

B =B 9F G`7\Ya b]hn'i bX`<Y]XY`VYf[.`5i Z
]bg`D`Umc ZZ! 8i Y``i a`XYb
< U`VZ]bU`Y]bni [°

A @D`5WUXYa]Wg`<Y]XY`VYf[`i bX`B =B 9F G`7\Ya b]hn`hfYhYb
Ua`%+"A U]'b`XYb`D`Umc Zg`XYf`6Ug_YhVU``6i bXYg`][U
[Y[YbY]bUbXYf`Ub"



A YggY`7\Ya b]hnž`8Yi hgW`UbX`!`8]Y`A @D`5WUXYa]Wg
<Y]XY`VYf[`i bX`X]Y`B =B 9F G`7\Ya b]hn`ghY\Yb`Ua`6Y[]bb`i`\fYf
J]YfhY`Z]bU`gYf]Y`b`XYb`D`Umc Zg`XYf`YUgm7 fYX]h`6Ug_YhVU``
6i bXYg`][U``B UWX`Y]bYf`gdUbbYbXYb`<Ui dhfi bXYž`b`XYf`X]Y
HYUa`g`di b_h[`Y]W`a`h`Y]bYf`6]`Ubn`j`cb`%,`G]Y[Yb`i`bX`%(
B]YXYf`U[Yb`UVgW`cggYbž`k`fX`XUg`YfghY`Gd]Y``Ua`GUa`ghU[ž`XYb
%+"A U]ž`i`a`%+`i`\f`b`XYf`A YggY`7\Ya b]hn`Ui`g[YhfU[Yb``8]Yg`]gh
Y]b`\]ghcf]gW`Yf`A`ca`Yb`h`ZØ`f`X]Y`A @D`5WUXYa]Wgž`X]Y`Yfgha`U`g`gY]h
]\fYa`5i`Zgh]Y[`]a`š\`f`&\$&%]b`X]Y`66@D`Umc Zg`Y]b[Ync[Yb`g]bX`
B UWX`j`Yf`š\`fYb`XYf`5bghfYb[i b[Yb`i`bX`XYf`9bhk]W_`i`b[`]gh`X]Y
J`cf`ZfYi`XY`Ui`Z`X]YgY`GYf]Y`[`fc»`"5`YI`J`c[Y`ž`XYf`Gdcfh]W`Y`@Y]hYf

XYf'A @D'5WUXYa]Wgž'VYgWxfY]Vh'gY]b'HYUa 'U'g'l bXYfXc['i bX
VYhcbh'XYb' [fc» Yb' ? Ua dZ[Y]ghž'XYb'g]Y'a]hvf]b[Yb'k YfXYb''

8]Y'B ß 9FG'7\Ya b]hn'VYYbXYb'X]Y' < Ui dhfi bXY'U'g
HUVY''Ybj]YfhYf'i bX'\UVYb'XUa]h'XYb' < Y]a j cfhY]']b'XYf'6YghlcZ
:]j Y!GYf]Y''6Y]XY'A UbbgW\UZhYb'V']W_Yb'Ui ZY]bY'gdUbbYbXY
<]ghcf]Y'ni fØW_ž'XYbb'gY]h'%- - - hfUZYb'g]Y']bg[YgUa h' () 'A U''b
DZ]W\hg d]Y'Yb'Ui ZY]bUbXYfž'XUVY]' \UVYb'X]Y'7\Ya b]hnYf'X]Y
C VYf\UbX'a]h'Y]bYf'6]Ub'n]j cb'&) .&\$'' ð'XYf''Ui ZYbXYb'GU]gcb
_cbbhY' < Y]XY'VYf['U''YfX]b[g'nk Y]'j cb'XfY]'5i ZY]bUbXYfhYZZYb
[Y[Yb'7\Ya b]hn'ZØf'g]W\Yb'hgW\Y]XYbž'k Ug'ni gÅhn']W\Y'6f]gUbn']b
X]Y'VYj c fghY\YbXYb'Gd]Y'Y'Vf]b[h''

8]Y' GhUh]gh]_Yb'gd fYW\Yb'ZØf'g]W\

8]Y'B ß 9FG'7\Ya b]hn'[Y\Yb'a]h'Y]bYf'\YfUi gfU[YbXYb' C ZYbg]j Y
]b'X]Y'GYf]Y''J]W\cf'6U]'Ym'ž''ZØ\fh'XUg'HYUa 'U'g'HcdgWcfYf'a]h
Xi fW\gW\ b]h]W\ %) ž%Di b_hYb'dfc'Gd]Y''Ub''GhUh]gh]gW\Y
J Yf['Y]W\Y'nY][Yb'YXcW\ž'XUgg' < Y]XY'VYf['XYZYbg]j 'X]Y'B UgY
j cfbY'\Uh''8]Y'VY]XYb'HYUa g'\UVYb']b'6Yni ['Ui Z: Y'Xk i fZei chYž
: fY]k i fZei chYž'F YVci bXgž'5gg]ghgž'6U''j Yf'i ghY'i bX': ci 'g'_Ui a
l bhYfgW\]YXY''8]Yg'Àggh'Ui ZY]b'gdUbbYbXYg'8i Y''Ui Z
5i [Yb\Ø\Y'\cZYb''

ð'XYf' < Ui dhfi bXY'nY][hYb'X]Y'7\Ya b]hnYf'Y]bY'ghUf_Y': cfa ž
[Yk UbbYb'XfY]']\fYf''YhnhYb'j]Yf'Gd]Y'Yž'a i gghYb'YXcW\Ua
'YhnhYb'Gd]Y'hU['Y]bY'B]YXYf'U[Y' [Y[Yb'C'XYbVi f['f(.%\$(Ł
Y]bghYW_Yb'' < Y]XY'VYf['\]b[Y[Yb'\UhY'ja 'Dc_U''Y]bYb'@Ui Zi bX
YffY]W\hY'YVYbZU''g'XUg'J]YfhY'Z]bU'Y''9g'V'Y]Vh'UVni k UfhYbž
]bk]YZYfb'X]Y'J YfÅbXYfi b[Yb'ja '7\Ya b]hnYf'?UXYfž'XUfi bhYf'X]Y
BYi ni [Åb[Y'8Ua]Yb'žZYfgcbž?Yj]b'MVc'i bX'žW\V';]mUfXž
X]Y'8mbUa]_XYf'GYf]Y'VYY]bZi ggYb'k YfXYb''

8 Yf'Gd]Y'd`Ub`i bX`H]W_Yhj Yf_Ui Z

8]Y'YfghYb'XfY]'Gd]Y'Y'XYf'J]YfhY'Z]bU'gYf]Y'g]bX'VYfY]hg
hYfa]b]Yfh'

- Gd]Y`%`%+ "\$) "&\$&) ž`%+. \$\$`I \fž`A YggY`7\Ya b]hn
- Gd]Y`&.`&\$ "\$) "&\$&) ž`&\$\$. \$\$`I \fž`GBD`Xca Y`<Y]XY`VYf[
- Gd]Y``.`&) "\$) "&\$&) ž`%*.`\$`I \fž`A YggY`7\Ya b]hn

8]Y`a Ò[`]WXYb`k Y]hYfYb`Gd]Y`Yž(`i bX`) ž`g]bX`ZØf`XYb`&+ "\$) "&\$&)
 i bX`&- "\$) "&\$&) `Ub[YgYhnh`8Yf`H]W_Yhj Yf_Ui Z`Ài Zh`VYfY]hg`gY\ f
 [i h`: Øf`Gd]Y`%`k i fXYb` ("\$\$`H]W_Yhg`j Yf_Ui Zh`i bX`ZØf`Gd]Y`&
 VYfY]hg``") \$\$"

A]h`XYf`[YgUa hYb`GdUbbi b[ž`X]Y`i a`X]YgY`J]YfhY`Z]bU`gYf]Y
 \YffgW`hž`k]fX`gck c``j cb`: Ubg`U`g`Ui W`j cb`Gd]Y`Yfb`a]h[fc»Yf
 J cfZfYi XY`Ui Z`X]Y`_ca a YbXY`K cW`Y`[YV`]W`h`8i fW`X]Y`Yb[Y
 6]`Ubn`i bX`X]Y`]bhYbg]j Yb`Gd]Y`Y`]b`XYf`<Ui dhfi bXY`g]bX`X]Y
 K Y]W`Yb`ZØf`Y]b`dUW_YbXYg`8i Y``[YghY``h"

A @D`5 WUXYa]Wg`VYf]W`hYhž`XUgg`

7\Ya b]hn- - "XY`]bZcfa]Yfh`ØVYf`X]Y`B =B 9FG`7\Ya b]hn`

8YhU]`g	
Cfh	A YggY`7\Ya b]hnž`8Yi hgW`UbX
Ei Y``Yb	<ul style="list-style-type: none"> • k k k "a`d!UWUXYa]Wg"XY • k k k "W`Ya b]hn- - "XY

6Ygi W`Yb`G]Y`i bg`Ui Z.`Y]bY!fY]gY"XY