< cffcf˙]b˙A]Ua˙].˙A Ub˙5ffYghYX˙Zcf˙6fi hU`˙?]XbUdd]b[˙UbX˙F UdY

5˙aUb˙kUg˙UffYghYX˙]b˙A]Ua]˙Zcf˙_]XbUdd]b[˙UbX˙gYl iU``m˙UggUi `h]b[˙U˙kca Ubž˙\][˙\`][˙\h]b[˙˙Wca a i b]hm˙gUZYhm˙WcbWYfbg"

A]Ua]ž˙I G5˙!˙‡b˙U˙VW]`˙`b[˙]bW]XYbh˙h\Uh˙hcc_˙d`UWW˙`Ugh˙k YY_ž (%!mYUf!c`X˙8 UmgbY`˙< YfbUbXYn˙k Ug˙UffYghYX˙]b˙A]Ua]˙Zc f˙UZhYf VY]b[˙˙UWW˙gYX˙cZ˙_]XbUdd]b[˙UbX˙fUd]b[˙U˙k ca Ub"˙H\]g˙g\cW_]b[YjYbh˙i bZc`XYX˙cb˙H\ifgXUm˙Ug˙h\Y˙j]Wh]a˙k Ug˙`UUj]b[˙˙\Yf jY\]WY˙]b˙U˙dUf_]b[˙`ch"˙5 WWcfX]b[˙hc˙**B 67˙A]Ua]˙**ž˙<YfbUbXYn U``Y[YX˙m˙ghfi W_˙h\Y˙j]Wh]a˙˙cb˙h\Y˙VUW_˙cZ˙\Yf˙\YUX˙k ]h˙˙U˙fcW_ž Ub˙UWh˙h\Uh˙hf][[YfYX˙h\Y˙hYff]Zm]b[˙cfXYU`˙h\Uh˙Zc``ck YX"

5ZhYf˙]bWUdUWWhUh]b[˙\]g˙j]Wh]a ž˙< YfbUbXYn˙fYdcfhYX˙m˙k]Y˙XYX˙U gWfYk Xf]j Yf˙U[U]bgh˙\Yf˙bYW˙UbX˙ZcfWWX˙\Yf˙]bhc˙Ub˙Ya dhm˙UfYU" H\YfYž˙\Y˙d\mg]WU``m˙UggUi `hYX˙\Yf"˙8 Ygd]hY˙\Yf˙XYgdYfUhY UhhYa dhg˙hc˙YgWUdYž˙\Y˙gYl iU``m˙UggUi `hYX˙\Yf˙k \]`Y˙h\fYUhYb]b[\Yf˙k]h˙h\Y˙gWfYk Xf]j Yf"˙H\Y˙j]Wh]a ˙d`YUXYX˙Zcf˙\Yf˙`]ZYž˙ZYUf]b[

Zcf`\Yf`gUZYhm`VYZcfY`<YfbUbXYn`ZYX`h\Y`gWWbY`cb`Zcchž`YUj`]b[
\Yf`k`]h\`a`i`h]d`Y`]b`1`f]Yg"

5`Ei`]W_`5ffYgh

‡bhYfYgh]b[`mž`<YfbUbXYn`k`Ug`UddfY\YbXYX``UhYf`Vm`8cfU``Dc`]WW
Zcf`Ub`i`bfY`UhYX`a`UhhYf"`8ui`f]b[``U`dc`]WW`]bhYfj`]Yk`ž`\Y`g\cW_`]b[``m
fYZYffYX`hc`h\Y`j`]c`Ybh`Wf]a`Y`Ug`fUdd]b[``h\Y`j`]Wh]a`ž`]bX]WUh]b[``U
X]ghi`fV]b[`XYhUWXa`Ybh`Zfca``h\Y`gYj`Yf]hm`cZ`\]g`UWh]cbg"`5ZhYf
WcbZYgg]b[``hc`h\Y`Wf]a`Yž`\Y`k`Ug`hfUbgdcfhYX`hc`h\Y`Hi`fbYf
;`ui`]`ZcfX`?]b[`h`7cffYWh]cbU``7YbhYfž`k`\YfY`\Y`bck`ZUWYg`a`i`h]d`Y
WWUf[Ygž`]bWi`X]b[``gYl`i`U``VUhhYfm`UbX`_]XbUdd]b[``k`]h\`U
k`YUdcb"

H\`]g`]bW]XYbh`gYfj`Yg`Ug`U`ghUf_`fYa`]bXYf`cZ`h\Y`]ggi`Y`cZ`gYl`i`U`
UggUi`h`]b`h\Y`A`]Ua`]!8UXY`UfYU"`GhUh]gh]Wg`g\ck`h\Uh`Zma`U`Y
j`]Wh]a`g`Xca`]bUhY`h\Y`j`]Wh]a`XYa`c[fUd\]W`b`gi`W\`WUgYgž`U
dUhhYfb`h\Uh`\Ug`VYYb`Wcbg]ghYbh`]b`fYWYbh`mYUfg"`‡b`&$%,`ž`Zcf
]bghUbWYž`-*ı`cZ`fYWcfXYX`gYl`i`U``UggUi`h`j`]Wh]a`g`k`YfY`k`ca`Ybž`U
hfYbX`h\Uh`Wcbh]bi`YX`k`]h\``-+ı``]b`&$%-`UbX`-*ı``]b`&$&$ž
UWWcfX]b[``hc`h\Y`Z]bX]b[`g`di`V`]g\YX`Vm`h\Y` A`]Ua`]!8UXY`GhUhY
5hhcfbYmg`C`ZZ]WW"

7ca`a`i`b]hm`5k`UfYbYgg`UbX`GUZYhm

‡b``][`\h`cZ`gi`W\`]bW]XYbhgž`h\Y`A`]Ua`]!8UXY`G\Yf]ZZ`g`C`ZZ]WW`fA`8GCŁ
\Ug`hU_Yb`dfcUWh]j`Y`a`YUgi`fYg`hc`Yb\UbWW`Wca`a`i`b]hm`gUZYhm"`5g
cZ`A`Um`&&ž`&$&)`ž`h\Y`A`8GC``Ui`bWWYX`U`Wca`dfY\Ybg]j`Y`7f]a`Y
8UhU`8Ug\VcUfX`]bhYbXYX`hc`dfcj`]XY`UWWWfUhY`UbX`i`d!hc!XUhY
Wf]a`Y`ghUh]gh]Wg`k`]h\`]b`h\Y`1`f]gX]Wh]cb"`H\`]g`]b]h]Uhj`Y`dfca`chYg
hfUbgdUfYbWm`UbX`Ya`dck`Yfg`h\Y`di`V`]Wk`]h\``f]h]WU``]bZcfa`Uh]cb
fY[`UfX]b[``gUZYhm`]b`h\Y]f`bYf[`\Vcf\ccXgž`U``ck`]b[``fYg]XYbhg`hc
Yb[`U[`Y`UWh]j`Y`m`]b`Wf]a`Y`dfYj`Ybh]cb"

5g`G\Yf]ZZ`Fcg]Y`Udh`m`dc]bhYX`cih`hž`Wca`a`i`b]hm`gUZYhm`]g`U`g\UfYX
fYgdcbg]V`]hm`VYhk`YYb``Uk`YbZcfWWa`Ybh`UbX`h\Y`di`V`]W"`H\`]g
Yb[`U[`Ya`Ybh`]g`dUfUa`cibhž`YgdYWjU`m`[`jj`Yb`h\Y`U`Ufm`]b[``fUhYg
cZ`gYl`i`U``UggUi`hg`UbX`ch\Yf`j`]c`Ybh`Wf]a`Yg`]b`h\Y`UfYU"`HY

XUg\VcUfX U``ck g fYg]XYbhg hc a U_Y]bZcfa YX XYW]g]cbg UbX Wcbhf]Vi hY hc h\Y]f ck b UbX h\Y]f bY][\Vcfg gUZYhm h\fci[\ Uk UfYbYgg UbX j][ ]UbWY"

K]h\ < YfbUbXYn g UffYgh UbX h\Y dfcUWh]j Y ghUbWY cZ `Uk YbZcfWYa Ybh U[YbW]Yg, h\Y Wca a i b]hm]g i f[YX hc ghUm Uk UfY UbX fYdcfh Ubm gi gd]W]ci g UWh]j]hm h\ig. Zcgh Yf]b[U gUZYf Ybj]fcba Ybh Zcf U``" 7cbh]bi ci g YXi WUh]cb UVci h dYfgcbU` gUZYhm UbX Wf]a Y dfYj Ybh]cb ghfUhY[ ]Yg fYa U]bg YggYbh]U`]b Wca VUh]b[h\Y [f]a fYU`]hm cZ j]c`YbWY h\Uh UZZYWhg hcc a Ubm `]j Yg]b A]Ua]!8 UXY"

8 YhU]`g	
C fh	A]Ua]ž I G5
E i Y``Yb	• k k k "bVWa]Ua]"Wca • k k k "a]Ua]XUXY"[cj • a]Ua]gUc"Wca

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