

< c`ghY]b]gW\Y`GW\k Y]n`k]fVY`h`< G; `H]`g @Ok Yb`i a .`7ca YVUW_!G]Y[`]b`G< °

< G; `< c`ghY]b]gW\Y`GW\k Y]n`[Yk]bbh`[Y[Yb`< G; `H]`g`@Ok Yb ` `&.&*`]b`XYf`CVYf`][U`GW\`Ygk][!< c`ghY]b`"5_hi Y`Y Gd]Y`ghUh]gh]_Yb`i bX`HUVY`Y"

< Yfnc[hi a `@Ui YbVi f[ž8Yi hgW\`UbX`!`#`Y]bYa `gdUbbYbXYb CVYf`][U!Gd]Y`g]Y[hY`X]Y`< G; `< c`ghY]b]gW\Y`GW\k Y]n`Ua `&\$" ~\Jbi Uf'&\$&) `ØVYf`X]Y`< G; `H]`g`@Ok Yb`a]h` `&.&*`"B UW\`Y]bYa FØW_ghUbX`ni f`< U`VnY]h]j cb`%`.)`_`cbbhY`X]Y`< G; `< c`ghY]b]gW\Y`GW\k Y]n`]b`XYf`nk Y]hYb`< U`VnY]h`XUg`Fi XYf`\Yfi a fY]» Yb`"HfU]bYf 5bXfYUg`ž` \fU`ZØ\fhY`Y]bY`YfZc`[fY]W\Y`?UV]bYbUbgdFUW\Y`Xi fW\ž X]Y`a U» [YV`]W`ni a `7ca YVUW`_VY]hfi ["`8]Y`< G; `H]`g`@Ok Yb ghUfhYhY`ghUf`_i bX`ZØ\fhY`]b`XYf`YfghYb`< U`VnY]h`- .(`]b`XYf`%\$" A]bi hY`gck]Y`%%.%) `]b`XYf`&, "A]bi hY"

#`XYf`nk Y]hYb`< Å`ZhY`ØVYfbU\ a `X]Y`< G; `< c`ghY]b]gW\Y`GW\k Y]n VY]a `GhUbX`j cb`%+.%)`X]Y`: Ø\fi b[`i bX`gYhnhY`g]W\`V]g`ni f`(" *" A]bi hY`Ui Z&(.%-`UV`"ž` `]Ub`9i`Yf`k Uf`a]h`-`HfYZZYfb`XYf`VYghY HcfgW\ØhnY`ZØf`X]Y`g]Y[fY]W\Y`A UbbgW\UZhž`[YZc`[h]j cb`GYVUgh]Ub Dchn`i bX`B]W`_`Øfgh`a]h`Yk Y]`g`+`HcfYb`"< UbbYg`; fi bk U`X ghYi YfhY`*`HcfY`VY]ž`k Å\fybX`?cbghUb]b`: Y`]l`j cb`GhUfW`_&`i bX B]_`Ug`< U[Yb`%`Hcf`Yfn]Y`hY`"5i Z`GY]hYb`XYf`< G; `H]`g`@Ok Yb`k Uf A Uhg`Di W\Yfh`a]h`*`HfYZZYfb`XYf`YfZc`[fY]W\ghY`GW\ØhnYž`[YZc`[h j cb`@]bi g`GhY[Yb`a]h`)`HcfYb`": Y`]l`<]fh\`i bX`~\JgdYf GhY]b[fØVbYf`Yfn]Y`hYb`Yk Y]`g`(`HcfYž`k Å\fybX`D\]`d`9]gYbVYf[`HcfY`VY]ghYi YfhY"

K Y]hYfY`9f[YVb]ggY`]b`XYf`CVYf`][U

#`Y]bYa `k Y]hYfYb`Gd]Y`XYf`CVYf`][U`GW\`Ygk][!< c`ghY]b`j Yf`cf

X]Y`@ØVYW_Yf`Hi fbYfgWUZh[Y[Yb`X]Y`G; `6cfXYg\c`a #6fØ[[Y`a]h
 &&.` - `fk U`VnY]h`%' .&%Ł"8]Yg`k Uf`X]Y`j]YfhY`B]YXYf`U[Y`]b`:`c`[Y
 ZØf`X]Y`@ØVYW_Yf`Hi fbYfgWUZh`X]Y`gca]h`k Y]hYf\]b`c`bY`G]Y[
 V`Y]Vh`i bX`bi b`bYi b`Di b_hY` \]bhYf`XYa `YfghYb
 B]W`hUVgh]Y[gd`Uhn``]Y[h`A U[ja]`]Ub`:`]W`hbYf`k Uf`a]h`* `HcfYb`XYf
 VYghY`HcfG`W`ØhnY`gY]bYg`HYUa gž`[YZc`[hj`cb`A Ufj]b`<c`a Yf`a]h`)
 HfYZZYfb" `@]g`GW`Øb`cZZ`Yfn]Y`hY` (`HcfYž`k `A`fYbX`GYVUgh]Ub
 : fÅXf]W`ž`æbUg`?ck U`Yk g_]`i bX`æ]bb]g`<]bgh`Yk Y]`g`&`HcfY
 VY]ghYi YfhYb`i bX`HcV]Ug`@]Yk Y_Y`%`HfYZZYf`Yfn]Y`hY"

8]Y`U_hi Y``Y`HUVY``Y`XYf`C`VYf`][U`GW`Ygk][!<c`ghY]b`nY][h`XYb
 HGJ`?`fcbg`U[Yb`Ub`XYf`Gd]hnYž`k `A`fYbX`X]Y`@ØVYW_Yf
 Hi fbYfgWUZh`Ui Z`XYa ``Ym`hYb`D`Uhn``]Y[h``: Øf`k Y]hYfY
 ðZcfa Uh]cbYb`ØVYf`XYb`Gd]Y`hU[`VYgi W`Yb`G]Y`?]W_Yf`cXYf`<@
 Gdcfhg"

8YhU]`g	
JcfZU``	Gdcfh
Cfh	<Yfnc[hi a `@Ui YbVi f[ž`8Yi hgW`UbX
EiY``Yb	<ul style="list-style-type: none"> • k k k "\`gdcfhg"XY • k k k "_]W_Yf"XY

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