

6A K 'A &'7G'&\$&) . '8Yf'_fUZhj c``Y
Gdcfhk U[Yb'a]h)' \$'DG'VY[Y]ghYfh'

8Yf'6A K 'A &'7G'k]fX'&\$&) 'U'g``ja]h]YfhY'9X]h]cb'a]h)' \$'DG
j cf[YghY``hž]XYU'Zøf'Gdcfhk U[Yb`]YV\UVYf' 'A Uf_hghUfh]a
GdÅhgca a Yf"



GUb'@i]g'DchcgÉ'A YI]_c'!5a ' &, "A U] &\$&) \Uhi'6A K 'cZZ]n]Y``
XYb'bYi Yb'A &'7G'j cf[YghY``hž]Yb``ja]h]YfhYg'GcbXYfa cXY``žXUg
Ui Z[fc»Y'6Y[Y]ghYfi b['ghÒ»h"8Yf'B Ua Y' 7G 'ghY\h'Zøf
7ca dYh]h]cb'Gdcfh' i bX' i bhYfghfY]W\h'X]Y'gdcfh]W\Y'5i gf]W\hi b[
X]YgYg?ca dU_hgdcfh'Yfg"8Yf'A &'7G'V]YhYh'VYY]bXfi W_YbXY') ' \$
DGž'k Ug'+\$'DG'a Y\f'U'g'XYf'i fgdføb['W\Y'GYf]Yb!A &'i bX') \$'DG
a Y\f'U'g'XUg'U_hi Y``Y': UW``Zhi!A cXY``VYXYi hYh"8]Yg'ghY``h'Y]bY
a Uf_Ubh'GhY][Yfi b['XUfž'X]Y'Gdcfhk U[Yb`]YV\UVYf']b'U``Yf'K Y'h
Ubn]Y\h"

A]h'Y]bYa 'fY]bYb' <]bhYffUXUbhf]YV'Ui g[YghUhhYhž\YVh'g]W\XYf
A &'7G'j cb'XYb'A ' i bX'A ('7ca dYh]h]cb'A cXY``Yb'a]h)\fYa
5``fUXUbhf]YV' i 8f]j Y'UV"GY]bY'6YgW\Yi b][i b['j cb'\$'Ui Z%'\$\$

_a #`YfZc`[h]b`bi f` ž `GY_i bXYbžk Å\fybX`XYf`Nk]gWYbgdf]bh
j cb` , \$`Ui Z%&\$`_a #`]b` ž(`GY_i bXYb`[Y`]b[h`8]Y
< ÒW gh[YgWk]bX][_Y]h`VYhfÅ[h`VYa Yf_Ybgk YfhY` \$&`_a #`žk Ug
XYb`GdcfhWUfU_hYf`XYg` : U\fnYi [g`VYhcbh`

Gdcfh`]WY`A Yf_a U`Y`i bX`8Yg][b

8 Ug` ; Yk]W h`XYg`A &`7G`]Y[h`fi bX` \$`?]`c[fUa a`i bhYf`XYa` `XYg
GYf]Yb!A &`8]Yg`k i fXY`Xi fW`XYb`Yi hYbg]j Y`9]bgUhm`j cb`7UfVcb
]b`6YfY]WYb`k]Y`XYa` `8UW`žXYa` `8]Zi gcf`i bX`XYf`<YW__`UddY
a]h`XYa` `a Uf_UbhYb`8i W_hU]!Gdc`Yf`YffY]W`h`8Yf`bYi` [YghU`hYhY
: fcbhgd`]hhYf`i bX`Y]bY`ØVYfUfVY]hYhY`6A K`!B]YfY`a]h`k Yb][Yf
GhfYVYb`hfU[Yb`ni f`J YfVYggYfi b[`XYf`@ ZhZØ\fi b[`VY]`Ni gÅh`]W
\Uh`6A K` `XUg` : U\fk Yf`_i a` `UW`h`A]`]a YhYf`h]YZf[Y`Y[h`i bX`bYi
UV[Ygh]a a hž`i a` `Y]b`bcW`]bhYbg]j YfYg` : U\fyf`YVb]g`ni
[Yk Å\`f`Y]ghYb`

8 Ug` ðhYf]Yi f`XYg`A &`7G`V]YhYh`Y]bY`Yi ei]g]hY`5i gghUhi b[`a]h
VY\Y]nVUfYb`A`!7UfVcb!GW`U`Ybg]hnYbž`5`WUbhUfU`i bX`Y]bYf
?ca V]bUh]cb`Ui g`7UfVcb!`i bX`A Yf]bc!`@XYf`8 Ug`A`!@Yb`fUX
VYg]hnh`Y]bY`a Uf_UbhY`fchY`%&! \f!A Uf_]Yfi b[`i bX`GYhi d!
HUghYb`": Øf`HYW`b]_VY[Y]ghYfhY`Ybh`Å`h`XUg` ðZchU]ba Ybh!GmghYa
dfU_h]gWY`HfUW_hcc`g`k]Y`Y]bYb`8f]Zi`5bU`mgYf`i bX`Y]bYb
F i bXYbnÅ`\`Yf`8 UfØVYf`\]bUi g`_Ubb`Y]bY`cdh]cbU`Y`A`!7UfVcb!
?YfUa]_!6fYa gUb`U[Y`ZØf`ni gÅh`]WY`@]ghi b[`Ui g[Yk Å\`h
k YfXYb`

DfcXi _h]cb`i bX`DfY]g

8]Y`DfcXi _h]cb`XYg`A &`7G`YfZc`[h]a` `K Yf`_GUb`@]g`DchcgÉ]b
A Yi]_cž[Ya Y]bgUa` `a]h`XYa` `A &`F UW]b[``8Yf`DfY]g`ZØf`XUg
gdcfh]WY`A cXY``]b`8Yi hgW`UbX`k]fX`VY]`%)) "\$\$\$`9i fc
VY[]bbYbž`i bX`XYf`A Uf_hghUfh]gh`ZØf`XYb`GdÅhgca` a Yf`&\$&)
j cf[YgY\Yb``8]Y`GhØW_nU`\`XYg`A &`7G`]gh``]a]h]Yfhž`k Ug
ni gÅh`]WYg` ðhYfYggY`]b`@AbXYfb`k]Y`XYb`i G5ž`8Yi hgW`UbX`i bX
7\]bU`k YW_h`

Ni gUa a Yb`a]h`XYf`5b_ØbX][i b[`Uh`6A K` `Ui »YfXYa` `Y]bY

J]Y`nU\`j cb`C dh]cbYb`i bX`gdYn]Y`Yb`5i gghUhi b[Yb`]a `5b[YVch`
8Yf`A &`7G`k]fX`bi f`a]h`Y]bYa `UW`hghi Z[Yb`5i hc a Uh]_ [Yhf]YVY
Yf\`À`h]W`gY]bž`k À`fYbX`X]Y`a Ubi Y`Y`GW`U`hi b[`XYa `fY[i `À`fYb
A &`j cfVY`U`hYb`V`Y]Vh`6A K `U`h`VYk À`fhY`DU`fhbYfgW`UZhYb`a]h
XYa `7cbW`fgc`X`9`Y[Ub`nU`J]`U`X`9ghY`[Ybi hnh`ž`i a `XUg`:`U`fnYi [
ni `df`À`gYbh]YfYb"

Ni g`À`h`]W`_`Ò`bbhY`Y]bY`k Y]hYfY`J`Yfg]cb`XYg`A &`7G`a]h`Y]bYf
@Y]ghi b[`j`cb`bU`Yni `) \$\$`DG]b`D`Ubi b[`gY]b`"8]YgY`gdcfh]W`X
5i gZ`Ø`fi b[`k]fX`a]h`Y]bYa `Ø`VYfUfVY]hYhYb`?`UfcggYf]Y`_`h
Ui g[YghU`hYhi bX`_`Ò`bbhY`gc[Uf`gdYn]Y`Y`A`Yf`_`a`U`Y`k]Y`Y]bY
7UfVcb`]ddY`i bX`GY]hYb`Y]ghYb`Ui`g`7UfVcb`VYg]hnYb`"K`Y]hYfY
gdUbbYbXY`8`YhU]`g`g]bX`[Y`VY`GW`Y]bk`YfZYfž`À`b`]W`k]Y`VY]`XYa
A `7Gž`gck]Y`Y]b`bYi `[YghU`hYhYf`8]Z]`gcf`a]h`a`Y`fYfYb
5i`gdi`ZUi`g[`À`b[Yb"

⊕g[YgUa`h`nY][`h`XYf`6A`K`A &`7G`Y]bXfi`W`_`gj`c`ž`XUgg`Yf`g]W`U`g
gdcfh]W`Y`J`Uf]UbhY`XYf`A`&`!`F`Y]`Y`dcg]h]cb]Yfhž`a]h`Y]bYf`J`J]Y`nU`\`
j`cb`5bdUggi`b[ga`Ò[`]W`_`Y]hYb`i bX`Y]bYa`ghUf`_`Yb`:`c`_`i`g`Ui`Z
@Y]ghi`b[`i`bX`8Yg][`b"

:`Ø`f`a`Y`f`⊕`Zcfa`Uh]cbYb`Ø`VYf`XYb`bYi`Yb`A &`7Gž`VYgi`W`X`b`G]Y
V]hY`**H!Cb`]bYžFcUX`UbX`HfUW`_`i`bX`5i`hc`@j`Y"**

8YhU]`g	
C`f`h	GUb`@`]g`D`c`h`c`g`É`A`Yi`_]`_`c
E`i`Y`Y`b	<ul style="list-style-type: none">• k k k "h!cb`]bY"XY• k k k "fcUXUbXhfUW_"Wc`a• Ui`hc`!`]j`Y"Zf

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