

F]hhYfZYghgd]Y`Y`]b`6UX`6Ybh\Y]a .`9]b
Ui ZfY[YbXYg`A]hhY`U`hYf!K cWXYbYbXY`

9f`YVYb`G]Y`X]Y`&\$`F]hhYfZYghgd]Y`Y`]b`6UX`6Ybh\Y]a `j`ca`%"
V]g`("A U]`]a`GWX`cggdUf`_`a`]h`F]hhYfhi`fb]YfYb`i`bX
A]hhY`U`hYfa`Uf`_`h"

6UX`6Ybh\Y]a`ž`8Yi`hgW`UbX`!`

6UX`6Ybh\Y]a`VYfY]hYhig]W`Ui`ZY]b`[`fc»`Yg`9fY][`b]g`j`cf`.`8]Y`&\$`
F]hhYfZYghgd]Y`Y`Z]bXYb`]b`X]YgYa``š\`f`]a`GWX`cggdUf`_`ghUhh`8]Y
JYfUbghU`hi`b`[`k`]fX`j`cb`8`cb`bYfghU[`ž`XYa`%"`A U]ž`V]g`G`cb`bHU[`ž
XYa`("A U]`&\$&)`ž`ghUhhZ]bXYb`i`bX`j`Yfgdf]W`h`Y]b`j`]Y`Z`h][`Yg
Dfc[`fUa`a`Z0f`š`b`[`i`bX`5`h"

8Ug`:`Ygh`k`]fX`j`cb`Y]bYa`a`]hhY`U`hYf`]W`Yb`A`Uf`_`h`VY[`Y`hYhž`Ui`Z
XYa`:`Ui`_`Yfž`A`i`g]_`Ub`hYb`i`bX`@U[`Yf`Yi`hY`Ui`ZhfYhYb`"
F]hhYfhi`fb]YfY`k`YfXYb`]b`j`YfgW`]YXYbYb`8]gn]d`]bYb`k`]Y
@UbnYbghYW`Ybž`5dZY`hY]`Yb`i`bX`6c[`YbgW`]Y»`Yb`Ui`g[`YhfU[`Yb`8]Y
a`i`g]_`U]gW`Y`6Y[`Y]hi`b`[`0VYfbY`a`Yb`X]Y`:`fi`ddYb`:`Yi`YfX`c`fb
i`bX`7i`hi`g`:`Yfcg`Ui`g`6Yf`]bž`k`À`fYbX`X]Y`:`Ui`_`Yfhi`ddY
9j`Yb`hdi`ddYhg`Z0f`ni`g`À`h`]W`Y`i`bhYf`U`hi`b`[`gcf[`h`:`Ua`]`Yb`a`]h
?`]bXYfb`Yfk`UfhYhY]b`[`Ubn`VYgcbXYfYg`9f`YVb]g"

< 0\Ydi`b`_`hY`X`Yf`J`YfUbghU`hi`b`[

9]b`VYgcbXYfYg`<`][`\\`][`h`X`Yg`A`Uf`_`hYg`Z]bXYh`Ua`:`fY]hU[`ghUhh
8]Y`F]hhYf`X`Yf`Z]bghYfYb`B`UW`h`d`f`À`g`Yb`h]YfYb`Y]bY`ZYggY`b`X`Y
:`YgW`]W`hY`ni`a`H`Y`a`U`8Ug`GW`k`Yfhi`Ui`g`X`Y`a`G`Y`Y`"8Yf`9]b`Ugg
Ua`:`fY]hU[`]gh`i`a`%+`i`fž`[`Y`Zc`[`h`j`cb`Y]bYa`F]hhYfhi`fb]Yf`]a
:`UW`Y`gW`Y]bž`X`Ug`i`a`&\$`i`f`VY[`]bb`h`i`a`&&`i`f`k`]fX`Y]b`[`fc»`Yg

: Yi YfgdY_hU_Y`Ui Z[YZØ\fh"

8]Y`A Uf_hØZZbi b[gnY]hYb`Ub`XYb`UbXYfYb`HU[Yb`g]bX`Yk Y]`g`UV
%`I` \f`H]W_Yhg`g]bX`Yf\`h]W`ØVYf`k k k "[b!h]W_Yh"XYž]a
F Y]gYVØfc`F]W`hYfg`]b`BcfX\cfb`gck]Y`VY]`XYb` ; fUZgW`UZhYf
B UW`f]W`hYb"

6YfY]hg`VY]a`YhnhYb`9j Ybh]a`>\f`&\$&žXUg`j ca`' '\$`"5df]`V]g
ni a`%"`A U]`ghUhhZUbXž`k i fXY`Y]bY`6Ygi W`YfnU`\`j cb`fi bX`%) "\$\$\$
Yfk UfhYh`6Ygi W`Yf`_cbbhYb`g]W`Ui ZF]hhYfhi fb]YfY`a`]h`8i Y`Yb
Ui ZYX`Yb`DZYfXYbž`5i Zhf]hhY`j cb`A`]bbYgÀb[Yfbž: Yi Yfgdi W_Yfb
i bX`5l hk YfZYfb`gck]Y`Y]bYb`A`]hhY`U`hYfa Uf_h`a`]hj YfgW`]YXYbYb
< UbXk Yf_Yfb`i bX`K UfYb`žFYi Yb"

8]Y`F]hhYfZYghgd]Y`Y`]b`6UX`6Ybh\Y]a`g]bX`gca`]h`Y]b`[YZfU[hYg
9j Ybhž`XUg`X]Y` ; YgW`]W`hY`i bX`X]Y` : Ugn]bUh]cb`XYg`A`]hhY`U`hYfg
`YVYbX][`k YfXYb`Àggh`K Y]hYfY`ϕZcfa Uh]cbYb`ØVYf`X]Y
VYj c fghY\YbXYb` : Yghgd]Y`Y`g]bX`Ui W`Ui Z**b!hj**`ni`Z]bXYb"

8YhU]`g	
C fh	6UX`6Ybh\Y]a`ž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "Ya`g!j YW`hY!gi fZYf"XY • k k k "b!hj"XY

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