

C ghYfa ÀfgWXY`]b`6Yf`]b. `A YbgWXYb gYhnYb`g]WXY`ZØf` : f]YXYb`Y]b`°

⊕`6Yf`]b`i bX`6fUbXYbVi f[`Z]bXYb`Ua` `%- "\$(" &\$&)
C ghYfa ÀfgWXY`ZØf` : f]YXYb`i bX`5VfØghi b[`ghUhhž`cf[Ub]g]Yfh
j ca `BYhmk Yf_` : f]YXYbg_ccdYfUh]j Y"



A Uf]UbbYbd`Uhnž`%\$&(+`6Yf`]bž`8Yi hgWXY`UbX`!`5a` `%- "'5dfj`
&\$&) `Z]bXYb`]b`6Yf`]b`i bX`6fUbXYbVi f[`X]Y`hfUX]h]cbY`Yb
C ghYfa ÀfgWXY`ghUhhž`cf[Ub]g]Yfhj ca `BYhmk Yf_
: f]YXYbg_ccdYfUh]j Y"i bhYf`XYa `A chhc` `U`ni a` : f]YXYb` `UVYb
g]WXY`gW`Àhni b[`gk Y]gY, \$\$`V]g`- \$\$`A YbgWXYb`ni`Y]bYa
DfchYghni [`Xi fW`?`fYi nVYf[`j YfgUa a`Y`hž`XYf`Ua `A Uf]UbbYbd`Uhn
VY[]bbhi bX`YbXYh"8]Y`HY]`bY`a Yf`ZcfXYfb`Xf]b[YbX`a`Y`f
X]d`ca Uh]gWXY` : f]YXYbg]b]h]Uh]j Yb`ZØf`X]Y`i`_fU]bY`gck]Y`XYb` ; UnU!
GhfY]ZYb"⊕`Ni gUa a`Yb`Ub[`a`]h`XYb`DfchYghYb`U`h`XYf
i`_fU]b]gWXY`J`YfY]b` J`]hgWXY`VYfY]hg`Ua `A Uf]UbbYbd`Uhn`Y]bY
5`h]cb`Xi fW [YZØ`fhž`X]Y`Ui`Z`X]Y` ; YZU`fYb`Y]bYg
K`UZYbgh]`ghUbXg`Y]bk Y]gh"

8Yf?UfgUa ghU[[]h'U'g'<Ui dhU_h]cbghU['XYf'C ghYfa ÅfgWXY]b
8Yi hgW\`UbX"K]Y`XUg`BYhmk Yf_: f]YXYbg_ccdYfUhj] Y'a]hhY]'hž
g]bX'a Y\`fYfY`hUi gYbX`A YbgWXYb`XYi hgW\`UbXk Y]h'Ub`XYb
C ghYfa ÅfgWXYb`VYhY'] [h`8]Y`NU\`Yb`]Y [Yb`Ui Z`XYa `B]j YUi `XYg
J cf`U\`fYgž`k cVY]`ØVYf`%\$`\$\$`\$`HY]`bY\`a Yf`ZØf` : f]YXYb`i`bX
5VfØghi b [`XYa`cbghf]YfYb`"Ni`XYb` [fØ» hYb`A ÅfgWXYb` [Y\`ÖfYb
X]Y`]b`6Yf`]b`a]h`Yhk`U` ") \$\$`HY]`bY\`a Yfbž`Ghi hh [Ufh`a]h`WU"
&"\$\$`\$ž`6fYa`Yb`a]h`fi`bX`%"\$\$`\$ž`?`Ö`b`a]h`+\$`\$`i`bX`A`ØbWXYb`a`]h
) \$\$`HY]`bY\`a`Yfb`"

J]Y`ZU`h`XYf`Dfc`hY`ghU`_h]`c`b`Y`b`

8]Y`C`ghYfa`ÅfgWXY`f]W`hYb`g]W`]b`X]YgYa``U\`f`b]W`h`bi`f`Ui`Z`X]Y
I`_fU]bYž`gcbXYfb`Ui`W`Ui`Z`XYb`?`cbZ]_`h`nk`]gWXYb``g`fUY`i`bX
<Ua`Ug`" , VYf`%`%\$`J`YfUbg`hU`hi`b [Yb`g]bX`Vi`bXYgk`Y]h [Yd`Ubhž
XUfi`bhYf`8Ya`cbghfUh]cbYbž`?`i`bX [YVi`b [Yb`gck`]Y` : U\`ffUXhc`i`fYb
i`bX`A`U\`bk`UWXYb`"8]Y`YfghYb`5_h]cbYb`ZUbXYb`VYfY]hg`]b`GhÅXhYb
k]Y`K`c`ZgVi`f [ž`A`U]bn`i`bX`8i`]gVi`f [`ghUhhž`k`c`Y]b`XfY]hÅ [] [Yf
C`ghYfa`UfgW\`F`Y]b`!F`i` \`f [YghUfhYh`]gh`"

8 Ug`X]Yg`Å\`f [Y`A`chc`?`f]Y [Y`ghc`ddYb` : f]YXYb`i`bX`5VfØghi`b [`Y`hnh`gd]Y [Y`h`X]Y`nYbhfU`Yb`H\`Ya`Yb`k`]XYfž`X]Y`nU\`fY]WXY
8Ya`cbghfUbhYb`Ub`gd`fYWXYb`"8Yf` : c`_i`g`Y [h`Ui`Z`XYf` : cfXYfi`b [`bUW`Y]bYa`Ghcd`XYf [Yd`UbhYb`5i`ZfØghi`b [`]b`8Yi`hgW\`UbX`gck`]Y
XYf`6Y`YbX] [i`b [`XYg`fi`gg]gWXYb`5b [f]Zg`Ui`Z`X]Y`I`_fU]bY`"8]Y
 : f]YXYbgVYk`Y [i`b [`ZcfXYfh`ni`XYa`X]Y`5VgW`UZZ`b [`j`cb
5hca`k`UZZYb`i`bX`f]W`hYh`g]W`Ub`X]Y`bYi`Y`F`Y []Yfi`b [ž`i`a
 : f]YXYbgZÅ\] [_Y]h`Y]bni`ZcfXYfb`"

C`V`k`c`\`X]Y`HY]`bY\`a`YfnU\`Yb`]b`XYb`Y`hnhYb`U\`fYb`a`Y]gh`ja
b]YXf [Yb`j`]YfghY` [Yb`6YfY]W\`U [Ybž`nY] [Yb`X]Y`GW`Å`hni`b [Yb`]b
X]YgYa``U\`f`Y]bYb`Y]W`hYb`5bgh]Y ["8]Y [YbUi`Y`HY]`bY\`a`YfnU\`
V`Y]Vh`Y`XcW`gW`k`Yf`UVni`gW`Å`hni`b`Dfca`]bYb`hY`Dc`]h`_Yfž
XUfi`bhYf`6i`bXYg`_Ubn`Yf`C`UZ`GW`c`n`i`bX`J]nY`_Ubn`Yf`F`cVYfh
<UVYW`ž`VYhcbYb`X]Y`I`bhYfghØ`hni`b [`XYf`I`_fU]bY`ZØf`Y]bYb
 [YfYW`hYb` : f]YXYb`"5i`»`Yba`]b]ghYf]b`5bbU`YbU`6UYfVc`W`k`Ufbh
ni`XYa`j`cf`XYb` : c` [Yb`Y]bYf`i`bni`fY]WXYbXYb`K`UZZYb`Y]ZYfi`b [`Ub
X]Y`I`_fU]bY`"

8]Y`C ghYfa ÅfgWXY`g]bX`Y]bY`Ub[Å\`f][Y`HfUX]h]cbž`X]Y`gY]h`XYb
 %- * \$Yf`đ\`fYb`XYnYbhfU`cf[Ub]g]Yfh`k]fX``đ`XYb`, \$Yf`đ\`fYb
 \UhhY`X]Y`f]YXYbgVYk Y[i b[`XYb`[f0» hYb`Ni`Ui`Z`k Å\`fYbX`XYg
 ?U`hYb`?`f]Y[Yg``8Ug`BYhmk Yf`_`f]YXYbg_ccdYfUh]j Y`j YfXYi h]W`hž
 XUgg`X]Y`X]YgÅ\`f][Yb`A ÅfgWXY`gck c`\`\]ghcf]gW`U`g`Ui W`U`hi Y`
 Y]bYb`k]W`h][Yb`D`Uhn`a` ÒZZYbh]W`Yb`8]g_i fg`Y]bbY\`a` Yb`

B YVYb`XYb`nYbhfU`Yb`A ÅfgWXYb`]b`6Yf`]b`g]bX`Ui W`k`Y]hYfY
 5_h]cbYb`]b`GhÅXhYb`k]Y`6fUbXYbVi f[`Ub`XYf`<Uj Y`ž`GhfUi`gVYf[ž
 : fUb`Z`fh`fC`XYfł`i bX`GW`k Ufn\`Y]XY`[Yd`Ubh`Gc`W`Y`DfchYgh
 i bhYfghfY]W`Yb`X]Y`8f]b[`]W`_Y]hi bX`X]Y`J]Y`ZU`h`XYf`5b`Y[Ybž`X]Y
 X]Y`HY]`bY\`a` Yf`Ub`X]Y`²`ZZYbh]W`_Y]h`Vf]b[Yb`a` ÒW`hYb``8UVY]
 k]fX`XYi h]W`ž`XUgg`X]Y` : cfXYfi b[`bUW` : f]YXYb`]b`Y]bYf`j`cb
 ?cbZ`_hYb`[YdfÅ[hYb`K`Y`hj`cb`j]Y`Yb`A`YbgW`Yb`Ui`hghUf`_
 i bhYfghØhnh`k]fX`

8YhU]`g	
J`c`f`ZU``	DfchYgh
C`f`h	A`Uf]UbbYbd`Uhnž`%\$&(+`6Yf`^]bž`8Yi`hgW`U`b`X
E`i`Y``Yb	<ul style="list-style-type: none"> • k k k "fVV&("XY • k k k "a Yf_i f"XY • k k k "nXZ"XY

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