



A Uf_Yh'HfYbX'UbX'8Ya UbX'7cbghfi Wh]cb
a UWX]bYfmidf]WY']bWfYUgY'Zcf'h\Y'h\]fX'h]a Y'h\]g
mYUf'K]`'5ZZUWh'h\Y'Df]WY'cZ7U'W]i a 'B]hf]XY

G]bWY'A Um;&\$%žghY'`df]WY'g\Uj Y'Wc]bh]bi YX'hc'f]gY'Xi Y'hc'h\Y'g\Ufd'f]gY']b'h\Y'df]WY'cZ]fcb
cfY'fUk'a UhYf]U'g'I bXYf'h\Y'W ffYbh['cVU'a Ubi ZUWh'f]b['fYWc]j Yfm'UbX'ghfcb['Xca Ygh]W
XYa UbXžghY'`df]WY'g'UfY'YI dYWHYX'hc'Wc]bh]bi Y'hc'f]gY'ghfcb['m'Cb'ž bY'%*žGUbm<YUj m
-bXi ghfmž'@i [cb[žLi [cb[žUbX'G\UbXcb['@]b[cb['gi WY'gg] Y'm'gYbh'ci h'bc]WY'g'cZfU]g]b['h\Y
df]WY'cZ'YI WUj Uhcf]g'h\Y'df]WY'cZ'ga U'`X][[]b['k Ug']bWfYUgY'X'Vm'%'\$i žUbX'h\Y'df]WY'cZ
N\cb[XU'X][[]b['k Ug']bWfYUgY'X'Vm') i "H\Y'fYUgcb'Zcf'h\Y'df]WY']bWfYUgY']g'h\Y'df]WY']bWfYUgY
cZ'Vi 'a UhYf]U'g'gi W\Ug'ghY'`'5Wwcf]X]b['hc'H]Y'U'Wc'a 'cVgYf] Uh]cbž'h\]g']g'h\Y'h\]fX'df]WY
UX'g'gha Ybh]b'h\Y']bXi ghfm'UZhYf'h\Y'Wc'`YWh]j Y'df]WY']bWfYUgY'Vm'U[Ybhg'Uh'h\Y'VY[]bb]b['cZ'h\Y
mYUf'UbX'h\Y'df]WY'UX'g'gha Ybh'cZ'gca Y'hc'k Yf'Wf'UbYgž'Wf'UbYg'UbX'Zcf_]Zhg"

H\Y'df]WY'k Uf'a Um'Wc]bh]bi Y'`Hc'ei chY'U'Wc'`YU[i Y'gUm]b[. 'Ga U'`X][[]b[']i UfUbhY'Yg'gU'Ygž
N\cb[XU'X][[]b[']i UfUbhY'Yg'gi f]] U'žUbX'fYVUhYg' [i UfUbhY'Y'dfcZ]hg'`'F]g]b['df]WY'g'a Um'VY'Ub
]bYj]hUV'Y'hfYbX'"; ccX'XYj Y'cda Ybh'WU'b'cb'mVY'UW\Y]j YX'k \Yb'dfcXi W'g']a dfcj Y'`H\]g']g'U
[ccX'h\]b['Zcf'ci f'i gYfgž'VYWU]i gY' [ccX'dfcXi W'g'k]'`Uj Y' [ccX'df]WY'g'UZhYf'U'`H\]g']g'U'gc'U
_]bX'cZ[cgdY'`hc'i g"

5ZZYWHYX'Vm'7cbghfi Wh]cb'a UWX]bYfmidf]WY']bWfYUgY'Zcf'h\Y'h\]fX'h]a Y'h\]g'mYUfžh\Y'7U'W]i a
B]hf]XY'a Uf_Yh]g'W\Ub[]b['fUd]X'm' H\YgY'W\Ub[Yg'UfY']bX]WUhcfc'Z'a Uf_Yh[fck h\H\]g'mYUf]cb]
mYUf'i dk UfX'hfYbX']b'h\Y'a Uf_Yh]bX]WU]hYg'h\Uh'h\Y'bYI h'Bcj Ya VYf'&\$&\$!&\$&* 'k]'`g\ck 'Ub
cj U'Vi h'ghYUXm[fck h\`-Zmci 'UfY'`cc_]b['Zcf'7U'W]i a 'B]hf]XY'cf'Vi m'7U'W]i a 'B]hf]XY']b
Vi 'žd'YUgY'gYbX'Ub'Ya U]'hc. 'gU'Yg4 cnVc'Wc'a

H\Y'df]WY'cZ7U'W]i a 'B]hf]XY'Wc]bh]bi Yg'hc'VY'UZZYWHYX'Vm'ZUWh'cf]g'gi W\Ug'a Uf_Yh[fck h\H\]g'mYUf]cb]
a ca Ybhi a ž Uf]ci g'cddcf]h]b]h]Yg'UbX'W\U'Yb[Yg'<ck Yj YfžXi f]b['h\Y'ZcfYUWgh'dYf]cX'Zfca
&\$&\$'hc'&\$&* žh\Y' ['cVU'7U'W]i a 'B]hf]XY'gU'Yg'a Uf_Yh]g'YI dYWHYX'hc'Wc]bh]bi Y'hc'VY'UVcj Y
Uj YfU[Y'H\Y' [fck h\ 'fUhy'k]'`Wc]bh]bi Y'hc']bWfYUgY' "fi]g'YI dYWHYX'h\Uh'Zfca 'hcXUm'hc'bYI h
k YY_žh\Y'df]WY'cZ7U'W]i a 'B]hf]XY'k]'`]bWfYUgY'hc'U'W'fhu]b'YI hYbh'`"

8i Y'hc'W\Ub[Yg']b'Wc]bgi a Yf'XYa UbXž]a dcf]h'UbX'YI dcf]h'Wc]bX]h]cbgž]UbX'j Uf]ci g']bj Ygh[Uh]cbg
cb'h\Y'XYj Y'cda Ybh'cZ7U'W]i a 'B]hf]XY'žh\Y'Wc]gh'cZ7U'W]i a 'B]hf]XY']g'Wc]bghUbh'm
W\Ub[]b["HU_]b[']bhc'UWwci bh'h\Y'W ffYbh'a Uf_Yh'a UWfcYWc]bca]WdUfUa YhYfgž'j U'i Y'W\U]b
Ub'U'mg]gžW\UbbY'`dUf]hYfgžXYa UbX'UbX'gi dd'mžh\Y'Wc]gh'cZ7U'W]i a 'B]hf]XY'k]'`U'gc'VY'UZZYWHYX
hc'U'W'fhu]b'YI hYbh' "fi]g'Ygh]a UhYX'h\Uh'h\Y'Wc]gh'cZ7U'W]i a 'B]hf]XY'k]'`]bWfYUgY'g'] [\h'm'Zfca
hcXUm'hc'bYI h'k YY_"

<ck Yj YfžCnVc'Wc'a 'dfcj]XYg'\ [\ 'di f]hm'B'Ubc'7U'W]i a 'B]hf]XY'k]h\ 'ghYUXmidf]WY'`-b'cfXYf'hc
ZYXVUW_ 'hc'c'X'W'ghca Yfgžh\Y'Wc'a dUbm]g'gh'`]b'ž' `cdYfUh]cbg'hc'dfcj]XY'7U'W]i a 'B]hf]XY'k]h\
Wc'a dYh]h]j Y'df]WY'gU]X'c']bUžgU'Yg'a UbU[Yf'cZCnVc'Wc'a "



5Vci hCnVc"WŁa

CnVc"WŁa 'fU_U"HUub_]BYk 'A UhYf]U`g`7c"@hX"Ł]g`U`hfi ghYX`[`cVU`WŁYa]WU`a UhYf]U`gi dd`Yf`
a Ubi ZUWhi fYf`k]h\`c] Yf`%&`mYUfg`Yl`dYf]YbWŁ`]b`dfcj]X]b[`igi`dYf`\`[\`lei`U`]hmWŁYa]WU`g`UbX
BUbca UhYf]U`g`5g`U`YUX]b[`bUbchYWŁbc`c[mXYj`Y`cda`Ybh`UbX`7U`WŁ]i`a`B]hf]XY
a Ubi ZUWhi fYf`hUub_]BYk 'A UhYf]U`g`7c"@hX`Xca]bUhYg`h\Y`a`Uf`Yh`Ci`f`dfcZYgg]cbU`k`cf`_`hYUa
dfcj]XYg`dYfZYWh`gc`i`h]cbg`hc`\Y`d`]a`dfcj`Y`h\Y`YZ]W]YbWŁicZj`Uf]ci`g`]bXi`ghf]Yg`WŁYUhY`j`U`i`Y`ZUbX
YUg]mWŁdY`k`]h\`j`Uf]ci`g`WŁU`Yb[Yg`Z`mci`UfY`cc_]b[`Zcf`7U`WŁ]i`a`B]hf]XY`Z`d`YUg`Y`gYbX`Ub`Ya`U`]
hc`_`gU`Yg4`cnVc"WŁa`_`