

A i g] _ U `] g W X Y ` H U ` Y b h Y ` g h f U \ ` Y b ` V Y] a ?] g g Y b _ c b n Y f h `] b ` B c f X \ U i g Y b °

G W X Ø ` Y f ` X Y f ` ? f Y] g a i g] _ g W X i ` Y ` B c f X \ U i g Y b ` V Y [Y] g h Y f b ` V Y]
n k Y] ` ? c b n Y f h Y b `] b ` X Y f ` 7 m f] U W] ! ? U d Y ` ` Y ` i b X ` Y f \ U ` h Y b
[f c » n Ø [] [Y ` G d Y b X Y "



: f Y] \ Y f f ! j c a ! G h Y] b ! G h f U » Y ` % - - ž ' - - + ' (` B c f X \ U i g Y b ž
8 Y i h g W X ` U b X ! ` † b ` X Y f ` 7 m f] U W] ! ? U d Y ` ` Y `] b ` B c f X \ U i g Y b ` k U f ` Y g
Ø b [g h i k] Y X Y f ` Y] b a U ` a i g] _ U `] g W X " 8] Y ` G W X Ø ` Y f] b b Y b ` i b X ` G W X Ø ` Y f
X Y f ` ? f Y] g a i g] _ g W X i ` Y ` B c f X \ U i g Y b ` V Y [Y] g h Y f h Y b ` X U g
D i V `] i a ` a] h i n k Y] ` Y] b X f i W _ g j c ` ` Y b ` ? c b n Y f h Y b " 8 U g ` Y f g h Y ` ? c b n Y f h ž
U ` g ` ?] g g Y b _ c b n Y f h `] b g n Y b] Y f h ž ` g h Y ` ` h Y ` X] Y ` H U ` Y b h Y ` X Y f ` † b [Y b
B U W X k i W X g a i g] _ Y f `] b g ` F U a d Y b `] W X h " † a ` 5 b g W X ` i g g ` n Y] [h Y b ` Å ` h Y f Y
G W X Ø ` Y f] b b Y b ` i b X ` G W X Ø ` Y f `] \ f ` ? Ø b b Y b ž i b h Y f ` X Y b Y b ` U i W
D f Y] g h f Å [Y f ` X Y g ` K Y h h V Y k Y f V g ` † [Y b X ` a i g] n] Y f h ` n i ` ž] b X Y b
k U f Y b "

8 U g ` D f c [f U a a ` k U f ` X U V Y] ` Y] b Y ` U V k Y W X g ` i b [g f Y] W X Y ` A] g W X i b [.
J c b ` _ ` U g g] g W X Y b ` A Y ` c X] Y b ` V] g ` n i ` f c W _] [Y b ` ? ` Å b [Y b ` k U f ` Ø f ` Y X Y b

; YgWka UW`Yhk Ug`XUVY]"`8]Y`J]Y`ZU`h`XYf`8 UfV]Yhi b[Ybž`X]Y
`bghfi a YbhY`k]Y`5__cfXYcb`i bX`E i YfZ`ÒhY`ca`Ya d\Uh]gWkYb
; YgUb[`i a fU\`a hYbž`nY][hY`XUg`[fc»Y`a i g]_U`]gWkY`DchYbn]U`XYf
GW`Ø`Yf" `5b`Àgg`]Wk`XYg`&) !`À\`f][Yb`ž`V]`Ài a g`ØVYffY]Wk`hY
A Ubi Y`U`< UfX`h`j`cb`Hf][U`a a cV]`Yb`Y]bY`[fc»nØ`][Y`GdYbXY
j`cb`" \$\$\$`9i fc`Ub`XYb`:`ÒfXYfj`YfY]b`XYf`?fY]ga i g]_gWk i`Y" `8]YgY
A]hY`g]bX`Y]b`k`Yfhj`c`Yf`6Y]hfU[`ni`f`l`bhYfghØhni b[`XYf`GW`Ø`Yfž
i a`DfcVYbZU`fhYb`ni`cf[Ub]g]YfYb`i bX`VYgcbXYfY`bghfi a YbhY
Ubni gWkUZZYb"

8 Yf`:`ÒfXYfj`YfY]b`]a`9]bgUhn

8 Yf`J`YfY]b`XYf`:`fYi bXY`i bX`:`ÒfXYfYf`XYf
?fY]ga i g]_gWk i`Y`BcfX\Ui`gYb`Y"J`"i bhYfghØhnh`X]Y
?fY]ga i g]_gWk i`Y`gY]h`ØVYf`&\$`š\`fYb`gck`c\`]XY`Y`U`g`Ui`Wk
a`UhYf]Y`" `8i`fW`X]Y`Yb[Y`Ni`gUa`a`YbUfVY]h`a`]h`XYf`GW`i`Y]hi`b[
i`bX`XYa`?`c`Y`[]i`a`gYhnh`g]Wk`XYf`J`YfY]b`XU`ZØf`Y]bž`XUgg
GW`Ø`Yf]bbYb`i`bX`GW`Ø`Yf`cd]h`a`U`[YZ`ØfXYfh`k`YfXYb" `8Uni
[Y\`Øfh`b]Wk`h`bi`f`X]Y`5bgWkUZZi`b[]`j`cb`A`i`g]_]bghfi a YbhYb`i`bX
B`chYbž`gcbXYfb`Ui`Wk`X]Y`À\`f]Wk`Y`C`f[Ub]gUh]cb`Y]bYg`[fc»Yb
?i`bghZYghg`]b`?`ccdYfUh]cb`a`]h`XYf`ž`[YbX`_i`bghgWk i`Y
BcfX\Ui`gYb"

`b`g[YgUa`h`\Uh`XYf`:`ÒfXYfj`YfY]b`a`Y`f`U`g`%)) "\$\$\$`9i`fc`Ub
GdYbXYbž`:`ÒfXYfa`]hY`b`i`bX`6Y]hfÀ[Yb`[YgUa`a`Y`h`l`a`X]YgYg
9b[U[Ya`Ybh`Zcfhni`ZØ`fYbž`gi`Wk`h`XYf`J`YfY]b`XYfnY]h`bYi`Y
A`h[`]YXYfž`X]Y`X]Y`J`cfghUbXgUfVY]h`i`bhYfghØhnyb`a`ØW`hYb" `6Y]
`bhYfYggY`ghY`Yb`X]Y`?`cbhU`_h]bZcfa`Uh]cbYb`VYfY]h`

- 5XfYggY. :`fY]\Yff!j`ca`!GhY]b!GhfU»Y`%-`-`ž`+` (`BcfX\Ui`gYb
- HY`YZcb. `\$`*`%`--`(-`+`*`
- :`Ul`.\$`*`%`-`,``,`++`
- 9!A`U]`. :`_cbhU`_h4`_fY]ga`i`g]_gWk`i`Y!bcfX\Ui`gYb"XY`

A`i`g]_U`]gWk`Y`6]`Xi`b[`ZØfXYfb

l`a`X]Y`_i`h`i`fY`Y`6]`Xi`b[`k`Y]hYf`ni`ghÀf`_Ybž`gd]Y`Yb`b`h]Uh]j`Yb
k`]Y`XYf`J`YfVUbX`XYi`hgWk`Yf`A`i`g]_gWk`i`Yb`Y"J`"Y]bY`nYbhYfU`Y`

Fc`Y"l bhYf`XYa `H]hY` A i g]_@VYb& `gYhnYb`g]Y`Ui Z
 6]`Xi b[gdUfhbYfgWkUZhYbž`X]Y`?]bXYfb`i bX`ž [YbX`]WkYb`XYb
 Ni [Ub[`ni `a i g]_U`]gWkYb`Dfc`Y_hYb`Yf`Y]Wk.hYfb`gc`Yb"

8i fW`j YfgWk]YXYbY` : cfa UhYž`X]Y`j cb`J cfgWk i ` _i fgYb`ØVYf
 a cX]Z]n]YfhY`?i fgY`V]g`\\b`ni `A i g]WU`g`i bX`K cWkYbYbXZF]nY]hYb
 fY]WkYbž`k]fX`Y]bY`VfY]hY`DU`YhhY`Ub`a i g]_U`]gWkYb`6YhÅh][i b[Yb
 Ub[YVchYb`"8Yf` : c_i g`]Y[h`XUVY]`VYgcbXYfg`Ui ZY]bYf`U_h]j Yb
 HY]`bU`a Yž`X]Y`b]Wk`h`bi`f`a i g]_U`]gWkY` : Å\][_Y]hYb`ZØfXYfhž
 gcbXYfb`Ui Wk`gcn]U`Y`?ca dYhYbnYb`ghÅf`h"

8]Y`?fY]ga i g]_gWk i `Y`BcfX\Ui gYb`a]h]\fYa` : ØfXYfj YfY]b
 VYk Y]ghž`k]Y`k]Wk]h][`Y]bY`[i hY`a i g]_U`]gWkY`5i gV]`Xi b[`ZØf`X]Y
 dYfgØb`]WkY`9b`hk]W_`i b[`† b[Yf`HU`Yb`hY`]gh`8]Y`Øb[ghYb
 ?cbnYfhY`\\UVYb`Y]ba U`a Y`f`[YnY][hž`XUgg`XUg`a i g]_U`]gWkY
 ; Ya Y]bgWkUZhYf`YVb]g]b`BcfX\Ui gYb`cWk`]a`?i fg`ghY`h"

8YhU]`g	
C fh	: fY]\Yff!j ca !GhY]b!GhfU»Y`%- - ž`- - +' (BcfX\Ui gYbž`8Yi hgWk`UbX
E i Y`Yb	<ul style="list-style-type: none"> • `UbX_fY]g!bcfX\Ui gYb"XY • _fY]ga i g]_gWk i `Y! bcfX\Ui gYb"XY • k k k "Vi YbXb]ggY!Zi Yf! V]`Xi b["XY

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