

GdJ [['6UmfYi h\ . 'Gc 'ghUf_ 'ghUfhYh'XYf bYi Y '? UXYf']b 'X]Y 'GU]gcb °

8]Y 'GdJ [['6UmfYi h\ 'ghUfhYh'Ua '%*"\$*"\$&\$&) 'a]h'Y]bYa
bU\Yni '_ca d'YhhYb '? UXYf']b 'X]Y 'HfU]b]b[ggU]gcb"'HfU]bYf
@ _Ug'?`]b['nY][h'g]W\ 'ni Zf]YXYb'a]h'XYb'BYi ni [Åb[Yb'i bX
XYf'? UXYfd`Ubi b["



6UmfYi h\ ž'8Yi hgW\ `UbX '!`b'XYf': i » VU`k Y`h'hi h'g]W\ 'Y]b][Ygž
i bX'X]Y 'GdJ [['6UmfYi h\ [Y\h'a]h'Zf]gW\Ya 'K]bX']b'X]Y'bYi Y
GU]gcb"'HfU]bYf'@ _Ug'?`]b['\Uh]b'XYb'YmhYb'j]Yf'K cW\Yb'Y]b
[YgW\]W_hYg' < ÅbXW\Yb'VY]'XYf'? UXYfd`Ubi b['VYk]YgYb"'C\ bY
[fc»Y'DUi gY' 'gY`Vgh'k Å\FYbX'gY]bYg'i f`Ui Vg']b'; f]YW\Yb`UbX'
\Uh'Yf'g]W\]bhYbg]j 'a]h'XYf'Ni gUa a YbghY`i b['gY]bYg'HYUa g
VYgW\ ÅZh][h'Ni a 'HfU]b]b[gghUfh`Ubb'Yf'bi b'ZUgh'Ui ZXYb
ca d'YhhYb'? UXYf'ni f0W[fY]ZYb'i bX'nY][h'g]W\ '0VYfUi g
ni Zf]YXYb'a]h'XYb'BYi ni [Åb[Ybž'X]Y'XUg'HYUa 'j YfghÅf`_Yb.'@Ycb
6i W\Yfž'H]bc'@YbbYfh\ ž'6Yb':]gW\Yfž'@]g'?`Y]bž'@ _Ug'E i]f]bž
H\ca Ug'K]b`VUi Yf'i bX'5`YI UbXYf'GY]XY`Vf]b[Yb'Zf]gW\ Y
9bYf[]Y'i bX'E i U']hÅhYb'a]h]b'X]Y'5`hghUXhj cb'6UmfYi h\ ž'k]Y'

? i f]Yf`VYf]Wk hYh"

K]Y`g]Y\`h`XYf`b`Yi`Y`?`UXYf`XYf`GdJ [[`6UmfYi`h\`_`cb`fYh`Ui`g3`8]Y`
`ca`a`Yb`XYb`A`cb`UhY``Ö`bb`hYb`Y`bhg`Wk`Y]`XYb`X`k`Yf`XYb`"8`Yf`
j`cf`Ui`gg]`Wk`h]`Wk`Y`?`UXYf`VYghY\`h`Ui`g`Y]`b`Yf`gd`Ubb`Yb`XYb`A`]`g`Wk`i`b`[
j`cb`B`Yi`ni`[`Ä`b`[`Yb`i`b`X`F`Ø`W`_`Y`f`Yf`b`ž`X]`Y`Ui`Z`j`Yf`g`Wk]`Y`XYb`Yb`
Dcg]h]cb`Yb`Y]b`[`Yg`Y`h`h`k`Yf`XYb`_`Ö`bb`Yb`"@`Ui`h`Hf`Ub`g`ZY`fa`Uf`_`h`
\`UV`Yb`X]`Y`Gd]`Y`Yf`Zc`[`Yb`XY`5`h`Yf`gg`hfi`_`hi`f`i`b`X`A`Uf`_`hk`Yf`h`Y`.

Dcg]h]cb` `!5`h`Yf` `;`Yg`Ua`ha`Uf`_`hk` `!A`Uf`_`hk`Yf`h`
Yf`h`

Hc`fk`Uf`h`	&&ž) `š\`fY`	%)`\$`HgX""`	+)`HgX""`
5V`k`Y`\`f`	&)`ž`\$`š\`fY`	(`\$\$`HgX""`)`+`HgX""`
A`]`h`Y`Z`Y`X`	&`ž&`š\`fY`	%+)`HgX""`	`)`HgX""`
G`h`i`f`a`	&(`ž(`š\`fY`	()`\$`HgX""`	*(`HgX""`

þ`g[`Yg`Ua`h`VY`hf`Ä[`h`X`Ug` `!5`h`Yf`XY`g`?`UXY`fg`&(`ž%`š\`fY`ž`a`]`h`Y]`b`Ya`
;`Yg`Ua`ha`Uf`_`hk`Yf`h`j`cb`%ž%`A`]`cb`Yb`9i`fc`i`b`X`Y]`b`Ya` `!`
A`Uf`_`hk`Yf`h`j`cb`)`*`H`U`i`g`Yb`X`9i`fc`"8]`Yg`Y`G`hfi`_`hi`f`V]`Y`h`Y`h`Y]`b`Y`
gd`Ubb`Yb`XY`;`fi`b`X`U[`Y`Z`Ø`f`X]`Y`b`Yi`Y`G`U]`g`cb`"

Hf`Ub`g`ZY`f`V]`Ub`n`i`b`X`A`Uf`_`h`g`h`f`U`h`Y`[`]`Y`b`

9]b`6`]`W`_`Ui`Z`X]`Y`Hf`Ub`g`ZY`f`V]`Ub`n`XY`f`GdJ [[`j`Y`ff`Ä`h`ž`X`Ugg`b`Yi`b`
Gd]`Y`Yf`ni`X`Ya`j`Y`f`Y]`b`[`Y`k`Y`W`g`Y`h`g]`b`X`ž`k`Ä`f`Y`b`X`n`Y`\`b`Gd]`Y`Yf`
XYb`7`i`V`j`Yf`Ugg`Yb`\`UV`Yb`i`Y]`b`Y`;`Yg`Ua`h`V]`Ub`n`j`cb`bi`ž`k`Ug`
n`Y][`h`ž`X`Ugg`X]`Y`j`Yf`U`b`h`k`c`f`h]`W`k`Yb`Y]b`[`i`h`Y`g`;`Y`gd`Ø`f`Z`Ø`f`X]`Y`
6`Y`X`Ø`f`Z`b]`gg`Y`XY`f`A`U`bb`g`W`U`Z`h`i`Y`b`h`k`]`W`_`Y`h`\`UV`Yb`"5`V`Y`f`b]`W`k`h`i`b`i`f`]`b`
6`Umf`Yi`h\`X`f`Y`\`h`g]`W`k`U`Y`g`i`a`Hf`Ub`g`ZY`fg`/`Ui`W`k`Ui`Z`[`c`V`U`Y`f`9`V`Y`b`Y`
j`Y`f`Ä`b`X`Y`f`h`g]`W`k`X]`Y`i`»`V`U`U`b`X`g`W`U`Z`h`f`U`g`U`b`h`"@`Ui`h`G`h`U`h]`g`h`U`g]`b`X`
X]`Y`5`V`Ø`g`Y`gi`a`a`Yb`]b`XY`b`Y`h`h`Y`b`š\`f`Y`b`g`h`Uf`_`Ub`[`Y`g`h]`Y`[`Y`b`ž`
k`c`V`Y]`b`i`f`k`Y`b][`Y`?`i`V`g]`b`XY`f`@`U[`Y`g]`b`X`ž`X`f`Y]`g`h`Y`][`Y`
A`]`cb`Yb`VY`hf`Ä[`Y`ni`n`U`\`Y`b`ž`k`]`Y`Y`h`k`U`D`U`f]`g`G`U]`b`h!;`Y`fa`U]`b`V`Y]`XY`f`
J`Y`f`d`Z]`W`k`h`i`b`[`j`cb`B`Y`ma`Uf`"

8]Y`6`i`b`XY`g`][`U`]`g`h`b`U`W`k`k`]`Y`j`c`f`Y]`b`Y`XY`f`g`h`Ä`f`_`g`h`Y`b`@][`Y`b`
9i`f`c`d`U`g`ž`Y`X`c`W`k`\`UV`Yb`X]`Y`?`i`V`g]`b`XY`f`G`U]`g`cb`&`\$`&(`#`&`\$`&`)
]`b`g[`Yg`Ua`h`Y]`b`Hf`Ub`g`ZY`f`XY`Z]`n]`h`j`Y`f`n`Y]`W`k`b`Y`h`6`U`m`Y`f`b`A`Ø`b`W`k`Y`b`

ZØ\fhY`X]Y`5i g[UVYb`a]h`%(- `A]``cbYb`9i fc`Ubž`i a `[Yn]Y`hgY]bY
 F Y]\Yb`ni `j Yfgh`Àf`_Yb``8]YgY`8mbUa]_`nY][h`YfbYi hž`XUgg`\c\Y
 HfUbgZYfUi g[UVYb`b]W`h`i bVYX]b[h`gdcfh`]W`Yb`9fZc`[
 [UfUbh]YfYb"

8]Y`GdJ [[`6UmfYi h\`Uh`g]W`U`gc`Y]b][Yg`j cf[Ybca`a Ybž`i bX`X]Y
 : Ub`g`XØfZYb`[YgdUbb`h`gY]bž`k]Y`g]W`X]Y`bYi `ni gUa`a Yb[YghY``hY
 A UbbgW`UZh]b`XYf`_ca`a YbXYb`GU]gcb`gW`U[Yb`k]fX``gh`XUg`XYf
 GW`ØggY`ni `Y]bYa`YfZc`[fY]W`Yb`đ\`f3`K]f`k YfXYb`gY\Yb`°

8YhU]`g	
C fh	6UmfYi h\`ž`8Yi hgW`U`bX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "_i f]Yf"XY • k k k "hfUbgZYfa Uf_h"XY • XY"ghUh]ghU"Wča

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