GhUi !< chgdchg]b`GW\`Ygk][!< c`ghY]b.
?]Y`Xfc\h`J Yf_Y\fgW\Ucg°

5_hi Y`Y`J Yf_Y\fg]bZcfa Uh]cbYb`ZØf`C gh\c`ghY]b. `GhUi gž
6Ui ghY`Yb`i bX`l bZU`c\chgdchg`Ui Z5+ž5&\$`i bX`]b`?]Y`Ua
&\$"\$("&\$&)"

?]Y`ž`8Yi hgW\`UbX`!

8]Y`J Yf\_Y\fgg]hi Uh]cb`]b`? ]Y`i bX`l a [ YVi b[`]gh`Ua`"&\$"5df]`
&\$&)`Xi fW\`nU\`fY]W\Y`6Ui ghY`Yb`i bX`l bZÄ`Y`ghUf`
VYY]bhfÄW\h][h`8]Y`U_hi Y`Yb`GhUi !≠Zcfa Uh]cbYb`VYn]Y\Yb`g]W\`
b]W\h`bi f`Ui Z?]Y`ž`gcbXYfb`Ui W\`Ui Z5i hcVU\`bYb`k]Y`XYf`5+ž
5&\$ž5&%ž5&%\$`i bX`5&%)`gck ]Y`Ui Z6i bXYgghfU»Yb`k ]Y`XYf`6+*ž
6++ž6&\$) ž6(\$(`i bX`6(('\$`6YgcbXYfg`XYf`H\YcXcf!<Yi gg!F]b[
]b`? ]Y`k]fX`U`g`BUXY`Ø\`f`]a`6Yfi Zgj Yf\_Y\`f`]XYbh]Zn]Yfh`@Ui h
6Yf]W\hYb`XYg`5857`\_ca`a`Yb`\Äi Z][`GhUi g`Ui ZXYf`5%i bX`5+
j`cfž]bgVYgcbXYfY`ni`hci`f]gh]gW\Yb`Ghc»nY]hYb"

≠`XYf`FY[]cb`FYbXgVi f[`g]bX`? UbU`ei Yfi b[`Ybž]cf`U`Ya`j`cf
XYa`? UbU`hi`bbY`ž`Y]b`\Äi Z][`Yg`GhUi`i`fgUW\Y`"K`Y]hYfY
ghUi`UbZÄ`][`Y`GhfY`W`Yb`g]bX`X]Y`5+`VY]`XYf`F`UXYf`<c`W`VfØW`Yž`X]Y
6++`gck ]Y`X]Y`5&%\$`]a`F`Ui`a`F`YbXgVi`f[`"5i`W\`XYf`J`Yf\_Y\`f`Ui`Z
XYf`6&\$`nk]gW\Yb`F`YbXgVi`f[`i`bX`9W`YfbZØfXY`gck]Y`Ui`Z`XYf`
6&\$*`]b`6UX`GY[`YVYf[`k ]fX`U`g`dfcV`Ya`Uh]gW\`VYgW\`f]YVYb`"≠
?]Y`hfY`hYb`\Äi Z][`l`bZÄ`Y`Ub`ghUf`\_VYZU\`fYbYb`GhfU»Yb`k]Y`XYa
K`U`Xk]YgYb`\_fYi`nž`XYf`? U]ghfU»Y`Ua`GhfYgYa`Ubbd`Uhnž`XYa
C`ghf]b[`Ua`?`cbfUX!5XYbUi`Yf!8Ua`a`i`bX`XYa`K`Yghf]b[`Ub`XYf
;`i`hYbVYf[`ghfU»Y`Ui`Z`8Yf`H\YcXcf!<Yi`gg!F]b[`]gh`XUfØVYf
\]bUi`g`Y]b`<`chgdch`ZØf`l`bZÄ`Y`]b`?]Y`"5i`W\`XUg`6cfXYg\c`a`Yf
8fY]YW`\_f5&%)`#5+Ł`gck ]Y`X]Y`6&\$`*`#6(('\$&]b`6UX`GY[`YVYf[`g]bX

U`g`l bZU``\Äi Zl b[g[YV]YhY`VY_Ubbh"

6Ui ghY``Yb`i bX`J Yf_Y\fgdc`]h]_

9]bY`VYXYi hYbXY`6Ui ghY``Y`VYhf]Zzh`Ui W`X]Y`5\*`VY]`GW`bY``XcfZ`
 ð`X]YgYa`5VgW`b]hž`XYf`hf`cn`\c\Yf`HYa`dYfUhi`fYb`]b`6Yhf]YV`]ghž
 k`]fX`V]g`<YfVgh`&\$&)`Y]b`gYW`ggdi`f][`Yf`J`Yf\_Y`f`Ub[`YghfYVh`
 8]YgY`nY`b`?`]`ca`YhYf`Ub[`Y`;`fc»`VUi`ghY``Y`VYghY`h`VYfY]hg`gY]h
 &\$&\$`i`bX`j`YfnY]W`bYhY`]b`X]YgYa`5`V`f`VYfY]hg`++`l`bZ`Ä`Y`
 H\ca`Ug`6cY`fž`5i`»`YbghY``Yb`Y]hYf`XYf`5i`hcVU`b`i`a`V<ž`YVh`XUg
 Yf\Ö`hY`l`bZU``f]g]\_c`Ui`Z`6Ui`ghY``Yb`\Yfj`cfž`k`c`Yb[`YfY
 :`U`fghfY]ZYb`i`bX`ZY`\`YbXY`GY]hYbghfY]ZYb`X]Y`GhUi`[`YZU`f`
 Yf\Ö`Yb"

8]Y`5\*`nÄ`\`h`ni`XYb`ghUf`_`ZfYei`Ybh]YfhYb`J`Yf_Y`f`gk`Y[`Yb`]b
 9i`fcdUž`a`]h`hÄ[`]W`Yhk`U`*`\$`\$`\$`\$`:`U`fnYi`[`Ybž`XUfi`bhYf`%`,`\$`\$`\$`
 @Ughk`U[`Yb``8`Ug`i`a`ZUb[`fY]W`Y`5i`gVUi`dfc`Y`\_`h`\_`cghYh`i`&%)
 A`]`cbYb`9i`fc`i`bX`k`]fX`j`ca`6i`bX`Z]bUbn]Yfh`9g`gc``X]Y
 @Y]ghi`b[`gZ`Ä`][`\_]h`i`bX`J`Yf\_Y`f`gg]W`Yf`Y]h`Yf\Ö`Yb`gck`]Y`X]Y
 l`bZU``[`YZU`f`fYXi`n]YfYb``K`Ä`fYbX`XYf`<`Ui`dhfY]gYnY]h`ZØ`f`h`X]Y
 6Ui`ghY``Y`\`Äi`Zl[`]ni`\_]`ca`YhYf`Ub[`Yb`GhUi`g`i`bX`J`c``gdYffi`b[`Yb`
 8Yf`5857`k`Ufbh`VYfY]hg`j`cf`a`Ö[`]W`Yb`GhUi`g`Ui`Z`XYf`5*`i`bX
 Ya`dZ]Y`\`hž`:`U`fhYb`Ui`ZK`c`W`Yb`hU[`Y`ni`j`Yf`Y[`Yb"

8YhU]`g	
J`c`f`ZU``	J`Yf`_`Y`\`fgi`b`ZU``
l`fg`U`W`X`Y	6Ui`ghY``Ybž`\c\Y`J`Yf`_`Y`\`fg`VY`Ughi`b[
C`f`h	?]Y`ž`8Yi`hg`W`Ub`X
E`i`Y``Yb	<ul style="list-style-type: none"> • k k k "_b!cb`]bY"XY • k k k "Vf"XY

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