

8 Yi hgW\`UbX`]a`@chhc!F Ui gW\`%&\$
A]``]cbYb`9i fc`^UW_dch`[Y_bUW_h`

8 Yf`9i fc`^UW_dch`gcf[h`z0f`@chhc!:]YVYf`]b`8 Yi hgW\`UbX.
FY_cfX[Yk]bb`j cb`%&\$`A]``]cbYb`9i fc`]b`6UXYb!
K 0fhYa VYf[`[Y_bUW_h`



6UXYb!K 0fhYa VYf[ž`8 Yi hgW\`UbX`!`8 Yi hgW\`UbX`Yf`YVh
XYfnY]h`Y]b`Ybcfa Yg`@chhc!:]YVYfž`Ui g[Y`0gh`Xi fW\`X]Y
VYY]bXfi W_YbXY`9i fc`^UW_dch!N]Y\i b[] ca`-`"A U]`&\$&` "'5b
X]YgYa`HU[`k i fXY`Y]b`FY_cfX[Yk]bb`j cb`%&\$`A]``]cbYb`9i fc
Yfn]Y`hž`XYf`XUg`@UbX`]b`Y]bYb`5i gbU\`a Yni ghUbX`j YfgYhnhY``8 Yf
^UW_dch`k i fXY`j cb`Y]bYa`H]ddYf`cXYf`Y]bYf`H]dd[Ya Y]bgW\`UZh
Ui g`6UXYb!K 0fhYa VYf[`[Y_bUW_hž`k Ug`ni`Y]bYf`K Y``Y`j cb
6Y[Y]ghYfi b[`i bhYf`XYb`Gd]Y`Yfb`z0\fhY``8]Y`; Yk]bbnU\`Yb
`Ui hYhYb`%ž) ž`&+ž` *ž`('`i bX`X]Y`9i fc`nU\`Yb`k UfYb`)`i bX`-``8]Yg
ghY`h`XYb`\0W`ghYb`; Yk]bb`]b`XYf`; YgW\`W`hY`XYg`9i fc`^UW_dchg
]b`8 Yi hgW\`UbX`XUfž`XYf`XYb`j cf\Yf][Yb`FY_cfX`j cb`-`\$`A]``]cbYb
9i fc`Ui g`XYa`C`_hcVYf`&\$%`k Y]h`0VYfhf]Zzh"

8cW`b]W`h`bi`f`XYf`[`fc`»`Y`;`Yk`]bb`VYY]bXfi`W`hY`X]Y`Gd]Y`Yf`"9]b`
k`Y]hYfYf`H]ddYf`Ui`g`B]YXYfgUW`gYb`Xi`fZHY`g]W`ØVYf`Y]bY`ghc`nY`
Gi`a`a`Y`j`cb`("`,`(*`&`*`ž`\$`9i`fc`]b`XYf`Gd]Y`_`UggY`&`ZFYi`Yb`"
Ni`XYa`[`UV`Yg`nU`fY]W`Y`k`Y]hYfY`;`Yk`]bbYf`Ui`g`B`cfk`Y[`Ybž`
9gh`UbXž:`]bb`UbX`i`bX`XYf`G`ck`U`_Y]ž`X]Y`YVYbZU`g`g`c`Y`6Yhf`A[`Y`
[`Yk`]bbYb`_`cbbhYb`" `č`8Yi`hgW`UbX`UVYb`nk`Ò`ZH]ddYf`Ui`g`
j`YfgW`]YXYbYb`6i`bXYg`ÀbXYfbž`XUfi`bhYf`6UXYb!K`ØfhYa`VYf[`ž`
6UmYfbž`B]YXYfgUW`gYbž`B`cfXf`Y]b!K`YghZU`Yb`i`bX`GUW`gYbž`
^k`Y]g`%`,`,"`)\$*`ž`\$`9i`fc`[`Yk`cbbYbž`hf`ch`bi`f`ZØbZf]W`h][`
[`Yh]ddhYf`NU`Yb`"8]YgY`J]Y`ZU`h`Ub`;`Yk`]bbYb`hf`À[`h`ni`f`[`fc`»`Yb`
5hfU`_hj`]h`h`XYg`9i`fc`UW`d`ch`g`VY]i`bX`ghY][`Yfh`X]Y`J`cfZFYi`XY`Ui`Z`
^XY`_ca`a`YbXY`N]Y`i`b["`

5_hi`Y`Y`9i`fc`UW`d`ch!GhUh]gh]_Yb`

K`J]X]Y`D`UhhZcfa`9i`fc!`UW`d`ch`b`Yh`VYf]W`hYhž`k`i`fXYb`]a`_`U`f`
&`\$`&)`VYfY]hg`ZØbZ`UW`d`ch`[`Y`_b`UW`h`6]g`ni`a`_`U`hi`Y`Y`b`8`Uhi`a`ž`
XYa`%`,`"A`U]&`\$`&)`ž`[`UV`Yg`]bg[`YgUa`h`,`)`%`N]Y`i`b[`Ybž`k`cVY]`]b`
X]YgYa`_`U`f`VYfY]hg`;`Yk`]bbY`j`cb`]bg[`YgUa`h`"\$`-`-`,`"`,`&`9i`fc`
Yfn]Y`h`k`i`fXYb`"8]Y`_`Ai`Z][`ghYb`<`Ui`dmU`Ybž`X]Y`]b`XYb`
N]Y`i`b[`Yb`j`cf`_ca`a`Ybž`g]bX`Zc`[`YbXY`.

NU`_` @YhnhY`N]Y`i`b[` HU[`Y`gY]h` 5bnU`_`XYf`
`YhnhYf`N]Y`i`b[` N]Y`i`b[`Yb`

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%%\$	&,"\$&"&\$&)	+ -	&&
- -	%"\$)"&\$&))	%

8]Y`VY`]YVhYghYb`9i`fc`nU`Yb`g]bX`YVYbZU`g`gd`UbbYbX`"5_hi`Y`
nY][`h`g]W`ž`XUgg`X]Y`_`Ai`Z][`ghYb`?`ca`V]bUh]cbYb`Y]b`[`Y]W`a`À`][`Yg`
J`Yf`_`h`b]g`nk`]gW`Yb`[`YfUXYb`i`bX`i`b[`YfUXYb`NU`Yb`Ui`Zk`Y]gYb`"
6Y]`XYb`9i`fc`nU`Yb`UVYb`g]W`Zc`[`YbXY`NU`Yb`Yfj`cf[`YhUb`.

NU`_` @YhnhY`N]Y`i`b[` HU[`Y`gY]h` 5bnU`_`XYf`
`YhnhYf`N]Y`i`b[` N]Y`i`b[`Yb`

%,`'	%"\$)"&\$&))	%
%,`\$	&&"\$("&\$&)	&*	+
%+)	&- "\$("&\$&)	%-)

Gd]Y`j Yf\U`hYb`i bX`; Yk]bbYf_ØbX][i b[Yb

8 Ug`Gd]Y`j Yf\U`hYb`i XYf`HY]`bY\ a Yf`nY][hž`XUgg`j b`" %i` `XYf
N]Y\i b[Yb`X]Y`?ca`V]bUh]cb`Ui`g`XfY]i b[YfUXYb`i bX`nk`Y
[YfUXYb`NU\`Yb`Ua` ` \Äi`Z][ghYb`j`cf`_ca` a`h`"6Y]`XYb`9i`fc`nU\`Yb`
`Y][h`XUg`j`Yf\`Ä`hb]g`j`cb`Y]bYf`i b[YfUXYb`i bX`Y]bYf`[YfUXYb`NU\`
]b`)`(`i` `XYf`:`Ä`Y`j`cf`"8]YgY`GhUh]gh]_Yb`[YVYb`Y]bYb
]bhYfYggU`bhYb`9]bV`]W_]b`X]Y`Gd]Y`[Yk`c\`b\`Y]hYb`i bX`X]Y
ni`ZÄ`][Yb`K`U\`a`i`ghYf`XYf`Gd]Y`Yf`"

8]Y`:`Ugn]bUh]cb`XYg`9i`fc`UW_dchg`V`Y]Vh`i b[YVfc`W`Yb`" `a` a`Yf
k`]YXYf`n]Y\`h`XUg`Gd]Y`A`j`]cbYb`j`cb`Gd]Y`Yfb`]b`gY]bYb`6Ubb`"K`]Y
X]Y`j`Yfg`W]YXYbYb`bUh]cb`U`Yb`i bX`]bhYfbUh]cb`U`Yb`; Yk`]bbYf
nY][Yb`ž`[]Vh`Yg`nU\`fY]W`Y`A`Ö[`]W`_Y]hYb`ž`VY]`X]YgYb`N]Y\i b[Yb
[fc`»`Y`6Yhf`Ä[Y`ni`[Yk`]bbYb`i bX`X]Y`Y][YbYb`@YVYbgi`a`gh`Ä`bXY
Xi`f`W`XUg;` `ØW`_XYg`Gd]Y`g`ni`j`Yf`Ä`bXYfb`"8 Ug`ghY][YbXY
`b`hYfYggY`Ub`gc`W`Yb`@`c`hYf]Yb`a`U`W`h`Ui`W`X]Y`b`Ä`W`ghYb
N]Y\i b[Yb`ni`Y]bYa`Ui`ZfY[YbXYb`9f`YVb]g`ZØf`U`Y`6YhY]`][hYb`"

: Øf`XYhU]`YfhY`b`Zc`fa`Uh]cbYb`ØVYf`X]Y`j`Yf[Ub[YbYb`N]Y\i b[Yb
i bX`GhUh]gh]_Yb`VYgi`W`Yb`G]Y`9i`fc`!`UW_dch`"bYh`cXYf`8Yf
K`YghYb`"

8YhU]`g	
J`c`f`ZU``	G`c`b`g`h][`Y`g
C`f`h	6`U`X`Y`b`!`K`Ø`f`h`Y`a`V`Y`f`[`ž`8`Y`i`h`g`W`U`b`X
E`i`Y``Y`b	<ul style="list-style-type: none"> • k`k`k`"XYfk`YghYb`"XY • k`k`k`"Yi`fc`!`UW_dch`"bYh

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