

⊕`Y]bYf`bU\Y[Y`Y[YbYb`GhUXhž`@c`f`Ua`A U]bž`[UV`Yg`YVYbZU``g
bY[Uh]j`Y`GW`U[nY]`Yb.`I bVY`Ub bhY`HÅhYf`nYf`fUhnYb`nk`]gW`Yb
XYa`(`"i bX`)"`"ž`]"&\$&)`XUg`<YW`i bX`VY]XY`6Y]ZU`fYfhØfYb`Y]bYg
: cfX``8Yf`GUW`gW`UXYb`VY`Ài`Zhig]W`Ui`Z`Yhk`U`("\$\$\$`9i`fc``8]Y
Dc`]nY]`Yf`c`Zhig]W`NYi`[Yb`]\bk`Y]gY`ni`X]YgYa`J`cfZU``ž`XYf`X]Y
5bk`c`bYf`]b`I bfi`Y`j`YfgYhnh`Uh"

I bZU``Z`i`W`hYb`i`bX

; YgW`k`]bX][`_Y]hgØVYfgW`fY]hi`b`[`Yb

8cW`b]W`h`bi`f`]b`@c`f`[UV`Yg`J`UbXU`]ga`i`g``⊕`A`Uf`h`Y]XYbZY`X
Yf`YVhY`a`Ub`Ua`*`"ž`]"nk`]gW`Yb`%`.(`)`i`bX`%`.(`)`I`f`Y]bY
I bZU``Z`i`W`hž`VY]`XYf`Y]b`V`Ui`Yf`J`K`Gdcfhgj`Ub`Ui`Z`XYa
GW`k`]a`a`VUXdUf`_d`Um`VYgW`ÅX][`h`k`i`fXY``9]b`i`bVY`Ub bhYg
: U`fnYi`[`j`Yfi`fgUW`hY`?`fUhnYf`Ub`XYf`:`U`fYfgY]hYž`i`bX`XYf`
GW`UXYb`VY`Ài`Zhig]W`Ui`Z`Yhk`U`%"\$\$\$\$`9i`fc``5i`W`]\Yf`V]hhYh`X]Y
Dc`]nY]`i`a`<]bk`Y]gY`j`cb`a`Ø[`]W`Yb`NYi`[`Yb`"

⊕hYfYggUbhYfk`Y]gY`k`i`fXY`Ua`gY`VYb`HU[`Y]b`&%!`Å`f][`Yf`A`Ubb
Ui`g`?`fYi`nk`Yfh`Y]a`]b`<Ug`c`W`Ub[`Y`U`hYb`"A`]h`gY]bYa`J`K`:`c`Z
Z]Y`Yf`Xi`fW`:`YgW`k`]bX][`_Y]hgØVYfhfYhi`b`[`Ui`Z`i`bX`a`i`gghY`g]W`
Y]bYa`I`f]bhYgh`i`bhYfn]Y`Ybž`XYf`dcg]h]j`Ui`ZH<`7`Ui`gZ]Y``8]Y
: c`[`Y`g]bX`b]W`h`bi`f`Y]b`Yfk`UfhYhYg`6i`»`[`Y`X`j`cb`)`\$\$`9i`fc`ž
gcbXYfb`Ui`W`nk`Y]Di`b`hY`]b`:`YbgVi`f[`gck`]Y`Y]b`Y]ba`cbUh][`Yg
: U`fj`YfVch``8]YgY`A`U»`bU`a`Yb`g]bX`ZØf`:`U`fYfž`X]Y`g]W`i`bhYf
8fc[`YbY]bZi`gg`]b`XYb`GhfU»`Ybj`Yf`_Y`f`VY[`YVYbž`U`g`i`bYf`Ågg`]W`
YfUW`hYhž`i`a`X]Y`G]W`Yf`Y]h`U`Yf`J`Yf`_Y`fghY]`bY`a`Yf`ni
[`Yk`Å`f`Y]ghYb`"

: c`[`Yb`j`cb`Hfi`b`_Yb`Y]hgZU`f`hYb

K`]Y`Ui`W`X]Y`fYW`h]W`Yb`?`cbgYei`YbnYb`ZØf`Hfi`b`_Yb`Y]hgZU`f`hYb
j`YfXYi`h]W`h`Ub`k`U`"XY`ž`g]bX`X]Y`GhfUZYb`ZØf`9fgh`i`bX
K`]YXYf`c`i`b[`ghÅhYf`i`bhYf`Y]bYa`Dfca`J`Yk`Yfh]j`cb`%`%`a`]h
6i`»`[`Y`XYfb`i`bX`:`U`fj`YfVchYb`j`YfVi`bXYb``6Y]`Y]bYf
Hfi`b`_Yb`Y]hgZU`f`hYb`ØVYf`%`%`Dfca`J`Y`k`UfhYb`YXcW`XYi`h]W`
ÅfhYfY`GhfUZYbž`X]Y`j`cb`c`Yb`:`Y`XghfUZYb`V]g`]\b`ni

: fY]\Y]hgghfUZYb`i bX` : Ø\ fYfgWXY]bYb hni [`fY]WXYb"8]Y
 [YgYhn`]WXYb`F U\ a YbVYX]b[i b[Yb`XUni `g]bX`_`Uf`i bX`gc`Yb`Y]bY
 UVgW fYW_YbXY`K]f_i b[`Yfn]Y`Yb"8 U\Yf`V`Y]Vh`X]Y` : fU[Y.`K]Y
 \cW`i]gh`XUg`6Yk i gghgY]b`]b`XYf`6Yj Ò`_Yfi b[`ZØf`gc`WXY`H\Ya Yb3
 9]b`l a XYb_Yb`gWXY]bh`bÒh]["

8]Y`j YfgWXY]XYbYb`J cfZÀ`Y`Ui g`XYf`FY []cb`[YVYb`5b`Ugg`ni f
 Gcf[Yž`XUgg`]bgVYgcbXYfY`XUg`H\Ya U`Hfi b_Yb\Y]h]a
 GhfU»Ybj Yf_Y\`f`i bX`X]Y` ; YZU\`fYb`Xi fW`8fc[Yb`cbgi a`cZhibcW
 ni`k Yb][`Yfbgh[Ybca`a Yb`k YfXYb"8]Y`Dc`]nY]`i bX`ž gh]n`g]bX
 [YZcfXYfhž`X]Y`G]WXYf\Y]h`Ui Z`XYb`GhfU»Yb`ni` [Yk`À\`f`Y]ghYbž
 k`À\`fYbX`X]Y`6Øf[Yf`Ui Z[YZcfXYfh`g]bXž`J YfUbhk`cfhi b[`ni
 ØVYfbY\`a Yb`i bX`g]W`XYb`<YfUi gZcfXYfi b[Yb`XYg
 GhfU»Ybj Yf_Y\`fg`ni`ghY`Yb"

<]bk Y]gY`ni`XYb`J cfZÀ`Yb`]b`@`f`i bX`A Uf`h\Y]XYbZY`X`_ÒbbYb
 X]fY`_h`Ub`X]Y`Dc`]nY]`VYf]W`hYh`k YfXYbž`i a`a Ò[`]WXY`H\hYf`ni`f
 FYWXYbgWUZhini`n]Y\Yb"

8YhU]`g	
Cfh	: fUa`a YfgVUW`ž`8Yi hgW`U`bX
EiY`Yb	<ul style="list-style-type: none"> • k k k "a Y]bY!bYk g"XY • k k k "Ubk U`h"XY

6Ygi WXYb`G]Y`i bg`Ui Z.`bU[!VUmYfb"XY