

<]d!< cd!! dXUhY. '@]hh`Y`G]a n`YfcVYfh'a]h`
@c hi g`X]Y`7\ Ufhg°

5a`%*"\$*"`&\$&) `Ui Z`65M9F B`&.`9]b`<]d!< cd!! dXUhY`a]h
@]hh`Y`G]a n`i bX`k`Y]hYfYb`Ub[YgU[hYb`?Øbgh`Yfb`"9bhXYW_Yb
G]Y`X]Y`J]Y`ZU`h`XYg`F Ud°



6fYa Ybž`8Yi hgWk`UbX`!`F Ud`i bX`<]d!< cd`g]bX`b]Wk`h`bi`f
A i g]_gh]`Yž`gcbXYfb`Ui Wk`_i`hi`fY`Y`D\`Åbca`YbYž`X]Y`i`bgYfY
; YgY`gWk`UZh`dfÅ[Yb`" < Yi`hYž`Ua`%*"'> b]`&\$&) ž`ghY`h`XYf`GYbXYf
65M9F B`&`]b`gY]bYf`GYbXi`b[` <]d!< cd!! dXUhY`i`bhYf`UbXYfYa
X]Y`?Øbgh`Yfb`@]hh`Y`G]a n`]b`XYb`A]hhY`di`b`_h`"G]Y`\`Uhig]Wk`a`]h
]\fYa`bYi`Yb`5`Vi`a`@c`hi`g`ž`XUg`Ua`%*"'> b]`&\$&) `j`Yf`ÖZY`bh`]Wk`h
k`i`fXYž`Y]bYb`ZYghYb`D`Uhm`]b`XYf`A i`g]_gnYbY`YfcVYfh`i`b`XYb
`YnhYb`>\`fYb`\`Uhig]Y`b]Wk`h`bi`f`U`g`F`UddYf]bž`gcbXYfb`Ui`Wk`U`g
GWk`Ui`gd]Y`Yf]bž`Yhk`U`]b`XYf`BYhZ]!`!GYf]Y`Hcd`6cm`ž`5i`ZgY\`Yb
YffY[`h`K`]Y`6F`"XY`VYf]Wk`hYhž`]gh`F`Ud`a`]hh`Yfk`Y`Y`XUg`[`f`Ö`hY`Dcd!
; YbYf`XYf`; Y[Ybk`Ufhi`bX`VY]bZi`ggh`Gh]Y`k`]Y`5Zfc!6YUh`i`bX
Gci`"°

@]hh`Y`G]a nž[YVcfYb`U`g`G]a V]Uhi`5V]gc`U`5V]c`U`5`^_Uk c`Ua`&`"
: YVfi Uf`%- - (`]b`g`]b[hcbž`@cbXcbž`gcf[h`ia`]h`]\fYf`A`i`g]_`ZØf
Zf]gWXYb`k`]bX`" Æ`f`k`YfXY[Ub[`VY[Ub`b`VYfY]hg`&`\$`\$`ž`i`bX`g]Y` \`Uh
gY]hXYa`a`Y` \`fYfY`5`VYb`j`Yf`ÖZYb`h`]W`hž`X]Y`j`cb`?`f]h]_`Yfb`[`YZY]Yfh
k`i`fXYb`"6YgcbXYfg` \`Yfj`cfni` \`VYb`]gh`]\`f`j`]YfhYg`5`Vi`a
Gca`Yh]a`Yg`=A`][` \`h`6Y` Æ`hfcj`Yfh`ž`XUg`&`\$`&`&`a`]h`XYa`A`YfW`fm
Df]nY`Ui`g[`YnY]W`bYh`k`i`fXY`"5i`W`]`\`f`bYi`YghYg`k`Yf`_`@`chi`g`]gh
Y]b`k`Y]hYfYf`6Yk`Y]g`ZØf`]\`f`VYY]bXfi`W`YbXYg`HU`Yb`hi`bX`]\`fY
J]Y`gY]h][`_Y]hž`k`]Y`K`_]`dYX]U`Uba`Yf`_`h"

8]Y`9]bZ`ØggY`XYg`<`]d!`<`cd`i`bX`X]Y`F`c`Y`j`cb
@]hh`Y`G]a n

8]Y`9b`hk`]W`i`b[`XYg`F`Ud` \`Uh`gY]h`XYb`%`-`+`\$`Yf` ÷` \`fYb`ž`U`g`?`Øb`gh`Yf
]b`XYf`6f`cb`l`X]Y`];`fi`bX`U[`Yb`XYg`];`Yb`fYg`g`W`i`Z`b`ž`Y]b`Y
VYa`Yf`_`Yb`gk`Yf`hY`F`Y]gY` \`]b[`Y`Y`[`h`"i`fgd`f`Øb`[`]W`X`HY]`XYf`<`]d!`<`cd!
?`i`h`i`fž` \`Uh`F`Ud`Ø`VYf`X]Y` ÷` \`fnY` \`bhY`b]W`h`bi`f`X]Y`A`i`g]_`ž`gcb`XYfb
Ui`W`A`cXY`i`bX`Gd`f`UW`X`Y`VYY]b`Zi`ggh`" <`Yi`hY`g]b`X`g]W`9i`d`Yfh`Yb
Y]b][`ž`XUgg`F`Ud`Yb[`a`]h`gcn]U`Yb`6Yk`Y[`i`b[`Yb`j`Yf`_`b`Ød`Z`h]g`hž
]bg`VYgcb`XYfY`]b`XYf`U`Z`fc`Ua`Yf]_`Ub]g`W`Yb`7`ca`a`i`b]mž`k`]Y`Yg`Ui`Z`
A`i`g]W`B`Y`h`Ui`g`ZØ` \`f`]W`X`VYg`W`f]Y`VYb`k`]fX"

@]hh`Y`G]a n`]gh`Y]b`DUf`UX`Y`VY]gd]Y`ZØf`X]YgY`9b`hk`]W`i`b[`" Æ`fY
HYI`hY`VY` \`Ub`XY`b`c`Z`h`d`Yfg`Øb`]W`X`Y`i`bX`[`YgY`g`W`U`Z`h]W`X`Y`H`Y`a`Yb
i`bX`g]b`X`gca`]h`Y]b`Gd]Y[`Y`V]`X`XYf`U`_`hi`Y`Y`b`NY]h`G]Y`]gh`b]W`X`h
bi`f`?`Øb`gh`Yf]b`ž`gcb`XYfb`Ui`W`Y`Y]b`Y`G]h]a`a`Y`ZØf`j`]Y`Y` ÷` [`Yb`X`]W`X`ž
X]Y`g]W`X`a`]h`]\`fYb`<`Yf`Ui`g`Zc`f`XYfi`b[`Yb`]X`Y`bh]Z]n]YfYb`_`Øb`Yb`" Æ`fY
9]bZ`ØggY`fY]W`X`Yb`j`cb`<`]d!`<`cd!`@Y[`Yb`XYb`k`]Y`B`Ug`i`bX`6][`[`]Y
Ga`U`g`V]g` \`]b`ni` ÷`nna`i`g]_`Yfb`k`]Y`B]b`U`G]a`cb`Y`ž`k`Ug`g]W`X`]b
]\`fYf`A`i`g]_`k`]X`Y`fgd]Y[`Y`h"

Ni`_`Øb`Z]h][`Y`D`f`c`Y`_`hY`i`bX`6Y`X`Y`i`hi`b[

Æ`XYf`G`Y`b`Xi`b[`k`Yf`XYb`Ui`W`X`Ub`XYfY`?`Øb`gh`Yf`j`cf[`YghY`hž`X]Y
Y`VYb`ZU`g`[`fc`»`Y`6Y`U`W`h`i`b[`Z]b`XYb`ž`X`Ufi`bhYf`C`V`cb[`U`m`Uf`a`]h
gY]b`Ya`5`Vi`a`DUf`UX]gY`B`ck`g`ck`]Y`j`]Y`j`Yfgd`fY`W`X`Yb`XY
B`Yi`]b[`Y`k`]Y`?`UY`H`Ya`d`Y`gh`i`bX`@`m`Y`7`Ufb`Yfž`X`Y`fYb`_`ca`a`Yb`XY

5`VYb`X]Y`A i g]_k Y`h]b`b`ÅW ghYf`NY]h`VYfY]W`Yfb`_`ÖbbhYb`"8]YgY
 J]Y`ZU`h`nY][hž`k]Y`XmbUa]gW`i bX`"YVYbX][`X]Y`GnYbY`]gh"
 5i » YfXYa `g]bX`F Ud`i bX`<]d!< cd`\\Yi hY`a Y`f`XYbb`Y`]b`XYf
 @U[Yž`[YgY`gW`UZh]W`Y`8YVUhhYb`Ubni ghc» Yb`i bX`bYi Y`æ di`gY
 ni`gYhnYb"

8]Y`A i g]_k Y`h`ghY`h`Xi fW`X`Yb`X][]hU`Yb`K UbXY`i bX`D`UhhZcfa Yb
 k]Y`Gdch]ZmicXYf`Gci bX7`ci X`Ub`Y]bYa `K YbXYdi b`h"?ØbghYf
 _ÖbbYb`bi b`Y]bZUW`Yf`U`g`Y`ni j cf`Ub`X]Y`² ZYbh]W`_Y]h`hfYhYbž
 i bX`X]Y`Dcdi`Uf]h`h`j cb`Gi V[YbfYg`k]Y`8f]`nY][hž`XUgg`F Ud`g]W`
 gh`ÅbX][`k Y]hYfYbhk]W`_Y`hi bX`UbdUggh`K Ybb`a Ub`]b`X]Y`Ni`_i bZh
 V`]W`hž`_ÖbbhY`a Ub`bU`Yni`k YhYbž`XUgg`F Ud`k Y]hYf`]b`X]Y
 7`Ufhg`YfcVYfhi bX`k]W`h][Y`H`Ya Yb`Ubgdf]W`hž`gcXUgg`k]f`U`Y
 [YgdUbbh`XUfUi Zk UfhYbž`k Ug`U`g`B`ÅW ghYg`_ca`a`h"

8YhU]`g	
C fh	6fYa Ybž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "Vf"XY • Yb"k]_]dYX]U"cf[• k k k "a i g]WbYh"]bZc

6Ygi W`Yb`G]Y`i bg`Ui Z. `X]Y!bUW`f]W`hYb`"Wca