

B c hX]Y b gh]b 'Gi \ ` . 'Gc 'Z]b XYb 'G]Y ' <]`ZY 'VY]
U_i hYb '6YgWk YfXYb °

9fZU\ fYb 'G]Yž'k c'G]Y'Ua ' ' '\$"\$* "&\$&) ']b'Gi \ ` 'a YX]n]b]gWXY
<]`ZY 'Yf\U'hYbž'j cb'BchUi ZbU\ a Yb'V]g
6YfY]hgW UZhX]Y b ghYb "



Gi \ `ž'8Yi hgW `UbX '!K Ug'hi h'g]W]b'XYf
; Ygi bX\Y]hgj Yfgcf[i b[]b'? Ò'b3'5a \Yi h][Yb ' '\$" ' † b] '\$&)
ghY`Yb'g]W] j]Y'Y'A YbgW Yb'X]Y : fU[Yž'k]Y'g]Y'a YX]n]b]gW Y' <]`ZY
]b'5bgdfi W 'bY\ a Yb' _ÒbbYbž']bgVYgcbXYfY'k Ybb'Yg'i a 'b]W h
U_i hY'6YgWk YfXYb'[Y\h"8Yf'6YfY]hgW UZhX]Y b gh]gh\]Yf'Y]bY
k]W h][Y'5b'Ui ZghY`Y"8]Y'HY'YZcbbi a a Yf'%%* %%+ 'ghY\h'VYfY]hž
i a 'l bhYfghØhni b['ni 'V]YhYbž'k Ybb'XYf' < Ui gUfnh'b]W h'YffY]W VUf
]gh"

?f]gh]bU'G"žY]bY'Yb[U[]YfhY' < Ui gÅfnh]bž\YVh\Yfj cfž'XUgg'j]Y'Y
DUh]YbhYb'b]W h[YbUi 'k]ggYbž'k c'g]Y'\]bk YbXYb'gc`Ybž'k Ybb'g]Y
VY]gd]Y`gk Y]gY'i bhYf'nY]hk Y]gY`Àgh][Ya 'GWb'bi dZYb'cXYf
?cdZgW a YfnYb`Y]XYb" GhUhh'X]Y'%%* %%+ `ZØf'XYb'Åfnh]W Yb

6YfY]hgW\UZhGX]Ybgh'ni`bi`mYbž'fi`ZYb`j`]Y`Y`ZÄ`gW\`]W\Yfk`Y]gY`X]Y
Bchfi`Zbi`a`a`Yf`%%&`Ub`cXYf`gi`W\Yb`X]Y`BchUi`ZbU\`a`Y`Ui`Zž`k`Y
DYhYf`A`"ž`Y]b`A`]hUfVY]hYf`XYg`?`fUb`_`Yb`U`i`gbchX]YbghYgž`VYghÄh][`h`
8]YgY`G]hi`Uh]cb`ZØ\`fh`c`Zhi`ni`Y]bYf`,`VYf`Ughi`b[`XYf`BchUi`ZbU\`a`Yž`
k`c`bchZU`a`Ä»][`Y`6Y\`UbX`i`b[`Df]cf]hÄh`U`h"

8]Y`F`c``Y`X`Y`f`6Y`f`Y]hgW\UZhGX]Yb`gh`Y

8]Y`6Y`f`Y]hgW\UZhGX]Yb`gh`d`f`U`i`Y`b`g]b`X`i`b`?`Ö`b`Y]b`Y`k`Y`f`h`j`c``Y`
F`Y`g`g`c`i`f`W`" `DY`h`Y`f`A`" `Y`f`_`Ä`f`ž`X`U`g`g`Y`g`]b`X`Y`f`G`h`U`X`h`i`a`Y`f`Y`f`Y`g`c`W`Y`f`
D`f`U`i`Y`b`i`[`Ä`V`Y`ž`X]Y`i`[`Y`Ö`Z`b`Y`h`g]b`X`ž`k`Y`b`b`U`b`X`Y`f`Y`5`f`n`h`d`f`U`i`Y`b`
[`Y`g`W`c`g`g`Y`b`g]b`X`" `W`k`Ø`b`g`W`Y`a`]f`ž`X`U`g`g`X]Y`@`Y`i`h`Y`X]Y`g`Y`
A`Ö`[`W`_`Y]h`Y`b`bi`m`Y`b`ž`i`a`X]Y`B`ch`U`i`Z`b`U`a`Y`b`ni`Y`b`h`U`gh`Y`b`ž`g`U`[`h`
Y`f`";`Y`f`U`X`Y`k`Y`j`]Y`Y`A`Y`b`g`W`Y`b`c`Z`h`b]W`h`Y]b`g`W`Ä`h`n`Y`b`_`Ö`b`b`Y`b`ž`c`V`
]`f`Y`6`Y`g`W`k`Y`f`X`Y`b`k`]f`_`]W`_`Y]b`Y`b`B`ch`ZU`X`U`f`g`h`Y`Y`b`ž`]g`h`X]Y`
h`Y`Y`Z`c`b]g`W`Y`6`Y`f`U`h`i`b[`Ø`V`Y`f`%`%`*`%`%`+`i`a`g`c`k`]W`h][`Y`f`"

A`U`f`_`i`g`:"`]g`h`Y]b`DU`h]Y`b`h`ž`X`Y`f`_`Ø`f`n`]W`_`X]Y`B`i`a`a`Y`f`Y`b`h`X`Y`W`_`h`Y`i`b`X`
d`c`g]h`j`Y`9`f`Z`U`f`i`b[`Y`b`a`U`W`h`Y`"8`Y`f`h`Y`Y`Z`c`b]g`W`Y`F`U`h`ž`g]W`
U`i`g`n`i`f`i`Y`b`i`b`X`U`a`A`c`b`h`U`[`ni`g`Y]b`Y`a`<`U`i`g`U`f`n`h`i`ni`[`Y`Y`b`ž`
n`Y][`h`Y`]`a`ž`k`]Y`g]b`b`j`c``X`Y`f`8]Y`b`g`h]g`h`G`c`_`Ö`b`b`Y`b`j`]Y`Y`
l`b`_`U`f`Y]h`Y`b`X]f`Y`_`h`U`a`H`Y`Y`Z`c`b`[`Y`_`Ä`f`h`k`Y`f`X`Y`b`ž`k`c`X`i`f`W`
DU`h]Y`b`h`Y`b`V`Y`g`g`Y`f`]b`Z`c`f`a`]Y`f`h`g]b`X`i`b`X`[`Y`n]Y`h`Y`<`]Z`Y`V`Y`f`Y]h[`Y`g`h`Y`h`
k`Y`f`X`Y`b`_`U`b`b`"

5a`Vi`Ub`h`Y`6Y`U`b`X`i`b[`Y`b`]a`:`c`_`i`g

8`c`W`k`U`g`g]b`X`X]Y`A`Ö`[`W`_`Y]h`Y`b`Z`Ø`f`U`a`Vi`Ub`h`Y`6Y`U`b`X`i`b[`Y`b`]b`
8`Y`i`h`g`W`_`U`b`X`3`9]b`6`]W`_`U`i`Z`X]Y`U`[`Y`a`Y]b`Y`b`;`Y`d`Z`c[`Y`b`Y]h`Y`b`
n`Y][`h`ž`X`U`g`g`X]Y`a`Y]g`h`Y`b`A`Y`b`g`W`Y`b`Y`f`g`h`i`ni`]`f`Y`a`<`U`i`g`U`f`n`h`c`X`Y`f`
?`]b`X`Y`f`U`f`n`h`[`Y`Y`b`"8`c`f`h`k`]f`X`X`U`b`b`Y`b`h`g`W`]Y`X`Y`b`ž`c`V`Y]b`Y`
,`V`Y`f`k`Y]g`i`b[`ni`Y]b`Y`a`:`U`W`U`f`n`h`b`Ø`h][`]g`h`8`U`V`Y]i`[`Y`h`Y`b`
[`Y`g`Y`h`n`]W`Y`?`f`U`b`_`Y`b`_`U`g`g`Y`b`U`g`J`Y`f`h`f`U[`g`d`U`f`h`b`Y`f`i`b`X`j`Y`f`g]W`Y`f`b`ž`
X`U`g`g`j`Y`f`g]W`Y`f`h`Y`DY`f`g`c`b`Y`b`V`Y`U`b`X`Y`h`k`Y`f`X`Y`b`ž`U`i`W`k`Y`b`b`g]Y`
d`f`j]U`h`j`Y`f`g]W`Y`f`h`g]b`X`"6`Y`d`f`j]U`h`j`Y`f`g]W`Y`f`h`Y`b`DU`h]Y`b`h`Y`b`Y`b[`Y`[`Y`b`
g]Y`h`X]Y`G`U`W`Y`Y`h`k`U`g`U`b`X`Y`f`g`U`i`g`G]Y`n`U`Y`b`c`Z`h`j`c`f`i`b`X`f`Y]W`Y`b`
X]Y`?`c`g`h`Y`b`g`d`Ä`h`Y`f`ni`f`9`f`g`h`U`h`i`b[`Y]b`"

9]b'k]W\h][Yg'H\Ya Už'XUg']a a Yf'k]YXYf'Ub[YgdfcW\Yb'k]fXž']gh
X]Y'Y'Y_hfcb]gW\Y'DUh]YbhYbU_hY"'8]YgY'\]'ZhiXUVY]ž'k]W\h][Y
a YX]n]b]gW\Y'8c_i a YbhY'g]W\Yf'ni 'gdY]W\Yfb'i bX'hfUbgdUfYbh
ni [Åb[']'W\ 'ni 'a UW\Yb"'Ni XYa ' _ÖbbYb'j]Y'Y' ðZcfa Uh]cbYb
X]fY_h'ØVYf'X]Y'K YVg]hY' [Ygi bX\Y]hg]bZcfa Uh]cb"XY
Y]b[YgY\Yb'k YfXYbž'k Ug'X]Y'NYhhY'k]fhgW\UZh'i]a 'DfUI]gU'hU[
Yf\YV']W\ 'Yf'Y]W\ hYfh"

8Yf'Åfnh]W\Y'6YfY]hgW\UZhgX]Ybgh]gh'i bX'V'Y]Vh'Y]b'nYbhfU'Yg
9'Ya Ybh'XYf'; Ygi bX\Y]hgj Yfgcf[i b[ž'VYgcbXYfg'k Ybb'Yg'i a 'X]Y
f]W\h][Yb'9bhgW\Y]Xi b[Yb']b'U_i hYbž'YXcW\ 'b]W\h
'YVYbgVYXfc\]W\Yb': Å''Yb' [Y\h"'8]Y'6c hgW\UZh'i]gh_'Uf. 'Bi hnYb
G]Y'X]Y'%%* %%+'i bX''UggYb'G]Y'g]W\ 'VYfUhYbž'VYj cf'G]Y'X]Y
BchUi ZbU\ a Y'Ui Zgi W\Yb"

: Øf'a Y\ f' ðZcfa Uh]cbYb'ØVYf'XYb'U_hi Y''Yb'6YfY]hgW\UZhgX]Ybgh
]b'? Ö'b'i bX'J cfUi ggYhni b[Yb'ZØf'Ua Vi 'UbhY'6Y\UbX'i b[Ybž
ghY\Yb' ðbYb'X]Y'GY]hYb' bYk g"XY' i bX'%%* %%+"XY'ni f
JYfZØ[i b["

8YhU]`g	
Cfh	Gi \ ž'8Yi hgW\`UbX
Ei Y''Yb	<ul style="list-style-type: none"> • k k k "bYk g"XY • k k k "%%* %%+"XY • k k k "[Ygi bX\Y]hg]bZcfa Uh]cb"XY

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