

C f`UbXc`A U[]W9mY` ; Ua Y!7\Ub[]b[
HfUXY`Zcf`5`!GhUf`HfUY`Mci b[°

H\Y`C f`UbXc`A U[]WU]a`hc`Yb\UbW`h\Y]f`cZZYbgY`Vm
hUf[Yh]b[`HfUY`Mci b[`]b`U`dchYbh]U`hfUXY`k]h`h\Y`5hUbhU
< Uk _g"



C f`UbXc ž`I b]hYX`GhUhYg`!`H\Y`C f`UbXc`A U[]WUfY`Z]bX]b[
h\Ya gY`j Yg`Uh`U`Wfi W]U`WfcggfcUXg`Ug`h\Ym`UhhYa`dh`hc`Y`Yj`UhY
h\Y]f`dYfZcfa`UbW`UbXž`i`h]a`UhY`mž`h\Y]f`d`UmcZZ`gYUh]b[`"8Ygd]hY
ghUfh]b[`h\Y`gYUgcb`k`h\`dfca`]g]b[`g][`bg`Zfca`f]g]b[`ghUfg`DUc`c
6UbW\Yfc`UbX`:`fUbn`K`U[`bYfž`h\Y`A`U[]Wg`]bUV`]hm`hc`Z]bX`h\Y]f
cZZYbg]j`Y`f`m\`a`h\`Ug`h\]bXYfYX`dfc[`fYgg`"K`]h`U`XYZYbgY`h\Uh]g
i`bXci`VhYX`m'gc`]Xž`h\Y`bYYX`hc`fYgc`j`Y`h\Y]f`UXa`]b]ghfUh]j`Y
]ggi`Yg`k`]h`gWcf]b[`h\`Ug`VYWca`Y`dUfUa`ci`bh`5W\cfX]b[`hc`Gd c f hg
≡`i`ghfUhYX`ž`h\Y`hYUa`g`Zfcb`hc`ZZ]W`]g`_YYb`cb`Vf]b[`]b[`]b`U
dfcj`Yb`g\`ch]a`U`Yf`hc`hi`fb`h\Y]f`Zcfhi`bYg`Ufci`bX"

H\Y`df]a`Ufm`bUa`Y`VY]b[`ZcUhYX`Ufci`bX`]g`HfUY`Mci b[`ž`dc]bh
[`i`UfX`Zcf`h\Y`5hUbhU`< Uk _g`"Mci b[`g`fYa`Uf`UV`Y`dfck`Ygg`Ug`U

ZUWj]hUhc'k Ug'Yj]XYbh'h\fc i [\ci h'h\Y'gYUgcbž`YUX]b['h\Y
`YU[i Y'k]h\`Ub`]a d fYgg]j Y'%%"*`Ugg]ghg'k \]Y`Uj YfU[]b[' & ("&
dc]bhg'dYf' [Ua Y'"<]g'g\cch]b[`bi a VYfg'hY`U'ghcfmž'hccž'h\ci [\
bch'k]h\ci h]a dYfZYWh]cbg/\Y`fYWcfXYX`U'h\fYY!dc]bh'g\cch]b[
fUhY`cZ' (i " `F Y[UfX`Yggž`\]g`UXX]h]cb`]g`gYYb`Ug`U`g][b]Z]WUbh
Vccgh'hc`Ub`i bhYbUV`Y`g]hi Uh]cb`k \YfY`h\Y`A U[]WfUb`_YX`bYUf`h\Y
Vchhca `]b`cZZYbg]j Y`ci hdi h`Ugh'gYUgcb"

HfUXY`HU`_g`<YUh`l d

H\Y`gdYW`Uh]cb`gi ffc i bX]b[`U`dchYbh]U`hfUXY`]bhYbg]Z]Yg`k]h\
h\Y`fYW`bh'dfcdcgU`gi [[Ygh]b[`h\Uh'h\Y`<Uk _g`a] [\h`Wcbg]XYf`U
dUW_U[Y`XYU`]bj c`j]b[`J`Yb`Gi [[gž`5bh\cbm`6`UW_ž`>hh`<ck UfXž
UbX`U`hcd!%\$!dfchYW`YX`Z]fgh'fc i bX`d]W_`]b`&\$&+"`H\]g`gW`bUf]c
k Ug`YW`cYX`Vm`**Gdcfh]****b[`BYk gž`k \]W`_\][\`][\hg`h\Uh'h\]g`hfUXY
W`i`X`VY`a i hi U`m`VYbYZ]W]U`": cf`h\Y`A U[]W`UW`i]f]b[`U`dfc`]Z]W
gWcfYf`]_Y`M`i b[`W`i`X`fYj]hU`]nY`h\Y]f`ghi hhYf]b[`cZZYbgY`UbX
]a dfcj Y`h\Y]f`hfU[]Wh\fYY!dc]bh'g\cch]b[`k cYg`h\Uh`Wcbhf]Vi hYX
hc`U`X]ga U`fUb_]b[`Ug`cbY`cZ`h\Y`Vchhca !Z]j Y`cZZYbgYg`]b`h\Y
&\$&(!&) `gYUgcb"**

K \]Y`M`i b[`g`XYZYbg]j Y`g_]`g`\Uj Y`VYYb`ei Ygh]cbYXž`h\Y`A U[]W
dcggYgg`U`XYXd`fcghYf`h\Uh`WUb`XYZYbX`k Y`Y`Ybci [\`hc
W`a dYbgUhY`Zcf`UbmiXYZ]W]YbW]Yg`\Y`a] [\h`Vf]b["`5bU`mghg
VY`]Yj Y`h\Uh`U`cb[g]XY`6UbW`Yfc`UbX`K U[bYfž`k \c`\Uj Y`g\ck b
dchYbh]U`Ug`cZZYbg]j Y`W`bhf]Vi hcfgž`M`i b[`g`d`Uma U_]b[`W`i`X
fYg\UdY`\ck `h\Y`A U[]WUddfcUW`_[Ua Yg" `đ† f]Yg`\Uj Y`W`fhU]b`m
]a dUW`YX`h\Y`hYUa `g`XmbUa]Wgž`Vi h'h\]g`ghfUhY[]Wg\]Zh`]g`j]Yk YX
Ug`U`Vc`X`ghYd`hck UfXg`d`UmcZZ`W`bYbh]cb"

: i hi fY`7cbg]XYfUh]cbg

5g`<**ccdg`K]fY`dc]bhg`ci hž`]Z`h\Y`hfUXY`k YfY`hc`hfUbgd]fYž`M`i b[
k ci`X`Vf]b[`k]h\`\]a `bch`† gh`hU`Ybh`Vi h'h\Y`VUW_]b[`cZ`U`fc`Vi gh
W`bhfUW`h \Uj]b[`g][bYX`U`Z]j Y!mYUfž`~&%) `a]`]cb`Yi hYbg]cbž`\Y
]g`Vci bX`hc`YUfb`Ufci bX`~ (*`a]`]cb`bYi h`gYUgcb" `C b`hcd`cZ`h\Uhž
\]g`d`UmYf`cdh]cb`Zcf`h\Y`&\$&*!&+`gYUgcb`W`i`X`W`a d`]W`hY
a UhYfg`Zcf`h\Y`A U[]W]Z`h\Y`m`k]g\`hc`_YYd`\]a ``cb[!hYfa "**

4g'k cfh\ 'bch]b['h\Uh'Ug'cZ'bc k ž'Mč i b['\Ug'mYh'hč'fYei Ygh'U
 hfUXY'Zfca '5h'Ub'hUž'k \c']g'W'ffYb'h'm'ig]hi UhYX']b'U'd'UmcZZ'gdchž
 hm]b['h\Y'hk c'hYUa g'WcgY'm'Ug'h\Ym'Wč'c`m'YmY'YUW\ 'ch\Yf'']b'h\Y
 ghUbX]b[g" 'Z'h\Y'gYYXg'UfY'gYk b'Zcf'Ub'C'f'UbXc!5h'Ub'hU
 a UhW\i dž'h\Y'ghU_Yg'k]``VY']bWfYX]V`m'\][\ YgdYW]U``m'Zcf'h\Y
 A U[]Wž'k \c'\Uj Y'VYYb'mYUfb]b['hc'VfYU_'dUgh'h\Y'Z]fgh'fci bX'cZ
 h\Y'd'UmcZZ'g]bW\ '&\$%\$"

K]``h\YgY'k \]gdYfg'cZ'U'hfUbgZcfa Uh]j Y'hfUXY'dUb'ci hž'cf'UfY
 h\Ymia YfY'm'h\Y'XfYUa g'cZ'ZUbg'\i b[fm'Zcf'W\Ub[Y3'C'b'm'h]a Y
 k]``hY``Ug'h\Y'B65'g\ck g'ei]f_g'i bZc'X'h\]g'cZZgYUgcb""CbY
 h\]b[g'gi fY. 'h\Y'A U[]Wg'di fgi]h'cZ'U'[Ua Y!W\Ub[]b['d'UmYf'']_Y
 HfUY'Mč i b['Wč i 'X'XfUa Uh]WU``m'fYg\UdY'h\Y]f'Z hi fY'cb'h\Y'Wč i fh"

8YhU]`g	
Cfh	Cf'UbXcž'I b]hYX'GhUhYg
E i Y``Yb	<ul style="list-style-type: none"> • k k k "g]"Wč a • k k k "gdcfh]b[bYk g"Wč a • \ccdgk]fY"Wč a

6Ygi W\Yb'G]Y'i bg'Ui Z. 'a Y]b!k]Yb"bYh