

: 7'6UmYfb`ja`l`a`Vfi`W\`8fY]`6Ui`ghY``Yb
ZØf`XYb`H]hY`hfUi`a`°

8Yf': 7'6UmYfb`A`ØbW\Yb`ghY`h`bUW\`XYa`'5i`ggW\Y]XYb`Ui`g
XYf`7\Ua`d]cbg`@YU[`i`Y`j`cf`XfY]`YbhgW\Y]XYbXYb
<YfUi`gZcfXYfi`b[`Ybž`i`a`'X]Y`A`Y]ghYfgW\UZh`i`bX`?'`i`V!K`A`'ni
[`Yk`]bbYb"



A`ØbW\Ybž`8Yi`hgW\`UbX`!`8Yf': 7'6UmYfb`A`ØbW\Yb`\`Uh`Ua`'%-
5dfj`&\$&)`Y]bY`Ybhh`Ai`gW\YbXY`B]YXYf`U[`Y`]a`'J]YfhY`Z]bU`Y`XYf
7\Ua`d]cbg`@YU[`i`Y`[`Y[`Yb`'b`hYf`A`U]`UbX`Yf`]hhYb`"A`]h`Y]bYa
;`YgUa`hgW\`fY`j`cb`('`gW\]YX`X]Y`A`UbbgW\UZh`Ui`g`XYa`'Hi`fb]Yf
Ui`g`i`bX`j`YfdUgghY`gca`]h`X]Y`A`Ò[`]W\`_Y]hž`XUg':`]bU`Y`]b`XYf
Y][`YbYb`GhUXh`ni`'YffY]W\Yb`"GdcfhX]fY`_hcf`A`U!`'9VYf`'gdfUW\`j`cb
9bhh`Ai`gW\i`b[`i`bX`f`Äi`a`hY`Y]bž`XUgg';`ØW`_Y]bY`F`c`Y`]a
Gd]Y`j`Yf`Ui`Zgd]Y`hYž`XU`6UmYfb`b]W\h`X]Y`gW\`YW\`hYfY`A`UbbgW\UZh
k`Uf`"8]Y`ZY`\`YbXYb`HcfY`Ui`g`GhUbXUfXg]hi`Uh]cbYb`i`bX`j`YfdUgghY
7\UbW\`b`hfi`[`Yb`ni`f`B]YXYf`U[`Y`VY]ž`gcXUgg`9VYf`'VY`hcbhYž`XUgg
Yg`bi`b`k`]W\h][`gY]ž`Ui`g`X]YgYf`9fZU`fi`b[`ni`'YfbYb`i`bX`g]W\`ZØf
X]Y`b`ÄW\`ghY`GU]gcb`ni`j`YfVY`ggYfb`"Hfch`X]Yf`U`_hi`Y`Yb

9bhhÀi gWxi b['Yfa i h][hY'Yf'X]Y'A UbbgWkUZhž'Y]bY'dcg]h]j Y
9]bghY''i b['ni 'VYk U\fyb''BYVYb'XYf'7\Ua d]cbg'@YU[i Y'\Uh
6UmYfb'bcW'X]Y'6i bXYg`][U'i bX'X]Y'7'i V!K Y'ha Y]ghYfgWUZh]a
Gca a Yf'a ' : c_i g"

8 f]b[YbXY' < YfUi gZcfXYfi b[Yb'ZØf'XYb'?`i V

B UW'XYa '5i ggWY]XYb'Ui g'XYf'7\Ua d]cbg'@YU[i Y'f]Wk hY'h'g]Wk
XYf'6`]W_XYg': 7'6UmYfb'Ui ZX]Y'UbgH\YbXYb
<YfUi gZcfXYfi b[Yb''@Ui h'cd!cb`]bY"XY'g]bX'XUVY]j cf'U''Ya 'XfY]
?YfbdfcV`Ya Y'ni ''ØgYb''9g'ghY'h'X]Y': fU[Y']a 'FUi a ž'cV'U''Y
Gd]Y'Yf'X]Y'bØh][Y'E i U']hÀh'VYg]hnYbž'i a 'XYb'J YfY]b'ni '[fc»Ya
9fZc`['ni 'j Yf\Y`ZYb''Ni XYa 'a i gg'HfU]bYf'J]bWbh?ca dUbm]b
XYf'_ca a YbXYb'GU]gcb'Y]bY'XYi h]WkY'GhY][Yfi b['nY][Yb"

8 Ug'YfghY'DfcV`Ya 'VYhf]Zh'X]Y'A UbU[Yf!9VYbY''GY]h'XYa '5V[Ub[
j cb'A Uhh\]Ug'GUa a Yf'a '»\f'&\$%* '\Uh'6UmYfb'GWk]Yf][_Y]hYbž
X]Y'f]Wk h][Y'DYfgcb'ZØf'X]YgY'GW'ØggY'dcg]h]cb'ni 'Z]bXYb''A UI
9VYf'ž'gY]h'&\$&' 'Gdcfhj c fghUbXž'g]Y'h'g]Wk 'ni bY\ a YbX'j]b'XYf
?f]h]_ž'XU'gY]bY': À\][_Y]hYb'j]b': fU[Y'[YghY''h'k YfXYb"

A YX]n]b]gWk Y' < YfUi gZcfXYfi b[Yb' i bX
HYUa [Y]gh

9]b'k Y]hYfYg'nYbhfU`Yg'H\Ya U']gh'XUg'YfnhY!'i bX'a YX]n]b]gWk Y
6YhfYi YfhYUa 'XYg'?`i Vg"8Yf': 7'6UmYfb'Y]XYh'\Ài Z]['i bhYf'XYa
DfcV`Ya 'j cb'J Yf'Yhni b[Ybž]bgVYgcbXYfY'j]b'YbhgWkY]XYbXYb
D\UgYb'XYf'GU]gcb''Gc'ZY'hYb'k]Wk h][Y'Gd]Y'Yf'k]Y'A Ubi Y`
BYi Yfž'8Umch'I dUa YWJbcž'»Ja U`A i g]U`U'i bX'5`d\cbgc'8Uj]Yg
ja 'YbhgWkY]XYbXYb'Gd]Y''[Y[Yb'»hYf'A U]`UbX''8]Y'9bh`Uggi b[
XYg':]hbYggWkUWkYg'<c`[Yf'6fc]Wk '\Uh'V]g`Ub[_Y]bY'6YggYfi b[
[YVfUWk'h''8]Y'dfÀj Ybh]j Y'J Yf'Yhni b[gZcfWk i b[ž'k]Y'g]Y'j]b'XYf
FY[YbgVi f[!Ghi X]Y'Xc_i a Ybh]Yfh]ghž'_ØbhY'ZØf'6UmYfb'j]b
Ni _i bZ]j cb'6YXYi hi b['gY]bž'i a 'X]Y'J Yf'Yhni b[g[YZU\ f'ni
a]b]a]YfYb' i bX'X]Y'Gd]Y'Yf'cdh]a U'j c fni VYfY]hYbž]bgVYgcbXYfY
ZØf'[fc»Y'K YhhVYk YfVY'k]Y'X]Y'7\Ua d]cbg'@YU[i Y'gck]Y'X]Y
6i bXYg`][U"

8 Ug`YmhY`DfcV`Ya`VYhf]ZhXYb`HYUa [Y]gh"CVk c\`XYf
 HYUa ni gUa a Yb\U`h`U`g`ghUf_`Y]b[YgWÅhnh`k]fXž[]Vh`Yg`F`Ui a
 ZØf`J YfVYggYfi b[Yb" `9VYf` \Uh`ZYgh[YghY`hž`XUgg`Y]b][Y`Gd]Y`Yf
 a Ò[`]W`Yfk`Y]gY`a`Y`f`Ub`Z]b`Ub`n]Y`Yb`5gdY`_h`Yb`]b`h`f`Y`gg]Y`fh
 gW`Y]b`Yb`ž`k`Ug`ni`K`Y`W`g`Y`X`f`c`\`i`b[Yb`ZØ`f`h" `l`a`X`U`g`A`]U!`g`Ub`!`A`]U!
 ; YZØ` \`ni`gh`Å`f`_`Yb`ž`V`f`U`i`W`h`X`Y`f`J`Y`f`Y]b`Gd]Y`Y`f`ž`X`Y`h`Y`Z`a`]h`X`Y`a
 ?`i`V`]Y`V`j`Y`f`V`i`b`X`Y`b`g]b`X`ž`]X`Y`U`Y`f`k`Y]gY`U`i`g`X`Y`f`Y][Yb`Yb`ž [Yb`X"
 8]Yg`_`Ò`b`b`h`Y`b]W`h`i`b`i`f`X]Y`X`Y`b`h]Z`_`U`h]c`b`X`Y`f`Gd]Y`Y`f`a`]h`X`Y`a
 J`Y`f`Y]b`ZØ`f`X`Y`f`b`ž`g`c`b`X`Y`f`b`U`i`W`h`Y]b`Y`_`c`g`h`Y`b[Ø`b`g`h][Y`f`Y`@`Ø`g`i`b[
 X`U`f`g`h`Y`Y`b"

Æg[YgUa`h`i`a`i`gg`X`Y`f`:`7`6`U`m`Y`f`b`A`Ø`b`W`h`Y`b`Y`b`h`g`W`h`c`g`g`Y`b`U`b`X]Y`g`Y`b
 <Y`f`U`i`g`Z`c`f`X`Y`f`i`b[Yb`U`f`V`Y]h`Y`b`ž`i`a`Y]b`Y`Y`f`Z`c`[f`Y]W`h`Y`G`U]g`c`b`ni
 g]W`h`Y`f`b`i`b`X`X]Y`5`a`V]h]c`b`Y`b`U`i`Z`X`Y`f`]b`h`Y`f`b`U`h]c`b`U`Y`b`6`Ø`b`Y
 k`]Y`X`Y`f`ni`Z`Y`g`h][Yb" `8]Y`b`Å`W`g`h`Y`b`A`c`b`U`h`Y`k`Y`f`X`Y`b`Y`b`h`g`W`h`Y]X`Y`b`X
 g`Y]b`ž`i`a`X]Y`f]W`h][Yb`K`Y]W`h`Y`b`ZØ`f`X]Y`Ni`_`i`b`Z`h`ni`gh`Y`Y`b"

8YhU]`g	
J`c`f`Z`U` ``	G`c`b`g`h][`Y`g
C`f`h	A`Ø`b`W`h`Y`b`ž`8`Y`i`h`g`W`h`U`b`X
E`i`Y`Y`Y`b	<ul style="list-style-type: none"> • k k k "cd!cb`]bY"XY • k k k "VUj`Uf]UbZc`chVU`k`cf`_`g"Wt`a • k k k "XZV"XY

6Ygi`W`h`Y`b`G]Y`i`b`g`U`i`Z`b`!`U[`"XY