

; fYYb'8Um'> VY`i bX'9\fi b['Ua
<c`mk ccX'K U`_cZ: Ua Y°

; fYYb'8UmYf\A`h'Ua '&"A U] &\$&) 'Y]bYb'GhYfb'Ui Z'XYa
<c`mk ccX'K U`_cZ: Ua Y": Ubg'g]bX'ni f'NYfYa cb]Y
Y]b[Y'UXYb"



* &%&'<c`mk ccX'6`j Xž'- \$\$&, '@cg'5b[Y`Ygž'i G5 '!5a '&"A U]
&\$&) 'k i fXYb'X]Y']_cb]gW\Yb'A]h['YXYf'XYf'i G!Di b_VUbX; fYYb
8Umž'6`]'Y'&Y'5fa ghfcb[ž'HfÅ'7cc`i bX'A]_Y'8]fbhž'a]h'Y]bYf
GhYfbYbd`U_YhhY'Ui Z'XYa '<c`mk ccX'K U`_cZ: Ua Y'[YY\fh'8]Y
D`U_YhhY']gh'X]Y '&', %\$"']\fYf'5fhi bX'VYZ]bXYh'g]W\']b'XYf'BÅ\Y'j cb
5a cYVU'A i g]WUa '<c`mk ccX'6ci 'Yj UfX"8]Y'NYfYa cb]Yž'X]Y'j cb
↑ VY'bXYb': Ubg'VY['Y]hY'h'k i fXYž'VY[Ubb'i a '%%' '\$'i \fi bX'nc[
nU\ 'fY]W\Y'i bhYfghØhnYf'Ubž'X]Y'X]Y'6UbX'gY]h'X\ fYb'VY['Y]hY'b"

6YgcbXYfYb'; 'Ubn'j Yf']Y\ 'XYf'NYfYa cb]Y'<c`mk ccX!GhUf'F mUb
F Ymbc`Xgž'XYf'U'g'; UghfYXbYf'Ui ZhfUh"FYmbc`Xg'k Uf'VY[Y]ghYfh
j cb'XYf'; Y'Y[Yb\Y]hi bX'`cVhY'; fYYb'8Um'ZØf']\fYb'9]bZi gg]b
XYf'A i g]_gnYbY""9f'Yfk Å\bhYž'XUgg'Yf'XYb'Gcb[' ; ccX

F]XXUbW']b'gY]bYa ':]a' 8YUXdcc`/`K`c`j`Yf]bY`j`Yfk`YbXYb
Xi`fZhY"5fa`ghfcb[`k`]Xa`YhY`XYb`GhYfb`gY]bYf`A`i`hYfz`X]Y`ghc`n`Ub
gY]bYf`GY]hY`dcg]YfhY`i`bX`XUg`Ya`ch]cbU`Y`9f`YVb]g`bcW
j`Yfgh`f`hY"

8]Y`9`fY`XYg`GhYfbg

8]Y`9`fi`b[`j`cb`;`fYYb`8Um`_ca`a`h`bi`f`%&`HU[`Y`bUW`]\`fYb
5i`Zh]hYb`VY]a`fYbca`a`]YfhYb`7cUW`Y`U!`Ygh]j`U`i`bX`&&`HU[`Y
j`cf`XYf`J`Yf`OZYbh]W`i`b[`XYf`8Y`i`I`Y!9X]h]cb`]`fYg`bYi`YghYb
5`Vi`a`g`GUj`]cfg`"8]YgY`9X]h]cb`Ybh`A`h`Z0bZ`bYi`Y`Gcb[`g`gck`]Y
U`i`gh]gW`Y`J`Yfg]cbYb`VY`_UbbhYf`Gh0W`Y`k`]Y`Gi`n]Y`7`Udgh]W`
i`bX` :`Uh`Yf`hc`U`Gcb`";`fYYb`8Um`\`Uh`gY]h]`\`fYf`;`f0bXi`b[`]a
`U`f`%`-` ,` *`a`Y`f`U`g`+`)`A`j`]cbYb`5`VYb`j`Yf`_Ui`Zh`i`bX`k`i`fXY`&`\$`%
]b`X]Y`F`c`W`/`F`c`<<`U`c`Z`:`Ua`Y`Ui`Z[`Ybca`a`Yb"

;`fYYb`8Um`ZY]YfhY`]`fYb`]bhYfbUh]cbU`Yb`8i`fW`Vfi`W`%`-`-`(`a`]h
XYa`5`Vi`a`8cc_]Y`z`XUg`0VYf`%\$`A`j`]cbYb`9I`Ya`d`UfY
j`Yf`_Ui`ZhY`i`bX`a`Y`fYfY`B`f`%`<`]hg`]b`XYb`6`]`VcUfX!7`Ufhg
Yfn]Y`hY"8cc_]Y`k`i`fXY`&`\$`&`(`]b`XUg`B`Uh]cbU`F`YW`fX]b[
F`Y[`]ghfm`XYf`@]VfUfmicZ`7cb[`fYgg`Ui`Z[`Ybca`a`Yb`zi`bX`XUg`5`Vi`a
[`]h`U`g`Y]bYg`XYf`k`]W`h[`]ghYb`K`Yf`_Y`]a`Di`b`_fcW`"&`\$`\$`(
[`Yk`UbbYb`g]Y`Y]bYb`;`fUa`a`m`Z0f`XUg`VYghY`F`c`W`_U`Vi`a`a`]h
5a`Yf]W`Ub`&]ch`z`XUg`gd`A`hYf`Ui`W`U`g`6fc`UXk`Um`A`i`g]W`
UXUdh]Yfh`k`i`fXY`i`bX`&`\$`%`\$`nk`Y]`Hcbm`5k`UfXg`[`Yk`Ubb`"8`Uf0VYf
\`bUi`g`Yf`Ub[`hYb`g]Y`&`\$`\$`*`Y]bYb`;`fUa`a`m`Z0f`XUg`@]YX`XYg`U`fYg
Z0f`6ci`Yj`UfX`cZ`6fc`_Yb`8fYUa`g`"

Di`b`_fcW`_i`bX`gY]bY`K`i`fnY`b

Di`b`_`F`c`W`z`XYf`]b`XYb`%`-`+`\$Yf`U`fYb`]b`;`fc`»`Vf]hUbb]Yb`i`bX`XYb
I`G5`YbhghU`bX`z`]gh`VY`_Ubbh`Z0f`gY]bY`YbYf[`]Y[`Y`UXYbYb`z
_cb`Zfcb`hUh]j`Yb`HYI`hY`i`bX`gW`bY`Yb`A`Y`c`X]Yb`"Hmd]gW`Y
A`Yf`_a`U`Y`g]bX`0VYfghYi`YfhY`;`]hUffYb`z`j`YfnYffhY`D`ck`Yf`F`]Zg`i`bX
_i`fnY`Gcb[`g`z`X]Y`A`i`Z[`]`YgY`gW`U`Zhg`_f]h]gW`Y`H`Y`a`Yb
UbgdfYW`Yb`"Ni`XYb`d`f`A[`YbXYb`6`UbXg`XYg`;`Yb`fYg`[`Y`0fYb`X]Y
GYI`D]ghc`g`z`H`Y`7`Ug`i`bX`X]Y`Ua`Yf`_Ub]gW`Y`?`0bgh`Yf]b`DUhh]
Ga`]h`"

; fYYb'8Um\Uh'a U» [YV`]W\XUni `VY][YhfU[Ybž'XUg'Di b_!; YbfY`]b
 X]Y`A U]bghfYUa !?i `hi f`ni `]bhY[f]YfYbž'k Å\fybX'g]Y`[`Y]W\NY]h][
]\fYf`Y][YbYb`_ØbghYf]gW\Yb`ϕhY[f]hÅh'hfYi `[YV`]YVYb'g]bX""≠fY
 A i g]_VY\UbXY`h'cZh'dc`h]gW\Y i bX'nk]gW\Yba YbgW`]W\Y
 H\Ya Ybž'k Ug'g]Y`ni `Y]bYf'Gh]a a Y`ZØf'Øb[YfY`; YbYfUh]cbYb
 a UW\hi bX`]\fY`Ub\U`hYbXY`F`Y`Y`j`Ubn'i bhYf'6Yk Y]gghY`h"

A]h`]\fYa `bYi YghYb`Ghi X]cU`Vi a ` GUj]cfg `i bX`XYf'k Y`hk Y]hYb
 Hci fbYY`XUni `gYhnYb`; fYYb'8Um`\fYb`K Y[`U`g`Y]bY`XYf
 Y]bZi ggfY]W\ghYb`Di b_VUbXg`Zc fh`'8]Y`6UbX`gd]Y`h'ZØf`]\fY` : Ubgž
 X]Y`g]Y`k Å\fybX`]\fYf`[YgUa hYb`?Uff]YfY`i bhYfghØhnh\UVYbž'i bX
 XYf'GhYfb`Ui ZXYa `K U`_`cZ: Ua Y`]gh`Y]b`k Y]hYfYf'6Yk Y]g`ZØf`]\fYb
 VYa Yf`_Ybgk YfhYb`9]bZi gg`Ui Z`X]Y`A i g]_[YgW\]W\hY"

HU[Yggd]Y[Y`VYf]W\hYhž'XUgg`X]Y` : Y]Yf`j`cb`Y]bYa `VYgcbXYfYb
 A ca Ybh'ZØf`X]Y`6UbX`[YdfÅ[h'k Ufž'k Å\fybX`8U]`m`B`Y`k`g`X]Y
 8YhU]`g`ni f`NYfYa cb]Y`i bX`XYf`a i g]_U`]gW\Yb`9ffi b[YbgW\UZhYb
 j`cb`; fYYb'8Um`bÅ\Yf`VY`Yi W\hYh": Øf`Y]bYb`h]YZYfYb`9]bV`]W`_]b
 X]Y`; YgW\]W\hY`XYg`Di b`_`F`c`W`g`i bX`gY]bYf`VYXYi hYbXYb
 J YfhfYhYf`V]YhYh: c`W`g`k Y]hYfY`ϕZcfa Uh]cbYb"

8YhU]`g	
J c fZU``	Gcbgh][Yg
C fh	* &%&'<c`mk ccX'6`j Xž' - \$\$&, '@cg'5b[Y`Ygž I G5
E i Y`Yb	<ul style="list-style-type: none"> • k k k "hU[Yggd]Y[Y`"XY • k k k "XU]`mbYk g"W`a • dfUI]gh]ddg"ZcW`g"XY

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