

6ÄW_Yf`GhY]bYW_Y`]b`6Yf`]b.`6Uf[Y`X`cgYf
J Yf_Ui Z'gcf[h'ZØf`5i ZfY[i b[°

⊕`6Yf`]b`nY][h'X]Y`6ÄW_YfY]`GhY]bYW_Y`Ua`@Øhncck d`Uhnž`k]Y
VUf[Y`X`cgY`NU\`i b[Yb`XYb`9]b_Ui Zj YfÄbXYfb"



@Øhncck d`Uhnž`%\$+,)`6Yf`]bž`8Yi hgW\`UbX`!`⊕`6Yf`]b`i bX
j]Y`Yfcfhg`]b`8Yi hgW\`UbX`gYhnh`g]W\`Y]b`VYa`Yf`Ybgk`YfhYf`HfYbX
Xi fW\.`8]Y`6UfnU\`i b[`gW\k`]bXYh`]a`a`Yf`a`Y\`f`]b`j]Y`Yb
; YgW\`ÄZhYbž`XUfi`bhYf`Ui`W\`6ÄW_YfY]Yb`"9]b`a`Uf`UbhYg`6Y]gd]Y`
X]YgYf`9bhk`]W\`i b[`]gh`X]Y`6ÄW_YfY]`6fcha`Y]ghYfY]`GhY]bYW_Y
Ua`@Øhncck d`Uhn`]b`GW\`ÖbYVYf[ž`X]Y`gY]h`XYa``%"`†`]'&\$&'
Ui`ggW\`]Y»`]W\`VUf[Y`X`cgY`NU\`i b[Yb`U`nYdh]Yfh`8]YgY
9bhgW\Y]Xi b[`k`i`fXY`Ub\`UbX`j`cb`9fZU\`fi b[Yb`Ui`g`Y]bYf
HYghd\`UgY`[`Yhfc`ZYbž`X]Y`Ui`W\`]b`k`Y]hYfYb`:`]`U`Yb`]b`<`Ubbcj`Yfž
@Y]dn][`i bX`6fUi`bgW\k`Y][`Xi`fW\`[`YZØ\`fh`k`]fX`"Gc`VYf]W\`hYh`
**6Yf`]b`@j`Yž`XUgg`?`i bXYb`bi b`a`]h`97!`?`UfhYbž`?`fYX]h`UfhYbž`
Ga`Ufhd\`cbYg`cXYf`Y]bYf`k`]YXYfUi`ZUXVUfYb`GhY]bYW_Y!
;`i`h\`UVYb`_UfhY`VYnU\`Yb`_ÖbbYb"**

?i bXYb`fYU[]YfYb`i bhYfgW[X]YX`W`Ui ZX]Y`I a ghY``i b["K Å\fybX
Y]b][Y`X]Y`dfU_h]gWYb`J cfhY]Y`XYf`VUf[Y`X`cgYb`NU\`i b[
gWÅhnYbž`YfbhYb`X]Y`bYi Yb`FY[Y`i b[Yb`Ui W`_f]h]gWY`Gh]a a Yb
`VYgcbXYfg`j cb`XYb`Yb][Ybž`X]Y`Ui Z`6Uf[Y`X`Ub[Yk`]YgYb`g]bX
cXYf`Yg`Y]bZUW`VYj cfni [Yb`"I a`XYb`,`VYf[Ub[`ni`Yf`Y]W`hYfbž
Vch`X]Y`@]dn][Yf`:`]]U`Y`]b`XYb`YfghYb`HU[Yb`gc[Uf`Y]bYb
I a ghY``i b[gfUVUhh`j cb`%\$`i`Ub`"8]Yg`nY][hž`XUgg`X]Y`6ÅW`YfY]
j Yfgi W`hž`]\fYb`?i bXYb`XYb`bYi Yb`NU\`i b[ggh`]`gW`a UW`\UZ`ni
a UWYbž`VYf]W`hYh`**fY]Y`DfYggY"**

6Uf[Y`X`cgYg`6YnU\`Yb`b]a a h`ni

8]Y`9bhk`jW`i b[`]gh`YXcW`b]W`h`bi f`Y]bY``c`_U`Y`6YgcbXYf`Y]h"
@Ui h`Y]bYf`Ghi`X]Y`XYf`8Yi hgWYb`6i bXYgVUb`ž`X]Y`ja` `ž` `]&\$`&
j Yf`ÖZYbh`]W`h`k`i fXYž`gh]Y[`XYf`5bhY]`i bVUfYf
NU\`i b[ga`Yh`cXYb`]b`8Yi hgW`Ub`X`ghUf`_`Ub`"6Uf[Y`X`k`]fX`bi f
bcW`]b`)%i`XYf`6YnU\`j cf[Åb[Y[Ybi hnh`Y]b`5bgh]Y[`j cb`+
DfcnYbhd`i b`hYb`gY]h`XYf`Y`hnhYb`9f`YVi b["`6YgcbXYfg
VYa`Yf`_Ybgk`Yfh`]ghž`XUgg`]a a Yf`a`Y`f`A`YbgWYb` `]bg[YgUa`h`,`%
i`XYf`6YfU[hYb` `Ub[YVYbž`XUgg`]\fY`HfUbgU_h]cbYb`Ui W`
VUf[Y`X`cg`a`Ò[`]W`k`ÅfYb`"8]Yg`i bhYfghfY]W`h`XYb`HfYb`X`ni f
X][]hU`Yb`NU\`i b[gk`Y]gYž`XYf`b]W`h`a`Y`f`Ui`Zni` \U`hYb`gWY]bh`
K`Y]hYfY` `ž`Zcg`]\Yfni`g]bX`Ui ZX]Yf`K`YVgY]hY`XYf`**6i bXYgVUb`_`
bUW`ni`YgYb`"**

8cW`k`c`Yf`_ca`a`h`X]YgYg`I`a`XYb`_Yb`3`8]Y` ; fØbXY`g]bX`k`c`\
j`Y`Z`Å`h]["`5i ZX]Yf`Y]bYb`GY]hY`V]YhYb`VUf[Y`X`cgY
NU\`i b[ga`Yh`cXYb`Y]bY`Ybcfa`Y`6Yei`Ya` `]W`_Y]hi`bX
GW`bY``][`_Y]hž`k`Ug`VY]`X]W`h`Ya` `GhUX`h`YVYb`c`Zh`Yb`hgWY]XYb`X`]gh"
5i ZX]Yf`Ub`XYfYb`GY]hY`gY`Y`b`Y]b][Y`A`YbgWYb`]a` `K`Y[ZU``j`cb
6Uf[Y`X`Y]bY`<YfUi`gZcfXYfi`b[`ZØf`]\fY`Df]j`Uhgd`ÅfY`"8Yf`K`UbXY`
[YgW]Y`h`Ui`W`]b`Ub`XYfYb`6ÅW`YfY]Yb.`Gc`U`nYdh]Yfh`X]Y
6ÅW`YfY]6Y`YfYb`Xh]a` `J`c[h`Ub`X`VYfY]hg`gY]h` `J`\fYb`_Y]bY`9]b!`i`bX
Nk`Y]!7Ybh!A`ØbnYb`a`Y`f`i`bX`gY`hnh`Ui`Z`fi`bXY`DfY]gY"

8Yf`HYgh`Ui`Z`i`bX`X]Y`Ni`_i`bZh

?`Uf`]ghž`X]Y`I`a`ghY``i`b[`VY]`GhY]bYW`_Y`]gh`bi`f`Y]b`HYgh`Ui`Zž`XYf`

bcW`V]g'a]bXYghYbg'j]Yf`K cW`Yb`bUW`XYa`GhUfh`XUi Yfb`gc``"
 BUW`X]YgYf`D\UgY`k]``X]Y`6ÅW_YfY]`X]Y`F`YU_h]cbYb`j cb`?i bXYb
 i bX`A]hUfVY]hYfb`Ui gk YfhYb"K Å\fybX`X]Y`Y]bYb`j cfUbgW`fY]hYb
]b`X]Y`K Y`h`XYf`VUf[Y`X`cgYb`NU\`i b[Ybž`V`Y]Vh`Yg`gdUbbYbX`ni
 gY\Ybž`cV`hfUX]h]cbY``Y`NU\`i b[ga]hhY``YbX[Ø`h][`XYf
 J Yf[Ub[Yb\Y]h`Ub[Y\ÖfYb`cXYf`cV`XUg`6Uf[Y`X`]b`B]gW`Yb
 k Y]hYf\]b`\cW`]a`?i fg`V`Y]Vh"

8]Y`8]g_i gg]cb`ØVYf`6Uf[Y`X`i bX`VUf[Y`X`cgY`NU\`i b[`k]fX`a]h
 G]W`Yf\Y]h`k Y]hYf[Y\Ybž`i bX`[YfUXY`]b`Y]bYa`@UbX`k]Y
 8Yi hgW`UbXž`k c`6Uf[Y`X``Ub[Y`NY]h`ni f`?i`hi`f`[Y\ÖfhYž`]gh`Yg`Y]b
]bhYfYggUbhYg`H\Ya Už`XUg`U``Y`VYhf]Zh`]j ca`[_`Y]bYb`6ÅW_Yf`V]g
 ni a`[fc»Yb`9]bnY`\UbXY`gi bhYfbY\`a`Yb"

8YhU]`g	
C fh	@Øhnc k d`Uhnž`%\$+,)`6Yf`]bž`8Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "VYf`]b!`]j Y"XY • k k k "ZfY]YdfYggY"XY • k k k "Vi bXYgVUb_"XY

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