

C ghYfb '&\$&) . '@]X`]'b 'XYf'? f]h]_` G]hn\ UgYb 'cXYf'G_UbXU`3

C ghYfb '&\$&) 'fØW_h'bÀ\Yf. '@]X`k]fVh'a]h' G]hn\ UgYb ž'XcW
?i bXYb'_f]h]g]YfYb'X]Y'6Y[f]Zgk U\`"'DfY]gUbgh]Y['VY]
GWc_c`UXY'Yfk UfhYh"

9`ZYbVY]b_ØghYž'K YghUZf]_U!'C ghYfb'ghY\h'j cf'XYf'HØfž'i bX`]b
XYb'Gi dYfa Äf_hYb'k YfXYb'k]YXYf'nU\`fY]WY
GWc_c`UXYbdfcXi _hY'Ub[YVchYb"'J cf'U`Ya 'X]Y'GWc_c`UXYb!
C ghYf\ UgYb'YfZYi Yb'g]W [fc» Yf'6Y'YVh\Y]h"@]X`\ Uh'gdYn]Y``]b
gY]bYf'\Ui gY][YbYb'5dd'Y]b'5b[YVch'ZØf'gc[YbUbbhY' G]hn\ UgYb
VYk cfVYbž'k Ug'ni '_cbhfcj YfgYb'8]g_i gg]cbYb'i bhYf'XYb'?i bXYb
ZØ\fhY"'J]Y'Y'Äi » YfhYb'Ui Z: UWVcc_'?f]h]_`Ub'XYf'6YnY]Wbi b[
i bX'nc[Yb'Yg'j cfž'hfUX]h]cbY`Y'C ghYf\ UgYb'VY]'K YhVYk YfVYfb
k]Y'?Ui ZUbX'ni 'Yfk YfVYb"'?i bXYb_ca a YbUfY'nY][Yb'Y]bY
`UfY'5V'Y\bi b['XYg'6Y[f]Zg' G]hn\ UgYb 'i bX'ZcfXYfb'a Y\f'`UfY
6YnY]Wbi b[Yb'ZØf'X]Y'DfcXi _hY"

@]X`fYU[]YfhY'XUfUi Z\]b'Ui Z'X]Y'bY[Uh]j Yb'Gh]a a Yb'i bX'Yf'_ÄfhYž
XUgg'X]Y'6YnY]Wbi b[' G]hn\ UgYb 'XYf'i bhYfgWY]Xi b['XYf
DfcXi _hY'X]YbY"'HfcmXYa 'VYhcbh'XUg'i bhYfbY\ a Ybž'XUgg'Yg
k Y]hYf\]b'Ui W '_`Ugg]gWY'C ghYf\ UgYb']a 'Gcfh]a Ybh'[]Vhž'i a 'XYb
i bhYfgW]YX`]WYb'J cf']YVYb'XYf'?i bXYb'FYWbi b['ni 'hfU[Yb"
8]YgY'G]hi Uh]cb'nY][hž'k]Y'gYbg]VY``J YfVfUi WYf'Ui Z
DfcXi _hVYnY]Wbi b[Yb'fYU[]YfYb'i bX'k]Y'k]W]h]['X]Y
A Uf_YbX]ZYfYbn]Yfi b['ja 'K YhVYk YfV']gh"

DfY]gghY][Yfi b[Yb'i bX'XYfYb': c`[Yb

K Ä\fybX'X]Y'8YVUhhY'i a 'X]Y'6YnY]Wbi b['XYf
GWc_c`UXYb\ UgYb'Ub\Ä'hž'gcf[h'Y]b'k Y]hYfYg'H\Ya U'ZØf

J YfÅf[Yfi b['i bhYf'XYb 'J YfVfUi WXYfb. 'X]Y 'DfY]gUbgh]Y[Y'ZØf'C ghYf!
 GWc_c`UXYbdfcXi _hY`ja `\f`&\$&) "'8]Y'DfY]gY`UVYb`g]W`ja
 J Yf[`Y]W`ni `XYb 'J cf`U`fYb`XYi h]W`Yf\Ø\hž`k Ug`j YfgW`]YXYbY
 GcW]U`!A YX]U!Bi hnYf`j cf`U`Ya `Ui Z`H]_Hc`_`f]h]gW`_ca a Ybh]YfYb"
 5 [fUfØ_c`c []b`?Yfgh]b`K YVYf`j ca `K K : `8Yi hgW`UbX`Yf_`Àfhž
 XUgg`X]Y'DfY]gYf\Ø\i b[Yb`i a `Yhk U`' \$`DfcnYbh]a `J Yf[`Y]W`ni a
 J cf`U`f`ni `Yfk UfhYb`g]bX"

9]b`6`]W`_Ui Z`X]Y`U`hi Y`Yb`?U`UcdfY]gY`nY][h`XYb` ; fi bX`ZØf`X]YgY
 9f\Ø\i b[Yb`"8]Y'DfY]gY`g]bX`j cb`*"(\$`\$`8c`Uf`dfc`HcbbY`ja
 GYdhYa VYf`&\$&(`Ui Z`bU`Yni `%"\$`\$`\$`8c`Uf`[Ygh]Y[Yb`"8]YgY
 9bhk]W`_i b[`]gh`Ui Z`a Y`fYfY` : U`hc`fYb`ni fØW`ni ZØ`fYbž`k]Y`Yhk U
 j YfXcfVYbY`9fbhYbž` ; Yk U`h]b`XYb`DfcXi _h]cbg`ÅbXYfb`i bX
 YI hfYa Y`K YhhYfYfY][b]ggY`]b`XYf`9`ZYbVY]b_Øgh`i bX` ; \UbU"
 ðgVYgcbXYfY`d`fcXi _h]cbghYW`b]gW`Y`<YfUi gZc`fXYfi b[Yb
 _ØbbhYb`X]Y`J YfZØ[VUf`_Y]hi bX`XUa `]h`Ui W`X]Y'DfY]gY`j cb
 GWc_c`UXY`Yf\YV`]W`VYY]bZi ggYb"

5_hi Y`Y`Y`DfY]gY`ja ` , VYfV`]W_

DfcXi _h	DfY]g	Gi dYfa Uf_h
A cgYf`F`ch\`G]hn\UgY) \$`[ž`NUfhV]hhYf	&ž-`'9i`fc	5`X]
: YffYfc`?`]bXYf 6i Ybc`9]Yf` , \$`[	&ž`-`'9i`fc	5`X]
: Uj`cf]bU`C`ghYfbYgh a`]h`<c`\Z][i`fYb`&\$`\$` [	) ž-`'9i`fc	@]X`
: Uj`cf]bU`L`@ C`ghYf\UgY`) \$`\$`[	+ž-`'9i`fc	@]X`
@]bXh`GWc_c`UXY ; c`X\UgY` ; `Ua`ci`f 9X]h]cb`%\$`\$`[	( ž&-`'9i`fc	F`Yk`Y
8i`d`c`C`ghYfY]`%\$`\$`[	&ž+-`'9i`fc	F`Yk`Y
A`]`_U`@ØZY`Y]Yf`%&, `%'`*`[	&ž-`'9i`fc	?`Ui`Z`Ub`X
?!C`ghYf`9X]h]cb <UgYb`%\$`\$`[	%ž+-`'9i`fc	?`Ui`Z`Ub`X

Gi dYfa Uf_h!@Y]hYf?c`U`hYf`<cfghVYf]W`hYhYž`XUgg`XUg
 ?Ui ž`Yf\U`hYb`XYf`J`YfVfUi`W`Yf`Ui`Z[fi`bX`XYg`[`Ygh]Y`[`YbYb
 DfY]gVYk`i`gghgY]bg`a`]h`Yfk`Y]`Y`j`Yf`Åb`XYfh`gY].`J`Y`Y`?`i`bXYb
 _Ui`ZYb`k`Yb][`Yf``J`YfVfUi`W`YfgW`Øh`Yf`k`Ufb`Yb`ž`XUgg`X]Y
 DfcXi`_h]cb`]b`5Zf]_U`k`Y]hYf`Y]bVfYW`Yb`_Øb`b`hYž`k`Ug`GW`c`c`UXY
 a`Ò[`]W`Yfk`Y]gY`ni`Y]bYa`@`I`i`gd`fcXi`_h`a`UW`Yb`k`]fX``č`X]YgYf
 _ca`d`YI`Yb`A`Uf_hg]hi`Uh]cb`ghY\Yb`X]Y`J`YfVfUi`W`Yf`j`cf`XYf
 <YfUi`gZcfXYfi`b[`ž`a`]h`\Ø\YfYb`DfY]gYb`i`a`ni`[`Y\Yb`i`bX
 [`Y]W`nY]h][`]\fY`J`cf`]YVYb`ni`VYfØW_g]W`h][`Yb"

Ni`gUa`a`Yb`ZUggYbX`Äggh`g]W`Z`YghghY`Yb`ž`XUgg`XUg
 VYj`cfghY\Yb`XY`C`ghYfZYgh`gck`c\``]b`6Yni`[`Ui`Z
 DfcXi`_hVYnY]W`bi`b[`Yb`U`g`Ui`W`Ui`Z`DfY]gYb`hk`]W`i`b[`Yb
 <YfUi`gZcfXYfi`b[`Yb`a`]hig]W`Vf]b[`h`Gck`c\``@X`U`g`Ui`W`F`Yk`Y
 i`bX`?`Ui`Z`UbX`a`ØggYb`g]W`ja`?`cb`i`ffYbn_Ua`dZ`VY\Ui`dhYbž
 k`Å`fYbX`X]Y`J`YfVfUi`W`Yf`Ya`dZ]bX`]W`Y`J`Yf`Åb`XYfi`b[`Yb`]a
 GW`c`c`UXYba`Uf_h`gdØfYb"

:`Øf`k`Y]hYfY`čZcfa`Uh]cbYb`ni`XYb`U`_hi`Y`Yb`5b[`YVchYb`i`bX
 DfY]gYb`hk`]W`i`b[`Yb`ž`VYgi`W`Yb`G]Y`X]Y`5fh]_Y`j`cb`XYfk`YghYb`XY
 i`bX`]b: fUb_Yb`XY"

8`YhU]`g	
C`fh	9`ZYbVY]b`ØghYž`K`YghUzf]_U
E`i`Y`Yb	<ul style="list-style-type: none"> • k`k`k`"XYfk`YghYb`XY" • k`k`k`"]bZfUb_Yb`XY"

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