

6i g\]Xc 'UbX '5bbU!A Uf]U. ' < YUfhZY`h
Ghfi [[`Yg'5ZhYf'Gcb/ , \$' - /g' =b ^ fm

5bbU'A Uf]U'UbX'6i g\]Xc'g\UfY'h\Y]f'ZJa]m' , \$' - /g
Ya ch]cbU`WU`Yb[Yg'Zc`ck]b['h\Y]f'gcb'8 ^V] , \$' - /g
fYWbh'Ufa ']b^ fm'UbX'gi f[Yfm"

5bbU'A Uf]Už'8Yi hgW`UbX ' ! =b fYWbh'k YY_gž'h\Y`j Yg'cZ'5bbU!
A Uf]U: YfW]W]'UbX'5b]g': YfW]W]ž'VYhhYf'_bck b'Ug'6i g\]Xcž
\Uj Y'hU_Yb'U`WU`Yb[]b['hi fb" 'H\Y`Wci d'Y` \Ug'Zci bX'h\Ya g'Y'j Yg
[fUdd`]b['k]h\ 'gYf]ci g`WcbWfbg'Zcf'h\Y]f'%%!mYUf!c`X'gcbž'8 ^V]ž
k \c'fYWbh'migi ZZYfYX'U'g][b]Z]WUbh'Ufa ']b^ fm'h\Uh'bYWgg]hUhYX
Ya Yf[YbWmigi f[Yfm" '5g'Vch\ 'dUfYbhg'bUj][UhY`h\Y`Ya ch]cbU`
hi fa c]'cZ'h\Y'g]hi Uh]cbž'h\Y]f'Wca a]ha Ybh'hc'i bXYfghUbX]b['UbX
gi ddcfh]b['h\Y]f'W]'X` \Ug'VYWca Y'dUfUa ci bh"

=b'U` \YUfhZY`h'X]gW gg]cb'cb'h\Y]f'dcXWUgh'U]fYX'cb'F H@ž ž'5bbU!
A Uf]U'YI dfYggYX` \Yf']b]h]U`VY`]YZ'h\Uh'h\Ym'Wci `X'YUg]m'ia UbU[Y
h\Y`UZhYfa Uh\ 'cZ'h\Y`UW]XYbh" < ck Yj Yfž'Ug'h\Y`XUmg'i bZc`XYXž
g\Y`UW_bck `YX[YX'h\Uh'g\Y` \UX'i bXYfYgh]a UhYX'h\Y`]a dUWh'cZ
h\Y`]bW]XYbh" '8 ^V] g'VY` \Uj]cf` \Ug'gi VghUbh]U`m'WU b[YX/` \Y` \Ug
VYWca Y'k]h\XfUk b'UbX'YI dfYggYX'ZYUf'cZ'fYhi fb]b['hc
gWcc` bchXi Y'hc'dU]bž'Vi h'Zfca 'U'bYk Zci bX'Ubl]Yhm'UVci h
dchYbh]U`Zi fh\Yf']b^ f]Yg" 'H]g'g\]Zi'a Uf_g'U'ghUf_`WcbhfUgh'hc` \]g
dfYj]ci g'WfYZfY`bUhi fYž'fYZYWh]b['h\Y'dfcZci bX'Ya ch]cbU`hc`
h\Y`Yj Ybh` \Ug` \UX'cb` \]a "

9a ch]cbU` =a dUWh'UbX ': Ua]`m'8mbUa]Wg

H\Y`XfUa U'gi ffc'ci bX]b['8 ^V] g'fYWc] Yfm` \Ug']`i a]bUhYX'h\Y
]a dcfhUbW`cZ` \YU'h\m'ZUa]m'XmbUa]Wg]b'ZcghYf]b['Ya ch]cbU`
k Y`!VY]b[" '5g'fYdcfhYX`Vm'7 \]`XDgmW ž'ZUa]m']bhYfUWh]cbg

g][b]Z]WUbh'mig\ UdY`W\`XfYb g'a YbhU``\YU`h\`UbX`Ya`ch]cbU`
XYj Y`cda Ybh`Dcg]h]j Y`fY`Uh]cbg\]dg`k]h\]b`h\Y`ZJa]`m`WfYUhY`U
bi fhi f]b[`Uha`cgd\YfYž`k` \]Y`bY[Uh]j Y`XmbUa]Wg`WU`b`YUX`hc
]bgYW`f]hmiUbX`Ubl]Yhm]ggi Yg`h\Uh`WU`b`]b[Yf`]bhc`UXi`h\`ccX`
: c``ck]b[`h\Y`fYW`b`h`fUi`a`Už`Vch\`5bbU!A`Uf]U`UbX`6i`g\]Xc`UfY
`YUfb]b[`hc`bUj][UhY`h\Y]f`fc`Yg`UbX`fYgdcbg]V`]h]Yg`]b`U`k`Um`h\Uh
gi`ddcfhg`8`↑V]g`\YU`]b[`dfc`W`gg`"

5bbU!A`Uf]U`XYgWf]VYX`h\Y`ZJa]`mg`fY`]YZ`h\Uh`8`↑V`]g`c`b`h\Y
a`YbX`Vi`h`UW`_`bck`YX[YX`h\Uh`Vch\`d`UfY`bhg`UfY`W`d]b[`k`]h\`h\Y
hfUi`a`U`]b`j`Yfm`X]ZYfYbh`k`Umg``G\Y`Z]bXg`W`ca`Zc`fh`]b`fci`h]bY`UbX
bcfa`U`W`h`ž`k` \]W\`WU`b`c`ZZYf`ghUV`]hmi]b`W`Uch]Wh]a`Ygž`k` \]Y
6i`g\]Xc`ghfi [[`Yg`k`]h\`ZY`]b[g`c`Z`c`gg`UbX`h\Y`k`Y][`h`c`Z`h\Y]f
gcb`g`ZYUf``H\Y]f`^ci`fbYmi`bXYfgW`fYg`\`ck`g][b]Z]WUbh`W`U`b[Yg
k`]h\]b`U`ZJa]`m`WU`b`X]gfi`dh`Ya`ch]cbU`ghUV`]hmi`"

I`b`X`Y`f`g`h`U`b`X`]b[`h\`Y`F`]d`d`Y`9`ZZY`W`h`g`c`Z`H`f`U`i`a`U`

5W`c`f`X`]b[`hc`]bg][`hg`Z`f`ca`**B`Y`i`f`c`c`[`Y`b`i`b`X`D`gm`W`X`]U`h`Y`f`]a`
**B`Y`h`n`ž`W`X`f`Y`b`c`Z`h`Y`b`V`Y`U`f`h`Y`V`fi`b`h`c`Z`h`Y`]f`d`U`f`Y`b`h`g`Y`a`ch]cbU`
i`d`Y`U`j`U`g`ž`d`U`f`h]W`U`f`m`Z`c``ck`]b[`hfUi`a`Uh]WYI`d`Y`f]Y`b`W`g``H\]g
XmbUa]W]g`d`Y`fh]b`Y`bh`Z`c`f`h\Y`:`Y`f`W`X]W`X`ZJa]`mž`U`g`W`X`f`Y`b`a`Um
Y]h\Y`f`h`U`_`Y`c`b`d`U`f`Y`b`h`U`f`Y`g`d`c`b`g]V`]h]Yg`c`f`ghfi [[`Y`k`]h\`h\Y]f`ck`b
b`Y`Y`X`g`ž`Y`UX`]b[`hc`V`Y`\`U`j`]c`f`U``]ggi`Y`g``G`h`f`Y`g`g`c`f`g`Z`U`W`X`V`m`i`a`Y`b`h`U``m
ghfU]b`Y`X`d`U`f`Y`b`h`g`W`U`b`W`f`Y`U`h`Y`U`W`m`W`Y`c`Z`a`U`U`X`U`d`h]j`Y`d`U`f`Y`b`h]b[
h\Uh`b`Y[Uh]j`Y`m]a`d`U`W`h`g`W`X`f`Y`b`g`Y`a`ch]cbU``\YU`h`"****

7\]XfYb`fU]gYX`]b`Y`bj`]f`c`b`a`Y`b`h`g`k` \YfY`d`U`f`Y`b`h`g`U`f`Y`g`h`fi [[`]b[
k`]h\`h\Y]f`ck`b`a`Y`b`h`U``\YU`h\`c`Z`h`Y`b`V`Y`W`ca`Y`]b`U`X`j`Y`f`h`Y`b`h`m
]bj`c`j`Y`X`]b`h\`cg`Y`W`X`U`Y`b[Ygž`k` \]W\`WU`b`Y`g`W`U`h`Y`hc`ZY`Y`]b[g`c`Z
[i`]h`UbX`g`Y`Z`X`ci`Vh``7`f`Y`U`h]b[`U`g`Y`W`f`Y`Y`bj`]f`c`b`a`Y`bh`Uh`\`ca`Y`]g
W`fi`W]U`Z`c`f`d`cg]h]j`Y`Ya`ch]cbU`XYj`Y`cda`Y`bh`U`h`U`g`_`h\`Uh
V`Y`W`ca`Y`g`W`ca`d`Y`I`k` \Y`b`d`U`f`Y`b`h`g`h\`Ya`g`Y`j`Y`g`U`f`Y`b`U`j`][Uh]b[`h\Y]f`
Ya`ch]cbU``UbX`g`W`U`d`Y`g`"

H`c`k`U`f`X`g`<`Y`U`]b[`U`b`X`;`f`c`k`h\`

H\Y`[`ccX`b`Y`k`g`]g`h\Uh`h`U`f[`Y`h`Y`X`g`i`d`d`c`f`h`g`m`g`h`Y`a`g`ž`g`i`W`X`U`g`Z`Ja`]m`

h\YfUdm'UbX`Wca a i b]hm'fYgci fWgž'UfY`Uj U]'UV`Y""H\YgY
]bhYfj Ybh]cbg`WU b` \Y`d`]a d'fcj Y`ZUa]`m'XmbUa]Wg`UbX`UXXfYgg
 Ya ch]cbU`bYYXgž`ZcghYf]b[`U`\YU`h\]Yf`Ybj]fcb a Ybh`Zcf`W\]`XfYb
 `]_Y`8`V]""5bbU!A Uf]U`UbX`6i g\]Xc`UfY`bck`ZUW`X`k]h\`h\Y`Wf]h]WU`
 hUg`_cZ`bch`c`b`migi ddcfh]b[`h\Y]f`gcb`h`fci [\` \]g`ZYUfg`Vi h`U`gc
 Ybgi f]b[`h\Ymia U]bhU]b`U`ghfcb[`Zci bXUh]cb`Ug`U`ZUa]`m"
 5ddfYW]Uh]b[`h\Y`ga U`^`cmg`]b`]]ZY`\Ug`VYWca Y`h\Y]f`a UbhfU`Ug
 h\YmigYY`_hc`Ya dck Yf`h\Y]f`gcb`hc`cj YfWca Y`\]g`WU`Yb[Yg"

5g`h\Y` : YfW\W\]`ZUa]`m`Wcbh]bi Yg`cb`h\]g`X]Z]W`h`m`Yh
 hfUbgZcfa Uh]j Y`^`ci fbYmž`h\Y]f`YI dYf]YbWg`fYgcbUhY`k]h\`a Ubm
 ZUa]]Yg`ZUW]b[`g]a]`Uf`W\U`Yb[Yg""H\Y`]a dcfhUbW`c`Z`cdYb
 Wca a i b]WU]cbž`gi ddcfh]j Y`fY`Uh]cbg\]dgž`UbX`XYX]WU`hYX`h]a Y`Zcf
 \YU`]b[`WUbbch`VY`cj YfghUhYX""6m`XfUk]b[`UhYbh]cb`hc`h\Y]f
 dYfgcbU`c`fXYU`ž`5bbU!A Uf]U`UbX`6i g\]Xc`UfY`bch`c`b`migYY_]b[`hc
 \YU`h\Y]f`ZUa]`m`Vi h`U`gc`fU]g]b[`Uk UfYbYgg`Ufci bX`h\Y`Wca d`YI
 XmbUa]Wg`h\Uh`UZZYWh`W\]`XfYb g`a YbhU`h\YU`h`"

⊕`h\YgY`i bW`fhU]b`h]a Ygž`Y`hi g`U`f`Ya Ya VYf`h\Y`dck Yf`c`Z`cj Yž
 gi ddcfhž`UbX`h\Y`]]h`Y`a`ca Ybhg`h\Uh`Vf]b[`i`g`hc[Yh\Yf` h\YfY
 hfi`m]g`gca Yh\]b[`hc`VY`gU]X`Zcf`]h"

8YhU]`g	
C fh	5bbU`A Uf]Už`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "fh`"XY • k k k "bYi fc`c[Yb!i bX!dgmW\]UhYf!]a !bYhn"cf[• W\]`Xdgm`cf[

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