

@UbXfUh'9VY`]b['ghÅf_h
DU``]Uh]j j Yfgcf[i b[']a ' @UbX_fY]g
GWk UbXcfZ°

@UbXfUh'H\ca Ug'9VY`]b['hf]hh'XYa 'DU``]W fU': ÒfXYfj YfY]b
VY]ž'i a 'X]Y'DU``]Uh]j j Yfgcf[i b[']a ' @UbX_fY]g'GWk UbXcfZ
ni 'ghÅf_Yb"



B Yi ghUXh'Ub 'XYf'K U`XbUUVž'8Yi hgWk `UbX '! '9]b'k]W]h[Yf
GWk f]hh'ZØf'X]Y'DU``]Uh]j j Yfgcf[i b[']a ' @UbX_fY]g'GWk UbXcfZ
@UbXfUh'H\ca Ug'9VY`]b[']gh'Øb[gh'XYa 'DU``]W fU': ÒfXYfj YfY]b
Y"J " " VY][YhfYhYb" '8]YgYf'J YfY]b 'Yb[U[]Yfh'g]Wk `Y]XYbgWk Uzñ]Wk
ZØf'X]Y'J YfVYggYfi b['XYf'DU``]Uh]j !'i bX '<cgd]nj Yfgcf[i b[']b'XYf
FY[]cb" '6Y]'Y]bYa 'HYfa]b']a ' @UbXfUhgUa h'ØVYffY]Wk hYb 'X]Y
J c fghUbXga]h[']YXYf'Gcb'U'?'Y`bYfž'A Y'Ub]Y'K YVYf'i bX
; YgWk ÅZhgZØ'fYf]b' † `]UbY'GWk]Y» '!; Òm']\a 'XYb'A]h[']YXgUbhfU[ž
XYf'9VY`]b['U`g'bYi Yg'A]h[']YX'k]`_ca a Yb'\Y]» h"

8Yf'@UbX_fY]g'nY][h'g]Wk 'YVYbZU`g'gc`XUf]gWk 'i bX'i bhYfghØhnh

XYb : ÒfXYfj YfY]b`a]h`Y]bYa `6YhfU[`j cb`%"\$\$\$`9i fc`"8]YgY
Z]bUbn]Y`Y`<]ZY`k]fX`XUni `j Yfk YbXYhž`gWk Yfgh_fUb_Y`A YbgWYb
i bX`XYfYb`5b[Y\Òf][Y`i a ZUggYbX`ni `i bhYfghØhnyb`"9VY`]b[`YVh
X]Y`8f]b[`]W_Y]h`Yfj cfž`gc`W`Y]bY`9]bf]W`hi b[`ni `ZÒfXYfb`" `9]b
k ØfXYj c`Yg`i bX`gY`VghVYgh]a a hYg`@YVYb`ZØf`gWk Yf_fUb_Y
A YbgWYb`]gh`i bgYf`[Ya Y]bgUa Yg`N]Y` žYf_`Àfh`Yf`"8]Yg`YfZcfXYfh
b]W`h`bi f`a YX]n]b]gWY`i bhYfghØhni b[ž`gc`bXYfb`Ui W`dgmW]gWY
i bX`gcn]U`Y`6Y[`Y]hi b[ž`k Y`WY`XYf`J YfY]b`Xi fW` : cfhV]`Xi b[Yb
i bX`² ZZYbh]W_Y]hgUfVY]h`VYfY]hghY`h`

9]b`G][bU`ZØf`[YgY`gW UZh`]WY
I bhYfghØhni b[

A]higY]bYa `9]bhf]higYbXYh`9VY`]b[`Y]b`_UfYg`G][bU`X]Y
DU``]Uh]j UfVY]h]j YfX]Ybh`ÒZYbh]WY`5bYf_Ybbi b[`i bX
[YgY`gW UZh`]WY`F ØW_YbXYW_i b["9f`]gh`ni j Yfg]W`h]W`ž`XUgg
Ui W`UbXYfY`6Øf[Yf`gY]bYa `6Y]gd]Y`Zc`[Yb`k YfXYbž`i a`X]Y
k]W`h][Y`5fVY]h]a `6YfY]W`XYf`DU``]Uh]j j Yfgcf[i b[`k Y]hYf`ni
gh`f_Yb`

K]Y`X]Y`8Yi hgWY` ; YgY`gW UZh`ZØf`DU``]Uh]j a YX]n]b`]bZcfa]Yfhž
[]Vh`Yg]b`8Yi hgW`UbX`ØVYf`" "\$\$\$`5XfYggYb`j cb`<cgd]n!`i bX
DU``]Uh]j Ub[YVchYbž`X]Y`ØVYf`Y]b`bYi `ØVYfUfVY]hYhYg`C`b`]bY!Dcfh`
ni [`Àb[`]W`g]bX`DU``]Uh]j ghUh]cbYbž`X]Y`gdYn]U`]g]YfhYb
9]bf]W`hi b[Yb`]b`?fUb_Yb`Ài gYfbž`n]Y`Yb`XUfUi Z`UVž`Xi fW
@]bXYfi b[`j cb`Gma dhca Yb`i bX`J YfVYggYfi b[`XYf
@YVYbgei U`]h`h`XYb`VYhfc ZYbYb`A YbgWYb`]b`Y]bYf
YfUi gZcfXYfbXYb`NY]h`VY]ni ghY`Yb`"5_hi Y`YI]gh]YfYb`Yhk U` ` \$
gc`W`Yf`DU``]Uh]j ghUh]cbYbž`j cb`XYbYb`bi f`) i `]b`XYb`XYi hgWYb
?fUb_Yb`Ài gYfb`ni `Z]bXYb`g]bX`

8]Y`Ghfi _hi f`XYf`DU``]Uh]j j Yfgcf[i b[

⊕`8Yi hgW`UbX`g]bX`fi bX`%) \$\$\$`Ua Vi `UbhY`<cgd]nX]YbghY`U_h]j ž
X]Y`YVYbZU``g`ni f`DU``]Uh]j j Yfgcf[i b[`VY]hfU[Yb`"GhUh]cb`fY
<cgd]nYž`gck c`ZØf`9fk UW`gYbY`U`g`Ui W`ZØf`?]bXYf`i bX
‡ [YbX`]W`Yž`bi hnYb`ZUgh`&"* \$\$\$`6YhYb`i bX`UVYb`g]W`]b`XYb

YhnHyb`> \fnY\ bHyb`ghUf`_YhUV`Yfh" 8]Y`NU\`Yb`gdfYWX Yb`Z0f`g]WX.
 6Y]`Y]bYf`Xi fWX gWX b]hh`]WX Yb`5i g`Ughi b[`j cb`, \$i`_`0bbYb`A`f`]WX
 WU""`*`"(\$\$`A YbgWX Yb`j Yfgcf[h`k YfXYb""9g`]gh`ni`VYXYb`_Yb`Z`XUgg
 Ui WX`X]Y`NU\`Yb`XYf`gdYn]U`]g]YfhYb`Ua Vi`UbHyb
 DU``]Uh]j j Yfgcf[i b[`fG5DJ E`_cbh]bi]Yf`]WX`k UW`gYb`_`U``Y]b`]b
 8Yi hgWX`UbX`[]Vh`Yg`VYfY]hg`(\$`_G5DJ!HYUa gZ`X]Y`fi bX`i a`X]Y
 I`f`YffY]WX VUf`g]bX"

8]Y`Yb[U[]YfhY`Y`fYbUa`h]WX`Y`5fVY]h`\Uh`YVYbgc`Y]bY`nYbhfU`Y
 Fc``Y]b`X]YgYa`:`Y`X""`_`VYf`%&\$`\$\$`\$`A YbgWX Yb`gYhnYb`g]WX
 V0f[YfgWX UZh`]WX`i bX`\Ui dhUa`h]WX`]b`XYf`<cgd]n!`i bX
 DU``]Uh]j UfVY]h`Y]b""9]b`HfYbXZ`XYf`g]WX`]b]WX`h`bi`f`]b`XYf`E`i`Ubh]h`A`h
 b]YXYfgWX`A[hZ`gcbXYfb`Ui WX`]b`XYf`E`i`U`]h`A`h`XYf`J`Yfgcf[i b[`Z`X]Y
 gWX`k`Yfgh`fUb`_Yb`DUh]YbHyb`ni [i hY`_ca`a`h"

8Yf`DU``]W`fU`:`0fXYfj`YfY]b`]gh`gca`]h`b]WX`h`bi`f`Y]b`k`]WX`h][`Yf
 6YghUbXhY`]`XYf`fY[]cbU`Yb`; Ygi bX`Y]hgj Yfgcf[i b[`Z`gcbXYfb
 Ui WX`Y]b`6Y]gd]Y`Z0f`XUgZ`k`Ug[Ya`Y]bgWX UZh`]WX`Yg`9b[U[Ya`Ybh
 VYk`]f`_Yb`_`Ubb""5i WX`9VY`]b[g`9b[U[Ya`Ybh`nY][`hZ`XUgg
 ; Ygi bX`Y]hgj Yfgcf[i b[`b]WX`h`bi`f`5i Z[UVY`XYf`Dfc`Z`Ygg]cbY``Yb`Z
 gcbXYfb`Ui WX`XYf`; YgY``gWX UZh`]gh`_`Z0f`Y]b``YVYbgk`YfhYg`@YVYb
 V]g`ni`a`GW`i`gg"

8YhU]`g	
Cfh	BYi`ghUXh`Ub`XYf`K`U`XbUUVZ`8Yi`hgWX`UbX
Ei`Y``Yb	<ul style="list-style-type: none"> • cVYfdZU`n&("XY • k k k "X[dU``]Uh]j a YX]n]b"XY • k k k "X\dj "XY

6Ygi WX Yb`G]Y`i`bg`Ui`Z.`bU[!VUmYfb"XY