

K YfXYf'6fYa Yb'gW`Ä[h'ni . '%\$!A]``]cbYb!
GhUf'A VUb[i `U'j cb`ž j Y'j YfdZ]W`hYh°

K YfXYf'6fYa Yb'j YfdZ]W`hYhGUa i Y`A VUb[i `U'j cb
ž j Ybhi g'ZØf'%'\$'A]``]cbYb'9i fc" '8Yf'VY`[]gW`Y': `Ø[Y`gd]Y`Yf
Yf\`Ä'h`Y]bYb`J YfhfU[`V]g'&\$' '\$"



6fYa Ybž'8Yi hgW`UbX`!`č`Y]bYf`Ui ZFY[YbXYb`K YbXY`Ui Z`XYa
HfUbgZYfa Uf_h`U`h`K YfXYf'6fYa Yb`Ua `&\$" ' & '] & \$ &) `XYb
VY`[]gW`Yb': `Ø[Y`gd]Y`Yf`GUa i Y`A VUb[i `U`f&%Ł]j cb`ž j Ybhi g
Hi f]b`j YfdZ]W`hYh" '8Yf'8YU`žØVYf`XYb`XYf`HfUbgZYf!9i dYfhY
;]Ub`i W`'8]A Ufn]c`VYf]W`hYhYž`i a ZUggh`Y]bY`6Ug]gUV`ØgY`j cb`%'\$
A]``]cbYb'9i fcž`ni nØ[`]W`'a Ò[`]W`Yf'6cb]"`A VUb[i `U`k]fX`Y]bYb
J YfhfU[`V]g'&\$' '\$`i bhYfgW`fY]VYb`i bX`]gh`XYf`nk Y]hY
Gca a YfhfUbgZYf`ZØf`X]Y`6fYa Yfž`bUW`'A UI]a]]Ub`K ØVYf`f&+Ł]j cb
@YYXg"

A VUb[i `Už`XYf`V]g\Yf`Ub`ž j Ybhi g[YVi bXYb`k Ufž`\Uh]b`XYf
j Yf[Ub[YbYb`GU]gcb`bi f`VY[fYbnhY`Gd]Y`nY]h`Yf\U`hYb" `Hfch
Y]bYg`j]Y`j YfgdfYW`YbXYb`GhUfhgž`VY]`XYa `Yf`]b`gY]bYa `8YVØh

[Y[Yb`7ca c`Y]b`Hcf`Yfn]Y`hYž`_Ua` `XYf`VY`[]gW`Y`HU`Ybh`HfA[Yf
i bhYf`XYa` `b`hYf]a` ghfU]bYf`=[cf`Hi`Xcf`_Ui`a`ni`a`Ni`["`b`XYf
[YgUa`hYb`GU]gcb`&\$&(!&`UVgc`j`YfhY`Yf`&`Gd]Y`Yž`k`cVY]`Yf`XfY]
HcfY`i`bX`XfY]`J`cf`U[Yb`VY]ghYi`YfhYž`YXcW`bi`f`Y`ZA`U`]b`XYf
GhUfhY`Z`ghUbX`"i`bhYf`XYf`bYi`Yb`:`Ø\fi`b[`fYXi`n]YfhY`g]W`gY]bY
9]bgUhnY]h`XfUa`Uh]gW`/Yf`gd]Y`hY`YX][`]W`]b`nk`Y]`6Y[Y[bi`b[Yb
a`h]bg[YgUa`h`k`Yb][Yf`U`g`nY`b`A`]bi`hYb`"J`cf`Y]b][Yb`K`cW`Yb
gW`Y]hYfhY`ni`XYa`Y]b`[Yd`UbhYf`K`YW`gY`]b`X]Y`DfYa`]Yf`@YU[i`Y`

J`Yf`Y`hni`b[gUi`gZU```i`bX`GhfUhY[]Yk`YW`gY`

8Yf`HfUbgZYf`j`cb`A`VUb[i`U`]gh`VYgcbXYfg`k`]W`h][`ZØf`K`YfXYf
6fYa`Ybž`XU`XYf`j`Yf`YhnhY`A`]hW`K`Y]gYf`fi`%&`Ui`Z[fi`bX`Y]bYg
?fYi`nVUbXf]ggYg`Ui`gZ`h`"A`VUb[i`U`Vf]b[h`X]Y`:`YI`]V]`]h`A`h`a`]hž`Ui`Z
VY]XYb`5i`»`Ybdcg]h]cbYb`XYf`C`ZYbg]j`Y`Y]b[YgYhnh`ni`k`YfXYbž
k`Ug`XYb`6fYa`Yfb`Y`ZYb`_ØbbhYž`X]Y`@ØW`Y`ni`gW`]Y»`Ybž`X]Y
Xi`fW`K`Y]gYfg`5i`gZU```Yb`hghUbXYb`]gh`

8]Y`9bhgW`Y]Xi`b[`ZØf`A`VUb[i`U`_ØbbhY`g]W`U`g`_i`[Yf
GW`UW`ni`[`Yfk`Y]gYb`"GY]bY`:`A`][`_Y]hž`Gd]Y`nØ[Y`ni`]b]h]]YfYb`i`bX
HcfY`ni`Yfn]Y`Ybž`k`]fX`j`cb`HfU]bYf`i`bX`HYUa`Xf]b[YbX`VYb`Øh][h`
8]Y`6fYa`Yf`a`ØggYb`g]W`]b`XYf`bYi`Yb`GU]gcb`b]W`h`bi`f`Ui`Z`X]Y
6i`bXYg`][U`_cbnYbhf]YfYbž`gcbXYfb`Ui`W`Y]bY`gW`U[_f`Až][Y
Hfi`ddY`ZØf`U`Y`K`Yh`VYk`YfVY`Zcfa`Yb`"K`YfXYf`U`h`g]W`a`]h
X]YgYa`HfUbgZYf`Ui`[YbgW`Y]b`]W`Y]bYb`j`]Y`j`YfgdfYW`YbXYb
Gd]Y`Yf`]bg`6cch`[Y`c`hž`XYf`Zf]gW`Yb`K`]bX`]b`X]Y`C`ZYbg]j`Y
Vf]b[Yb`_Ubb`"

9]b`6`]W`_`]b`X]Y`Ni`_i`bZh

B`UW`X`Yf`9]b][i`b[`k`]fX`A`VUb[i`U`]b`XYb`b`A`W`ghYb`HU[Yb`Y]bYb
A`YX]n]bW`YW`_`]b`6fYa`Yb`UVgc`j`]YfYb`i`bX`UbgW`Y`Y»`YbX`ni`a
HfU]b]b[g`U[Yf`fY]gYb`"9g`ghY`h`U`gc`U`Y`g`VYfY]h`ZØf`Y]bYb
B`Yi`UbZUb[`]b`XYf`6fYa`Yf`A`UbbgW`UZh`"A`]h`XYf`,`VYfnYi`[i`b[ž`XUg
f]W`h][Y`<`À`bXW`Yb`ZØf`HU`YbhY`ni`UVYbž`gYhnyb`X]Y
J`YfUbhk`cfh]W`Yb`[fc»`Y`<`c`Zbi`b[Yb`]b`XYb`↑`b[Yb`:`Ø[Y`gd]Y`Yf`

8]Y`K`YfXYf!:`Ubg`XØfZYb`[YgdUbbh`gY]bž`k`Ug`X]YgYf`HfUbgZYf`ZØf`

X]Y`_ca a YbXY`GU]gcb`Vf]b[h"9]bYg`ghY\hZYgh`GUa i Y`A VUb[i`U
 \UhY]b][Yg`ni`VYk Y]gYbž`i bX`6fYa Yb`_ÒbbhY`[YbUi`XYf`CfhigY]bž
 i a`gY]b`DchYbh]U`j c``Ui gni gW\ÒdZYb"Bi f`X]Y`NY]hk]fX`nY][Ybž
 k]Y`g]W\X]YgYf`GWf]hh`ZØf`VY]XY`GY]hYb`Ybhk]W_Y`b`k]fX"

A Y\f`8YhU]g`ni a`HfUbgZYf`i bX`XYf`Fc``Y`j cb`A VUb[i`U`VY]
 K YfXYf`6fYa Yb`Z]bXYb`G]Y`]b`XYb`5fh]_Y`b`j cb`6]`X`i bX`6`UW`/
 K \]hY`FYUX`5``Cj Yf"

| | |
|-----------|--|
| 8YhU]`g | |
| C fh | 6fYa Ybž`8Yi hgW\`UbX |
| E i Y``Yb | <ul style="list-style-type: none"> • k k k "V]`X"XY • k k k "V`UW_k \]hYfYUXU``cj Yf"Wta |

6Ygi W\Yb`G]Y`i bg`Ui Z.`X]Y!bUW\ f]W\ hYb"Wta