

K]_Y`ZcfXYfhY`X]Y`5Z8`Ui`Z`X]Y`J`Yf`OZZYbh]W]i`b[`XYf`9]bghi`Z`b[`ni`Yfa`O[`]W]Yb`i`bX`VYnY]W]bYhY`X]Y`:`cfXYfi`b[`XYf`5Z8`ž`X]Y`9]bghi`Z`b[`ni`j`Yf`OZZYbh]W]Yb`ž`U`g`a`]bXYghYbg`dc`]h]gW]gW]ncd`fYb`"5Z8!`fU_h]cbgW]YZ`<`Ubg!`7`f]ghcd`6YfbXh]g]Y`h`X]Y`9]bghi`Z`b[`]b[`Y[`Yb`U`g`Y]bYb`a`Ugg]j`Yb`9]b[`f]Z]b`XYb`dc`]h]gW]Yb`K`YhVYk`YfV`i`bX`ZcfXYfhY]bY`OZZYbh]W]Y`8]g_i`gg]cb`ni`X]YgYa`H\Ya`U"

F`Y`W]h`]W]Y`5i`gY]bUbXYfgYhni`b[`]i`bX`? ?`cbgYei`YbnYb`

8]Y`5Z8`Uf[`i`a`Ybh]Yfhž`XUgg`X]Y`9]bghi`Z`b[`]X]Z]Ua`]YfYbX`gY]i`bX`ØVYfd`fØZh`k`YfXYb`a`ØggY`"i`b`_`Uf`V`Y]Vhž`cV`XYf`DUfhY]j`cfghUbX`Ua`8`cbbYfghU[`UVYbX`ZØf`Y]bYb`6YgW]i`gg`ni`f`J`Yf`OZZYbh]W]i`b[`ni`gUa`a`Yb`_`ca`a`h`8]Y`<`cW]ghi`Z`b[`]XYf`5Z8`U`g`fYW]hgYI`hfYa`k`i`fXY`k`À`fYbX`XYf`5a`hgnY]hj`cb`K`]_`Yg`J`cf[`Àb[`Yf]b`?`Uhf]b`@Ub[`Y`fGD8`Łj`cf[`Ybca`a`Yb`ž`X]Y`XUfUi`Z`]b`XYb`XUa`U`][`Yb`J`YfZUggi`b[`ggW]i`hnW]YZ`Ybh]Y`»`ž`k`Y]`Yf`g]Y`ni`gd`À`h`ØVYf`X]Y`9]bghi`Z`b[`]bZcfa`]YfhY`"8]YgY`]bhYfbYb`GhfY]h][`_`Y]hYb`hfi`[`Yb`ni`@Ub[`Yg`F`ØW`hf]hh`VY]"

Ni`g`À`hn`]W]ni`f`fYW]h`]W]Yb`5i`gY]bUbXYfgYhni`b[`]U`h`XYf`J`YfZUggi`b[`ggW]i`hn`Y]bY`Gh]`U`hYni`gU[`Y`UV[`Y[`YVYb`"6]g`ni`Y]bYf`[`Yf]W]h`]W]Yb`9bhgW]Y]Xi`b[`]k`]fX`X]Y`5Z8`j`cfØVYf[`Y`YbX`b]W]h`a`Y`f`OZZYbh]W]U`g`[`Yg]W]Yfh`fYW]hgYI`hfYa`]gh]gW]VYnY]W]bYhž`gc`bXYfb`YX][`]W]U`g`J`YfXUW]hgZU`"Y`ZØ`f`h`8]YgY`9bhgW]Y]Xi`b[`]k`i`fXY`[`Yhfc`ZYb`ž`i`a`X]Y`[`fUj`]YfYbXYb`:`c`[`Yb`Y]bYf`gc`W]Yb`9]bghi`Z`b[`]ZØf`X]Y`DUfhY]`Ui`gni`gYhnYb"

<`]b`hYf[`fØbXY`ni`f`9]bghi`Zi`b[`]XYf`5Z8`

8]Y`fYW]h`]W]Yb`5i`gY]bUbXYfgYhni`b[`]Yb`i`a`X]Y`9]bghi`Z`b[`]XYf`5Z8`g]bX`b]W]h`bYi`"6YfY]hg]a`U`b`i`Uf`&\$&%[`UV`Yg`Y]bY`À`b`]W]Y`Gh]`U`hYni`gU[`Y`XYg`J`YfZUggi`b[`ggW]i`hnYg`"8]Y`5Z8`U`h[`Y[`Yb`X]Y`9]bghi`Z`b[`]U`g`YI`hfYa`]gh]gW]VYfY]hg`↑`f]gh]gW]Y`GW]f]hY`i`bhYfbca`a`Yb`"8Ug`;`Yf]W]h]b`?`Ø`b`k`]fX`XUVY]`X]Y`Yb`hgW]Y]XYbXY`F`c`Y`gd]Y`Yb`ž`XU`Yg`VYfY]hg`&\$&&`X]Y`ZfØ`YfY`9]bghi`Z`b[`]XYf`5Z8`

U`g`J`YfXUW`hgZU``Z0f`fYW`hYbg`Yf_`ÀfhY``8`Yf`;`fi`bX`Z0f`X]Y
 9]bghi`Z`b[`XYf`5Z8`U`g`YI`hfYa`]gh]gW`Y`Y[`h]b`XYf`X]Y
 A`YbgW`Ybk`0fXY`a`]ggUW`hYbXYbž`YI`hfYa`]gh]gW`Yb`DfÀ[`i`b[`XYf`
 ;`YgUa`hdUfhY`ž`X]Y`j`cb`Y]bYa`b]W`h`0ZYb`h]W`Yb`;`i`hUW`hYb`j`cb
 0VYf`%`\$\$\$`GY]hYb`VYgh`h][`hY`k`i`fXY"

8]YgY`U`fY`Ub[`Y`Df0Z`b[`Z0`fhY`XUni`ž`XUgg`X]Y`5Z8`gY]h`&`\$`&`%`U`g`
 fYW`hgYI`hfYa`]gh]gW`Yf`J`YfXUW`hgZU```[`h``8]Y`6Yf]W`hY`XYg`
 6i`bXYgUa`hYg`Z0f`J`YfZUggi`b[`ggW`i`hn`f6Z]`i`bX`XYf`
 J`YfZUggi`b[`ggW`i`hn`VY`0fXYb`XYf`@`AbXYf`Xc`_i`a`Ybh]YfYb`X]Y`
 6YghfYVi`b[`Yb`[`Y[`Yb`X]Y`XYa`c`_fUh]gW`Y`;`fi`bXcfXbi`b[`"
 F`YW`hgYI`hfYa`]ga`i`g`k`]fX`XUVY]`U`g`X`Yc`c[`]Y`XYZ]b]Yfhž`X]Y`
 A`YbgW`Ybk`Yfh`bUW`9h`b]Yž`B`Uh]cb`cXYf`F`UggY`VYa`]gghi`bX`
 XYa`c`_fUh]gW`Y`K`YfhY`a`]ggUW`hYh``8]Y`5Z8`VYk`Y[`h]g]W`]b`Y]bYa`
 GdUbbi`b[`gZY`X`j`cb`dUfhY]]b`hYfb`Yb`i`bX`dUfhY]i`bUV`Àb[`][`Yb`
 fYW`hgYI`hfYa`]gh]gW`Yb`Ghf0a`i`b[`Yb`ž`k`Ug`]b`XYb`
 J`YfZUggi`b[`ggW`i`hn`VYf]W`hYb`XYi`h]W`k`]fX"

8]Y`U`_hi`Y`Yb`9b`hk`]W`_i`b[`Yb`VY]`XYf`5Z8`UggYb`b]W`h`bi`f`fU[`Yb`
 ni`f`dc`]h]gW`Yb`5i`gf]W`hi`b[`XYf`DUfhY]`Ui`Z`_ca`a`Yb`ž`gcbXYfb`
 k`YfZYb`Ui`W`Y]b`@]W`h`Ui`Z`X]Y`XmbUa`]gW`Y`6Yn]Y`i`b[`nk`]gW`Yb`
 YI`hfYa`]gh]gW`Yb`6YghfYVi`b[`Yb`i`bX`XYf`XYi`hgW`Yb`Dc`]h]_`
]bg[`YgUa`h``8]Yg`nY][`h]g]W`VYgcbXYfg`]b`XYf`XUa`]hj`YfVi`bXYbYb`
 dc`]h]gW`Yb`i`bX`[`YgY`gW`UZh]W`Yb`?`cb`hfcj`YfgY`i`a`X]Y`
 fYW`hgYI`hfYa`Yb`HYbXYbnYb`]bbYf`U`V`XYf`DUfhY]ž`X]Y`]a`a`Yf`
 \YfUi`gZcfXYfbXYf`Z0f`X]Y`XYa`c`_fUh]gW`Y`;`fi`bXcfXbi`b[`k`]fX"

8YhU]`g	
C`fh	6Yf`]bž`8Yi`hgW`U`bX
E`i`Y`Yb	<ul style="list-style-type: none"> • k k k "fVV&("XY • k k k "hU[YggW Ui "XY • k k k "VdV"XY

6Ygi`W`Yb`G]Y`i`bg`Ui`Z`a`Y]b!VYf`]b`bYh