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I b]hg'cZ7 fYX]h*`

Gi a a UfmicZ`hY'7ci fgY

H\Y`Vei fgY`Vej Yfg`Vch`hY`hYcfmiUbX`dfUW]WU`Udd`]W]hcbg'cZXF`]]b[`Zi]Xg`UbX`k Y`
W`a Ybh]b[`hYVbc`c[m`H\Y`a U]b`hcd]Wg`]bWi XY.`hY`Z bW]hcbgZ`Vca dcg]hcb`UbX`UXX]h] Yg`cZXF`]]b[`Zi]Xg/
WUmUbX`dc`ma Yf`WYa]ghfmiUbX`Udd`]W]hcbg`]b`Xf`]]b[`Zi]Xg/Xf`]]b[`Zi]X`XYbg]hmXYHfa]bU]hcb`UbX
W]W`U]hcbg/Xf`]]b[`Zi]X`Z]fU]hcb`UbX`a i X`WU_]b[`dfcW]gg/5D=Xf`]]b[`Zi]X`dfcdYfh]YgZ`Yei]da YbhUbX
H]gh]b[`dfcW]Xi fYg/W]Ya]W]`UbU]mg]g/Xf`]]b[`Zi]X`gmg]Ya `XYg][b`Zcf`Vcbf`c`Zcfa U]hcb`XUa U[Y`UbX
k Y`VcfY`ghUV]]m/Xf`]]b[`Zi]X`\mXfUi `]Wg`UbX`W`h]b[g`fUbgdcfU]hcb/W]a Ybh]a Ubi Z]W]i fYZ`Vca dcg]hcb
UbX`ghU]bXUfX]nU]hcb/W]a YbhUXX]h] Yg/W]a Ybhig`i ffmf`Yc`c[mdfcdYfh]Yg/5D=W]a Ybh]b[`hY]gh]b[
Yei]da YbhUbX`dfcW]Xi fYg/W]a Ybhig`i ffmXYg][b`UbX`W]W`U]hcbg/a i X`fYa cj U`Vm]W]a Ybh/[Ug
a][fU]hcb/W]a Ybh]b[`Yei]da YbhUbX`dfcW]Xi fYg/dcg]h`c`V`Vcbg]XYfU]hcbg`UbX`Yj U`i U]hcb/Xf`]]b[`Zi]Xg
UbX`W]a Ybh]b[``UVcfU]rcfm`

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H\]g`Vei fgY`k]`YbUV`Y`gh XYbh]h`c`U`Vei]fY`Z bXUa YbhU`i`_bck`YX[Y`cZXF`]]b[`Zi]XgZ`Xf`]]b[
\mXfUi `]Wg`UbX`W]a Ybh]b[`hYV]b]ei Y`UbX`h`c`Udd`mi`hY`hYcfmi`h`hY`XYg][bZ`Yj U`i U]hcb`UbX`cd]h]a]nU]hcb`cZ
Xf`]]b[`Zi]X`dfc[fUa Z`Xf`]]b[\mXfUi `]Wg`UbX`W]a Ybh]b[`cdYfU]hcbg`

7ci fgY`@YUfb]b[`Ci hWca Yg

5Z]Yf`gi W]W]ggZ `m]Vca d`Y]h]b[`h]g`Vei fgY`Z]mci `g\ci `X`VY`UV`Y`h`c`.

@YUfb]b[`Ci hWca Y	95`GHJ[Y`%7ca dYH]bW]Yg
%`8Yg][b`UbX`Yj U`i U]h`Xf`]]b[`Zi]X`dfc[fUa `UbX`W]a Ybh]b[cdYfU]hcbg`i bXYf`gdYW]Z]Wk Y`VcbX]h]cbg	D9`%`%Z`D9`%` `Z`D9`&`%Z`D9`&` `Z` D9` `"%Z`D9` `**
&`DfYdUfY`UbX`hY]ghXf`]]b[`Zi]Xg`UbX`W]a Ybh]b[`g`i ffmUW]VcfX]b[h`c`5D=g]fU]bXUfXg	D9`%`%Z`D9`%` `Z`D9`&(`Z`D9` `"%Z` D9` `**
'`"C`d]h]a]nY`Xf`]]b[`Zi]X`\mXfUi `]Wg`Zcf`\][\`fU]h`cZdYbYfU]hcb`UbX` W`h]b[g`fUbgdcfU]hcb`YZ]W]YbV]m	D9`%`%Z`D9`%`&Z`D9`%` `Z`D9`&`%`

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%`K`YY`_m`YW]i fYg`UfY`XYg][bYX`h`c`dfc]]XY`gh] XYbh]h`Z`bXUa YbhU`i`i bXYfghU]bX]b[`h]fci [\`U`gYf]Yg`cZ

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5ggYgga Ybh&.`5gg][ba Ybh&.`A i X'k Y][\h`WU`W`Uh]cbg`UbX`5D=dfcdYfh]Yg

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A i X'k Y][\h`WU`W`Uh]cbg`UbX`5D=dfcdYfh]Yg

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	Hi hc'f]U'	7Ya Ybh]b['W'W' Uhc'b
	@JVcfUhc'fm	@UV'('!'8f]'b['i]X'7\Ya]W'5bU'mg]g'6
K YY_%.%'Bcj Ya VYf !'%'Bcj Ya VYf	@YWhi fY	; Ug'a][fUhc'bž'7Ya Ybh]b['Yei]da Ybh/7Ya Ybh d'UW'a YbhUbX'dcgh'cV'Yj U'i Uhc'b"
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H\Y`GWcc`Ug`XYj`Y`cdYX`U`[i]XY`]b`Y`fc`Y`d`mci`k`Y`b`gi`Va`]h]b[`U`Wci`fgY`Ugg][ba`Ybh`

K`Y`YbWci`fU[`Y`mci`fc`fYh]b`U`Wc`dmcZYj`YfmUgg][ba`Ybhgi`Va`]hYX`Zcf`UggYgga`YbhZcf`mci`f`ck`b`fYWcfX`Y`]h`Yf`]b`U`fXWc`dmc`f`Y`YWfcb]WZ`fa`"

5`UggYgga`Ybh]a`i`gh`Uj`Y`Ub`UggYgga`YbhWcj`Yf`g`Y`YhU`hUW`YX`"

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7ci`fgY`Wca`d`Yh]cb`fYei`]fYg`gi`Va`]gg]cb`cZU`UggYgga`Ybh]hYa`g":`U]i`fY`hc`gi`Va`]hU`UggYgga`Ybh]hYa`g`a`UmfYgi`h]b`hY`Uk`UfX`cZUb`i`bgUhgZUWc`fm:`U]i`fY`fl`:`E[`fUXY`Zcf`hY`7ci`fgY`i`b`Ygg`gdYW]U`Wc`bg]XYfU]cb`Ug`VY`b`gi`Va`]hYX`UbX`Uddfcj`YX`D`YUgY`bchY`Z`U`Wca`dYh]bW`h`i`fX`Y`cZ)`\$i`]g`Udd`]YX`hc`hY`Z]bU`UggYgga`Ybh`

@UH`Gi`Va`]gg]cb`cZ`Ub`5gg][ba`Ybh

:`i`a`Uf_g`Zcf`Ub`Ugg][ba`YbhUfY`cb`mdcgg]V`Y`k`Y`b`Ub`Ugg][ba`Ybh]g`fYW`j`YX`Vm`hY`Xi`Y`XUH`"

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@UH`gi`Va`]gg]cb`k`]`bchVY`UW`WdhYX`UbX`k`]`VY`Wc`bg]XYfYX`Ug`bc`gi`Va`]gg]cb`"

GdYW]U`7`cbg]XYfU]cb

Mci`W`Ub`Udd`m`Zcf`gdYW]U`Wc`bg]XYfU]cb`h`fci`[`H`Y`Bi`WYi`g`Gh`XYbh`<i`V`k`Y`b`]`b`Ygg`cf`c`h`Yf`W]fW`a`gh`Ub`W`g`]b`h`Y`Z`Y`f`k`]h`mci`f`UggYgga`Ybh`d`Y`Z`fa`Ub`W`"G]W`b`Ygg`za`]gUXj`Ybh`fY`cf`c`h`Yf`W]fW`a`gh`Ub`W`g`VY`mcbX`mci`f`Wc`b`f`c`a`Um`

- DfYj`Ybh`mci`Z`ca`Wca`d`Yh]b[`U`Wci`fgY`fYei`]fYa`Ybh`
- ?`YYd`mci`Z`ca`U`h]bX]b[`Ub`UggYggUV`Y`UW]j`]m`
- G`hd`mci`gi`Va`]h]b[`UggYggUV`Y`k`cf`_`Zcf`U`Wci`fgY`
- G][`b]Z]W]b`h`i`U`Z`Y`W`h`mci`f`d`Y`f`Z`fa`Ub`W`]b`UggYggUV`Y`k`cf`_`Z`VY`]h`U`Z`fa`U`Y`b`X`!`c`Z`g`Ya`Y`gh`Y`f`Y`I`Ua`]b`U]cb`Z`U`W`Ugg`h`Y`g`h`Z`U`U`V`c`f`U`h`c`f`m`h`Y`g`h`Z`U`g`Ya`]b`U`f`d`f`Y`g`Y`b`h]cb`cf`U`b`m`c`h`Y`f`Z`fa`c`Z`UggYgga`Ybh`

K`Y`Ug`_`h`U`h`mci`d`Y`UgY`Wc`b`h`U`h`h`Y`7`ci`fgY`7`cbj`Y`bc`f`]a`a`YX]UH`m`cb`W`mci`U`j`Y`Wca`d`Y`h`X`h`Y`gdYW]U`Wc`bg]XYfU]cb`Udd`]W]h]cb`Z`bc`U`]f`f`h`Ub`cb`Y`k`YY`_`Z`ca`gi`Va`]gg]cb`" #

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5 WUXYa]W< cbYgmiUbX`D`U[]Uf]ga

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`Ug`j Yfm`WYUf`[i]XY`]bYg`cb`k `Uhd`U[]Uf]ga`]g`UbX`ck`hc`Uj`c]X`]h`D`U[]Uf]ga`]g`i`g]b[`hY`k cfXg`cf
]XYUg`cZch`Yfg`UbX`dfYgYbñ]b[`hYa`Ug`mci f`ck b`D`U[]Uf]ga`]g`U`mdY`cZ]bñY`YWñ U`hY`Zñ`ñW]b`hU_Y

- VfcUXVUbX`WcbbYWjcb`f&) *`_V]hgYWcf`ZJghYfŁ
- UV]`]mhc`j`Yk`ghfYUa`b[`j`]XYc`f\][`cf`ck`XYZ]b]hcb`I`BGK`HJ`cdh]cbgŁ

A cfY`]bZcfa`Uhcb`UVci`hgmgHra`fYei`]fYa`Ybhg`]g`Uj`U]UV`Y
[Uhi`k`k`"ghi`XYbhi`bgk`"YXi`"Ui`#a`ccX`Y!gmghYa`!fYei`\]fYa`Ybhg](#)

5VWYgg]b[`7ci`fgY`A`Uhf]U`g`H\fcj`[\`A`ccX`Y

7ci`fgY`ci`h]bYgžgi`ddcfha`Uhf]U`g`UfY`i`d`cUXYX`hc`A`ccX`YžhY`i`b]j`Yfg]mighUbxUfX`@YUfb]b[
A`UbU[`Ya`YbhGmgHra`f@A`GŁ`b`UXX]hcbžcb!`]bY`Ugg][`ba`Ybhgi`Va`]gg]cbg`UfY`a`UXY`i`g]b[`hY
Ugg][`ba`YbhXfcdVcl`ZJW]`]mhcfcj`]XYX`]b`A`ccX`Y`5`Ybfc`YX`gh`XYbhg`UfY`Ui`hca`UhW`m]bWl`XYX`]b

K Y`UW_bck `YX[Y`hY`6YXY[U`dYcd`Y`k \c`UfY`hY`hfUX]hcbU`W ghcX]Ubg`cZhY`UbXg`cb`k \]W`l B GK
? Ybg]b[hcb`W]a di g`]g`cW]hYX"

