

@Uk a U_Yfg'8Ya UbX'5bgk Yfg'Ug
/ , \$' - /5`][Uhc f'5`WUhfUn/ , \$' - /: UWg
HfUb gdUfYbWm'7f]g]g

: `cf]XU'FYd"'5b[]Y'B]l cb'di g\Yg'Zcf'hfUb gdUfYbWm'cb'U
Wcbhfcj Yfg]U'`79'XYhYbh]cb'ZUW']hm]b'7'Um'7ci bhm'Ua]X
U`Y[Uh]cbg'cZ]b\i a UbY'WcbX]h]cbg"

7Ua d'6`UbX]b[ž'7'Um'7ci bhmž': `cf]XUž'i G5'!'5g'WcbWfbg
[fck'UVci h'h\Y'd`UbbYX'`a a][fUh]cb'UbX'7i ghca g'9bZcfW'a Ybh
f79'ZUW']hm'Uh'7Ua d'6`UbX]b[]b'7'Um'7ci bhmž': `cf]XU'GhUhY
FYdfYgYbhUh]j Y'5b[]Y'B]l cb'fB!UW_gcbj]`Y'g'a U_]b[`Yf'j c]W
YUfX""B]l cb']g'UXj cWUh]b[`Zcf'hfUb gdUfYbWm'UbX'dfcdYf
cj Yfg][\h'cZ'h\Y'ZUW']hmž'g`UhYX'hc'cdYb'Ua]X'U'Wci X'cZ
Wcbhfcj Yfgmigi ffc' bX]b[`Ub'Yl]gh]b[`cWUh]cb'_bck b'Ug' 5`][Uhc f
5`WUhfUn" 'FYdcfhg'fYj YU`h\Uh'5`][Uhc f'5`WUhfUnž`cWUhYX'XYd'j b
h\Y'9j Yf[`UXYgž`Ug'ZUW'X'g][b]Z]WUbhgWfi h]bm'Zfca `Vch\
`Uk a U_Yfg'UbX'\i a Ub'f][\hg'UXj cWUhYg'Xi Y'hc'U`Y[Uh]cbg'cZ
]b\i a UbY'WcbX]h]cbg'k]h\]b']hg'k U`g"'5WcbfX]b[`hc'BYk g(>5L ž
B]l cb']g'gYh'hc'hci f'h\Y'5`][Uhc f'5`WUhfUn'ZUW']hm'k]h\`ch\Yf
8Ya cWfUh]W'Y[]g'Uhc fg'h\]g'GUh'fXUmž'U'j]g]h'h\Uh'WUff]Yg']hg'ck b
k Y][\h'cZ'dc`h]WU`XfUa U"

@Ugh'k YY_ž'B]l cb'UbX`\Yf'Wc`YU[i Yg'a UXY'Ub'UhhYa dh'hc'j]g]h
5`][Uhc f'5`WUhfUn'i bUbbci bW'Xž'Vi h'h\Ym'k YfY'XYb]YX'Ybhf'm"
H\Y]f'Zfi ghfUh]cb`YX'h\Ya `hc'Z]Y'U`Uk gi]h'U[U]bgh'; cj Yfbcf'Fcb
8YGUbh]gž'UggYfh]b[`h\Uh'gi W\`fYghf]Wh]cbg'cb`Y[]g'Uh]j Y'cj Yfg][\h
UfY'i bUW'WdhUV'Y""H\Y': `cf]XU'8]j]g]cb'cZ'9a Yf[YbWm
A UbU[Ya Ybh'XYZYbXYX'h\]g`ja]hUh]cbž'ghUh]b[`h\Uh'cb'm
`Y[]g'Uh]j Y'Wca a]hhYg'\Uj Y'h\Y'Ui h\cf]hm'hc'jbgdYWh'ZUW']h]Ygž
bch]bX]j]Xi U`Y[]g'Uhc fg""`b`][\h'cZ'h\]gž'B]l cb`\Ug'WU`Yb[YX
h\Y`UW_cZ]bZfca Uh]cb'fY[UfX]b[`h\Y'XYg][b'UbX'Wcbghfi Wh]cb'cZ

h\Y`7Ua`d`6`UbX]b[`ZUW`]hmž`Ub`]ggi`Y`h\Uh`fYgcbUhYg`XYYd`mik`]h\`
a`Ubm`Wcbgh]hi`Ybhg`k`c`XYa`UbX`hfUbgdUfYbWmZfca`h\Y]f`Y`YWHYX`
fYdfYgYbhUh]j`Yg"

≡bg]XY`5``][`Uhc`f`5`WUhfUn`

7ca`dci`bX]b[`h\Y`Wcbhfcj`Yfgmigi`ffci`bX]b[`h\Y`bYk`ZUW`]hm]g`h\Y`
U`Ufa`]b[`]bZcfa`Uh]cb`Ya`Yf[`]b[`Zfca`5``][`Uhc`f`5`WUhfUn`]hgY`Z`≡
fYWW`bh`fYdcfhgž`7i`VUb`fY[`[`UYhcb`Ufh]gh`@YUa`gm`@U`:]`[`i`fUž`k`c`
k`Ug`hfUbgbZYffYX`hc`h\Y`XYhYbh]cb`W`bhYf`UZhYf`UggUi`h`W`Uf[`Ygž`
XYgWf]VYX`WcbX]h]cbg`h\Uh`WU`b`cb`m`VY`hYfa`YX`c`cf]Z]W`≡`U`d`cbY`
WU``ž`h\Y`UbX`ch\Yf`XYhU]bYYg`Ua`YbhYX`h\Y`UW`c`Z`VUg]W`
bYWW`gg]h]Yg`_]Y`UWW`gg`hc`k`UhYf`UbX`UXYe`i`UhY`ZccX``8`YhU]bYYg`
fYdcfhXU]`mia`YU`g`h\Uh`UfY`bch`cb`m]bgi`ZZ]WYbh`Vi`h`gca`Yh]a`Yg`
i`bgUb]hUfmž`k`]h\`WU]a`g`c`Za`U[`[`chg`dfYgYbh]b`h\Y]f`ZccX``76G`
BYk`g`][`\\][`hg`h\Y`ghfi`[`[`Yg`XYhU]bYYg`ZUW`ž]bWi`X]b[`U`UW`c`Z`
a`YX]WU`WUfYž`]a`]hYX`Wca`a`i`b]WU]cbž`UbX`fYghf]W]cb`cb`h\Y]f`
fY`][`]ci`g`dfUW]W`gž`k`\\]W`h`Uj`Y`Zi`fh\Yf`]bhYbg]Z]YX`WU`g`Zcf`
fYZcfa`UbX`cj`Yfg][`h"

H\Y`ZUW`]hmž`h\Ugh]`m`Wcbghfi`W`YX`cb`Ub`i`bXYfi`h]`]nYX`a`i`b]W]dU`
U]fghf]dž`h\Ug`U`fYUXmik`Y`Wca`YX`]hg`Z]fgh`fci`bX`c`Z`XYhU]bYYg`Ug`c`Z`
ž`m`""<ck`Yj`Yfž`h\Y`fUd]X`YghUV`]g\`a`Ybh`c`Z`h\]g`XYhYbh]cb`W`bhYf`
h\Ug`fU]gYX`YmYVfck`g`Ua`cb[`a`Ubm`UXj`cWUWm[`fci`dg``7ca`a`cb`
fYdcfhg`c`Z`XYhYf]cfUh]b[`a`YbhU``h\YU`h\`Ua`cb[`h\Y`XYhU]bYYgž`
U`cb[`k`]h\`gYj`YfY`WcbX]h]cbgž`Wcbh]bi`Y`hc`dU]bh`U`h`fci`V`]b[`
d]W]i`fY`h\Uh`Wcbh`fUghg`g`Ufd`mik`]h\`h\Y`ghUhY`c`ZZ]W]U`g`WU]a`g`h\Uh`
5``][`Uhc`f`5`WUhfUn`]g`c`dYfUh]b[`U`h`UWW`dhUV`Y`ghUbXUfXg``8`fYW`hcf`
c`Z`7ca`a`i`b]WU]cbg`Zcf`h\Y`:`c`f]XU`8]j`]g]cb`c`Z`9a`Yf[`YbWm`
A`UbU[`Ya`Ybhž`GhYd`Ub]Y`<Ufha`Ubž`UVY`YX`h\Y`U`Y[`Uh]cbg`Ug`
Wca`d`YhY`m`ZU`gYž`UggYfh]b[`h\Uh`h\Y`ZUW`]hm`a`YYhg`U``bYWW`ggUfm`
fYe`i`]fYa`Ybhg`Zcf`cdYfUh]cbU`ghUbXUfXg"

Dc`h]WU`F`YUW]cbg`UbX`:`i`hi`fY`Hci`fg`

H\Y`d`UbbYX`h`ci`f`Vm`Uk`a`U`Yfgž`k`\\]W`h`Yi`Wi`XYg`a`YX]U`UbX`ghUZZ`
h\Ug`gdi`ffYX`UXX]h]cbU`W`h]W]ga`""Gca`Y`fYdfYgYbhUh]j`Ygž`_]Y`
GYbUhc`f`G`Yj`f]b`æbYgž`h\Uj`Y`j`c]W`X`X]gWcbhYbh`cj`Yf`h\Y`UW`c`Z`

hfUbgdUfYbWmžVfUbX]b['h\Y'hci f'Ug'U'a YfY' dc`]h]WU`h\YUhfYf"
A YUbk \]YžFYdfYgYbhUh]j Y'5bbU'9g_Ua Ub]'d`Ubg'hc'XcW a Ybh
\Yf'j]g]h'UbX'gYY_g'dYfa]gg]cb'Zcf'[fYUhYf'cj Yfg][\h'i "G"FYd"
8YVV]Y'K UggYfa Ub'GWxi `hn\Ug'Wf]h]W]nYX'h\Y'Ybh]fY'cdYfUh]cb'Ug
]bUXYei UhYžj ck]b['hc'di fgi Y'a cfY'i bUbbci bWX'j]g]hg'hc'[Yh'hc
h\Y'Vchca 'cZ'h\Y'g]hi Uh]cb""H\]g'[fck]b['V]dUfh]gUb']bhYfYgh
\[\'][\hg'U'Wc`YWh]j Y'XYg]fY'Zcf'UWWci bhUV]'hmi]b'h\Y'ZUW'cZ
f]g]b['U`Y[Uh]cbg'UVci h\i a Ub'f][\hg'j]c`Uh]cbg"

5g'h\Y'hYbg]cb'f]gYg'gi ffc i bX]b['h\Y'5`][Uhc'f'5`WUhfUn'ZUW]'hmž
UbX'k]h\ 'h\Y`cca]b['Wcbghfi W]cb'cZ'h\Y'7Ua d'6`UbX]b[
XYhYbh]cb'WbhYfž'h\Y'bUffUh]j Y'fYa U]bg'Wca d'YI 'UbX'Yj c'j]b["
K]h\ 'ei Ygh]cbg'Ufci bX`Y[]g`Uh]j Y'cj Yfg][\h'VfYk]b[ž'h\Y
]a d`]WU]cbg'cZ'h\]g'g]hi Uh]cb'a UmYI hYbX'k Y`VYmcbX'h\Y
VcfXYfg'cZ': `cf]XU""H\Y'Uf[i a Ybhg'fYj c'j]b['Ufci bX
hfUbgdUfYbWmj Yfgi g'dc`]h]WU`a UbYi j Yf]b['UfY'] [b]h]b[
Wcbj YfgUh]cbg'h\Uh'UfY'Wfi W]U`Zcf'h\Y'Zi hi fY'cZ]a a][fUh]cb
dc`]Wm]b'5a Yf]WU"

: cf'cb[c]b['XYj Y`cda Ybhgž`YYd`Ub'YmY'cb`cWU`bYk g'gci fWgž
Ug'h\Y'ghcfm]g'ZUf'Zfca 'cj Yf"'5g'B]I cb'\YfgY'Zdc]bhYX`m'bc'hYXž
h\YfY g'gca Yh\]b['hc'VY'gU]X'Zcf' h\Y'di V`]Wg'f][\h'hc'_bck
k \Uh'g'\UddYb]b['k]h\]b'h\YgY'ZUW]'h]Yg"

8YhU]`g	
Cfh	7Ua d'6`UbX]b[ž'7`Um'7ci bhmž: `cf]XUžI G5
Ei Y`Yb	<ul style="list-style-type: none"> • k k k "bYk g('UI "Wca • k k k "WgbYk g"Wca • k k k "UVWUW]cb bYk g"Wca

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