H_UW\i _/ ¸$'-/g`@YUXYfg\]d`GdUf_g : `cf]XU`DUbh\Yfg/ ¸$'-/`Ghibb]b[`B<@ F]gY˚

8]gVcjYf`\ck`A Uhh\Yk`H_UW\i_`hfUbgZcfa YX`h\Y`: `cf]XU DUbh\Yfg`]bhc`B<@`WcbhYbXYfg`g]bW`\]g`&$&&`Uff]jU`ž YbYf[]n]b[`h\Y`hYUa`UbX``YUX]b[`h\Ya`hc`giWWYgg"

7fYjY`7cYifž`A]ggci f]ž`I G5`!`⊣b`h\Y`ZUgh!dUWYX`k cf`X`cZ`h\Y B<@žcbY`bUa Y`\Ug`WUdh]jUhYX`h\Y`f]b_`UbX`fU``YX`ZUbg`UWfcgg : `cf]XU. `A Uhh\Yk`H_UW\i_"`<]g`hfUbgZcfa Uh]jY`]a dUWh`cb`h\Y : `cf]XU`DUbh\Yfg`\Ug`a UXY`\YUX`]bYgž`UbX`Ug`ZUbg`W\YYf`cb`h\Y]f hYUa ž`]hg`\UfX`bch`hc`UW_bck `YX[Y`h\Y`k Uj Yg`\]g`Uff]jU``\Ug WfYUhYX"`K \Yb`H_UW\i_`ghYddYX`cbhc`h\Y`]WYž`\Y`X]Xb`h`⇑gh`'c]b U`hYUa /`\Y`gdUf_YX`U`a cj Ya Ybh"`D]cbYYf`]b[`Ub`YfU`cZ`]bhYbg]hm UbX`ghfUhY[]Wdfck Yggž`H_UW\i _`g`]bZ`iYbWY`\Ug`d`UmYX`U`_Ym`fc`Y]b`h\Y`DUbh\Yfg`fYWWbh`giWWYgg`cb`h\Y`ZfcnYb`VUhh`YZ]Y`X`cZ`h\Y B<@"`5g`A chcfWmWY`Gdcfhg`fYdcfhgž`\Y`\Ug`g\ck b`Ub`i bWUbbm UV]`]hm`hc`Ubh]W]dUhY`d`Umg`UbX`WVU``Yb[Y`cddcbYbhgž`WfYUh]b[`U

d`Yh\cfU`cZ`cddcfhi b]h]Yg`Zcf`\]g`hYUa a UhYg"`

6i h`]hg`bch`1 gh`UVci h`ghUhg/`H_UWXi _`g`hfi Y``YUXYfg\]d`g`h]bYg
h\fci [\``]b`\]g`UWh]cbg``h`Y`k Um`\Y`]bgd]fYg`\]g`hYUa a UhYg`UbX
[U`jUb]nYg`h\Y]f`gd]f]hg"`<Y`Ya VcX]Yg`U`W``hi fY`cZ`i b]hm`UbX
fYg]`]YbWž`ZcghYf]b[`U`fY`YbhYgg`Xf]jY`Ua cb[`h\Y`DUbh\Yfgž`k \c
k YfY`dfYj]ci g`m`Wcbg]XYfYX`i bXYfXc[g"`H\Y`hYUa`\Ug`bck
Yldcf]YbWYX`U`fYgi f[YbWž`UbX`h\YfY g`gca Yh\]b[`hc`VY`gU]X`Zcf
h\Y`YbYf[ m`H_UWXi _`Vf]b[ g`hc`h\Y`]W`"`ĐXYYXž`\]g`XYX]WUh]cb`UbX
Wca a]ha Ybh`UmU`dfca]g]b[`Zci bXUh]cb`Zcf`cb[!hYfa `gi WWYgg"
H\Y`DUbh\Yfg `dfcgdYWhg`\UjY`bYjYf`cc_YX`Vf][\hYf`k h\
H_UWXi _`ghYYf]b[`h\Y`g\]d"

: fca `h\Y`F]b_g`cZ`5f]ncbU`hc`h\Y`B<@`GhU[Y

6cfb`]b`GWchhgXU`Yž`5f]ncbUž`A Uhh\Yk `6fYbXUb`H_UWXi _`WUa Y
Zfca `U`\cW_Ym`]bYU[ Y/`\]g`ZUh\Yfž?Y]h\ž]g`U`Zcfa Yf`B<@`d`UmYf
UbX`U`dfci X`a Ya VYf`cZ`h\Y`I b]hYX `GhUhYg`<cW_Ym`<U```cZ`: Ua Y"
H_UWXi _`gdYbh`\]g`Zcfa Uh]jY`mYUfg`bUj][Uh]b[`h\Y`f]b_g`k \]`Y
hU[[ ]b[`U`cb[`k ]h\`\]g`ZUh\Yf`Xi f]b[`dfUWh]WYgž`U`WX]`X\ccX`h\Uh
g\UdYX`\]a `]bhc`h\Y`Zcfa]XUV`Y`d`UmYf`\Y`]g`hcXUm"`5ZhYf`a cj]b[
hc`A ]ggci f]`Uh`h\Y`U[Y`cZ`h\fYYž\Y`VY[ Ub`\cb]b[`\]g`g_]``g`k ]h\`U
mci h\`UZZ]`]UhY`cZ`h\Y`Gh"`@ci]g`6`i Yg`UbX``UhYf`UhhYbXYX`J]``U
8i WXYgbY`UbX`7\Ua]bUXY`7c``Y[Y`DfYdUfUhcfm`GWXcc`ž`k \YfY`\Y
g\UfYX`WUggYg`k]h\`B65`ghUf`ĐUmgcb`HUhi a `žUg`bchYX`Vm
K]_]dYX]U"

5ZhYf`U`gi WWYggZi ``gh]bh`k ]h\`h\Y`I G5`<cW_Ym`BUh]cbU``HYUa
8YjY`cda Ybh`Dfc[fUa žH_UWXi _`k Ug`XfUZhYX`Vmh\Y`@cbXcb
?b][\hgž`k \YfY`\Y`hfi `m`a UXY`U`bUa Y`Zcf`\]a gY`žgWcf]b[`%$+
dc]bhg`UbX`k]bb]b[`h\Y`A Ya cf]U``7i d"`<]g`dUh\``YX`hc`\]g
gY`YWh]cb`Vm`h\Y`7U`[ Ufm`: `Ua Yg`Ug`h\Y`g]lh\`cjYfU```d]W_`]b`h\Y
&$%* `B<@8fUZhž`k \YfY`\Y`ei]W_`m`YghUV`]g\YX`\]a `gY`žVYWca]b[
h\Y`gYWcbX`mci b[Ygh`d`UmYf`]b`: Ua Yg`\]ghcfm`hc`fYUW\`%$$
[Ua Yg"`<Y`fUW_YX`i d`g][b]Z]WUbh`UWWc`UXYgž]bWi X]b[`VY]b[
bUa YX`A JD`cZ`h\Y`&$&' `B<@5``!GhUf`; Ua Y"

5 `6f][ \h`: i hi fY`k ]h\`h\Y`DUbh\Yfg

H\Y˙hi˙fb]b[˙˙dc]bh˙WUa˙Y˙cb˙≵˙`m˙&&ž˙&$&&žk˙\Yb˙H_UWi˙_˙k˙Ug hfUXYX˙hc˙h\Y˙:˙`cf]XU˙DUbh\Yfg˙]b˙U˙a˙U∕cf˙a˙cj˙Y˙h\Uh˙ZcfYj˙Yf U`hYfYX˙h\Y˙Wci˙fgY˙cZ˙h\Y˙Z˙fUbW\]gY"˙<˙Y˙g][˙bYX˙Ub˙]a˙dfYgg]jY Y][˙h!mYUf˙WcbhfUWh˙k˙cfh˙`˜˙+*˙a˙]`˙cbž˙U˙hY˙ghUa˙Ybh˙hc˙h\Y DUbh\Yfg˙˙VY`]YZ˙]b˙\˙]g˙WUdUV]`]h]Yg"˙<˙]g˙]a˙dUWh˙k˙Ug˙]a˙a˙YX]UhY∕˙\Y Z]bg\YX˙\]g˙Z]fgh˙gYUgcb˙k˙]h˙˙h\Y˙hYUa˙˙VcUgh]b[˙%$-˙˙dc]bhg˙UbX \Y˙d]b[˙˙hc˙˙[i˙]XY˙h\Y˙DUbh\Yfg˙hc˙h\Y]f˙Z]fgh˙GhUb˙Ym˙7i˙d˙j˙]Whcfm˙]b &$&(˙"˙H\]g˙a˙cbi˙a˙YbhU˙k˙]b˙\Ug˙gc˙]X]Z]YX˙\]g˙fYdi˙hUh]cb˙∕˙ght˙Ug h\Y˙**K˙]_]d˙YX]U˙Ybhfm∕\][˙\`][˙hg˙\]g˙bi˙a˙Yfci˙g˙UW\]Yj˙Ya˙Ybhg˙UbX Wcbhf]Vi˙h]cbg˙hc˙h\Y˙[˙Ua˙Y"

5g˙h\Y˙DUbh\Yfg˙Wcbh]bi˙Y˙hc˙gcUfž˙H_UWi˙_˙g˙bUffUh]j˙Y˙]˙``i˙ghfUhYg h\Y˙hfUbgZcfa˙Uh]j˙Y˙dck˙Yf˙cbY˙d˙UmYf˙WUb˙\Uj˙Y˙]b˙dfcZYgg]cbU` gdcfhg"˙<˙Y˙Wca˙V]bYg˙g\YYf˙hU`Ybh˙k˙]h˙˙Ub˙i˙bXYb]UV`Y Wca˙a˙]ha˙Ybh˙hc˙\]g˙hYUa˙ž˙]bgd]f]b[˙Yj˙YfmcbY˙Ufci˙bX˙\]a˙"˙<]g ∕ci˙fbYm˙Zfca˙˙h\Y˙f]b_˙]b˙5fncbU˙hc˙VYWca˙]b[˙˙Ub˙U˙hYfbUhY WUdhU]b˙Zcf˙h\Y˙DUbh\Yfg˙YbWUdgi˙`UhYg˙h\Y˙\YUfh˙UbX˙gci˙`˙cZ \cW_Ym"˙:˙cf˙H_UWi˙_˙UbX˙\]g˙hYUa˙a˙UhYgž˙h\Y˙]WY˙]g˙bch˙∕˙ght˙U d˙Um]b[˙˙Z]Y`X∕]h˙g˙U˙ghU[˙Y˙k˙\YfY˙WX˙Ua˙d]cbg˙f]gYž˙dfcj˙]b[˙˙h\Uh k˙]h˙˙XYhYfa˙]bUh]cbž˙i˙b]hmž˙UbX˙U``hh˙Y˙Z˙U]fž˙[˙fYUhbYgg˙]g˙U`k˙Umg k˙]h˙]b˙˙fYUW\"

8˙YhU]`g	
C˙fh	7fYj˙Y˙7cYi˙fž˙A˙]ggci˙f]ž˙I˙G5
E˙i˙Y``Yb	• a˙chcfW\mWYgdcfhg"bYh • Yb"a˙"k˙]_]dYX]U"cf[• Yb"k˙]_]dYX]U"cf[

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