

; Yk U`hgUa Y`5 b[f]ZZY`]b`DUggUi .
%' ! Æ \ f] [Y`a] h ; `UgZ`UgW`X`Y`j`Yf`Yhnh°

↳ DUggUi`k`i`fXY`Y]b`%' ! Æ \ f] [Yg`A`AXW`Yb`a`]h`Y]b`Yf`
; `UgZ`UgW`X`Y`j`Yf`Yhnh" `8] Y`Dc`nY]`gi`W`h`b`UW`X`NYi`[`Yb`i`b`X`
<] b k Y] g Y b "



DUggUi ž`8`Yi`hgW`X`Ub`X`!`5`a`i`fY]hU[`UVYb`X`ž`XYa`&-`" ` ' † b] ' & \$ &) ž
k`i`fXY`]b`DUggUi`Y]b`%' ! Æ \ f] [Yg`A`AXW`Yb`C`d`ZYf`Y]b`Yg
[`Yk`U`h`h`Ä`h][`Yb`i`VYf[`f]ZZg" `8`Yf`J`c`f`ZU`Y`YfY][`b`Y`h`Y`g]W`X`[`Y`[`Yb`i`%-`"%
I` \ f] a`6`YfY]W`X`Yg`G`W`U`b`n`h`i`f`a`g`ž`k`c`X`Ug`A`AXW`Yb`a`]h`Y]b`Yf`
;`fi`ddY`j`cb`†`[`Yb`X`]W`X`Yb`i`b`h`Y`f`k`Y`[`g`k`Uf`" `D`Ö`h`n`]W`X`b`Ä`Y`f`h`Y`g]W`X`
Y]b`Y;`fi`ddY`j`cb`X`f`Y]I`b`VY`_`U`b`b`h`Y`b`ž`i`b`X`Y]b`Yf`X`Yf`A`Ä`b`b`Yf`g`W`X`i`[
X`Y`a`A`AXW`Yb`i`b`j`Y`f`a`]h`Y`h`Y]b`Y;`UgZ`UgW`X`Y]b`g;`Yg]W`X`h" `8`Ug
A`AXW`Yb`Yf`h`Y]b`Y`D`U`m`k`i`b`X`Y`i`b`X`a`i`g`g`h`Y`U`a`V`i`U`b`h`i`a`
?`f`U`b`_`Y`b` \ `U`i`g`V`Y` \ `U`b`X`Y`h`k`Y`f`X`Y`b`" `B`U`W`X`Y`f`H`U`h`Z`c` \ `X`Y`
H`Ä`h`Y`f`[`fi`ddY`ž`i`b`X`X]Y`Dc`nY]`ZU` \ `b`X`Y`h`b`i`b`b`U`W`X`Y`b`X`f`Y]
I`b`VY`_`U`b`b`h`Y`b`i`b`X`V]h`Y`h`i`a`i`<] b k Y] g Y i`b`h`Y`f`\$` ,`)`%`#`)`%`!`\$`"

A] h Y b`i`a`G`W`c`W`_`a`c`a`Y`b`h`X]Y`g`Y`f`k`]X`Y`f`k`Ä`f`h][`Y`b`H`U`h`V`f`U`i`h`Y`g]W`X`

VYfY]hg`Y]b`k`Y]hYfYf`J`cfZU``]b`XYf`GhUXh`ni`gUa`a`Yb`"5a`'gY`VYb`
5VYbX`k`i`fXY`Y]b`%-`!`Å`f][`Yf`]a`'6YfY]W`XYg`NC6`j`cb`Y]bYa`
I`bVY`_UbbhYb`a`]h`XYf`:`Ui`gh`]bg`:`Yg]W`h`[`YgW`U`[`Yb`"8Yf`↑`b`[`Y`
A`Ubb`k`Uf`VY]a`'9]b`_Ui`ZYbž`U`g`Yf`j`cb`Y]bYa`'H`hYf`]b`Y]bYb`
GW`k`]hn`_UghYb`[`Ybca`a`Yb`k`i`fXY`"Ni`a`:`;`ØW`_`[`Y`Ub`[`Yg`]\a`'ni`
Ybh`_ca`a`Ybž`XcW`XYf`5b`[`fY]ZYf`j`YfZc`[`hY`]\bž`dUW`hY`]\b`Ua`'H`!
G`]\fhž`k`Å`fYbX`XUg`?`Y]Xi`b`[`gghØW`_nYff]ggž`i`bX`j`YfgYhnhY`]\a`
nk`Y]`:`Ui`ghgW`Å`[`Y`"Gc`W`Y`J`cfZ`Å`Y`g]bX`U`Yg`UbXYfY`U`g`
9]bnY`Z`Å`Y`i`bX`k`YfZYb`Y]b`[`fY`Yg`@]W`h`Ui`ZX]Y`U`_hi`Y`Y`G]hi`Uh]cb`
]b`DUggUi`"

9]b`'6`]W`_`Ui`Z`X]Y`'ž`[`YbX`_f]a`]bU`]h`h`h`

8]Y`Gcf[`Yb`i`a`'X]Y`Ni`bU`a`Y`j`cb`:`Yk`U`hi`bhYf`ž`[`YbX`]W`Yb`g]bX`
b]W`h`bYi`"Ghi`X]Yb`nY][`Ybž`XUgg`]b`Gh`Å`XhYb`k`]Y`6Yf`]b`ØVYf`+`\$`i`
XYf`ž`[`YbX`]W`Yb`b]Y`dc`]nY`]W`_`Ui`Z`Å`][`k`YfXYb`"HfcmXYa`'`[`]Vh`
Yg`Y]bYb`VYgcf[`b]gYffY[`YbXYb`5bgh]Y[`j`cb`GhfUZhUhYbž`j`cf`U`Y`a`
j`cb`J`UbXU`]ga`i`g`cXYf`@UXYbX]YVgh`Å`Yb`"@Ui`h`Y]bYf`
I`bhYfgi`W`i`b`[`'\UVYb`j`]Yf`j`cb`Z`ØbZ`ž`[`YbX`]W`Yb`gW`cb`Y]ba`U`
Y]bY`GhfUZhUh`VY[`Ub`[`Ybž`k`Ug`ni`f`:`fU[`Y`Z`Ø`f`h`K`Ug`]gh`a`]hi`bgYfYf`
ž`[`YbX`'cg3`9g`k`]fX`XYi`h]W`ž`XUgg`X]Y`DUbXYa`]Y`bY[`Uh]j`Y`
5i`gk`]f`_i`b`[`Yb`Ui`Z`XUg`gcn]U`Y`J`Yf`U`hYb`'↑`b`[`Yf`A`YbgW`Yb`'\UhYž`
XU`j`]Y`Y`nk`Y]`ž`U`fY`Ub`gcn]U`Yb`9fZU`fi`b`[`Yb`j`Yf`c`fYb`'\UVYb`"

J`cf`U`Y`a`'VY]`XYb`<`Ya`a`i`b`[`Yb`XYf`ž`[`YbX`]W`Yb`]gh`Y]b`
j`Yfgh`Å`_hYf`9]bZi`gg`j`cb`gcn]U`Yb`A`YX]Yb`ni`VYcVUW`hYbž`k`c`
A`cV]b`[`i`bX`:`Yk`U`h`Xc`_i`a`Ybh]Yfh`i`bX`j`YfVfY]hYh`k`YfXYb`"8]Y`
GW`i`Yb`]b`B`cfXf`Y]b!`K`YghZU`Yb`j`YfnY]W`bYhYb`U`Y]b`]a`'ž`U`f`
&`\$`&`a`Y`f`U`g`)`"(`\$`\$`:`Yk`U`h`XY`_hYž`k`Ug`Y]bYb`5bgh]Y[`j`cb`a`Y`f`
U`g`)`\$`i`'gY]h`&`\$`%-`VYXYi`hYh`"<]Yf`]b`DUggUi`'_`ØbbhY`Å`b`]W`Y`
HYbXYbnYb`ni`VYcVUW`hYb`gY]bž`k`Ug`X]Y`ghY][`YbXYb`A`Y`Xi`b`[`Yb`
ØVYf`ž`[`YbX`_f]a`]bU`]h`h`VYhfYZZYb`"

F`Y`W`h`]W`Y`?`cbgYe`i`YbnYb`]b`XYf`F`Y`[`]cb`

9]b`k`Y]hYfYg`U`_hi`Y`Y`g`H`Y`a`U`g]bX`X]Y`fYW`h]W`Yb`?`cbgYe`i`YbnYb`
]b`DUggUi`ž`k`]Y`Yhk`U`]a`:`U`Y`]bYg`@`_k`!`:`U`fYfgž`XYf`k`Y[`Yb`
ZU`f`Å`gg][`Yf`H`Ø`hi`b`[`j`Yfi`fhY`]h`k`i`fXY`"9f`'\UhY`Xi`fW`'gY]bY`

I bUW hgUa _Y]h'X]Y'@YVYb'Y]bYf'A i hYf'i bX']\fYg?]bXYg
 [YZÀ\ fXYhž'k Ug']b'XYf'GhUXh'ZØf'5i ZFY[i b['[Ygcf[h'\Uh" Gc`WX Y
 : À`Y`nY][Ybž'XUgg'X]Y'ž gh]n'b]W h'bi f'Ui Z; Yk U'hXY`_hYž'gcbXYfb
 Ui W`Ui ZUbXYfY`_f]a]bY`Y`< UbX`i b[Yb'gY\ f'Ya dZ]bX`]W
 fYU[]Yfhi bX'ghYhg'VYa Ø\h]ghž'X]Y'G]W Yf\Y]h'XYf'6Øf[Yf'ni
 [Yk À\ f'Y]ghYb"9g'V'Y]Vh'ni '\cZYbž'XUgg'Xi fW`Yb hgd fYW YbXY
 A U» bU\ a Yb'gck c\`'† [YbX`]W Y`U`g'Ui W`U`[Ya Y]bY`?f]a]bU`]hÅh
]b'XYf'GhUXh'fYXi n]Yfh'k YfXYb`_Ubb"

: Øf'X]Y'6YhfcZYbYb'i bX'X]Y'[YgUa hY'; Ya Y]bgW UZh]gh'Yg'j cb
 [fØ» hYf'6YXYi hi b[ž'XUgg'gc`WX Y`J cfZÀ`Y`b]W h'ni f'B cfa U`]hÅh
 k YfXYb"K À\ fYbX'Dc`]nY]i bX'ž gh]n']\f'6YghYg'hi bž'V'Y]Vh'Ui W
 X]Y': fU[Y`bUW`XYf'J YfUbhk cfhi b['j cb'9'hYfb'i bX'GW i`Yb'VY]
 XYf'DfÅj Ybh]cb'j cb'; Yk U'h'i bhYf'ž [YbX`]W Yb'ja`FUi a`"A]h
 Y]bYa`k UW`gUa Yb'6`]W`i bX'Y]bYa`_`UfYb'6Y`Ybbhb]g'ni f
 G]W Yf\Y]h`_Ubb'j]Y`Y]W h'YffY]W h'k YfXYbž'XUgg'g]W`X]Y
 HfU[ØX]Ybž'k]Y'g]Y`b'DUggUi`ni`VY`_U[Yb'g]bXž'b]W h
 k]YXYf\c`Yb"

: Øf'k Y]hYfY`_Zcfa Uh]cbYb'ni`XYb'Øb[ghYb'J cfZÀ`Y`b]b'DUggUi ž
 g]Y\Y`X]Y'6Yf]W hYfghUhi b['j cb'DBD'i bX'Gd]Y[Y`gck]Y'ni f
 U`[Ya Y]bYb'H\Ya Uh]_XYf'ž [YbX_f]a]bU`]hÅh:8 Yi hgW`UbXZi b_
 ? i`hi f"

8YhU]`g	
C fh	DUggUi ž8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "dbd"XY • k k k "gd]Y[Y`"XY • k k k "XYi hgW`UbXZi b__i`hi f"XY

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