:ˈ`cf]XUˈ;ˈUhcfg⁄ ˎ$'-⁄&$&)ˈGYUgcb DfYX]WhYX.ˈ7UbˈH\Ymˈ8YZmˈh\YˈCXXg3

9lˈd`cfYˈh\Yˈ:ˈ`cf]XUˈ;ˈUhcfg⁄ ˎ$'-⁄g]aˈiˈ`UhYXˈ&$&)ˈgYUgcb fYgiˈ`hgžˈ\][ˈ\`][ˈ\h]b[ˈ_Ymˈa UhWˈiˈdgžˈghUbXciˈhˈd`UmYfgžˈUbX dYfZcfaˈUbWˈUbUˈmg]g"

Aˈ]Ua]žˈIˈG5ˈ!ˈH\Yˈ&$&)ˈZcchVU``ˈgYUgcbˈZcfˈh\Yˈ:ˈ`cf]XUˈ;ˈUhcfgˈ]g g\Ud]b[ˈiˈdˈhcˈVYˈUbˈ]bhYfYgh]b[ˈghcfm"ˈ5WWcfX]b[ˈhcˈ**BYkˈg! ⊁ciˈfbUˈ`Cb`]bYž**ˈh\Yˈ;ˈUhcfgˈkˈYfYˈh\YˈVˈ[ˈYghˈkˈ]bbYfgˈ]bˈh\Y ghUhYˈXiˈf]b[ˈ⊁bYžˈaˈdfˈgg]b[ˈfYWˈiˈ]h]b[ˈfYdcfhYfgˈZfcaˈIˈG5 HcXUm"ˈ`cf]XUˈBYhkˈcf_"ˈ<ckˈYjˈYfžˈbchˈU``ˈ]g·aˈcch\ˈgU]`]b[ˈžˈUg g]aˈiˈ`Uh]cbgˈZfcaˈ95ˈGdcfhgˈ7c``Y[Yˈ:cchVU``ˈ&*ˈdfYX]WhˈUˈa]lˈYX VU[ˈZcfˈh\YˈhYaˈžˈdfcˈYWh]b[ˈUbˈ,!)ˈcjˈYfU``ˈfYWcfXˈUbXˈUˈgdchˈUh %%h\ˈ]bˈh\YˈG97"

⊄bhYfYgh]b[ˈ`mžˈh\Yˈg]aˈiˈ`UhYXˈgYUgcbˈdU]bhgˈUˈd]WhˈifYˈcZ`fYg]`]YbWY" H\Yˈ;ˈUhcfgˈaˈUbU[YXˈhcˈgkˈYYdˈh\Y]fˈ]b!ghUhYˈf]jˈU`fmˈ[ˈUaˈYgž gYWˈfb][ˈkˈ]bgˈU[ˈU]bghˈIˈG: žˈBcˈ"%)ˈAˈ]Uaˈ]žˈUbXˈ:ˈcf]XUˈGhUhY" H\Y]fˈfYWˈcfXˈUˈ[ˈU]bghˈfUb_YXˈcddcbYbhgˈkˈUgˈhˈeiˈ]hYˈUg

ZUj cfUV`Yž g]hh]b[ˈUh ˈ%!ˈ "ˈ8Ygd]hYˈUˈWXU``Yb[ ]b[ˈWUa dU][bž
gcd\ca cfYˈei UfhYfVUW_ˈ8 >@U[k Umˈa UXYˈ\YUX`]bYgˈVmˈh\fck]b[
Ub]a dfYgg]vYˈˈ%ˈhci W\Xck bˈdUggYgˈXi f]b[ˈh\Yˈg]a i ˈUh]cbˈ"

GYUgcb 6fYU_Xck b UbX GhUbXci h DYfZcfa Yfg

H\Yˈg]a i ˈUh]cbˈghU[YXˈUˈgYf]YgˈcZˈbchUV`Yˈa ca Ybhgˈfcfˈh\Y
; Uhcfg"ˈ]b ˈK YY_ˈ%ˈž h\Ym ZUWYXˈcZZˈU[U]bghˈ@GI ž VUhh`]b[ˈ\UfXˈVi h
i ˈh]a UhY`mˈgi ZZYf]b[ ˈU ˈ%!&* ˈXYZYUh"ˈGh]`ž h\Ymˈ fYVci bXYX
]a dfYgg]vY`mˈfUW_]b[ˈi d ˈj]Whcf]YgˈU[U]bghˈA]gg]gg]dd] ˈGhUhY
fl) +!%$ ŁˈUbXˈ; Ycf[ ]Uˈf(%!&) Ł ˈUhYf]b h\Y gYUgcb"ˈH\Yf cj YfU``
fYWcfX ˈgUk ˈh\Ya ˈYbX ˈ !) ˈk]h\ ]b ˈh\Y ˈG97ž k]h\ ˈh\Y]f cddcbYbhg
Wca V]b]b[ˈZcfˈUˈgcˈ]XˈfYWcfXˈcZˈ- +!*$ ž \][\`][\h]b[ˈh\Y
WX U``Yb[ ]b[ˈbUhi fY ˈcZˈh\Y]fˈgWX YXi `Y"

@Yhg ˈhU_Yˈ Uˈ W cgYf ˈ cc_ˈ Uh ˈ\ck ˈh\Y ˈ; Uhcfg ˈZUfYX ˈYUWX ˈk YY_.

K YY_	CddcbYbh	FYgi `h
%	j g"ˈ: 7G 9Ugh	*' !+ ˈK]b
&	j g"ˈI G:	) &!%* ˈK]b
'	Uhˈ@GI	' %!&* ˈ@cgg
(	UhˈB c"ˈ%) ˈA]Ua]	') !%(ˈK]b
)	6 M9	
*	j g"ˈB c"ˈ%(ˈHYl Ug	') !ˈ %@cgg
+	UhˈB c"ˈ% ˈHYl Ug 5/ A	' ' !%* ˈ@cgg
,	j g"ˈA]gg]gg]dd] ˈGhUhY	) +!%$ ˈK]b
-	6 M9	
%$	j g"ˈ; Ycf[ ]U	(%!&) ˈK]b
%%	UhˈB c"ˈ&& ˈ?Ybhi W_m	') !&) ˈ@cgg
%&	UhˈC `Y ˈA]gg	(&!ˈ+ ˈ@cgg
%'	j g"ˈHYbbYggYY	' %!&(ˈK]b
%(	j g"ˈ: `cf]XUˈGhUhY	) %!(, ˈK]b

GhUh]gh]WU``mˈh\Yˈ; Uhcfgˈ U gcˈXYa cbghfUhYXˈgca Y ghfcb[
]bX]j]Xi U`ˈdYfZcfa UbVYg ˈh\fci [\ci hˈh\YˈgYUgcb"ˈ@YUX]b[ˈdUggYf
8 >@U[k UmˈWca d`YhYX ˈ*%I ˈcZˈ\]gˈh\fck g ˈZcf"ˈ ž(&) ˈmUfXgˈk \]`Y

ghUbXci h`fi bb]b[ `VUW_`>UXUb`6Ui [\ `Ua UggYX`-($`fi g\]b[ `mUfXg
UbX`%%`hci W\Xck bg"Bch`hc`VY`cj Yf`cc_YXž`fYW`]j Yf`9i [YbY
K]`gcb`==a UXY`, $`W\h\W`Yg`Zcf`U`fYa Uf_UV`Y`%ž$-$`mUfXg"Cb`h\Y
XYZYbg]j Y`Zfcbhž``]bYVUW_Yf`; fUmgcb`<ck UfX``YX`h\Y`gei UX`k]h\
-(`hUW_`YgžYbgi f]b[`h\Y`; Uhcfg`a U]bhU]bYX`h\Y]f`W\ca dYh]h]j Y
YX[Y"

5k UfXg`UbX`FYW[b]h]cb

H\Y`; Uhcfg`U`gc`\UX`a i `h]d`Y`d`UmYfg`fYW[b]nYX`Zcf`h\Y]f`hU`Ybhg"
7YbhYf`>U_Y`G`Ui [ \hYf`YUfbYX`dfYgh][ ]ci g`\cbcfgž`]bW`i X]b[`h\Y
Ci h`UbX`Hfcd\m`UbX`h\Y`F]a ]b[ `hcb`Hfcd\mž`VYWca]b[`U
WcfbYfghcbY`cZ: `cf]XU`g`cZZYbg]j Y``]bY"`±b`hchU`ž`\Y`dUfhcc_`]b`U``
%(`[ Ua Yg`k]h\ci h`U``ck]b[`U`g]b[`Y`gUW_"H\Y`UW\c`UXYg
YlhYbXYX`hc`a i `h]d`Y`d`UmYfg`cb`XYZYbgY`UbX`gdYW]U``hYUa g`Ug
k Y``ž]bW`i X]b[ `Z]fgh-hYUa `5``!5a Yf]WUb`UW\c`UXYg`Zcf`Vch\
G`Ui [ \hYf`UbX`di bhYf`Hca a m`8ca Ub"

Hc`hcd`]h`cZZžU`[`UbW\`Uh`h\Y`G97 `ghUbX]b[ g`fYj YU`g`h\Y`Z]fW\`m
Wca dYh]h]j Y`Ybj ]fcba Ybh`]b`k \]W\ `h\Y`; Uhcfg`cdYfUhYX"`:]bg]b[
k]h\ `Ub`, !) `fYWcfX`d`UW\YX`h\Ya `Ua cb[ `U`h][ \h`m`dUW_YX`[fci d
jm]b[`Zcf`gi dfYa UWm"H\Y`fUb_]b[ g`Uh`gYUgcb g`YbX`ZYUhi fYX
5`UVUa a U`hcdd]b[`h\Y`W\Ufh`k ]h\ `U`fYWcfX`cZ`%&!&ž`\][\`]`[\h]b[
h\Y`i d\]``VUhh`Y`ZUW\X`Vm`h\Y`; Uhcfg"

H\Y`; Uhcfg `ghUh]gh]WU``YUXYfg`fYUZZ]fa `h\]f`Wca a ]ha Ybh`hc
YlW\``YbW\`UbX`fYUX]bYgg`Zcf`h\Y`W\U``Yb[Yg`U\YUX"H]a `HYVck g
fYWcfXg`gh]``cca ``Uf[Y`cj Yf`h\Y`dfc[ fUa žYa d\Ug]n]b[ `h\Y
WU`]VYf`cZ`hU`Ybh`h\Uh`\Ug`[ fUWYX`h\Y`Z]Y`X"K]h\ `U`gYUgcb`h\Uh
VU`UbWYg`dfca]gY`U[ U]bgh`Zcfa]XUV`Y`cddcbYbhgž`: `cf]XU`ZUbg
\Uj Y`Yj Yfm`fYUgcb`hc`ghUm`hi bYX`Zcf`h\Y`; Uhcfg `bYl h`W\UdhYf"

: cf`a cfY`]bZ`cfa Uh]cb`cb`h\Y`; Uhcfg `fYWfi ]h]b[ `gi WWYggž`h\Y
g]a i `Uh]cb`gdYW]Z]Wgž`UbX`]a dfYgg]j Y`ghUh]gh]WU``fYWcfXgžj]g]h
Gdcfhg`=`i ghfUhYX`UbX`K]_]dYX]U"

8 YhU]`g	
C fh	A]Ua]ž'l G5
E i Y``Yb	• k k k "bYk g!∕ci fbU`cb`]bY"Wca • k k k "g]"Wca • Yb"k]_]dYX]U"cf[

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