

6]hVi f[Yf!Dc_U`.' &'gdUbbYbXY`8i Y`Y
ZØf`X]Y`YfghY`F i bXY`ghY\Yb`ZYgh°

8]Y`5i g`cgi b[`XYg`6]hVi f[Yf!Dc_U`g`&\$&) #&* `Ua `(" ' ð ']
&\$&) `Vf]b[h' &'gdUbbYbXY`DUfh]Yb``GhUfh`XYf`YfghYb`F i bXY.
&\$``5i [i gh"



< YbbYZž`8Yi hgW\`UbX`!`9]b`gdUbbYbXYf`HU[`ZØf`X]Y`i » VU`ZUbg
]b`XYf`FY[]cb.`< Yi hYž`Ua `(" ' ð '] &\$&) ž`ZUbX`X]Y`5i g`cgi b[`XYf
YfghYb`F i bXY`XYg`6]hVi f[Yf!Dc_U`g`&\$&) #&* `]b`XYf`GdcfhgW\i `Y
< YbbYZghUh" <]YfVY]`k i fXYb`' &'gdUbbYbXY`6Y[Y[bi b[Yb
[Ync[Ybž`X]Y`]a `5i [i gh`Ui g[YhfU[Yb`k YfXYb``8Ug
HY]`bY\`a YfZY`X`k i fXY`]b`X]YgYa `]U\`f`Ui Z`* (`A UbbgW\UZhYb
Yfk Y]hYfhž`k Ug`ZØf`YW\hYb`Dc_U`h`f]``gc f[h`8]Y`YfghY`F i bXY`k]fX
ni g`Àm`]W\`Xi fW`X]Y`G]Y[Yf`XYf`?`fY]gdc_U`YbXgd]Y`Y`gck]Y`UW\h
: U]f!D`Um; Yk]bbYf`Yf[`Àbnhž`k]Y`_cY`b`"Z] a "XY`VYf]W\hYh"

8]Y`Gd]Y`Y`VY[]bbYb`VYfY]hg`Ua `&\$``5i [i gh&\$&) ž`k Ybb`X]Y
FY[]cbU`!`i bX`8f]h]]ghYb`]b`X]Y`YfghY`F i bXY`ghUfhYb``5b`XYb
XUfUi Zc`[YbXYb`K cW\YbYbXYbž`_cb`fYh`Ua `&' ``i bX`&("5i [i ghž

[Y\h'Yg'XUbb'Ui W\ ZØf'X]Y'UbXYfYb'A UbbgW\UZhYb`cg"9]b
VYgcbXYfYg'5i [Yba Yf_`]Y[h'Ui ZXYa 'H]hY'j YfhY]X][Yf'J]_hcf]U
?Òbž'XYf'Ui gk Åfhg'[Y[Yb'XYb': 7 ; Yfa Ub]U'HYj YfYb'f@UbXYg`][UŁ
Ubhf]hh" <]Yf'ghY\Yb'X]Y'J cfnY]W\Yb'Ui Z'GdUbbi b[ž'XYbb'XYf
J YfY]b \Uh'g]W\ 'a]highUf_Yb'@Y]ghi b[Yb'Y]bYb'B Ua Yb'[Ya UW\h" ð
XYf'j Yf[Ub[YbYb'Dc_U'gU]gcb'hfUZYb'XYf%"': 7'8ØfYb'i bX
5`Ya Ubb]U'5UW\Yb'fMY]XY'FY []cbU``][UŁ'VYfY]hg'ja 'J]YfhY`Z]bU`Y
Ui ZY]bUbXYf' 'bi b'_ca a h'Yg']b'XYf'YfghYb'Fi bXY'ni 'Y]bYa
YfbYi hYb'5i ZY]bUbXYfhfYZZYbž'XUg'ZØf'gck c\`ZØf'X]Y'Gd]Y`Yf'U'g
Ui W\X]Y': Ubg'Y]b'<][\`][\h'j Yfgdf]W\h"

8]Y'6Y[Y[bi b[Yb']a ', VYfV`]W_

8]Y'5i g`cgi b[\Uh'Y]b][Y']bhYfYggUbhY'DUUfi b[Yb
\Yfj cf[YVfUW\hž'X]Y'U`YgUa h'Ua '&' "i bX'&("5i [i gh
Ui g[YhfU[Yb'k YfXYb" <]Yf'g]bX'X]Y'Gd]Y`Y'Ui Z[Y']ghYh

- GJ'GW\ÒbYbVUW`'GGJ'A YfhYb
- J ZF'6UW\Ya '': 7 ; Yfa Ub]U'@]W\!GhY]bghfU»
- : 7'HYi hcb]U'K Y]XYb' 'GdcfhZFYi bXY'%- %- '8ØfYb
- GJ'F \YbUb]U'6YggYb]W\ '6cbbYf'G7
- Hi G'<YfW\Yb' 'G7':]YghYXYb
- GJ'J cf[YV]f[Y' 'G]Y[Vi f[Yf'GJ
- GJ'6Yf[Z]YX'@Yj Yf_i gYb' 'GdJ ['Dcfn
- : 7 ; Yfa Ub]U'HYj YfYb' 'J]_hcf]U?Ò`b
- GJ'GW\ÒbYgY]ZZYb' 'GGJ' ðJb'K Y`Ya '\$)
- GJ'6Yf[]gW\ ; `UXVUW\ 'G7': cfhi bU?Ò`b
- : J'6cbb!9bXYb]W\ '': 7'J]_hcf]U'5fbc'Xgk Y]Yf
- %"' : 7'8ØfYb' '5`Ya Ubb]U'5UW\Yb
- G7'I W_YfUh\ 'Hi G'6`Ui !K Y]» '?Òb][gXcfZ
- HJ'<cZZbi b[gh\U` 'GdJ [': fYW\Yb'&\$
- HJ'?cbnYb' '8Ź'F UgYbgdcfh'6fUbX
- 8mbUa c'9f_Y`Ybn' 'G7'6cfi gg]U'@]bXYbh\U'!<c\Yb`]bX
- : 7 ; Yfa Ub]U'NØbXcfZ' 'GJ'9]YbXcfZ
- ?c\`gW\Y]XYf'67' 'J Z@J]W\hhU`
- GJ'8Yi hn'\$) ' 'GJ'9]bhfUW\h'<c\`_YddY`
- Hi G'F c]gXcfZ' 'GJ'?i fX]ghUb'8ØfYb
- GJ'GW\k Ufn!K Y]» 'B]YfZY`X' 'GGJ'6cfb\Y]a

- G7`9`gXcfZ`G7` ; Yfa Ub]U`9fZghUXhl@YWX Yb]WX
- GJ`B]Yfgei Y``Y`?i W_i a` : 7`DYgWX
- : 7`<Øfh\`67J` ;`YgWX!DUZZYbXcfZ
- : 7`F\Y]bgØX`?Ò`b`G7`6`Ui`!K`Y]»`?Ò`b
- <]U`!A UfcW6Yf[\Y]a` : 7`I`b]cb`GW`UΔ`Ui`gYb
- G7`9f_Y`Ybn` : 7`<YbbYZ\$)
- G;` :`Ua`Yfg\Y]a`#?]fWX\Y]a` : 7`K`Y[VYf[!6YYW_
- GJ`GW`YfdYbgYY!; fchYbfUh\` : J`K`JY\`
- K`U\`gWX`Y]XYf`GJ`GJ`9]bhfUWX`h`J`Yf`Ui`hYb\Y]XY
- GJ`F`ch!K`Y]»`A`Yf` : GJ`GK`B`Yi`b_]fWX`Yb!GYY`gWX`Y]X
- G7` : cfhi`bU`6cbb`GJ`GW`YVi`gWX

9]b`6`]W_`Ui`Z`X]Y`k`Y]hYfYb`HYfa`]b`Y

8]Y`k`Y]hYfYb`HYfa`]bY`XYg`Dc`_U`k`YhhVYk`YfVg`k`i`fXYb`YVYbZU`g`
 ZYgh[Y`Y[h`Gc`Z]bXYh`X]Y`nk`Y]hY`F`i`bXY`nk`]gWX`Yb`XYa`&`"i`bX`&)"`
 GYdhYa`VYf`&\$&)"`ghUhhž`[YZc`[h`j`ca`5WX`hY`Z]bU`Y`Ua`&&)"`
 Bcj`Ya`VYf`&\$&)"`<]Yf`k`YfXYb`X]Y`F`Y[]cbU`!`i`bX`8f]hh`][`]ghYb`Ua`
 %-`"Bcj`Ya`VYf`&\$&)"`]b`X]Y`<`Ui`dhfi`bXY`Y]b[fY]ZYb`":`Øf`X]Y` :`Ubg`
 i`bX`A`UbbgWX`UZh`Yb`\Y]»`h`Yg`U`gc`gWX`cb`VU`Xž`X]Y`HYfa`]bY`ZYgh`ja`
 ?`U`YbXYf`ni`j`Yfa`Yf_Ybž`k`Ybb`Yg`]b`X]Y`Yb`hgWX`Y]XYbXYb`
 Hi`fb]Yfd`UgYb`[Y`h"

8Yf`6]hVi`f[Yf!Dc`_U`YfZFYi`h`g]WX`]a`a`Yf`[fÒ»YfYf`6Y`]YVh\Y]h`i`bX`
 X]Y`X]Yg`À\`f][Y`F`YZcfa` \Uh`XUg`HY`]bY`a`YfZY`X`Ui`Z`Y]bY`
 gdUbbYbXY`5fhi`bX`K`Y]gY`Yfk`Y]hYfhž`k`]Y`_]W_Yf"XY`Uba`Yf_h`
 8]Yg`j`Yfgdf]WX`h`Y]b`\cWX`_Ugg][Yg` :`i`»VU`^U`f`]b`XYf`F`Y[]cbž`VY`]
 XYa`YXY`A`UbbgWX`UZh`X]Y`7`UbbW`\Uhž`g]WX`]bg`F`Ua`dYb`]WX`h`ni`
 gd]Y`Yb`i`bX`gWX`Y]»`]WX`VY]a` :`]bU`Y`Ua`&`"A`U]&\$&`*`]a`?Ò`bYf`
 GdcfhdUf`_`<Ò\YbVYf[`i`a`XYb`H]hY`ni`_`Aa`dZYb"

8YhU]`g	
C`fh	<YbbYZž`8Yi`hgWX`UbX
E`i`Y``Yb	<ul style="list-style-type: none"> • k`k`k`"Zi`dU"bYh • _cY`b"Zj`a`"XY • k`k`k`"_]W_Yf"XY

6Ygi W\Yb`G]Y`i bg`Ui Z.`a Y]b!_cY`b"bYh