

6UW_ghfYYh'6cm'6f]Ub'@]hhfY``'HU_Yg'@Y[U`
5Wh]cb'CjYf'6YUW\`HfYgdUggYfg°

6f]Ub'@]hhfY``'cZ'h\Y'6UW_ghfYYh'6cmg'giYg'K U'hcb'7ci bhm
cjYf'hfYgdUggYfg'cb'\]g'GUbhU'FcgU'6YUW\`dfcdYfhm'Ua]X
VYUW\`UW\gg'X]gdi hYg"



GUbhU'FcgU'6YUW\`ž: `cf]XUž'I G5'!'6f]Ub'@]hhfY``ž'h\Y'k Y`!
_bck b'6UW_ghfYYh'6cmg'g]b[Yfž]g'hU_]b[``Y[U'UW\]cb'U[U]bgh
K U'hcb'7ci bhmž: `cf]XUž'cj Yf'hfYgdUggYfg'Uh'\]g'dfcdYfhm']b'GUbhU
FcgU'6YUW\"`<Y'Uf[i Yg'h\Uh'h\Y'K U'hcb'7ci bhm'G\Yf]ZZg'CZZ]W\`]g
bch'Xc]b['Ybci [\`hc'Wcbhfc`h\YgY'i bk Y'Wca Y'j]g]hcfg"@]hhfY``
\Ug[cbY'gc'ZUf'Ug'hc'Z]Y'U'k f]h'cZ'a UbXUa i g'hc'Wca dY'h\Y
G\Yf]ZZg'CZZ]W\`hc'Zi`Z]``]hg'Xi h]Yg'UbX'UW\cb'h\Y'a UhhYf``H\Y
g]hi Uh]cb'\Ug'VYWca Y'X]ghfYgg]b['Zcf'\]a 'UbX'\]g'ZUa]mž'Ug'\Y
WU]a g'h\Ym'UfY'\UfUggYX'XU]m'XYgd]hY'di hh]b['i d' Bc
HfYgdUgg]b['g][bg'UbX'gYhh]b['i d'WU]fg'UbX'i a VfY``Ug'hc
XY]bYUhY'\]g'df]j UhY'VYUW\`UfYU"

@]hhfY`` g'VYUW\`ca Y']b'GUbhU'FcgU'6YUW\`ž'U'WUfa]b['h\YfY!

VYXfcca`dfcdYfhmUWei`jFYX`Zcf`"`, `a`]]cb`]b`&\$&`ž`]g`Uh`h\Y
`YUfh`cZ`h\]g`X]gdi`hY`"<Y`]g`b`c`h`c`b`m`VUhh`]b[`k`]h\`hfYgdUggYfg`Vi`h
U`gc`ZUW]b[`U`b`c`b[`c]b[`X]gU[`fYYa`Ybh`k`]h\`bY][`V`c`fg`UVci`h
VYUW\`UWW`gg`f][`hg`"`,`g`YYa`g`h\Uh`h\Y`W`Y`V`f`Uh`Y`X`g]b[`Yf`]gb`h
↑gh`U`\]ha`U`Yf`/\Y`g`U`gc`gh`Y`dd]b[`]b`hc`h\Y`f]b[`]c`Z`c`WU`VYUW\
dc`]h]Wg`"@]hhfY`ž`a`Uff]YX`hc`@Y][`U`bb`Y`g]b`W`&`\$`\$`ž`\Ug`U`&`!`mY`Uf!
c`X`g`cb`ž`6Um`YY`ž`k`\c`fY`W`b`h`m[`U]b`Y`X`U`h`Y`b`h]cb`c`b`5a`Yf]WUb
Xc`UXX]b[`U`b`c`h\Yf`U`m`Y`f`c`Z]b`h`Y`f`Y`gh`hc`h\Y]f`ZUa`]m`gU[`U"

B`Y`k`Dc`]W]Yg`Ub`X`@Y[`U`7`c`b`h`Y`I`h`

H\Y`K`U`hc`b`7`ci`b`hm`G\Yf]ZZ`g`C`Z]W`Y`\Ug`fY`W`b`h`m]b`h`f`c`X`i`W`X`U
b`Y`k`dc`]W`m`hc`\U`b`X`Y`WU`g`fY[`U`f`X]b[`]h`f`Y`gd`U`gg]b[`]c`b`i`Z`Z`f`c`b`h
dfcdYfh]Yg`H\]g`dc`]W`ž`g`Y`h`hc`h`U`Y`Y`Z`Y`W`h`c`b`C`W`hc`V`Y`f`%`ž`&\$&`ž
W`a`Y`g]b`h`Y`k`U`Y`c`Z`h\Y`K`U`hc`b`7`ci`b`hm`7`i`gh`c`a`U`f`m`i`g`Y
G`Y`h`h`Y`a`Y`bh`5[`f`Y`Y`a`Y`bh`X`Y`g][`b`Y`X`Z`c`f`W`f`h`U]b`V`Y`U`W\`Z`f`c`b`h`dfcdYfhm
c`k`b`Y`fg`H\]g`U`X`↑gh`a`Y`bh`U]a`g`hc`W`U`f]Z`m`\c`k`h\Y`U[`Y`b`W`m`k`]`
f`Y`gd`cb`X`hc`W`a`d`U]b`hg`U`b`X`Y`b`\U`b`W`h`f`U`b`gd`U`f`Y`b`W`m`k`]h\]b`h`Y
W`a`a`i`b]hm`H\Y`b`Y`k`U`dd`f`c`U`W\`a`U`m`V`Y`g`Y`Y`b`U`g`U`h]a`Y`m
f`Y`gd`cb`g`Y`ž`Y`gd`Y`W]U`m`W`c`b`g]X`Y`f]b[`]h`Y`]b`W`f`Y`U`g]b[`]W`c`b`Z]W`hg`c`j`Y`f
V`Y`U`W\`U`W`W`gg]b`h`Y`U`f`Y`U`↑gh`]Y`h\Y`c`b`Y`@]hhfY`]g
Y`I`d`Y`f]Y`b`W]b[`]A`c`f`Y`X`Y`h`U]g`U`V`c`i`h`h\]g`b`Y`k`dc`]W`m`W`U`b`V`Y`Z`c`i`b`X`U`h
K`U`hc`b`7`ci`b`hm`g`k`Y`V`g]h`Y"

H\]g`c`WU`]ggi`Y`ž`]b`h`Y`fh`k`]b`Y`X`k`]h\`U`f[`Y`f`gh`U`h`Y`k`]X`Y`X]g`W`gg]c`b`g`ž
\Ug[`U]b`Y`X`Z]f`h\Y`f`W`a`d`Y`I]hm`X`i`Y`hc`f`Y`W`b`h`Y[`]g`U`h]j`Y`U`W`h]c`b`g`
H\Y`:`c`f]X`U`G`Y`b`U`h`Y`f`Y`W`b`h`m`j`c`h`Y`X`c`j`Y`fk`\Y`a`]b[`]m]b`Z`U`j`c`f`c`Z`U
V`]f`Y`d`Y`U`]b[`]U`W`c`b`h`f`c`j`Y`fg]U`&\$%,`U`k`h\U`h`f`Y`gh`f]W`h`Y`X`di`V`]W
V`Y`U`W\`U`W`W`gg`G6`%`*`&`ž`gd`Y`U`f\Y`U`X`Y`X`V`m`G`Y`b`U`m`H`f`i`a`V`i`ž`U]a`g
hc`f`Y`gh`c`f`Y`di`V`]W`U`W`W`gg`hc`V`Y`U`W\`Y`g]b`K`U`hc`b`7`ci`b`hm`U`b`X`c`h\Y`f
W`c`U`gh`U`f`Y[`]c`b`g`H\Y`V`]f`Y`W`j`Y`X`U`gh`f`c`b[`]V]d`U`f`h]g`U`b`V`U`W_]b[
k`]h\`c`b`m`h`k`c`X]gg`Y`b`h]b[`]j`c`h`Y`g`ž`U`W`Y`U`f]b`X]W`U`h]c`b`c`Z`h\Y`di`V`]W`g
X`Y`g]f`Y`Z`c`f`a`c`f`Y`U`W`W`gg]V`Y`V`Y`U`W\`Y`g`H\]g`f`Y`d`Y`U`W`c`i`X`d`U`j`Y`h\Y
k`U`m`Z`c`f`g][`b]Z]W`U`b`h`f`Y`b`c`i`f]g`a`Y`b`h`d`f`c`Y`W`h`g`ž`k`\]W`k`Y`f`Y
d`f`Y`j]c`i`g`m`\U`a`gh`f`i`b[`]V`m`h\Y`c`X`U`k`ž`U`c`k`]b[`]Z`c`f`U`b`Y`I`d`U`b`g]j`Y
di`V`]W`V`Y`U`W\`]b`Z`f`c`b`h`c`Z`d`f]j`U`h`Y`d`f`c`d`Y`fh]Y`g`U`f`c`i`b`X`8`Y`gh]b`ž`U`X`X]b[
U`b`Y`gh]a`U`h`Y`X`)`\$`hc`,`\$`Z`Y`Y`h`:`c`f`a`c`f`Y`X`Y`h`U]g`U`V`c`i`h`h\]g
Y[`]g`U`h]j`Y`X`Y`j`Y`c`d`a`Y`b`h`ž`j]g]h`Y`h`h\Y`7`c`U`gh"

7ca a i b]hm'F YUWh]cbg

H\Y`W\Ub[Yg`Vfci [\hVm'G6`%* &&`\Uj Y`gdUf_YX``j Y`m
X]gW`gg]cbg`k]h\]b`h\Y`Wta a i b]hm"5g`bYk`gUbX`d`UW`X`VYmcbX
h\Y`Yfcg]cb`Wcbhfc``]bY`VYWta Yg`di V`]WVm`Uk ž]h\][\`][\hg`h\Y
VU`UbW`VYhk YYb`df]j UhY`dfcdYfhmf][\hg`UbX`di V`]WUW`gg`hc
bUhi fU`fYgci fW`g"8Ygh]b`A Umcf`6cVVm'K U[bYf`Ya d`Ug]nYX`hUh
h\]g`V]``k]``ZUW`]hUhY`VYUW`fYbci f]g\`a Ybh`k]h\ci hfYei]f]b[
i bUb]a`ci g`Uddfcj U`Zfca`VYUW`ZfcbhdfcdYfhmick bYfg" H\]g`]g`U
Wfi W]U`dc]bh]b`fYXi W]b[`h\Y`hYbg]cbg`VYhk YYb`di V`]WYb`cma Ybh
UbX`df]j UhY`dfcdYfhm`WU]a`g"

5g`6f]Ub`@]hfY``bUj][UhYg`\]g`Y[U`VUh`Ygž`Y`]g`WUi [\h]b`h\Y
WfcggZ]fY`cZh\YgY`VfcUXYf`X]gW`gg]cbg`UVci h`VYUW`UW`gg]V`]hm
UbX`df]j UhY`ck bYfg\]d``K]h\`f]g]b[`hYbg]cbg`cj Yf`hfYgdUgg]b[`UbX
cb[c]b[`Wta a i b]hmX]gdi hYgž]hfY`a U]bg`hc`VY`gYYb`\ck`h\]g
\[\!dfcZ]Y`WUgY`k]``]bZi YbW`cWU`gYbh]a Ybhg`UbX`dYf\Udg
Yj Yb`]bZcfa`Z`hi fY``Y[]g`Uh]cb`UZZYWh]b[`VYUW`UW`gg"

8YhU]`g	
Cfh	GUbhU`FcgU`6YUW`ž: `cf]XUž`I G5
E i Y``Yb	<ul style="list-style-type: none">• i _"bYk`g"mU\`cc"Wta• k U`hcbgc"cf[• k k k "[Yhh\YWcUgh"Wta

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