

G \ Y f] Z Z / , \$ ' - / g ' K] Z Y ' 5 f f Y g h Y X '] b ' A U ^ c f
: ` c f] X U ' ; U a V `] b [' G W U b X U ` °

D U ` a ' 6 Y U W X ' 7 c i b h m ' , \$ ' - / g ' f Y W b h ' b Y k g '] b W i X Y g ' h \ Y
U f f Y g h ' c Z ' U ' g \ Y f] Z Z / , \$ ' - / g ' k] Z Y '] b ' U ' [U a V `] b [' g W X Y a Y ž b Y k
X Y h Y b h] c b ' Z U W]] h m i d ` U b g ž ' U b X ' j U f] c i g ` c W U '] b W] X Y b h g "



K Y g h ' D U ` a ' 6 Y U W X ž : ` c f] X U ž ' I G 5 ' ! ' † g ' V Y Y b ' U ' k \] f ' k] b X ' c Z
Y j Y b h g ' f Y W b h ' m] b ' c i f ' g i b b m i g h U h Y ž ' b c h ' Y U g h ' X i Y ' h c ' h \ Y ' i b Z c ' X] b [X f U a U ' g i f f c i b X] b [' C g W c ' U ' 7 c i b h m ' ' H \] g ' k Y Y _ g ' g d c h] [\ h ' g \] b Y g c b ' G \ Y f] Z Z A U f W c g ' F " ' @ c d Y n ž ' k \ c g ' Y a V f c] Y X '] b ' U ' Y [U ' b] [\ h a U f Y h \ U h \ U g ' [f] d d Y X ' U h Y b h] c b ' U W f c g g : ` c f] X U "

@ c d Y n g ' h f c i V ` Y g ' V Y [U b ' k \ Y b ' \ Y ' k U g ' U f f Y g h Y X ' c b ' † b Y ') ž & \$ &) ž Z c f \] g ' U ` Y [Y X '] b j c ' j Y a Y b h] b ' U ' g h U [[Y f] b [' ~ & % * ' a] `] c b '] ` Y [U ' [U a V `] b [' c d Y f U h] c b " ' B c h ' c b Y ' h c ' Z U W ' h \ Y g Y ' U W W ' g U h] c b g ' U ' c b Y ž ' \] g k] Z Y ž ' F c V] b ' @ m b b ' G Y j Y f U b W ' @ c d Y n ž ' k U g ' U f f Y g h Y X ' c b ' W U f [Y g ' c Z W c b g d] f U W h ' h c ' i g Y ' c f '] b j Y g h ' d f c W Y X g ' Z f c a ' f U W _ Y h Y Y f] b [U W h] j] h] Y g ž ' U ' g Y W c b X ! X Y [f Y Y ' Z Y ' c b m " ' < Y ' X ' k] h \ c i h ' V c b X ž ' F c V] b g U f f Y g h ' a U f _ g ' U ' h f c i V `] b [' W U d h Y f ' Z c f ' h \ Y ' W c i d ` Y ' Z c ` ` c k] b [' h \ Y

G\Yf]Zg 'ZU''Zfca '[fUW''': c``ck]b['h\YgY`Yj Ybhgž; cj Yfbcf`F cb
8YGUbh]g'hcc_`gk]Zh'UWh]cbž'gi gdYbX]b['@cdYn'Zfca '\]g'dcg]h]cb
Ug'g\Yf]Z'Zcf'h\Y`Xi fUh]cb'cZ`Y[U`dfcWYX]b[gž'k \]W\`UXXg'Ub
]bhf][i]b[``UmYf'hc'h\]g'cb[c]b['ghcfm''76G%&'fYdcfhg'h\Uh'@cdYn
i gYX`\]g`Uk `YbZcfW\`a Ybh'dcg]h]cb'hc'dfc'hYWh'h\Y`[Ua V`]b[
YbhYfdf]gYžWc``YWh]b[`]]`W]h'dfcWYXg']b'h\Y'dfcW\ggž'k \]Y`U`gc
U`Y[YX`m`\Uj]b[`U`\UbX`]b`YI dUbX]b['h\Y`cdYfUh]cb'hc`[UfbYf
W\`a dU][b`Wc'bf]Vi h]cbg`UbX'dYfgcbU`dUma Ybhg"

6Y\]bX'h\Y`GW\`bYg.`H\Y`; Ua V`]b[`CdYfUh]cb

H\Y`]bj Ygh][Uh]cb`]bhc '@cdYn g'UWh]j]h]Yg']g'bch'4 gh'U``cWU``UZZU]f/
]h'\Ug'gYyb`U'a i `h]!U[YbWm'YZcfh]bj c`j]b['h\Y`: `cf]XU
8YdUfha Ybh'cZ`@Uk `9bZcfW\`a Ybh'UbX`<ca Y`UbX`GYW`f]hm
-bj Ygh][Uh]cbg""Cj Yf'hk c`mYUfgž`Uk `YbZcfW\`a Ybh'U[YbW]Yg
d]YW\X`hc[Yh\Yf`U`k YV`cZ`Wcffi dh]cb'h\Uh'dc]bhg'hc '@cdYn'UWh]j Y`m
U]X]b[`UbX`UVYh]b[`U`Wf]a]bU`cf[Ub]nUh]cb'cdYfUh]b[`]b`@U_Y
UbX`CgW\c`U`Wc'i bh]Yg""5hcfbYm; YbYfU``Ja Yg'I h\`a Y]Yf g'cZ]W\
\Ug`VYYb`Uh'h\Y`ZcfYZcfbh'cZ'h\YgY`W\Uf[YgžYa d\Ug]n]b['h\Uh'bc
cbYžfY[UfX`Ygg'cZ'h\Y]f'ghUhi gž]g`UVcj Y'h\Y`Uk ""H\Y`[fUj]hm'cZ
h\Y`g]hi Uh]cb`]g'fYZYWhYX`]b'h\Y`g\Yf'bi a VYf'cZ`W\Uf[Yg`
@cdYn`]g`ZUW]b[`gYf]ci g'UW\W`gUh]cbg`]bWi X]b[`fUW_YhYf]b[`UbX
Wc'bgd]fUWm'hc`Wc'a a]h'h\Y`gUa Y""5`cb[g]XY`\]a ž'gYj YfU``ch\Yfg
\Uj Y`U`gc`VYYb`]a d`]WUhYXž'g\ck]b['h\Uh'h\]g'gWUbXU``\Ug
hYbhUWYg'h\Uh'fYUW\`ZUf`]bhc'h\Y`cWU``[cj YfbUbW\`ghfi Whi fY"

5g'@cdYn g`]Y[U``[Ua V`]b[`gW\Ya Y`WJa Y`]bhc`ZcW`gž]h'k Ug
fYj YU`YX'h\Uh'h\Y`\UX`U`Y[YX`m`Wc'bh]bi YX`hc'gi ddcfh'h\]g
YbhYfdf]gY`Yj Yb`UZhYf`VY]b[`Y`YWhYX`g\Yf]Z`]b`Bcj Ya VYf`&\$&\$"
H\Y]f'cdYfUh]cbg`]bWi XYX'h\Y`a UbU[Ya Ybh'cZ'h\Y`]bZUa ci g
: i g]cb`GcW]U``7`i V`]b`?]gg]a a YYž'k \]W\`dUfh]W]dUhYX`]b
Wc'bXi W]b[`]]Y[U``chhYf]Yg`UbX`i b`Uk Z` ``m'dcggYggYX`g`ch
a UW\]bYg""Ch\Yfg`]bj c`j YXž'gi W\`Ug`M]b[`N\Ub[`UbX`G\Ufcb
: YXf]W_ž'bck `ZUW\`W\Uf[Yg'fUb[]b[`Zfca `a cbYm`Ui bXYf]b[`hc
ch\Yf'i b`Uk Z` ``UWh]j]h]Yg`UggcW]UhYX`k]h\`h\Y`[Ua V`]b[`cdYfUh]cbž
Ug`\][\][\hYX`Vm'6`UW_`7\fc]b]WY"

B Yk `8Yj Y`cda Ybhg`]b`8YhYbh]cb`: UW`]h]Yg

5a]Xgh'h\Y'i d\YUj U`'jb`Uk`YbZcfW@a Ybhž: `cf]XU`'g'dfYdd]b[`Zcf
U`bYk`'UXX]h]cb`hc`]hg`Wc ffYWh]cbU`ZUW`]h]Yg"6m'YUf'm`đ`mž'h\Y
ZYXYfU`[cj Yfba Ybh'k]`fc``ci h'U`bYk`'XYhYbh]cb`ZUW`]hm
\\i a cfc i g`mXi VVYX` 5`][Uhc f`5`WUhfUn" `@cWUhYX`UhiUb`c`X
U]fZ]Y`X`k]h\`Ub`YI dUbg]j Y`%%ž\$ \$ \$!Zcch'fi bk Umž'h\]g`ZUW`]hm'k]`
UWw@a a cXUhY`) ž\$ \$ \$`VYXgž`\][\`][\h]b[`h\Y`cb[c]b[`YZZcfhg`hc
]bbcj UhY`k]h\]b`ci f`dYbU`gmghYa`]b`fYgdcbgY`hc`YI]gh]b[
]bZfUghfi Whi fU`bYYXg"

F Yg]XYbhg`]b`K Ygh'DU`a`6YUW\`U`gc`UX`h\Y]f'ck b`XfUa U`k`Yb
7]hmD`UW`k Ug`Vf]YZm'WcgYX`Xi Y`hc`U`dc`]W`]bj Ygh][Uh]cb
fY[UfX]b[`U`gi gd]W]ci g'dUW_U[Y`H\Y`K Ygh'DU`a`6YUW\`Dc`]W`
XYdUfha Ybh`WU]h]cbYX`h\Y`di V`]Whc`ghYYf`WYUf`k`\\Y`h\Y`]bei]fm
i bZc`XYXžg\ck WUg]b[`ck`W@a a i b]hmigUZYhm'fYa U]bg`U
df]cf]hm`Yj Yb`k]h\`h\Y`gdYWhYf'cZ`W]a Y`gi fZUW]b[`]b`i bYI dYWhYX
k Umg"

< YU`h\`7cbWf fbg. `A YX]WU`A]gWc bXi Wh

Bch'ZUf`Zfca`h\YgY`\YUX`]bYgž'h\Y`a YX]WU`W@a a i b]hm]g`ZUW]b[
W\U`Yb[Yg`cZ]hg`ck b"8f`GUg\U`6cf]g; fY_ž`U`d\mg]W]Ub`Uh<75
: `cf]XU`@Uk bk ccX`<cgd]hU`]b: cfh'D]YfWž`k Ug`W\Uf[YX`k]h\
ZY`cbm'cdcgYgg]cb`cZZYbhUb`m`UZhYf`U`Y[YX`m'd]`ZYf]b[`h\Y
dck YfZi`cd]c]X`Zfca`Ub`=7I`dUh]Ybhg`=]]bY`H\Y`]bW]XYbh
fYdcfhYX`m'hfUbgd]fYX`Xi f]b[`U`b][\h'g\]Zh]b`8YW@a VYf`&\$&(žUbX
gYW`f]hm'ZcchU[Y`]bX]WUhYg`h\Uh; fY_`X]gWfYYh'm'k]h\XfYk`h\Y
gi VghUbWž`fU]g]b[`U`Ufa`]b[`ei Ygh]cbg`UVci h'cj Yfg][\h]b
\YU`h\WUfY`gYhh]b[g"

H\YgY`]bW]XYbhg`i bXYfgWc fY`Wf]h]WU`]ggi Yg`h\Uh`_YYd`Vi VV`]b[`hc
h\Y`gi fZUW`]b: `cf]X]Ub`gcW]Yhm`Zfca`Wc ffi d'h'dfUWh]W]g`]b`Uk
YbZcfW@a Ybh'hc`a]gWc bXi Wh]b`YU`h\WUfY`UbXž`cZ`Wci fgYž`h\Y
W\U`Yb[Yg`cZ`W@a a i b]hmigUZYhm'Ua]X`j Uf]ci g`]bj Ygh][Uh]cbg"5g
k UhW\Zi`W]h]nYbgž`k Y`\cdY`h\Uh`Ug`h\YgY`ghcf]Yg`XYj Y`cdž`↑gh]Wf
]g`gYfj YXž`UbX`UWwci bhUV`]hm'fYa U]bg`U[i]X]b[`df]bW]d`Y`]b`Vch\
[cj YfbUbW`UbX`YU`h\WUfY"

: cf`XYhU]YX`]bg][\hg`cb`h\]g'dfYgg]b[`]ggi Yž`fYUXYfg`UfY

YbWŁi fU[YX`hc`YI d`cfY`fYdcfhg`Zfca`76G%&Ź6`UW_`7\fc b]WYŹ
UbX`:`cf]XU`5hhcfbYm`; YbYfU`g`CZZ]W`"

8YhU]`g	
Cfh	K Ygh`DU`a`6YUWŹ: `cf]XUŹI G5
E i Y``Yb	<ul style="list-style-type: none">• Wg%&"WŁa• V`UW_Wfc b]WY"WŁa• k k k "a mZ`cf]XU`Y[U`"WŁa

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