

@cWU`"@Uk`9bZcfW@aYbh'FYdcfhg'Gi f[Y']b
8I`=UbX`H\YZh'5ffYghg°

9I d`cfY`5`UWxi U`7ci bhm' , \$' - /g`UhYgh`U]'Vcc_]b[`c[ž
ZYUhi f]b[`UffYgh'XYhU]'gž'WUf[Ygž'UbX']ba UhY`gYUfW
cdh]cbg`Ug`cZđ bY`%&ž&\$&) "



5`UWxi U`7ci bhmž'I G5`!`H\Y`5`UWxi U`7ci bhm'G\Yf]ZZg`CZZ]W`^Ug
fYWbhm'i dXUhYX']hg`U]'Vcc_]b[`c[ž'g\YXX]b[`'] [\h'cb'h\Y`UhYgh
WUf[Yg`U[U]bgh'gYj YfU`']bX]j]Xi U`g" H\]g`c[ž'U'di V`]WfYWcfXž
WUdhi fYg`j Uf]ci g`UWW`gUh]cbg`k]h\]b'h\Y`Wci bhm'UbX`dfcj]XYg
]bg][\hg']bhc'h\Y`cb[c]b[`]ggi Yg`fY`UhYX`hc`Wf]a Y`UbX
fY\UV]`]hUh]cb""5g`cZđ bY`%&ž&\$&) žbi a Yfci g`WUgYg`k YfY
XcW`a YbhYXž'fUb[]b[`Zfca`8I`-g`hc`gYf]ci g`h\YZh'WUf[Yg"

5a cb[`h\Y`bchUV`Y`Vcc_]b[gž'HfYmXcV`5bXYfgcbž'Vcfb`cb`A Um
&&ž%- - (žZUWg`WUf[Yg`Zcf'8I`=i bXYf'h\Y']bZi YbW`cZU`Wc\c`cf
Xfi [g"']G]a`]'Uf`mž`đXYXcV`6UfVcgUž'Vcfb`cb`A UfW`'+ž%- - (žk Ug
Vcc_YX`Zcf`cdYfUh]b[`U`j Y\]WY`k]h\`U`VfYUh\`U`Wc\c`
WcbWbhfUh]cb`cZ`\$"\$, `cf`a`cfY""H\YfY`g`gca Yh\]b[`hc`VY`gU]X`Zcf

h\Y`f]g]b[`bi a VYf`cZ`h\YgY`8I =WUgYg`]b`ci f`Wc`a a i b]hmž`k \]W\`
\\[\`][\hg`U`[fck]b[`WcbWfb`Zcf`di V`]WgUZYhm"

7i ffYbh`6cc_]b[g

≠`UXX]h]cb`hc`h\Y`8I =WUf[Ygž`h\Y`c[`fYj YU`g`U`fUb[Y`cZ`ch\Yf`
cZZYbgYg": cf`]bghUbWž`5f]UbXcV`6fck bž`Vcfb`cb`ž bY`+ž%- - *ž]g`
WUf[YX`k]h\`k]h\`c`X]b[`gi ddcfhž`k \]Y`8Ua Uf]i g`A Uf_Y`XcV`
6fck bž`Vcfb`cb`GYdhYa VYf`%- ž%- - , ž]g`ZUW]b[`U`WUf[Y`fY`UhYX`
hc`cdYfUh]b[`U`a chcf`j Y\]WY`k]h\ci h`U`j U`X`]WfbgY""H\Y`X]j YfgY`
WUf[Yg`fYZYW`h\Y`j Ufm]b[`]ggi Yg`h\Uh`]bX]j]Xi U`g`ZUW`]b`
5`UW\i U`7ci bhm"

B Ua Y	8 UhY`cZ`6]fh\	7\Uf[Y
5B89FGCBž HF9MBC6	\$) #&#%- - (8I =≠Zi YbW`cZ` 5`Wc\`c`cf`8fi [g
65F6CG5ž`5898C6	\$' #\${#%- - (8I =6fYUh\`5`Wc\`c` \$"\$, `cf`A cfY`dYf` &%\$@
6FCK Bž 5F`5B58C6	\$* #\${#%- - *	K]h\`c`X`Gi ddcfh` Bcb!Gi ddcfhcZ` 7\]`XfYb`cf`Gdci gY`
6FCK Bž85A 5F`4 G A 5F?9@8C6	\$- #%- #%- - ,	fl H5Ł`C dYfUhY`A chcf` J Y\]WY`K]h\ci h` J U`]X`@]WfbgY`
7@5F?ž`5A`≠@8C6	\$) #&) #&\$ \$%	A cj]b[`HfUZZ]W` J]c`Uh]cb.`8K`@GF` F Yj`cWUh]cb` 9ei]j U`Ybh`GhUhi g` ' fX`Gi V`J]c`

5g`h\Y`Wc`a a i b]hm`fYZYW`hg`cb`h\YgY`]bW]XYbhgž`]hg`Wfi W]U`hc`
fYa Ya VYf`h\Uh`U`gi gdYW`hg`UfY`]bbcbWbhi bh`]dfcj Yb`[i`]hm]b`U`
Wci fhcZ`Uk ""H\Y`5`UW\i U`7ci bhm`G\Yf]ZZ`g`C`ZZ]W`g`Vcc_]b[`
fYdcfh]g`Wc`a dfY\Ybg]j Yž`g\ck]b[`bch`↑ gh`bUa Yg`UbX`WUf[Yg`
Vi h`U`gc`dfcj]X]b[`j U`i UV`Y`]bZcfa Uh]cb`cb`\ck`]bX]j]Xi U`g`WUb`
UWW`gg`a cfY`XYhU]`g`UVci h`W`ffYbh`]ba UhYg`h\fc`i [\`h\Y]f`]ba UhY`
gYUfW\`hc`c`""H\]g`ZYUhi fY`U`ck`g`fYg]XYbhg`hc`W\YW`_`h\Y`ghUhi g`cZ`

Ub`]ba UhY`i g]b[`h\Y]f`bUa Y`cf`Vcc_]b[`bi a VYfž`a U_]b[`]h`YUg]Yf
Zcf`ZUa `]Yg`hc`ghUm`WċbbYWYX`Xi f]b[`W\U``Yb[]b[`h]a Yg"

6fcUXYf`7cbhYI h

K \]Y``cWU``Uk `YbZcfW`a Ybh`hUW`Yg`h\YgY`W\U``Yb[Ygž`]hg`U`gc
]a dcfhUb`h`hc`Wċbg]XYf`h\Y`VfcUXYf`]a d`]WUh]cbg`cZ`]bWUfW`fUh]cb"
5g`bchYXž`h\cgY`]bWUfW`fUhYX`]b`ZYXYfU``ZUW`]h]Yg`UfY`i bXYf[c]b[
fYj]Yk g`UbX`fYWU`W`Uh]cbg`cZ`gYbhYbW`g`Xi Y`hc`h\Y`:`]fgh`GhYd
5W`"H\]g`UW`h`U]a g`hc`fYZcfa `h\Y`ZYXYfU``df]gcb`gmghYa `UbX`Wċi`X
dchYbh]U``m`U`hYf`h\Y`fY`YUgY`XUhYg`Zcf`]ba UhYg`h\Y`X`g]bW`%- , &"
: cf`h\cgY``cc_]b[`hc`Z]bX`ZYXYfU``]ba UhYgž`h\Y`6CD``cWUhc`f`]g`U
\UbXmfYgci fW`h\Uh[]j Yg`i dXUhYg`cb`]ba UhY`ghUhi`g"

Ė`Wcg]b[ž`h\Y`]bWfYUg]b[`bi a VYf`cZ`Vcc_]b[g`Zcf`cZYbgYg`gi W\
Ug`8I ėg`UbX`h\Y`Zh`bch`cb`m`fYZYW`hg`dYfgcbU`ghfi [[`Yg`Vi h`U`gc
g\]bYg`U``[\h`cb`Wċa a i b]hm`bYYXg`Zcf`gi ddcfh`UbX
fY\UV`]hUh]cb" 5g`h\Y`Wċa a i b]hm`bUj][UhYg`h\YgY`]ggi Ygž
Wċa a i bU`fYgdcbg]V`]hm`UbX`gc`]XUf]hm`k]``VY`YggYbh]U``]b
ZcghYf]b[`U`gUZYf`UbX`a cfY`gi ddcfh]j Y`Ybj]fcba Ybh`Zcf`U``"

8YhU]`g	
C fh	5`UW\i U`7ci bhmž`I G5
E i Y``Yb	<ul style="list-style-type: none">• U`UW\i UW\fc b]WY`Wċa• UWgc`"i g• k k k "Vcd"[c j

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