



A Uf_Yh'HfYbX'UbX'8Ya UbX'H\Y'a Uf_Yh'df]W'cZ ']h\]i a 'VUhhYfm'fUk 'a UhYf]U'g'k]''f]gY']b'&\$&%'K]'' 5ZUWh'h\Y'Df]W'cZ'7U'W]i a 'B]hf]XY

@]h\]i a !]cb'VUhhYf]Yg'k YfY'Vcfb']b'h\Y'%' +\$g''5ZhYf'VY]b['gi WWWggZ''m'Wca a YfW]U'nYX'VmGCBM
]b'%' - %ž'h\Ym\Uj Y'bck 'VYYb'k]XY'mi gYX']b'dck Yfž'YbYf[mghcfU[Y'UbX'ch\Yf'Z]Y'Xg"

H\Y'fUk 'a UhYf]U'g'cZ']h\]i a 'VUhhYfm'a U]b'm]bWi XY'dcg]h] Y'UbX'bY[Uh] Y'Y'YWhfcXY'a UhYf]U'gž
Y'YWhfc'mYžgYdUfUhc'f'UbX'W ffYbh'Wc''YWhcf''5a cb['h\Ya ž'h\Y'WUhcXY'a UhYf]U''g'h\Y'a cgh
Wf]h]W'fUk 'a UhYf]U'Zcf''h\]i a 'VUhhYf]Ygž']bWi X]b[''h\]i a 'WUfVcbUhY'UbX''h\]i a '\mXfcl]XY"
G]bW' '&\$&\$ž'h\Y'YI !ZUWhcfm'df]W'cZ'VUhhYfm[fUXY''h\]i a 'WUfVcbUhY'\Ug']bWfYUgYX'Zfca 'h\Y
'ck Ygh' (&ž\$ \$'mi Ub#cb'hc' -) ž\$ \$'mi Ub#cb'/h\Y'YI !ZUWhcfm'df]W'cZ']h\]i a '\mXfcl]XY'\Ug
]bWfYUgYX'Zfca 'h\Y'ck Ygh' (' ž\$ \$'mi Ub#cb'hc' - \$ž\$ \$'mi Ub#cb''''K \Uh]g'h\Y'fYUgcb'Zcf'h\Y
gcUf]b['cZ'fUk 'a UhYf]U'g'Zcf''h\]i a 'VUhhYf]Yg3

H\Y'fUd]X'[fck h\]b'gU'Yg'cZbYk 'YbYf[m] Y\]WYg'\Ug'Xf]j Yb'h\Y']bWfYUgY']b'h\Y'bi a VYf'cZ
dck Yf'VUhhYf]Yg']bghU'YX''-b'A Um'&\$&%ž'a m'Wci b'hfmdck Yf'VUhhYfm']bghU'YX'WUdUW]hm'hc'hU'YX' - ",
; K \ž'U'mYUf!cb!mYUf']bWfYUgY'cZ%+, "&i "H\Y'XYa UbX'Zcf'dck Yf''h\]i a 'VUhhYf]Yg'Zcf'bYk
YbYf[m] Y\]WYg'\Ug']bWfYUgYXž'UbX'dck Yf'VUhhYfm'Wca dUb]Yg'\Uj Y'fYW]j YX'\ch'cfXYfg"

K \]Y'h\Y'XYa UbX']g']bWfYUg]b[ž'h\Y'gi dd'm'cZ'fUk 'a UhYf]U'g'Zcf'dck Yf''h\]i a 'VUhhYf]Yg']g']b
g\cfh'gi dd'm''6YWU] gY'h\Y'['cVU''h\]i a ž'WcVU'hž'UbX'b]W_Y'fYgci fW'g'UfY'a cgh'm'WcbW'bfhU'YX
cj YfgYUgž'h\Ym'UfY'a cbc'dc']nYX'Vm'YUX]b['a]b]b[[fci dg''G]bW' '&\$&\$ž'UZZYWhYX'Vm'h\Y'bYk
Wfck b'Yd]XYa]W'fUk 'a UhYf]U'Wca dUb]Yg'\Uj Y'ZU]YX'hc'UW\Y]j Y'YI dUb]cb'd'Ubg'Ug'YI dYWhYXž
fYgi 'h]b[']b'U'g\cfhU[Y'cZ'fUk 'a UhYf]U''ja dcfhg'UbX'h][\h'gi dd'm"

H\Y'a cgh'X]fYWh]a dUWh'cZ'h\Y'f]gY']b'h\Y'df]W'cZ'dck Yf''h\]i a 'VUhhYfm'fUk 'a UhYf]U'g']g'hc'Vf]b[
UVci h'U'XYW]bY']b'h\Y'[fccg'dfcZ]h'a Uf[]b'cZ'h\Y'Wca dUb'm''-b'cfXYf'hc'a Y'Yh'h\]g'W'U''Yb[Yž'h\Y
Wca dUb'mk]''W'ccgY'hk c'Ub['Yg'hc'a U]bhU]b'U'fYUgcbUV'Y'[fccg'dfcZ]h'a Uf[]bž'cbY']g'hc'fYXi W
a Ubi ZUWh'f]b['Wc'ghgž'UbX'h\Y'ch\Yf']g'-bWfYUgY'dfcXi W'h'df]W'g"

-b'UXX]h]cbž'Zcf'h\Y'dck Yf''h\]i a 'VUhhYfm']bXi ghf'nž'f]g]b['fUk 'a UhYf]U'df]W'g'UbX'XYW]b]b[
[fccg'dfcZ]h'a Uf[]bg'k]''ž'fh\Yf'Wca dYf'gg'h\Y''j]b['gdUW'cZ'ga U''VUhhYfm'Wca dUb]Ygž'UbX'h\Y
WcbW'bfhU]cb'cZ'Wca dYh]h]cb']b'h\Y'dck Yf'VUhhYfm'a Uf_Y'h'k]''ž'fh\Yf']bWfYUgY"

5ZZYWhYX'Vm'H\Y'a Uf_Yh'df]W'cZ']h\]i a 'VUhhYfm'fUk 'a UhYf]U'g'k]''f]gY']b'&\$&%ž'h\Y'7U'W]i a
B]hf]XY'a Uf_Yh']g'W'U]b[]b['fUd]X'm'H\YgY'W'U]b[Yg'UfY']bX]WUhc'fg'cZ'a Uf_Yh'[fck h\ "H\]g'mYUf!cb!
mYUf'i dk UfX'hfYbX']b'h\Y'a Uf_Yh']bX]WUhg'h\Uh'h\Y'bYI h'bcj Ya VYf'&\$&\$!&\$&'k]''g\ck 'Ub
cj U''Vi h'ghYUXm[fck h\ "-Z'mci 'UfY''cc_]b['Zcf'7U'W]i a 'B]hf]XY'cf'Vi m'7U'W]i a 'B]hf]XY']b
Vi _ž'd'YUgY'gYbX'Ub'Ya U]'hc.'gU'Yg4 cnVc"Wca

H\Y'df]W'cZ'7U'W]i a 'B]hf]XY'Wc'bh]bi Yg'hc'VY'UZZYWhYX'Vm'ZUWh'cf'gi W'Ug'a Uf_Yh'[fck h\
a ca Ybhi a ž'Uf]ci g'cddcfhi b]h]Yg'UbX'W'U''Yb[Yg'<ck Yj YfžXi f]b['h\Y'ZcfYWUgh'dYf]cX'Zfca



&\$&\$'hc`&\$&*&`zh\Y'['`cVU`7U`W]i a`B]hf]XY`gU`Yg'a Uf_Yh]g`YI dYWHYX`hc`Wcb]bi Y`hc`VY`UVcj Y
Uj YfU[Y`H\Y`[' fck h\`fUHY`k]`Wcb]bi Y`hc`]bWfYUgY`"h]g`YI dYWHYX`h\UhZfca`hcXUm`hc`bYI h
k YY`zh\Y`df]W`cZ7U`W]i a`B]hf]XY`k]`]bWfYUgY`hc`U`Wf]hU]b`YI hYbh`"

8i Y`hc`WU`b[Yg`]b`Wcbgi a`Yf`XYa`UbXz]a`dcfh`UbX`YI`dcfh`WcbX]h]cbgZUbX`j`Uf]ci`g`]bj`Ygh][`Uh]cbg
cb`h\Y`XYj`Y`cda`Ybh`cZ7U`W]i a`B]hf]XY`zh\Y`Wc`gh`cZ7U`W]i a`B]hf]XY`]g`Wcbgh`Ub`h`m
WU`b[]b["HU_]b[]b`hc`UW`Wc`i`bh`h\Y`W`ffY`bh`a`Uf_Yh`a`UW`fc`Y`Wc`bca`]WdUfUa`YhYfgz`j`U`i`Y`W`U]b
Ub`U`mg]gZ`WU`bb`Y`d`Uf`hb`Y`fg`Z`X`Ya`Ub`X`Ub`X`gi`dd`m`zh\Y`Wc`gh`cZ7U`W]i a`B]hf]XY`k]`]U`gc`VY`UZZY`WHYX
hc`U`Wf]hU]b`YI hYbh`"h]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 YfZCnVc`Wc`a`dfcj]XYg`\][`di`f]hm`B`Ubc`7U`W]i a`B]hf]XY`k]h`gh`Y`UX`m`df]W`"b`cf`XY`f`hc
ZY`Y`X`V`U`W`_`hc`c`X`W`ghca`Yfg`zh\Y`Wc`a`d`Ub`m]g`gh`]"b`Z`"cd`Y`f`U`h]cbg`hc`dfcj]XY`7U`W]i a`B]hf]XY`k]h
Wc`a`d`Y`h]h]j`Y`df]W`"gU]X`C`]"b`U`zg`U`Y`g`a`Ub`U[Yf`c`Z`C`n`V`c`"Wc`a`"

5Vci h`C`n`V`c`"Wc`a`"

CnVc`Wc`a`fU`_`U`HUB_]BYk`A`UhYf]U`g`7c`"@hX`k`]g`U`hfi`ghYX`['`cVU`W`Y`a`]WU`"a`UhYf]U`"gi`dd`]Yf`/
a`Ubi`ZU`W`h`f`Y`f`k`]h`c`j`Yf`%&`m`Y`U`fg`YI`d`Y`f]Y`b`W`]"b`dfcj]X]b[`gi`d`Y`f`\[`[`!`ei`U`]h`m`W`Y`a`]WU`g`Ub`X
B`U`bca`UhYf]U`g`5g`U`Y`UX]b[`b`U`b`ch`Y`W`b`c`c[`m`X`Y`j`Y`cda`Y`bh`Ub`X`7U`W]i a`B]hf]XY
a`Ubi`ZU`W`h`f`Y`f`Z`H`U`b_]BYk`A`UhYf]U`g`7c`"@hX`Xca`]b`U`h`Y`g`h`Y`a`Uf_Yh`C`i`f`d`f`c`Z`Y`g`g]cb`U`k`cf`_`h`Y`U`a
dfcj]XYg`d`Y`f`Z`Y`W`h`g`c`i`h]cbg`hc`Y`d`]a`dfcj Y`h\Y`Y`Z]W]Y`b`W`h`c`Z`j`Uf]ci`g`]b`X`i`ghf]Y`g`Z`W`Y`U`h`Y`j`U`i`Y`z`U`b`X
Y`U`g]m`W`c`d`Y`k`]h`j`Uf]ci`g`W`U`Y`b[Yg`-Z`m`c`i`U`f`Y`"cc_]b[`Z`c`f`7U`W]i a`B]hf]XY`z`d`Y`U`g`Y`g`Y`b`X`Ub`Y`a`U]
hc`"gU`Y`g`4`cnVc`Wc`a`"