

6fi hU`Y`? Àa dZY`Ub`XYf`@ma Ub!: fcbh.
Fi ggYb`j`YfghÀf`_Yb`C ZZYbg]j`Y`
XfUa`Uh]gWk`°

8]Y`@U[`Y`Ub`XYf`@ma Ub!: fcbh]a`i`_fU]bY!`?f]Y[`gd]hnh]g]Wk`
ni`"Fi`gg`UbXg`C ZZYbg]j`Y`]bhYbg]j`]Yfh]g]Wk`ž`k`À`fYbX`X]Y`9I`
F`Øghi`b[`gghfUhY[`]Yb`UbdUggh"

@ma Ubž`i`_fU]bY`!`5a`i`-`"5dfj`&\$&)`]gh`X]Y`@U[`Y`Ub`XYf`fcbh]b`
@ma Ub`k`Y]hYf\]b`Ài`»Yfgh`Ub[`YgdUbbh`"i`@Ui`h`Y]bYa`6Yf]Wk`h]j`cb`
cd!cb`]bY`\UVYb`X]Y`fi`gg]gWk`Yb`GhfY]h`fÀZhY`]fY`C ZZYbg]j`Y`]b`
X]YgYa`ghfUhY[`]gWk`k`]Wk`h[`]Yb`;`YV]Yh]j`YfghÀf`hž`k`Ug`X]Y`G]hi`Uh]cb`
ZØf`X]Y`i`_fU]b]gWk`Yb`Hfi`ddYb`Yf\YV`]Wk`]YfgWk`ÀfZh`";`YbYfU`
7`f]ghcd`Yf`;`"7Uj`c`]ž`C VYfVYZ\`g\UVYf`XYg`B`5HC!`?ca`a`UbXcgž`
Ài`»Yfh`6Ygcf[`]b]g`ØVYf`X]Y`U`hi`Y`Y`GhÀf`_Y`XYf`fi`gg]gWk`Yb`5fa`YYž`
X]Y`\Yi`hY`gWk`U[`]fÀZh[`]Yf`gY`]U`g`ni`6Y[`]bb`XYg`i`_fU]bY!`?f]Y[`]g`"

A`j]h`a`Y`f`U`g`*`\$\$`\$\$\$`Gc`XUhYb`Ub`XYf`fcbh`Uh`Fi`gg`Ub`X`ZUgh`
Xcdd`Y`h`gc`]j`]Y`Y`Hfi`ddYb`k`]Y`ni`j`cf`a`cV`]g]Yfh`8]Y`fi`gg]gWk`Y`
F`Øghi`b[`]g]bXi`ghf]Y`nY][`h]g]Wk`XUVY`]VYgcbXYfg`UbdUggi`b[`]gZÀ\][`
i`bX`YfgYhnh]j`Yf`cfYbY`DUbnYfž`U`fnYi`[`Y`i`bX`5fh`]Yf]YgmghYa`Y`]b`
Y]bYa`fUgUbhYb`HYa`dc`5a`i`+"5dfj`ZØ`fYb`fi`gg]gWk`Y`Hfi`ddYb`
]bg[`]YgUa`h`&%`5b[`]f]ZZY`Ui`ZG]YX`i`b[`]Yb`k`]Y`BUX`]Už`Ja`dc`]k`_Už`
Hcfg`_Y`i`bX`Bck`cd`Uhc]k`_U`Xi`fWk`ž`VYf]Wk`hYhY`X]Y`GdfYWk`Yf]b`XYf`
``"GYdUfUhYb`A`YWk`Ub]g]YfhYb`6f][`UXYž`5bUghUg]]U`6`mg`Wk`m`"G]Y`
VYnY]Wk`bYhY`X]Y`@U[`]Y`U`g`XYi`h]Wk`]j`YfgWk`YWk`hYfhž`k`À`fYbX`
i`_fU]b]gWk`Y`?fÀZhYž`hfcm`Yf\YV`]Wk`Yf`J`Yf`i`ghY`XYf`Fi`ggYbž`
GWk`k`]Yf][`]Y]hYb`\UVYbž`a`j]h`U`hYb`ni`_`ØbbYb`"

C ZZYbg]j`Y`i`bX`XYZYbg]j`Y`
<YfUi`gZcfXYfi`b[`]Yb`

8]Y'i _fU]b]gWXY'5fa YY' _Aa dZi[Y[Yb'Y]bYb'U_i hYb
DYfgcbU'a Ub[Y'ž'k Å\ fYbX'X]Y'fi gg]gWXYb'J Yf'i ghY'gWxbY''
_ca dYbg]Yfh'k YfXYb''8 Yf'? fYa ''\ UhY'VYfY]hg'ja '8 YnYa VYf'&\$&(
Ub[Y_0bX][hž'X]Y'5fa YY'Ui Z%ž) 'A]''cbYb'U_hj] Y'Gc'XUHYb'ni
j Yf[f0» Yfbž'k cVY]a cbUh]WXYhk U'' '\$\$\$\$'bYi Y'FY_fi hYb
Y]b[Ync[Yb'k YfXYb''GWAhni b[Yb'ni Zc'[Y'j Yf'cf'Fi gg'UbX'ja
j Yf[Ub[YbYb'X\ f'0VYf'' '\$\$\$'DUbnYfž'- '\$\$\$'[YdUbnYfhY
: U\fnYi [Yž'% '\$\$\$'5fh]''Yf]YgmgHYa Y'gck]Y'a Y\ f'U'g' (\$\$
@ ZhUVk Y\fgmgHYa Y''7Uj c'j'k Ufbhž'XUgg'X]Y'fi gg]gWXY'5fa YY']b
XYf'@U[Y']ghž'\ fY'J Yf'i ghY'gWxbY''ni YfgYhnYb'i bX'X]Y'Y][YbYb
K UZZYb'j'b'c\Yf'; YgWk]bX][_Y]h'ni 'YfbYi Yfb''

÷X]YgYa ' ?cbhYI highY''h'g]WXY'Ui W'X]Y': fU[Y'bUWX'XYf
F 0ghi b[gghfUHY[]Y']b'9i fcdU''8]Y'8 Yi hgWXY'K Y''Y'VYf]WXYhž
XUgg'X]Y'9i 'Y]bY'bYi Y'GhfUHY[]Y'Z0f'\ fY'F 0ghi b[g]bXi ghf]Y
j cf[YghY''h'\Uh''N]Y''X]YgYf'GhfUHY[]Y']gh'Ygž'@Y\ fYb'Ui g'XYa
fi gg]gWXYb'5b[f]Zg_f]Y['ni 'n]Y\Yb'i bX'X]Y''Ub[Zf]g]h[Y
@Y]ghi b[gZÅ\][_Y]h'XYf'Yi fcdÅ]gWXYb'F 0ghi b[g]bXi ghf]Y'ni
j YfVYggYfb''8]Y': fU[a Ybh]Yfi b[]bbYf\U'V'XYf'6fUbWXY'gc''
0VYfk i bXYb'k YfXYbž'i a 'Y]bY'YZY_hj] YfY'Bi hni b['j cb
F Yggci fWb'i bX'÷j Ygh]h]cbYb'ni '[Yk Å\ f'Y]ghYb''

GhfUHY[]gWXY'A U» bU\ a Yb'XYf'9I

9]bYg'XYf'nYbhfU'Yb'9'Ya YbhY'X]YgYf'GhfUHY[]Y'i a ZUggh'X]Y
[Ya Y]bgUa Y'6YgWUZZI b['j cb'F 0ghi b[gdfcXi _hYbž'i a 'X]Y
9ZZ]n]Ybn'ni 'ghY][Yfb''8]Y'9I !?ca a]gg]cb'd'Ubhž'%ž) 'A]''UfXYb
9i fc'j'b'XYb'X\ fYb'&\$&)'V]g'&\$&+'VYfY]hni ghY''Ybž'i a 'X]Y
F 0ghi b[g]bXi ghf]Y'UbdUggi b[gZÅ\][Yf'ni 'a UWXYb''8Yg'K Y]hYfYb
gc''Yb'; Yk]bbY'Ui g'j]b'XYf'9I ''Y[YbXYb'fi gg]gWXYb'; Y'XYfb'ni f
l bhYfgh0hni b['XYf'l _fU]bY'j Yfk YbXYh'k YfXYb''6]g'&\$' '\$'gc''Yb
a]bXYghYbg'(\$'DfcnYbh'XYf'F 0ghi b[g[0hYf'[Ya Y]bgUa 'VYgWUZZh
k YfXYbž'Y]b'Yf\YV']WXYf'5bgh]Y['ja 'J Yf['Y]WXY'ni 'Y]bYa '5bhY']
j cb'bi f'% 'DfcnYbh]a 'X\ f'&\$&%"

8]Y'GhfUHY[]Y'_ca a h]b'Y]bYf'NY]hž'j]b'XYf'X]Y'A]h['j]YXghUUhYb'gY]h
6Y[]bb'XYg'fi gg]gWXYb'5b[f]Zg'0VYf'%\$\$'A]''UfXYb'9i fc'Z0f
F 0ghi b[g[0hYf'Ui g[Y[YVYb'\UVYbž'k cVY]ZUgh', '\$'DfcnYbh

Ui » Yf\U`V`XYf'9I`]bj Ygh]Yfhk i fXYb""?ØbZh][`gc``X]YgYf'5bhY`
]bbYf\U`V`XYf'9I`Ui Z'a]bXYghYbg') \$`DfcnYbhV]g`&\$' \$`i bX`* \$
DfcnYbhV]g`&\$') `Ub[Y\cVYb`k YfXYb""Hfchn'a Ò[`]WXYf
K]XYfghÀbXY`gY]hYbg`Y]b][Yf'A]h[`]YXghUUhYbž`X]Y`Yb[Y
FØghi b[gVYn]Y\i b[Yb`ni`XYb`l G5`dZY[Ybž`nY][h`X]Y`Yi fcdÀ]gWXY
FØghi b[g]bXi ghf]Y`VYfY]hg`l bhYfghØhni b[`ZØf`X]Y`æ]h]Uh]j Y"

8Yf'9fZc`[`X]YgYf`GhfUHy[]Y`k]fX`bi b`XUj cb`UV\Àb[Ybž`]bk]Yk Y]h
X]Y`A]h[`]YXghUUhYb`VYfY]h`g]bXž`[Ya Y]bgUa Y`GhUbXUfXg`ni
Ybhk]W_Y`b`i bX`_ccdYfUh]j`ni`U[]YfYb""5b[Yg]W`hg`XYf
<YfUi gZcfXYfi b[Yb`Ub`XYf`@ma Ub!: fcbhi bX`XYf`g]W
UVnY]W`bYbXYb`]bhYbg]j Yb`a]`hÀf]gW`Yb`5i gY]bUbXYfgYhni b[Yb
g]bX`X]YgY`9bhk]W_`i b[Yb`VYgc bXYfg`VYXYi hYbX`ZØf`X]Y
ni _ØbZh][Y`G]W`Yf\Y]h`]b`XYf`FY[]cb"

8YhU]`g	
J c f Z U ``	? f] Y [g Y f Y] [b] g
C f h	@ma Ubž`l _fU]bY
E i Y `` Y b	<ul style="list-style-type: none"> • k k k "cd!cb`]bY"XY • k k k "Xk "Wca

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