

; YXYb_hUZY`ZØf`9f]W\`@Y\`a Ubb.`9\`fi`b`[
Y]bYg`D\`c`hc`W\`Ya`]Y!D]cb]Yfg

5a`%&"`†`b]`&\$&)`k`j`f`X`j`b`7\`Uf`c`h`Y`b`Vi`f`[`Y]`b`Y`;`YXYb_hUZY`
ZØf`X`Y`b`V`Y`X`Y`i`h`Y`b`X`Y`b`D\`c`h`c`W\`Ya`]_Yf`9f]W\`@Y\`a`Ubb`
Y]b`[`Y`k`Y`\`h`"



7Ufa`Y`f`g`h`f`U`»`Y`*`ž`%`\$`),`+`6`Y`f`^]`b`ž`8`Y`i`h`g`W\`^`U`b`X`!`5`a`%&"`†`b]`
&\$&)`k`j`f`X`j`b`6`Y`f`^]`b`Y]`b`Y`;`YXYb_hUZY`ni`9\`f`Y`b`j`c`b`D`f`c`Z`"8`f`"9`f]`W\`
@Y\`a`Ubb`Y]`b`[`Y`k`Y`\`h`"8]`Y`N`Y`f`Y`a`c`b]`Y`Z]`b`X`Y`h`i`a`%*`I`\`f`j`c`f`
g`Y]`b`Y`a`Y\`Y`a`U`][`Y`b`K`c`\`b`\`U`i`g`]`b`X`Y`f`7`U`f`a`Y`f`g`h`f`U`»`Y`*`j]`b`
7\`U`f`c`h`Y`b`Vi`f`[`g`h`U`h`"†`X]`h\`G`h`Ø`W\`_`Y`f`ž`X]`Y`J`c`f`g`h`Y\`Y`f]`b`X`Y`f`
6`Y`n]`f`_`g`j`Y`f`c`f`X`b`Y`h`Y`b`j`Y`f`g`U`a`a`i`b`[`7\`U`f`c`h`Y`b`Vi`f`[`!`K`]`a`Y`f`g`X`c`f`ž`
k`j`f`X`X]`Y`H`U`Z`Y`^`Y`b`h`Ø`^`Y`b`"8]`Y`J`Y`f`U`b`g`h`U`^`h`i`b`[`k`j`f`X`j`c`b`A`h`[`^]`Y`X`Y`f`b`
X`Y`f`;`YXYb_hUZY`_`c`a`a`]`g`g]`c`b`ž`X`Y`f`?`]`b`c`h`Y`W\`b]`g`W\`Y`b`;`Y`g`Y`^`g`W\`U`Z`h`
g`c`k`]`Y`J`Y`f`h`Y`h`Y`f`b`X`Y`f`G`U`a`a`i`b`[`A`U`f`i`ž`X]`Y`X]`Y`H`U`Z`Y`^`Z]`b`U`b`n]`Y`f`h`
\`U`h`ž`V`Y`[`Y]`h`Y`h`"8`f`"G`h`Y`Z`U`b`K`c`^`Z`j`c`a`8`Y`i`h`g`W\`Y`b`A`i`g`Y`i`a`
A`Ø`b`W\`Y`b`k`j`f`X`Y`V`Y`b`Z`U`^`g`U`b`k`Y`g`Y`b`X`g`Y]`b`i`b`X`Y]`b`Y`5`b`g`d`f`U`W\`Y`ni`f`
K`Ø`f`X`][`i`b`[`j`c`b`@Y\`a`Ubb`g`@Y`V`Y`b`i`b`X`K`j`f`_`Y`b`\`U`h`Y`b`"8]`Y`g`
V`Y`f]`W\`h`Y`h`V`Y`f`^]`b`"X`Y`"

8Yf%, +,]b'6Yf'b [YVcfYbY'9f]W\@Y\ a Ubb'k Uf'Y]b
VYXYi hYbXYf'D\chcWYa]_Yf'i bX'DfcZYggcfz'XYggYb'a YX]n]b]gWY
i bX'U_UXYa]gWY'@Ui ZVU\ b'g]Y'ghUf'_j cb'XYb'dc`h]gWYb
I a ghÅbXYb'gY]bYf'NY]h'VYY]bZi ggh'k i fXY"BUW\ 'gY]bYf
5i gV]Xi b['Ua ' ?Öb][`]WYb'K]\Y'a g!; ma bUg]i a 'ghi X]YfhY'Yf'Ub
XYf': f]YXf]W\!K]\Y'a g!i b]j Yfg]hÅh'ni '6Yf'b"GY]bY'8]ggYfhUh]cb
j YfhY]X][hY'Yf'-%- \$%ž'VYj cf'Yf'j cb'-%- \$&'V]g'-%- %('U'g'5gg]ghYbh'Ua
D\chcWYa]gWYb' ðgh]hi h'XYf'HYW\ b]gWYb' < cW\ gW\ i 'Y'6Yf'b
UfVY]hYhY"K Å\ fYbX'X]YgYf'NY]h'k Uf'Yf'Ub'VYXYi hYbXYb
k]ggYbgW\UZh`]WYb'9I dYX]h]cbYb'VYhY']][h'i bX' [UV'gY]bY
9I dYfh]gY']b'D\chcWYa]Y'i bX'C dh]_ 'k Y]hYf"@Ui h'Xd [!d\mg]_ "XY
k Uf'@Y\ a Ubb'j cb'-%- \$, 'V]g'-%- ' , 'A]h[`]YX'XYf'8Yi hgWYb
D\mg]_U']gWYb'; YgY`gW\UZh"

@YVYbgk Yf_'i bX'K]ggYbgW\UZh`]WY
6YXYi hi b[

9f]W\@Y\ a Ubb'[]h'U'g'ZØ\ fYbXYf'? cdZ]b'XYf'9bhk]W_'i b['XYf
?]bchYW\ b]_ 'i bX'XYg'?]bcZYi YfgW\i hnYg"'-%- &&'k i fXY'Yf
Ui » YfcfXYbh]W\Yf'DfcZYggcf'i bX'-%- &) 'ni a 'J cfg]hnYbXYb'XYf
?]bchYW\ b]gWYb'; YgY`gW\UZh'[Yk Å\ 'h'GY]bY
: cfgW\i b[gYf[YVb]ggY'ZUbXYb'k Y'hk Y]h'5bYf_Ybbi b["'8]Y
; YXYb_hUZ'Yf]bbYfh'Ub'gY]bYb'K c\bcfh'j cb'-%- %%V]g'ni 'gY]bYa
hfU[]gWYb'HcX"'-%- ' ' j Yf'cf'@Y\ a Ubbž'Gc\ b'ØX]gWYf'9'hYfbž
Ui Z[fi bX'XYf'bUh]cbU'gcn]U']gh]gWYb'F UggYbdc`]h]_ 'gY]bY
DfcZYggi f'i bX'a i gghY'U`Y'Y'a hYf'b]YXYf'Y[Yb" ð'X]YgYf'NY]h'k Uf
Yf'Ui ZX]Y'I bhYfghØhni b['gY]bYf'Nk]`]b[ggW\k YghYf'Ub[Yk]YgYb"
@Ui h'K]_]dYX]U'k Uf'Yf'ni XYa 'Ub'XYf'9bhk]W_'i b['j cb
F YnYdhi fYb'ZØf'_Øbgh`]WY'9XY'ghY]bY'hÅh]['i bX'\U'ZVY]'XYf
D\chc[fUd\]Y!9I dYX]h]cb'bUW\ '5ggi Ubž'i a 'XUg'I J!GdY_hfi a 'XYf
GcbbY'ni 'YfZc fgWYb"

@Y\ a Ubbg'@YVYb'YbXYhY'hfU[]gW\ 'Ua '%%"' ð]bi Uf'-%- (&ž'U'g'Yf'g]W\
]b'gY]bYf'K c\bi b[']b'XYf'7Ufa YfghfU» Y'* 'XUg'@YVYb'bU\ a "' ð
XYf'NY]h'bUW\ 'gY]bYa 'HcX'k i fXY'gY]b'K c\bi b[g]b] YbhUf
j YfghY][Yfhž'k Å\ fYbX'gY]bY'GW\k YghYf'i bX']\f'Gc\ b'k Å\ fYbX'XYf
bUh]cbU'gcn]U']gh]gWYb'J YfZc`[i b['Yfa cfXYh'k i fXYb"GY]bY
k]ggYbgW\UZh`]WYb'6Y]hfÅ[Y'i bX'gY]bY'Y]bn][Ufh][Y'9I dYfh]gY

V`Y]VYb`]b`XYf`D\chcWYa]YžGdY_hfcg_cd]Y`gck]Y`]b`XYf`?]bc!
i bX`FYdfcXi _h]cbghYWb]_`i bj Yf[YggYb`i bX`k YfXYb`Xi fW`X]Y
; YXYb_hUZY``Y]b`ÖZZYbh]WYg`8Yb_a U``Yf\U`hYb"

8YhU]`g	
C fh	7Ufa YfghfU» Y`*ž`%\$) , +`6Yf`]bž`8Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none">• k k k "VYf`]b"XY• k k k "Xd[!d\mg]_"XY• XY"k]_]dYX]U"cf[

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