

GJ 'K UW_Yf'6i f[\Ui gYb'ZY]Yfh'_bUddYb
%. \$!HYghgd]Y`g]Y['[Y[Yb'9f`VUW` °

GJ 'K UW_Yf'6i f[\Ui gYb'VYg]Y[h'a 'HYghgd]Y`GJ '9f`VUW`
%. \$" '7cUW`6YbXYf'VYfY]hYh'g]W`Ui Z@[UUi ZhU_h'Ua '%" 'A Åfn
j cf"

A Uf_h`ž'8Yi hgW`UbX`!'5a`'&&": YVfi Uf'&\$&) ` _cbbhY`XYf'GJ
K UW_Yf'6i f[\Ui gYb`]a` 'HYghgd]Y`'[Y[Yb'XYb'6UmYfb`][]ghYb'GJ
9f`VUW`Y]bYb'_bUddYb`%. \$!G]Y['ZY]Yfb"'8]Y`DUfh]Y`ZUbX`Ui ZXYf
GdcfhUb`U[Y`XYg`HGJ`A Uf_h`ghUhh'i bX`nc['ZUgh'(\$\$`Ni gW`Ui Yf
Ub"'`b`Y]bYf`]bhYbg]j Yb'6Y[Y[bi b[žX]Y`j cb`j]Y`Yb`Nk Y]_Åa`dZYb
[YdfÅ[h`k Ufž`Yfn]Y`hY`B]_`Ug`8c`X`Ug`Y]bn][Y`Hcf`XYf'6Y[Y[bi b[
]b`XYf') &"`A]bi hYž`bUW`XYa`Yf`ni`f`<U`VnY]h`Y]b[Yk YW`gY`h
k cfXYb`k Uf"'J cf`XYf`<U`VnY]hdUi gY`k Uf`XUg`Gd]Y`hcf`cg`\$. \$
[YYbXYh"

BcfXXYi hgW`Yf`GhØfa`Yf`Jc`hYW`A UfYg`k Uf`X]fY`_h`bUW`
K]YXYfUbdZ]ZbU\Y`XUfUbž`XUg`9f[YVb]g`Ui gni`VUi Ybž`U`g`Yf`X]Y
@UhhY`hfUZ`'8Yf`GJ`K UW_Yf'6i f[\Ui gYb`gi`W`hY`k`Y]hYf`]b`bUW`
k`Y]hYfYb`HcfYbž`V`]YV`Y`XcW`YfZc`[`cg`'9f`VUW` `]b[Y[Yb`_cbbhY
]a`nk`Y]hYb`8i`fW`[Ub[` _Ui`a`c`ZYbg]j`Y`5`_nYb`hY`gY`hnYbž`gc`XUgg
6i`f[\Ui`gYb`X]Y`%. \$!: Ø`fi`b[`fci`h]b]Yfh`j`YfhY]X][`hY`" `HfU]bYf`@Ufg
6YbXYf`U`h`bi`b`Y]bY`K`cW`Y`NY]hž`i`a`X]Y`GhUfhY`Z`ZØf`XYb
@[UUi`ZhU`_h`j`cfni`VYfY]hYbž`XYf`[Y[Yb`XYb`HGJ`'5i`VghUXh`]b`XYf
K UW_Yf!5fYbU`Ua`'%"`A`Åfn`&\$&)`i`a`'%(`l`f`ghUhhZ]bXYh"

J cfVYfY]hi`b[ggd]Y`Y`i`bX`HfU]b]b[gUi`ZhU`_h

8Yf`GJ`K UW_Yf'6i f[\Ui gYb`UhhY`VYfY]hg`ni`j`cf`Y]bY
i`a`ZUb[fY]W`Y`HfU]b]b[gj`cfVYfY]hi`b[`ZØf`X]Y`UbghY\YbXYb`Gd]Y`Y
VYgW`cggYb`"@Ui`h`7\]Ya`[Ui`&(`ghUfhYhY`XYf`J`YfY]b`gY]bY

K]bhYfj cfVYfY]hi b[Yb`Ua`' &%"`>Jbi Uf`&\$&\$"8]Y`YfghYb`VY]XYb
HYghgd]Y`Y`ZUbXYb`Ua`' &' "i bX`&) "'>Jbi Uf`&\$&\$`ghUhhž`k cVY]
6i f[\Ui gYb`[Y[Yb`XYb`GJ` ; i bhUa`Uh]WF`]YX`i bX`XYb`GJ
?]fWU UbGwU`Öf]b[`UbhfUH"

: Øf`X]Y`_ca`a`YbXY`GYf]Y`]gh`XYf`@[`UUi`Zhu`h`XUg`nYbhfU`Y`9fY][`b]g
ZØf`X]Y`6i f[\Ui gYbYfž`bUW`XYa`'g]Y`g]W`]bhYbg]j`j`cfVYfY]hYh
\UVYb"@"Ufg`6YbXYf`k`]fX`X]Y`Gd]Y`Yf[YVb]ggY`i bX`X]Y`Y`k`Y][`Y
:]hbYgg`]a`'6`]W`_VY`U`hYb`'a`ØggYbž`i`a`'Y]bY`_cb`_i`ffYbnZÅ`\[`Y
A`UbbgW`UZh`Ui`Zni`ghY`Y`b"

8 Yf`?`c`b`h`Y`I`h`.'8`]Y`'G]hi`Uh]c`b`'ja`'X`Y`i`hg`W`Y`b`
: i`»`V`U`"

=a`'?'c`b`h`Y`I`h`X`Y`g`X`Y`i`hg`W`Y`b`':`i`»`V`U`"g`d`U`b`h`U`i`W`'X`Y`f`':`7`'6`U`m`Y`f`b`
A`Ø`b`W`Y`b`'Y`]b`Y`'i`a`Z`U`g`g`Y`b`X`Y`'J`c`f`V`Y`f`Y`]hi`b[`'U`i`Z`X`]Y`'G`U`]g`c`b`
&\$&(`#&\$&)`"B`U`W`'Y`]b`Y`f`'Y`b`h`Å`i`g`W`Y`b`X`Y`b`'j`Y`f[`U`b[`Y`b`Y`b`'G`U`]g`c`b`
g`Y`h`n`Y`b`'g`]Y`'U`'Y`g`'X`U`f`U`b`ž`]b`'X`Y`f`'_`c`a`'a`'Y`b`X`Y`b`'G`d`]Y`'n`Y`]h`Y`f`Z`c`'[`f`Y`]W`Y`f`
n`i`'g`Y`]b`"J`]b`W`b`h`?'c`a`d`U`b`m`ž`X`Y`f`'b`Y`i`Y`'H`f`U`]b`Y`f`ž`'\`U`h`'U`a`'%)`"'ž`']`
&\$&(`'g`Y`]b`Y`'5`f`V`Y`]h`'U`i`Z[`Y`b`c`a`'a`'Y`b`"9`]b`'Y`f`g`h`Y`g`?'i`f`n`!`H`f`U`]b`]b[`g`'U`[`Y`f`
Z`U`b`X`'j`c`a`'&`"V`]g`&)`"'ž`']`&\$&(`'U`a`'H`Y`[`Y`f`b`g`Y`Y`'g`h`U`h`ž`'[`Y`Z`c`'[`h`j`c`b`
Y`]b`Y`f`'F`Y`]g`Y`'b`U`W`'G`Ø`X`_`c`f`Y`U`ž`i`a`'X`c`f`h`X`]Y`'5`i`X`]G`i`a`a`Y`f`'H`c`i`f`&\$&(`
X`i`f`W`n`i`Z`Ø`f`Y`b`"8`]Y`g`Y`f`'G`W`f`]h`'g`c`"X`]Y`'D`c`d`i`'U`f`]h`Å`h`X`Y`g`':`7`'6`U`m`Y`f`b`
]b`'X`Y`f`'F`Y`[`]c`b`'g`h`Y`[`Y`f`b`ž`]b`g`V`Y`g`c`b`X`Y`f`Y`'X`i`f`W`'X`]Y`'J`Y`f`d`Z`]W`h`i`b[`'j`c`b`
A`]b`'U`Y`?'ja`"

8]Y`'6`U`m`Y`f`b`'k`Y`f`X`Y`b`'a`Y`f`Y`f`Y`'H`Y`ghgd]Y`Y`V`Y`ghfY]hYbž`i`bhYf`
UbXYfYa`'[Y[Yb`H`chYb`Ua`' <`c`h`g`d`i`f`ž`i`a`'g]W`'c`d`h]a`U`'U`i`Z`X`]Y`
DZ]W`hgd]Y`Y`j`c`f`n`i`V`Y`f`Y`]h`Y`b`ž`X`]Y`'a`]h`X`Y`a`'8`:'6`!`D`c`_`U`'U`a`'%"`
5i`[`i`g`h`i`b`X`X`Y`a`'6`i`b`X`Y`g`][`U`!`5`i`Z`h`U`_`h`[`Y`[`Y`b`'K`c`Z`g`V`i`f`[`'U`a`'&)`"
5i`[`i`g`h`V`Y`[`]b`b`Y`b`"8`]Y`g`Y`'i`a`Z`U`g`g`Y`b`X`Y`b`'J`c`f`V`Y`f`Y`]hi`b[`Y`b`'g`d`]Y`[`Y`b`
X`Y`b`'g`h`U`f`_`Y`b`'K`Y`h`h`V`Y`k`Y`f`V`'i`b`X`X`]Y`'B`c`h`k`Y`b`X`][`_`Y`]h`k`]X`Y`f`ž`]b`'X`Y`f`
_`c`a`'a`'Y`b`X`Y`b`'G`U`]g`c`b`'U`i`Z`'\`Ø`W`'g`h`Y`a`'B`]j`Y`U`i`'U`V`n`i`g`W`'b`Y`]X`Y`b`"
K`Y`]h`Y`f`Y`'8`Y`h`U`]g`'\`]Y`f`n`i`'_`Ø`b`b`Y`b`]b`'X`Y`a`'5`f`h`_`Y`'U`i`Z`-`\$`a`]b`
b`U`W`[`Y`Y`g`Y`b`'k`Y`f`X`Y`b`"

8YhU]`g	
J c fZU``	Gcbgh][Yg
C fh	A Uf_hž'8Yi hgWk`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "fcgYb\Y]a &("XY • k k k "Wk]Ya [Ui &("XY • k k k "- \$a]b"XY

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