

7Uhh`Y`Df]Wg`Gi f[Y`Ug`Gi dd`mD`i a a Yhg
]b`Gci h\Yfb` ; Yfa Ubm°

9I d`cfY`h\Y`W ffYb`hghUhY`cZ`h\Y` ; Yfa Ub`WUhh`Y`a Uf_Yh`Ug`cZ
↵ bY`%&ž`&\$&) ž\][\`][\h]b[`df]W`hfYbXg`UbX`gi dd`m
W\U`Yb[Yg"



6UmYfbž`8Yi hgW\`UbX`!`H\Y`WUhh`Y`a Uf_Yh`]g`ZY`b[`h\Y
gei YYnYž`UbX`]hg`U`ghcfm`h\Uh`g`UZZYWh]b[`Vch\`ZUfa Yfg`UbX
Wcbgi a Yfg`U`]_Y`"FYWb`h`fYdcfhg`\][\`][\h`h\Uh`c`b`m`h\Y`UVgc`i hY
bYWhgg]h]Yg`UfY`VY]b[`XY`]j YfYX`]b`ZYa U`Y`WUhh`Y`WUhy[cf]Yg`"H\Y
bYYX`Zcf`VYYZ]g`YI WYX]b[`gi dd`m]b`a Ubm`fY[]cbgž`dUfh]W`Uf`m
]b`Gci h\Yfb` ; Yfa Ubmž`k \]W\`Ug`U`fYUXm`YX`hc`\][\Yf`df]Wg`Uh
h\Y`Vi hWYf`g`Wci bhYf"

5W\cfX]b[`hc`5[fUf`<Yi hYž`h\Y`Uj YfU[Y`g`Ui [\hYf`df]W`Zcf`Wck
a YUh]b`6Uj Uf]U`fYUWXYX` *"\$&`dYf`_]`c[fUa `Xi f]b[`h\Y`&&bX
k YY_]`cZ`h\]g`mYUfž`gi fdUgg]b[`h\Y`bUh]cbU`Uj YfU[Y`cZ` *"\$, "`H\]g
hfYbX`]bX]WUhyg`h\Uh`h\Y`[Ud`]b`df]W]b[`a Um`VY`k]XYb]b[`Ug`h\Y
a Uf_Yh`fYa U]bg`h][\h"

7Uhh`Y`Df]Wg`c b`h\ Y`F]gY

A Uf_Yh`UbU`mghg`UfY`bch`Yl dYWh]b[`h\]b[g`hc`ccgYb`i d`Ubmh]a Y
gccb"H\Y`6Uj Uf]Ub`GhUhY`bgh]hi hY`Zcf`5[f]W`hi fY`Ugc`dfcj]XYg`U
WcgYf`cc_`Uh`h\Y`Zi Whi Uh]cbg`]b`h\]g`j]hU`gYWhcf`b`h\Y]f`k YY`m
`]gh]b[g`z`k \]W\`fYZYWh`df]Wg`dYf`_]`c[fUa`cZ`g`Ui [\hYf`k Y][\h`z
h\Ym`UfY`bch]W]b[`U`bchUV`Y`f]gY`]b`j Uf]ci g`WUhh`Y`df]Wg"H\Y
Uj YfU[Y`df]W`cZ`Vi ``a YUhi bXYf`h\Y`l`WUhY[cfm]g`bck` `*"%+`z
k \]Y`Wck`a YUh`Ug`Ugc`Yl dYf]YbW`X`Ub`i dh]W`z`YgdYW]U`m
Ua`cb[`l`!WUhY[cfm`Wck`g`z`k \]W\`bck`Uj YfU[Y` `***`\$`fUg`cZ`K`YY`_
&`cZ`&\$&)`L"

Hc`Zi fh\Yf`]]`i ghfUhY`h\Y`W`ffYbh`a Uf_Yh`XmbUa`]Wg`z`YfY`g`U
gbUdg\ch`cZ`h\Y`Uj YfU[Y`df]Wg`Zcf`j Uf]ci g`VYYZ`WUhY[cf]Yg.

7Uhh`Y`7UhY[cfm	5j YfU[Y`Df]Wg`fi L
Mci b[`6i ``A YUh	*"-`\$
6i ``A YUh	*"%+`
7ck`A YUh	*"*`\$
<Y]Zf`A YUh	*"*`%

H\Y`df]Wg`f]gYg`UfYb`h`f`gh`U`c`WU`]]ggi Y``5g`h\Y`l`"G"VYYZ`a Uf_Yh
Wcbh]bi Yg`hc`Yl dUbX`z`h\Y`hc`hU`VYYZX]gUddYUfUbW`k Ug`fYdcfhYX
Uh`&,"&V`]]cb`dci bXg`]b`&\$&&`z`g\ck`WUg]b[`Ub`]bWfYUg]b[
XYa`UbX`cb`U[`cVU`gWU`Y``F`YhU]]`j U`i Yg`Zcf`VYYZ`\Uj Y`W]a`VYX
XfUa`Uh]WU`mic`j Yf`h\Y`mYUfg`z`fYUW\]b[`bYUf`m`~`+```\$`V`]]cb`]b
&\$&&`z`fYZYWh]b[`f`gh`\ck`j]hU`h\]g`hfUXY`]g`VYWca`]b["**I G85**
**fYdcfhg`]]`i ghfUhY`h\]g`hfYbX`z`k]h\`dUb`Ya`Yf[]b[`Ug`h\Y`Uf[Ygh`
a Uf_Yh`Zcf`l`"G"VYYZ`Yl dcfhg`Zfca``&\$&`hc`&\$&`"**

H\YgY`f]g]b[`df]Wg`g]g[bU`U`Wf]h]WU`a`ca`Ybh`Zcf`Vch\`U[f]W`hi fU`
dfcXi`Wf`g`UbX`Wcbgi`a`Yfg``K`]h\`h\Y`g`Ui [\hYf`UbX`gi`dd`m`W\U]bg
i`bXYf`gi`W\`dfYggi`fY`z`a`Ubmi`UfY`Y`Zh`hc`k`cbXYf`\ck`h\]g`k`]]`UZZY`W
h\Y]f`k`U`Yhg`]b`h\Y`[fcW`fm`U]g`Yg``A`Ubmi`ZUfa`Yfg`UfY`fi`bb]b[
h][\h`cb`fYgci`fW`g`z`UbX`h\YfY`gY`Ya`g`hc`VY`bc`fY`]YZ`]b`g][\h`
b`XY`YX`z`Ug`k`Y`cc`_`hc`h\Y`Zi`hi`fY`z`h\Y`W\U`Yb[Yg`]b`df]W]b[`UbX
gi`dd`micb`h\Y`VYYZ`a`Uf_Yh`fYj`YU`U`Wca`d`Yl`g]hi`Uh]cb`h\Uh
a`Yf]hg`WUfY`Zi``a`cb]hc`f]b["

5g'k Y`VfUW`Zcf'dchYbh]U`cb[c]b[`UX† gha Ybhg`b`h\Y
a Uf_Yhd`UW`žcbY`WU b h`Y`d`Vi h`ZY`h\Uh`h\YfY g`gca Yh\]b[`hc
VY`gU]X`Zcf`fYg]`YbW`]b`Vch\`h\Y`U[f]W`hi fU`W`a a i b]hm`UbX
W`bgi a Yfg`U`]_Y"K Y ``VY`_YYd]b[`U`WcgY`Ym`cb`h\]g`Yj Yf!
Yj c`j]b[`g]hi Uh]cbž`Ug`h\Y`cWU`W`a a i b]hm[fUdd`Yg`k]h\`h\Y
YZZYWhg`cZ`h\YgY`a Uf_YhidfYggi fYg"

8YhU]`g	
Cfh	6UmYfbž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none">• k k k "U[fUf\Yi hY"W`a• k k k "`Z"VUmYfb"XY• k k k "Yfg"i gXU"[cj

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