

6fUXYbhcb'<]h!UbX!Fi b.'A Ub'7cbj]WhYX
Zcf': UhU`'A chcfWmWY'7fUg\

5'A UbUhYY'7ci bhm'† fm'Wcbj]WhYX'ž Ub'J]Whcf'GUbh]n
<YfbUbXYn'Zcf'U'ZUhU`'\]h!UbX!fi b'WfUg\`h\Uh'_]`YX
a chcfWmW]gh'<cUb['Ji cb["



I "G"(' %'UbX'+h\`GhfYYh'K Yghž'DU`a Yhhcž': @ž'I G5'!'ž'U
g][b]Z]Wbhf'fi`]b[ž'U'A UbUhYY'7ci bhm'† fm'\Ug'Zci bX'&) !mYUf!c`X
ž Ub'J]Whcf'GUbh]n'<YfbUbXYn'[i]`hm'Zcf'\]g]bj c'j Ya Ybh']b'U
hfU[]W\]h!UbX!fi b']bW]XYbh'h\Uh'WU]a YX'h\Y``]ZY'cZ'a chcfWmW]gh
<cUb['Ji cb[']'b'DU`a Yhhc`Ugh'GYdhYa VYf" 'H\Y'† fm'Wcbj]WhYX
<YfbUbXYn'cb'a i`h'd`Y`W\Uf[Ygž']bWi X]b['Xf]j]b['k]h\ci h'U'j U`]X
Xf]j Yf g`]Wbgy'WUi g]b['XYUh'ž`YUj]b['h\Y'gWbY'cZ'U'WfUg\`k]h\
XYUh'ž'UbX'hJa dYf]b['k]h\`Yj]XYbW'ž'Ug'fYdcfhYX'Vm'<YfU`X
Hf]Vi bY"

H\Y'ZUhYZ`'WfUg\`cWW'ffYX'† gh'UZhYf'%'\$'d"a "'cb'GYdhYa VYf' ž
&\$&' ž'Uh'h\Y']bhYfgYW]cb'cZ'I "G"(' %'UbX'+h\`GhfYYh'K Ygh"Ji cb[
k Ug'f]X]b['\]g'&\$+\$'Gi ni_]`a chcfWmWY'k\Yb'<YfbUbXYn'g'd]W_i d

hfi W_`Wc``]XYX`k`j]h\`\\]a`ž`YUj`j]b[`\]a`Wf]h]WU``m]b`↑`fYX```b`U
`c`ff]Zm]b[`\]i`fb`c`Z`Yj`Y`bhgž`U`ZhYf`h\Y`j]b]h]U``]a`d`U`W`hž`J`i`cb[`\]k`Ug
h\`fck`b`c`Z`Z`\]g`a`c`hcfWmWY`UbX`gi`VgYei`Y`bh`m`ighfi`W_`V`m`hk`c`c`h\Yf
j`Y\]WYgž`i`h]a`UhY`m`Y`UX]b[`\]h`c`\]g`hfU[`]WXYU`h\`U`h`h\Y`g`W`b`Y"
<YfbUbXYn`g`hfi`W_`X`fU[`]YX`h\Y`a`c`hcfWmWY`c`j`Yf`(\$`\$`m`U`f`X`g
VY`ZcfY`j]h`k`Ug`X]g`c`X[`]YX`j]b`U`b`Y`U`f`V`m`Z]Y`X"

H\Y`5ZhYfa`Uh\

:`c``ck`j]b[`\]h\Y`U`W`W]X`Y`b`hž`]b]`Y`gh[`]U`h`c`fg[`]U`h\Y`f`Y`X`W`f`i`W]U``Y`j`]X`Y`b`W`
h\`fci`[`\]gi`fj`Y`]`Ub`W`W`W`a`Y`f`U`g`h\`U`h`hf`U`W`X`h\Y`h`fi`W_`g`d`U`h\`V`U`W_
h`c`<YfbUbXYn```b`hYfYgh]b[`\]mž`k`\]Y`h\Y`h`fi`W_`k`Ug`Yei`]dd`Y`X`k`]h\`U
X`U`g\`W`a`Y`f`U`ž`]h`k`Ug`Zci`b`X`h`c`V`Y`a`]gg]b[```b`\]g`X`Y`Z`b`g`Y`ž
<YfbUbXYn`WU]a`Y`X`\Y`\U`X``c`Ub`Y`X`h\Y`h`fi`W_`h`c`U`Zf]Y`b`X`Ub`X`k`Ug
b`ch`d`f`Y`g`Y`b`h]b`DU`a`Y`h`c`U`h`h\Y`h]a`Y`c`Z`h\Y`j]b]W]X`Y`b`h``F`Y[`]U`f`X`Y`ggž
\Y`k`Ug`V`cc`_Y`X`]b`h`c`h\Y`A`Ub`U`h`Y`Y`7`ci`b`h`m`i`J`]j]b`C`W`h`c`V`Y`f`&\$&`"

5g`h\Y``Y[`]U`d`f`c`W`Y`X]b[`]g`i`b`Z`c`X`ž`<YfbUbXYn`Z`U`W`g`U`a`U`i]a`i`a
g`Y`b`h`Y`b`W`c`Z`(\$`m`Y`U`fg`]Z`W`c`b]j]W`h`Y`X`c`b`U``W`c`i`b`hg`W`c`b`g`Y`W`h]j`Y`mž
gh`U`f]h]b[`\]k`]h\`U`a`Ub`X`U`h`c`f`m`a`]b]a`i`a`c`Z`Zci`f`m`Y`U`fg`Zcf`h\Y`\]h]Ub`X`!
fi`b`W`X`U`f[`]Y``G`Y`b`h`Y`b`W]b[`]g`g`Y`h`Zcf`5i`[`]i`ghž`k`\Y`f`Y`h\Y`↑`f`m`g
j`Y`f`X]W`h`k`]``Y`U`X`h`c`U`g[`]b]Z]W`U`b`h`f`Y`W`c`b]b[`]Zcf`h\Y`X`Y`Z`Y`b`X`Ub`h"

HfUZZ]WJ]c`Uh]c`bg`7`c`b`h`Y`I`h

H\]g`]b]W]X`Y`b`h`V`f]b[`]g`h`c``][`\]h`h\Y`V`f`c`U`X`Y`f`W`c`b`W`f`b`c`Z`h`f`U`Z]W
j]c`Uh]c`bg`Ub`X`h\Y]f`X]f`Y`W`c`b`g`Yei`Y`b`W`g``5`W`W`c`f`X]b[`\]h`c`h\Y`:**`c`f]X`U`
<][`\]k`Um`G`U`Z`Y`hm`Ub`X`A`c`h`c`f`J`Y\]W`Y`g`ž`j]c`Uh]c`bg`W`U`b`j`U`f`m
k`]X`Y`mž`k`]h\`W`U`h`Y[`]c`f]Y`g`f`Ub[`]b[`]Z`f`c`a`W`f`U`g\!`f`Y`U`h`Y`X`c`Z`Y`b`g`Y`g`gi`W`X
U`g`8`I`=a`Ub`g`U`i[`\]h`Y`f`h`c`a`c`f`Y`a`]b`c`f`]b`Z`f`U`W]h]c`b`g``]_Y`gd`Y`Y`X]b[`]c`f
]a`d`f`c`d`Y`f``Ub`Y`W`X`Ub[`]Y`g``H\Y`g`Y`j`Y`f]h`m`i`c`Z`c`Z`Y`b`g`Y`g`i`b`X`Y`fg`W`c`f`Y`g`h\Y
f]g`_g`Z`U`W`X`V`m`i`a`c`h`c`f]gh`g`Ub`X`d`Y`X`Y`gh`f]Ub`g`U``]_Y"**

B`U`h]c`b`U``X`U`h`U`Z`f`c`a`h\Y`**B`U`h]c`b`U``<][`\]k`Um`H`f`U`Z`Z]W`G`U`Z`Y`hm`
5`X`a`[b]gh`f`U`h]c`b`f`Y`j`Y`U`g`U`h`f`c`i`V`]b[`]h`f`Y`b`X`]b`h`f`U`Z`Z]W]b]W]X`Y`b`hg``
H\Y]f`U`b`b`i`U``f`Y`d`c`f`hž`H`f`U`Z`Z]W`G`U`Z`Y`hm`i`U`W`h`gž`W`c`a`d`]Y`g`X`U`h`U`c`b
W`f`U`g\Y`g`c`Z`U``g`Y`j`Y`f]h]Y`g`U`W`f`c`gg`h\Y`b`U`h]c`b`ž`Y`b`U`V`]b[`]U`X`Y`Y`d`Y`f
i`b`X`Y`fg`h`Ub`X]b[`]c`Z`h\Y`X`Ub[`]Y`fg`c`b`ci`f`f`c`U`X`g``K`]h\`]hg`Y`I`h`Y`bg]j`Y`**

\]ghcfm'XUh]b['VUW_`hc`%- +) ž'h\Y': UhU`]hm'5bU`mg]g`F`Ydcfh]b[
GmghYa`'fl`5FGŁ'[]j`Yg'i`g`Ub`]bg][\h']bhc`ZUhU`WfUg\`XUhUž
fYj`YU`]b[`h\Uh'gi`W\`YUfh!k`fYbW\]b[`]bW]XYbhg`UfY`ZUf`Zfca
]gc`UhYX"

5g'h\Y`Wca`a`i`b]hm'fYZYWg'cb`J`i`cb[`g`Y[UWmž']hg`U`ghUf_
fYa`]bXYf'cZ'h\Y`[]ZY`g`ZfU[`]`]hmicb`h\Y`fcUX""`h`g`Wfi`W]U`Zcf`U`
Xf]j`Yfg`hc`VY`WcbgW]ci`g`cZ'h\Y]f`fYgdcbg]V[]]h]Yg`VY\]bX`h\Y`k`\\YY`ž
bch'cb`m`Zcf`h\Y]f`gUZYhm`Vi`h`U`gc`Zcf`h\Y`k`Y`!VY]b[`cZ`ch\Yfg"
H\]g`WUgY`ghUbXg`Ug`U`hYghUa`Ybh'hc`h\Y`g][`b]Z]WUbh`]a`dUW`h`h`Uh
cbY`fYW_`Ygg`XYW]g]cb`WUb`\\Uj`Yž`UbX`]h`dUj`Yg`h\Y`k`Um`Zcf
cb[`c]b[`X]gW`gg]cbg`UVci`h`hfUZZ]WgUZYhm`Yb`ZcfW\`a`Ybh`]b`:`cf]XU"

8YhU]`g	
Cfh	I "G" (%UbX`+h\`GhfYYh`K`Yghž`DU`a`Yhhcž`: @ž I G5
Ei`Y`Yb	<ul style="list-style-type: none">• k k k "\YfU`Xhf]Vi`bY`Wca• gYfj`]W\g"Z`\ga`j`"[`cj• WXUb`Xch"[`cj

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