

8 Ug'9bXY'Y]bYf'ÿfU. '8]Y' J Ò`_YfZfYi bXgW\ UZh' [Y\ h'j cb'6cfX°

8 Yf'5fh]_Y'VY'Yi W\hYh'X]Y'VYk Y[hY'; YgW\]W\hY'XYg
?fYi nZU\fhgW\]Zg' J Ò`_YfZfYi bXgW\ UZh ž'Y\Ya U'g
GhcW_\c`a ž'i bX'gY]bY'YhnhY'F Y]gY"

B Ub hi W_Yhž'i G5 '!8]Y' 5ghcf]U ž'Y]bgh'U'g' J Ò`_YfZfYi bXgW\ UZh
VY_Ubbhž' [Y\h'Ui Z]\fY'YhnhY'F Y]gY" '8]YgYg'GW\]ZZ'k Uf'b]W\h'bi f
XUg'YfghY' l f'Ui VYfgW\]ZZ'XYf'88F ž'gcbXYfb'Ui W\XUg'À'hYghY
U_hj]Y'?fYi nZU\fhgW\]ZZ'XYf'K Y'h'<Yi hYž'Ua'&, "A U] '&\$&) ž'k]fX
X]YgYg'\]ghcf]gW\Y'GW\]ZZ'bUW\ nU\`fY]W\Yb'9f'YVb]ggYb'i bX
J YfÅbXYfi b[Yb'YhnhYbX'W\]b'X]Y'5bbU'Yb'XYf
GW\]ZZU\fhg[YgW\]W\hY'Y]b[Y\Yb" '9g'\UhhY']bg[YgUa h'ink Ò`Z
BUa Yb'i bX'Zi \f'i bhYf'XYf': `U[[Y'j cb'ZØbZ'BUh]cbYb"

8]Y' 5ghcf]U 'k i fXY'i fgd fØb[`]W\`U'g' GhcW_\c`a `VY_Ubbh'i bX
\UhhY'\fY'ž b[ZYfbZU\fh'Ua'&%": YVfi Uf'%- (, 'j cb'; ÒhYVcf[`bUW\
BYk' Mcf_ "8 Ug'GW\]ZZ[Yf]Yh'YXcW\]b'X]Y'; YgW\]W\hgVØW\Yfž'U'g
Yg'Ua'&) "ž`]%-) *`a]h'XYa']hU']Yb]gW\Yb'DUggU[]YfgW\]ZZ
5bXfYU'8cf]U `c`X]YfhY"6Y]X]YgYa' l b[`ØW_\ghUfVYb' (*
DUggU[]YfY'XYf' 5bXfYU'8cf]U 'i bX'ZØbZ'DUggU[]YfY'XYf
GhcW_\c`a `Y]b'_UhUghfcd\U'Yg'9fY][b]gž'XUg'[fc» Yg
A YX]Yb]bhYfYggY'YffY[hY'i bX'nU\`fY]W\Y'fYW\h'W\Y
?cbgYei YbnYb'bUW\g]W\nc["K À\fybX'XYf'?c`g]cb'bU\ a'X]Y
5bXfYU'8cf]U `gW\ bY`K UggYf'Ui Zi bX'_]ddhY'ni f'GY]hYž'gcXUgg
j]Y'Y'F Yhi b[gVcchY'b]W\h'Y]b[YgYhnh'k YfXYb'_ccbhYb"5a
bÅW\ghYb' A cf[Yb'gUb'_XUg'GW\]ZZ'j cf'XYf'?ØghY'j cb'BUbhi W_Yhž
bUW\XYa' %* * \$'A YbgW\Yb[YfYhYh'k i fXYb"8]Y' 5bXfYU'8cf]U
[]h'V]g'\Yi hY'U'g'XUg'YhnhY' [fc» Y'DUggU[]YfgW\]ZZ'XUg'Ui Z
hfUbgh'Ubh]gW\Yf'F ci hY'gUb_"

8]Y`l a VYbYbbi b[`i bX`X]Y`NY]h`]b`XYf`88F

B UW`XYa`l b[`ØW`k i fXY`X]Y` GhcW`c`a` ž`X]Y`Xi fW`XYb`J cfZU`
Yf\YV`]W`VYgW`AX][`h`k Ufž`]bghUbX[YgYhnh`i bX`Yf\]Y`h`Y]b`b`Yi Yg
J c f g W] Z ` 8] Y ` 8 8 F ` Y f k U f V ` X U g ` G W] Z `] a ` ` \ f ` % - * \$ ` Z Ø f ` & \$
A] `] c b Y b ` G W k Y X] g W Y ` ? f c b Y b ` i b X ` V Y b U b b h Y ` Y g `] b
J Ò ` _ Y f Z F Y i b X g W U Z h ` i a ` " : Ø f ` j] Y ` Y ` H c i f] g h Y b ` k i f X Y ` Y g ` Y] b
V Y `] Y V h Y g ` N] Y ` ž ` V] g ` Y g ` g Y] b Y ` ` Y h n h Y ` ? f Y i n Z U ` \ f h ` Z Ø f ` X] Y ` 8 Y i h g W Y
G Y Y f Y X Y f Y] ` f B G F Ł ` j c a ` ` & % " 8 Y n Y a V Y f ` % - , (` V] g ` n i a ` ` & (" ` \ b i U f
% - ,) ` b U W ` K ` Y g h] b X] Y b ` U b h f U h "

8]Y` J Ò`_YfZFYi bXgWUZh`j YfvfUW`hY`X]Y`Zc`[YbXYb`XfY]
` \ f n \ b h `] a ` 9] b g U h n ž ` U i W ` k Y b b ` g] Y ` U a ` ` & % " ` \ b i U f ` % - , ` ` `] b
Y] b Y b ` k Y] h Y f Y b ` J c f Z U ` ` j Y f k] W ` _ ` h ` k U f ž ` U ` g ` g] Y ` a `] h ` Y] b Y a
: Y i Y f k Y \ f g W] Z ` X Y f ` 6 i b X Y g a U f] b Y ` _ c ` `] X] Y f h Y ` " ` a ` ` \ f ` & \$ % * # % +
X] Y b h Y ` X U g ` G W] Z ` U ` g ` 8 f Y \ c f h ` Z Ø f ` X] Y ` 7 U g h] b [g \ c k ` ` ; Y f a U b m g
B Y i h ` H c d a c X Y ` ` " N i a] b X Y g h ` V] g ` n i f ` 7 c f c b U ! D U b X Y a] Y ž ` X] Y ` X] Y
a U f] h] a Y ` ` b X i g h f] Y ` g h U f ` _ ` h f U z `

8Yf`K Y[`ni f`9bX`]W`_Y]h

`a ` ` \ f ` & \$ & \$ ` k i f X Y ` X] Y ` 5 g h c f] U ž ` a] h h Y f k Y] ` Y ` i b h Y f
d c f h i [] Y g] g W Y f : ` U [[Y ž ` U i Z [f i b X ` Z] b U b n] Y ` ` Y f ` D f c V ` Y a Y ` i b X ` X Y f
` b g c ` j Y b n ` j c b ` 7 ` U g g] W A U f] h] a Y ` J c m U [Y g ` U i g ` X Y a ` J Y f ` _ ` Y \ f
[Y n c [Y b " ` 9] b ` J Y f g i W ` ž ` X U g ` G W] Z `] a ` X U f U i Z ` Z c ` [Y b X Y b ` ` \ f ` n i
j Y f g h Y] [Y f b ž ` a] g g ` U b [ž ` X U ` X U g ` A] b X Y g h [Y V c h ` j c b ` % \$ ` A] `] c b Y b
9 i f c ` b] W ` h ` Y f f Y] W ` h ` k i f X Y ` " 9 i d Y f h Y b ` V Y n k Y] Z Y ` b ž ` X U g g ` Y] b Y
Y f b Y i h Y ` ? f Y i n Z U ` \ f h ` a] h ` X] Y g Y a ` \] g h c f] g W Y b ` G W] Z ` f Y U `] g h] g W ` `] g h ž
X U ` Y g ` Y f \ Y V `] W ` Y ` 6 Y g W ` A X] [i b [Y b ` U i Z k Y] g h " ` a ` ` ž ` b] ` & \$ & ` ` g c ` ` X] Y
5 g h c f] U ` Y f b Y i h j Y f g h Y] [Y f h ` k Y f X Y b ž ` a] h ` Y] b Y a ` [Y g W ` A h n h Y b
G W f c h r k Y f h ` j c b ` \ Ø W ` g h Y b g ` & ž +) ` A] `] c b Y b ` 8 c ` ` U f "

8]Y`?c`]g]cb`XYf` 5bXfYU`8cf]U`a`]h`XYf` GhcW`c`a` `]gh`Y]b
a U`b`YbXYg`6Y]gd]Y`ZØf`X]Y` ; YZU`fYb`Ui`Z`GYY`i`bX`X]Y
<YfUi`gZc`fXYfi`b[Yb`XYf`Gw]ZZU`fh`Hfchn`XYf`XfUgh]gW`Yb
G]W`Yf`Y]hgj`YfVYggYfi`b[Yb`]b`XYf`Yi`h][Yb`Gw]ZZU`fh`ž`X]Y`XUb`_
bYi`Yf`HYW`bc`c[]Yb`i`bX`ghfYb[Yf`]bhYfbUh]cbU`Yf
G]W`Yf`Y]hgj`c`fgW`f]Z`hYb`a`Ò[`]W`[Yk`cfXYb`g]bXž`V`Y]Vh`XYf

GW UhhYb`VYXYi hYbXYf`GW]ZZgi b[`ØW_Y`dfÄgYbh" ð`XYb`YhnhYb
 %\$\$`\fYb`g]bX`&(`j`c``k`Yfh)[Y`?fYi`nZU`fhgW]ZZY`[Ygi`b_Ybž`X]Y
 a`Y]ghYb`J`cfZÄ`Y`YfY][bYhYb`g]W`YXcW`b]W`h`k`Ä`fYbX`XYg
 fY[i`ÄfYb`DUggU[]YfVYhf]YVgž`gcbXYfb`k`Ä`fYbX`F`YdUfUhi`fYb`cXYf
 Ui`ZXYa`K`Y[`ni`f`J`YfgW`fchhi`b["8]Y`5bXfYU`8cf]U`V`Y]Vhigca`]h
 Y]b`HY`X]YgYf`hfU[]gW`Yb`;`YgW]W`hY`]b`XYf`a`Uf]h]a`Yb`K`Y`h"

I`Vi`b[`g]a`a`cXYfbYb`GW]ZZVUi`U`VYb`X`Uni`[`YZØ`fhž`X`Ugg
 ?fYi`nZU`fhYb`Yi`hY`U`g`Y]bY`XYf`g]W`YfghYb`F`Y]gY`Zc`fa`Yb`[`Y`hYb`"
 8]Y`F`ØW`_`Y`f`XYf`5g`hcf]U`Ui`ZXYb`A`Uf`_`h`V]`XYh`Y`XcW`Y`]bYb
 hfUi`f][`Yb`5VgW`i`gg`Y]bYf`Y`fUž`]b`XYf`X]YgY`Y[`Yb`X`Ä`fYb`GW]ZZY
 ;`YgW]W`hYb`j`cb`5VYbhYi`Yf`i`bX`HfU[`ØX]Y`Yfn`Ä`hYb`"

Ni`gUa`a`YbZUggYbX`V`Y]Vh`ZYghni`U`hYbž`X`Ugg`X]Y`;`YgW]W`hY`XYf
 5g`hcf]U`i`bX`XYf`5bXfYU`8cf]U`Yb[`j`YfZcW`hYb`]gh`i`bX`VY]XY
 GW]ZZY`nY]h`c`gY`@Y`f`gh`ØW`_`Y`ØVYf`X]Y`;`YZU`fYb`i`bX`GW`Øb`Y]hYb
 XYg`F`Y]gYbg`Ui`Z`XYa`K`UggYf`X`UfghY`Yb`"

8]Y`6Yf]W`hYfghUhi`b[`ni`f`5g`hcf]U`i`bX`]`fYf`YhnhYb`F`Y]gY`Z]bXYh
 g]W`Ui`gZØ`f`]W`Yf`VY]`B`c`f`X`_`i`f]Yf`" ð`Zc`fa`Uh]cbYb`ni`XYb
 hYW`b]gW`Yb`8YhU]`g`XYf`5bXfYU`8cf]U`g]bX`Ui`Z`K`_]`d`Y`X]U
 Yf`Ä`h]W`" ð`hYfYggUbhY`GhUh]gh]_Yb`i`bX`X]Y`G]W`Yf`Y]h`a`cXYfbYf
 ?fYi`nZU`fhgW]ZZY`g]bX`VY]`GW]ZZgfUXUf`ni`Z]bXYb`"

8YhU]`g	
J`c`f`ZU``	?`c``]g]cb
I`f`g`U`W`Y`Y`	ZY`Y`b`X`Y`f`6`U``Ughž`a`Ub[`Y`U`Z`h`Y` @Y`W`_`gh`U`V`]`h`Ä`h`
C`f`h`	B`U`b`h`i`W`_`Y`hž`I`G5`
J`Y`f`Y`h`h`Y`	(`*`
E`i`Y``Y`b`	<ul style="list-style-type: none"> • k`k`k`"b`c`f`X`_`i`f]Yf"XY` • XY`"k`_]`d`Y`X]U"cf[` • gW]ZZgfUXUf"cf[`

6Ygi`W`Yb`G]Y`i`bg`Ui`Z`b!U[`"bYh`