

J]Y`ZU`h`ZY]Yfb. : YfbI b]`< U[Yb`ghUfhYh 8]j Yfg]hm`8 Umg`a]h`gdUbbYbXYb 5_h]cbYb`°

5b`XYf` : YfbI b]j Yfg]h`h`< U[Yb`Z]bXYb`j ca`%*"V]g`&+"A U]
&\$&) `5_h]cbYb`ni a`8]j Yfg]hm`8 Umg]hUhh`i a`J]Y`ZU`h]b`XYf`
; YgY`gWUZh`ni`ZOfXYfb`"



< U[Yb`ž`8Yi hgW`U`bX`!`5b`XYf` : YfbI b]j Yfg]h`h`< U[Yb`Z]bXYb
j ca`%*"V]g`&+"A U]`&\$&) `5_h]cbYb`ni a`Vi`bXYgk`Y]hYb`8]j Yfg]hm
8 Umg]hUhh`8]YgYf`HU[`k`]fX`j ca`J`YfY]b`7`UfhU`XYf`J]Y`ZU`h
]b]h]Yfhi`bX`gc`X]Y`6YXYi`hi`b[`i`bX` : OfXYfi`b[`j`cb`J]Y`ZU`h]b`XYf`
5fVY]hgk`Y`hi`bhYfghfY]W`Yb`"8f`"5bbU`< UUgY`j ca`FYZYfUh`ZOf
7`UbW`b[`YfYW`h][`_Y]h`YVh`Yfj`cf`ž`k`]Y`k`]W`h][`Y]bY`j]Y`Z`h][`Y
; YgY`gWUZh]gh`i`bX`XUgg`X]Y` : YfbI b]j Yfg]h`h`U`g`i`bhYfnY]W`bYf]b
XYf`7`UfhU`XYf`J]Y`ZU`h]g]W`U`h]j`ZOf`7`UbW`b[`YfYW`h][`_Y]h`i`bX
[`Y[`Yb`8]g_f]a`]b]Yfi`b[`Y]bgYhnh`"

8 Ug`Dfc[`fUa`a`VYghY`h`Ui`g`X][`]hU`Yb`5b[`YVchYb`i`bX

DfÅgYbnU_h]cbYbž'X]Y`ZØf'6YgWÅZh][hY`i bX`Ghi X]YfYbXY
[`Y]WYfa U»Yb`_cbn]d]Yfh'g]bX`Ni a`5i ZhU`h`Ua`%*`"A U]`k]fX
Y]bY`6Ub`_Ui Z`XYa`F chYb`D`Uhm`Y]b[Yk`Y]\hž`X]Y`a]h`XYa`G`c[Ub
?Y]b`D`Uhm`ZØf`8]g_f]a]b]Yfi b[`VYgWf]ZhYh`]gh`F Y`_hcf`DfcZ"
GhYZUb`GhØfa Yf`k]fX`X]Y`6Ub`_i a`%\$`I` \f`cZZ]n]Y`Y]bk`Y]\Yb`"8]Y
nk`Y]A`YhYf`Ub[Y`6Ub`_a]h`Y]bYf`j`Yf`_ØfnhYb`G]hnZ`ÅWY`X]Yb`h`U`g
Gma`Vc`[Y[Yb`F`Ugg]ga`i`g"

J]Y`ZU`h`i bX`7` \ Ub`W`b [YfY`W`h][_Y]h

8]Y`5_h]cb`6Ub`_[Y[Yb`F`Ugg]ga`i`g`k]fX`j`ca`6i bXYgdfc[fUa`a
8Ya`c`_fUh]Y`YVYb`°`[YZØfXYfh`BYi`b`9]bf]W`hi`b[Ybž`XUfi`bhYf
Ui`W`X]Y`Yfbi`b]j`Yfg]h`hž`\UVYb`ZØf`\f`9b[U[Ya`Ybh`[Y[Yb
F`Ugg]ga`i`g`Y]bY`6Ub`_Yf`U`hYb`"5a`gY`VYb`HU[`Z]bXYh`ni`XYa`X]Y
5_h]cb`Gi`Vk`Um`H`YfUdm`Ua`<Ui`dhVU`b`cZ<U[Yb`ghUhh`<]Yf
\UVYb`A`YbgW`Yb`X]Y`A`Ò[`]W`_Y]hž`Ubc`bma` ;`YXUb`_Yb`i`bX
K`ØbgW`Y`Ui`Z`<UZh`bch]nYb`ni`gW`fY]VYb`i`bX`Ub`Y]bYf`K`UbX`ni
\]bhYf`UggYb`"

9]b`k`Y]hYfYf`<`Ø`Ydi`b`_h`XYf`8]j`Yfg]hm`8`Umg`k]fX`Y]bY
8]g`_i`gg]cbgj`YfUbghU`hi`b[`Ua`&+`"A U]`j`cb`%)`V]g`%+`I` \f`Ui`Z`XYa
7Ua`di`g`<U[Yb`gY]b`"8`cfh`gc`Yb`X]Y`H`Y`a`Yb`8]j`Yfg]h`h`i`bX
;`Y]W`ghY`i`b[`]bhYbg]j`VYgdfcW`Yb`k`YfXYb`"Ni`XYa`k`YfXYb
X][`hU`Y`Y`cfa`UhY`Ub[YVchYbž`X]Y`Gh]a`a`Yb`XYf`Yfbi`b]j`Yfg]h`h`ni
XYa`H`Y`a`U`dfÅgYbh]YfYb`"Ni`XYb`_cb`_fYhYb`5b[YVchYb`[Y\`ØfYb
Ui`W`B`UW`U`h][_Y]hggdUn]Yf[Åb[Y`i`bX`≠Zcfa`Uh]cbYb`ni`f
6Uff]YfY`ZfY]\`Y]h"

9]b`9b[U[Ya`Ybh`ZØf`J]Y`ZU`h

8]Y`7`\UfhU`XYf`J]Y`ZU`hž`XYf`X]Y`Yfbi`b]j`Yfg]h`h]a`YVfi`Uf`&\$`&
VY][`YhfYhYb`]ghž`\Uh`XUg`N]Y`ž`Y]bY`[YfYW`hY`ž`fYgdY`_hj`c`Y`i`bX
ni`_i`bZh`gZ`Å][`Y`5fVY]hgk`Y`h`ni`ZØfXYfb`"≠`X]YgYa`?`cbhYI`h`k]fX`]b
8Yi`hgW`U`bX`]bhYbg]j`ØVYf`J]Y`ZU`h]b`XYf`5fVY]hgk`Y`h`X]g`_i`h]Yfh`
=a`a`Yf`a`Y`f`I`bhYfbY`a`Ybž`k]Y`X]Y`bYi`VY][`YhfYhYbY`5fg]dU
;`fi`ddY`ž`gY`Yb`g]W`]b`XYf`J`YfUbhk`cfhi`b[ž`_UfY`GhY`i`b[`ni
VYn]Y`Yb`"8]YgY` ;`fi`ddY`ž`Y]bYf`XYf`[fØ»`hYb`8]YbghY]ghYf`]a
5fVY]hggW`i`hn]a`XYi`hgW`gdfUW`][`Yb`F`Ui`a`ž`VY`_f`ÅZh][`h`a`]h`]\fYa

6Y]hf]hhi]\f'9b[U[Ya YbhZØf'J]Y`ZU`h"

GY]h'&\$%&'k]fX`XYf'8Yi hgWXY`8]j Yfg]hm!HU[`Ä\`f`]W`j ca `JYfY]b
7\UfhU`XYf'J]Y`ZU`h'cf[Ub]g]Yfh`'8 Ug`X]Yg`Ä\`f][Y`A chhc`Ui hYh
K Ybb`J]Y`ZU`h[Yk]bbhž[Yk]bbh'8Yi hgW`UbX" `N]Y``]gh`Ygž`U``Yb
5_hYi fYb`]b`XYf'; YgY``gWUZh`Y]bY`D`UhhZcfa `ni `V]YhYbž`i a `J]Y`ZU`h
U_hj `ni `ZØfXYfb`i bX`8]g_f]a]b]Yfi b[`ni `VY_Äa dZYb``8]Y
=b]h]Uh]j Y`i bhYfghfY]W`h`X]Y`Bchk YbX][_Y]hž`8]j Yfg]hm`U`g`<U`hi b[
]b`XYf`a cXYfbYb`5fVY]hgk Y`h`ni `VYhfUW`hYbž`i a `Y]bY`dcg]h]j Y
l bhYfbY\`a Ybg_i `hi f`ni `gWUZZYb`i bX`XYb`<YfUi gZcfXYfi b[Yb
XYf`Ni _i bZh`ni `VY[Y[bYb"

| | |
|-----------|--|
| 8YhU]`g | |
| J cfZU`` | Gcbgh][Yg |
| C fh | <U[Ybž'8Yi hgW`UbX |
| E i Y``Yb | <ul style="list-style-type: none"> • k k k "ZYfbi b]!\ U[Yb"XY • k k k "W UfhU!XYf!j]Y`ZU`h"XY • k k k "W UfhU!XYf!j]Y`ZU`h"XY |

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