\YX']b'➤UW_gcbj]`YžZYUhi fYX'U'VU_Yfmž'WcZZY'fcUgh]b[
d'Ubh'Zcf'9][\h'C 7'cW_'7cZZYž'UbX'a cfYž'U'gYh'hc'WWhYf'hc'U
[fck]b['W'ghca Yf'VUgY"'H\Y'VU_Yfmž'Wca d'YhYX']b'%- ' &ž'k Ug'U
a Ufj Y'cZ']hg'h]a Yž'XYg][bYX'hc'VY'Z]fYdfccZ'k]h\YZZ]W]Ybh
g\]dd]b['WUdUV']h]Yg'h\Ub_g'hc']hg'UWW'gg'hc'h\Y'5h'Ubh]W7cUgh
@]bY'F U]'fcUX'g]X]b["'<ck Yj Yfž'Ug'Wca dYh]h]cb']bhYbg]Z]YX'dcghl

K c f'X'K Uf'⇒ž'5/ D g'XYW]bY'VYWJa Y']bYj]hUV`Yž'k]h\`h\Y
➤W_gcbj]`Y`VU_Yfm'g\i hhYf]b[`Ufci bX`%- ++ž'UbX']hg'cdYfUh]cbg
VWUg]b[`Ybh]fY`mVm'&\$%) ž'Zc`ck]b[`hk c`VUb_fi dhW]Yg']b'&\$%\$
UbX`&\$%) "`H\Y`g]hY`k Ug`Yj Ybhi U`m'hfUbgZcfa YX']bhc`U'a cXYfb
ZfYnYf`ZUW']hmVm'6YUj Yf`GhfYYh:]g\Yf]Ygž'a Uf_]b[`h\Y`YbX`cZUb
YfU']b`cWU`VU_]b[`]\ghcfm"**H\Y`➤U gcb`**fYdcfhg'h\Uh'h\Y`Y[UWm
cZk`c`YgU`Y`VU_]b[`Wcb]bi Yg`hc`h\f]j Yž'Yj Yb`Ug`h\Y`Wca a YfW]U`
`UbXgWUdY`g\]Zhg"

➤W_gcbj]`Y`g`VU_]b[`Yf]hU[Y']gb h`ja]hYX`hc`5/ D``5bch\Yf`bUa Y
h\Uh'ghUbXg'ci h]g`5a Vfcg]U`7U_Y`6U_Yf]Yg`7cfdcfUh]cbž
YghUV`]g\YX`]b`%- &) "`b]h]U`mdUfh'cZ'9"@'; fYYb g`Gi bg\]bY`DchUhc
7\]d`7ca dUbmž`Vm`%- &, ž'h\UX`hfUbg]h]cbYX`hc`gdYW]U`]n]b[`]b
ZfYg\`WU_Yg'i bXYf`9Uf`Y`D``7c`Vm g`YUXYfg\]d``5a Vfcg]U`g`WU_Yg
k YfY`gc`X`i bXYf`j Uf]ci g`VfUbX`bUa Yg`UbX`k YfY`WV`YVfUhYX`Zcf
h\Y]f`ZfYg\`bYggž`h\ci [`]\`h\Ym'fYei]fYX`WUfYŽi ``\UbX`]b[`Xi Y`hc
h\Y]f`dYf]g\UV`Y`bUhi fY``K]h\`Yi dUbg]cb`hc`ch\Yf`a Uf_Yhg`]b
; fYYbgVcfcž`Bcfh\`7Ufc`]bUž`UbX`6]fa]b[`Ua ž'5`UVUa Už`h\Y
UWēi]g]h]cb`cZ`5a Vfcg]U`Vm`bhfYghUHy`6U_Yf]Yg`7cfdcfUh]cb`]b
%-) (`Y`dYX`h\Y`Wca dUbm'fYUW\`~`%) `a]`]cb`]b`Ubbi U`gU`Yg"
<ck Yj Yfž`Ug`≠7 [fYk ž`h\Y`cf][]bU`VU_Yfm`ZUW']hm`VYWJa Y
cVgc`YhYž`UbX`Vm`%-) *ž]h`k Ug`fYdi fdcgYX`Zcf`ch\Yf`i gYg"

: fca`5a Yf]WUb`6U_Yf]Yg`hc`<cghYgg`6fUbXg

H\Y`bUffUh]j Y`cZ`VU_]b[`]b`➤W_gcbj]`Y`U`gc`]bWi XYg`5a Yf]WUb
6U_Yf]Ygž`YghUV`]g\YX`]b`%- %\$`UZhYf`U'a Yf[Yf`cZ`h\fYY
Wca dUb]Yg``H\]g`VU_Yfm`WJa Y`U`j Y]b`h\Y`YUf`m`%- &\$g`k]h\`h\Y
A Yf]hU`6fYUX`VfUbX``h`h\f]j YX`i bh`]VY]b[`UWēi]fYX`Vm`≠7
<c`X]b[g`]b`%- , , ž'k`]\W\`a cXYfb]nYX`cdYfUh]cbg`k]h\`U`ghUhY!cZ
h\Y!Ufh`ZUW']hm`]b`%- - (`dfcXi W]b[`U`fYa Uf_UV`Y`%*, ``cUj Yg`cZ
VfYUX`dYf`a]bi hY``GUX`mž`a cgh`cZ`h\Y`cf][]bU`VU_Yfm`k Ug
XYa c`]g\YX`]b`%- - - ž`YUj]b[`VY\]bX`cb`m`a Ya cf]Yg`k`]\`Y`bYk Yf
]bXi ghf]U`i gYg`hcc_]`hg`d`UW``≠7`U`hYf`fYVfUbXYX`Ug`<cghYgg
6fUbXg`]b`&\$-\$`Vi`h`ZUWX`hi`fa`c`]YUX]b[`hc`]hg`g\i`hXck`b`]b
&\$%&`**K]_dYX]U`**ci h]bYg`h\Uh'h\Y`k cf_ZcfW`cZ`%&, `Ya d`cm`YYg
Uh'h\Y`Bcfh\`➤W_gcbj]`Y`ZUW']hm`k Ug`Ua cb[`h\cgY`UZZYW`hYX`Vm
h\]g`]bXi ghfmi d\YUj U``8Ygd]hY`h\Y`hi`fa`c`]cZ`h\Y`dUgh`XYWUXYž

h\YfY`fYa U]bg`U`Z]W_Yf`cZ`cdY`k]h\`:`ck Yfg`:`ccXg`Ubbci bW]b[
d`Ubg`hc`UW`i]fY`<cghYgg g`VfYUX`VfUbXg`]b`&\$%`"

K]bb!8]I]Y`U`gc`d`Umg`U`g][b]Z]W]bh`fc`Y`]b`↵W_gcbj]`Y`g`VU_]b[
bUffUUh]Y`"H\Y`8]I]Y`8Uf`]b[g`6U_Yfm`VY[Ub`]b`%-`'`%`UbX
fYa U]bYX`i bXYf`h\Y`K]bb!8]I]Y`VUbbYfž`fYZYWh]b[`h\Y`Yj`c`i`h]cb
cZ[`fcW`fm`UbX`VU_]b[`]b`h\Y`UfYU`"6m`%-`)`ž`Ug`K]bb!8]I]Y
Zci`f]g\`YXž`h\Y`VU_Yfm`k Ug`gYfj]b[`h\Y`W`a`a`i`b]hmi`bh`]`h`WcgYX
]b`h\Y`a`]X!%-`,`\$g`"7i`ffYbh`mž`h\Y`g]hY`fYa U]bg`Ya`d`hmž`UWh]Y`m
`]ghYX`Zcf`gU`Yž`mYh]hg`Y[UWm`YW`cYg`h`fci [\`W`a`a`i`b]h]Yg`k`c
gh]`W`Yf]g\`cWU`VU_YX`[ccXg"

5`:`fck]b[`↵Xi ghfm

5g`h\Y`cWU`a Uf_Yh`bUj][UhYg`]hg`\]ghcf]WU`fc`hgž`h\Y`[`cVU`
VU_Yfm`]bXi`ghfm]g`YI`dYf]YbW]b[`U`fYbU]ggUbW`"5W`c`fX]b[`hc`
: ccX`↵ZchYW ž`h\Y`gY[a`Ybh`YbW`a`dUggYg`Yj`Yfmh\]b[`Zfca
VfYUX`UbX`WU_Yg`hc`W`c_]Yg`UbX`dUghf]Yg`"H\Y`[`cVU`VU_Yfm
dfcXi`Wh`g`a`Uf_Yh`]g`dfc`Y`W`YX`hc`[fck`g][b]Z]W]bh`mž`k]h\`U
ZcfYWUgh`a`Uf_Yh`g]nY`cZ`I`G8`+`"%"`-`V`]`cb`Vm`&\$`'`&"`7cbgi`a`Yfg
UfY`]bW`YUg]b[`m`YUb]b[`hck`UfXg`\YU`h\]Yfž`bi`hf]h]cb!W`cbgW]ci`g
cdh]cbgž`k` \]W`YbW`i`fU[Yg`]bbcj`Uh]cb`]b`dfcXi`Wh`c`ZYf]b[g`"K`]h\
W`Ub[]b[`X]YhUfm`\UV]hg`UbX`d`fYZYfYbW`g`gdch][\h]b[`]`i`hYb]ZfY
UbX`cf[Ub]WdfcXi`Wh`gž`h\Y`ghU[Y`]g`gYh`Zcf`U`j]VfUbh`Ž`hi`fY`k` \YfY
`cWU`UbX`[`cVU`]bZi`YbW`g`V`YbX`gYUa`Ygg`m"

↵`↵W_gcbj]`Yž`Ug`k`Y`fYZYWh`c`b`h\Y`Y[UW]Yg`cZVU_Yf]Yg`dUghž`k`Y
WUb`fYa U]b`cdh]a`]gh]W`H\Y`W]hm`g`\]ghcfm`cZVU_]b[` \Ug`U]X`U
Zci`bXUh]cbž`ZcghYf]b[`U`fYbYk`YX`UddfYW]Uh]cb`Zcf`ei`U`]hm`VU_YX
dfcXi`Wh`g`h\Uh`WUhYf`hc`hcXUm`g`X]j`YfgY`hUghYg`"Gcž`k` \]Y`h\Y
UbW]Ybh`cj`Ybg`cZ`5/`D`UbX`5a`Vfcg]U`a`Um`\Uj`Y`[cbY`W`c`Xž`h\Y
gd]f]h`cZVU_]b[`]b`↵W_gcbj]`Y`fYa U]bg`U`]Y`UbX`k`Y`ž`]bgd]f]b[
Vch`\bcghU`[]U`UbX`]bbcj`Uh]cb`]b`h\]g`ZUj`cfŽ` `W`a`a`i`b]hm"

8YhU]`g	
Cfh	:`cf]XU`7]hmž`:`cf]XUž`I`G5

8YhU]`g	
E i Y`Yb	<ul style="list-style-type: none">• k k k "h\Y^U gcba U["WŁa• Yb"k]_]dYX]U"c f[• k k k "ZccX]bZchYWŁ "WŁa

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