

? cVY'6fmUbhg'8YVØh!Hf]_ch'ZØf'+
A]``]cbYb'8c``Uf'j YfghY][Yfh' 'FY_cfX°

9]b'?cVY'6fmUbh'Hf]_ch'k i fXY'ZØf'+ 'A]``]cbYb'8c``Uf
j YfghY][Yfh"9]b'FY_cfXj Yf_Ui Z'ZØf'@U_Yfg!A Ya cfUV']U'Ui g
gY]bYf'8YVØhgU]gcb"



BYk 'Mcf_ž'i G5 '!5a '(&)"'5df]'&\$&)'k i fXY'Y]b''Y[YbXÄfYg'B 65!
Hf]_chj cb'?cVY'6fmUbh]b'BYk 'Mcf_'ZØf'fi bX'g]YVYb'A]``]cbYb
8c``Uf'j YfghY][Yfh"8]YgYg'Hf]_ch[Y\Øfhini '6fmUbhg'8YVØhgU]gcb
]b'XYf'B 65'i bX'hfÄ[h'X]Y']_cb]gWXY'Bi a a Yf', 'XYf'@cg'5b[Y'Yg
@U_Yfg"8 Ug'5i _h]cbg\Ui g'Gch\YVmg[UV'X]Y'ðZcfa Uh]cbYb'ni f
J YfghY][Yfi b['VY_Ubbhž'X]Y']b'X]Y'; YgW]W hgVØW Yf'Y]b[Y\Yb
k]fXž'XU'XYf'Yfn]Y'hY'DfY]g'Y]bYb'FY_cfX'ZØf'A Ya cfUV']U'XYg
j YfghcfVYbYb'6 Ug_YhVU``ghUfg'XUfghY``h"'6fmUbhž'XYf'&\$&\$'VY]
Y]bYa 'hfU[]gWYb'<i VgWfUi VYfUVghi fn'ghUfVž'\Uh'bUW'gY]bYa
HcX'Y]bY' [fc»Y': UbVUg]g'i bX'Y]bY'BUW'ZFU[Y'bUW'gY]bYb
9f]bbYfi b[gghØW_Ybž'X]Y']a a Yf'k Y]hYf'Ub\Ä'h"

8 Ug'j YfghY][YfhY'Hf]_ch'k i fXY'i fgdfØb['W'&\$%&'ZØf'%) "& (&

8c`Uf`j Yf_Ui Zh`8Yf?Ai ZYf`X]YgYf`U_hi Y`Yb`5i _h]cb`]gh`b]W\h
 VY_Ubbh[Y[YVYb`k cfXYb``8Yf`DfY]g`ØVYfhf]Zh`XYb`j cf\Yf][Yb
 FY_cfX`ZØf`6fmUbhg`g][b]YfhYg`Hf]_ch`Ui g`XYf`GU]gcb`&\$+\$!\$, ž`XUg
) ž) `A]`]cbYb`8c`Uf`Yfn]Y`hY``8]YgY`5i _h]cb`]gh`YXcW\`b]W\h`X]Y
 YfghYž`VY]`XYf`6Ug_YhVU`!Hf]_chg`ni` < ØW\ghd`fY]gYb`j Yf_Ui Zh
 k YfXYb``Ni j cf`k i fXY`Y]b`fchYg`A]W\UY`!æfXUb`!Hf]_ch`XYf
 7\]WU[c`6i`g`a]h`XYf`Bi`a`a`Yf`&` `ZØf`Yhk`U`j]Yf`A]`]cbYb`8c`Uf
 j YfghY][Yfh`

8 Ug`9fVY`j cb`? cVY`6fmUbh

6fmUbh`hfi [`XUg`[Y`VY`Hf]_ch`ni`Y]bYa`NY]hdi`b_hž`U`g`Yf`bcW\`Y]b
 ↑ b[Yf`Gd]Y`Yf`k`Uf``5b`gY]bYa`YfghYb`A`YX]Yb`hU[`gck`]Y`VY]
 gY]bYa`DfYgYUgcb`!i`bX`fY[i`ÀfYb`GU]gcb`!8YVØh`Ua` ``"Bcj`Ya`VYf
 %-`-`*`hfUh`Yf`]b`X]YgYa`Hf]_ch`Ui`Z`K`À`fYb`X`gY]bYg`8YVØhg`[Y[Yb
 X]Y`A]bbYgchU`H]a`VYfk`c`j`Yg`Yfn]Y`hY`Yf`nk`Uf`_Y]bY`Di`b_hYž`\UhhY
 YXcW\`hfch`nXYa`Y]bYb`V`Y]VYbXYb`9]bXfi`W`_\]b`hYf`UggYb`i`bX
 VYYbXYhY`gY]bY`?Uff]YfY`gd`ÀhYf`a`]h`VYY]bXfi`W`_YbXYb`ZØb`Z
 A`Y]ghYfh]hY`b`

8Yf`J`Yf_Ui`Z`XYg`F`cc_]Y`!Hf]_chg`j`cb`6fmUbh]gh`b]W\h`bi`f`Y]b
 VYXYi`hYbXYg`9fY][b]g`]b`XYf`K`Y`h`XYg`Dfc]gd`cfhgž`gcbXYfb`Ui`W\
 Y]b`k`Y]hYfYg`6Y]gd]Y`ZØf`X]Y`k`UW\gYbXY`K`YfhgW\`Àmi`b[`j`cb
 GdcfhYf]bbYfi`b[gghØW`_Yb``æ`6Yni [`Ui`Z`X]Y`hYi`YfghYb`]a`Gd]Y`
 [YhfU[YbYb`Gdcfhf]_chg`fUb[]Yfh`6fmUbhg`Hf]_ch`bi`b`Ui`Z`XYa
 j`]YfhYb`D`Uhm``<]b`hYf`XYb`FY_cfXYb`j`cb`6UVY`Fi`h\`ff`&(
 A]`]cbYb`ž`A]W\UY``æfXUbg`Hf]_ch`Ui`g`XYb`B`6`5`:`]bU`g`%-`-` ,
 ff`%\$`%`A]`]cbYb`ž`i`bX`8]Y[c`A`UfUXcbUg`Hf]_ch`j`cb`XYf`K`A``%-` ,`*
 ff`-`ž`A]`]cbYb`ž`\Uh`Yg`Y]bYb`VYa`Yf`_Ybgk`YfhYb`D`Uhm
 Y]b[Ybca`a`Yb`

A Uf`_hd`Uhn`ZØf`9f]bbYfi`b[gghØW`_Y

8YhU]`g	
J`cfZU``	Gcbgh][Yg
C`fh	BYk`Mcf`ž`l`G5
E`i`Y`Yb	<ul style="list-style-type: none"> • k k k "k YgYf!_i f]Yf"XY • k k k "Wb b"Wt a

8YhU]`g

- k k k "YVUm"Ŵa

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