

F Yj c`i h]cbÅfYf`8i fW Vfi W. `BYi Yg
 ? ca a i b]_Uh]cbgbYhn`ZØf`GUi X]!5fUV]Yb`°

GUi X]!5fUV]Yb`ghUfhYh`Y]b`bYi Yg`XfU\`h`cgYg`BYhnk Yf`_`ZØf`
 _f]h]gWXY`bZfUghfi`_hi`fYbž`XUg`€H`i`bX`?`=]bhY`[`f]Yfhž`i`a`X]Y
 ?`cbbY`_h]j`]hÅ`h`ni`j`YfVYggYfb`"



GUi X]!5fUV]Yb`!`b`XYb`Y`hnhYb`š\`fYb`\`Uh`g]W`X]Y`@UbXgW`UZh
 XYf`?`ca`a`i`b]_Uh]cbgbYh`nk`Yf`_Y`fUgUb`hj`Yf`Å`b`X`Y`f`h`"5`a`"`,`" `š`]`&`\$`&`)
 ghY`h`Y`X]Y`ghW`[`f`ci`d`Y]b`f`Yj`c`i`h]cbÅ`f`Y`g`b`Yi`Yg`X`f`U`\`h`c`g`Y`g`
 ?`ca`a`i`b]_Uh]cbggmgh`Ya`j`c`f`X`U`g`6`i`g]b`Y`gg!`7`f]h]WU`BYhk`cf`_
 XUg`gd`Yn]Y`ZØf`GUi X]!5fUV]Ybg`Y`gg`Y`bn]Y`Y`GY`_`hc`f`Y`b`Y`bhk`]W`_`Y`h`
 k`i`f`XY`"8]Yg`Y`g`BYh`nk`Y`f`_j`Y`fg`d`f]W`h`b]W`h`b`i`f`Y]b`Y`X`f`U`gh]g`W`Y`
 J`Y`f`V`Y`gg`Y`fi`b`[`X`Y`f`?`c`b`b`Y`_`h]j`]h`Å`h`ž`g`c`b`X`Y`f`b`ghY`h`U`i`W`X`Y]b`Y`b`
 A`Y]Y`b`ghY]b`]b`X`Y`f`_`f]h]g`W`Y`b`?`ca`a`i`b]_Uh]cb`X`U`f`ž`X`Y`f`]b`X`Y`f`
 [`Y`g`U`a`h`Y`b`F`Y`[`]`c`b`G`W`i`Y`a`U`W`Y`b`_`Ø`b`b`h`Y`"

8`U`g`6`i`g]b`Y`gg!`7`f]h]WU`BYhk`cf`_`f]W`h`Y`h`g]W`U`b`j`]h`U`Y`6`Y`f`Y]W`Y`k`]Y`
 F`Y`[`]Y`fi`b`[`ž`Y`gi`b`X`Y]h`g`k`Y`g`Y`b`g`c`k`]Y`²`i`b`X`Y`U`g`"9`g]gh`Y]b`Y`g`X`Y`f`
 Y`f`gh`Y`b`BYh`nk`Y`f`_Y`g`Y]b`Y`f`5`f`h]a`?`Ø`b][`f`Y]W`i`b`X`V]Y`h`Y`h`

< cW [YgWk]bX][_Y]hg!ž < cWj YfZØ[VUf_Y]hg! i bX j YfgW`ØggY`hY
 ?ca a i b]_Uh]cbgZÅ\][_Y]hYb" Gc`WY`HYWbc`c[]Yb`g]bX`b]W h`bi f
 ni _i bZhgcf]Ybh]Yfhž`gcbXYfb`Ui W`Y`bhgWY]XYbX`ZØf`X]Y
 Cdh]a]Yfi b[`YZZ]n]YbhYf`F YU_h]cbggfUHY []Yb`]b`?f]gYbg]hi Uh]cbYb"

HYW bc`c []gW Y`9ffi b [YbgW UZhYb

9]bYg`XYf`VYY]bXfi W_YbXghYb`A Yf_a U`Y`X]YgYg`BYhmk Yf_g]gh`X]Y
 ?ca dUh]V]`hÅh`a]h`ni _i bZghfÅW h][Yb`HYWbc`c []Yb`k]Y
 _Øbgh]W Yf`ϕhY`][Ybnž`9X[Y`7ca di h]b[`i bX`XYa `ϕhYfbYh`XYf
 8]b[Y`f`€H€"8]YgY` : Å\][_Y]hYb`Yfa Ò[`]W Yb`Y]b`j YfVYggYfhYg
 G]hi Uh]cbgVYk i gghY]b`i bX`X]Y`dfÅX]_h]j Y`K Ufhi b[ž`X]Y`ZØf
 [YgW`ÅZh_g]h]gW Y`CdYfUh]cbYb`i bUVX]b[VUf`g]bX" ? Øfn`]W
 k i fXY`Ui ZXYf`7f]h]WU`7ca a i b]WU]cbg`A]XX`Y`9Ugh`UbX`Bcfh\
 5Zf]WU`J YfUbghU`hi b[`]b`8 i VU]`XYf` : c_i g`Ui Z`a]gg]cb!W]h]WU`@H9
 U`g]bbc] Uh]j Y`5`hYfbUh]j Y`ni `VYghY`YbXYb`GhUbXUfXg`k]Y`H9HF 5
 [Y`Y[h` ϕgVYgcbXYfY`XYf`@Yi hYbUbh; YbYfU`8`U`]?`U`ZUb
 HUa]b`j YfXYi h]W hYž`k]Y`k]W h][`Yg]ghž`bYi Y`HYWbc`c []Yb`ZØf
 X]Y`ÖZYbh]W Y`G]W Yf`Y]h`ni `]bhY [f]YfYb"

A]h`XYb`bYi Yb`A Ò[`]W _Y]hYbž`X]Y`Xi fW`X]YgY`HYWbc`c []Y
 [YgW UZZYb`k YfXYbž]gh`X]Y`9]bZØ\fi b[`XYg`6i g]bYgg!7f]h]WU`
 BYhk cf`_Y]bY`_UfY`5bhk cfh`Ui Z`X]Y`ghY][YbXY`BUW ZFU[Y`bUW
 ni j Yf`Ågg][Yf`?ca a i b]_Uh]cb`]b`_f]h]gW Yb`GY`hcfYb`]b`GUi X]!
 5fUV]Yb"8]Y`ϕhY [fUh]cb`]bhY`][YbhYf` : i b_h]cbYb`k]Y
 j YfgW`ØggY`hYg`Di g`!hc!HU`_`gck]Y`BchZU`k Ufbi b[Yb`nY][h`XYb
 K i bgW`ž]b`BchZÅ`Yb`cdh]a U`Y`9bhgWY]Xi b[Yb`ni `hfYZZYb`i bX
 Y]bY`ZY`YfZY]Y`?ca a i b]_Uh]cb`ni `[Yk`Å`f`Y]ghYb"

A Uf_hYb hk]W`i b [`i bX` < YfUi gZcfXYfi b [Yb

8YhU]`g	
C fh	GUi X]!5fUV]Yb
E i Y`Yb	<ul style="list-style-type: none"> • hYW UZf]WU]bYk g"W`a • k k k "W]h]WU`W`a a g"W`a • k k k "XUhUVf]X[Ya Uf`_YhfYgYUfW "W`a

6Ygi W\Yb`G]Y`i bg`Ui Z.`k ca , +"XY