

< cWk UggYf[YZU\ f']b'Hcf[Ui . '9`VY
YffY]Wk h'_f]h]gWk Yb'DY[Y`ghUbX°

5_hi Y`Y`< cWk UggYfk Ufbi b[Yb'i bX'DY[Y`ghAbXY'XYf'9`VY
]b'GUWkgYbž'Hcf[Ui 'Ua '&%"5df]"&\$&) "'K]Wk h][Y
↳Zcfa Uh]cbYb'ZØf'5bk c\bYf"

Hcf[Ui ž'8Yi hgWk`UbX'!`5a '&%"5df]"&\$&) 'k]fX'XYf
K UggYfghUbX'XYf'9`VY`VY]'Hcf[Ui 'VYcVUWkhYhž'k c'5`Ufa ghi ZYb
Ui g[Y[YVYb'k YfXYbž'i a 'Ui ZX]Y`< cWk UggYfg]hi Uh]cb
\]bni k Y]gYb"8]Y'9`VYž'Y]bYf'XYf'[fØ» hYb': `ØggY'9i fcdUgž'Z]Y» h
Xi fWk'a Y\ fYfY'cghXYi hgWkY'6i bXYg`AbXYf'i bX'a ØbXYh'VY]
6fi bgVØhhY`]'b'X]Y'BcfXgYY"'K]Wk h][Y'GhAXhY'Ybh'Ub['XYg': 'i ggYg
g]bX'i bhYf'UbXYfYa '8fYgXYbž'8YggUi 'i bX'A U[XYVi f["'↳Hcf[Ui
k]fX'XYf'U_hi Y`Y'DY[Y`ghUbX'YXcWk'b]Wk h'_cb_fYh'Ub[Y[YVYbž
k Å\ fYbX'X]Y`< cWk UggYf!K Ufbi b[Yb'ZØf'GUWkgYb'b]Wk h'bÅ\Yf
gdYn]Z]n]Yfh'k YfXYb"

5_hi Y`Y`↳Zcfa Uh]cbYb'ni f`< cWk UggYfg]hi Uh]cb'VY]'Hcf[Ui
nY][Yb'Y]bYb'DY[Y`ghUbX'j cb'+(\$'Wá 'Ubž'k Ug'XYf'5`Ufa ghi ZY`
Ybhgd]Wk hž'XYf'nk Y]h\ØWk ghYb'; YZU\ fYbghi ZY"'9ffY]Wk h'XYf
DY[Y`ghUbX'+, \$'Wá ž'k ØfXY'5`Ufa ghi ZY'('Yf_`Åfh'k YfXYbž'k Ug
Y]bY'U_i hY'; YZU\ fYb'U[Y'XUfghY`h"↳GUWkgYb'k i fXYb'j]Yf
5`Ufa ghi ZYb'XYZ]b]Yfhž'X]Y'j cb'_'Y]bYb`< cWk UggYfYfY][b]ggYb
V]g`]\b'ni 'gY\ f'[fc» Yb`< cWk UggYfYfY][b]ggYb'fY]Wk Ybž'X]Y
[fØ» YfY': `ÅWk Yb'ØVYfZi hYb'_ØbbYb"@Ui h'XYb'8UhYb'Ui g'Hcf[Ui
k]fX'XYf'a]hh'YfY'K UggYfghUbX'ØVYf'Y]bYb'NY]hfUi a'j cb'nY\ b
↳\ fYb'UbU'mg]Yfh"8Yf'a]hh'YfY'B]YXf][k UggYfghUbX'ZØf'X]Y'9`VY'j b
Hcf[Ui 'k]fX'a]h*' \$'Wá 'Ub[Y[YVYbž'k Å\ fYbX'XYf'\ØWk ghY
< cWk UggYfghUbX'ja '↳\ f'&\$&'VY]'- (- 'Wá 'U["

5_hi Y`Y`A Yggk YfhY'i bX'Ni ghAbX][_Y]hYb

8]Y`bYi YghYb`A Yggk YfhY`ZØf`XYb`K UggYfghUbX`k i fXYb`Ua`&%"
 5df)`&\$&) `i a`%*.%) `i \f`YfZUggh"Ni`X]YgYa`NY]hdi b`h`U[`XYf
 K UggYfghUbX`VY]`%\$\$`Wá žk Å\fybX`XYf`8i fWZi gg`%*) `a`#g
 VYhfi [``8]Y`YnhYb`K YfhY`nY][YbžXUgg`XYf`K UggYfghUbX`]b`XYb
 Ghi bXYb`ni j cf`_cbghUbh`VY]`Yhk U`%\$%`Wá ``U[``8]Y`5`Ufa ghi ZYb
 ZØf`XYb`K UggYfghUbX`]b`Hcf[Ui`g]bX`YVYbZU`g`_`Uf`[Yfy[Y`h"
 5`Ufa ghi ZY`%`VY[]bbh`VY]`), \$`Wá žk Å\fybX`5`Ufa ghi ZY`&`VY]`*`*\$
 Wá `i bX`5`Ufa ghi ZY` ``VY]`+(\$`Wá `Ub[YgYnhh`g]bXž`X]Y`Ui W`X]Y
 [Y[Ybk Åfh][Y`G]hi Uh]cb`XUfghY``h"

: Øf`X]Y`6Yfy]hghY``i b[`j cb`DY[Y`XUHyb`]gh`X]Y`K UggYfghfU»Y
 j Yf`_Y\fgfYW`h`]W`ni ghÅbX][``6Y]`XYf`<cW`k UggYfØVYfk UW`i b[
 UfVY]hYb`j YfgW`]YXYbY`6Y\ØfXYb`ni gUa a Ybž`i bX`K Ufbi b[Yb
 YfZc`[Yb`Xi fW`X]j YfgY`?UbÅ`Yž`Y]bgW``]Y»`]W`fUX]c`i bX`gcn]U`Yb
 A YX]Yb``Ni XYa` `_ØbbYb``c`_U`Yž`fY[]cbU`Y`cXYf`ØVYffY[]cbU`Y
 K Ufbi b[Yb`Ui g[Y[YVYb`k YfXYb``?cbhU`hdYfgcbYb`ZØf`k Y]hYfy
 ðZcfa Uh]cbYb`g]bX`ØVYf`X]Y`@<K N!A Y`XYnYbhfU`Y`YffY]W`VUf"

K Y]hYfy`ðZcfa Uh]cbYb`i bX`XYhU]``]YfhY`U`hi Y``Y`8UHyb`g]bX`Ui Z
 XYb`GY]hYb`XYf`**Hcf[Ui Yf`NY]hi b[`i bX`XYg`l a k Y`hdcfhU`g**
GUW`gYb`j YfZØ[VUf"

8YhU]`g	
C fh	Hcf[Ui ž`8Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "hcf[Ui YfnY]hi b["XY • k k k "i a k Y`h"GUW`gYb"XY

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