

; fYhU'H\i bVYf[']b'; YZU\f.'=gfUY` j YfV]YhYh'5b`Y[Yb']b'; UnU°

; fYhU'H\i bVYf['d`Ubh'a]h'5_h]j]ghYb'X]Y'5b_i bZh']b'; UnUž kÀ\fYbX'=gfUY`'XUg'5b`Y[Yb'cZZYbVUf'j YfV]YhYh'''<iaUb]hÀfY @U[Y'_f]h]gWX"



; $UnUghfY]ZYbžDU`Agh]bU'!*8]Y'VYj cfghY\YbXY'FY]gY'j cb; fYhUH\i bVYf['i bX'k Y]hYfYb'\cW_UfAh][Yb'5_h]j]ghYb'bUW\; UnUghY\h']a 'A]hhY`di b_h']bhYfbUh]cbU`Yf'5i Za Yf_gUa _Y]h''@Ui h'Y]bYa6Yf]W\h'XYg'HU[Yggd]Y[Y`'\UVYb'\
gfUY`g'G]W\Yf\Y]hgVY\ÔfXYbYbgW\]YXYbžXUgg'X]Y'5_h]j]ghYb[fi ddY'XUg'DU`Agh]bYbgYf[YV]Yhb]W\h'VYhfYhYb'XUfZ''N]Y`'X]YgYf'A U\b\b\aYb']gh'Ygž'_Y]bYbDfAnYXYbnZU`'ni 'gW\UZZYbžXYf']b'XYf'JYf[Ub[Yb\Y]h'VYfY]hg'XUniZ\h'\h'XYg'5_h]j]ghYb'_Y]bY'; YbY\a][i b[Yb\Z\H'Y']b'Z\h'Y']bZU\fhbU\X; UnU'Yf\]Y'hYb''$

8 UgʻGY[Y`gW\]ZZ'A UX`YYb ʻXYfʻ: fYYXca ʻ: `ch]``Uʻ7cU`]h]cbʻj Yf`]Y» _Øfn`]W\'XYbʻ< UZYbʻj cbʻ7 UhUb]Uʻ]bʻG]n]`]Ybʻa]hʻnk Ò`Zʻ5_h]j]ghYbʻUb 6cfXž'XUfi bhYfʻbYVYbʻH\i bVYf['Ui W\'XYfʻ; Ua YʻcZ

H\fcbYg !GW\Ui gd]Y`Yf`@]Ua '7i bb]b[\Ua 'i bX'X]Y'ZfUbnÒg]gW\!
dU`Àgh]bYbg]gW\Y'9I !5V[YcfXbYhY'F]a U'<UggUb"'8]Y'FY]gY'n]Y`h
XUfUi Z'UVž']bhYfbUh]cbU`Y'5i Za Yf_gUa _Y]h'Ui Z'X]Y'j Yf\YYfYbXY
\i a Ub]hÀfY'@U[Y']a '; UnUghfY]ZYb'ni '`Yb_Yb'i bX'<]`Zg[ØhYf'k]Y
6UVmbU\fi b['i bX'a YX]n]b]gW\Y'DfcXi _hY'ni 'hfUbgdcfh]YfYb"
F]a U'<UggUb'Yf`Ài hYfhY']b'Y]bYa 'J]XYcž'XUgg'N]Y''XYf'FY]gY'X]Y
5V`Y\bi b['XYf'6`cW_UXY'\i a Ub]hÀfYf'<]`ZY'i bX'XUg'GW\UZZYb
[`cVU`Yf'5i Za Yf_gUa _Y]h'gY]"

; Yd`UbhY': YghbU\a Yb'i bX'\YZh][Y FYU_h]cbYb

8]Y']gfUY`]gWXY'JYfhY]X][ib[ga]b]ghYf]b'=gfUY`?Uhn'VYfÀh
[YaY]bgUa'a]h'\cWXfUb[][Yb'A]`]hÀfg'ØVYf'aÒ[`]WXY'GWXf]hhYž
ia'XUg'GWX]ZZ'UVniZUb[Yb"'9g'k]fX'gdY_i`]Yfhž'XUgg'X]Y'5_h]j]ghYbaÒ[`]WXYfkY]gY']a'<UZYb'jcb'5gWXxcX'ZYgh[YbcaaYb'kYfXYb"?f]h]_Yf'kYfZYb'H\ibVYf['jcfž'Y]bY'Y]bgY]h]['dfc!dU`Àgh]bYbg]gWXY<U`hib[']a';UnU!?cbZ]_h'ni'jYfhfYhYbž'ibX'XYf
5bh]gYa]h]gaigVYUiZhfU[hY'XYf'6ibXYgfY[]Yfib[ž':Y`]I'?`Y]bž
VYnY]WXbYhY']\fY'Ÿi »Yfib[Yb'U`g'Ubh]gYa]h]gWX'ibX
]gfUY`ZY]bX`]WX"

 $= ??cbhYI h'X]YgYf': `chh]``Y'g]Y h'X]Y'G]hi Uh]cb']a ; UnUghfY]ZYbž `Ui h'XYa `GF: ž'j Yf\YYfYbX'Ui g"'5b\U`hYbXY'?Àa dZY'\UVYb'ni Y]bYf'\i a Ub]hÀfYb'?f]gY'[YZØ\fhž'X]Y'`c_U`Y'I bhYfghØhni b[']gh i bni fY]W\YbXž'i bX']bhYfbUh]cbU`Y'6Ya Ø\i b[Yb'i a 'Y]bY K UZZYbfi \Y'g]bX']a ; Ub[Y"'6Yf]W\hY'ØVYf'X]Y'@U[Y'j Uf]]YfYbž `c_U`Y'E i Y``Yb'VYf]W\hYb'j cb'a]bXYghYbg'&, `HchYbž'i bX'X]Y Ni ghÀbXY']b': `ØW\h`]b[g`U[Yfb'k]Y'7\Ub'M b]g'g]bX'_UhUghfcd\U`ž XU'j]Y`Y'A YbgW\Yb']b'dfcj]gcf]gW\Yb'NY`h`U[Yfb'`YVYb''$

8]Y'Fc``Y']bhYfbUh]cbU`Yf'5_hYi fY

8]Y :: fYYXca :: `ch]``U : 7 c U`]h]cb :\ Uh'X]YgY :FY]gY :U`g :HY]` :]\ fYf

DfchYghU_h]cbYb :[Y[Yb :X]Y :6`c W_UXY :=gfUY`g :cf[Ub]g]Yfhž:X]Y :gY]h

XYa :5b[f]ZZ'j cb :< Ua Ug :Ua :+ ":C_hcVYf'j Yf\ Àb[h'k i fXY" :=b :XYb

`YhnhYb :HU[Yb :\ Uh'=gfUY``VY[cbbYbž:X]Y :6`c W_UXY :ni :`c W_Yfbž:i a

g]WX Yfni ghY``Ybž'XUgg'<]`Zg[ØhYf'b]WX h']b'X]Y'< ÀbXY'j cb'< Ua Ug
[Y`Ub[Ybž'XcWX'X]Y'JYfhY]`i b['V`Y]Vh']b'j]Y`Yb'FY[]cbYb
i bni fY]WXYbX"'K À\fYbX'X]YgY']bhYfbUh]cbU`Y'5i Za Yf_gUa _Y]h
Ui Z'X]Y'\i a Ub]hÀfY'@U[Y'`Yb_hž'V`Y]Vh'X]Y'Ni _i bZh'XYf'5_h]j]ghYb
i bX']\fYg'J cf\UVYbg'i b[Yk]gg"

; fYhU'H\i bVYf[žX]Y'&\$%-ijcb'H]a Y'ni f'DYfgcb'XYg'\\fYg YfbUbbh'k i fXYž'nY][h'g]W\'gY]hXYa 'Ui W\'ZØf'XYb'?cbZ]_h']a BU\Yb'CghYb'Yb[U[]Yfh''8]Yg']gh'YXcW\']\f'nk Y]hYf'JYfgi W\ž']b X]Y'FY[]cb'ni 'fY]gYbž'bUW\XYa 'Y]b'jcf\Yf][Yf'JYfgi W\'Ui Z[fi bX jcb'GW\AXYb'Ua 'GW\]ZZ'jcf'A U`hU'gW\Y]hYfhY''8]Y'G]hi Uh]cb'k]fX kY]hYf\]b'jcb']bhYfbUh]cbU`Yb'5_hYi fYb'i bX'A YX]Yb'cVgYfj]Yfhž k A\fYbX'g]W\'X]Y'? Aa dZY'i bX'X]Y'\i a Ub]hAfY'?f]gY']a ; UnUghfY]ZYb'ni gd]hnYb"

8 YhU]`g	
J cfZU``	Gcbgh][Yg
Cfh	; UnUghfY]ZYbž'DU`Àgh]bU
Ei Y``Yb	• k k k "hU[Yggd]Y[Y`"XY
	• kkk"bmgib"Wca
	• k k k "gfZ"VX

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