

; F I '5i h\cf]hm'HU\_Yg'@Y[ U`'5Wh]cb'5a ]X  
7cbhfcj Yfg]U`F YZYfYbXi a '6Uhh`Y

9l d`cfY`h\Y`UHYgh'XYj Y`cda Ybhg'jb'5`UWxi U  
7ci bhm' ' \$' - /g`Y[ U`VUhh'Y'cj Yf'; U]bYgj ]`Y`FY[ ]cbU`  
l h]'h]Yg'Wcbhfc`UbX'i dWca ]b[ 'fYZfYbXi a g"



; U]bYgj ]`Yž: `cf]XUž'I G5`!FYWbhi'XYj Y`cda Ybhg'gi ffc i bX]b[  
h\Y`ZUhY`cZ; U]bYgj ]`Y`FY[ ]cbU`l h]'h]Yg'fl F I Ł\Uj Y`YgWU`UhYX  
hYbg]cbg'k ]h\]b'h\Y`cWU`[ cj Yfba Ybhž'Ug'bYk `Y[ U`UbX`Y`YW`cfU`  
a UbYi j Yfg'i bZc`X"5a ]Xgh'h\]g'dc`h]WU`XfUa Už; F I `Ug'Z]YX`U  
`Uk gi ]h'U]a YX`Uh`U`h]b[ 'U'dfcdcgYX`W]hm!k ]XY`fYZfYbXi a `h\Uh  
gYY\_g'hc`U`hYf'h\Y`Wcbhfc`cZ'h\Y'i h]'hm"H\Y'; F I '5i h\cf]hm g  
a cj Y`Zc`ck g'U`WcbhYbh]ci g'a YYh]b[ 'k \YfY`h\Y`Ui h\cf]hm g  
UhcfbYmk Ug'[ ]j Yb'h\Y`[ fYYb`][ \h'hc`]b]h]UhY`Y[ U`UW]cb`U[ U]bgh  
h\Y`Ubh]W]dUhYX`7]hm7ca a ]gg]cb'j chYž'k \]W\]g'YI dYWhYX`hc`ZUj cf  
h\Y`fYZfYbXi a "H\]g'fYZfYbXi a ]g'gYh'hc`Ug`j chYfg']Z'h\Ymk ]g\  
hc`Y`ja ]bUhY`h\Y'; F I '5i h\cf]hmYbh]fY`m`5W`cfX]b[ 'hc`A U]b  
GhfYYh'8U]`mBYk gž'h\]g']g'bch'h\Y`Z]fgh'h]a Y`gi W\`U`ei Ygh]cb  
\Ug`VYYb`di h'hc`h\Y`di V`]W`U'g]a ]Uf'dfcdcg]h]cb`k Ug']b]h]U`micb

h\Y`VU`ch]b`Bcj Ya VYf`&\$&(\ žk \YfY`U`ghU[ [ Yf]b[ '+' i 'cZj chYfg  
gi ddcfhYX`h" <ck Yj YfžWca d`jWUh]cbg`UfcgY`Xi Y`hc`U`fi`]b[ `Zfca  
Ub`5`UWxi U`7ci bhm`f X[ Y`h\Uh`XYYa YX`h\Y`VU`ch`Ub[ i U[ Y  
a ]g`YUX]b[ ""

÷`Ub`i bYI dYWhYX`hk ]ghž`h\Y` ; FI `79Cž`9X`6]Y`Ufg\_]ž`WcbhYbXXYX  
h\Uh`h\Y`f X[ Y`g`X]ga ]ggU`cZ`h\Y`]b]h]U`fYZfYbXi a `YZZYWhj Y`m  
fYbXYfYX`h\Y`dfYj ]ci g`j chY`a cch" <Y`Wf]h]WjYX`h\Y`7]hm  
7ca a ]gg]cb g`UhhYa dh`hc`fYj ]g]h`h\Y`fYZfYbXi a `k \]Y`Y[ U`  
X]gdi hYg`cca ``Uf[ Y`cj Yf`]hg`j U`]X]hm" ÷g`WYUf`Zfca `fYWbh  
ghUhYa Ybhg`h\Uh`h\Y` ; FI `5i h\cf]hm`ZY`g`WcfbYfYXž`ZYUf]b[ `h\Uh  
k ]h\ci h`U`Uk gi ]hž`h\Y`7]hm7ca a ]gg]cb`Wci `X`YbZcfW`h\Y`fYgi `hg  
cZ`h\Y`bYk`j chY`UbX`dchYbh]U`m`gY]nY`Wcbhfc`cZ`h\Y`i h`]hm]b`h\Y  
a ]XghcZcb[ c]b[ `UddYU`g"

: i fh\Yf`@Y[ U`UbX`Dc`]h]WU`A UbYi j Yf]b[

H\Y`ghU\_Yg`Wci `Xb h`VY`\][ \Yf`Ug`h\Y`7]hm7ca a ]gg]cb`\Ug  
U`fYUXmidUggYX`U`dfY`]a ]bUfmc`fX]bUbW`U]a YX`Uh`di hh]b[ `U  
fYj ]gYX`fYZfYbXi a `cb`h\Y`VU`ch" H\]g`cfX]bUbW`U]g`YI dYWhYX`hc  
Wca Y`VYZcfY`h\Ya `Zcf`U`j chY`cb`H\i fgXUmž`k ]h\`h\Y`gdYW]U`  
Y`YWh]cb`bYUf`micb`h\Y`\cf]ncb" H\Y`d`UbbYX`gdYW]U`Y`YWh]cbž  
k \]W\`Wci `X`Wcgh`hUl dUmYfg`i dk UfXg`cZ` &\$ \$ž\$ \$ž`dcgYg`h\Y  
ei Ygh]cb`cZ`Wcbhfc`. `g\ci `X`]hfYa U]b`k ]h\`h\Y`7]hm7ca a ]gg]cbž  
cf`g\]Zh`hc`U`VcUfX`Uddc]bhYX`Vm` ; cj Yfbcf`Fcb`8YGUbh]g3`÷`U  
`YhhYf`UXXfYggYX`hc`h\Y`7]hm7ca a ]gg]cbž ; FI `Uh`hcfbYm`8YfY\_  
DYffm`fYei YghYX`h\Y`UVUbXcba Ybh`cZ`h\Y`cfX]bUbW`ž`ghUh]b[ `h\Uh  
dfcW`YX]b[ `k ]h\`h\Y`g`dfcW`gg`k \]Y`Wci fh`WU`Yb[ Yg`UfY  
i bXYfk Um]g`]a dfUWh]WU`UbX`U`k UghY`cZ`di V`]WZ`bXg" H\]g  
dYfgdYWh]j Y`U`][ bg`k ]h\`h\Y`fi`]b[ `Zfca `ž`X[ Y` ; Ycf[ Y`A`"K f][ \hž  
k \c`dfYj ]ci g`m]bj U`]XUhYX`U`fYZfYbXi a `ZcW`gYX`cb`fYhi fb]b[  
Wcbhfc`cZ` ; FI `hc`h\Y`W]hm`VYWUi gY`cZ`a ]g`YUX]b[ ``Ub[ i U[ Yž  
dUfh]W`Uf`m`fY[ UfX]b[ `W]hm`Wca a ]gg]cb`W\UfhYf`cZZ]W`fg"

H\Y`cb[ c]b[ `WUg\`]`i ghfUhYg`h\Y`Wca d`YI ]hm`cZ`[ cj YfbUbW`UbX  
`cWU`Ui h\cf]hm]b` ; U]bYgj ]`Y`"K \]Y` ; FI `a U]bhU]bg`h\Uh`Ubm  
W\Ub[ Yg`hc`]hg`ghfi Whi fY`dUggYX`Vm`h\Y`7]hm7ca a ]gg]cb``UW`h\Y  
`Y[ U`]hm`hc`fYj YfgY`ghUhY`Y[ ]g`Uh]j Y`UWh]cbgž` ; U]bYgj ]`Y`F`Yg]XYbhg

I b]hYXž`bW`hU\_Yg`U`X]ZZfYb`hghUbW`"H\Ym`UXj`cWUhy`Zcf`cWU`  
Wcbhfc`cj`Yf`di`V`]Wi`h`]h]Yg`UbX`gi`ddcfh`h\Y`7]hm`7ca`a`]gg]cb`g`  
YbXYUj`cf`hc`k`cf`\_`WcgY`m`k`]h\`fYg]XYbhg`cb`U`di`V`]Wm`ia`UbU[`YX`  
i`h`]hm`"DfcdcgYX`[`cj`YfbUbW`ghfi`Whi`fYg`gi`[[`Ygh`h\Uh`U`VcUfX`  
Wca`df]g]b[`W]hm`UbX`Wci`bhm`fYg]XYbhg`g\ci`X`a`U\_Y`a`cgh`  
cdYfUh]cbU`XYW]g]cbgž`YI`Wi`X]b[`Vi`X[`Yh`UbX`fUhY!gYhh]b[`  
UgdYWhg"

H\Y`:`i`hi`fY`cZ`;`F`I`

8Ygd]hY`h\Y`]bhYbgY`Y[`U`VUh`Yg`UbX`h\Y`cb[`c]b[`dck`Yf`  
ghfi`[[`Yž`h\Y`;`F`I`5i`h\cf]hm`fYa`U]bg`i`bXYhYffYX`]b`]hg`dcg]h]cb`"  
H\Ym`UfY`UddYU`]b[`h\Y`†`X[`Y`g`dfYj`]ci`g`fi`\_]b[`ž`k`\]W\`U`ck`YX`  
h\Y`7]hm`hc`fYj`]gY`]hg`W\UfhYf`"†igYYa`g`h\YfY`]g`bc`UW`cZ`Z]YfW`  
UXj`cWUWmZfca`Vch\`g]XYgž`Ug`h\Y`;`F`I`Wcbh]bi`Yg`hc`UggYfh`]hg`  
WU]a`g`cZ`Ui`h\cf]hm`cj`Yf`W]hm`dfcdYfhmž`WUi`g]b[`i`bW`fhU]bhm`UVci`h`  
h\Y`cb[`!hYfa`cdYfUh]cbU`ghUV`]hm`cZ`;`F`I`Ua`]Xgh`Ub`Uha`cgd\YfY`  
h\]W`\_`k`]h\`Y[`U`hYbg]cb`UbX`Wca`a`i`b]hm`XYVUhY`"BYj`Yfh\Y`Yggž`Ug`  
h\Y`W]hm`dfYdUfYg`Zcf`U`gdYW]U`Y`YWh]cb`ž`a`Ubmi`UfY`Y`Zi`dcbXYf]b[`.`  
k`\Uh`k`j`VYWca`Y`cZ`;`U]bYgj`j`Y`g`i`h`]h]hm]b`h\Y`Wca`]b[`a`cbh`g3`  
K`j`h\Y`W]h]nYbg`j`chY`YUX`hc`U`g][`b]Z]WUbh`g\]Zh]b`Wcbhfc`ž`cf`k`j`  
h\Y`Y[`U`W\U`Yb[`Yg`fYhU]b`h\Y`ghUhi`g`ei`c3`

5g]h`ghUbXgž`h\Y`Wca`]b[`k`YY\_g`UfY`Vci`bX`hc`VY`d]j`chU`Zcf`Vch\`  
h\Y`;`F`I`UbX`h\Y`7]hm`7ca`a`]gg]cb`"Cb`m`h]a`Y`k`j`hY`ck`h\]g`  
XfUa`U`i`bZc`Xgž`Vi`h`k`]h\`U`XYXd`m`X]j`]XYX`cd]b]cb`Ua`cb[`  
fYg]XYbhg`UbX`Ui`h\cf]h]Yg`U`]Yž`cbY`h\]b[`]g`WYUf.`h\Y`Zi`hi`fY`cZ`  
;`U]bYgj`j`Y`g`i`h`]h]Yg]g]b`h\Y`\UbXg`cZ`]hg`W]h]nYbg`":`cf`Zi`fh\Yf`  
i`dXUhYg`UbX`]bg][`hg`cb`h\]g`i`bZc`X]b[`gU[`Už`]bhYfYghYX`fYUXYfg`  
WUbj`j]g]h`;`U]bYgj`j`Y`≠[`i`UbU`UbX`H\Y`≠bXYdYbXYbh`:`cf]XU`  
5`][`Uhc`f`Zcf`a`cfY`Wca`dfY\Ybg]j`Y`Wcj`YfU[`Y`"

8YhU]`g	
C`f`h`	;`U]bYgj`j`Yž`:`cf]XUž`I`G5`
E`i`Y`Y`b`	<ul style="list-style-type: none"><li>•`k`k`k`"a`U]bghfYYhXU]`mbYk`g`Wca`</li><li>•`k`k`k`"U`][`Uhc`f`c`f[`</li></ul>

8YhU]`g	
	• [ U]bYgj ]``Y][ i UbU"c f[

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