: 75 'ZØ`h'XUg'GhUX]cb. 'K]Y'5i [gVi f['F 6
@Y]dn]['\YfUi gZcfXYfh°

: 7'5i [gVi f['Ya dZAb[h'Ua '(%("\$&"&\$&) 'F 6 '@Y]dn][']'b'XYf
6i bXYg`][U"6Y]XY'HYUa g'ghY\Yb'j cf'Y]bYf'']bhYbg]] Yb
<YfUi gZcfXYfi b["

5i [gVi f[ž'8Yi hgW\`UbX'!'5a '(" : YVfi Uf'&\$&) 'k]fX'XYf': 7
5i [gVi f['XYb '&"'6i bXYg`][U!Gd]Y'hU['YfØZbYb"'a 'Y][YbYb
GhUX]cb'Ya dZUb[Yb'g]Y'XYb'HUVY`Ybj]YfhYb'F 6 '@Y]dn]["
5i [gVi f[']'gh[i h]'b': cfa 'i bX'_Ubb'Ui ZY]bY'GYf]Y'j cb'ZØbZ
i b[YgW\`U[ YbYb'DUfh]Yb'ni fØW\_V']W\_Yb"' : 75!7cUW\`Xgg'H\cfi d
nY][h'g]W\`cdh[a ]gh]gW\`i bX'['Ui Vhž'XUgg'gY]b'HYUa 'X]Y'7\UbW\`
\Uhž'Y]b'Hcd!)!HYUa 'ni 'gW\`U[ Yb"'`b'XYf'F ØW_fi bXYb!HUVY`Y
VY`Y[h'5i [gVi f['a]h'UW'h'Di b_hYb'Ui g'j]Yf'DUfh]Yb'XYb'Xf]hhYb
D`Uhnž'\]bhYf'Gd]mYb'fY]hYfb': 7'6UmYfb'A ØbW\Yb'i bX'6UmYf'\$(
@Yj Yf_i gYb"

8]Y'DUfh]Y'k]fX'Ua ' : fY]hU['i a '&\$"' \$'i \f'Ub[YdZ]ZYb"'5`YfX]b[g
ØbbhY'Y]bY'?fUb\Y]hgk Y`Y'X]Y'GhUfhY'Z'XYg': 75
VYY]bhfÅW\h][Yb"'Hfchn'F ØW_YbgW\`a YfnYb'k ]fX'5Vk Y\`fW\YZ
XZfYm; ci k Y'YYi k 'j cfUi gg]W\`h]W\`gd]Y'Yb"

F 6 '@Y]dn]['i bhYf'8fi W_

F 6 '@Y]dn]['\Uh'Øb[gh'Y]bY'BY[Uh] gYf]Y'j cb'j]Yf'g]Y[`cgYb
6i bXYg`][U!Gd]Y'Yb'ØVYfk i bXYbž']bXYa 'g]Y' [Y[Yb'XYb': 7'Gh"
DUi ']'[Yk]bbYb'_cbbhYb"'8YbbcW\`]'gh'X]Y'5i gk ÅfhgV]'Ubn'XYg
HYUa g'U'Ufa]YfYbXž'XYbb'g]Y'\UVYb'bi f'Y]bYg'XYf'YmnhYb'nY\`b
Gd]Y'Y'Ui Z'ZfYa XYa 'D`Uhn'[ Yk cbbYb"'HfU]bYf'A UfW\`FcgY
Yfk UfhYhY]b']bhYbg]] Yg'i bX'\YfUi gZcfXYfbXYg'Gd]Y`[Y[Yb
5i [gVi f["'9f'VYgW\`fY]Vh'XUg'\_ca a YbXY'A UhW\`U'g'Y]bYb'YW\`hYb

DfØZghY]b`ZØf`gY]bY`A`UbbgWÅUZh`

A`j`h`XYa`5i`gZU`XYg`c`ZYbg]j`Yb`Gd]Y`Yfg`5b`hcb]c`Bi`gUž`XYf`g]WÅ
Ua`?b]Y`j`Yf`Yhnh`Uhi`bX`V]g`9b`XY`A`Åfn`ZY`hž`a`i`gg`@Y]dn][`bi`b
Ui`ZY]b`k`]WÅh][`Yg`Z`»`VU`Yf]gWÅYg`9`Ya`Ybh`j`Yfn]WÅhYb`7`f]ghcd`
6Ui`a`[`Uf`hbYf`\_`ØbbhY`Ub[`Yg]WÅhg`X]YgYf`@ØW`Y`Y]bY
YbhgWÅY]XYbXY`F`c`Y`gd]Y`Yb`8]Y`dYf`gcbY`Y`G]hi`Uh]cb`VY]`F`6`]gh
Ub[`Ygd`Ubbh`L`Uj`Yf`GWÅ`U[`Yfž`6Yb`Ua`]b`<`Ybf]WÅg`i`bX`5gg`Ub
E`i`YXf`Uc[`c`g]bX`YVYbZU`g`j`Yf`Yhnhž`i`bX`5V`k`Y`fWÅYZ`K`]]`C`fV`Ub
]gh`f`ch[`Ygd`Yffh`M`ggi`Z`Dci`gYb`k`]fX`nk`Uf`Ui`Z`XYf`6`Ub`\_`g]hnYbž`]gh
UVYf`bcWÅ`b]WÅh`VY]`%\$`\$`Dfc`nYb`h`

J`Yf`Yhni`b[`Yb`i`bX`XYfYb`5i`gk`]f`\_i`b[`Yb`

8]Y`U`_hi`Y`Y`GU]gcb`Uhi[`YnY][`hž`XUgg`J`Yf`Yhni`b[`Yb`Yf`YV`]WÅYb
9]bZi`gg`Ui`Z`X]Y`DYf`Zcfa`UbWÅ`XYf`J`YfY]bY`Ui`gØVYb`9]bY`5b`U`mgY
j`cb`Zi`ggVU`j`Yf`Yhni`b[`Yb`Wc`a`VY`Y[`hž`XUgg`A`i`g`_Y`j`Yf`Yhni`b[`Yb
X]Y`Åi`Z][`ghYb`5i`gZU`[`fØb`XY`XUf`ghY`Ybž`[`YZc`[`h`j`cb
9f`\_f`Ub`\_i`b[`Yb`i`bX`_Y]bYfYb`6`Yggi`fYb`6YgcbXYfg`Ui`ZÅ`][`]gh
XUg`C`VYfgWÅYb`\_Y`U`g`Ua`Åi`Z][`ghYb`j`Yf`YhnhY`?`Øfd`YfhY]`]b`XYf
6i`bXYg`][`Už`[`YZc`[`h`j`cb`?b]Y`i`bX`Gdfi`b[`[`Y`Yb`_`

8]Y`@`AbXYfgd]Y`d`Ui`gY`]gh`a`]h`Yfk`Y]Y`j`cfØVYf`i`bX`XYf`c`\_i`g`XYf
J`YfY]bY`Y[`h`k`]YXYf`Ui`Z`XYf`6i`bXYg`][`U`5i`[`gVi`f[`k`]fX`U`g
[`fi`bXU[`[`fYgg]j`Y`A`UbbgWÅUZh`VYgWÅf]YVYbž`X]Y`j`Yfgi`WÅYb`k`]fXž
@Y]dn][`i`bhYf`8fi`W`\_ni`gYhnYb`C`V`X]YgY`Ghf`UhY[`]Yb`Ui`Z`XYa`D`Uhn
Zfi`WÅhYb`k`YfXYbž`V`Y]Vhi`UVni`k`UfhYbž`XcWÅ`X]Y`Gd`Ubbi`b[`j`cf`XYa
8i`Y`_ØbbhY`\_Ui`a`[`fØ»`Yf`gY]b`8]Y`:`Ubg`XØfZYb`g]WÅ`Ui`ZY]b
gd`UbbYbXYg`A`UhWÅ`ZfYi`Yb`

:`Øf`X]Y`HY`Ua`g`]gh`Yg`YbhgWÅY]XYbXž`X]Y`U`\_hi`Y`Yb
J`Yf`Yhni`b[`gd`fc`V`Ya`Uh]`\_Yb`]b`XYb`;`f]Z`ni`VY`_ca`a`Ybž`i`a`]`fY
N]Y`Y`]b`X]YgYf`]bhYbg]j`Yb`GU]gcb`ni`YffY]WÅYb`8]Y`J`cfnY]WÅYb`ZØf
XUg`A`UhWÅ`gd`fYWÅYb`ZØf`Y]bY`Yf`Ui`gZc`fXYfbXY`6Y[`Y[`bi`b[`

8]Y`DUfh]Y`nk`]gWÅYb`5i`[`gVi`f[`i`bX`@Y]dn][`k`]fX`nk`Y]ZY`cg`X]Y
5i`Za`Yf`\_g`Ua`\_Y]h`Ui`Z`g]WÅ`n]Y`Yb`i`bX`\_ØbbhY`f]WÅhi`b[`gk`Y]gYbX
ZØf`VY]XY`A`UbbgWÅUZhYb`gY]b`

8YhU]`g	
J c fZU``	Gcbgh][Yg
I fgUWXY	?fUb_\Y]h
C fh	5i [gVi f[ž'8Yi hgW\`UbX
J Yf`YhnhY	%
E i Y``Yb	<ul style="list-style-type: none"> • k k k "dbd"XY • k k k "a Xf"XY • Zi ggVU``j Yf`Yhni b[Yb"WŁa

6Ygi WXYb`G]Y`i bg`Ui Z.`b!U["XY