

9]b hfUW\ h': fUb_Zi fh'ØVYfhf]ZZh'') \$
A]``]cbYb'9i fc' 'Gd]Y`Yf']a ': c_i g°

9]b hfUW\ h': fUb_Zi fh'YffY]W\h'Y]bYb'A Uf_hk Yfh'j cb'')) ž\$)
A]``]cbYb'9i fc'i bX'g]W\Yfh'g]W\`XYb'7\Ua d]cbg!@YU[i Y!
D`Uhn'&\$&(#&\$&) "



: fUb_Zi fh'ž'8Yi hgW\`UbX'!'9]b hfUW\ h': fUb_Zi fh'\Uh'X]Y'GU]gcb
&\$&(#&\$&) 'a]h'XYa '9]bni []b'X]Y'7\Ua d]cbg!@YU[i Y'YfZc`[fY]W\
UV[YgW\`cggYb''8Yf'; YgUa ha Uf_hk Yfh'XYg'?UXYfg'VYhfÅ[h'Yhnh
')) ž\$) 'A]``]cbYb'9i fc'ž'k Ug'Y]bY'VYa Yf_Ybgk YfhY'GhY][Yfi b[]j cb
- ž- %DfcnYbh]a]Yf[`Y]W\`ni a]cf'U'f'XUfghY`h''8]YgY
g][b]Z]_UbhY'9f\Ø\i b[`Uh'XUni]'YZØ\fh'ž'XUgg: fUb_Zi fh'XYb'J Z6
Ghi hh[Ufh'ØVYf\c'h'\Uh'ž'XYggYb'A Uf_hk Yfh'Ui Z' ' +ž&'A]``]cbYb
9i fc'[Ygh]Y[Yb']gh''J cf'GU]gcbVY[]bb'VYhfi [`XYf
; YgUa ha Uf_hk Yfh'bcW\`&' %ž\$) 'A]``]cbYb'9i fc'ž'k Ug'XYb'gYW\ghYb
D`Uhn']b'XYf'6i bXYg][U'VYXYi hYhY''`bg[YgUa h'\Uh'9]b hfUW\ h
: fUb_Zi fh'XYb'A Uf_hk Yfhi a '%&('A]``]cbYb'9i fc'ž'U`gc'i a ') ' ž*,
DfcnYbh'ž[YghY][Yfh''@Ui h'œd!cb`]bYQVYf]W\hYh'HcV]Ug'?fØ[Yfž
A Uf_hk YfhY!?'ccfX]bUhc'f'VY]'HfUbgZYfa Uf_h'XYž'XUgg'X]Y'[i hY

GU]gcb`i bX`X]Y`9bhk]W_`i b[`↑ b[Yf`Gd]Y`Yf`X]YgY`GhY][Yfi b[
a Ò[`]W_`[Ya UW`h`UVYb"

6YgcbXYfg`Yfj cfni `YVYb`g]bX`Gd]Y`Yf`a]h`g][b]Z_`UbhYb
A Uf_`hk YfhghY][Yfi b[Yb" < i [c`9_]h]_`Ā`U`h`gY]bYb`A Uf_`hk Yfhj cb
)) `Ui Z+) `A]`]cbYb`9i fc`Yf`\`Ò`h`k Ug`]`b`ni `Y]bYa `XYf
k Yfhj c`ghYb`5_`hYi fY`ja `?UXYf`a UW`h`K Y]hYfY`VYa Yf_`Ybgk YfhY
GhY][Yfi b[Yb`j YfnY]W`bYb`>Ub!A UhhYc`6U`cmU`fj cb`- `Ui Z`%+
A]`]cbYb`9i fc`Ĺ`B`U`h`Ub]Y`6fck b`fj cb`%) `Ui Z`&&`A]`]cbYb`9i fc`Ĺ`
5bg[Uf`?bUi ZZ`fj cb`%\$`Ui Z`) `A]`]cbYb`9i fc`Ĺ`i bX`F`Uga i g
?f]ghYbgYb`fj cb`%\$`Ui Z`(% `A]`]cbYb`9i fc`Ĺ`8]Y`; YgUa hghY][Yfi b[
Xi fW`X]YgY`Z0bZ`Gd]Y`Yf`VY`Āi Zh`g]W`Ui Z`((`A]`]cbYb`9i fc`

Gd]Y`YfYb`hk]W_`i b[`i bX
J YfhfU[gj Yf`Ā`hb]ggY

8]Y`A Uf_`hk YfhUbU`mgY`nY][h`b]W`h`bi f`X]Y`_fYUh]j Yb`HU`Yb`hYž
gcbXYfb`Ui W`X]Y`< YfUi gZcfXYfi b[Yb"6YgcbXYfg`bY[Uh]j `U`h
g]W`9`mY`K U`Y]Yb`hk]W_`Y`h`ž`XYggYb`A Uf_`hk Yfhj cb`&) `A]`]cbYb
9i fc`Ui Z`&&`A]`]cbYb`9i fc`[YZU`Yb`]gh"5i W`9`mYg`G_`]f]fj cb`-
Ui Z`+ž) `A]`]cbYb`9i fc`Ĺ`A Uf]c`; Ò`h`Y`fj cb`) `Ui Z`(`A]`]cbYb`9i fc`Ĺ`
i bX`?Yj]b`HfUdd`fj cb`" `Ui Z`&ž) `A]`]cbYb`9i fc`Ĺ`gcbXYfb`g]W`]b
Y]bYf`i b[Øbgh][Yb`A Uf_`hk YfhYb`hk]W_`i b["8]Y`5bU`mgY`V]YhYh
ni XYa `9]bV`]W_`Y`]b`X]Y`J YfhfU[g`Ui ZnY]hYb`i bX
8]g_i gg]cbgVY]hfĀ[Y`XYf`Gd]Y`Yf`"

9]bY`XYhU]`YfhY`_`VYfg]W`h`ØVYf`X]Y`Gd]Y`Yf`i bX`XYfYb
A Uf_`hk YfhYž`J YfhfU[g`Ui ZnY]hYb`gck]Y`8]g_i gg]cbgVY]hfĀ[Y`]gh]b
XYf`A Uf_`hk YfhUbU`mgY`Ui Z`h`f`Ub`gZYfa Uf_`h`W`"i _Qi bX
h`f`Ub`gZYfa Uf_`h`XYQni `Z]bXYb"8]Y`J YfhfĀ[Y`j]Y`Yf`Gd]Y`Yf`Ui ZYb
V]g`]b`X]Y`>U`fY`&\$`&*`ž`&\$`&+`ž`&\$`&, `ž`&\$`&- `i bX`&\$`\$ž`k Ug`Z0f
9]bhfUW`h`i: fUb_`Zi fh`X]Y`A Ò[`]W_`Y]h`V]YhYhž`Y]bYb`ghUV]`Yb`?UXYf
ØVYf`X]Y`b`ĀW`ghYb`GU]gcb`]\bUi g`ni `U`hYb"

Ni _ØbZh][Y`DYfgdY`_h]j Yb

9]bhfUW`h`i: fUb_`Zi fh`U`h`Ui W`D`ĀbY`Z0f`X]Y`_ca a YbXY`GU]gcb"

9`Ug'6Ui a ž`Y]b`hU`Ybh]YfhYf`Gd]Y`Yfž`\Uh`Y]b`YfZc`[fY]WXYg`@Y]\!
 <U`V`U\`f`VY]`XYf`GJ`9`j`YfgVYf[`\]bhYf`g]W`i`bX`_`ÒbbhY`Y]bY`F`c``Y
]a`ni`_`ØbZh][`Yb`?`UXYf`gd]Y`Yb``Ni`XYa`k`]fX`J`]W`c`f`:`f`c`\`c`X`h`j`cb
 ?`cdYb`U[`Yb`U`g`a`Ò[`\]WXYf`BYi`ni`[`Ub[`\`Y`U`b`X`Y`h``@`WUg`GhUgg]b
 j`cb`GU]bh!`9h]YbbY`k`]fX`YVYbZU``g`U`g`d`chYbn]Y``Yf`9fgUhn`ZØf
 9_]h]_`Å`[`YbUbbh``9f`_`Ua`i]a`j`Yf[`Ub[`YbYb`đ\`f`ZØf`fi`bX`nY`b
 A`j``cbYb`9i`f`c`i`bX`_`ÒbbhY`a`]h`nk`Ò`Z`H`c`f`Y`b`i`bX`ZØbZ`5gg]ghg`Y]bYb
 k`]W`h][`Yb`6Y]hfU[``Y]ghYb"

| | |
|------------|--|
| 8YhU]`g | |
| C`f`h | :`f`U`b`_`Z`f`h`ž`8`Y`i`h`g`W`X`U`b`X |
| E`i`Y``Y`b | <ul style="list-style-type: none"> • k k k "cd!cb`]bY"XY • k k k "hfUbgZYfa`Uf`_`h"W`c`"i`_` • k k k "hfUbgZYfa`Uf`_`h"XY |

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