

G_UbXU`i a `bcfk Y[]gWXY`G_]gdf]b[Yf.
: =G`i bhYf`6YgWxi gg°

G_]gdfi b[!G_UbXU`]b`HfcbX\Y]a .`FcVYfh`æ\Ubggcb`i bX
UbXYfY`Bcfk Y[Yf`k i fXYb`k Y[Yb`a Ub]di `]YfhYf`5bnØ[Y
[YgdYffh"9fa]hhi b[Yb`Ui ZYb"

HfcbX\Y]a ž`Bcfk Y[Yb`!`a`Ni [Y`XYg`5bni [!G_UbXU`g`VY]`XYb
BcfX]gWXYb`G_]!K`Y`ha`Y]ghYfgW`UZhYb`]b`HfcbX\Y]a`U`h`XYf
bcfk Y[]gWXY`G_]gdf]b[Yf`FcVYfh`æ\Ubggcb`ni`gUa`a`Yb`a`]h
gY]bYa`5bk`U`h`B]Wc`U]`@c`UbX`8c`j`U`gW`k`Yfk`]Y[YbXY`J`cfk`ØfZY
[Y[Yb`XYb`K`Y`hj`YfVUbX`:]`Æ`Yf`c`VYb`"æ\Ubggcb`k`i`fXY`[YgdYffhž
cVkc`c`VY]`gY]bYa`5bni [`Y]bY`A`Ub]di`U`h]cb`ZYgh[YghY`h`k`i`fXY`
8c`j`U`g]Y`h`X]Y`Gi`gdYbX]Yfi`b[`æ\Ubggcb`g`U`g`X]g`f]a`]b]YfYbX`Ub
i`bX`Uf[i`a`Ybh]Yfhž`XUgg`bcfk Y[]gWXY`Gdf]b[Yf`b]W`h`k`]Y
]bX]j`]Xi`Y`Y`5h`Y`hYb`VY`UbXY`h`k`i`fXYb`"8Yf`i`a`[Ub[`XYf`:]`Æ`a`]h
æ\Ubggcb`k`]fX`U`g`j`Ø`][`VY]gd]Y`c`gž]a`]bY[U]h]j`Yb`G]bbY
VYnY]W`bYhž`k`]Y`?`fY]gnY]hi`b[`K`YgYfa`UfgW`VYf]W`hYhY"

8]Y`?`cbhfcj`YfgYb`fi`bX`i`a`X]Y`K`A`]b`HfcbX\Y]a`VY[UbbYbž`U`g
a`Ub]di`]YfhY`5bnØ[Y`bcfk Y[]gWXYf`G_]gdf]b[Yf`Yb`hXYW`h`k`i`fXYb`
8]YgY`k`UfYb`a`]hY]bYa`j`YfVchYbYb`6UbX`Ui`g[YghUhhYhž`XUg`X]Y
GhUV]`]h`h`b`UW`XYa`5Vgdfi`b[Yf`Ø`Yb`gc`hY`"8]Y`VYhfc`ZYbYb
5bnØ[Y`k`i`fXYb`b`UW`XYf`K`A`j`ca`K`Y`hj`YfVUbX`VYgW`U[bU`a`h
i`bX`ghY`Yb`bi`b`ni`f`YfbYi`hYb`i`bhYfgi`W`i`b[`VYfY]h`B`YVYb
æ\Ubggcb`gU`g]W`Ui`W`gY]b`HYUa`_c`Y[Y`A`Uf]i`g`@]bXj`]_ž
æ\Ubb`5bXfÅ`:]`cfZUb[ž`F`cV]b`DYXYfgYb`i`bX`?`f]ghc`ZYf`Gi`bXU`a`]h
GdYffYb`_cb`Zfcbh]Yfhž`X]Y`Y`XcW`b`UW`GU]gcbYbXY`Ui`Z[Y`c`VYb
k`i`fXYb`"æ\Ubggcb`VYf]W`hYhY`ni`XYa`j`cb`Yf`YV`]W`Yb
Z]bUb]Y`Y`b`9]bVi`»`Yb`i`bX`YVh]j`cfYfghj`cb`gY]bYb`9fgdUfb]ggYb`
I`bUV`Å`b[]j`cb`XYf`5i`Z`YVi`b[`XYf`GdYffYb`[Y`Yb`X]Y
9fa`]hhi`b[Yb`]a`K`A`!G_UbXU`k`Y]hYf`"J`cf`Åi`Z[Y`GdYffYb`k`i`fXYb

Ui Wk [Y [Yb XfY]: i b_h]cbÅfY`XYg`bcfk Y []gWk Yb`G_]gdfi b [!
 HYUa gžXUfi bhYf`HfU]bYf`A U [bi g`6fYj] [žj Yf\Åb [h"

7\fcbc`c []Y`XYg`5bni [!G_UbXU`g

N8: ``]YZYfhY`Y]bY`XYhU]``YfhY`7\fcbc`c []Y`XYf`9fY][b]ggY""5a` ; , "
 A Åfn`&\$&) žXYa` :]bU`hU [`XYf`G_]gdfi b [!K YhhVYk YfVYžk i fXY`Y]b
 J]XYc`j YfÖZYb`h]Wk hž`XUg`Y]bYb`bcfk Y []gWk Yb`A U`hYf]U`!9l dYfhYb
 XUVY]`nY][hžk`j Y`Yf`Gdfi b [UbnØ [Y`a Ub]di`Yfh`" ð`XYf` : c` [Y
 k i fXYb`XYf`7\YžfU]bYf`A U [bi g`6fYj] [`i bX`UbXYfY
 HYUa`a`]h [`]YXYf`gi`gdYbX]Yfh`"5b [f]ZY`Ui`Z`X]Y` ðhY [f]hÅh`XYf
 bcfk Y []gWk Yb`A UbbgWk UZh`Zc` [hYb`gWk bY`ž`bUWkXYa
 A U`hYf]U`_cbhfc`Yi`fYb`]b`XYb`5bnØ [Yb`j`cb`A`Uf]i`g`@]bXj`]_`i`bX
 æ\Ubb`5bXfÅ` : cfZUb [`a`Ub]di`YfhY`HY`Y`Yb`hXYW`h`\UhhYb`"6Y]XY
 Gdf]b [Yf`k i fXYb`X]gei`U`]Zn]Yfh"

8]Y` : Æ`fYU []YfhY`Ua``%%"i`bX`%&"`A Åfn`&\$&) `a`]h`Y]bYf
 i`a`ZUggYbXYb`5i`gk`Yfhi`b [`XYf`j`Yfk`YbXYhYb`5bnØ [Y`i`bX`XYf
 5i`ZbU\`a`Y`j`cb`9fa`]h`i`b [Yb`Xi`fW`Y]b`i`bUV\Åb [] [Yg`9h_]!`i`bX
 7ca`d`]UbW`!C`ZZ]W`"5a``%`" `A Åfn`&\$&) `k i fXYb`U`Y`Y]b [Ync [YbYb
 K`A`!Gdfi b [UbnØ [Y`Ui`ZYhk`U] [Y`]ffY [i`ÅfY`J`YfÅbXYfi`b [Yb
 i`bhYfgi`Wk`h`" ð`XYb`5bnØ [Yb`XYf`bcfk Y []gWk Yb`G_]gdf]b [Yf]bbYb
 _cbbhYb`_Y]bY`J`YfghÖ»`Y`ZYgh [YghY`h`k`YfXYbž`YXcWk` [UV`Yg
 J`YfXUW`hga`ca`YbhY`ZØf`"Y [U`Yb`A`Ub]di`U]cbYb`VY]`XYb
 A`ÅbbYfgdf]b [Yfb`"BYVYb`æ\Ubggcb`k i fXYb`Ui`Wk`@]bXj`]_ž
 : cfZUb [ž`DYXYfgYb`i`bX`Gi`bXU`gi`gdYbX]Yfhž`k`Ug`g]Wk`ni`Y]bYa
 VYXYi`hYbXYb`G_UbXU`]a`]bhYfbU]cbU`Yb`G_]gdf]b [Yb
 Ybhk`j]W`Y`hY"

8YhU]`g	
J`c`f`ZU``	A`Ub]di`U]cb
C`f`h	HfcbX\Y]a`ž`Bcfk`Y [Yb
E`i`Y``Yb	<ul style="list-style-type: none"> • k k k "_fY]gnY]hi`b [! k`YgYfa`UfgWk`"XY • k k k "nXZ"XY

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