

9!GWŁchYf!8]YV`Ua` < Ua a Yf < Ui dhVU\b\cZ.` <]bk Y]gY`[Ygi WŁ h°

Dc`nY]`< Ua a`gi WŁ h`NYi [Yb`bUWŁ`9!GWŁchYf!8]YVghU\`Ua
< Ui dhVU\b\cZ`"HUhj YfXÅWŁh][Yf`VYgWŁf]YVYbž`<]bk Y]gY
YfVYhYb"



< Ui dhVU\b\cZ`< Ua a ž) - \$*)` < Ua a ž`8Yi hgWŁ`UbX`!`8]Y
Dc`nY]`]b`< Ua a`]gh`Ui Z`XYf`Gi WŁ Y`bUWŁ`Y]bYa` `9!GWŁchYf!8]YVž
XYf`Ua` %-`"A`Āfn`[Y[Yb`%+`i` \f`Ua` < Ui dhVU\b\cZ`< Ua a
ni gWŁ`i` ["`8Yf`8]YV` \UhY`Yg`Ui ZY]bYb`j` YfgWŁ`cggYbYb`9!GWŁchYf
UV[YgY\Ybž`XYf`Xcfh`[YdUf`_h`k`Uf`"8Yf`[Ygi WŁ hY`A`Ubb`]gh`Yhk`U
&\$`ſ\fy`U`hž`gWŁ`Ub`_i` bX`hfÅ[h`ni`fnY]h`Y]bY`gWŁ`k`UfnY`ſW`Y`gck`]Y
nYff]ggYbY`ſ`Ubg`i` bX`k`Y`»`Y`B`_Y!`GbYU`_Yf`"GY]b
WŁ`UfU`_hYf]gh]gWŁ`Yg`5i` ggY\Yb`k`]fX`Xi` fWŁ`gWŁ`k`UfnY`<`UUfY
Yf[`Ābnhž`X]Y`Yf`ni`Y]bYa`_i`fnYb`NcdZ`ni`gUa`a`Yb[`YVi`bXYb`\Uhž
gck`]Y`Y]bYb`C`VYf`]ddYb`VUfh`"8]YgY`8`YhU]`g`g]bX`Yb`hgWŁ`Y]XYbXž
XYbb`X]Y`Ōfh`]WŁ`Y`Dc`nY]`\Uh`VYfY]hg`Y]bY`²`ZZYb`h`]WŁ`_Y]hgZU\bXi`b[
Ub[`YcfXb`Yhž`i`a`k`Y]hYfY`ſ`Zcfa`Uh]cbYb`ni`gUa`a`Y`b`" <]bk Y]gY
_ŌbbYb`i`bhYf`XYf`HY`YZcbbi`a`a`Yf`-`%*\$`\$`cXYf`dYf`9!A`U]`Ub

\]bk Y]gY"\Ua a 4 dc`nY]"b fk "XY`X]fY`h`Ub`X]Y`Dc`nY]`ØVYfa]hY`h
k YfXYb"8]YgYf'8]YVghU\`nY][h`Y]ba U`a Y`fž`k]Y`k]W`h][`Yg`]ghž`9!
GWč`hYf`g]W`Yf`UVni gW`Y]» Ybž`i a`_f]a]bY`Y`A UW`YbgW`UZ`hYb`ni
j Yf\]bXYfb"

8cW`b]W`h`bi`f`]b`<Ua a`_ []Vh`Yg`DfcV`Ya Y`a]h`9!GWč`hYfb"9]b
k Y]hYfYf`J`cfZU``YfY][bYh`Y`g]W`Ua`_`%`-`" `]b`i`Uf`&\$&) `]b
;`Y`gYb`_]fW`Ybž`k`c`YVYbZU`g`Y]b`gW`k`UfnYf`9!GWč`hYf`[`Yg`h`c`\`Yb
k`i`fXY"8]YgYf'8]YVghU\`k`i`fXY`j`cb`Y]bYf`,`VYfk`UW`i`b[`g`_Ua`YfU
Ui`Z[`YnY]W`bYhž`i`bX`X]Y`Dc`nY]`gi`W`h`bi`b`b`UW`Y`]bYa
i`bVY`_Ubb`hYb`HUj`YfX`Å`W`h][`Yb"8]Y`<]bk`Y]gY`_`Ò`bYb`\]Yf`Ub`X`Ug
?f]a]bU`_ca`a`]ggUf]Uh`&&`i`bhYf`\$&\$`-`" `*`),`&%`&`cXYf`Ub`X]Y
?f]a]bU`k`UW`Y`i`bhYf`\$&\$`-`" `*`),`&(`\$`[`Y`[`YVYb`k`YfXYb"5i`W`X`Ug
5a`hg[`Yf]W`h`9ggYb`\`Uh`X]Y`J`Yf`ÒZY`bh]W`i`b[`X`Yg`6]`X`Yg`X`Yg
J`YfX`Å`W`h][`Yb`Ub[`Y`cfX`b`Yh"8]YgYf`J`cfZU``j`YfXYi`h]W`hž`X`Ugg`9!
GWč`hYf!8]YVgh`Å`\`Y`Y]b`k`UW`gYbXYg`DfcV`Ya`_]b`j`]Y`Yb`Gh`Å`hYb
XUfghY``Yb"

Dc`nY]`B`F`K`_`V`Y`f]W`h`Y`hž`X`Ugg`_`

9!GWč`hYf`i`b`X`G]W`Yf`\`Y]h]a`_`J`Yf`_`Y`\`f`

≠`5bVYhfUW`h`X`Yf`ni`bY`a`YbXYb`9!GWč`hYf!Bi`hni`b[`]gh`X]Y
G]W`Yf`\`Y]h]a`_`GhfU»`Ybj`Yf`_`Y`\`f`j`cb`nYbhfU`Yf`6YXYi`hi`b[`]@`Ui`h
U`_hi`Y``Yb`GhU]h]gh]_`Yb`a`UW`Yb`9!GWč`hYf!I`bZ`Å``Y`]b`B`]YXYfgUW`gYb
&\$&`_`Yhk`U`\$`ž`*`Dfc`nYb`h`U``Yf`J`Yf`_`Y`\`f`gi`bZ`Å``Y`Ui`g" `a`_`J`Yf[`\`Y]W`
X`Uni`_`ghY``Yb`:`U`\`ff`UX`i`bZ`Å``Y`a`_]h`Yhk`U`g`Y`W`g`Dfc`nYb`h`Y]b`j`]Y`
[`f`Ò»`Yf`Yg`F`]g]_`c`X`Uf"9g`]gh`Ui`Z`Å``][`ž`X`Ugg`]a`_`j`Yf[`Ub[`Yb`Yb`_`]X`\`f`
(`(`*`:`U`\`ff`UX`ZU`\`f`Yf`]a`_`GhfU»`Ybj`Yf`_`Y`\`f`]\`f`@`YVYb`j`Yf`c`f`Ybž`k`Ug
Y]bY`VYgc`f[`b]gYffY[`YbXY`9b`hk`]W`_`i`b[`]XUfghY``h" `Hf`c`h`n`X`Yg
5b`gh]Y[`g`X`Yf`9!GWč`hYf!Bi`h`nYf`V`Y]Vh`X]Y`Dc`nY]`Ui`Z[`fi`b`X`X`Yf
I`bZU`n`U`\`Yb`k`UW`g`Ua`ž`]bgVYgcbXYfY`]a`_`<]bV`]W`_`Ui`Z`I`bZ`Å``Y
i`bhYf`9]bZ`i`gg`j`cb`5`_`c`\`c`c`X`Yf`8`fc[`Ybž`X]Y`_`cb]h]bi`]Yf`]W`
VYcVUW`hYh`k`YfXYb"

8]Y`NU`\`Yb`nY][`Ybž`X`Ugg`]a`_`]X`\`f`&\$&`_`]b`%)`%:`Å``Yb`g`c`W`Yf
I`bZ`Å``Y`a`_]h`9!GWč`hYfb`fY[`]ghf]Yfh`k`i`fXYbž`k`Ug`bi`f`Y]bYb`Y`Y]W`hYb
F`Ø`W`_`[`Ub[`]a`_`J`Yf[`\`Y]W`ni`a`_`J`cf`\`f`VYXYi`hYh":`Ø`f`&\$&(`
Yfk`UfhYb`9!dYfhYb`Å`\`b`]W`Y`NU`\`Yb`]b`X]YgYa`_`6YfY]W`"8]Y`:`fU[`Y`

V`Y]Vhž`k]Y`g]W\`XYf`HfYbX`k Y]hYfYb`hk]W_Y`b`k]fX`i bX`cV
j YfU`b`hk c`f`h`i b[`g] c``Yg`i: U\`fYb`i bX`g]W\`YfY`Bi hni b[`XYf`9!G\`c`hYf
[YZ`0fXYf`h`k YfXYb`_`0`bYb``K Yb`b`X]Y`NU\``XYf`i bZU``ZfY]Yb
: U\`fhYb`i b`hYf`6YY]bZi ggi b[`j`c`b`5`_`c`l`c``cXYf`8`f`c[Yb`]a
b`A`W`ghYb``U`f`h`U`hg`A`W`]W`g`hY][Yb`g`c``hY`ž`_`0`b`hY`X]Yg`Y]b`G`W`f]h`h
]b`X]Y`f]W`h][Y`F`]W`h`i b[`gY]b``@U`i`h`XYb`U`_`h`i`Y``Yb`NU\`Yb`k`UfYb`Yg
&\$`&`'`%`*`\$)`i bZU``ZfY]Y`i: U\`fhYb`i]b`X]YgYa`i`?`c`b`h`i`h`
YA`c`V]`]hmi`=bg]XYf`VYf]W\`hYhž`XUgg`i`

=b`Y]bYf`NY]hž`]b`XYf`9!G\`c`hYf`]a`a`Yf`k`Y]hYf`j`YfVfY]hY`h`g]bXž`]gh
Yg`i`bYf`A`gg`]W\`ž`g`c`c``8`]YVghU\`g`W`i`hni`U`g`Ui`W\`
J`Yf`_`Y`f`gg]W\`Yf`Y]h`Yf`b`gh`ni`b`Y`a`Yb``8`]Y`9]bg]W\`hž`XUgg`Yg`g]W\`
`c`\`b`hž`k`U`W`g`Ua`i`ni`g`Y]b`i`b`X`Ui`Z`X]Y`Y][YbYb`J`Yf`_`Y`f`gg]W\`Yf`Y]h
g`c`k`]Y`X]Y`XYf`U`b`XYfYb`ni`U`W`hYb`ž`g`c``hY`Z`0f`U``Y`Bi`h`Yf`j`c`b`9!
G\`c`hYf`b`\`c`W`]a`i`?`i`f`g`h`Y`Yb`"

8YhU]`g	
C`f`h`	<`U`i`d`h`V`U`\`b`\`c`Z`<`U`a`a`ž`)`-`\$`*)`i`<`U`a`a`ž` 8`Y`i`h`g`W`\`U`b`X`
E`i`Y``Y`b`	<ul style="list-style-type: none"> • k`k`k`"k`U`XY` • d`c``]nY]"`b`f`k` • Ya`c`V]`]hmi`]bg]XYf`XY`

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