

GhfY]_fYWX h'ZØf'@Y\ fYf. '? cbZYfYbn
J YfVchYb '[i h3°3 ']b': fUb_Zi fh'[Yd`Ubh

5a '("GYdhYa VYf'&\$&) 'Z]bXYh']b': fUb_Zi fh'Y]bY'?cbZYfYbn
ni a 'GhfY]_fYWX hj YfVYUa hYhYf'@Y\ fYf'ghUh''5ba Y`Xi b[Yb
`Ui ZYb"



8; 6!< Ui g': fUb_Zi fhž'8Yi hgWX`UbX`!`K Ug`k Uf`XUg`XUa U`g`ZØf
Y]b`5i ZFY[Yf`J cf'[YbUi`nY`b`& \ fYb '[]b[Yb`X]Y`VYUa hYhYb
@Y\ f_fÄZHY`]b`< YggYb`Ui Z`X]Y`6Uff`_UXYb`i bX`gYhnhYb`a]h`Y]bYa
GhfY]_Y]b`ghUf`Yg`NY]WX Yb`[Y[YbØVYf`XYf`Dc`]h`_`< Yi hYž`Ua`%*`
& b]`&\$&) ž`Yf]bbYfh`X]Y` ; Yk Yf_gWX UZi`9fn]Y\ i b[`i bX
K]ggYbgWX UZi`Ub`X]YgYb`\]ghcf]gWX Yb`A ca Yb`h`i bX`\ Uh`Ub`Ägg`]WX
XYg`& \ fYghU[Yg`Y]bY`]bhYfYggUb`hY`?cbZYfYbn`Ub[Y_ØbX][h`i` bhYf
XYa`H]hY` J YfVchYb`[i h3°3`k]fX`Ua`8cbbYfghU[ž`XYa` ("
GYdhYa VYf'&\$&) ž`j cb`%\$`V]g`%*`i` \ f`]a`8; 6!< Ui g': fUb_Zi fh'ØVYf
XUg`GhfY]_fYWX hj YfVYUa hYhYf'@Y\ f_fÄZHY`X]g`_i h]Yfh`'8]Y
9]b`UXi b[`XUni`]gh`VYfY]hg`j YfgWX]W`h`k cfXYbž`i bX`Yg`k]fX
Y]bXf]b[`]WX`ni`Y]bYf`fY[Ya`HY`]bU`a Y`Ui Z[Yfi ZYbž`XUa`]hj]Y`Y
?c`Y[]bbYb`i bX`?c`Y[Yb`Ub`X]YgYa`k]WX h[Yb`5i ghUi gWX

hY]\UVYb"

8cW\X]Y`fYW\h`W\Yb`F U\ a YbVYX]b[i b[Yb`ZØf`XUg`GhfY]_Yb`U`g
j YfVYUa hYhYf`@Y\ fYf`\UVYb`g]W\`j]b`XYb`Y`hnhYb`š\ fYb`b]W\ h
k]f_]W\`j`YfÅbXYfh"8 Ug`GhfY]_j YfVch`ZØf`@Y\ fYf`a`]h
6YUa hYbghUhi gž`XUg`Xi fW\`Y]b`l fhY]`XYg`9i fcdÀ]gW\Yb
; Yf]W\ hg\c Zg`ZØf`A YbgW\Yb fYW\hY`f9; A F Ł`VYghÀh[h`k`i`fXYž`V`Y]Vh
Ui ZfYW\h"8]YgYg`l`fhY]`ghY`h`_`Ufž`XUgg`XUg`J YfVch`Y[]h]a`]ghi bX
X]Y`j`Yf\`]a` dcgYX`; Y`XVi » Yb`ZØf`i`bYf`Ui`VhYg`GhfY]_Yb
j`Yf\`À`hb]ga` À»][`k`UfYb"9]b`6Y]gd]Y`]gh`X]Y`@Y\ fYf]b`?`Yfgh]b
K]Yb`f`Ub`_ž`X]Y`ZØf`X]Y`HY]`b`U\ a` Y`Ub`Y]b`Ya` `K`UfbghfY]_`]a` š\ f
&\$-\$`-`VYghfUZh`k`i`fXYž`hfc`h`X`Yf`HUhgUW\Yž`XUgg`g]Y`X]Y`J`Yf`h`f`Y`hi`b`[
cf[Ub]g]Yf`h`\`U`h`h`ž`i`a` `l`b`h`Y`ff]W\`hg`Ui`gZÀ`Y`ni` `j`Yfa` Y]X]Yb"
:]b`Ub`n]Y`Y`Ghf`UZ`Y`b`]b`<`Ò`Y`j`cb`%\$`\$`V]g`'`\$\$`9i`fc`g]b`X`X`U`V`Y]
_Y]b`Y`GY`h`Y`b`\`Y]h"

F YW\ h`]W\ Y` ; fi bX`U[Y`XYg`GhfY]_j YfVch`g

@Ui`h`XYa` `6i`b`XYg]`YfZUggi`b[`g[`Yf]W\`hž`XUg`g`W\`cb`&\$%,`Y`b`hg`W\`]Y`Xž
XUgg`X]Y`g`Y`6`Y`g`W\`f`Å`b`_i`b[`Yb`j`YfZUggi`b[`g[`Ya`À»`g]b`Xž`\`UVYb
6YUa`hY`Y]b`Y`VY`gc`b`XY`f`Y`H`f`Y`i`Y`d`Z]W\`h`[`Y[`Yb`Ø`V`Y`f`X`Y`a` `G`h`U`U`h`"
8]Y`g`Y`DZ]W\`h`g`c`f[`h`X`U`Z`Ø`f`ž`X`U`g`g`]Y`]b`?`f]g`Y`b`n`Y]h`Y`b`ni`j`Y`f`Å`gg][
g]Y]b`a`Ø`gg`Y`b"8`U`g`G`h`f`Y]_j`Y`f`V`c`h]g`h`X`Y`a`b`U`W\`Y]b`?`Y`f`b`V`Y`g`h`U`b`X`h`Y]`
X`Y`g`6`Y`f`i`Z`g`V`Y`U`a`h`Y`b`h`i`a`g`i`b`X`k`]f`X`U`g`Z]b`X`U`a`Y`b`h`U`Y`g
G`h`f`i`_`h`i`f`d`f]b`n]d`U`b[`Y`g`Y`\`Y`b`ž`X`U`g`]a` `5`f`h]_Y`'`'`'`5`V`g`U`h`n`)'`X`Y`g
;`fi`b`X[`Y`g`Y`h`n`Y`g`j`Y`f`U`b`_Y`f`h]g`h"8`U`V`Y]`g`d]Y`h`Y`g`_Y]b`Y`F`c`Y`ž`c`V`X]Y
6YUa`h`Y`b`\`c`\`Y]h]W\`Y`5i`Z[`U`V`Y`b`U`i`g`Ø`V`Y`b`c`X`Y`f`b]W\`h/
Y`b`hg`W\`Y]X`Y`b`X`]g`h`U`Y]b`X`Y`f`6YUa`h`Y`b`gh`U`h`i`g"

8]Y`f`Y`W\`h]W\`Y`b` ;`fi`b`X`U[`Y`b`g]b`X`U`g`c`_`U`f.`6YUa`h`Y`ž`Y]b`g`W\`]Y`»`]W\`
j`Y`f`V`Y`U`a`h`Y`h`Y`f`@Y\`f`Y`f`ž`X`Ø`f`Z`Y`b`]b`8`Y`i`hg`W\`U`b`X`b]W\`h`g`h`f`Y]_Y`b"5i`W\`
k`Y`b`b`X`U`g`G`h`f`Y]_f`Y`W\`h]b`U`b`X`Y`f`Y`b`@`Å`b`X`Y`f`b`U`b`X`Y`f`g`[`Y`f`Y[`Y`h]g`hž
g]Y\`h`X]Y`X`Y`i`hg`W\`Y`F`Y`W\`h`g`d`f`Y`W\`i`b[`]b`X`Y`b`H`f`Y`i`Y`d`Z]W\`h`Y`b`X`Y`f`
6YUa`h`Y`b`Y]b`Y`b`U`i`g`f`Y]W\`Y`b`X`Y`b` ;`fi`b`X`ZØf`X]Y`g`Y`g`J`Y`f`V`c`h"8]Y`
=h`Y`f`Y`g`g`Y`b`j`Y`f`h`f`Y`h`i`b[`X`Y`f`6YUa`h`Y`b`]g`h`Y`X`c`W\`[`Y`k`À`\`f`Y]g`h`Y`hž
X`Y`b`b`g]Y`_`Ò`b`b`Y`b`g]W\`[`Y`k`Y`f`_g`W\`U`Z`h]W\`c`f[`U`b]g]Y`f`Y`b`i`b`X`\`f`Y
5b`]Y[`Y`b`U`i`Z`U`b`X`Y`f`Y`b`K`Y[`Y`b`U`b`X]Y`2`Z`Z`Y`b`h]W\`_Y]h`V`f]b[`Y`b"K`Y`f`
U`g`@Y\`f`Y`f`]b`<`Y`g`g`Y`b`U`f`V`Y]h`Y`b`a`Ò`W\`h`Y`i`b`X`U`i`Z`Y]b`G`h`f`Y]_f`Y`W\`h`

K Yfh`Y[hž`gc`hY`ØVYf`Y[Ybž`cV`Y]bY`5bghY`i b[`U`g`5b[YghY`hYf
 b]W`h`X]Y`VYggYfY`K U\`k`ÅfY"

8]Y`[Yd`UbhY`?cbZYfYbn` JYfVchYb`[i h3°3 `k]fX`b]W`h`bi`f`Y]bY
 <ca`a`U[Y`Ub`XYb`GhfY`_]`cb`j`cf`nY`b`>U\`fYbž`gcbXYfb`Ui`W`Y]bY
 A`Ö[`]W`_Y]h`V]YhYbž`ØVYf`XYb`U`hi`Y`Y`b`GhUbX`XYf`8]b[Y`i`bX
 ni`_ØbZh][Y`9bhk`]W`_i`b[Yb`]a`6YfY]W`X`Yf`F`Y`W`h`Y`i`bX`DZ]W`h`Y`b
 j`cb`@Y`fYfb`ni`X]g`_i`h]YfYb`"8Yf`J`YfUbghU`hi`b[gcfh]a`8;`6!<Ui`g
 :`fUb`_Z]`fh]`Yfgdf]W`h`Y]bYb`Y`V\`UZhYb`5i`ghUi`gW`ž`XYb`g]W`
 b]Ya`UbX`Ybh[Y`Y`b`Y`UggYb`gc`hY"

5`gcž`k`Ybb`G]Y`&hYfYggY`Ub`X]YgYf`H`Y`a`Uh]`_`UVYb`i`bX`g]W`
 U`h]j`ZØf`X]Y`F`Y`W`h`Y`j`cb`@Y`f`_f`ÅZhYb`Y]bgYhnYb`a`ÖW`h`Ybž`a`Yf`_Yb
 G]Y`g]W`X`Yb`(`"GYdhYa`VYf`j`cf`<]Yf`g]bX`U`Y`b`Øh][Yb
 &Zcfa`Uh]cbYb`Ui`ZY]bYb`6`]W`_.

8Uhi`a	I` \fnY]h	C`fh	H]hY`
\$(`"GYdhYa`VYf` &\$&)	%.`\$.`\$\$` `%*`.\$`\$` I` \f`	8;`6!<Ui`g :`fUb`_Z]`fh	J`YfVchYb [i`h3°3`

&hYfYgg]YfhY`gc`hYb`g]W`X]Y`:`Y`Y[Yb`Y]h`b]W`h`Ybh[Y`Y`b`Y`UggYbž
 i`a`]b`XYb`8]U`c[`ØVYf`X]Y`6YX]b[i`b[Yb`ZØf`@Y`f`_f`ÅZhY`i`bX`XUg
 GhfY`_fY`W`h`Y]bni`hUi`W`Yb`"6`Y]VYb`G]Y`XfUbž`k`Ybb`Y`g`i`a`6`]Xi`b[
 i`bX`X]Y`F`Y`W`h`Y`XYf`@Y`f`YbXYb`[Y`h`XU`Y]Y[h`k`Ug`Ub`°

8YhU]`g	
C`fh	8;`6!<Ui`g`:`fUb`_Z]`fhž`8Yi`hgW`_UbX`
E`i`Y`Y`b	<ul style="list-style-type: none"> • k`k`k` "[`Yk`!\`YggYb`"XY` • k`k`k` "hU[`YggW`Ui`"XY` • k`k`k` "XVV`"XY`

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