

GUfU\`7cbbcf`_cbhYfh? f]h]_ .`≠ f`bYi Yg 5`Vi a`i bX`XYf`GhfY]h'a]h`GYbbU°

GUfU\`7cbbcfž'((žj YfÒZZYbh]W h`Ua`' &' "'A U]'&\$&) `]\f
nY\`bhYg`5`Vi a` / ei ch/ fY][Y]gh]b/ ei ch/i bX`h\Ya Uh]g]Yfh
? f]h]_ `]b`gcn]U`Yb`A YX]Yb"

? Y]bY`5XfYggY`cXYf`C fh]`cf\`UbXYb" `!`≠`XYf
XYi hgW`gd fUW`][Yb`A i`g]_gnYbY`gc f[h`GUfU\`7cbbcf`XYfnY]h`ZØf
5i ZgY\`Yb" `8]Y` ((!`Å\`f][Y`GÅb[Yf]bž`X]Y`Ui ZY]bY`ØVYf`&\$!`Å\`f][Y
? Uff]YfY`ni fØW`V`]W`hž`k]fX`Ua`' &' "'A U]'&\$&) `]\f`nY\`bhYg
Ghi X]cU`Vi a`'a]h`XYa`'H]hY` : fY][Y]gh]b`'j YfÒZZYbh]W`Yb" `!`≠
Y]bYa`'U`_hi`Y`Yb`'≠ghU[fUa`!6Y]hfU[`VYgW`fY]Vh]g]Y`X]Y`bYi`Yb
Gcb[g`U`g`5i`gXfi`W`_Y]bYf`GY\`bgi`W`h`bUW`5i`g!`i`bX`5i`ZVfi`W`ž
X]Y`]\f`@YVYb`]b`XYb`Y`hnhYb`ž\`fYb`[YdfÅ[h`\Uh" `6YgcbXYfg`X]Y
J YfÅbXYfi b[Yb`Xi`fW`XUg`9fk`UW`gYbk`YfXYb`]`fYf`VY]XYb
?]bXYfž`HcW`hYf`Gi`a`a`Yf`f%,`Łi`bX`Gc\`b`Hm`Yf`f&%Łž`\UVYb`g]Y
VYY]bZi`ggh" `Øb[gh`\Uh]g]Y`gc[Uf`[Ya`Y]bgUa`'a]h`\fYf`HcW`hYf`ni
Y]bYa`'bYi`Yb`Gcb[`]`[YhUbnhi`bX`XUVY]`K`YfVi`b[`ZØf`XUg
_ca`a`YbXY`5`Vi a`' [Ya`UW`hž`k]Y`h!`c`b`]bY`"XY`VYf]W`hYh"

8cW`b]W`h`bi`f`X]Y`5`Vi a`Ub`_ØbX][i`b[`gc f[h`ZØf"; Ygd fÅW`gghc`ZZ
Ui`W`Y]b`ÒZZYbh]W`Yf`GhfY]h'a]h`XYf`GÅb[Yf]b`i`bX`≠Zi`YbW`f]b
GYbbU; Ua`a`ci`f`\Uh`X]Y`K`c[Yb`\cW`[Y\`Yb`UggYb" `≠a`F`U\`a`Yb
Y]bYg`?`cbnYfhYg`k`i`fXY`GUfU\`7cbbcf`j`cb; Ua`a`ci`f`_f]h]g]Yfhž
bUW`XYa`'X]YgY`Y]b`_cbhfc]`YfgYg`J`]X]Yc`ØVYf`Y]bYb`J`cfZU`]]a
F`Y[Yb`j`YfÒZZYbh]W`h`\UhY" `7cbbcf`\UhY`g]W`k`Å\`fYbX`XYg
5i`Zhf]hrg`a`]h]Y]bYa`' <UbXhi`W`[YgW`Øhnhž`XUg`g]Y`nY]hk`Y]gY`ØVYf
]\fYb`A`i`bX`[Y`Y[h`\UhY" `8]YgYf`A`ca`Ybh`ZØ\`fhY`ni`XYf`j`cb
; Ua`a`ci`f`U`g`fYgdY`_h`cg]b`hYfd`fYh]YfhYb`6Ya`Yf`_i`b[.`C`VYb`\i`]ž
i`bhYb`dZ] "

2 ZZYbh]WXY'5i gY]bUbXYfgYhni b[

⊕]\fYf'J YfhY]X][i b['Yf_`ÀfhY`GUfU\`7cbbcf'ØVYf'⊕ghU[fUa ž'XUgg
]\fY'5i ggU[Y]b`_Y]bghYf'K Y]gY]b`Ni gUa a Yb\Ub['a]h
?cdZhØWXYfb'cXYf'<]UVg'ghUbX"]Y'a Y\`fVYn]Y\Y'g]Y'g]WXY'Ui Z
Y]bY'dYfgØb`]WXY'9fZU\fi b['Ui g']\fYf'?]bX\Y]h'` ⊕W'k Uf'cVYb
hfcW_Ybž'i bhYb`_`UhgW bUgg'i bX'c\`bY'<cgY" 'G]Y'ghY`hY'`_`Ufž'XUgg
]\fY'K cfhY'Ui g'XYa`Ni gUa a Yb\Ub[' [Yf]ggYb'k i fXYb'i bX
_f]h]g]YfhY'X]Y'j cfY']][Y'f'fhY]'gV]'Xi b['j]Y'Yf'A YbgWXYb'c\`bY
Zi bX]YfhY'⊕Zcfa Uh]cbYb"⊕`XYb'gcn]U`Yb'A YX]Yb'ZcfXYfhY'g]Y]\fY
: c`ck Yf'Ui Zž; Ua a ci f'ni`YbhZc`[Yb"8]YgY'A U» bU\`a Y'\`Uh
UbgWXY]bYbX'K]f_ i b[' [YnY][hž'XU'; Ua a ci f'6Yf]WXYhYb'ni Zc` [Y
Y]bYb'F ØW_[Ub[']\fYf': c`ck YfnU\`'\]bbY\`a Yb'a i gghYž'k Å\`fYbX
X]Y`ÖZZYbh]WXY'i bhYfghØhni b['ØVYfk]Y[YbX'Ui Z7cbbcf'gY]hY'ni
gY]b'gWXY]bhž'k]Y' [U`U"XY`VYf]WXYhYh"

8Yf'9]bZi gg'j cb'gcn]U`Yb'A YX]Yb'Ui Z'X]Y'Dcd_i`hi f'gh
i bj Yf_YbbVUf'i bX'nY][h'g]WXY'Ui WXY'b'X]YgYf'5i gY]bUbXYfgYhni b["
D`UhhZcfa Yb'k]Y'⊕ghU[fUa`V]YhYb'? ØbghYfb'gck c\`X]Y
A Ò[']WXY`_Y]hž'g]WXY'X]fY`_h'a]h]\fYb': Ubg'ni`j YfV]bXYbž'U'g'Ui WXY
Y]bY'6Ø\`bY'ZØf'ÖZZYbh]WXY'?cbhfcj YfgYb"@Ui h' **Yhn]bg]XYf"XY**
\UVYb'gcn]U`Y'A YX]Yb'Y]bY'YbhgWXY]XYbXY'F c`Y`XUVY'] [Ygd]Y'hž
k]Y'A i g]_`YbhXYW`_h'i bX`_cbgi a]Yfh'k]fX'i bX'k]Y'? ØbghYf'\fY
6chgWXYUZhYb'j YfVfY]hYb`_`ØbbYb"8UVY']]gh'X]Y'⊕hYfU`_h]cb'a]h
: Ubg'Y]b'nk Y]gWXYbY]X][Yg'GWXYk Yfhž'XU'X]Y'F YU`_h]cbYb'cZh
i ba]hhY`VUf'i bX'hY]g`\YZh]['Ui gZU`Yb`_`ØbbYb"

: Øf'GUfU\`7cbbcf'g]bX'X]YgY'<YfUi gZcfXYfi b[Yb'b]WXYhg'BYi Yg"
Hfchn'XYf'5b[f]ZZY'i bX'bY[Uh]j Yb'GWXY'U[nY]'Ybž'X]Y'g]Y]b'XYf
J Yf[Ub[Yb\Y]h'i][bcf]Yfh'\Uhž'nY][h'g]Y'g]WXY']b']\fYa`U`_hi Y`Yb
GWXYZZYbgdfcnYgg'VYfY]hž'k]YXYf'ZØf'g]WXY'i bX']\fY'? i bgh
Y]bni ghY\Yb" `A]h'XYf'J YfÖZZYbh]WXYi b[']\fYg'bYi Yb'Gcb[gž'X]Y'g]Y
ZØf'X]YgYb': fY]hU['Ub_ØbX][h'a]h'XYb'K cfhYb.' 5a ': fY]hU[
_bU`hg ž'XØfZHY'g]Y'YfbYi h]a`NYbhfi a`XYf'5i Za Yf_gUa`_Y]h
ghY\Yb"

8YhU]`g	
J c fZU``	GhfY]h
C fh	?Y]bY`5XfYggY`cXYf`C fhj`cf\UbXYb"
E i Y``Yb	<ul style="list-style-type: none"> • k k k "h!c b`]bY"XY • k k k "[U`U"XY • bYhn]bg]XYf"XY

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