

< Y]n0`dfY]gY`]a `J c[Y`gVYf[_fY]g. 5_hi Y`Y`Y`HfYbXg`i bX`H]ddg`Z0f`? Ai ZYf

5_hi Y`Y`Y`<Y]n0`dfY]gY`]a `J c[Y`gVYf[_fY]g`Ua`%*"\$*"`&\$&).
9bhk]W_`i b[ž`DfY]gY`i bX`H]ddg`ni f`6YghY`i b[`Z0f`<Ui g\U`hY
]b`<YggYb`"



J c[Y`gVYf[_fY]gž`8Yi hgW\`UbX`!`8]Y`9bYf[]Yg]hi Uh]cb`]b
8Yi hgW\`UbX`\Uh]g]W\`]b`XYb`j`Yf[Ub[YbYb`>\fYb`Yf\YV`]W
j`YfÅbXYfhž`]bgVYgc bXYfY`]a`Ni [Y`XYg`l`_fU]bY!`?`f]Y[g`"A`]h`XYf
Yf\0`hYb`5i`Za`Yf_gUa`_Y]h`Ui`ZX]Y`9bYf[]YdfY]gY`\UVYb`g]W`j`]Y`Y
<Ui g\U`hY`i`bX`;`Yk`YfVYhfY]VYbXY`]b`<YggYb`bYi`cf]Ybh]Yfhž`k`Ybb
Yg`i`a`]\fY`<Y]na`Yh\cXYb`[Y`h`<Y]n0`V`Y]Vh`XUVY`]Y]b
i`bj`Yfn]W`hVUfYf`6fYb`bghc`ZZ`Z0f`nU\`fY]W`Y`<Ui g\U`hY`ž`j`cf`U`Y`a`]b
XYf`_U`hYb`>\fYgnY]h`5_hi Y`Y`Y`>Zcfa`Uh]cbYb`nY][`Ybž`XUgg`X]Y
<Y]n0`dfY]gY`]b`<YggYb`]a`A`ca`Ybh`VY`]fi`bX`-`)>`ž`%`9i`fc`Z0f`%\$\$
@]hYf`"]Y[`Ybž`k`Å\`fYbX`]a`J`c[`Y`gVYf[`_fY]g`XYf`DfY]g`a`]h`-`*`ž`+`
9i`fc`Y`hk`Ug`0VYf`XYa`]\`Ygg]gW`Yb`8i`fW`gW`b]h`"]Y[`hž`k`]Y`
bYk`g`"XY`VYf]W`hY`h`"

8 cW`b]W`h`bi f`X]Y`U`_hi Y`Y`b`DfY]gY`gc f[Yb`ZØf` ; Ygdf`ÅW`gghc`Z`
 8]Y`DfY]gØVYfg]W`h`ja` J c[Y`gVYf[_fY]g`nY][h`Ui W`ž`XUgg`X]Y
 ?cghYb`ZØf`<Y]nØ`Y`bUW`5VbU`a`Ya`Yb[Y`j`Uf]]YfYb.

@]hYf	DfY]g`]b`9i`fc
) \$\$	%%%ž*
\$\$\$\$	%' ž()
%) \$\$	%%\$ž` %
&\$\$\$\$	- , ž()
&) \$\$	- +ž` %
' \$\$\$\$	- *ž`+
) \$\$\$\$	-) ž`*`

DfY]ghfYbXg`i`bX`@]YZfZf]ghYb

8]Y`DfY]ghfYbXg`ja` J c[Y`gVYf[_fY]g`g]bX`[YfUXY`]b`XYb`Y`hnhYb
 K`cW`Yb`gdUbbYbX`"K`]Y`X]Y`**HYWgc b**`VYf]W`hYhž`gh]Y[Yb`X]Y`DfY]gY
]b`Øb[ghYf`NY]h`ghUf`_`Ub`"8Yf`8i`fW`gW`b]hgd`fY]g`U`h`g]W`]b`XYb
 j`Yf[Ub[YbYb`K`cW`Yb`a`Yf`_]W`Yf`Ø`hž`k`Ug`Ui`Z`Yi`hYfbY
 : U`hc`fYb`ž`k`]Y[Y`c`d`c`]h]gW`Y`GdUbbi`b[Yb`ž`ni`fØW`_ni`ZØ`fYb`gY]b
 _ØbbhY`"6Y]gd]Y`gk`Y]gY`gh]Y[Yb`X]Y`F`c`Ø`d`fY]gY`Xi`fW`X]Y
 5b[f]ZY`nk`]gW`Yb`g`fUY`i`bX`XYa`i`f`Ub`ž`k`Ug`Ui`W`Ui`Z`X]Y
 <Y]nØ`_cghYb`]b`8Yi`hgW`Ub`X`Y]bYb`9]bZi`gg`U`h"

5dfcdcg`F`c`Ø`d`fY]gY.`5a`i`fY]hU[`k`i`fXY`Y]b`5bgh]Y[`i`a`ØVYf`ZØbZ
 8c`Uf`j`YfnY]W`bYhž`k`Ug`a`]h`Gcf[Yb`i`a`a`Ø[`]W`Y`5i`gk`]f`_i`b[Yb
 Ui`Z`X]Y`²`j`YfgW`]Z] b[Yb`]b`J`YfV]bXi`b[`]YVfUW`h`k`]fX`
 ðg[YgUa`h`k`UfYb`X]Y`<Y]nØ`d`fY]gY`Ua`i`%`"i`ž`b`]&\$&)`i`a`i`ž`
 Dfc`nYb`h`Ø`Yf`U`g`Ua`i`fY]hU[`j`c`f`Y`f`i`bX`Ui`W`+`ž`%`Dfc`nYb`h]a
 J`Yf[`Y]W`ni`f`J`c`f`k`c`W`Y`"K`Ybb`a`Ub`XUg`U`_hi`Y`Y`DfY]gb]j`YUi
 VYhfUW`hYhž`]Y[h`Yg`Y`X`c`W`&ž`-`Dfc`nYb`h`i`bhYf`XYa
 J`c`f`U`f`Y`gb]j`YUi`"

; YgYhn`]W`Y`J`Yf`Åb`XYfi`b[Yb`i`bX`H]d`d`g`ZØf
 J`Y`f`V`f`Ui`W`Y`f`

9]b`k`Y]hYfYf`k`]W`h][Yf`5gdY`_highY`h`VYj`c`f`ž`XYbb`XUg
 ; YV`Åi`XY`b`Y`f[]Y[YgYhn`f] 9; Ł`hf]hh`&\$&(`]b`?`fUZh`"K`Å`f`Y`b`X`Y`g`

_Y]bY`[YbYfY`Y`DZ]W\h`[]Vhž<Y]ni b[Yb`Ui gni hUi gW\Ybž`k]fX`Yg
 Y]bY`6YfUhi b[gdZ]W\h`ZØf`X]Y`ϕghU`Uh]cb`Zcgg]`Yf
 <Y]ni b[gUb`U[Yb`[YVYb"J YfVfUi W\Yfb`k]fX`[YfUhYbž`g]W\
 fYW\hY]h][`ØVYf`5bdUggi b[Yb`ni`]bZcfa]YfYbž`i a`j cb`a Ò[`]W\Yb
 Z]bUbN]Y`Yb`5bY]nYb`ni`dfcZ]h]YfYbž`X]Y`VY]a`5i ghUi gW\
 j YfU`hYhYf`<Y]ngmgHYa`Y`Ub[YVchYb`k YfXYb"

8]Y`Xi fW\gW\b]hh]W\Y`@]YZfnY]h`ZØf`<Y]nÒ`]a`Jc[Y`gVYf[_fY]g
 VYhfÅ[h`XYfnY]h`Yhk U`&(`5fVY]hghU[Y``6Y]`XYf`6YghY`i b[`j cb
 <Y]nÒ`Ya`dZ]Y\`h`Yg`g]W\žfYW\hY]h][`ni` \UbXY`b" `H]ddg`g]bXž
 GUa`a`Y`VYghY`i b[Yb`Ui Zni [YVYb`cXYf`X]Y`DfY]gY`fY[Y`a`À»][`ni
 VYcVUW\hYbž`i a`ni a`VYghYb`NY]hdi b`_h`ni ni gW`\U[Yb"

ϕg[YgUa`h`V`Y]Vh`X]Y`<Y]nÒ`dfY]gYbhk]W`i b[`Y]b`k]W\h][Yg
 H\Ya`U`ZØf`j]Y`Y`<Ui g\U`hY`]b`<YggYb" `>`bUW\`]bX]j]Xi Y`Yb
 6YXØfZb]ggYb`i bX`Jcf`]YVYb`[]Vh`Yg`j YfgW\]YXYbY`<Y]nÒ`gc fhYbž
 XUfi bhYf`GhUbXUfXÒ`gck]Y`gW\k YZY`Ufa`Y`i bX`6]c]J Uf]UbhYbž`X]Y
 YVYbZU`g]b`6YhfUW\h[Ync[Yb`k YfXYb`_ÖbbYb" `I a`X]Y
 YbYf[]Y]Z]n]YbHY`Bi hni b[`ni`ZØfXYfb`i bX`X]Y`?cghYb`]a` ; f]Z]ni
 \UVYbž`gc`hYb`X]Y`J YfVfUi W\Yf`k Y]hYf\]b`Ui Za`Yf_gUa`V`Y]VYb
 i bX`g]W\`[i h`VYfUhYb`UggYbž`gc`X]Y`9a`dZY`\`i b[Yb`j cb`XYghUh]g"

8YhU]`g	
C fh	J c[Y`gVYf[_fY]gž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "bYk`g"XY • k k k "hYWgc`b"XY • k k k "XYghUh]g"XY

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