

8 mbUa c`8 fYgXYb`ZY]Yfh`ni a`> V]`Ài a
[Y[Yb`C gbUVfØW_`9]b`G]Y[`a i gg`Yf`

8 mbUa c`8 fYgXYb`ZY]Yfh`Ua`%%"5df]"&\$&) `ja`Fi Xc`Zl<UfV][!
GhUX]cb`[Y[Yb`XYb`J Z@C gbUVfØW_ž`k`À\fybX`HfU]bYf`GhUa`a
Ui`Z`GW`ØggY`gd]Y`Yf`j`Yfn]W`hYb`a`i`gg"

Fi Xc`Zl<UfV][!GhUX]cb`ž`\$%%&+`8 fYgXYb`ž`8 Yi`hgW`UbX`!`5a
%%"5df]"&\$&) `ZY]Yfh`8 mbUa c`8 fYgXYb`gY]bYb`+&"
J YfY]bg[YVi`fhghU[`a`]h`Y]bYa`gdUbbYbXYb`Gd]Y`[Y[Yb`XYb`J Z@
C gbUVfØW_`"5bghc`»`XYf`6Y[Y[bi`b[`]gh`Yi`hY`i`a`%(`I`\\f`ja
Fi Xc`Zl<UfV][!GhUX]cb`ž`k`c`ØVYf`" `\$\$\$`Ni`gW`Ui`Yf`ž`XUfi`bhYf
%%"\$`\$`\$`;`ÀghY`!:`Ubg`ž`Yfk`UfhY`h`k`YfXYb`"8`]Y`;`Ugh[YVYf`g]bX
a`ca`YbhUb`HUVY`Yb`ZØ`fYf`XYf`" `@[Ui`bX`ghfYVYb`Ub`ž`X]Y`Xf]hhY
DUfh]Y`]bbYf`U`V`j`cb`bYi`b`HU[Yb`ni`[Yk`]bbYb`"HfU]bYf`H`ca`Ug
GhUa`a`nY][`h`g]W`fYgdY`_hj`c`[Y[Yb`ØVYf`XYa`;`Y[bYf`i`bX`\\Uh
j`c`ghYg`J`YfhfUi`Yb`]b`X]Y`Gh`À`_Yb`gY]bYg`HYUa`g`"8`Yb`bc`W`a`i`gg
8 mbUa c`Ui`ZY]b][Y`@Y]ghi`b[ghf`À`[Yf`j`Yfn]W`hYb.`5bX]`<`ch]`d`U[h
g]W`a`]h`Y]bYf`C`VYfg`W`Yb`_Y`j`Yf`Y`hni`b[ž`k`À\fybX`J`]b`c`GUd]bU
i`bX`GUg`W`U`F`]g`W`Ui`Z[fi`bX`j`cb`;`Y`VgdYffYb`ZY`\\Yb`"5i`»`YfXYa
g]bX`DUi``@Y`a`Ubb`a`]h`F`ØW`Yb`dfc`V`Ya`Yb`i`bX`5`h`\\Yh]_hfU]bYf
A`Uh`h`\\Ug`;`fU`\\`À`Ui`Z[fi`bX`Y]bYf`;`Y`V!`F`ch!`GdYffY`b]W`h`ja
5i`Z[YV`ch"

; Y[bYf`J Z@C gbUVfØW_`_ca`a`h`U`g`Xf]hhVYghY`F`ØW`fi`bXYb!
A`Ubb`g`W`U`Z`h`b`U`W`8`fYgXYb`ž`\\Uh`Y`Xc`W`i`b`i`f`Y]bYb`G]Y[`Ui`g`XYb
`Y`h`h`Y`b`g`Y`W`g`DUfh]Yb`j`YfVi`W`Yb`_`Ø`b`b`Y`b`" `č`XYf`Y`h`h`Y`b
6Y[Y[bi`b[`j`Yf`c`f`C`gbUVfØW_`[Y[Yb`<`Ubg`U`F`c`ghc`W_`a`]h`\$`.%`ž`k`Ug
XUg`HYUa`Ui`Z`XYb`%)`" `HUVY`Y`b`d`U`h`n`U`V`fi`hg`W`Y`b`]Y`»`[YfUXY
Y]ba`U`n`k`Y]Di`b`_`hY`hfY`b`b`Y`b`g]Y`j`cb`Y]bYa`X]fY`_`hYb
5Vgh]Y[gd`U`h`n`" `HfU]bYf`A`Uf`W`c`5`b`h`k`Y`f`d`Y`b`\\Uh`XUg`HYUa`gY]h`i`A`]h`Y
8`Y`n`Ya`VYf`g`h`UV]`]g]Yfh`ž`Xc`W`X]Y`U`_`hi`Y`Y`Y`;`c`fa`[`]V`h`5`b`U`gg`ni

Gcf[Yb"

8]Y`U_hi Y`Y`HUVY`Yb`U[Y

8]Y`HUVY`YbZØ\fi b[j`c b`8 mbUa`c`8 fYgXYb`]b`XYf` "'@[U`]gh
Y]bXfi W_gj c`"'G]Y`\UVYb`]b`X]YgYf`GU]gcb`V]g`Yhnh" &`Gd]Y`Y
UVgc`j]Yfhž`%+`XUj`c b`[Yk`c b bYbž`i bX`ghY`Yb`a`]h`*`\$`Di`b_hYb`Ub
XYf`Gd]hnY`" ð`f`VYa`Yf`_Ybgk`YfhYf`HfYbX`nY][`hž`XUgg`8 fYgXYb`]b
XYb`Y`hnhYb`g]YVYb`Gd]Y`Yb`_Y]b`Y]bn][`Yg`j`Yf`c`fYb`\Uh`<`]Yf`X]Y
U_hi`Y`Y`Hcd`)

D`Uhm` A`Ubbg`Gd]Y`Y`G]Y[`Y`I`bYb`hg`B]YXYf`Hcfj`Yf`Di`b_hY
W`UZh` W`]YXY`U[`Yb` \`À`hb]g
b

%	8 mbUa c`8 fYg XYb	' &	%+	-	*	*%.')	*\$
&	5fa`]b] U`6]Y`Y ZY`X	' &	%*	,	,)%.' ()*	
'	9bYf[] Y`7`c`hh Vi`g	' &	%*	+	-)) . (\$))	
(GUUfVf ØW`_Yb	' &	%)	%%\$	+	(*.' ())	
)	ð[c`gh UXh	' &	%'	%%	,	*' .) %) \$	

8]Y` "'@[Už]b`XYf`X]YgY`VY]XYb`HYUa`g`Ub`hfY`hYbž`i`a`ZUggh
]bg[YgUa`h`&\$`A`Ubbg`W`UZh`Yb`i`bX`[]`h`U`g`k`]W`h][`Y`D`Uhh`Zc`fa`ZØf
HU`Yb`hY`]a`XYi`hg`W`Yb`i`i`»`VU`""`5i`W`X]Y`U_hi`Y`Yb`HfYb`Xg`]b`XYf
@[U`g]bX`]b`hY`fY`gg`Ub`h`K`À`fYb`X`8`mbUa`c`Y]bY`VYY]bXfi`W`_Yb`XY
GYf]Y`j`c`fni`k`Y]gYb`\Uhž`\Uh`XYf`GU`b`X`U`i`gYb`]b`XYb`Y`hnhYb`b`Yi`b
Gd]Y`Yb`_Y]b`Gd]Y`[`Yk`c`b`b`Yb`"8]Y`b`À`W`ghY`<`Yf`Ui`g`Zc`f`XYfi`b[`ZØf
VY]XY`A`Ubbg`W`UZh`Yb`ghY`h`bi`b`X]fY`_`h`j`c`f`XYf`HØf"

ðg[YgUa`h`]gh`XUg`\Yi`h][`Y`Gd]Y`Y]b`k`Y[`k`Y]gYb`XYg`8i`Y`ZØf`X]Y
GU]gcb`i`bX`V]Y`hY`h`g`ck`c`\`ZØf`8`mbUa`c`8`fYg`XYb`U`g`Ui`W`ZØf`XYb

J Z@C gbUVfØW_l j]Y`Ui Z'XYa 'Gd]Y`"8]Y'DUfh]Y'j Yfgdf]W\h
GdUbbi b['i bX'_ÖbbhY`Y]b][Y`YbhgW\Y]XYbXY'Di b_hY`]b`XYf
HUVY`Y`Vf]b[Yb"

8YhU]`g	
J c fZU``	Gdcfh
C fh	Fi Xc`Z<UfV][!GhUX]cbž \$%%&+ `8 fYgXYbž 8 Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none">• k k k "gUYW\ g]gW\ Y"XY• XY"gc VVW fghUhg&(+ "Wĉ a

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