

5b[Y`U`6c```bYi Yf`7\YZfYXU_hYi f]b`]b
7chhVi g. `8Ug`Vf]b[h'g]Y`a]h°

5b[Y`U`6c```ØVYfb]a a h`Ua`%"'ž`]'&\$&) `X]Y`@Y]hi b[`XYf
FY[]cbU`fYXU_h]cb`7chhVi g" `ÀfY`GWk Yfdi b_hY.`X][]hU`Y
Dfc`Y_hY`i bX`@c`_U`VYf]W`hYfghUhi b["



7chhVi gž`8Yi hgW`UbX`!`5a`%"'ž`]'&\$&) `U`h`5b[Y`U`6c```X]Y
@Y]hi b[`XYf`FY[]cbU`fYXU_h]cb`7chhVi g#GdfYY!BY]»Y
ØVYfbca a Yb"8]Y`(!`À\`f][Yž`X]Y`i fgdfØb[`]W`Ui g`A`Ubb`Y]a
ghUa a hž`Vf]b[h`Y]bY`: Ø`Y`Ub`9fZU\fi b[`a`]h`J`cf`]\fYa`K`YW`gY`
k`Uf`g]Y`j`YfUbhk`cfh`]W`ZØf`X]Y`FYXU_h]cb`]b`: ØfghYbk`U`XY`VY]`XYf
A`Àf`_]gW`Yb`C`XYfnY]hi b["`B`YVYb`]\fYf``ci`fbU`]gh]gW`Yb`@Ui`ZVU`b
Yf[U`hY`fhY`g]Y`ja``U`f`&\$&&Y]bY`B`ca`]b]Yfi b[`ZØf`XYb
fYbca a]YfhYb`H`YcXcf!K`c`ZZ`DfY]gž`Y]bYf`XYf`k`]W`h][`ghYb
æi`fbU`]ga`i`g!5i`gnY]W`bi b[Yb`]b`8Yi`hgW`UbX`ž`X]Y
**GØXXYi hgW`Y`NY]hi b[`ni`Zc`[`Y`a`]h` "\$\$\$\$`9i`fc`Xch]Yfh]gh
i`bX`Ub`XYb`Ub[`À\`f][Yb`7\YZfYXU_hYi`f`XYg`6Yf`]bYf`HU[YV`U`h`gž
H`YcXcf`K`c`ZZ`Yf]bbYfh`**

5b[Y`U`6c``\Uh]\fY`^ci fbU`]gh]gWY`5i gV]`Xi b[`VY]a
A Ubb\Y]a Yf`A cf[Yb `UVgc`j]Yfhi bX`g]W`]b`]\fYf`V]g\Yf][Yb
?Uff]YfY`j cf`U``Ya `U`g`@c`_U`fYdcfhYf]b`Y]bYb`BUa Yb`[Ya UW`h`
GW`k Yfdi b`_h`]\fYf`6Yf]W`hYfghUhi b[`k UfYb`i bhYf`UbXYfYa
; Yf]W`hgj YfZU`fYb`gck]Y`XYf`Hfi Y!7f]a Y!DcXWUgh` J YfVfYW`Yb`]a
E i UXfUh " " : ØfghYbk U`XY`k Uf`g]Y`VYgcbXYfg`U_h]j `i bX`]b]h]]YfhY
j YfgW`]YXYbY`8]] []hU`!Dfc`Y`_hYž`XUfi bhYf`XUg`YfZc`[fY]W`Y
; Ygdf`ÅW`gZcfa Uh` A CN!7`i V!HU`_ "

B Yi Y`D`ÅbY`i bX`< YfUi gZcfXYfi b[Yb

⊕`]\fYf`bYi Yb`Dcg]h]cb`d`Ubh`6c``ž`X]Y`Cb`]bY!D`UhhZcfa `@F`"XY
Ui gni VUi Ybž`i a `X]Y`fY[]cbU`Y`6Yf]W`hYfghUhi b[`k Y]hYf`ni
gh`Åf`_Yb``8]Yg`_ØbbhY`bYi Y`DYfgdY`_h]j Yb`ZØf`X]Y`@YgYf]bbYb`i bX
@YgYf`]b`7chVi g`gck]Y`XYb`i a `]Y[YbXYb`Gh`ÅXhYb`GdfYa VYf[ž
; i VYb`i bX` : cfgh`YfØZbYb``G]Y`Zc`[h`Ui Z?Uh`Y`Yb`K YgYfž`X]Y`]b
X]Y`6fUbXYbVi f[!FYXU_h]cb`j cb`A CN`i bX`@F`k YW`gY`h`⊕]b`G]Y[Y`
V`Y]Vh`XYf`FYXU_h]cb`U`g`ghY``j YfhfYhYbXYf`@Y]hYf`Yf\U`hYbž`k ca]h
?cbh]bi]h`Åh`]b`XYf` : Ø\fi b[` [Yk `Å`f`Y]ghYh`]gh"

6YgcbXYfg`VYY]bXfi W`_YbX`]gh`5b[Y`U`6c``g` : Å`]\[_Y]hž`Ui W`
gW`k]Yf][Y`H\Ya Yb`Ubni [Y`Yb``⊕`fY`Bca]b]Yfi b[`ZØf`XYb
H\YcXcf!K c`ZDfY]g`k Uf`ZØf`Y]bYb`6Y]hfU[ž`XYf`g]W`a]h`XYb
<YfUi gZcfXYfi b[Yb`XYf`DZY[Y`_f`ÅZhY`k `Å`fYbX`XYf`DUbXYa]Y
Ui gY]bUbXYfgYmhY``8Yf`VYhf`cZYbY`DZUffYfž`XYf`]a `⊕]bi Uf`&\$&%
j YfghUfVž`ghY``hY`k `Å`fYbX`X]YgYf`_f]h]gW`Yb`NY]hYb`nU`fY]W`Y
GW`k]Yf][_Y]hYb`VY]`XYf`5VgW`]YXbU`a Y`i bX`XYb
DZY[YVYX]b[i b[Yb`XUf` **68NJ** "

8]Y`⊕`XY`ZØf`XYb`6Y]hfU[`Yb`hghUbX`ØVYf`Y]bYb`Ub[Yb`Dfc`nYgg
j cb`a Y`fYfYb`A cbUhYb`ž`Yf`_`Åfh`6c``"G]Y`k c``hY`XYb
DZY[Y`_f`ÅZhYb`Y]bY`Gh]a a Y`j Yf`Y`\Yb`i bX`X]Y`gW`k]Yf][Yb
l a gh`ÅbXY`gma Vc`]gW`XUfghY``Yb``⊕`<YfVgh`&\$&%`Zc`[hYb
DfchYghY` [Y[Yb`X]Y`7cfc`bU!9]bgW`f`Åb`_i b[Ybž`X]Y`XUg`H\Ya U
bcW`Vf]gUbhYf`a UW`hYb``8]Y`h]YZ[Y`YbXYb`9]bg]W`hYbž`X]Y`g]Y
ØVYf`X]Y`9fZU`fi b[Yb`XYf`A YbgW`Yb`]b`X]YgYf`?f]gY`[YgUa a Y`h
\Uhž`k YfXYb`g]W`Yf`]W`Ui W`]b`]\fY`ni _ØbZh[Y`5fVY]h`Y]bZ]Y`Yb`

A]h'X]YgYb'j]Y`ZÀ`h][Yb'9fZU\fi b[Yb'i bX`Y]bYa ` _UfYb': c_i g`Ui Z
 X][]hU`Y` ðbcj Uh]cbYb`ghY\h'5b[Y`U'6c``j cf`Y]bYf`gdUbbYbXYb
 < YfUi gZcfXYfi b[" ` ÆfY`9ffY]W VUf_Y]hi bhYf`Ub[Y`U"Vc``4 `f"XY
 cXYf`hY`YZcb]gW`i bhYf`\$%+) #, &) %* ' * `]gh`XYf`YfghY`GW`f]hž`i a
]\fY` ÆYYb`ZØf`X]Y`FY[]cb`i a ni gYhnYb"

8YhU]`g	
C fh	7chVi gž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "`f!cb`]bY"XY • k k k "VXnj "XY • k k k "gi YXXYi hgW`Y"XY

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