

7G8 '6YfbUi . '* \$\$: Y]YfbXY 'hfc hnYb fYWX hgYI hfYa Ya 'DfchYgh°

5a '%&" ' & \$ &) 'nc['XYf'7G8 ']b'6YfbUi 'a]h'*\$ \$ \$
HY]'bY\`a YbXYb'Zf]YX`]WX `Xi fWX `X]Y `GhUXhž'hfc hn`Y]bYf'_'Y]bYb
; Y[YbXYa cbghfUh]cb"



6YfbUi 'VY]'6Yf`]bž'8Yi hgWX `UbX`!'5a '%&" ' & \$ &) 'ZUbX`XYf
7\]ghcd\Yf`GhfYYh'8 Umif7G8Ł']b'6YfbUi `ghUhhž'i bX`X]Y`Gh]a a i b [
_cbbh`_Ui a 'VYggYf'gY]b"l bhYf`XYa 'A chhc' Ei YYf`V`Y]Vh`\]Yf
[]b[Yb`Yhk U`* \$ \$ `A YbgWX Yb`Xi fWX `X]Y `GhUXh' `Y]b`Vi bhYg
GdY_hU_Y`ž`XUg`hfc hn`XYg`fY[bYf]gWX Yb`K YhhYfg`j]Y`Y`HY]'bY\`a Yf
Ubnc[" < i bXYfhY `k Y]hYfY `A YbgWX Yb`nY`YVf]YfhYb`X]Y`ei YYfY
J]Y`ZU`h`Ui WX `]b`UbXYfYb`Gh`AXhYb`6fUbXYbVi f[gž`k]Y`6UX`6Y`n][ž
@ W_Ybk U`XY`i bX`BYi fi dd]b`'8]Y`Dc`]nY]ž`X]Y`a]h`ghUf`_Yb`? f`ÄZhYb
df`ÄgYb`h`k Uf`ž`ghY`h`Y`g]WX Yf`ž`XUgg`VY]XY`5i ZnØ[Y`]b`6YfbUi
Zf]YX`]WX `j Yf`]YZYb`"9g`[UV`_Y]bY`GhØfi b[Yb`ž`i bX`X]Y
Cf[Ub]gUhc`fYb`k UfYb`a]h`XYf`NU\`X`XYf`HY]'bY\`a Yf`a Y`f`U`g
ni Zf]YXYb`ž`\UhYb`g]Y`XcWX `i fgdfØb[`]WX `a]h) \$ \$ `@Yi hYb
[YfYWX bYh`fVV&(`VYf]WX hYhž`XUgg`X]Y`Vi bhY`8Ya cbghfUh]cb`a]h

GdfØWYb'k]Y' 7G8'ghUhh'5Z8' i bX' K]Y' _Ubb'a Ub'@]YVY'\UggYb
i bhYfghf]WYb'k i fXY"

8cW'Yg[UV'Ui W'Y]bY'GWUhhYbgY]hY. '9]bY'fYWghYI hfYa Y
; Y[YbXYa cbghfUh]cb'a]h'fi bX' (\$'DYfgcbYb'k i fXY'fY[]ghf]Yfh"
8]YgY'; fi ddYž'X]Y'j cb'J YfZUggi b[ggW'ØhnYfb'U'g[Yk U'hc f]Ybh]Yfh
Y]b[Yghi Zh'k]fXž'\]Y'h'Y]b'HfUbgdUfYbh'a]h'XYf'5i ZgW'f]Zh
8Yi hgW'Y'ž [YbX'j cfUb "'8]Y'Dc`nY]'Y]hYhY' [Y[Yb'nk Y]
; Y[YbXYa cbghfUbhYb'9fa]h'hi b[Yb'k Y[Yb'j YfVchYbYf'Gma Vc`]_ž
XUfi bhYf'Y]b'; ØfhY'a]h'GG!Fi bYb"'5i W'X]Y'Gma Vc`]_Ub'Y]bYf
I \f'Y]bYg'UbXYfYb'; Y[YbXYa cbghfUbhYb'ghY'h'i bhYf'J YfXUW'hž
j YfVchYb'ni 'gY]b"'Hfchn'X]YgYf'dfcj c_UbhYb'DfÅgYbn'VYf]W'hYhY
X]Y'Dc`nY]j cb'_Y]bYf'Y]'5i gY]bUbXYfgYhni b[Yb'nk]gW'Yb'XYb
VY]XYb'; fi ddYbž'k Ug'XYb'6Øf[Yfa Y]ghYf'j cb'6YfbUi ž'5bXfÅ
GhU\ž'dcg]h]j 'gh]a a Yb'_cbbhY"**B c f X _ i f] Y f ' Y f [Å b n h ž X U g g X] Y**
G]W'Yf\Y]hg_ÅZhY'dfÅj Ybh]j 'fYU[]YfhYbž'XU'VYfY]hg'ni j cf
fYWghYI hfYa Y'5i Zfi ZY'ni '5_h]cbYb'[Y[Yb'7G8'g'j YfÖZYbh]W'h
k cfXYb'k UfYb"

9]b'Zf]YX`]W'Yf'J Yf'Ui Z'hfc hn
< YfUi gZc fXYfi b[Yb

⊕'Y]bYf'NY]hž]b'XYf'ei YYfZY]bX`]W'Y'GhfUZhUhb']b'8Yi hgW'UbX
Y]bYb'U'Ufa]YfYbXYb'5bgh]Y['j YfnY]W'bYb' 'U'Y]b'ja 'ž\ f' &\$&
[UV'Yg'%+',) : Å'Y'j cb', VYf[f]ZYb'i bX'6YXfc\i b[Yb'[Y[YbØVYf
@G6H€ †!A YbgW'Ybž'k Ug'Y]bYa '5bgh]Y['j cb'Yhk U') \$'DfcnYbh]a
J Yf['Y]W'ni a 'J cf'U'f'Ybhgd f]W'h' 'k Uf'XYf'Zf]YX`]W'Y'J Yf'Ui Z'XYf
7G8!9j Ybhg'i a gc'VYa Yf_Ybgk YfhYf"**HU[YggW'Ui 'VYf]W'hYhž**
XUgg'X]Y'\Åi Z[ghYb'GhfUZhUhb']b'X]YgYa '?cbhYI h'6Y'Y]X][i b[Ybž
; Yk U'h'hUhb'i bX'J c`_gj Yf\Yhni b[Yb'k UfYb"

⊕'5bVYhfUW'h'XYf'G]W'Yf\Y]hg'U[Y'i bX'XYg'[Ygh]Y[YbYb
6YXfc\i b[gdchYbn]U'g']gh'XYf'Zf]YX`]W'Y'J Yf'Ui Z'XYg'7G8']b
6YfbUi 'Y]b'@]W'hV`]W'_ZØf'X]Y'ei YYfY'7ca a i b]hm"8Yb'bcW'nY][Yb
X]Y'U_hi Y''Yb'9fY][b]ggYž'XUgg'Yg'k Y]hYf\]b'Y]bYg'YbhgW'cggYbYb
9b[U[Ya Ybhg[Y[Yb'ei YYfZY]bX`]W'Y'9]bghY''i b[Yb'i bX'; Yk U'h
VYXUfZ"8]Y': cfXYfi b['j cb'⊕bYba]b]ghYf]b'BUbWm': UYgYf'bUW
Y]bYf'_cbgYei YbhYb'J YfZc`[i b['X]YgYf'HUhb'VY'_ca a h]b'X]YgYa

?cbhYI h'Y]bY`VYgcbXYfY`6YXYi hi b["'8]Y'; f0bXi b['Y]bYg
 5fVY]hg_fY]gYg'ni f'6Y_Åa dZi b[`ca cd\cVYf'i bX
 hfUbgZY]bX`]WXYf'; Yk U`h]a` j Yf[Ub[YbYb`đ\`f'gck]Y`X]Y
 9a dZY\`i b[Yb`ni f`J YfVYggYfi b[`XYf`G]WXYf\Y]h`Z0f`ei YYfY
 A YbgWXYb`g]bX`GWF]hhY`]b`X]Y`f]W]h][Y`F]W]hi b["'8cW`XYf`K Y[
 V`Y]Vh`Ub["'`đ`6YfbUi`k`i fXY`Y]b`NY]WXYb`[YgYhnh` `Y]b`NY]WXYb
 Z0f`F Yg]`]Ybn`i bX`Ni gUa`a Yb\U`h]b`XYf`J]Y`ZU`h"

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

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