

7UbbUV]g!7`i V` 9l ch]W?]b[Xca `]b
: i `XU. `9fghYf`5bVUi `]b`6UmYfb`ghUfhYh°

7UbbUV]g!7`i V` 9l ch]W?]b[Xca `]b: i `XU`Yf\`À`h
5bVUi `]nYbn`Z0f`6UmYfb"; Yd`UbhY`Nk Y][ghY`Y`]b`6UX
6f0W_YbUi "



: i `XUž`8Yi hgWk`UbX`!`5a`&)"5df]"&\$&)" [UV`XUg`@UbXYgUa`h
Z0f`; Ygi`bX\Y]hi`bX`@YVYbga`]hY`g]WkYf\Y]hif@`@`]b`<YggYb
VY_Ubbhž`XUgg`XYf`7UbbUV]g`GcW]U`7`i V` 9l ch]W?]b[Xca `]b
: i `XU`Y]bY`5bVUi `]nYbn`Yf\`U`hYb`\Uh`8]YgYf`GWk f]h]gh
YbhgWkY]XYbXž`XU`XYf`7`i V`Y]bYf`XYf`YfghYb`]b`6UmYfb`]ghž`XYf
VYfYWk h][h]ghž`7UbbUV]g`Ubni`VUi`Yb`8]Y`@]nYbn`k`i`fXY`Ua`&)"
5df]"&\$&)"`YfhY]`hž`i`bX`XYf`J`YfY]b`d`Ubhž`]b`Y]b`V]g`nk`Y]`A`cbUH`b
a`]h`XYa`5bVUi`ni`VY[]bbYb`A`]h`X]YgYf`; YbY\`a`][i`b[`fY]\`h]g]Wk
9l ch]W?]b[Xca `]b`X]Y`k`UWk`gYbXY`6Yk`Y[i`b[`XYf`7UbbUV]g
GcW]U`7`i Vg]b`8Yi`hgWk`UbX`Y]b"

8Yf`<Ui`dhg]hn`XYg`7`i Vg`VY]zbXYh]g]Wk`]b: i `XUž`k`À`fYbX`X]Y
5bVUi`\U`Y`]b`6UX`6f0W_YbUi`]b`l`bhYfZfUb_Yb`Ub`[Yg]YXY`h

k YfXYb'gc""8cfhk]fX'XYf'7'i V'j cfUi gg]W\h]W\ V]g'ni '' \$\$
?]c[fUa a '7UbbUV]g'dfc'X\ f'ZØf'gY]bY'A]h['YXYf'dfcXi n]YfYb"
8]Y'A]h['YXYfnU\''gh'Ui Z'a UI]a U'') \$\$'DYfgcbYb'VY[fYbnhž'a]h
Y]bYf'5i ZbU\ a Y[YVØ\ f'j cb'&\$\$'9i fc'i bX'a cbUh]W\Yb'6Y]hfÅ[Yb
j cb'&) '9i fc''N]Y''XYg'J YfY]bg']gh'Ygž'XYb'GWk Ufna Uf_h
ni fØW_ni XfÅb[Yb'i bX'XYb'ž [YbXgW\i hn'ni 'ghÅf_Yb""8Yf'7'i V
k i fXY'9bXY'&\$\$&' [Y[fØbXYh'i bX'\Uh'gY]h\Yf'DfÅj Ybh]cbg_i fgY
gck]Y'G]W\Yf\Y]hg_cbnYdhY'Ybhk]W_Y'hž'X]Y'i bhYf'UbXYfYa ']b
?ccdYfUh]cb'a]h'XYf'dgmW\cgcn]U'Yb'6YfUhi b[gghY''Y'ZØf
Gi W\hdfcV'Ya Y'XYg'7Uf]hUgj YfVUbXYg'6UX'?]gg]b[Yb'YbhghUbXYb
g]bX"

5bVUi `]nYbn'i bX'[YgYhn`]W\ Y F U\ a YbVYX]b[i b[Yb

7UbbUV]g'GcW]U''7'i Vg'f7G7Ě'g]bX'U'g'J YfY]bY'ZØf'XYb
[Ya Y]bgW\UZh]W\Yb'5bVUi 'j cb'<UbZdZUbnyb'_cbn]d]Yfh"
A]h['YXYf'XØfZYb'dfc'A cbUh) \$'; fUa a '7UbbUV]g'Yf\U'hYbž'k Ybb
g]Y'ØVYf'&%:X\ fY'U'h'g]bXž'i bX'' \$'; fUa a ž'k Ybb'g]Y'i bhYf'&%
X\ fY'U'h'g]bX""8]Y'5bVUi `]nYbn'XYg' 9i ch]W?']b[Xca ']gh
ni bÅW\gh'ZØf'g]YVYb'X\ fY' [Ø'h] [""5i W\k Ybb'XYf'7'i V'bi b'Y]bY
@]nYbn'\Uhž'V'Y]Vh'X]Y'dc`h]gW\Y'@U[Y'ni f'7UbbUV]g!@U[U']g]Yfi b[
]b'8Yi hgW\UbX'i b[Yk]gg''K YfVYZÅW\Yb'ZØf'X]Y'7'i Vg'g]bX
[YgYhn`]W\ j YfVchYbž'i bX'Yg'a ØggYb'5VghUbXgfY[Y'b'ni 'GW\i 'Yb
i bX'?]bXYf[ÅfhYb'Y]b[Y\U'hYb'k YfXYb"

5a ''%"5df]'&\$('hfUh]'b'8Yi hgW\UbX'XUg'?cbgi a WUbbUV]g[YgYhn
]b'?fUZhž'k Y'W\Yg'XYb'5bVUi 'i bX'6Yg]hn'j cb'7UbbUV]g'ZØf
9fk UW\gYbY']b'VY[fYbnhYb'A Yb[Yb'Yf'Ui Vh''8]YgY' [YgYhn`]W\Yb
F U\ a YbVYX]b[i b[Yb'ZØfXYfb'X]Y'; fØbXi b['gc'W\Yf'7'i Vgž'X]Y
b]W\h'bi f'U'g'5b'Ui ZghY''Y'ZØf'7UbbUV]g!Bi hnYf'Zi b[]YfYb'gcbXYfb
Ui W\ni f'6Y_Åa dZi b['XYg'GW\k Ufna Uf_hg'VY]hfU[Yb'a ØW\hYb"
5i ZXYb'Yhk U'%) \$'[YbY\ a] [hYb'7UbbUV]g'GcW]U''7'i Vg'_Ubb
'YXcW\Y]b'\c\Yf'VØfc_fUh]gW\Yf'5i Zk UbX''UghYbž'i bX']b'6UmYfb
V']YV'X]Y'; YbY\ a] [i b['V]g'Ub['Y]bY'GY'hYb\Y]h"

; YgY''gW\ UZh`]W\ Y'5i gk]f_i b[Yb'i bX

DYfgdY_h]j Yb

9]bY`YfghY`6]`Ubni`XYf`@Y[U`]g]Yfi b[`niY][hž`XUgg`Yg`V]g`Ub[`Y]bY
g][b]Z]_UbhYb`J`YfÅbXYfi b[Yb`i bhYf`XYb`?cbgi a dfÅj U`YbnYb
[Y [YVYb`\"Uh`5`YfX]b[g`k]fX`a]hhY`Zf]gh][`Y]b`5bgh]Y[`XYg
?cbgi a g`Yfk UfhYhž]bgVYgcbXYfY`i bhYf`† b[Yb`9fk UW`gYbYb`
GW`Åmi b[Yb`ni Zc`[Y`[]Vh`Yg]b`8Yi hgW`UbX`Yhk U`(`ž) `A`j`]cbYb
7UbbUV]g!`?cbgi a YbhYbž`i bX`X]Y`NU`\"Uh]g]W`]b`XYb`YhnhYb`%)
`J\`fYb`j`YfXcddY`h`8Yb`bcW`V`Y]Vh`5`_c`c`X]Y`<Ui`dhi`fgUW`Y`ZØf`
J`Yf`_Y`fgi`bZ`\"Yž`k`Å`fYbX`XYf`9]bZi`gg`j`cb`7UbbUV]g!`?cbgi a`]b
6UmYfb`]a`\"J\`f`&\$&(`i`a`&+`i`[`Ygh]Y[`Yb`]gh`

8]Y`dc`h]gW`Yb`8]g_i`gg]cbYb`i`a`X]Y`@Y[U`]g]Yfi b[`niY][Ybž`k`Y
i`a`ghf]hhYb`XUg`H\Ya`U`bUW`k`]Y`j`cf`]gh`K`Å`fYbX`Y]b][`Y`DUfhY]Ybž
k`]Y`X]Y`78I`i`bX`7GI`ž`X]Y`5VgW`UZI`b[`XYg`;`YgYhnYg`ZcfXYfbž
[]Vh`Yg]b`j`]Y`Yb`Gh`XhYb`VYgU[hY`A`cXY`d`fc`Y`_hY`ZØf`_cbhfc`]YfhY
5V[UVYb`j`cb`7UbbUV]gž`i`a`XYb`GW`k`Ufna`Uf`_h`k`Y]hYf`ni
fYXi`n]YfYb`K`]ggYbgW`UZh]W`Y`6Y[`Y]hi`b[Yb`Xi`fW`<cW`gW`i`Yb
i`bX`?ca`a`i`bYb`g]bX`[`Yd`Ubhž`i`a`X]Y`9ZY`_hY`XYf`@Y[U`]g]Yfi b[
VYggYf`ni`j`YfghY`Yb`

8Yf`7UbbUV]g`GcW]U`7`i`V`9I`ch]W?]b[Xca`fYdfÅgYb]h]Yfhigca`h
Y]bYb`k`]W`h][`Yb`GW`f]h]b`XYf`F`c`Y`j`cb`7UbbUV]g]b`XYf
XYi`hgW`Yb`;`YgY`gW`UZh`i`bX`niY][hž`k`]Y`c`_U`Y``h]Uh]j`Yb`ni`f
@Y[U`]g]Yfi b[`i`bX`FY[`i`]Yfi b[`j`cb`7UbbUV]g`VY]hfU[Yb`_ØbbYb`

: Øf`k`Y]hYfY``Zcfa`Uh]cbYb`_ØbbYb`X]Y`5fh]_Y`j`cb`cd!cb`]bYž`
: i`XUYf`NY]hi`b[`i`bX`8Yi`hgW`UbXZi`b`_`_cbgi`h]Yfh`k`YfXYb`

8YhU]`g	
J`c`f`ZU`^`	Gcbgh][`Yg
C`f`h`	:`i`XUž`8Yi`hgW`UbX
E`i`Y`Y`b`	<ul style="list-style-type: none"> • k k k "cd!cb`]bY"XY • k k k "Zi`XUYfnY]hi`b[`XY • k k k "XYi`hgW`UbXZi`b`_`XY

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