GW cW_]YfYbXY`I bZÄ`Y`]b`B]YXYfgUW gYb.
GYW g`J Yf`YhnhY`VY]`7fUg\`°

⊕`C gbUVfØW`_Ua`Yg`ni`nk Y]`gWk YfYb`J Yf\_Y\fgi bZÄ`Yb.
GYW g`J Yf`YhnhY`VY]`6c\`a hYž`YVYbg[YZÄ\`f`]WY
J Yf`Yhni b[ Yb`]b`< YfZcfX"

6c\`a hYž`8Yi hgWk`UbX`!`9]b`gWk YfYf`J Yf\_Y\fgi bZU`YfY][bYhY
g]Wk`Ua`ZfØ\Yb`GcbbhU[ a`cf[Yb`]b`XYf`BÄ\Y`j cb`6c\`a hY`ja
@UbX_fY]g`C gbUVfØW`"8UVY]`k i fXYb`]bg[YgUa`hgYW g`A YbgWYb
j Yf`Yhnhž`i bX`XfY]`XYf`⊕gUggYb`XYg`VYhY]`][hYb`?`Y]bVi`ggYg
VYZ]bXYb`g]Wk`]b`@VYbg[ YZU\`f`"8Yf`I bZU`YfY][ bYhY`g]Wk`]Ui`ZXYf
6) %ž`U`g`Y]b`(-`!`Ä\`f][ Yf`:`U\`fYf`j Yfgi`W`hYž`Y]bYa`ØVYf`X]Y`GhfU»Y
`Ui`ZYbXYb`FY\`Ui`gni`k`Y]WYb`i`bX`X]Y`?`cbhfc`Y`ØVYf`gY]b
:`U\`fnYi`[`j`Yf`cf`"8Ug`:`U\`fnYi`[`d`fU`hY`j`cb`XYf`:`U\`fVU\`b`UV
[Y[Yb`Y]bYb`6Ui`a`"

8]Y`XfY]`YVYbg[YZÄ\`f`]Wk`]j Yf`YhnhYb`⊕gUggYb`XYg`?`Y]bVi`ggYg
g]bX`bcWk`]b]Wk`h]XYbh]Zn]Yfh`8UfØVYf`\]bUi`g`Yf`]hYb`XfY]`k`Y]hYfY
DUggU[]YfY]`a`:`U\`fnYi`[`Y]Wk`hYfY`J Yf`Yhni`b[Yb`"6Ya`Yf_Ybgk`Yfh
]ghž`XUgg`g]Wk`]Ui`Wk`Y]bY`?`UhnY]`a`:`U\`fnYi`[`VYZU`bXž`X]Y`j`cb`XYf
:`Yi`Yfk`Y\`f`j`Yfgcf[`hi`bX`g]Wk`Yf`i`bhYf[YVfUWk`h`k`i`fXY`":`Øf`X]Y
8Ui`Yf`XYf`FYhhi`b[gUfVY]hYb`k`Uf`X]Y`6i`bXYgghfU»Y`nY]hk`Y]gY`]b
VY]XY`:`U\`fhf]Wk`hi`b[ Yb`]c`" [ YgdYffhž`k`Ug`ni`Yf`YV`]Wk`Yb
J Yf_Y\fgVY\]bXYfi`b[ Yb`ZØ\`fhYž`k`jY`bXf`XY`VYf]Wk`hYhY"

Ni`gÄhn`]Wk`Yf`J`c`fZU`Y`]b`<`YfZcfX

⊕`Y]bYa`UbXYfYb`J Yf\_Y\fgi`b[`ØW`ž`XUg`g]Wk`]`[Y[Yb`%,`.(`+`I`f`]a
?fYi`ni`b[gVYfY]Wk`]5\`a`gYf`GhfU»Y#`Ui`»ghfU»Y`YfY][ bYhYž`k`i`fXY
YVYbZU`g`Y]bY`:`U\`fYf]b`gWk`Yf`j`Yf`Yhnh`9]bY`,`-`!`Ä\`f][Y`:`fUi`ž`X]Y
a`h]Y]bYa`J`K`:`c`Z`7UVf]c`i`bhYfk`Y[g`k`Ufž`VYUVg]Wk`h][hYž`bUWk

]b_g]b`X]Y'; Ui » ghfU» Y`UVni V]Y[Yb`i bX`ØVYfgU\`XUVY]`Y]bYb
 gWk UfnYb`6A K ž`XYf`J cfZU\fh`UhhY""6Y]XY': U\fyf`\UhhYb`ni a
 NY]hdi b_h`XYg`i bZU`g:[ fØbYg`@]W`h`Ub`XYf`5a dY`"

8 Yf`&\*!`Å\`f][ Y`6A K !: U\fyf`i bX`gY]b`&!`Å\`f][ Yf`6Y]ZU\fyf
 Yf`]hhYb`Y]W`hY`J Yf`Yhni b[ Yb`i bX`k i fXYb`]bg`A Uh\`XYb!<cgd]hU`
 [YVfUW`h`8]Y', -!`Å\`f][Y`J K !: U\fyf]b`a i gghY`\]b[ Y[ Yb`a]h
 `VYb]g[ YZÅ\`f]W`Yb`J Yf`Yhni b[ Yb`]b`Y]b`?fUb`\_Yb`U`i g`bUW`
 6]Y`YZ`X`[ YVfUW`h`k YfXYb""8]Y`Dc`]nY]`gdYffhY`XYb
 ?fYi ni b[gVYfY]W`ž`X]Y`K ]YXYfZY][ UVY`k Uf`[ Y[ Yb`&%`i \`f
 [Yd`Ubh`6Y]XY': U\fnYi [Y`a i gghYb`UV[YgW`Yddh`k YfXYbž`i bX
 XYf`[ YgW`ÅhnhY`GUW`gW`UXYb`VY`Ài Zh`g]W`Ui Z`*"\$\$\$`9i fcž`k]Y`
 k YghZU`Yb!V`Uhh`XY`VYf]W`hY`hY"

8 YhU]`g	
J cfZU`	J Yf`_Y\`fgi bZU`
I fgUW`Y	F Y\``]YZ`ØVYf`X]Y`GhfU» Yž': U\fyf`j Yfgi W`hY Ui gni k Y]W`Yb`i bX`j Yf`cf`X]Y`?cbhfc``Yž`J K ! : U\fyf]b`ØVYfgU\`XYb`6A K
C fh	6c`a`hYž`8Yi hgW`UbX
J Yf`Y`hnhY	*
GW`UXYb`]b`	* \$\$\$
E i Y`Y`Yb	<ul style="list-style-type: none"> • k k k "bXf"XY • k k k "k YghZU`Yb!V`Uhh"XY

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