

@cWU`5fh'@Y[YbX`Fi ghmi6U_Yf/ . \$' - /g
6Ufb. '5`A i g]WHf]Vi hY`@]j Yg`C b`

8]gWcj Yf'h\Y`Y[UWm'cZ'Ufh]gh'Fi ghmi6U_Yf']b`<c`a Yg
7ci bhmž'C\]cž'UbX`\]g]Wcb]W@Y[YbXg'cZ'A i g]WVUfb"
9I d`cfY`Ufhž'a i g]Wž'UbX`Wca a i b]hm'\]ghcfm"



%* *)`7ci bhm'FcUX`%) \$ž'A]`YfgVi f[ž'C\]cž'I G5`!H\Y
WfYUh]j Y`gd]f]h'cZ'Fi ghmi6U_Yf'Wcbh]bi Yg`hc`YWc`h\fc i [\`h\Y
d]Whi fYgei Y`5a]g\`Wci bhfm]XY`cZ`<c`a Yg`7ci bhmž'k`YfY`\]g
`Y[UWm'Uh'h\Y`@Y[YbXg'cZ'A i g]W6Ufb`fYa U]bg`U`VYUWcb`Zcf`Ufh
UbX`a i g]WYbh\i g]Ughg`U`_Y`"GUX`mž'h\Y`Ufh]gh'dUggYX`Uk Um
i bYI dYWhYX`micb`5df]`%&ž'&\$&' ž'Uh*(ž`YUj]b[`U`g]nUV`Y`a Uf`_cb
h\Y`Wca a i b]hm'\Y`WYf]g\YX`UbX`]bgd]fYX`Zcf`cj Yf'hk c`XYWUXYg"

?bck b`Zcf`\]g]j]VfUbh'Ufhk cf_ž'6U_Yf'hfUbgZcfa YX`h\Y`VUfb`]bhc`U
j]VfUbh'hf]Vi hY`hc`a i g]W`Y[YbXgž'k]h\`a i fU`g'cZ']Wcbg'gi W`Ug
H\Y`6YUhYgž'æ\bbm'7Ug\ž'UbX`h\Y`gci`Zi`Wc`cf'g'cZ'V'i Yg[fYUhg
`]_Y`66`?]b["`<Y`ghUfhYX`dU]bh]b[`h\YgY`j]j]X`dcfhfU]hg`]b`ž bY
&\$&) ž[i]XYX`Vm'Ub', !]bW\`Vm`%\$!]bW\`d\chc[fUd\`"<]g`ZUj cf]hY

a i fU`ž`U`gdfUk`b[`*`\$!ZcchVm`*`\$!ZcchWUbj Ugž`WUdhi fYg`U
a i`h]hi XY`cZ`a i g]WU``i a`]bUf]Ygž`k`\\W\\`]g`bck`U`g]`Ybh`\\ca`U[`Y`hc
6U_Yf`g`dUgg]cb"

H\\Y`5fh]gh]W<`YUfh`cZ`h\\Y`7ca`a i`b]hm

6U_Yf`g`Wcbhf]Vi`h]cbg`hc`h\\Y`@Y[`YbXg`cZ`A i`g]W6Ufb`k`Ybh`VYmcbX
↑`gh`Ufhk`cf`_``: f]YbXg`UbX`UXa`]fYfg`fYa`Ya`VYf`\\]a`bch`cb`m`Ug`U
hU`YbhYX`Ufh]gh`Vi`h`U`gc`Ug`U`k`cf`X`hfUj`Y`Yf`UbX`U`a i`g]WU`b``<]g
dUfhbYfž`7`Ui`X]U`F`cni`_ž`Wcbh]bi`Yg`hc`fYg]XY`Uh`h\\Y`f`\\ca`Yž`k`\\YfY
a`Ya`cf]Yg`cZ`h\\Y`f`g\\UfYX`YbXYUj`cf`g``b[`Yf``7`Ui`X]U`g`dfYgYbW\\`]g
U`hYghUa`Ybh`hc`h\\Y``]ZY`h\\Ym`Vi`]`h`hc[`Yh\\Yfž`YbWUdgi`U`hYX`]b`h\\Y
k`Ufa`h\\cZ`h\\Y`f`VUfb`g`k`U`g"

H\\Y`VUfbž`cWU`hYX`bYUf`7`Uf`_ž`C`\\]cž`gYfj`Yg`Ug`U`W`hi`fU`
`UbXa`Uf`_``6Yg]XYg`h\\Y`]a`dfYgg]j`Y`a i`fU`gž`]h`VcUghg`Ub`Yi`hYbg]j`Y
Wc``YWh]cb`cZ`a i`g]WU``a`Ya`cfUV`]U```g]XYž`cbY`WU`b`Z]bX`Y`U`h\\Yf`
Wc`i`W\\Ygž`]bghfi`a`Ybhgž`UbX`h\\Y`[`fUbX`d]Ub`c`k`\\YfY`6U_Yf`
fYWc`fXYX`a`UbmicZ`\\]g`ck`b`gcb[`g``<Y`cZhYb`fYZffYX`hc`U`gdYWU`U`
fcc`a`Ug`h\\Y`j`Ui`hž`\\ci`g]b[`Ub`UffUm`cZ`hfYUgi`fYX`[`i`]hUfgž
]bWi`X]b[`U`W`hh]b[`!YX[`Y`gY`Z`hi`b]b[`]Vgcb`@Yg`DUi`F`cVch"

5g`fYdcfhg`Zfca`MU\\cc`Ya`d\\Ug]nYž`h\\Y`@Y[`YbXg`cZ`A i`g]W6Ufb
fYa`U]bg`U`W\\Yf]g\\YX`UbXa`Uf`_]b`h\\Y`Wc`a`a i`b]hm`k`\\YfY`dYcd`Y
i`gYX`hc`[`U`h\\Yf`Zcf`Ua`gYgg]cbg`h\\U`h`6U_Yf`gc`dUgg]cbU`hY`m
\\cghYX``: c`ck`b[`\\]g`dUgg]b[`ž`Zf]YbX`7c`Y`K`Yb[`YfX`hcc`_`cb`h\\Y
fYgdcbg]V`]hm`cZ`a`U]bhU]b]b[`h\\]g`Ufh]gh]W\\Uj`Ybž`U`ck`b[`]j`]g]hcf`g
hc`Wc`bh]bi`Y`hc`Yb`c`m`h\\Y`Ufh]ghf`m`6U_Yf`\\UX`dci`fYX`\\]g`\\YUfh]b`hc"

5`@Ugh]b[`]`a`dUW`h`c`b`5fh`UbX`A`i`g]W

F`i`ghm`6U_Yf`k`Ug`bch`↑`gh`Ub`Ufh]gh`Vi`h`U`a`Ya`VYf`cZ`h\\Y`<c`a`Yg!
K`UmbY`9`Y`W`hf]W7cc`dYfUh]j`Yž`k`\\YfY`\\Y`cZhYb`g\\UfYX`\\]g
d\\]`cgcd\\micZ`]ZY`d`fcXi`W`h]j`]hmž`cddcfhi`b]hmž`UbX`Yb`c`ma`Ybh``<Y
Vc`X`m`Ya`VfUW`X`W`fYUh]j`]hmž`ghUh]b[`]9]Yfm`XUm]g`h\\Y`VYgh`XUm`cZ
a`m`]ZYž`U`gYbh]a`Ybh`\\Y`k`]g\\YX`hc`\\Uj`Y`Yb[`fUj`YX`cb`\\]g
[`fUj`YghcbY``<]g`k`\\]a`g]WU`W`fYUh]cb`cZ`U`d`fcdUbY`hUb`_`dU]bhYX`Ug
U`M`Y`ck`Gi`Va`Uf]bY`UbX`h\\Y`ghfUk`VYffm`Z]Y`Xg`ci`hg]XY`h\\Y`VUfb

gma Vc`nY`\\g`dUgg]cb`Zcf`V`YbX]b[`Ufh`k]h\\`bUhi fY"

A cfYcj Yfž`\\g`i b]ei Y`k ccX`ghU]b`hYW\\b]ei Y`WUdh]j UhYX`a Ubmž
k]h\\`dcfhfU]hg`Uh`h\\Y`VUfb`XYd]Wh]b[`C`\\]c`a i g]WZ][i fYg`gi W\\`Ug
A Uf]`mb`A Ubgc b`UbX`ȣ`\\b`@Y[YbX`":]`a `WfYk g`k YfY`cZhYb`gYYb`Uh
h\\Y`j Ybi Yž`i h]`n]b[`]hg`dfcZYgg]cbU`m`Yei]ddYX`gci bXghU[Y`hc
WUdhi fY`h\\Y`YggYbW\\`cZ`h\\Y`Uha cgd\\YfY`6U_Yf`ZcghYfYX `U`gdUW\\
k \\YfY`a i g]WUbX`Ufh]ghfm`gYUa `Ygg`m]bhYfhk]bYX"

6U_Yf g`j]ZY`k Ug`U`W\\`YVfUh]cb`cZ` fi ghUW]ci g `j]]b[ž`U`hYfa `\\Y
WŁ]bYX`hc`Ya VfUW\\`h\\Y`j]XYU`cZ`ja dYfZYWh]cb`UbX`[fck h\\`<]g
]bZYWh]ci g`gd]f]h]bgd]fYX`WŁi bhYgg`]bX]j]Xi U`gž`]bj]h]b[`h\\Ya `hc
Yb[U[Y`k]h\\`a i g]WUbX`Ufh`k]h\\ci h`ZYUf`"K]h\\`h\\Y`@Y[YbXg`cZ
A i g]W6Ufb`gh]`ghUbX]b[`hU`ž`]h`WŁbh]bi Yg`hc`gYfj Y`Ug`U`hf]Vi hY`hc
6U_Yf g`i bk Uj Yf]b[`XYX]WUh]cb`hc`WfYUh]j]hm`UbX`WŁa a i b]hm`]b
C`\\]c g`\\YUfh`UbX"

5g`k Y`fYa Ya VYf`\\]a `UbX`\\]g`j]VfUbh`WŁbhf]Vi h]cbgž`Yhg`WUffm
Zcfk UfX`h\\Y`a YggU[Y`\\Y`g\\UfYX. `hU_Y`f]g_gž`Ya VfUW\\`dUgg]cbž
UbX`Z]bX`ċm]b`h\\Y`dfcW\\gg`"H\\Y`YW\\cYg`cZ`Fi ghm`6U_Yf g
WfYUh]j]hm`k]``i bXci VhYX`m`fYgcbUhY`Zcf`mYUfg`hc`WŁa Y"

| 8YhU]`g | |
|---------|---|
| Cfh | %*`) `7ci bhmFcUX`%) \$ž`A]`YfgVi f[ž`C`\\]cž l G5 |
| Ei Y`Yb | <ul style="list-style-type: none">• k k k "mU\\cc"WŁa• k k k "c`\\]cWŁcd`]]]b["WŁa• a Udg"f cUXhf]ddYfg"WŁa |

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