

6i g!GhfY]_]b`C gb UVfØW_ .`GWX Ø`Yfj Yf_Y\ f
hf]ZZh`Yg`VYgc bXYfg` \ Ufh°

K UfbghfY]_g]b`C gb UVfØW_`Ua`"%%"\$' "&\$&)" .`A Uggj] Y
9]bgWxfÅb_i b[Yb`]a` `6i gj Yf_Y\ fž`GWX Ø`YfZU\ fhYb`ZU`Yb`Ui g"
K`Y]hYfY`"bZc g`\]Yf"

C gb UVfØW_ž`8 Yi hgWx`Ub X`!`5a`"%%" A Åfn`&\$&)"`k`]fX`XYf
6i gj Yf_Y\ f`]b`C gb UVfØW_`Yf\YV`]Wx`Y]b[YgWxfÅb_h`A Yhfc!6i ggY
XYf`GhUXhk Yf_Y!HcWx`hYf`GK`C!A`cV]`Y`Y`Yb`Ua`"8`cbbYfghU[
Ui Z[fi bX`Y]bYg`GhfY]_g`XYf`;"`Yk`Yf_gWx`UZh`J`Yf"X`Y]bYb`8`Ui`Yf!
Ghcd`Y]b`"8`Y`6Øf[Yf`a`ØggYb`a`]h`a`Uggj] Yb`DfcV`Ya`Yb`]a`
6i gj Yf_Y\ f`fYWx`bYbž`XU`Ub`X]YgYa`HU[`_Y]bY`:"`U\fhYb`]a`
ghÅXh]gWx`Yb`A`Yhfc`6i`g!@]b]YbbYhn`ghUhhZ]bXYb`k`YfXYb"

6Yhfc`ZYbY`GWX Ø`YfZU\ fhYb`]a`GhUXh[YV]Yh`ZU`Yb`ni`Y]bYa`
Yf\YV`]Wx`Yb`HY]`"Ui g"5i`g`X]YgYa`";`fi`bX`k`]fX`XYb`:"`U\ f[`ÀghYb`
Ya`dZc`Ybž`Ui`Zdf]j`Uh`VYhf]YVYbY`GhUXhVi`g`]b]Yb`%\$`V]g`&%`
Ui`gni`k`Y]Wx`Yb`"5i`Wx`X]Y`9]bgWxfÅb_i`b[Yb`]a`"BU\j`Yf_Y\ f`g]bX`
V]g`GUa`ghU[`gdØfVUfž`k`Y]`XYf`<`]b`hYf[`fi`bX`XYg`GhfY]_g`Y]b`
HUf]ZghfY]h`]a`"ÖZYb`h`]Wx`Yb`8`Y]b`gh`]ghž`k`]Y`**B 8 F**`VYf]Wx`hYhY"

8YhU]`g`ni`a`K`UfbghfY]_

8Yf`K`UfbghfY]_ž`XYf`Ua`"8`cbbYfghU[`ž`%'`" A Åfnž`ghUhhZ]bXYhž`k`i`fXY`
j`cb`J`Yf"X`]`Ui`g[`Yfi`ZYb`"5i`Wx`X]Yf`k`]fX`Yg`_Y]bY`:"`U\fhYb`]a`
ghÅXh]gWx`Yb`A`Yhfc`6i`g!@]b]YbbYhn`[`YVYb`"9]b`Yf\YV`]Wx`Yf`HY]`XYf`
[`Ygcb`XYfhYb`GWX Ø`YfZU\ fhYb`]gh`k`]YXYf`VYhfc`ZYb`"8`Y]`,"`VYfg]Wx`h`
ØVYf`X]Y`ghUhhZ]bXYbXYb`GWX Ø`YfZU\ fhYb`_`Ubb`Ui`Z`XYf`K`YVgY]hY`
k`k`k`"j`cg"]bZc`Y]b[YgY\Yb`k`YfXYb`:"`Øf`X]Y`6Yhfc`ZYbYb`Ya`dZ]Y\`h`
GK`C`A`cV]`ž`Ui`Z`X]Y`fY[`i`"Åf`ZU\`fYbXYb`GhUXhVi`g`]b]Yb`%\$`V]g`&%`
Ui`gni`k`Y]Wx`Ybž`X]Y`b]Wx`h`j`ca`GhfY]_`VYhfc`ZYb`g]bX`"K`Y]hYfY"

ðZcfa Uh]cbYb'ni 'XYb'5i gk]f_i b[Yb'XYg'GhfY]_g'Ui Z'XYb
 6i gj Yf_Y\`f'g]bX'YVYbZU``g'Ui Z'k k k "j cg"]bZc'gck]Y']b'XYf
 A cV]`hÅhg!5dd'J C Gd]'chj YfZØ[VUfž'k]Y' a cV]`"cgbUVfi YW_"XY
 VYf]W`hYh"

8YhU]`g	
J c fZU``	GhfY]_
I fgUWXY	HUf]ZghfY]h'ja 'ÒZYbh']WXYb'8]Ybgh
C fh	C gbUVfØW_ž'8Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "bXf"XY • a cV]`"cgbUVfi YW_"XY

6Ygi WXYb'G]Y'i bg'Ui Z.'b!U["XY