

J c`_gZYgh]b ; fUZYbUi . 'K Yf'gW`À[h'XYb
FY_cfX`VY]` <Ui `XYb`@i _Ug 3

9f`YVYb`G]Y`XUg; fUZYbUi Yf`J c`_gZYgh'i bX`XUg`VY`]YVhY
Gd]Y` <Ui `XYb`@i _Ug . 'HfUX]h]cbž`K YhVYk YfVY`i bX
FY_cfXY`]b': fYmi b[!; fUZYbUi "



: fYmi b[!; fUZYbUi ž`8Yi hgW`UbX`!`K Ug`fUi W`h]a
J c`_gZYghnY`h3`8]YgY': fU[Y`k]fX`g]W`]b'; fUZYbUi]ja a Yf`k]YXYf
[YghY`hž`VYgcbXYfg`k Ybb`XYf`hfUX]h]cbY`Y`?Ua dZi a `XYb`H]hY`
XYg` <Ui `XYb`@i _Ug !7\Ua d]cbg`VY[]bbh`GY]hj]Y`Yb`š\`fYb
[Y\`Öfh`X]YgYg`Gd]Y`ZYgh`ni a ; fUZYbUi Yf`J c`_gZYgh'i bX`n]Y`h`š`b[
i bX`5`h]b`gY]bYb`6Ubb``8Yf`GhUbX`XYf`5`hYb`<YffYb`U`h]g]W`U`g
VY`]YVhYf`5b`Ui Zdi b`h`YhUV`]Yfhž`k c`a Ub`X]Y`Y][YbY
; YgW`]W`_]W`_Y]hi bX`?fUZh`Ui ZX]Y`DfcVY`ghY`Yb`_Ubb``A]h`XYf
9]bZØ\fi b[`XYg`J c`_gZYgh!`@i _Ug!7\Ua d]cbg`]a `š\`f`&\$&'`k i fXY
XUg`Gd]Y`bcW`gdUbbYbXYf``8Yf`H]hY`hf`À[Yfž`GYVUgh]Ub ; fUŽ
Yfn]Y`hY`XUa U`g`VYY]bXfi W`YbXY`%%, `GW`À[Yž`cVkc`XYf`FY_cfX
XYg`J cf`U`fYg`VY]`%&&`GW`À[Yb`U[``8]Y`gdUbbYbXY': fU[Y`V`Y]Vhž
c`V`X]YgYf`FY_cfX`]b`XYb`_ca a YbXYb`š\`fYb`j]Y`Y]W`h`ØVYfVchYb

k YfXYb`_UbbžcXYf`cV`Yf`Z0f`ja a Yf`]b`XYb`5bbU`Yb`XYg
 Jc`_gZYghY`g`ghY`Yb`V`Y]Vh"8]Y`DBD`VYf]W hYh"

8cW`k`j]`Zi`b_h]cb]Yfh`<Ui`XYb`@`_Ug`Y][`Ybh]W`3`?`i`fn`[`YgU[`hž
 Yg`]gh`Y]b`i`b_ca`d`n]YfhYg`Gd]Y`ž`XUg`gc`Zc`fh`[`Ygd]Y`h`k`YfXYb`_Ubb`
 9]b`?`UbX]XUh`b]a`a`h`Y]b`Yb`<c`n`Ua`a`Yf`]b`X]Y`<`UbX`i`b`X`gW`À`[`h
 Ui`ZY]b`Yb`[`YZYXYfhYb`?`cd`Z`ž`À`fhYf`XYf`GW`U[`ž`XYghc`À`Yf`
 `YhhYfh`Y]b`A`YhU``0fdYf`]b`Y]b`Ya`Xi`fW`g]W`h][`Yb`F`c`f`Gc`VU`X
 XYf`?`0fdYf`XUg`c`VYfY`9b`XY`YffY]W`hž`Yfh`0b`h`Y]b`G][`bU`"8`UVY]
 n`À`h`b]W`h`b`i`f`X]Y`f`c`Y`?`fUZh`HYW`b]_`gd]Y`h`Y]b`Y`Yb`hgW`Y]XYb`XY
 F`c`Y`"9]b`d`f`Àn]gYf`GW`U[`Ui`Z`XYb`[`YZYXYfhYb`?`cd`Z]gh`c`Zi`XYf`
 GW`0ggY`ni`a`9f`Zc`["`A`À`bb`Yf`g]b`X`VY`g`c`b`XY`f`g`c`Zi`Ua`Gh`U`fh`ž`i`a
]\`fY`Gh`À`f`_`Y`ni`nY][`Yb`ž`X`c`W`i`b`_`c`b`h`f`c`]YfhY`GW`À`[`Y`V`f]b`[`Yb`c`Zb
 bi`f`Zfi`ghf]YfYb`XY`9f`[`YVb]ggY`"8]YgY`HfUX]h]cb`]gh`Ui`Zj`]Y`Yb
 Jc`_gZYghY`b`k`Y]h]j`YfVfY]hYhž`k`j]Y`<`Ui`XYb`@`_Ug`j`YfXYi`h]W`h"

8]Y`J`c`_gZYgh!`?`i`h`i`f`]b`8Yi`hgW`Y`Ub`X

Jc`_gZYghY`g]b`X`Y]b`ZYghYf`6YghUbXhY]`XYf`XYi`hgW`Yb`?`i`h`i`f`"A`]h
 fi`b`X`"-`-\$`J`c`_gZYghY`b`ž`?]fa`YggYb`i`b`X`8i`h`Yb`VYgi`W`Yb`À`f`]W`
 Yhk`U`%(`,`A`j`]cb`Yb`A`YbgW`Yb`gc`W`Y`J`Yf`Ub`gh`U`hi`b`[`Yb`"i`b`X`Yg
 [`]Vh`k`]f`_]W`Z0f`Y`XYb`Yhk`Ug`ni`Yf`YVYb`"8`Ug`À`h`Y`gh`Y`J`c`_gZYghž
 XUg`@`i`gZYgh]b`6UX`<`YfgZY`Xž`_Ubb`Ui`Z0VYf`%&\$`\$`ž\`fY
 HfUX]h]cb`ni`f0W`V`]W`Yb`"5i`W`J`Yf`Ub`gh`U`hi`b`[`Yb`k`j]Y`XYf`
 A`0b`W`b`Yf`C`_hc`VYf`ZYgh`c`XYf`XYf`6f`Ya`Yf`:`fY]a`Uf`_`h`n]Y`Y`Yb`
 A`j`]cb`Yb`j`cb`6Ygi`W`Yfb`Ub`i`b`X`g]b`X`Y]b`Y`W`h`Yf`6YghUbXhY]`XYf`
 fY[`]cb`U`Yb`K`]fhgW`U`Zi`b`X`?`i`h`i`f`"8Yi`hgW`Y`J`c`_gZYghY`]b
 NU`À`Yb`nY][`Yb`Y]b`X`f0W`_]W`ž`k`j]Y`k`]W`h][`X]YgY`:`YghY`Z0f`X]Y
 60f`[`Yf`g]b`X"

9]b`6`]W`_`Ui`Z`X]Y`[`f0»`h`Y`b`J`c`_gZYghY`]b`8Yi`hgW`Y`Ub`X`nY][`hž`k`Y`W`Y
 6YXYi`hi`b`[`g]Y`À`UVYb.

: Ygh	C fh	6Ygi W`Yf	ž\`f
A 0bW`b`Yf` C`_hc`VYf`ZYgh	A 0bW`Yb`	WU`"``*`ž& A`j`]cb`Yb`	gY]h`%`,`%\$`
6fYa`Yf` : fY]a`Uf`_`h`	<Ua`Vi`f[`	WU`"``(`A`j`]cb`Yb`	gY]h`%\$`'`)

8 ØggY`XcfZYf GWØhnYb!`i bX <Y]a UhZYgh	8 ØggY`XcfZ	WU" (ž& A]``]cbYb	gY]h%- \$%
8 Øf_\Y]a Yf K i fgha Uf_h	6UX`8 Øf_\Y]a	WU"* \$ "\$ \$ \$ \$	gY]h%(%+

⊕`XYb`YhnhYb`⋄\fYb`\Uh]g]W`[YnY][hž`XUgg`J c`_gZYghY`b]W`h`bi f
Y]b`C fh`XYf`i bhYf`U`hi b[`g]bXž`gcbXYfb`Ui W`X]Y`; Ya Y]bgW`UZh
ghÅf`Yb`"C V`VY]a ` [Ya Øh]W`Yb`Ni gUa a YbgY]b`]a ` : YghnY`hicXYf
VY]a `gdUbbYbXYb`K Yh`Ua dZ]a ` <Ui `XYb`@ _Ug ` ` \]Yf`k YfXYb
HfUX]h]cbYb`YVYbX][` [Y\U`hYb`i bX`bYi `]bhYfdYh]Yfh"

8]Y`J cfZfYi XY`Ui Z`_ca a YbXY` : YghY`]gh`VYfY]hg`[fc» ži bX`X]Y
: fU[Yž`cV`g]W`X]Y`< Ø\Ydi b`hY`XYg`J cf`U`fYg`ØVYfhfYZZYb`UggYbž
k]fX`g]W`Yf`Ui W`X]YgYg`⋄\f`]a ` J c`_gZYghnY`h`ZØf` ; Ygd fÅW`gghc`Z
gcf[Yb"

8YhU]`g	
C fh	: fYmi b[!; fUZYbUi ž8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "dbd"XY • k k k "\Ui !XYb!`i _Ug"]bZc • XYi hgW`Y!j c`_gZYghY"XY

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