

6fck b'6U['6fYU_ . 'GdUbbYbXY
9]bV`]W_Y`]b'Dfca ch]cbYb'Ub'XYf'HI
7\Ya b]hn°

5a '&(" ' † b] ' & \$ &) `ÀXh'X]Y'HI '7\Ya b]hn'ni a ' 6fck b'6U[
6fYU_ 'Y]bž'i a ']bhYfX]gn]d`]bÅFYb'5i ghUi gWÅ ZØf
Dfca ch]cbg]bhYfYgg]YfhY'ni 'ZØfXYfb"



F Y]WÅ Yb\U]bYf'GhfU» Y'+\$ž'\$- %&* '7\Ya b]hnž'8Yi hgWÅ`UbX'!
5a '&(" ' † b] ' & \$ &) 'Z]bXYh'Ub'XYf'HYWÅ b]gWÅ Yb' l b]j Yfg]hÅh'fHI Ł
7\Ya b]hn'X]Y'J YfUbghU`hi b[' 6fck b'6U['6fYU_ 'ghUhh"8]YgY
J YfUbghU`hi b['n]Y'hiUi Z'Dfca ch]cbg]bhYfYgg]YfhYž'Dfca cj]YfYbXYž
Dfca cj]YfhY'gck]Y' ðbhYfYgg]YfhY'Ub'k]ggYbgWÅ UZh]WÅ Yb
@Ui ZVU\bYb'UV"G]Y'V]YhYh'X]Y'; Y'Y[Yb\Y]h'ni a ']bhYfX]gn]d`]bÅFYb
5i ghUi gWÅ' i bX'[Y\hj cb'%&.\$\$'V]g'%.' '\$'l \f'ja 'K Y]b\c`X!6Ui ž
F Y]WÅ Yb\U]bYf'GhfU» Y'+\$ž'ØVYf'X]Y'6Ø\bY"8f"@bXU'ÅW_Y`j cb
XYf': U_i `hÅh'ZØf'9'Y_hfchYWÅ b]_i bX' ðZcfa Uh]cbghYWÅ b]_i bX
H\Yc'8ØddYfg'j cb'XYf'D\`cgc d\]gWÅ Yb': U_i `hÅh'k YfXYb'ØVYf
]\fY'9fZU\fi b[Yb'i bX'<YfUi gZcfXYfi b[Yb'k Å\fybX']\fyf

Dfca ch]cbYb`VYf]W\hYbž`X]Y`nk]gW\Yb`<U`V`Y]hYfZc]fgW\i b[`i bX
6]`Xi b[gk]ggYbgW\UZhYb``]Y[Yb``8]Y`HY]`bU\`a`Y`]gh`_cghYb`cgž`Y]bY
j cf\Yf][Y`5ba`Y`Xi b[`k]fX`YXcW\`Ya`dZc\`Yb``: Øf`U``Y
HY]`bY\`a`YbXYb`ghY\`h`Y]b`_cghYb`cgYg`@`bW\`dU`_Yh`VYfY]hž`i`a`X]Y
8]g_i`gg]cb`ni`ZØfXYfb``A`cXYf]Yfh`k`]fX`X]Y`J`YfUbghU`hi`b[`j`cb`8`f``
@Ui`fU`K`Ym\ž`XYf`FY`_hcfUhgVYUi`ZhFU[`hYb`ZØf
BUW\k`i`W\gk`]ggYbgW\UZhYf]bbYb`i`bX`BUW\k`i`W\gk`]ggYbgW\UZhYf`

8]Y`J`YfUbghU`hi`b[`]gh`HY]`Y]bYg`i`a`ZUggYbXYfYb
K`Y]hYfV]`Xi`b[`gd]fc[`fUa`a`gž`XUg`UV`XYa`i`&\$``A`Àfn`&\$&)`j`ca
NYbhf`i`a`ZØf`XYb`k`]ggYbgW\UZh]W\Yb`BUW\k`i`W\g`fN`Zk`B`L`XYf`HI
7\`Ya`b]hn`Ub[`YVchYb`k`]fX``i`b]!\`Yi`hY`XY`VYf]W\hYh`j`cb`ØVYf`&\$
J`YfUbghU`hi`b[`Ybž`X]Y]b`XYi`hgW\Yf`i`bX`Yb[`]gW\Yf`GdfUW\Y
Ub[`YVchYb`k`YfXYb``8]YgY`:`cfa`UhY`fY]W\Yb`j`cb`Df`ÀgYbn!`V]g
Cb`bY!`K`cf_g\`cdg`i`bX`VY]b\`U`hYb`H\`Ya`Yb`k`]Y`XYb`9]bgh]Y[`]b
X]Y`8]ggYfhU]cbž`XYb`i`a`[`Ub[`a`]h`?`Øbgh]W\Yf`b`hY``][`Ybnž
8]gdi`hU]cbghfU]b]b[`gck`]Y`?`Uff]YfYghfUhY[`]Yb``: Øf`DcghXcW\g]g]bX
XfY]`ZUW\gdYn]Z]gW\Y`Df`ÀgYbn!`J`YfUbghU`hi`b[`Yb[`Yd`Ubhž`i`bhYf
UbXYfYa`Y]b`J`cfhfU[`j`cb`FY`_hcf`DfcZ`8`f``;`YfX`Ghf`c\`a`Y]Yf`ØVYf
9fZc`[`fY]W\Yg`:`Ø`fYb`j`cb`6Yfi`Z`b[`gj`Yf\`UbX`i`b[`Yb` "

: c_i`g`Ui`Z`?`Uff]YfY`Yb`hk`]W`_`i`b[

8]Y`UbghY\`YbXYb`J`YfUbghU`hi`b[`Yb`g]bX`ZØf
Dfca`ch]cbg]bhYfYgg]YfhYž`Dfca`cj`]YfYbXY`i`bX`<UV]`h]YfYbXY
_c`bn]d]Yfh`i`bX`V]YhYb`j`]Y`Y`A`Ò[`]W\`_Y]hYb`ni`f`dYfg`Òb`]W\Yb`i`bX
k`]ggYbgW\UZh]W\Yb`9b`hk`]W`_`i`b[``J`ca`%``5i`[`i`gh`V]g`%\$``
GYdhYa`VYf`&\$&)`k`]fX`ni`XYa`X]Y`GYa`]bUffY]\`Y
H?`A`Yb`hU`GhfUhY[`]Yb`i`:`Y`UggYb`ni`f`Dfca`ch]cb`ghUhhZ]bXYb``
8]YgY`FY]\`Yž`]b`Ni`gUa`a`YbUfVY]h`i`a`]h`XYf`HYW\`b]_Yf
?`fUb`_Yb`_UggYž`Y[`h`XYb`:`c_i`g`Ui`Z`GhfYggVYk`À`h][`i`b[`gck`]Y
dYfg`Òb`]W\Y`i`bX`U`_UXYa`]gW\Y`9b`hk`]W`_`i`b[``HY]`bY\`a`YbXY
k`YfXYb`dfUI`]gbU\`Y`GhfUhY[`]Yb`ni`f`GhfYggVYk`À`h][`i`b[`gck`]Y
A`Ò[`]W\`_Y]hYb`ni`a`BY`h`nk`Yf`_Ui`Z`/Ui`Yf\`U`hYb``

8]Y`8Yi`hgW\Y`:`c`fgW\i`b[`g[`Ya`Y]bgW\UZh`fB`:`;`Ł`ž`X]Y`[`f`Ò»`hY
:`c`fgW\i`b[`gZØfXYfcf[`Ub]gUh]cb`]b`8Yi`hgW\`UbXž`\`Uh`X]Y`:`ØfXYfi`b[
XYf`ZfØ\`Yb`k`]ggYbgW\UZh]W\Yb`?`Uff]YfY`U`g`nYbhfU`Yg`N]Y`

XYZ]b]Yfh"@Ui h:XZ["XY'k YfXYb'Xi fW'X]Y'8:; 'Ghfi _hi fYb
 [YgW UZZYbžX]Y'd'UbVUFY'?Uff]YfYk Y[Y'i bX'7\UbW'b['Y]W\Y]h
 ZØfXYfb"'8]Yg'VY]b\U'hYh'X]Y'6YfY]ghY''i b['j cb': ØfXYf[Y'XYfb'ZØf
 Dfc_Y'h'gck]Y'X]Y'E i U']Zn]Yfi b['j cb'K]ggYbgW UZh'Yf]bbYb'jb
 ZfØ\Yb'?Uff]YfYd\UgYb"'8]Y'8:; 'VYhcbž'XUgg'Y]bY'[i hY
 6YhfYi i b['YggYbn]Y''ZØf'XYb'9fZc'['↑ b[Yf'K]ggYbgW UZh'Yf]bbYb
]ghi bX'ZØfXYfh'XYa YbhgdFYWYbX'A Ybhcf]b[!5b[YVchY'i bX
 fY[Y'a Å»][Y': YYXVUW_[YgdfÅWY"

≠Y]bYf'NY]hž]b'XYf'X]Y'k]ggYbgW UZh]WY'?Uff]YfY'ni bY\ a YbX
 _ca d'YI Yf'k]fXž'g]bX'gc'WY'≠h]Uh]j Yb'YbhgWY]XYbXž'i a
 : cfgWYf]bbYb'XYb'K Y['j b'Y]bY'YfZc'[fY]WY'i bX'bUW\U'h][Y
 ?Uff]YfY'ni 'Yf'Y]W'hYfb"'8 Ug'NYbhfi a 'ZØf'XYb'k]ggYbgW UZh]WYb
 BUWk i W'g'Ub'XYf'HI '7\Ya b]hn'i bX'X]Y'8:; 'hfU[Yb'a U»[YV]W
 ni 'X]YgYf'9bhk]W_'i b['VY]'i bX'i bhYfghØhnYb'XYb
 k]ggYbgW UZh]WYb'BUWk i W'g'Xi fW'j]Y'ZÅ'h][Y'Dfc[fUa a Y'i bX
 5b[YVchY"

: Øf'k Y]hYfY'≠Zcfa Uh]cbYb'cXYf': fU[Yb'ni f'HY]'bU\ a Y'_ØbbYb
 ≠hYfYgg]YfhY'XUg'NYbhfi a 'ZØf'XYb'k]ggYbgW UZh]WYb
 BUWk i W'g'i bhYf'nZk b4 hi !WYa b]hn"XY'_cbhU_h]YfYb'cXYf
 g]W'hY'YZcb]gW'VY]'8f"BUX]U'@c]g'i bhYf'\$' +%)' %!' , (, *
 a Y'XYb"

8YhU]`g	
Cfh	FY]WYb\U]bYf'GhfU»Y'+\$ž\$-%&* '7\Ya b]hnž 8Yi hgW'UbX
Ei Y''Yb	<ul style="list-style-type: none"> • k k k "hi !WYa b]hn"XY • i b]!\Yi hY"XY • k k k "XZ["XY

6Ygi WYb'G]Y'i bg'Ui Z.'b!U["bYh