

GdUbbYbXY'8i Y`Y']a '6fUbXYbVi f[`][U!
:]YVYf. 'K Yf`c`h`XYb`G]Y[3

9f`YVYb`G]Y`X]Y`gdUbbYbXYb`6Y[Y[bi b[Yb`XYg`&- "
Gd]Y`hU[g`XYf`6fUbXYbVi f[`][Už'a]h`U`hi Y`Yb`H]ddg`i bX
9f[YVb]ggYb`Ui g`CfUb]YbVi f["



CfUb]YbVi f[ž'8Yi hgW`UbX`!`5a`'%("' ħ b]'&\$&) `k]fX`Yg`]b`XYf
6fUbXYbVi f[`][U`k]YXYf`gdUbbYbXž`XYb`b`XYf`&- "'Gd]Y`hU[`ghY`h
Ui Z`XYa`Dfc[fUa`a`"DUhf]W`_`F]W`hYf`\`Uh`Z0f`i bg`X]Y`DUfh]Yb`i bhYf
X]Y`@`dY`[Ybca`a`Yb`i`bX`Y]b][Y`]bhYfYggUbhY`H]ddg`UV[Y[YVYb`"
8]Y`Gd]Y`Y`ghUfhYb`i`a`'%)`.\$`\$`i`\fž`i`bX`X]Y`:`Ubg`_`0bbYb`g]W`Ui`Z
dUW`_`YbXY`8i`Y`Y`ZfYi`Yb`"Gc`VYf]W`hYh`:
I D5`0VYf`X]Y`Yfk`UfhYhYb
6Y[Y[bi b[Ybž`X]Y`Z0f`Y]b][Y`HYUa`g`j`cb`Yb`hgW`Y]XYbXYf
6YXYi`hi`b[`g]bX"

6YgcbXYfg]a`:`c`_i`g`ghY`Yb`X]Y`Gd]Y`Y`j`cb`GW`0bY]W`Y`i`bX
C`Vi`f["'K`Ä`\fYbX`GW`0bY]W`Y`ž`Ui`g[Y`ghUhhY`h`a`]h`Y]b`Ya`ghUf`_`Yb
@`Ui`Z]b`XYf`F`0W`_`fi`bXYž]a`"Y`hnhYb`<`Y]a`gd]Y`[Y[Yb`DfYi`»`Yb
fH]dd.`&.`%`k`Ubhf]hž`a`0W`hY`C`Vi`f[`][Y[Yb`?`c`ghYfZY`XY`fYVYbZU`g

H]dd. ' &.%ŁYVYbZU`g'g]Y[fY]W`gY]bž'i a `XUg'H]hY`fYbbYb'gdUbbYbX
ni ` \U`hYb"8 Ug'<]bgd]Y`YbXYhY'i bYbhgW`]YXYbž'i bX`CVi f[`]gh'gY]h
Z0bZGd]Y`Yb'i b[YgW`U[Yb' `XU`_0bbhY`Y]b`YW`hYf`@YW_YfV]ggYb
Ui ZX]Y': Ubg'k UfhYb°

8]Y `8 fUa Uh]_ `XYg`5Vgh]Y[g_Ua dZg

⊕`Y]bYf`UbXYfYb`9W_Y`XYf`HUVY`Y`_Åa dZYb`HYUa g'k]Y`6YfbUi
i bX`DYhYfg\U[Yb'i a `XYb`?`UggYbYf\U`h"6YfbUi `Ya dZÅb[h
5`h0XYfgXcfZF]H]dd. %.%Łž'k Å\fybX`DYhYfg\U[Yb'[Y[Yb': cfhi bU
Ubhf]hh'fH]dd. %.%Ł"6Y]XY`A UbbgW`UZhYb`\UVYb`]b`XYf`0b[ghYb
JYf[Ub[Yb\Y]h'a]h'bY[Uh]j Yb`GYf]Yb'ni ` _Åa dZYbž'i bX`XU\Yf'k]fX
Yg`Z0f'g]Y`i a gc'k]W`h][Yfž'Di b_hY`ni`gUa a Y`b"

⊕`XYf`Nk]gW`YbnY]h`\Uh`X]Y': J`Dfyi ggYb`9VYfgk U`XY`[Y[Yb`GJ
; f0b!K Y]» `5\fybgyZ`XY`a]h`Y]bYa ` _bUddYb' .) `j Yf`cfYb"Ni j cf
[UV`Yg`Y]b`gdUbbYbXYg'<]b'i bX`<Yfž'k cVY]j]Y`Y`HcfY`Z]Y`Yb'i bX
9VYfgk U`XY`Ui ZD`Um'g]YVYb`j YfV`Y]Vh"5\fybgyZ`XY`\]b[Y[Yb
_0bbhY`g]W`a]h`Y]bYa `Di b_h]a `YmhYb`Gd]Y`bcW`D`Um`XfY]
g]W`Yfbž'k]Y`X]Y`A Åf_]gW`Y`5` `[Ya Y]bY`VYf]W`hYh"

HcfZYgh]j U`g`i bX` \]ghcf]gW`Y`Gd]Y`Y

8]Y`YmhYb`Gd]Y`Y`k UfYb`j cb`8fUa Uh]_ [YdfÅ[hž`XUfi bhYf`XUg
hcfFY]W`Y`A UhW`nk]gW`Yb`GJ`5`h0XYfgXcfZi bX`GJ': fUb`_cb]U
K YfbgXcfZž`XUg'a]h', .&`YbXYhY"8 UVY]`Yfn]Y`hY`XYf`Gd]Y`Yf
A Y\`a Yh`Hi bUmY]bYb`VYa Yf`_Ybgk YfhYb`HfYZZYfž'k Ug`XUg
Di V`_i a `VY[Y]ghYfhY"7YXf]WA Uh\mg`j ca `GJ`K YfXYfUbYf': 7`k Uf
YVYbZU`g`]b`HcdZcfa ž`XcW`gY]bY`A UbbgW`UZh`_cbbhY`[Y[Yb`XYb
GJ`6`Ui !K Y]gg`DYhYfg\U[Yb`b]W`h`di b_hYb`i bX`j Yf`cf`a]h`\$.` ž'k]Y
X]Y`?]W_Yf`VYf]W`hYh"

8]Y`GdUbbi b[`V`Y]Vh`V]g`ni f`YmhYb`A]bi hY`Yf\U`hYbž`XYbb`Y]b][Y
A UbbgW`UZhYb`k YfXYb`U`Yg`[YVYbž'i a `]b`XYf`@[U`ni `V`Y]VYb
cXYf`i a `XYb`5i Zgh]Y[`ni ` _Åa dZYb"GY]X`VYfY]h`Z0f`Y]bYb
Ui ZfY[YbXYb`Gd]Y`hU[ž`XYf`X]Y`K Y]W`Yb`Z0f`X]Y`_ca a YbXYb
K cW`Yb`ghY`Yb`k]fX°

8YhU]`g	
C fh	C fUb]YbVi f[ž8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "Zi dU"bYh • k k k "a Un!cb`]bY"XY • k k k "_]W_Yf"XY

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