

H]YfXfUa U`]b`6`YW_YXY. `G]YVYb`?`À`VYf` ghYfVYb`VY]`GhU``VfUbX`°

: Yi Yf`]b`Y]bYa`F]bXYfghU``]b`6`YW_YXY`ZcfXYfh`g]YVYb`
?`À`VYf`VYb`/I`fgUWXY`i`b`_`Uf``: Yi Yfk Y`f`i`bX`Dc`nY`
Yfa`]hhY`b"

6`YW_YXY`ž`8`Yi`hgWk`UbX`!`#`Y]bYa`hfU[`]gWYb`J`cfZU``Ua`
A`cbhU[`a`cf[`Yb`_`Ua`Y`g`ni`Y]bYa`j`Yf`YfYbXYb`6`fUbX`]b`Y]bYa`
F]bXYfghU``]b`6`YW_YXY`VY]`@`Ø`bYVi`f[``6`Y]`XYa` :`Yi`Yf`j`Yf`cfYb`
g]YVYb`?`À`VYf`]`f`@`YVYb.``: `Ø`bZ`ghUfVYb`]a`6`fUbX`ž`k`À`fYbX`nk`Y`
UbXYfY`Ui`Z[`fi`bX`gWk`YfYf`J`Yf`Yhni`b[`Yb`gd`À`hYf`[`Yh`Ø`hY`h`k`YfXYb`
a`i`gghYb``;`Ø`W_]`W`Yfk`Y]gY`Ø`VYf`YV`hYb`XfY]?`À`VYf`XUg`i`b[`Ø`W_`
,`VYf`&\$`H]YfY`]b`Ub[`fYb`nYbXYb`6`YfY]`W`Yb`V`]YVYb`i`bj`YfgY`f`h`ž`
k`Ug`X]Y`gW`bY``Y`F`YU`_`h]cb`XYf`:`Yi`Yfk`Y`f`XYi`h]W`i`bhYfghfY]W`h`
8]Y`:`Yi`Yfk`Y`f`Yb`hXYW`_`hY`XYb`6`fUbX`Zf`Ø`nY]h][`i`bX`_`c`bb`hY`]`b`
fY`U`h]j`gW`bY``i`bhYf`?`c`b`h`f`c``Y`Vf]b[`Yb`ž`gc`XUgg`G`W`k`]a`a`YfYg`
j`Yf`]bXYfh`k`i`fXY``8]Y`[`Yb`Ui`Y`6`fUbX`i`fgUWXY`]gh`V]g`Ub[`
i`b[`Y`_`À`fh`ž`i`bX`X]Y`Dc`nY`]`U`h`9`fa`]`h`i`b[`Yb`X`Uni`Y]b[`Y`Y`hY`h"

8`Yf`GhU``\`U`hY`Y]bY`@`À`b[`Y`j`c`b`Y`h`k`U`&\$`A`Y`h`Y`f`b`ž`i`bX`X]Y`?`À`VYf`
\`Y`h`Y`b`g]W`i]b`gc[`Yb`U`b`b`h`Y`b`?`À`VYf`!`≠`i`g`Ui`Z``9`mY`k`]h`b`Y`gg`!
6`Yf]W`hY`nY][`hYb`:`Yi`Yfk`Y`f`Y`i`hY`ž`X]Y`]a`Ø`VYf`XUW`hYb`
5i`»`Yb[`Y`Y`[`Y`a`]h`F]bXYfb`VYgW`À`Zh][`h`k`UfYb``Ni`XYa`k`Uf`Y]b`
@`c`W`i]a`8`UW`ghi`\`X`Y`g`VY`h`f`c`Z`Y`b`Y`b`GhU``g`g]W`hV`Uf`ž`k`Y`W`Y`g`
a`Ø[`]W`Yfk`Y]gY`Ui`Z`X]Y`6`fUbX`i`fgUWXY`\]bXY`i`hYb`_`Ø`b`b`hY"

6`fUbX`i`fgUWXYb`i`bX`F`]g]_`Yb`]a`?`À`VYf`ghU``

8]Y`i`fgUWXYb`ZØ`f`d`Ø`h`n`]W`Y`GhU``Vf`À`b`XY`g]bX`\`À`i`Z[`j`]Y`Z`À`h][`"
@`Ui`h`Y]bYa`6`Yf]W`h`XY`g`K`c`W`Y`b`V`U`h`g`_`Ø`b`b`h`Y`b`\`Y`f`i`b`h`Y`f`[`Y`ZU``Y`b`Y`
c`XY`f`!`[`Y`h`Y`h`Y`b`Y`K`À`fa`Y`U`a`d`Y`b`j`Y`f`U`b`h`k`c`f`h]W`gY]b`ž`X]Y`\`À`i`Z[`]b`

?À`VYfghÀ`Yb`Y]b[YgYmhk`YfXYb" `b`Y]bYa`'6Y]gd]Y`Ui`g`XYa
5``[`Ài`ghUfVYb`gYW`g`?À`VYf`VY]`Y]bYa`'GW`k`Y`VfUbXž`XYggYb
l`fgUW`Y`YVYbZU`g`Y]bYf`gc`W`Yb`@Ja`dY`ni`[`YgW`f]YVYb`k`i`fXY"
9]b`À`b`]W`Yf`J`cfZU``]b`²`ghYffY]W`nY][`hYž`k`]Y`Y]bY`K`Àfa`Y`Ua`dY
ZØf`Y]b`_fUb`_Yg`?`U`V`Y]bYb`'6fUbX`Ui`g`ÖgYb`_Ubbž`k`Ybb`g]Y`]b
?`cbhU`_h'a`]h`XYf`9]bghfYi`i`[`Yf`Àh`

5``YfX]b[`g`[`]Vh`Yg`_Y]bY`gdYn]Y``Yb`'6fUbXgW`i`hnj`cf[`UVYb`ZØf`XYb
9]bgUm`j`cb`K`Àfa`Y`Ua`dYb`c`XYf`F`ch]W`h`Ua`dYb`]b`?À`VYfghÀ`Yb`"
8]Y`GJ`@` ;`k`Y]gh]b`]`fYf`l`bZU`j`Yf`Øhi`b[`gj`cf`gW`f]Zh`XUfUi`Z`\\bž
XUgg`Y`Y`_hf]gW`Y`'6Yhf]YVga`]hhY`j`cb`VfYbbVUfYb`Ghc`ZYb`ZYfb
[`Y`U`hYb`k`YfXYb`a`ØggYb``9]b`g]W`YfYf`'6Yhf]YV`X]YgYf` ;`Yf`ÀhY
_ÖbbhY`a`Ö[`]W`Yfk`Y]gY`'6f`ÀbXY`j`Yf`\\bXYfb``K`]W`h][`Y`J`cf[`UVYb
VY]b`\\U`hYb`Y]bYb`A`]bXYghUVghUbX`j`cb`*`\$`W`a`nk`]gW`Yb`@Ja`dY
i`bX`9]bghfYi`ž`gck`]Y`X]Y`J`Yfk`YbXi`b[`Y`b`hgd`fYW`YbXYf`
GW`i`hn[`]hhYf`"

6fUbXgW`i`hna`U»`bU`\\a`Yb`]a`'GhU```

8]Y`G]W`YfghY``i`b[`]j`cb`'6fUbXgW`i`hna`U»`bU`\\a`Yb`]a`'GhU```_Ubb
`YXcW`b]W`h[`]UfUbh]YfYbž`XUgg`'6f`ÀbXY`ni``%`\$`\$`Dfc`nYbhj`Yfa`]YXYb
k`YfXYb``9ggYbn]Y``]gh`X]Y`gW`bY`Y`'9j`U`_i`]Yfi`b[`]XYf`H]YfY`Xi`fW`
XYb`@UbXk`]fhž`k`cVY]`Yg`YXcW`c`Zh`Y]b`Dfc`V`Ya`XUfghY``hž`XUgg
Y]b][`Y`F`]bXYf`VY] ;`YZU`f`b]W`h`ZFY`k`]`][`XYb`GhU`j`Yf`UggYb`"
,`Vi`b[`]Ybž`k`]Y`g]Y`Ua`'GhUUhg[`]i`h`5W`gY`gW`k`Ub[`]Xi`fW`[`YZØ`f`h
k`i`fXYbž`nY][`Yb`X]Y`B`chk`YbX][`_Y]hž`XUg`f]W`h][`Y`J`Yf`\\U`hYb`]a
B`chZU``ni`Yf`YfbYb`i`bX`ni`ØVYbž`i`a`]a`'9fbghZU``a`Ö[`]W`ghj`]Y`Y
H]YfY`fYhhYb`ni`'_ÖbbYb`"

`b`X]YgYa`Ni`gUa`a`Yb`\\Ub[`]ghY`\\Yb`Ui`W`X]Y` ,`VYf`Y[`]i`b[`]Yb`ni
5`hYfbUh]j`Yb`XYf`K`Àfa`Y`Ua`dYb``?À`VYfXYW`_Yb`i`bX`K`Àfa`YVcl`Yb
_ÖbbhYb`d`chYbh]Y``Y`@Ögi`b[`]Yb`XUfghY``Ybž`i`a`XYb`?À`VYfb`]b
_U`hYb`NY]hYb[`]YfYW`h`ni`k`YfXYbž`c`\\bY`ni`g`Àh`]W`Y`'6fUbXf]g]_Yb
Y]bni`[`Y`\\Yb``8]Y`hfU[`]gW`Yb`9fY][`b]ggY`]b`'6`YW`_YXY`gc`hYb`U`g
K`YW`fi`ZX]YbYbž`X]Y`G]W`Yf`\\Y]hga`U»`bU`\\a`Yb`]b`XYf`H]Yf`\\U`hi`b[
ni`ØVYfXYb`_Yb`i`bX`[`Y[`]YVYbYbZU`g`ni`c`dh]a`]YfYb`"

8YhU]`g	
J c fZU``	6fUbXgh]Zhi b[
C fh	6`YW_YXYž8Yi hgWk`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "a cdc"XY • k k k "k cWkYbV`Uhh!X`j "XY • k k k "U[fUf\Yi hY"Wca

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