

6Yf`]b`Ui Z`XYa`K`Y[`ni`f` K`]fhgW`X`UZhga`Y`hfc`dc`Y.`'`VYf`c`h`X`]Y` GhUXh`A`Øb`W`Yb`3`

6Yf`]b`_ØbbhY`A`Øb`W`Yb`]b`XYf`K`]fhgW`X`UZhgh`Åf`_Y`VU`X`
ØVYf`c`Yb`"8Yf`;'`cVU`7]h]Yg`ϕXYI`nY][`h`XYb`5i`Zgh]Y[`XYf`
<`Ui`d`hghUXh`"9b`hXYW`_Yb`G]Y`X`Y`;'`fØb`XY`°`



6Yf`]b`ž`8Yi`hgW`X`Ub`X`!`ϕ`XYf`U`_hi`Y`Yb`5bU`mgY`XYg`;'`cVU`
7]h]Yg`ϕXYI`'ghY`Yb`ZØb`Z`XYi`hgW`Y`Gh`ÅX`hY`]b`XYb`Hcd`%\$`\$`XYf`
k`]fhgW`X`UZh`]W`gh`Åf`_ghYb`FY[`]cbYb`k`Y`hk`Y]h`A`Øb`W`Yb`g`
D`Um]Yfi`b[`Ui`ZF`Ub[`'&&i`bX`6Yf`]bg`Ui`ZF`Ub[`'&-`g]b`X`
VYXYi`hYb`X`ž`XU`X]Y`Dfc[`bcgYb`j`cb`CI`ZcfX`9W`c`bca`]Wg`XUf`Ui`Z`
`]bk`Y]gYb`ž`XUgg`6Yf`]b`A`Øb`W`Yb`VU`X`ØVYf`c`Yb`_ØbbhY`"8`Uf`Ui`g`
Yf[`YVYb`g]W`gd`UbbYb`XY`9b`hk`]W`_i`b[`Yb`ZØf`X]Y`XYi`hgW`Yb`
A`Yhfc`dc`Yb`i`bX`XYfYb`k`]fhgW`X`UZh`]W`Y`Gh`Åf`_Yb`"

@Ui`h`XYf`K`Y`h`Y][`h`XUg`6fi`h`c]b`Ub`Xgd`fc`Xi`_h`f`b`ϕ`L`A`Øb`W`Yb`g`VY`]
&,'`A`]`]Uf`XYb`8`c`Uf`ž`k`Å`fYb`X`6Yf`]b`a`]h`&,\$`A`]`]Uf`XYb`8`c`Uf`

bi f'_bUdd`XU\]bhYfghY_W`h"8]Y`5i`Zgh]Y[gW\UbWb`6Yf`]bg`k`YfXYb
a`]h`Y]bYf`fcVi`ghYb`k`]fhgW\UZh`]W\Yb`DYfgdY`_h]j`Yž`XYf`5hhfU`_h]j`]h`h
ZØf`↑`b[`Y`HU`YbhY`gck`]Y`Y]bYa``Ui`ZV`Ø\YbXYb`?fYUh]j`!`i`bX
HYW\bc`c[`]YgY`_hcf`VY[fØbXYh"8]YgY`:`U`_hcfYb`Vf]b[`Yb`Zf]gW\Yb
K`]bX`i`bX`j`]Y`Y`bYi`Y`≠YYb`]b`X]Y`GhUXh"

8]Y`F`Ub[`_]ghY`]a``,`VYfV`]W_

<]Yf`Y]bY`,`VYfg]W\h`XYf`XYi`hgW\Yb`Gh`XhY`]a``,`;`cVU`7]h]Yg
≠XYI`.

- A`ØbW\Yb.`D`Uhn`&&
- 6Yf`]b.`D`Uhn`&-
- <Ua`Vi`f[`,`D`Uhn`" -
- :`fUb`_Z`fh.`D`Uhn`*`&
- 8ØggY`XcfZ`D`Uhn`- -

≠g[`YgUa`h`nY][`h]g]W\ž`XUgg`6Yf`]b`]b]W\h`bi`f`k`]fhgW\UZh`]W`Ui`Z`c`hž
gcbXYfb`Ui`W\`VY]a``,`<`i`a`Ub`_Ud]hU``,`di`b`_hYh"5`g`<`i`a`Ub`_Ud]hU``,`
k`]fX`XUVY]`X]Y`5`hYfgghfi`_`hi`f`XYf`6Yj`Ø`_Yfi`b[`,`gck`]Y`X]Y`E`i`U`]h`h`h
XYf`6`]Xi`b[`,`g!`i`bX`K`]ggYbgW\UZh]Y]b]W\hi`b[`Yb`j`YfghUbXYb""8Yf
JYf[`,`Y]W\`a`]h`Gh`XhYb`k`]Y`NØf]W\ž`:`YbZi`bX`K`]Ybž`X]Y`YVYbZU`g
i`bhYf`XYb`VYghYb`XYf`K`Y`h`fUb[`]YfYbž`k`]fX`Xi`fW\`X]Y`5bU`mgY`j`cb
**C`I`ZcfX`9W`c`b`c`a`]W`g`VY`Yi`W`hYh"8]Y`GW`k`Y]n`\Uh`ZØbZ`Gh`XhY`]b
XYb`Hcd`%\$`\$`ž`2`ghYffY]W\`ghY`h`a`]h`K`]Yb`bi`f`Y]bY`GhUXh`Ui`Z`D`Uhn
`,`*`"**

K`]fhgW\UZh`]W\Y`Gh`f`_Yb`]a``,`:`c`_`i`g

8cW`:`fØ»Y`U`Y]b`a`UW\h`b]W\h`ghUf`_"`K`]Y`XYf`≠`8`Yf`Ai`hYfhž`k`]fX
k`]fhgW\UZh`]W\Y`Gh`f`_Y`c`Zh`Ua``6fi`h`c]b`UbXgd`fc`Xi`_`h`f`b`≠`Ł`d`f`c`?`cd`Z
[`Ya`YggYb""≠`X]YgYa``F`Ub`_]b[`,`]Y[`h`K`c`ZgVi`f[`,`Ub`XYf`Gd]hnY`a`]h
Y]bYa``VYY]bXfi`W`_YbXYb`6`≠]j`cb`ZUgh`%(`*`"\$`\$`\$`9i`fc`d`f`c`?`cd`Z`
6Yf`]b`\]b[`Y[`Yb`d`c`g]h]c`b]Yfh`g]W\`]a``A`]h`Y`ZY`X`a`]h`Y`hk`U`(-`"&`\$`\$`
9i`fc`d`f`c`?`cd`Z`i`bX`\Uh`h`f`c`h`n`X`Y`a``Y]b`g][`b]Z`_Ub`h`Y`g`6`≠]K`UW\`gh`i`a`
j`cb`%(`D`f`c`n`Y`b`h`i`n`k`]gW\Yb`&`\$`%-`i`bX`&`\$`&&`Y`f`n]Y`h"8Ug`nY][`hž`XUgg
h`f`c`h`n`<`Y`f`Ui`g`Z`c`f`X`Y`fi`b[`Yb`]a``Gh`U`f`h`i`d`!`G`Y`_h`c`f`Y]b`d`c`g]h]j`Yf`H`f`Y`b`X
Yf`_Y`b`b`V`U`f`]gh"

K Ug'ghY\hXYb'GhAXhYb'bi b'VYj cf3'8]Y'5bU'mgY'XYfi fVUbYb
 8mbUa]_Ybž'Ui ZX]Y'g]W\XYf' ; `cVU'7]h]Yg'ϕXYI 'ghØhnhž'_ÖbbhY
 k]W\h][Y'<]bk Y]gY'ZØf'ϕj YghcfYbž'i bhYfbY\ a YbgghfUhY []Yb'i bX
 GhUXhYbhk]W_ i b[gd`ÄbY`']YZYfb"'8Yf'ϕXYI ž'YfghY`'h'j cb'Y]bYa
 HYUa 'j cb'ØVYf'(\$'^_cbca Ybž'ghY`'h'Y]bY'k Yfhj c`Y'FYggci fW'ZØf
 FY[]Yfi b[Yb'i bX'i bhYfbY\ a Yb'XUF"'8]Y'<YfUi gZcfXYfi b[Yb'i bX
 7\UbW\ b'XYf'j YfgW\]YXYbYb'GhAXhY'_ÖbbhYb'gc'VYggYf'[Ya UbU[h
 k YfXYb"

8]Y'8ca]bUbn'Yb[`]gW\gdfUW\][Yf'GhAXhY'ja 'ϕXYI ']gh
 Ui [YbZÄ`]["'BYk 'Mcf_ž'@cbXcb'i bX'DUf]g'g]bX'X]Y' [`cVU'Yb
 JcffY]hYfž'k Ä\fybX'bi f'<cb[_cb['U'g'W\]bYg]gW\Y'A Yhfcdc`Y
 i bhYf'XYb'Hcd'%'\$'ni 'Z]bXYb']gh"'8]YgY'8]gdUf]hÄhYb'_ÖbbYb
 gck c\`7\UbW\ b'U'g'Ui W\<YfUi gZcfXYfi b[Yb'ZØf'Yi fcdÄ]gW\Y
 GhAXhY'XUfghY`Ybž'X]Y'g]W\Y]Zf]['i a 'k]fhgW\UZh]W\Y'GhUV]'hÄhi bX
 K UW\ghi a 'VYa Ø\Yb"

ϕg[YgUa h'V'Y]Vh'UVni k UfhYbž'cV'6Yf']b'hUhgÄW\`]W\ 'A ØbW\Yb
 ØVYf\c`Yb'_Ubb"'8]Y'U_hi Y`Yb'9bhk]W_ i b[Yb'j YfgdfYW\Yb'Ui Z
 ^XYb': U`gdUbbYbXY'NY]hYb'ZØf'X]Y'XYi hgW\Y'K]fhgW\UZhi bX']\fY
 A Yhfcdc`Yb"

8YhU]`g	
C fh	6Yf`]bž'8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "k Y`h"XY • k k k "cl ZcfXYW\cbca]Wg"Wca • k k k "]k X"XY

6Ygi W\Yb'G]Y'i bg'Ui Z.'b!U["bYh