

;]Y»Yb'; c`XYb'8fU[cbg'j cf
GWX`ØggY`gd]Y`'[Y[Yb'6]VYfUWX`6YUj Yfg°

8]Y'6]VYfUWX`6YUj Yfg`Ya dZUb[Yb'Ua '&%"† b]'&\$&) `X]Y
;]Y»Yb'; c`XYb'8fU[cbg']a `GhUX]cb'6]VYfUWX`9]b
YbhgWX]XYbXYg'8i Y`°



K]`Y`a !@Y[Yf!GhfU»Yž', , (\$\$`6]VYfUWX`Ub`XYf`F]» ž
8Yi hgWX`UbX`!5a `GUa ghU[ž`XYa '&%"† b]'&\$&) žhfYZZYb`X]Y
;]Y»Yb'; c`XYb'8fU[cbg']a `FU`a Yb`XYf'; Yfa Ub': cchVU`@YU[i Y
&`Ui ZX]Y'6]VYfUWX`6YUj Yfg`8]Y`DUfh]Y`k]fX`i a`%*. \$\$`I`f`ja
`Y]a]gWX`Yb`GhUX]cb`XYf`6YUj Yfgž`XYf`K]`Y`a !@Y[Yf!GhfU»Yž
Ub[YdZ]ZZYb`"B UWX`Y]bYf`_bUddYb`B]YXYf`U[Y`[Y[Yb`X]Y
5`VYfg`Ui gYb`7fi gUXYfgž`k c`XUg`HYUa`Ui g;]Y»Yb`a]h`&%' (
XYb`?ØfnYfYb`nc[ž`g]bX`X]Y; c`XYb'8fU[cbg'[YZcfXYfhž`]\fY
: Y`Yf`ni`UbU`mg]YfYb`i bX`g]WX`U`g`9]b`Y]h`ni`VYk Y]gYb`
8YZYbg]j Y`7ccfX]bUhc`f: `cf]Ub`@]g_c`g]Y`h`nk Uf`X]Y: cfhgWX`f]hhY
XYf`A UbbgWX`Užh`]gh`UVYf`ni [`Y]WX`_f]h]gWX`[Y[Yb`ØVYf`XYb
]bX]j]Xi Y`Yb: Y`Yfb`]b`XYf`nk Y]hYb`< A`žhY`XYg`YhnhYb`Gd]Y`g"

8]Y'6YUj Yfgž'X]Y'U'g'5i ZghY][Yf'Ui g'XYf'F Y[]cbU`][U']b'X]Y'@[U
_Ua Ybž'UVYb'g]W\U'g'i bUb[YbY\ a Yf'; Y[bYf'dfÀgYbh]Yfh"BUW
Y]bYa 'ghUf_Yb'GhUfh'a]h'Y]bYa 'G]Y[' [Y[Yb'X]Y'K]YgVUXYb
D\Ubhca g'i bX'Y]bYa ' _UfYb'9fZc`['ØVYf'X]Y'BØfbVYf['F Ua g'Ua
+"`ž b]`&\$&) ž'UVYb'g]Y']b'XYf'V]g\Yf][Yb'GU]gcb'Y]bY'6]'Ubn'j cb
nk Y]G]Y[Yb'i bX'Y]bYa 'J Yf'i gh'Ui g'XfY]'Gd]Y`Yb"Hfcm'Y]bYf
B]YXYf'U[Y[Y[Yb'X]Y'F Y[YbgVi f['D\cYb]I 'XØfZYb'g]Y`YXcW
b]W\hi bhYfgW\Àhnh'k YfXYbž'ni a U`]\fY'; YgUa hV]'Ubn'[Y[Yb'X]Y
8fU[cbg'j cfhY]'UZh']gh'G]Y'ZØ\fYb'a]h'&!\$']b'XYf'<]ghcf]Y'XYf
X]fY_hYb'8i Y`Y"'9]b'6`]W_Ui ZXYb'Gd]Y`d`Ub'nY][hž'XUgg'X]Y
6YUj Yfg'V]g\Yf'bi f'Y]ba U`ni '<Ui gY'[Y[Yb';]Y»Yb'[Yk]bbYb
_cbbhYbž'k À\fYbX'g]Y'Ui W\]\fYb`YhnhYb'5i Zhf]hh'VY]'XYb'8fU[cbg
a]h'Y]bYa 'G]Y['VYYbXYhYb"

8]Y'< YfUi gZc fXYfi b['ZØf'X]Y'8fU[cbg

: Øf';]Y»Yb']gh'Yg'Yb'hgW\Y]XYbXž'XUgg'g]Y'Ui g'XYb': Y\`Yfb'XYg
'Øb[ghYb'5i ZY]bUbXYfhfYZZYbg`YfbYb'i bX'g]W\`bYi 'gUa a Y'b"" K]f
a ØggYb'_c'bnYbhf]Yfh'i bX'ZY\`YfZfY]'gd]Y`Yb ž'gc'@]g_c"'9]b'G]Y[']b
6]VYfUW\`_ØbbhY'XYf'GW\`ØggY`ni 'Y]bYa 'dcg]hj Yb'GU]gcbj Yf'Ui Z
gY]b'i bX'XUg'GY'Vghj Yfhf'Ui Yb'XYg'HYUa g'Yf\YV`]W\`gh'Àf_Yb"'8]Y
8fU[cbg'a ØggYb'j cf'U`Ya 'X]Y'9fZU\fi b[Yb'j cb'E i UfhYfVUW_
A]W\UY`J Ub8Yf]dY]'b'XYb'; f]ZZVY_ca a Ybž'XYf'XUg'Gd]Y`XYf
6YUj Yfg`Y]hYh'i bX'VYfY]hg:]b'X]YgYf'GU]gcb'VYk]YgYb`\Uhž'XUgg'Yf
YXYfnY]h'Y]bYb'Hi fbUfci bX'\YfVY]ZØ\fYb'_Ubb"

8 Ug'GhUX]cb'6]VYfUW ž'a]h'D`Uhn'ZØf') "\$\$\$`Ni gW\Ui Yfž'j Yfgdf]W\h
Y]bY'gdUbbYbXY'5ha cgd\ÀfY'ZØf'X]YgY'6Y[Y[bi b["'Gdcfh]W\
ghY\h'ZØf'X]Y';]Y»Yb'; c`XYb'8fU[cbg'j]Y`Ui ZXYa 'Gd]Y`. '9]b
YfbYi hYf': Y\`hf]hh'_ØbbhY'X]Y'GhfUhY[]Y'XYf'A Ub'bgW\UZh']b'XYf
_ca a YbXYb'NY]h'a U» [YV`]W\`VYY]bZi ggYb"'A]h'XYb
9f]bbYfi b[Yb'Ub'X]Y`YhnhY'6Y[Y[bi b['i bX'XYb'[YgUa a Y'hYb
9fZU\fi b[Yb'\UVYb'X]Y'8fU[cbg'X]Y'7\UbW\ž'g]W\`ni
fY\UV]`h]YfYb"'8]Y'5_h]cb'XYg'HYUa g'k]fX'Ua 'GUa ghU['[YbUi 'ja
6`]W_[Y\U'hYb"

8 Yf'6`]W_Ui Z'X]Y'HUVY`Y

HYUa	G]Y[Y	B]YXYf`U[Yb
6]VYfUW`6YUj Yfg	&	%
;]Y»Yb` ; c`XYb 8fU[cbg	%	&

K Å\fybX`X]Y`GU]gcb`k Y]hYf\]b`gdUbbYbX`j Yf`Åi Zž`V`Y]Vhni
 \cZYbž`XUgg`X]Y` ;]Y»Yb` ; c`XYb`8fU[cbg`X]Y`f]W`h][Y`@Y]ghi b[
 UV`]YZfb`i bX`a]h`Y]bYa` k Y]hYfYb`G]Y[`ja` ; YdÅW`ni fØW`_Y\fyb
 _ØbbYb`"9]b`6`]W`_Ui Z`X]Y`j cfUb[Y[Ub[YbYb
 5i gY]bUbXYfgYhni b[Yb`gc`hY`\]YfZØf`[YbØ[YbX`5bgdcfb`[YVYb"
 8Ybb`gW`]Y»`]W`nÅ\`h`b`XYf`@[U`b]W`h`bi f`XUg`9f[YVb]gž
 gcbXYfb`Ui W`X]Y`9bhk]W`_i b[`U`g`HYUa "`8Yf`?Ua dZ[Y]gh`XYf
 8fU[cbg`k]fX`Ua`GUa`ghU[`Ui Z`X]Y`DfcVY`[YghY`hži bX`X]Y` : Ubg
 XØfZYb`g]W`_Ui ZY]b`Ui ZFY[YbXYg`8i Y`ZFYi Yb"

: Øf`k Y]hYfY` ðZcfa Uh]cbYb`ØVYf`X]Y`6Y[Y[bi b[`i bX`X]Y`_Ui ZYbXY
 GU]gcb`k YfZYb`G]Y`Y]bYb`6`]W`_]b`X]Y`8YhU]`g`VY]`5a Yf]WUb
 : cchVU``cXYf`VY]a`Cbg]XY_]W`"Ni XYa`g]bX`X]Y`Gd]Y`d`ÅbY`XYf
 @[U`Ui Z:][\h]b[: Ufa Yfg`Y]bgY\`VUfž`i a`_Y]bY`6Y[Y[bi b[
 a Y\`f`ni`j YfdUggYb"

8YhU]`g	
C fh	K]\Y`a`!@Y[Yf!GhfU»Yž` , , (\$\$`6]VYfUW`_Ub XYf`F]»ž`8Yi hgW`_UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "Ua Yf]WUb!ZcchVU``"WŁa • k k k "cbg]XY_]W`"XY • Z][\h]b[!ZUfa Yfg"XY

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