

GdU]b/ ˆ \$' - /g'; Ug'GhUh]c b g'5 XUd h.
9`YWhf]W7Uf'7\Uf[]b['Df]Wg'F Yj YU`YX°

9I d`cfY`ck`[Ug'ghUh]c b g']b`GdU]b`UfY`UXUd h]b['hc'h\Y`f]gY
cZ`Y`YWhf]Wj Y\]WYgž'h\Y]f`WUf[]b['Wc ghgž`UbX`c d h]c b g'Zc f
gUj]b[g"



9gdUÍ U`!`÷`GdU]bž`hfUX]h]c b U`[Ug'ghUh]c b g'UfY`]bWfYUg]b[`m
UXUd h]b['hc'h\Y`bYYXg`cZ`Xf]j Yfg`cc_]b['hc`WUf[Y`Y`YWhf]W
j Y\]WYg']bghYUX`cZ`fYŽ`Y`]b['k`h\`[Ugc`]bY`"5WUcfX]b['hc`I b]cb
F Umcž`h\Y`Wc gh`hc`fYWUf[Y`Ub`Y`YWhf]WWUf`Uh`h\YgY`gYfj]W
ghUh]c b g'WUb`fUb[Y`Zfca``%+"(' \$`hc`` - ž`XYdYbX]b['cb`h\Y
WUf[]b['Wc`dUbmiUbX`h\Y]f`gdYWjZ]WhUf]ZZg"

H\Y`WUf[]b['fUHYg`h\Ya`gY`j Yg`j Ufm`k`]XY`mž`Zfca``\$"&-`dYf`_K`\
Zcf`bcfa`U`WUf]b['hc``\$"()`dYf`_K`\
7i ffYb`h`mž`]b`÷`mž`Xf]j Yfg`UfY`gYY]b['df]Wg`VYhk`YYb``\$"(\$`UbX`
`\$`*)`dYf`_K`\
Wf]ci`g`UVci`h`h\Y`Wc ghgž`U`Ž`WUf[Y`Zcf`U`*\$`_K`\
gYh`cbY`VUW`VYhk`YYb``&(`UbX`` - "GdYWjZ]WU`mž`WUf[]b['Uh

fUHYg'i d'hc '+'('_K 'Wcghg'UVci h' '\$'(&'dYf'_K \ž'YUX]b['hc'U'hchU'
cZ' &) "&\$'Zcf'U'Z' ``W\Uf[Yž'k \YfYUg'i g]b['\][\Yf!dck YfYX
W\Uf[Yfg]bW fg'U'ZY'cZ' '\$')' 'dYf'_K \ž'hchU'']b[' ' %", "\$"

H\Y'7c gh!9ZZYWh]j Y'5`hYfbUh]j Yg

÷hYfYgh]b[`mž'W\Uf[]b['Uh'\ca Y'Wca Yg'k]h\ 'U'a cfY'Vi X[Yh
Zf]YbX'midf]W\hU[ž'fUb[]b['Zfca ' '\$"%&'hc' '\$"&\$'dYf'_K \"'H\]g
hfUb'g'UhYg'hc'g][b]Z]WUb'h'gUj]b[g'Zcf'i gYfg"H\Y'UXj UbhU[Yg'cZ
\ca Y'W\Uf[]b[']bWi XY`ck Yf'df]W\gž'b][\hh]a Y'W\Uf[]b[ž'UbX'h\Y
fYUggi fUbW'cZ'_bck]b['YI UW'h'm'k \Uh'm'ci f'Wcghg'k]``VY"
<ck Yj Yfž'h\]g'Wca Yg'k]h\ 'XfUk VUW_g.'k]h\ci h'U'df]j UhY' [UfU[Yž
i gYfg'VYWca Y'XYdYbXYbh'cb'di V`]WW\Uf[]b['ghUh]cbg"
: i fh\Yfa cfYž'h\Y']bghU``Uh]cb'cZ'U'\ca Y'W\Uf[Yf'a][\h'fi b
Ufci bX' %ž\$\$\$"

7\Uf[]b['Uh[Ug'ghUh]cbg'c ZYfg'h\Y'VYbYZ]h'cZ'i `hfU!ZUgh'W\Uf[Yfgž
U`ck]b['i gYfg'hc'fY[U]b'i d'hc', \$i 'VUhhYfm]b`Ygg'h\Ub' '\$
a]bi hYg"<ck Yj Yfž'h\YgY'Wcbj Yb]YbW\g'Wca Y'k]h\ 'U'WUj YUh'cZ
\[\Yf'df]W\g'UbX'dchYbh]U`k U]h]b['h]a Yg""5XX]h]cbU`mž'h\YfY g
Ub'cb[c]b['YI dUb]g]cb'cZ'W\Uf[]b['dc]bhg']b'fi fU`UfYUg'UbX
g\cdd]b['W\bhYfg'hc'a YYh'h\Y'[fck]b['XYa UbX"

I bXYfghUbX]b['9`YWhf]WJ Y\]WY'HUf]ZZg

7\ccg]b['h\Y'f][\h'hUf]ZZ'WUb'a U_Y'U'g][b]Z]WUb'h'X]ZZYfYbW\`b
gUj]b[g""5g'fYdcfhYX'Vmi **L UhU_Už'**bX]j]Xi U'g'WUb'U'gc'Z]bX'a cfY
YWcbca]WU`gc'i h]cbg'Vm'W\Uf[]b['h\Y]f'Y'YWhf]WWUfg'Uh'\ca Y"
J Uf]ci g'fUHYg'YI]gh'Zcf'\ca Y'W\Uf[]b[ž'k]h\ 'cdh]cbg'Uj U]'UV`Y
Yj Yb'Zcf'h\cgY``j]b[']b'g\UfYX'fYg]XYbW\g"H\YfY'UfY'gi Vg[X]Yg'hc
Ugg]gh'k]h\ ']bghU``]b['\ca Y'W\Uf[Yfgž'YUg]b['h\Y'Z]bUbW]U`Vi fXYb
cb'dfcgdYWh]j Y'Vi mYfg"

H\YfY'UfY'X]ZZYfYbh'Wca dYh]h]j Y'hUf]ZZg'Uj U]'UV`Y'Zcf'\ca Y
W\Uf[]b[ž']_Y'fY[i 'UhYX'a Uf_Y'h'df]W\g'h\Uh'j Ufm'VYhk YYb' '\$"%\$
UbX' '\$"&\$ž'cf'ZfYY'a Uf_Y'h'df]W\g'h\Uh'ghUfh'Uh'U`ck' '\$"\$*`Xi f]b[
cZ]dYU_'\ci fgž'dYfZYWh'Zcf'b][\hh]a Y'W\Uf[]b["'<ca Y'W\Uf[]b[
WUb'dchYbh]U`m'gUj Y'a cfY'h\Ub' ' '*\$'Wca dUfYX'h'c'di V`]W

ghUh]cbg"

: cf'i gYfg`Yb[U[]b[`YI hYfbU`WXUf[]b[ž\ck Yj Yfž'h\Y`UbXgWUdY`]g
X]j YfgYž`UbX`cdh]cbg`UfY`bch`Ug`d`Ybh]Ž ``Dfcj]XYfg`]_Y`5WŲcbUž
≡YfXfc`Už`UbX`FYdgc``U``\Uj Y`X]ZZfYbhdf]W]b[`gWXYa Yg": cf
]bghUbWŲ.

Dfcj]XYf	A UI]a i a `Dck Yf	7cghdYf`_K \
5WŲcbU	I d`hc`&&`_K	\$"&\$
≡YfXfc`U	I d`hc`&&`_K	\$"&)
FYdgc`	I d`hc`&&`_K	\$"&-

5g`7`Yj YfYU`bchYgž'h\Y`cj YfU``Wċghg`cZ`WXUf[]b[`WUbb`Zi`Whi`UhY
VYhk`YYb` \$"%)`UbX` \$"+-`dYf`_K \`XYdYbX]b[`cb`h\Y`WXUf[]b[
ghUh]cbž`k \]`Y`gca`Y`gi`dYfa`Uf`_Yhg`Yj`Yb`cZZf`ZfYY`g`ck`Yf
WXUf[]b[`cdh]cbg`Ug`U`a`YUbg`hc`UhhfUWh`W`ghca`Yfg"

5g`Y`YWŲf]Wj`Y\]WYg`[U]b`dcdi`Uf]hmž`i`bXYfghUbX]b[`h\Y`Wċghg`UbX
Uj`U]`UV`Y`]bZfUghfi`Whi`fY`]g`Wfi`W]U``K \`Yh\Yf`cbY`WXccgYg`hc
WXUf[Y`Uh`\ca`Y`cf`Uh`U`[Ug`ghUh]cbž`k`Y][\]b[`h\Y`VYbYZ]hg`UbX
Wċghg`Ybgi`fYg`U`a`cfY`gi`ghU]bUV`Y`Wċa`a`i`h]b[`cdh]cb`k`]h\ci`h
VfYU_]b[`h\Y`VUb`_"

8YhU]`g	
Cfh	9gdUÍ U
E i Y`Yb	<ul style="list-style-type: none">• i b]cbfUmc"Wċa• k k k "I UhU_U"Wċa• k k k "WYj YfYU"Wċa

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