

< i bX '6cVVm ']b '6Yf[bch. '8fUa Uh]gW X Y
F Y hhi b ['Ui Z '%&\$ \$ 'A Y hY fb °

5a '*"'đ b] &\$&) 'k i fXY 'XYf' < i bX ' 6cVVm ']b 'C VYf ÒghY ffY]W X
j cb 'XYf'6Yf[fY hhi b ['bUW 'Y]bYa 'BchZU'' [YfYhhYh''@YgYb 'G]Y
a Y \f'ØVYf'H]Y ffY hhi b ["



K]bX]gW X [UfghYbž'² ghY ffY]W X '!9]b'XfUa Uh]gW X Yf'J c fZU''
YfY][bYhY 'g]W X ']b 'C VYf ÒghY ffY]W X ž'U'g'Y]bY '&' !'À \f][Y
B ØfbVYf[Yf]b 'i bX '\fY' 'A i hYf'VY]a 'K UbXYfb'Ua ' <c \Yb' BcW_]b
K]bX]gW X [UfghYb ']b 'Y]bY 'Bchg]hi Uh]cb '[Yf]YhYb''8]Y 'VY]XYb
: fUi Yb'k UfYb 'a]h'\fYb'nk Y]'Ub['Y]]bhYb' < i bXYb 'i bhYfk Y [gž'U'g
g]Y 'Ui Z[fi bX 'XYf'ghUf_Yb'6Yk Ò_i b [[Y [Yb '%\$'I \f'VYgW 'cggYbž
X]Y'K UbXYfi b ['UVni VfYW X Yb 'i bX ']bg'HU'ni fØW_ni _Y \fYb''@Y]XYf
j Yf'cf'Y]bYf'XYf' < i bXYž'Y]b 'A]gW X ']b ['bUa Ybg' 6cVVm ž'k À \fYbX
XYg'5Vgh]Y [g'X]Y '?cbhfc''Y 'i bX 'U[hY'Y]bYf'; Åa gY'bUW X ž'k Ug '\b
]b [fc» Y; YZU \f'VfUW X hY''Hfch'n'a Y \fZUW X Yf'Fi ZY' _Y \fY'6cVVm
b]W X h'ni fØW_i bX'k i fXY'bi f'bcW X]a 'ZY'g][Yb'; Y'ÀbXY'[Yg]W X hYh'
; Y [Yb'%'('I \f'U'Ufa]YfhYb'X]Y': fUi Yb'X]Y'6Yf[fY hhi b []
K]bX]gW X [UfghYb''

8]Y'6Yf[fYhhi b['fØW_hY'a]hig]YVYb'9]bgUm_fÅZhYbž'XUfi bhYf'nk Y] 5`d]bdc`n]ghYbž'Ui g"8 Ub_`XYg'Ub\U'hYbXYb'6Y`Ybg'j cb'6cVVm _ccbhhYb'X]Y'FYhhYf']\b'gWk bY`c_U`g]YfYb" 6cVVm '\UhhY'g]Wk 'YXcWk'a]higY]bYf'@Y]bY'i a`Y]bYb': Y`gV`cW_[Yk]W_Y`hi bX _ccbhhY'g]Wk 'b]Wk'higY`Vgh`VYZFY]Yb"8]Y'9]bgUm_fÅZhY'\UbXY`hYb nØ[][ž'ØghYb'X]Y'@Y]bY'i bX`VfUWk hYb'XYb'<i bX'g]Wk Yf'ni`gY]bYf <U`hYf]b'ni fØW_"`b'X]YgYa` : U`YbXYhY'X]Y'FYhhi b[gU_h]cb ['ØW_]Wk Yfk Y]gY'c\ bY'k Y]hYfY?'ca d`_Uh]cbYb"

H]YffYhhi b[gU_h]cbYb']b'XYf'5`dYbfY[]cb

<i bXYfYhhi b[Yb'k]Y'X]Y'j cb' 6cVVm`g]bX'ja`6Yf[fYhhi b[gX]Ybgh _Y]bY'GY'hYb\Y]h"6YgcbXYfg]b'FY[]cbYb'k]Y'XYa 6YfWk hYg[UXYbYf'@UbX'g]bX'Bchfi ZY'ØVYf'<i bXY']b'6Yf[bch \Åi Z][ži bX'X]Y'6Yf[k UWk hYb'g]bX'cZha U`g[YZcfXYfhž'H]YfY']b BchU[Yb'ni`fYhhYb" `b'8Yi hgWk`UbX`YVYb'ØVYf'%'\$'A]`]cbYb <i bXYž'i bX'&%` 'XYf'<Ui g\U'hY`VYg]hnYb'Y]bYb'<i bX" `b 2 ghYffY]Wk '[UV`Yg'&\$&%fi bX', ' +"\$\$\$<i bXYž'k Ug'X]Y <YfUi gZcfXYfi b[Yb'i bX'X]Y'Bchk YbX][_Y]hj cb <i bXYg]Wk Yf\Y]hga U» bU\ a Yb'VY]'6Yf[k UbXYfi b[Yb j YfXYi h]Wk h"J]Y'Y'<i bXYk UbXYfZØ\ fYf'i bX'<i bXY_i fgY'ZØf 6Yf[ghY][Yf'g]bX']bnk]gWk Yb'j YfVfY]hYhž'i a`gc`Wk Yb'G]hi Uh]cbYb j cfn i VYi [Yb"

C Vk c\`H]YffYhhi b[Yb' bchk YbX][`gY]b`_ØbbYbž[]Vh'Yg`_f]h]gWk Y Gh]a a Yb"8]Y'8YVUhY'XfY\hig]Wk '\Åi Z][`i a`X]Y'Df]cf]g]Yfi b[`XYf A YbgWk YbYfYhhi b["'9h\]gWk Y', VYf'Y[i b[Yb'ZØ\ fYb'ni` : fU[Ybž'cV j Yf[`Y]Wk VUfY'BchZÅ`Y'j cb'H]YfYb'i bX'A YbgWk Yb' [`Y]Wk k Yfh][VY\UbXY'h'k YfXYb'gc`hYb" H]YfgWk i hn[YgYhnYž'k]Y'g]Y'ja` **H]YfgWk i hn[YgYhn** j YfUb_Yfh'g]bXž'ghY`Yb'_Ufž'XUgg'b]Ya UbX Y]bYa`H]Yf'c\ bY'j YfbØbZh][Yb'; fi bX'GWk a YfnYbž'@Y]XYb'cXYf GWk UXYb'ni ZØ[Yb'XUfZ"

; YgYhn`]Wk Y'; fi bX`U[Yb'i bX J Yfg]Wk Yfi b[Yb

2 ghYffY]Wk]gWk Y'6Yf[fYhhi b[Yb'g]bX'df]a`Åf'ZØf

DYfgcbYbfYhhi b[Yb`ni ghAbX][žXYbbcW`g]bX`H]YffYhhi b[Yb
 gUhni b[g[Ya À» j YfUb_Yfh"9]bY`gdYn]Y`Y
 <i bXYVYf[Yj Yfg]W`Yfi b[žX]Y`gY]h`&\$&&j ca`2 ghYffY]W`]gW`Yb
 5`dYbj YfY]b`Ub[YVchYb`k]fXžXYW`h`gc`W`Y`F`Yhhi b[Yb`UV`i bX
 Yfa Ò[`]W`h`<i bXY\U`hYfbž`\fY`H]YfY`Ui W`]b`B`chU[Yb
 UVni g]W`Yfb"8]Y`Ub[Y[YVYbY`š\`fYgdfÀa`]Y`j cb`bi f`%&`9i fc
 a UW`h`X]YgYb`8]Ybgh`UhhfU`_h]j`ZØf`<i bXYVYg]hnYfž`X]Y`]b`XYb
 6Yf[Yb`i bhYfk Y[g`g]bX"

K À\fybX`H]YffYhhi b[Yb`cZi`a`]h`a` YbgW`]W`Yb`GW`]W`_gU`Yb
 j YfVi bXYb`g]bXž`a` ØggYb`gdYn]Z]gW`Y`6YX]b[i b[Yb`YfZØ`h`gY]bž
 i a`Y]bYb`F`Yhhi b[gX]YbghY]bgUhn`Ui`gni`ÒgYb"9g`VYXUfZ`Y]bYf
 _`UfYb`B`chU[Y`XYg`H]YfYgž`i a`Y]bYb`5bgdfi W`]Ui`Z`F`Yhhi b[
 VY[fØbXYb`ni`_`ØbbYb"8]Y`6Yf[k UW`h`]b`6UmYfb`VY]gd]Y`gk`Y]gY
 j YfnY]W`bYh`]a` a`Yf`k`]YXYf`B`chZÀ`Yž`]b`XYbYb`<i bXYVYg]hnYf`]b
 ; YZU`f`[YfUhYbž`k`Y]`g]Y`]\fY`H]YfY`\Y`ZYb`a` ÒW`hYb" <]Yf`k`]fX
 XYi`h`]W`ž`k`]Y`k`]W`h`[`Yg`]ghž`F`]g]_ca` UbU[Ya`Yb`hi bX
 ; YZÀ`fXi b[gVYi`fhY]i b[Yb`]b`XYf`H]YffYhhi b[`ni`VYfØW`_g]W`h`[Yb"

æg[YgUa`h`nY][hXYf`i`U`j`cb`6cVVmž`k`]Y`VYXYi`hgUa`gW`bY`Y
 FYU`_h]cbYb`i bX`[i`h`cf[Ub]g]Yfhy`F`Yhhi b[gX]YbghY`g]bXž`i a
 gck`c`A`YbgW`U`g`Ui`W`]H]Yf`]b`B`chg]hi`Uh]cbYb`ni`Y`ZYb"8]Y
 9bhk`]W`_i b[`j`cb`g]W`YfYb`GhUbXUfXg`ZØf`<i bXYk`UbXYfi b[Yb
 _`ØbbhY`gc`W`Y`J`cfZÀ`Y`a` Ò[`]W`Yfk`Y]gY`]b`Ni`_i`bZi`j`Yf\]bXYfb"

DBD`VYf]W`hYh`ØVYf`XYb`J`cfZU`ž`k` À\fybX`6Yf[i bXghY][Yb`X]Y
 U`[Ya`Y]bY`G]hi`Uh]cb`j`cb`<i bXYfYhhi b[Yb`VY`Yi`W`hYh"8Ug
 fYW`h]W`Y`i bXUa`Yb`h`ZØf`XYb`H]YfgW`i`hn`V]`XYh`XUg`
 H]YfgW`i`hn[YgYhn"

8YhU]`g	
J`cfZU`	B`chZU`
C`fh	K`]bX]gW`[`UfghYbž`2`ghYffY]W`
E`i`Y`Y`Yb	<ul style="list-style-type: none"> • k k k "dbd"XY • k k k "VYf[i bXghY][Yb"Wca • k k k "[YgYhnY!]a`!]bhYfbYh"XY

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