

6`i hgdYbXY`]b`< YggYb.`Gc`g]W\ Yfb`G]Y`X]Y
J Yfgcf[i b[`ZØf`U`Y`°

5a`%*"\$*"\$&\$&)`]bZcfa`]Yfh`XUg`8F?`ØVYf
6`i hgdYbXYhYfa`]bY`]b`< YggYb`"ŒXYf`[Ygi`bXY`9fk`UW\gYbY
_Ubb`YVYbgfYhhYbX`gdYbXYb`"



6Ui`bUhU`ž`8Yi`hgW\`UbX`!`!`> YggYb`]gh`X]Y`6`i`hj`Yfgcf[`i`b[`]a
> b]`&\$&)`]b`Y]bYa`]ghUV]`Yb`Ni`ghUbX`"8Ug`8Yi`hgW\Y`F`chY`?`fYi`n
fB`F?`E`U`h`ZY`gh[`Y`ghY`"hž`XUgg`U`Y`6`i`h[`fi`ddYb`Ui`gfY]W\YbX
j`cff`Åh[`]g]bXž`i`a`XYb`hÅ[`]W\Yb`6YXUfZ`ni`XYW_Yb`"HÅ[`]W\
k`YfXYb`fi`bX`%(`"\$\$\$`6`i`h_cbgYfj`Yb`VYb`Øh[`hž`i`a`DUh]YbhYbž`X]Y
bUW\`i`bZ`Ybž`C`dYfUh]cbYb`cXYf`gW\k`YfYb`9f`fUb`_i`b[`Yb
VY\UbXY`h`k`YfXYb`a`ØggYbž`ni`j`Yfgcf[`Yb`"8cW\`hfc`h`X]Y`gYf
GhUV]`hÅ`hgdYbXYb`bi`f`Yhk`U`"i`XYf`6Yj`Ø`_Yfi`b[`fY[`Y`a`Å`]]
6`i`hž`k`Ug`X]Y`6YXYi`hi`b[`XYf`6`i`hgdYbXY`bcW\`a`U`g`i`bhYfghfY]W\`h`"

:`Øf`X]Y`\`Ygg]gW\Yb`6Øf[`Yf`[`]Vh`Yg`nU\`fY]W\Y`A`Ö[`]W\`_Y]hYbž`XUg
Y][`YbY`9b[`U[`Ya`Ybh`ni`nY][`Yb`i`bX`@YVYbgfYhhYf`ni`k`YfXYb`"
ŒXYf`[`Ygi`bXY`9fk`UW\gYbY`nk`]gW\Yb`%,`i`bX`*,`Œ\`fYb`_Ubb`"

a Y\fa U'g]a 'x\f'6'i hgdYbXYb"8]Y'K UfhYnY]hi bX'XYf'5i Zk UbX
g]bX'ØVYfgWUi VUf.'8]Y'Y][Ybh]WY'GdYbXY'XUi Yfh'bi f'Yhk U') 'V]g
%\$'A]bi hYbž'[YZc'[hj cb'Y]bYf'_Y]bYb'GhÅf_i b['i bX'Y]bYf
%\$!a]bØh][Yb'Fi \YdUi gY"

5_hi Y`Y'6`i hgdYbXYhYfa]bY']b'< YggYb

K Yf']b': fUb_Zi fh'Ua 'A U]bž'K]YgVUXYb'cXYf'8]YVi f['\Y'ZYb
a ØW'hYž'gc`hY'g]W'X]Y'bÅW'ghYb'6`i hgdYbXYhYfa]bY']a '?U'YbXYf
j Yfa Yf_Yb.

- : fUb_Zi fh'Ua 'A U]b.'GUU'VUi '6cfb\Y]a ž%) .' \$' '&\$. \$\$
I \f'Ua '_ca a YbXYb'8 cbbYfghU["
- K]YgVUXYb.'A Y\fnk YW_\U''Yž'\$%"\$+"&\$&) ž%*.'\$\$' '&\$. \$\$
I \f"
- 8]YVi f[. 'FÒa Yf\U''Yž'&\$"\$*&\$&) ž%*.' \$' '&\$. ' \$' I \f"

6YXYb_hia Ub'X]Y'?ca dUh]V]`hÅh'XYf'6`i h[fi ddYbž'k]fX'_Ufž'XUgg
[Yk]ggY'; fi ddYb'VYgcbXYfg[YZfU[h'g]bX"8]Y'6`i h[fi ddYb'\$
bY[Uh]j 'i bX'5'bY[Uh]j '[Y'hYb'U'g'i b]j YfgY''Y]bgYhnVUf"8]Y
6`i h[fi ddY'\$ž'X]Y'_Y]bY'5bh][YbY'Ybh'Å'hž']gh'VYgcbXYfg'k Yfhj c`ž
XU'g]Y'a]h'UbXYfYb'; fi ddYb'_ca dUh]VY''gh"5''YfX]b[g'_ØbbYb
GdYbXYf'a]h'X]YgYf'; fi ddY'bi f'j cb'UbXYfYb'\$!GdYbXYfb'6`i h
Yf\U'hYb" 'F\Ygi g!bY[Uh]j Y'GdYbXYf'g]bX'a]h']\fYa 'D]b_i g'Ui Z
XYf'g]WYfYb'GY]hYž'XU']\fY'GdYbXYb'ZØf'j]Y'Y'9a dZÅb[Yf
_ca dUh]VY''g]bX"

8]Y'< YfUi gZcfXYfi b['XYf'6`i hgdYbXY

C V k c\`XYf'6YXUfZ'Ub'6`i h_cbgYfj Yb'hÅ[`]W'X'cW']ghž'[]Vh'Yg
nU\`fY]WY'<ØfXYbž'X]Y'Y]bYf'fY[Y'a Å»][Yb'GdYbXY'a 'K Y[
ghY\Yb"9]b': ØbžhY''U''Yf'6`i hdfÅdUfUHy'k]fX'ZØf'Hi a cf_fUb_Y
j Yfk YbXYhž'k Å\YbX'j]Y'Y'GdYbXYf'ØVYf'X]Y'6YXYi hi b['XYf
GdYbXY'ni 'k Yb]['K]ggYb'\UVYb"8]Y'i bg]WYf\Y]h'ØVYf'X]Y
J YfhfÅ[`]W'_Y]h'XYf'GdYbXYb'gck]Y'XYf'A Ub[Y''Ub'čZcfa Uh]cb
hfU[Yb'YVYbgc'ni f'b]YXf][Yb'GdYbXYfei chY'VY]"8U\Yf''gh'Yg
i a gc'k]W'h][Yfž'XUgg'a Y\f'A YbgW'Yb'Ui ZX]Y'6YXYi hi b['XYf
6`i hgdYbXY'Ui Za Yf_gUa '[Ya UW'h'k YfXYb"

8]Y'6'i h[fi ddYbVYghÅbXY'g]bX'U_hi Y''b]W\h'ja '_f]h]gW\Yb
6YfY]W\žXYbbcW\`nY][h'g]W\žXUgg'X]Y'6'i h[fi ddY'5Ž`X]Y
[Yf]b[ghY': Ø`a Yb[Y'Ui Zk Y]gh'a]h'bi f', \$i`? UdUn]hÅh"l a gc
a Y\f'g]bX'U''YbYž'X]Y'g]W\`[Ygi bX'ZØ\`Ybž'Ui Z[Yfi ZYbž'Y]bYb
HYfa]b'ni f'6'i hgdYbXY
k U\fn i bY\`a Yb"
\hhdg.##k k k "bYk g"XY#Ja d#[Ygi bX\Y]h#,), (&++' ' #V`i hgdYbXYhYf
a]bY!%*!\$*!&\$&)!]b!\YggYb!V`i hgdYbXYb!Zi Yf!U''Y!V`i h[fi ddYb!U
hi Y''Y!Xf!V`i hgdYbXY!hYfa]bY!]b!ZfUb_Zi fh!Ua !a U]b!k]YgVUXYb!
i bX!X]YVi f[#%#

8Yg\U`Vž`]YVY`@YgYf]bbYb`i bX`@YgYfž`gW\Ui Yb`G]Y`bUW\`XYb
bÅW\ghYb`6`i hgdYbXYhYfa]bYb`i bX`i bhYfghØmYb`G]Y`X]Y
`YVYbgfYhhYbXY'5_h]cb` `YXYf`HfcdZYb`nÅ\`h``bZcfa Uh]cbYb`ni f
JYfhY`]i b[`XYf'6`i h[fi ddYb`i bX`] \fYf'6YXYi hi b[`Z]bXYb`G]Y`VY]a
8F?`i bhYf`\hhdg.##k k k "Xf_!V`i hgdYbXY"XY# YfhY`]i b[`: Øf`Y]bYb
h]YZf[Y\YbXYb`9]bV`]W_]b`X]Y'6YXYi hi b[`XYf'6`i hgdYbXY`]b
8Yi hgW\`UbX`VYgi W\Yb`G]Y`
\hhdg.##k k k "V`i hgdYbXY"XY#a U[Un]b# cb!U!V]g!\$#V`i hgdYbXYf!]b!
XYi hgW\`UbX"

8YhU]`g	
C fh	6Ui bUhU`ž8Yi hgW\`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "bYk g"XY • k k k "Xf_!V`i hgdYbXY"XY • k k k "V`i hgdYbXY"XY

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