

B Un]!G_UbXU`']b`? Y`\\Y]a .`GWØ`Yf
j YfgW]W_h`J]XYc`a]h`<]h`YfVUfh`

9]b`GWØ`Yf`]b`B]YXYfVUmYfb`j`YfgW]W_h`Y`Y]b`j`]XYc`a]h`B Un]!
Gma`Vc`_]`a`?`UggYbWUh`"8]Y`Dc`]nY]`Yfa`]h`h`h`[Y[Yb`]\b`"

@UbX_fY]g`? Y`\\Y]a ž`8Yi hgW`UbX`!`9]b`YfgW`fYW`YbXYf`J`cfZU`
\\Uh`Ub`GWi`Yb`]b`8Yi hgW`UbX`ZØf`5i`ZfY[i b[`] Ygc f[h`"9]b
%)!`Å\`f][Yf`Ui`g`B]YXYfVUmYfb`\\Uh`Y]b`J`]XYc`a]h`B Un]!Gma`Vc`_]`
ØVYf`Y]b`GWi`!`HUV`Yh`]a`?`UggYbWUh`j`YfgW]W_h`"b`X]YgYa
J`]XYc`nY][`h`g]W`XYf`GWØ`Yf`a`]h`Y]bYa`<]h`YfVUfh`i`bX
Yb`hgdfYW`YbXYf`:`f]gi`f`"Ni`XYa`g]bX`Y]bY`fch`Y`6]bXY`a`]h`Y]bYa
<U`Yb_fYi`n`i`bX`XYf`<]h`Yf[fi`»`ni`g`Y\\Yb`"8]Y`Dc`]nY]`\\Uh`VYfY]hg
9fa`]h`i`b[Yb`Y]b[Y`Y]h`Yh`ž`k`cVY]`XYf`GWØ`Yf`k`Y[Yb`XYf
J`Yfk`YbXi`b[`j`cb`?`Yb`bnY]W`Yb`j`YfZUggi`b[gk`]Xf][`Yf
Cf[Ub]gUh]cbYb`ni`f`FYW`YbgW`UZhi`Ync[Yb`k`YfXYb`_`ÖbbhY`"8`Yf
l`fgdfi`b[`XYf`A`Y`Xi`b[`Ub`X]Y`Dc`]nY]`]gh`XYfnY]h`i`b`_`Ufž`k`]Y`
dbj`"XY`VYf]W`h`h`"

9]b`k`Y]h`YfYf`J`cfZU`"YfY][`b`Yh`Y`g]W`Ua`5`VYfh`GW`k`Y]nYf!
;`ma`bUg]i`a`]b`@YcbVYf[ž`k`c`B`Yi`bh`_`Ägg`Yf`j`YfZUggi`b[gk`]Xf][`Y
6]`XYf`i`bX`B Un]!Gma`Vc`Y`ØVYf`K`\\Uh`g5dd`j`YfgW]W_h`Yb`"8`Yf
8]fY`_`hc`f`XYf`GWi`Y`k`Uf`gc`Yb`hgY`h`h`ž`XUgg`Yf`X]Y`Dc`]nY]
Y]bgW`U`h`Y`h`Y`"@Ui`h`Y]bYa`6]f]YZ`Ub`X]Y`9`h`Yfb`k`i`fXYb`]b`XYa`7`\\Uh
i`bh`Yf`Ub`XYfYa`6]`XYf`a`]h`<U`Yb_fYi`n`Ybž`<]h`Yf`a`]h`<]h`Yf[fi`»
i`bX`gc[Uf`gYI`i`Y`Y`?`Uf]_`Uhi`fYb`[Yh`Y]`h`"5i`Z`X]Y`:`fU[Y`b`UW
Y`h`k`U][`Yf`9fn]Y`\\i`b[`Xi`fW`X]Y`GWi`Y`VYf]W`h`h`Y`XYf`8]fY`_`hc`fž
XUgg`X]Y`GWØ`Yf`Yfgh`_`Øfn`]W`]a`l`bh`Yff]W`h`a`]h`XYb`;`fYi`Y`h`UhYb
XYg`B Un]!F`Y[]a`Yg`_`cb`Zfc`bh]Yf`h`k`cfXYb`k`UfYb`"8]Yg`]gh`XUg`YfghY
A`U`]b`gY]bYf`nY`\\b`Å\`f][Yb`5a`hgnY]h`U`g`8]fY`_`hc`fž`XUgg`Yf`X]Y
Dc`]nY]`]b`Y]bYf`gc`W`Yb`5b[Y`Y[Yb`\\Y]h`Y]bgW`U`h`Yh`ž`k`]Y`**g**h`Y`fb`"XY
VYf]W`h`h`"

8]Y `F Y`Yj Ubn`XYf`dc`h]gW\ Yb`6]`Xi b[

8]Y`J cfZÀ`Y`k YfZYb`Y]b`gW\ cW_]YfYbXYg`@]W\h`Ui Z`XYb`i a [Ub[a]h`XYf`dc`h]gW\ Yb`6]`Xi b[`Ub`G\i `Yb`"8]Y`G\i `Y]hi b[`]b @YcbVYf[`Y[h[fc»Yb`K Yfh`XUfUi Z`XUgg`X]Y`G\Ø`Yf`Y]b 6Yk i ggghY]b`ZØf`X]Y`Xi b`_Y`J Yf[Ub[Yb`Y]h`8Yi hgW\`UbXg Ybhk]W_Y`b`": fØ`Yf`\UhYb`G\i `Yb`X]Y`5i Z[UVYž`?]bXYf`ZfØ`nY]h[a]h`XYf`F UggYb]XYc`c[]Y`XYg`B Uh]cbU`gcn]U`]ga i g`j YfhfUi h`ni a UW\Yb`" `b`XYf`NY]h`XYg`B Uh]cbU`gcn]U`]ga i g`[U`hYb`G\i `Yb`U`g C fhYž`Ub`XYbYb`?]bXYf`ni `ØVYfnYi [hYb`B Uh]cbU`gcn]U`]ghYb Yfnc[Yb`k i fXYbž`ghUh`ni `a ØbX][Ybž`_f]h]gW\ Yb`A YbgW\ Yb`"5Xc`Z <]h`Yf`VYhfUW\ hYhY`X]Y`G\i `Y`gc[Uf`U`g`J cfghi ZY`ni f`K Y`fa UW\h` 8]YgY`\]ghcf]gW\ Y`8]a Ybg]cb`nY][hž`k]Y`k]W\h[`Yg`]ghž`XUgg G\i `Yb`b]W\h`bi f`K]ggYb`ØVYf`X]Y`J Yf[Ub[Yb`Y]h`j Yfa]hY`bž gcbXYfb`Ui W\`X]Y`6YXYi hi b[`j cb`Hc`YfUbn`i bX`FYgdY`_h`A Y`f XUni `YfZU`fYb`G]Y`VY]`nY]h`_`]W_g"XY"

8]Y`; YgW\Y`b]ggY`]b`XYb`VY]XYb`G\i `Yb`g]bX`U`Ufa]YfYbX`i bX nY][Ybž`k]Y`k]W\h[`Y]bY`i a ZUggYbXY`5i gY]bUbXYfgYhni b[`a]h XYf`G\i `V]`Xi b[`i bX`XYb`\]ghcf]gW\ Yb`Ni gUa a Yb`Àb[Yb`]gh` Dc`h]gW\ Y`6]`Xi b[`k]fX`]a a Yf`a Y`f`ni `Y]bYf`nYbhfU`Yb`5i Z[UVY XYf`G\i `Ybž`i a `XYfUfhj YfghØfYbXYb`J cfZÀ`Y`b Ybh[Y[Ybni k]f`_Yb`"8]Y`5i Za Yf`_gUa _Y]h`XYf`^2 ZZYbh]W\ _Y]hi bX XYf`9fa]hhi b[gVY`ØfXYb`]gh`bi b`Ui Z`X]YgYb`_f]h]gW\ Yb`5gdY`_h [Yf]W\ hYhž`]b`XYf`<cZbi b[ž`XUgg`À`b`]W\ Y`J cfZÀ`Y`]b`Ni _i bZh j Yf\]bXYfh`k YfXYb`_ØbbYb"

8 YhU]`g	
J cfZU`	J UbXU`]ga i g
I fgUW\ Y	J YfVfY]hi b[`j cb`?YbbnY]W\ Yb j YfZUggi b[gk]Xf][Yf`C f[Ub]gUh]cbYbž dcfbc[fUZ]gW\ Yf`G\ f]ZhYb
C fh	@UbX`_fY]g`?Y`\Y]a ž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "dbd"XY • a cV]"ghYfb"XY • k k k "nY]h`_`]W_g"XY

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