

8 fUa Uh]_]b ; `Ug[ck . '6UmYfb`_Àa dZh [Y[Yb`7Y`h]Wg`< Y]a a UW h°

7Y`h]W; `Ug[ck `hf]Zh`Ua`' %&": YVfi UF'&\$&) `Ui Z`XYb` : 7
6UmYfb`A ØbWYb`]b`XYf`7\Ua`d]cbg!@YU[i Y!D`UmcZZ!Fi bXY"

7Y`h]W DUf_ž; `Ug[ck ž`GW`c`hh`UbX`!`a`gdUbbYbXYb`8i Y`XYf`
7\Ua`d]cbg!@YU[i Y!D`UmcZg`hfYZZYb` \Yi hYž`Ua`' %&": YVfi UF'&\$&) ž
7Y`h]W; `Ug[ck`i`bX`XYf` : 7`6UmYfb`A ØbWYb`]a`7Y`h]W DUf_
Ui Z]bUbXYf`"8Yf`5bdZ]ZZYfZc`[hi a`' %&.' \$`I` \fž`i`bX`XYf`U`_hi Y`Y`
Gd]Y`ghUbX`nY][h`\$. \$`"HfU]bYf`J]bW`bh?`ca`dUbmj`cb`6UmYfb` \Uh
VYfY]hg`X]Y`VYY]bXfi W`_YbXY`5ha`cgd` \ÀfY`]b ; `Ug[ck`g`< Y]a`gh`AhY`
 \Yfj`cf[Y`cVYb`i`bX`VYnY]W`bYhY`X]YgY`U`g`Y]bY`XYf`Ui`hY`ghYb`
5i`gk`Àfhggd]Y`Yž`X]Y`gY]b`HYUa` `Y`VYghf]hhYb` \Uh`"8`Ug` \Y]a`]gW`Y`
HYUa` `j`cb`7Y`h]W` \Uh`]b`XYf`GW`c`hh]gW`Yb`DfYa`]Yfg` \d`Y]bY`ghc`nY`
%`!Di`b`_hY! : Ø\fi`b[ž`k`À`fYbX`6UmYfb`ZU`_h]gW`Ui`Z`XYa`' %&""D`Uhn`
XYf`6i`bXYg`][U`ghY` \hž` \Yf`Y`XcW` `a`]hY]bYf`
, !Di`b`_hY! : Ø\fi`b["Cd!cb`]bY`Ø]bXYdYbXYbhQ

7Y`h]W]gh`VY`_Ubbh`]W`gY]h`8YnYa` VYf`&\$&' `ni` `< Ui`gY`
i`b[YgW`_U[Yb`i`bX` \Uh` \Yi`hY`Y]b`ghUf`_Yg`HYUa` `Ui`Z[YghY` `h"8]Y`
GhUfh`Z`XYg`gW`c`hh]gW`Yb`HYUa`g`]b`_i`g]j`Y`B`]Wc`Ug`?Ø\bž`XYf`
[Y[Yb`gY]bYb`Y` \Ya`U][Yb`?`i`V`gd]Y`hž`gYhnh`g]W`Zc`[YbXYfa`U»Yb`
ni`gUa`a`Yb.`GW`a`Y]W`Y`]a`Hcfž`æ`bghc`bž`7UfhYf!J]W`Yfgž`Hfi`ghm`
i`bX`HUm`cf]b`XYf`5V`k`Y` \fž`A`W`fY[cf]a` `A`]hY`ZY`Xž`gck]Y`< UhUhYž`
9b[Y`g`i`bX`X]Y`c`ZZYbg]j`Y`8fY]YffY] \Y`a`]h`?Ø\bž`æ`U` \i`bX`A`UYXU`
6UmYfb`A ØbWYb` \]b[Y[Yb`gd]Y`h`a`]h`A`Ubi`Y`BYi`Yf`]a`Hcfž`XYf`
XYZYbg]j`Yb`J]YfYffY] \Y`?]a`a`]Wž`I`dUa`YWUbcž`8]Yf`i`bX` ; i`YffY]fc`
gck]Y`XYa` `A`]hY`ZY`X!8i`c`@U]a`Yf`i`bX` ; c`fYm`_U"8]Y`C`ZZYbg]j`Y`
k]fX`j`cb`C`]gYž`A`i`g]U`Už`GUbY`i`bX`XYa` `GhUf`< Uffm`?UbY`
[YV]`XYh`Cd!cb`]bY`Ø]bXYdYbXYbhQ

Gd]Y`j Yf`Ui Zi bX`< YfUi gZcfXYfi b[Yb

8]Y`DUfh]Y`VY[Ubb`a]h`c\Ya`6U`VYg]hn`ZØf`6UmYfbž`X]Y`*, i`XYf
YfghYb`A]bi hYb`Xca]b]YfhYbž`Yg`YXcW`gW`UZhYbž`bi f`Y]bY`_`UfY
HcfW`UbW`YfUi gni gd]Y`Yb`"Hfch`XYf`6Ya`Ø\i b[Yb`UhhY`<Uffm
?UbY`]b`XYf`&`"A]bi hY`Y]bYb`5VgW`i ggž`XYf`UV[YV`cW`h`k`i`fXY`"
⊖`XYf`%-`"A]bi hY`j`Yfgi`W`hYb`X]Y`A`ØbW`YbYf`U`i`dhg`ÅW`]W`ØVYf`
X]Y`fYW`hY`GY]hY`ni`gd]Y`Ybž`XcW`7Y`h]WghY`hY`g]W`XYZYbg]j`ghUf`_
Ui Zi bX`j`Yfgi`W`hYž`a]h`gW`bY`Yb`?cbhYfb`ni`U[]YfYb`"⊖`XYf`&`"
A]bi hY`k`i`fXY`XYi`h]W`ž`XUgg`6UmYfb`GW`k`]Yf][`_Y]hYb`UhhYž
Xi fW`X]Y`XYZYbg]j`Yb`FY]\Yb`XYg`; Y[bYfg`ni
_ca`a`Yb`"⊕d!cb`]bY⊕]bXYdYbXYbhQ

8]Y`YfghYb`%)`A]bi hYb`k`UfYb`[YdfÅ[hij`cb`nU`fY]W`Yb
5Vgd]Y`ZY`Yfb`Ui`Z`VY]XYb`GY]hYb`gck`]Y`Y]bYf`9W`Y`ZØf`6UmYfbž
X]Y`YXcW`gW`bY`[Y`_`Åfh`k`i`fXY`"GW`a`Y]W`Y`ž`XYf`Hcfk`Ufhj`cb
7Y`h]W`VYk`]Yg`gY]b`?ØbbYb`i`bX`dUf]YfhY`Y]bYb`?cdZVU`j`cb`?UbY
Ui`g`_i`fnYf`8]ghUbnž`k`Ug`X]Y`6UmYfb`ni`g`Åhn`]W`
Zfi`ghf]YfhY`"⊕d!cb`]bY⊕]bXYdYbXYbhQ

<]ghcf]gW`Y`F`]j`U`]h`h

8]Yg`]gh`XUg`ZØb`ZhY`5i`ZY]bUbXYfhfYZZYb`nk`]gW`Yb`6UmYfb`A`ØbW`Yb
i`bX`7Y`h]W]b`XYf`7`Ua`d]cbg`@YU[i`Y`"K`Å`fYbX`6UmYfb`U`g
gYW`ga`U`[Yf`7`Ua`d]cbg!@YU[i`Y!G]Y[Yf`[]hž`_`cbbhY`7Y`h]WgY]h
&\$%&`b]W`h`a`Y`f`]b`XYf`?"!c"!Fi`bXY`XYf`7`Ua`d]cbg`@YU[i`Y
gd]Y`Yb`"⊖`]fYf`YhnhYb`6Y[Y[bi b[]b`XYf`; fi`ddYbd`UgY`a`i`gghY
6UmYfb`Y]bY`"\$.!B]YXYf`U[Y`[Y[Yb`; YmYbccfX`\]bbY`a`Ybž`k`Ug
X]Y`9]bgW`Åhni`b[`ZØf`X]Y`\Yi`h][Y`DUfh]Y`ni`g`Åhn`]W`VY`UghYh`"Hfch
]\fYf`; Uj`cf]hYbfc`Y`_`ØbbhY`X]Y`5i`gk`ÅfhggW`k`ÅW`Y`XYf`6UmYfb
Y]bY`<YfUi`gZcfXYfi`b[`XUfghY`Yb`"⊕d!cb`]bY⊕]bXYdYbXYbhQ

Ni`g`Åhn`]W`a`i`gg`6UmYfb`c`bY`Y]b][Y`GW`ØggY`gd]Y`Yf`UbYfY]gYb`
⊗Uc`DU`\]b`Už`5`d`cbgc`8`Uj`]Yg`i`bX`8`Ub]Y`DYfYhn`ghY`Yb`XYa
HYUa`b]W`h`ni`f`j`YfZØ[i`b["8`Ug`\Yi`h][Y`Gd]Y`_`ØbbhY`gca`]h
k`Y[k`Y]gYbX`ZØf`XYb`k`Y]hYfYb`j`Yf`Ui`Z`XYf`7`Ua`d]cbg!@YU[i`Y!
?Ua`dU[bY`ZØf`VY]XY`A`UbbgW`UZhYb`gY]b`"⊕d!cb`]bY⊕

8 Ug'F ØW_gd]Y`nk]gWk Yb'6UmYfb'i bX'7Y'h]WZ]bXYh'Ua '%, "': YVfi Uf
ghUhhž'k Ug'XYb'HYUa g'X]Y'A Ò[`]Wk_Y]h[]Vhž'Ui g']\fYb': Y\`Yfb'ni
`YfbYb'i bX`YbhgdFYWk YbX'ni `fYU[]YfYb"ØVfYZO

8 YhU]`g	
J c fZU``	Gdcfh
C fh	7Y`h]WDUf_ž; `Ug[ck ž'GWk ch`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "cd!cb`]bY"XY • k k k "]bXYdYbXYbh"Wč"i _ • ZVfYZ"Wča

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