

B Yi Yf`B Yhhc!A Uf_h`]b`l b hY fghY]b UWx .
GhfY]h`i a `6Ui Zc fhgWx f]hh`Y b hVfUb b h°

⌘`l b hY fghY]b UWx `Y b hghY`h`Y]b`b UWx`U`h][Yf`B Yhhc!A Uf_h`X Yf
XYb`U`hYb`8]gWci b hYf`YfgYhnh`9f0ZZbi b[`]a `Bcj Ya VYf
&\$&) "



< Ui d hghfU» Y `)) ž`-) ' * - `l b hY fghY]b UWx ž`8 Yi hgWx`Ub X`!`⌘
l b hY fghY]b UWx`k]fX`ni f`NY]h`Y]b[`Ubn`VYgc bXYfYf`B Yhhc!A Uf_h`Ui g
XYa `6cXYb[`YghUa`dZn`8Yf`bYi`Y`8]gWci b hYf`gc`X`Y`U`hY
B]YXYf`Uggi b[`YfgYhYb`i bX`Vf]b[h`Zf]gWxYb`K]bX`]b`X]Y
; Ya Y]bXY`8Yf`6Ui`]gh`gWx`cb`]b`j`c`Ya`; Ub[Yž`i bX`X]Y
9]bk Y]i b[`]gh`Z0f`Bcj Ya VYf`&\$&) `[Yd`Ubh`Gc`k Y]hž`gc`[i h`
UVYf`Yg[]Vh`Y]bYb`_Y]bYb`Ghc`dYfghY]b`Ui ZXYa`K Y[`ni a`bYi Yb
9]b`_Ui ZgYf`YVb]g"

8Yf`; Ya Y]bXYfUh`j`cb`l b hY fghY]b UWx`U`h`g]Wx`9bXY`ž`b][Y[Yb
Y]bY`Ÿ`bXYfi b[`XYg`HY`_hi`fd`Ubg`Ui g[YgdfcWxYb`8]YgY
9bhgWxY]Xi b[`k`i`fXY`Ui Wx`dfca`dh`XYa`@UbXfUh`gUa`h`a`h[YhY]`h`
5`YfX]b[g`ghi`ZhY`XUg`@UbXfUh`gUa`h`XYb`K]XYfgdfi Wx`XYf

; Ya Y]bXY`U`g`fYWX`hgk`JXf][`Y]bž`k`Ug`XYb`6Ui`c`ZYbVUf`b]WX`h
Ui`Z`U`hY`b`k`]fX`"K`Yf`g]WX`ZfU[`hž`k`]Y`Yg`k`Y]hYf[`Y`hž`]gh`\\Yf`[`Yb`Ui
f]WX`h][`"

B`UWX`\\U`h][`_Y]h`]a`:`c`_i`g`

8`Ug`bYi`Y`A`Uf`_h[`YV`Ài`XY`k`]fX`U`Yf`\\UbX`ni`V]YhYb`\\UVYb`"5i`Z
Y]bYf`:`ÀWX`Y`j`cb`fi`bX`%)`,\$`a`ž`XUj`cb`Yhk`U`%"`%`\$`a`‡
J`Yf`_Ui`ZgZ`ÀWX`Y`ž`k`]fX`Yg`b]WX`h`bi`f`D`U`hn`Z`0f`@YVYbga`]hY`[`YVYbž
gcbXYfb`Ui`WX`Z`0f`Y]b`bUWX`\\U`h][`Yg`9]b`_Ui`ZgYf`YVb]g`";`Yd`Ubh]ghž
X]j`YfgY`GhY`d`À`hnY`Y]bni`f]WX`hYbž`XUfi`bhYf`gYWX`g`a`]h`9!
@UXYdi`b`_hYb`"5i`WX`X]Y`5i`»`Yb`Ub`U[`Yb`k`YfXYb`[`f0b`[`YghU`hYhž
i`a`X]Y`6]cX]j`Yfg]h`À`h`ni`Z`0f`XYfb`Y`Yhk`U`Xi`fWX`6`i`a`Ybk`]YgYb`i`bX
GhUi`XYb`"

8]YgY`]bbcj`Uh]j`Y`6Ui`k`Y]gY`Z`À`h`i`bhYf`X]Y`gc[`Yb`UbbhY
F`5H`G`6C`B`5`"97C`"65I`K`9`G`9`i`bX`YfZ`0`h`XYb`69;`!(`\$!GhUbXUfX`"
Ni`XYa`k`YfXYb`D`\\chcj`c`hU]_Ub`U[`Yb`i`bX`K`Àfa`Ydi`a`dYb`ni`f
9bYf[`]Yj`Yfgcf[`i`b[`Y]b[`YgYmhž`XUa`]h`XYf`A`Uf`_h`b]WX`h`bi`f
dfU`_h]gWX`ž`gcbXYfb`Ui`WX`i`a`k`Y`hž`Yi`bX`]WX`]gh`8Yf`df]j`UhY
6YhfY]VYf`F`5H`G`6C`B`5`]gh`Y]b`fYbca`a`]YfhYg
:`Ua`]Y]Ybi`bhYfbY`\\a`Ybž`XUg`gY]h`0VYf`'`)``\\fYb`U`_h]j`]gh`i`bX
VYfY]hg`a`Y`f`U`g`%`&\$`\$`A`Àf`_hY`]b`8Yi`hgWX`UbX`fYU`]g]Yfh`\\Uh`
8UVY`]gYhnhYg`Ui`Z`bUWX`\\U`h][`Y`Df]bn]d]Yb`i`bX`XUg
?fY]g`Ui`Zk`]fhgWX`UZhg`_c`bnYdh`"

K`Ug`Vf]b[`h`X]Y`Ni`_i`bZh`Z0f`I`bhYfghY]bUWX`3`

8]Y`9b`hgWX`Y]Xi`b[`X`Yg`;`Ya`Y]bXYfUhg`_0bbhY`:`c`[`Yb`Z0f`X]Y
`c`_U`k`]fhgWX`UZh]WX`Y`9b`hk`]W`_i`b[`\\UVYb`"9]b`a`cXYfbYf`BYhhc!
A`Uf`_h`_0bbhY`XYf`;`Ya`Y]bXY`b]WX`h`bi`f`k`]fhgWX`UZh]WX`Yb
5i`ZgWX`k`i`b[`Vf]b[`Ybž`gcbXYfb`Ui`WX`XYb`9]b`_Ui`Z`Z0f`X]Y`60f[`Yf
VYei`Ya`Yf`[`YghU`hYb`"8cWX`X]Y`_c`bhfcj`YfgY`9b`hgWX`Y]Xi`b[`nY][`hž
XUgg`X]Y`A`Y]bi`b[`Yb`]bbYf`\\U`V`XYf`;`Ya`Y]bXY`[`YhY`]h`g]bX`"

9g`V`Y]Vh`UVni`k`UfhYbž`k`]Y`g]WX`X]Y`G]hi`Uh]cb`k`Y]hYfYb`hk`]W`_Y`b
k`]fX`"8Ybb`hfc`hn`XYf`fYWX`h]WX`Yb`<0fXYb`gWX`Y]bh`XUg`Dfc`Y`_h
j`c`f`Ubni`gWX`fY]hYb`"8Yf`bYi`Y`BYhhc!A`Uf`_h]j`Yfgdf]WX`h`b]WX`h`bi`f`

Zf]gW\Y'@YVYbga]hhY`ž'gcbXYfb'Ui W\`Y]bYb' [fØbYb'6Y]hfU['ni f
; YghU`hi b[`XYf'; Ya Y]bXY'I bhYfghY]bUW\ "

9]b'gdUbbYbXYg'? Ud]hY`ZØf'X]Y'; Ya Y]bXY' ` \]Yf']gh'k]f_]W\`k Ug
`cg`'b'XYf'Nk]gW\YbnY]h'XØfZYb'X]Y'I bhYfghY]bUW\Yf'[YgdUbbh'Ui Z
X]Y'9fØZZbi b[`V`W_hYb'i bX'g]W\`Ui ZY]b'a cXYfbYg
9]b_Ui ZgYf`YVb]g`ZfYi Yb"K Y]hYfY' ðZcfa Uh]cbYb' []Vh`Yg'i bhYf.'
: fUb_Ybdcgh'i bX`K]YgYbhVchY"

8YhU]`g	
C fh	< Ui dhghfU» Y')) ž'-)' * - 'I bhYfghY]bUW\ ž 8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none">• k k k "ZfUb_Ybdcgh"XY• k k k "k]YgYbhVchY"XY

6Ygi W\Yb`G]Y'i bg'Ui Z.`b!U["XY