

: ØbZ'8 Yi hgWÅ Y 'YffY]WÅ Yb 'F i bXY 'nk Y]
VY]a 'HYbb]g!Hi fb]Yf']b 'Hfc]gXcfZ°

5a '(" ' † b] ' & \$ &) 'VY[Y]ghYfhYb'X]Y'8Ua Yb'VY]a 'BFK
≠hYfbUh]cbU'HYbb]g!Hi fb]Yf']b 'Hfc]gXcfZž'k Å\fybX'5bbU!
@ybU': f]YXgUa ']bg'5WÅhY`Z]bU`Y`Y]bnc["



Hfc]gXcfZž'8 Yi hgWÅ `UbX '!5a '(" ' † b] ' & \$ &) 'YbXYhY'X]Y`YfghY
F i bXY`XYg`@UX]Yg`BFK '≠hYfbUh]cbU']b 'Hfc]gXcfZž'i bX`hfchn
k]Xf][Yf'K YhhYfVYX]b[i b[Yb'k Uf'XUg'Hi fb]Yf'Y]b'j c`Yf'9fZc`['ZØf
X]Y`XYi hgWÅ Yb'Gd]Y`Yf]bbYb"'8Yf'K YhhVYk YfV'k i fXY'j cb`Y]bYa
gdUbbYbXYb'A UhWÅ `nk]gWÅ Yb'HYggU'6fcW_a Ubb'i bX`XYf
[YgYhnhYb'5bbU!@ybU': f]YXgUa `Xca]b]Yfh"

HYggU'6fcW_a Ubbž'X]Y`%- !Å\ f][Y`Ui ZghfYVYbXY`Gd]Y`Yf]bž'gcf[hY
ZØf'5i ZgY\Ybž'U`g]Y`Yg'a]h`XYf`YfZU\fybYb': f]YXgUa ž'X]Y`Ui Z
D`Uhn'+ '[YgYhnh']ghž'Ui ZbU\ a "'6fcW_a Ubb'VY[Ubb'ghUf_'i bX
[Yk Ubb'XYb`YfghYb`GUhn`XYi h]WÅ ž'VYj cf'g]Y`ja `nk Y]hYb`GUhn
bUWÅ`Y]» "'≠a `YbhgWÅ Y]XYbXYb`Xf]hhYb`GUhn`U['g]Y`ni bÅWÅgh'&.)
ni fØW_ž'_Åa dZhY'g]WÅ `YXcWÅ`ni fØW_'i bX'[`]WÅ`Ui Z'.) `Ui g"'8 Ug

A UhW []b['XUfUi Z]b']b'XYb'H]YVfYU_žXYb': f]YXgUa 'a]h'+.* fl Ł
 ZØf'g]W 'YbhgW]YX" ðg[YgUa h[Yk Ubb'g]Y 'XUg'A UhW 'a]h'%.*ž*.' ž
 +.* fl Łž'k cVY]'6fcW_a Ubb'j]Y`GY`Vghj YfhfUi Yb'Ui g']\fYf'@Y]ghi b[
 gW ÒdZYb'_cbbhYž'k]Y'K H5HYbb]g'VYf]W hYh"

K Y]hYfYf': c fhgW f]hh'XYi hgW Yf'Gd]Y`Yf]b bYb

Ni gÀhn']W 'ni ': f]YXgUa 'i bX'6fcW_a Ubb'\UVYb'Ui W 'ægm'8UYa g
 i bX'A UfU'; i h\X]Y'nk Y]hY'Fi bXY'YffY]W h" ðfY'@Y]ghi b[Yb
 ni gUa 'a Yb'a]h'XYb'j cf\Yf][Yb'9fZc'[Yb'j cb'Bca U'Bc\U'5_i [i Y
 i bX'A Uf]Y'Jc[hž'X]Y'VYfY]hg'Ua 'JcfhU['[Yk cbbYb'\UhhYbž'gcf[Yb
 ZØf'j]Y'j YfgdfYW YbXY'5i gg]W hYb'ZØf'X]Y'XYi hgW Yb'HU'YbhY'ja
 Hi fb]Yf"'a ; Y[YbgUhn'XUni 'a ØggYb'HYggU'6fcW_a Ubbž'æY`Y
 GhYi fž'5bhcb]U'GWa]Xhi bX'7Ufc']b'F UgW XcfZ'fK]Y'hfchn'Y]bYg
 ghUf_Yb'5i Zhf]hng[Y[Yb': Uj cf]h]b'ž']U'5j XYYj U'j Yf'cfŁ'X]Y
 <Y]a fY]gY'UbhfYhYb"

8]Y'5i g`cgi b['ZØf'XUg'5W hY`Z]bU'Y']b'Hfc]gXcfZ'g]Y\h
 j]Y'j YfgdfYW YbXY'6Y[Y[bi b[Yb'j cf"8]Y'A UhW Yg'g]bX'k]Y'Zc'[h
 Ub[YgYhnh

A UhW	Gd]Y`Yf
%	7Uf'chU'A Ufh]bYn'7]fYn'f%Ł' ægm'8UYa g'fl@Ł
&	J]j]Ub'K c`Z' '9']nUVYh\ 'A UbX']_ f) Ł
'	Bca U'Bc\U'5_i [i Y'fl Ł' 'MYbU ð!5`Vcb
(GcZ]U'G\UdUhUj U' '5bbU!@YbU : f]YXgUa 'flŁ
)	ž']U'5j XYYj U'ff' Ł' 'A UfU'; i h\ fE Ł
*	C UbU'; Ycf[YhU'G]a]cb'fE Ł' 9_UhYf]bY'; cf[cXnY'f(Ł
+	H]bU'Ga]h\ ' 'A Uf]Y'Jc[h'fK 7Ł
,	5`YI]g'6`c_\]bU'fE Ł' '@Ycb]Y ?i b['f&Ł

9fZc`[Y`]b`B ØfbVYf[

⊖`Y]bYa`dUfU`Y`Yb`K H5!Hi fb]Yf`]b`B ØfbVYf[`Yfn]Y`hY`5bbU!@YbU
: f]YXgUa`YVYbZU`g`VYa`Yf`Ybgk`YfhY`9fZc`[Y`"8]Y`&) !`Å\`f][Y
Gd]Y`Yf]b`Ui`g`5bXYfbUW`VYg]Y[hY`≠]bU!7Ua`Y`]U`6Y[i`Ui`g
Fi`a`Åb]Yb`]b`Y]bYa`gdUbbYbXYb`A`UhW`ž`XUg`nk`Y`]Ghi`bXYb
XUi`YfhY`": f]YXgUa`YbXYhY`a`]h`Y]bYa`Gw`fY`j`cb`(.`*`ž`*.`'`ž`*.`'`i`bX
`Y]hYhY`X]Y`K`YbXY`a`]h`Y]bYa`Yb`hgW`Y]XYbXYb`6fYU`_]a`nk`Y]hYb
GUh`Y]b`"8cfh`a`i`gg`G]Y`g]W`]b`XYf`b`ÅW`ghYb`Fi`bXY
a`Ö[`]W`Yfk`Y]gY`[Y[Yb`5bXfYU`DYh`_cj`]WVYk`Y]gYb`ž`i`bX`]b`Y]bYa
UbXYfYb`gdUbbYbXYb`A`UhW`i`[Yk`Ubb`A`cbU`6Ufh`Y`]\`f
5i`ZhU`_hgd]Y`[Y[Yb`DUi`U`C`fa`UYW`YU`Ui`g`5f[Yb]b]Yb`]b`XfY]
GÅhYb`ž`gc`**B`Ui`"**

8Ug`K`H5!Hi`fb]Yf`]gh`a`]h`&)`\$`\$`\$`\$`i`G!8c``Uf`Xch]Yfh`ž`k`Ug`X]Y
6YXY`i`hi`b[`XYg`K`Yh`VYk`YfVg`i`bhYfghfY]W`h`"8]Y`b`ÅW`ghYb`Fi`bXYb
XYg`Hi`fb]Yfg`j`Yfgd`fYW`Yb`Ui`ZfY[YbXY`6Y[Y[bi`b[Yb`ž`i`bX`X]Y
XYi`hgW`Yb`Gd]Y`Yf]bbYb`g]bX`[i`h`Ui`Z[YghY`h`ž`i`a`k`Y]hYf
YfZc`[fY]W`ni`gY]b`"

8YhU]`g	
C`fh	Hfc]gXcfZ`ž`8Yi`hgW`U`bX
E`i`Y`Y`b	<ul style="list-style-type: none">• k`hU`hY`b`b]g`"XY• k`k`k`"b`Ui`"W

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