

F Yj c`i h]cbÅfY`F B 5!H\YfUd]Yb.`< c ZZbi b[
ZØf`@YVYfYf_fUb_hY`]b`B]YXYfgUW`gYb`°

8]Y`A YX]n]b]gW`Y`<cW`gW`i`Y`<Ubbcj`Yf`Yf\`À`h`*`\$\$`\$\$\$`
9i`fc`ZØf`F B 5!VUg]YfhY`:`c`fgW`i`b[`ni`f`6Y\`UbX`i`b[`j`cb`
@YVYfYf_fUb_i`b[`Yb`"



< Ubbcj`Yf`ž`8`Yi`hgW`\`UbX`!`8]Y`:`c`fgW`i`b[`ni`f`6Y\`UbX`i`b[`j`cb`
@YVYfYf_fUb_i`b[`Yb`Yf\`À`h`Y]bYb`Yb`hgW`Y]XYbXYb`GW`i`V`Xi`fW`
X]Y`6cY\`f]b[`Yf`b[`Y`\`Y]a`Gh]Zi`b[`ž`X]Y`a`]h`*`\$\$`\$\$\$`9i`fc`
:`ØfXYfa`]hhY`ni`f`J`YfZØ[`i`b[`ghY`h`8]Y`A`]hhY`g]bX`ZØf`Y]bY`
]bbcj`Uh]j`Y`:`fi`bX`U[`Yb`Zc`fgW`i`b[`Ub`XYf`A`YX]n]b]gW`Yb`
<cW`gW`i`Y`<Ubbcj`Yf`fA`<<`Ł`VYgh]a`a`hž`X]Y`j`cb`DfcZYggcf`8`f`
5a`Uf`8`YYd`G\`Ufa`U`[`Y`Y]hY`h`k`]fX`G\`Ufa`U`i`bX`gY]b`HY`Ua`
UfVY]hYb`XUfUbž`h`YfUdYi`h]gW`Y`F B 5`U`g`A`Ø[`]W`_Y]hni`f`<Y`]i`b[`
j`cb`@YVYfZ]VfcgY`i`bX`a`YhUVc`]gW`VYX]b[`hYf`:`Yhh`YVYf!`<YdUh]h]g`
fA`5G`<`Ł`ni`bi`hnYb`8]YgY`9f_fUb_i`b[`Yb`VYhfYZZYb`A`]`cbYb`j`cb`
A`Yb`gW`Yb`i`bX`ZØf`Yb`]b`9i`fcdU`Å`\`f]W`ni`ZUgh`\$\$\$`\$\$\$`
HcXYgZÅ`Ybž`k`]Y`X]Y`A`<<`]b`Y]bYa`U_hi`Y`Yb`6Yf]W`h`a`]hhY]h`
fA`<<`Ł`"

8]Y'I fgUWXYb'XYf'@YVYfYf_fUb_i b[Yb'g]bX'j]Y`ZÀ'h]['i bX
i a ZUggYb'W fcb]gWXY'@YVYfgWÀXYbž'X]Y`Xi fW
: Yh'YVYfYf_fUb_i b[Yb'i bX':]VfcgY'j Yfi fgUW'h'k YfXYb"
⊖gVYgcbXYfY`X]Y`YVYfVYnc[YbY`A cfhU`]hÀ'h'ghY][h'YI dcbYbh]Y`
a]h'j cfUbgW'fY]hYbXYf':]VfcgY`"E i Y`Ybb'ni Zc`[Y`_Ubb'XYf
: cfhgW'f]hh'ni f`N]ff\cgY`XfUa Uh]gWXY`5i gk]f_i b[Yb'Ui ZX]Y
A cfhU`]hÀ'h'i bX`X]Y`⊖n]XYbn'j cb`\YdUhc'nY`i `ÀfYa `?Ufn]bca
\UVYb'fDi VA YXŁ"

8]Y`F c`Y`XYf`F B 5`]b`XYf`H\YfUd]Y

8]Y'a YX]n]b]gWXY': cfgW'i b['gYhnh'ni bY\`a YbX`Ui Z`F B 5!VUg]YfhY
H\YfUdYi h]_Už'i a `bYi Y`A YX]_Ua YbhY`ni `Ybhk]W_Y`b`"DfcZYggcf
G\Ufa U`\Uh'VYfY]hg`Xi fW`X]Y`5bk YbXi b[`Y]bYf'a F B 5ž`X]Y`XYb
6Ui d`Ub`Z0f`XYb`<YdUhc'nmhYb!?'YfbZU_hcf`(`U`d`U`fk: B (Ł
Ybh`À`hž'g][b]Z_UbhY': cfhgW'f]hhY`Yfn]Y`h`<: B (`]gh`Y]b`nYbhfU`Yf
GW`0ggY`ZU_hcf`]a `@YVYfghcZk YW'gY`/gY]b`Gd]Y[Y`g]b`h`YXcW
VY]ZcfhgW'fY]hYbXYf':]VfcgY`"8 Ug`HYUa `Uh[YnY][hž`XUgg
h\YfUdYi h]gWXY`a F B 5`XYb`<: B (!Gd]Y[Y`k]YXYf\YfghY`Yb'i bX
@YVYfgWÀXYb`j Yff]b[Yfb`_Ubb`"

Ni XYa `d`Ubh`G\Ufa Už`k Y]hYfY`a F B 5!H\YfUd]Y`_UbX]XUhYb`gck]Y
b]W'h`_cX]YfYbXY`F B 5g'ni `YfZcfG'WYbž'i a `X]Y`F Y[YbYfUh]cb`XYg
@YVYf[Yk YVYg'ni `i bhYfgh0hnYb`"8]Y`5bgUa a `i b[`j cb
?c`U[YbYb`i bX`A i gWYdfchY]bYb`]b`XYf`YI hfUnY`i `ÀfYb`A Uhf]I ž
j Yfi fgUW'h'Xi fW`A mcZ]VfcV`UghYbž'gd]Y`h`Y]bY`YbhgWXY]XYbXY
F c`Y`VY]`XYf`9bhk]W`_i b[`j cb':]VfcgY`"G\Ufa U`i bX`gY]bY
?c`Y[Yb`\UVYb`VYfY]hg`XfY]`bYi Y`dchYbn]Y`Y`F Y[`i `Uhc`fYb`XYf
:]VfcgY]XYbh]Z]n]Yfhi bX`a 0W'hYb`XYfYb`h\YfUdYi h]gWXYg
DchYbn]U`[YbUi Yf'i bhYfgi WXYb`fA << Ł"

; Ygi bX\Y]hgZ0fXYfbXY`A U» bU\ a Yb

Ni gÀhn`]W`ni `XYb`bYi YghYb`h\YfUdYi h]gWXYb`5bgÀhnYb`g]bX`Ui W
dfÀj Ybh]j Y`A U» bU\ a Yb`ni f`J YfVYggYfi b[`XYf`@YVYf[Ygi bX\Y]h
k]W'h]["9fbÀ\fi b[gYI dYfhYb`Ya dZY`\Yb`XUVY]`Y]bY`a cXYfUhY
?U`cf]Ybni Z `f`c`bY`gdYn]Y`Y`8]ÀhYbž`_ca V]b]Yfh'a]h`XYf
F YXi n]Yfi b[`j cb`?c`Yb`mXfUhYb`i bX`[YgÀh][hYb': Yh'gÀi fYb`"

9]bY`a YX]hYffUbY`9fbÀ\fi b[ž`X]Y`fY]W`Ub`dZUb`n`]W`Yb
 @YVYbga]hY`b`i bX`[Ygi bXYb` : YhYb`]ghž`_Ubb`YVYbZU`g`ni f
 JYfVYggYfi b[`XYf`@YVYfk YfhY`VY]hfU[Yb`"6YgcbXYfg
 \Yfj cfni \YVYb`]gh`XYf`dcg]h]j Y`9]bZi gg`j cb`? UZZY`cbgi a ž`XYf
 U`g`YdUhcdfchY`_hj` []`h`i bX`XUg`F]g]_c`ZØf`@YVYfn]ff\cgY`i bX
 \YdUhc`nY`i `ÀfYg`?Ufn]bca`gYb`_Yb`_Ubb`fB]Y`DH5Ł"

⊖g[YgUa h`nY][h`X]Y`U`_hi Y`Y` : cfgW`i b[`Ub`XYf`A < < ž`XUgg
 h`YfUdYi h]gW`Y`F B 5!DchYbh]U`ZØf`X]Y`6Y`UbX`i b[`j cb
 @YVYfYf`_fUb`_i b[Yb`VYg]hnhž`k À\fYbX`dfÀj Ybh]j Y`A U» bU`a Yb
 i bX`[Ygi bXY`@YVYbggh]`YbhgW`Y]Xi b[Yb`Y]bY`k YgYbh`]W`Y`F`c`Y
]a`l`a [Ub[`a]h`X]YgYb`9f`_fUb`_i b[Yb`gd]Y`Yb"

8YhU]`g	
J cfZU``	; Ygi bX`Y]hg`_f]gY
I fgUW`Y	W`fcb]gW`Y`@YVYfgW`ÀXYbž` :]VfcgYž a YhUVc`]gW`Y`8mgZi b`_h]cb!Uggcn]]YfhY GhYUhc`YdUh]h]g
C fh	< Ubbcj Yfž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "a `\"XY • di Va YX"bW]"b`a "b]\"[cj • k k k "X]YdhU"XY

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