

≠Ub`nk Y]ZY`h`Ub`l G!5Vg]Wk hYb.
5hca [YgdfÀWk Y`ghY\Yb`Ui Z`XYf`?]ddY°

≠Ub]gWkY`6Ygcf[b]g`ØVYf`l G!5Vg]Wk hYb`j cf
5hca [YgdfÀWkYb`]b`Fca`.'9]b`_f]h]gWkYf`A ca Ybh`ZØf`XUg
]fUb]gWkY`5hca dfc[fUa a "



Fca ž`hU`]Yb`!`8Yf`VYj cfghY\YbXY`8]U`c[`nk]gWkYb`≠Ub`i bX`XYb
l G5`ghY\hi bhYf`Y]bYa`GWkUhYb`j cb`Nk Y]ZY`b`i bX
[Ycdc`h]gWkYb`GdUbbi b[Yb`"≠Ubg`5i »Yba`]b]ghYf`5VVUg
5fU[\Wk]`Ài »YfhY`_Øfn`]Wk`YfbghY`6YXYb`Yb`\]bg]Wk]h]Wk`XYf
5Vg]Wk hYb`XYf`J YfY]b][hYb`GhUUhYb`ž`k`À`fYbX`g]Wk`VY]XY`@`ÀbXYf
Ui Z`X]Y`nk Y]hY`Fi bXY`XYf`5hca [YgdfÀWkY`j cfVYfY]hYb`"8]YgY
J Yf\UbX`i b[Yb`YfZc`[Yb`bi f`Y]bY`K`cWkY`bUWk`XYb`]bhYbg]j ghYb
; YgdfÀWkYb`gY]h`XYa`Y]bgY]h][Yb`5i ggh]Y[`XYf`l G5`Ui g`XYa
5hca UV`_ca`a Yb`j cb`&\$%) ž`Ui Wk`VY`_Ubbh`U`g`æ]bh
7ca`dfY\Ybg]j Y`D`Ub`cZ`5W]cb`f`7DC`5Ě`**VYf]Wk hYh`5``>UnYYfU"**

≠Ub`\UhigY]h`XYa`Ni`gUa`a YbVfi`Wk`XYg`5V`_ca`a Ybg`gY]bY
6YgWk`f`Àb`_i b[Yb`XYg`5hca`dfc[fUa`a`g`j`c`gh`ÀbX][`Ui`Z[Y[YVYb

i bX`fY]W\Yfh`i fUb`Ui ZV]g`ni `* \$`DfcnYbh`Ubž`k Ug`g]W\`VYXYb`_]W
bU\Y`Ub`k UZZYbZ\`][Yb`- \$`DfcnYbh`VYZ]bXYh`"8YbbcW\`VY`fÄZh][hY
5fU[\W]ž`XUgg`HY\YfUb`Ub`XYb` ; YgdfÄW\Yb`hY]`bY\`a Yb`k]fXž
hfchn`XYf`j cf\YffgW\YbXYb`G_Ydg]g`"9f`d`Ubhž`Ua`GUa`ghU[`bUW
Fca`ni`fY]gYbž`i a`g]W\`a]h`XYa`i`G!A]h`Yf`GhYj`Y`K]h`cZZ`ni
hfYZZYb`"5fU[\W]i`bhYfghf]W\`X]Y`]fUb]gW\Y`6YfY]hgW\UZhž`Y]bY
Zf]YX`]W\Y`@Øgi b[`ZØf`XUg`5hca`dfc[fUa`a`ni`Z]bXYb`i bX
j Yf`Ub[hY`j cb`XYb`i`G5`YbhgW\Y]XYbXY` ; UfUbh]Ybž`XUgg`X]YgY
b]W\h`YfbYi`h`Ui`g`XYa`5V`_ca`a`Yb`Ui`gghY][Yb`k`YfXYb`"

; Ycdc`]h]gW\Y`GdUbbi b[Yb`i bX
J Yfa]hh`i b[gj Yfgi W\Y

8]Y`[Ycdc`]h]gW\Yb`GdUbbi b[Yb`]b`XYf`FY[]cb`g]bX`Ub[Yg]W\hg
XYg`≠gfUY`!<Ua`Ug!`?f]Y[g`]a` ; UnUghfY]ZYb`i bX`XYg`Ub\U`hYbXYb
?cbZ]_hg]a` `>a`Yb`\cW`"GUi`X]!5fUV]Yb`j Yfgi W\h`XYfnY]hž`Y]bY
@Øgi b[`ZØf`gY]bYb`?cbZ]_h`a`]h`XYb`j`ca` `≠Ub`i`bhYfghØ`h`hYb`<ci`h\]!
FYVY`Yb`ni`Z]bXYb`"≠X]YgYa`?cbhYi`h`VYgi`W\hY`Df]bn`?`U`]X`V]b
GU`a`Ubž`XYf`J`YfhY]X][i b[ga`]b]ghYf`GUi`X]!5fUV]Ybgž`≠Ub`i`bX`hfUZ
g]W\`a`]h`\cW`fUb[][Yb`]fUb]gW\Yb` : Ø\fyfbž`k`Ug`XYb`YfghYb
6Ygi`W\`Y]bYg`gUi`X]!UfUV]gW\Yb`J`YfhY]X][i b[ga`]b]ghYfg`]b`≠Ub
gY]h`XYf`≠g`Ua`]gW\Yb`FYj`c`i`h]cb`%-`+-`a`Uf_]Yfh`**VYf]W\hYhY`567**
BYk`g`"

F UZUY`A`Uf]Ubc` ; fcgg]ž`XYf`@Y]hYf`XYf`≠hYfbUh]cbU`Yb
5hca`YbYf[]Y!C`f[Ub]gUh]cb`f595łž`VYhc`bhY`k`Ä`fYbX`gY]bYg
6Ygi`W\g`]b`≠Ubž`XUgg`X]Y` ; YgdfÄW\Y`nk`]gW\Yb`≠Ub`i`bX`XYb`i`G5
Y]bY`Yb`hgW\Y]XYbXY`D\UgY`YffY]W\h`\UVYb`"9f`\cV`\Yfj`cfž`XUgg
X]Y`≠595`Y]bY`GW\`ØggY`fc`Y`VY]`XYf` , VYfdfØZ`b[`XYf`9]b\U`hi`b[
Y]bYg`Yj`Ybhi`Y`Yb`5V`_ca`a`Ybg`gd]Y`Yb`_ØbbhYž`i`bX`gdfUW\`a`]h
5fU[\W]`gck`]Y`XYa``@Y]hYf`XYf`]fUb]gW\Yb
5hca`YbYf[]Ycf[Ub]gUh]cbž`A`c\Ua`a`UX`9g`Ua`]"`9g`Ua`]`ZcfXYfhY
Y]bY`bYi`hfU`Y`i`bX`dfcZYgg]cbY`Y`<UbX`i`b[`gY]hYbg`XYf`≠595`"

≠Ub]gW\Y`Dc`g]h]cb`i`bX`]b`hYfbUh]cbU`Y
F YU`_h]cbYb

≠Ub` \Uh`_`Uf[YghY`hž`XUgg`a`]]hÅf]gWXY` : Å\][_Y]hYb`i` bX`fY[]cbU`Y
 9]bZØggY`b]W`h`HY]`XYf`J`Yf\`UbX`i` b[Yb`g]bX`i` bX`VYhcbhž`XUgg`X]Y
 l`fUbUb`fY]W`Yfi` b[`b]W`h`ni` f`8]g_`i` gg]cb`ghY`h`"5fU[\`W`]`Yf]bbYf`hY
 XUfUbž`XUgg`HY`Yf`Ubg` f`chY`@]b]Yb` `i` a` ZUggYbž`XUgg`_`Y]bY
 Ni`gh]a` a` i` b[`ni` a` `5VVUi` `j` cb`NYbhf]Z` [Yb`cXYf`ni` f`9]bghY`i` b[
 XYf`5bfY]W`Yfi` b[` [Y[YVYb`k`YfXY`"8]YgY`Dcg]h]cb`ghY`h`]a
 X]fY`_`hYb`K`]XYfgdfi` W`ni` `XYb`6YXYb`_`Ybž`X]Y`k` Ygh]W`Y`@ÅbXYfž
 Y]bgW`X`Y`»` `]W`X`Yf`l` G5`i` bX`g`fUY`ž` \`UVYbž`XU`g]Y`≠Ub
 j`YfXÅW`h][Ybž`5hca` k` UZZYb`UbghfYVYb`ni` `k` c`Ybž`k` Ug`HY`Yf`Ub
 `YXcW` `Yb`hgW`]YXYb`VYghfY]hYh`Yf`_`Åfh`X]Y`VdV"

l`G!5i` »`Yba`]b]ghYf`A`UfW`F`i`V]c`VY`_`f`ÅZh][hYž`XUgg`X]Y`J`YfY]b][hYb
 GhUUhYb`k`Y]hYf\`]b`Y]bY`Zf]YX`]W`Y`@Øgi` b[`UbghfYVYbž`YXcW`X]Y
 9b`hk`]W`_`i` b[`j` cb`5hca` k` UZZYb`Xi` fW`≠Ub`b]W`h`hc`Yf]YfYb`k`YfXYb`"
 K`Å`fYbX`XYg`6Ygi`W`g`j`cb` ;`fcgg]`VYghÅh][hY`X]YgYf`YVYbZU`gž
 XUgg`≠Ub`ØVYf` [YbØ[YbX`A`UhYf]U`j`YfZØ[hž`i` a` `a` Y`fYfY
 5hca` k` UZZYb`ni` `VUi` Ybž`Ui` W`k` Ybb`X]YgY`9b`hk`]W`_`i` b[`Y]bYb
 `Ub[Yb`K`Y[`j`cf`g]W`X`h`"8]Y]b`hYfbUh]cbU`Y` ;`Ya`Y]bgW`UZh`V`Y]Vh
 VYgcf[h`ØVYf`X]Y`a` Ø[`]W`Y`a`]]hUf]gh]gW`Y`5i`gf]W`hi` b[`j`cb`≠Ub`g
 5hca`dfc[fUa`a`i`bX`g]Y`h`X]Y`VYj`cfghY`YbXYb` ;`YgdfÅW`Y`U`g
 Y]bYb`dchYbn]Y`Yb`K`Y[`ni`f`8YYg`_`U`Uh]cb"

| | |
|------------|--|
| 8YhU]`g | |
| J`c`f`ZU`` | ;`YgdfÅW` |
| C`f`h` | F`c`a`ž`≠U`]Yb` |
| E`i`Y``Yb` | <ul style="list-style-type: none"> • k`k`k`"U`^UnYfU"W`c`a` • UVWbYk`g"[`c`"W`c`a` • k`k`k`"VdV"XY` |

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