

7 G8 `&\$&) . `6i bhY `DUfUXY `i bX `[fc» Y
: Y]Yf`]Wk _Y]hYb `]b `6Yf`]b °

9bhXYW_Yb `G]Y`X]Y`<][\`][\hg`XYg`6Yf`]bYf`Gca a Yfg`&\$&) .
7G8ž: Ygh]j U`g`i bX`?i `hi f!9j Ybhg" `9f`YVYb`G]Y`J]Y`ZU`hi bX
?i bgh`



6Yf`]bž`8Yi hgWk `UbX`!`8]Y`J cfZFYi XY`Ui ZY]bYb`Vi bhYb`ħ` `]`b
6Yf`]b`k` ÅWkghž`XYbb`X]Y`<Ui`dghU`Xh`Uhg]Wk`k`JYXYf`Y]b][`Yg
Y]bZU`Yb`UggYb" `5a` `&*`" ħ` `]`Z]bXYh`XYf`U`"Å`f`]WkY`7`f]ghcd`Yf
GhfYYh`8Um`f!7G8`Ě`ghU`hž`XUg`k`c`" `[f0»`hY`@` 6HE`5Ž` : Ygh]j U`]b
9i`fcdUž`XUg`i`bXYfhh`Ui`gYbXY`j`cb` : Y]YfbXYb`Ubn]Y`h" `8]Y
8Ya`cbghfU`h]cb`VY[]bb`h`i`a` `%&`i` \`f`Ub`XYf`@Y]dn][`Yf`GhfU`»`Y`i`bX
n]Y`h`Xi`fWk` \`]ghcf]gWkY`C`fhY`k`JY`XYb`Bc`YbXcfZd`U`h`V]g`ni`a
6fUbXYbVi`f[`Yf`Hcf" `BYVYb`XYf`8Ya`cbghfU`h]cb`k`]fX`Yg`Ui`Wk
nU`fY]WkY`5i`Z0` \`fi`b[`Ybž`F`YXYb`i`bX`Y]b`[`fc»`Yg`?`cbnYf`h`ni`a
5VgWk`i`gg`[`YVYbž`XUg`X]Y`K`YfhY`j`cb`Hc`YfUbn`i`bX` ;` `Y]Wk` \`Y]h
 \`cWk`Å`h" `7G8` \`UhgY]bY`K`i`fnY`b`]a` `GhcbYk`U`"!5i`ZghU`bX`j`cb
%-`*`-`i`bX`h`Ya`U`h]g]Yf`h`Ui`Wk`]b`X]YgYa` `X` \`f`U`_hi`Y`Y`gcn]U`Y
 ;`YfYWk`h][`_Y]hgZc`fXYfi`b[`Ybž`k`JY`Yhk`U`X]Y`F`YWk`hY`j`cb

HfUbg[YbXYf!DYfgcbYb'i bX'X]g_f]a]b]YfYbXY'6'i hgdYbXYj YfVcHY"
j]g]hVYf'']b"XY \YVh\Yfj cfžXUgg'X]Y'F ci hY'VUff]YfYZFY]' [YghU'hYh
]ghž'k cXi fW'X]Y'J YfUbghU'hi b['ZØf'U''Y'ni [Åb['W'k]fX"

8cW'XUg']gh'bcW'']W'h'U''Ygž'k Ug'XYf'ž '']b'6Yf'']b'ni 'V]YhYb'\Uh"
Jca '%(' 'ž b]V]g'ni a '%(' "GYdhYa VYf'nY][h'X]Y'6Yf'']b'6]YbbU'Y
?i bghk Yf_Yž'X]Y'g]W'a]h'XYb'H\Ya Yb'A Y]bi b[gZfY'\Y]hi bX
?i bghZfY'\Y]h'Ui gY]bUbXYfgYhYb""8]Y'5i gghY''i b['V]YhYh'Y]bY
D'UhhZcfa 'ZØf'j YfgW'Y]XYbY'?Øbgh'Yf'i bX'j Yfa]hhY'h'k Yfhj c''Y
=a di 'gY'ja 'i 'hi fY''Yb'8]g_i fg''9]bn][Ufh][Y'J YfUbghU'hi b[Ybž
k]Y'XUg'< Yfc]bYg'cZ'Gci bX': Ygh]j U'žXUg'j ca '%\$'V]g'%'&' 'ž ']
ghUhh]bXYhi bX': @B H5!/?ØbghYf.]bbYb'Y]bY'6Ø\ bY'V]YhYhž'nY][Yb
X]Y'J]Y'ZU'h'XYf'_Øbgh'Yf]gW'Yb'DfU_h]_Yb'X]YgYf'HU[Y"

9]b': Ygh'ZØf'U''Y'G]bbY

: Ubg'XYg[i hYb'; YgW'a UW_g'_ØbbYb'g]W'Ui Z'Y]b'k Y]hYfYg
<][\][\h'ZfYi Yb.'8Ug'Di V']WJ]Yk]b['ni f': i »VU''!9A 'XYf
: fUi Yb'n]Y\h'j ca '&'V]g'ni a '&+' 'ž '']b'nU\ 'fY]W'Y'6]Yf[ÅfhYb
i bX'Ua ' &+' 'ž '']bg'K]'m'?fYgga Ubb!GhUX]cb''5i W'X]Y
:]a ZfYi bXY'_ca a Yb'b]W'h'ni 'i fn' 'a]h'XYf'Gca a Yf'6Yf'']bU'Y
j ca ', "V]g'%'&' 'ž ''] []Vh'Yg'dfY]g[Y_fØbhY':]a Y'i bhYf'ZfY]Ya
<]a a Y''ja ': f]YXf]W'g\U]b'ni 'gY\Yb"

- F Uj Y'h\Y'D`UbYh'Ua '%&' 'ž '']VYZi Yfh'X]Y'GhfU»Yb'a]h
di 'g]YfYbXYf'HYW'bc!A i g]_"
- 8Yf'VY'Y]VhY'@c''UdU`ccnU']a 'C`ma d]UdUf_'gcf[h'Ua '%&'
i bX'% ' 'ž '']ZØf: Ygh]j U!: YY'']b['a]h'<YUX'']bYfb'k]Y'ž gh]b
H]a VYf'U_Y'i bX'; fUW]Y'5VfUa g"
- 7`Ugg]WCdYb'5]f'Ua ': YbXUfa Yba Uf_h'Vf]b[hij cb'%'+"
V]g'%'&' 'ž '']?`Ugg]_ZfYi bXY'ni gUa a Ybž'a]h'; fØ»Yb'k]Y
; fY[cfm'DcfhYf'i bX'5bbU'BYhfYV_c"

Ni gÅh'W'Z]bXYh'XYf'=GH5: 'Ua ' &+' 'ž '']ja 'C`ma d]UghUX]cb'ghUhhž
Y]bY'ZYXYfZØ\ fYbXY'@Y]W'hUh\ 'Yh]_!J YfUbghU'hi b[ž'X]Y
5h\ 'Yh.]bbYb'i bX'Ni gW'Ui Yf'Ui g'U''Yf'K Y'h'ni gUa a YbVf]b[h''9]b
[Ubn'VYgcbXYfYg'9j Ybh'gh'X]Y'6i W'dfYa]YfY'j cb'?Uh'9fmb
Fi V]_g' : i fmY 'Ua ' &&' 'ž '']b'XYf'J]'U'; f]gYVUW"

? i `hi f`i bX` : fY]nY]h`]b `Y]bYa

8 Yf`đ `]`]gh`Ui W`X]Y`NY]h`Z0f`XUg`l 8? `F i bX[Ub[`f%, ""V]g`&\$"
đ `]tž`VY]`XYa `X]Y`H0fYb`XYf`l b]j Yfg]hAh`XYf`? 0bghY`Z0f
]bhYfYgg]YfhY`6Ygi W`Yf.]bbYb`[Y0ZbYh`k YfXYb""l bX`b]W`hni `Yhnh
X0fZYb`g]W`? cbnYfh]YV\UVYf`Ui ZXUg`? cbnYfhgca a Yf`]b`XYf
K i \ `Y]XY`ZfYi Yb.`9]b`UVk YW`g`i b[gfY]W`Yg`@]bY!! dž
Y]bgW`]Y» `]W`8]Y`ŸfnhY`i bX`G]XcžVf]b[h`X]Y` : Ubg`]b` : Y]Yf`Ui bY"

CV`a Ub`X]Y`J]Y`ZU`h`XYf`?i bghž`X]Y`a]hfY]» YbXYb`?`Àb[Y`XYf
A i g]_`cXYf`X]Y` : fYi XY`Ua `Gdcfh`ZY]Yfb`a 0W`hYž`XYf`đ `]`]b`6Yf`]b
\Uh`Z0f`YXYb`Yhk Ug`dUfUh`DUW`Yb`G]Y`U`gc`ÀfY`[i hY`@Ui bY`Y]b
i bX`[Yb]Y» Yb`G]Y`X]Y`_ca a YbXYb`HU[Y`]b`X]YgYf`di`g]YfYbXYb
A Yhfc`dc`Y`9]b`5b`Ugg`ni a` : Y]Yfb`]gh`XYZ]b]hj`[Y[YVYb`i bX`XYf
7G8`k]fX`bi f`XYf`5bZ]b[`gY]b`j cb`Y]bYa `A cbUh`j c`Yf`9f`YVb]ggY"
H]d`6Yf`]b` \Uh`X]Y`VYghYb`9j Ybhg`ni gUa a Yb[YghY`hž`gcXUgg`G]Y
[UfUb]h]Yfh`b]W`hg`j YfdUggYb`k YfXYb"

8 YhU]`g	
C fh	6Yf`]bž`8Yi hgW`U`bX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "h]d!VYf`]b"XY • k k k "j]g]hVYf`]b"XY

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