

9\ fYbnY]W\ Yb`Z0f` : Yi Yfk Y\ f\ Y`X. ; YfU`X
< cZZa Ubb!A]hhYfa U]Yf`[YY\ fh°

9\ fYbnY]W\ Yb`Z0f` : Yi Yfk Y\ fa Ubb`]b`DYf`YVYf[ž
9`V`UbXZYghgd]Y`Y`VY[Y]ghYfb`Di V`_]i a ž`bYi Y`Dfc`Y`_hY`i bX
J YfUbgU`hi b[Yb`]b`Df][b]hn"



DYf`YVYf[ž`8Yi hgW`UbX`!`5a` `%, " ' & \$ &)`ghY\Yb`i`[`Y]W\
a Y\ fYfY`gdUbbYbXY`9fY][b]ggY`]b`XYf`FY[]cb`]a` : c_i g"
6YgcbXYfg`VYa Yf`_Yb`gk Yfh`]gh`X]Y`5i gnY]W\bi b[ž`X]Y` ; YfU`X
< cZZa Ubb!A]hhYfa U]Yf`Yf\U`hYb`\Uh`5`g`YfghYf` : Yi Yfk Y\ fa Ubb
k]fX`Yf`a]h`XYa` `bYi Yb`9\ fYbnY]W\ Yb`XYf` : fY]k]`][Yb` : Yi Yfk Y\ f
XYf`GhUXh`DYf`YVYf[`]b`6fcbnY`Z0f`gY]bYb`\YfUi gfU[YbXYb`9]bgUhn
VY]a` ; fc» VfUbX`]b`? Ufgh`Xh`Ua` `&` "' & b`][YY\ fh`GhUXhk Y\ fZ0\ fYf
A U_]`A 0`Yf`0VYffY]W\ hY`X]Y`5i gnY]W\bi b[`ZY]Yf`]W`"Gc`W\Y
K 0fX][i b[Yb`g]bX`k]W]h][ž`g]Y`nY][Yb`X]Y`K YfhgW`Åhni b[`Z0f`XYb
i bYfa 0X`]W\ Yb`9]bgUhn`XYf`9\ fYbUa` h]W\ Yb"

9]b`k Y]hYfYg`<][\`][\h`]b`XYf`FY[]cb`g]bX`X]Y`9`V`UbXZYghgd]Y`Yž
X]Y`i bhYf`XYa` `A chhc` `@]W\ hYfZYgh`XYf`Hf`Åi a Y`nY`YVf]Yfh`k YfXYb"

8]Y'&!Å\ff][Y'ž V]Åi a gZY]Yf'ZUbX'Ui Z'XYa ; Y'ÅbXY'XYf'5'hYb
2`a Ø\Y'ghUhh'i bX'nc['nU\`fY]WXY'6Ygi WXYf'Ub"5i Z'XYf'6Ø\bY
VY[Y]ghYfhYb'ØbghYf'k]Y'X]Y'VY_UbbhY'5b[Y']_U'A]'ghYf'i bX'XUg
8Yi hgWXY':]a cfWXYghYf'6UVY'gVYf["'8]Y'5VYbXY'k i fXYb
WUfa Ubhj cb'?ja :]g\Yf'a cXYf]Yfh"5V'XYa 'bÅWghYb'ž\f
k YfXYb'X]Y': Yghgd]Y'Y]b': cfa 'j cb'9]bnY'j YfUbghU'hi b[Yb
ghUhh]bXYb"'Gc'ghY\h'VYfY]hg'Y]b'[fc»Yg'c'bnYfh'Ua '%%"ž`]'&\$&*&
a]h' 8]Y'Df]bnYb 'Ubž'Ui Z'XUg'g]W'j]Y'Y'ZfYi Yb"

B Yi Y' ð]h]Uh]j Yb'i bX'Dfc'Y_hY

ð'DYf'YVYf['k]fX'a]h'XYa 'bYi Yb'; YgW]W'hYbVUi a 'Ua '6U\`b\cZ
Y]b'_fYUh]j Yg'Dfc'Y_hj cf[YghY``h"8]YgYf'6Ui a 'Yb\h'Å'h'ØVYf'%%
E F!7cXYgž'X]Y'HcbUi ZbU\`a Yb'ni 'j YfgW]YXYbYb'H\Ya Yb
VYfY]hghY``Yb":]bUbn]Yfh'k i fXY'XUg']bbcj Uh]j Y'J cf\UVYb'j cb
'c_U'Yb'i bhYfbY\`a Yb'i bX'XYf'8Yi hgWXYb'Gh]Zhi b['ZØf
9b[U[Ya Ybhi bX'9\`fYbUa h"'Gc`WXY'ð]h]Uh]j Yb'g]bX'b]W'h'bi f
i bhYf\U'hgUa ž'g]Y'ZØfXYfb'Ui W'XUg'[YgY`gWUZh]WXY'A]hY]bUbXYf
i bX'ghÅf_Yb'X]Y'žYb]Z_Uh]cb'a]h'XYf'GhUXh"

5i W'j]b'XYf'GhUXh'K]hYbVYf[Y'[]Vh'Yg'gdUbbYbXY
9b'k]W'_i b[Yb"'8]Y'l a [YghU'hi b['XYg'6U\`b\cZgi a ZY'Xg'b]a a h
: cfa Yb'Ubž'k Å\`fYbX'X]Y'ZUgh'ZYfh][Y'6U\`bdfca YbUXY'X]Y
5bV]bXi b['ni f'ðbYbghUXh'j YfVYggYfb'gc``'9]b'k Y]hYfYf
YfZfYi `]WXYf'GWf]h'h]gh'X]Y'bYi Y'F i hgWXY'ja '?]hU'HUi gYbXZØ»`Yf']b
Df]h'nk U'_ž'X]Y'bi b'ZØf'X]Y'_Y]bYb'9bhXYW_Yf'VYfY]hghY\h"8]Y'U'hY
F i hgWXY'k Uf'b]W'h'a Y\`f'H, J!hUi [`]W'ž'i bX'gc']gh'X]Y'bYi Y
5bgWUZZi b['Y]b'; Yk]bb'ZØf'X]Y'?]bXYf"

8 Ug'C \ f'Ua 'Di `g'XYf'; Ya Y]bgW UZh

J YfUbghU'hi b[Yb'k]Y'X]Y'A Ø`gUa a Y'U_h]cb'XYf'GWØ'Yf'XYg'C GN
Df][b]h'ncXYf'XUg'hfUX]h]cbY`Y'8cfZYgh]b'5'h'?fØggck 'nY][Yb'XUg
9b[U[Ya Ybh'XYf'6Øf[Yf" <]YfVY]'_cbbhY'hfc'h'F Y[Yb'Y]bY
J]Y'nU\`j cb'6Ygi WXYfb'VY[fØ»h'k YfXYbž'k Ug'XUg
; Ya Y]bgW UZh]g[YZØ\`ghÅf_h"5i W'XUg'F Uh\Ui gZYgh]b
K]hYbVYf[Yž'Ub'Ågg`W'XYg'%%%"'; YVi fhghU[gž`cW_hY'nU\`fY]WXY
5_h]j Y'i bX'<]bhYf!'Y]»`Y]bYb'V`Y]VYbXYb'9]bXfi W_"

Ni gÀhn`jW`k]fX`X]Y`GUb]Yfi b[`XYf`GUbXZ fhf]Zh]b`K]hYbVYf[Y
j cfUb[Yhf]YVYbž`i a `j cf`U`Ya `bYi `Ub[YdZUbnhY`6Ài a Y`j cf
a Ò[`]W`Yb`G`W`À`X`Y`b`ni `V`Y`k`U`f`Y`b`"8]YgY`_`c`b`g`h`f`i`_`h`j`Y`b`
A U» bU`a`Y`b`g`]b`X`k`]W`h`[`ž`i`a`g`c`k`c`\\`Ò`_`c`c`[`]g`W`Y`U`g`U`i`W`
[YgY`g`W`U`Z`h`]W`Y`6`Y`U`b`[`Y`]b`9]b`_`U`b`[`ni`V`f]b`[`Y`b`"

Gc`d`f`À`g`Y`b`h`]Y`f`Y`b`g`]W`X`Y`G`h`À`X`h`Y`]b`X`Y`f`F`Y`[`]c`b`b`]W`h`i`b`i`f`X`i`f`W`
]\`f`Y`_`i`h`i`f`Y`Y`b`i`Y`g`h`j`]h`À`h`Y`b`ž`g`c`b`X`Y`f`b`i`U`i`W`X`i`f`W`j`]Y`Z`À`h`[`Y`
9`b`h`k`]W`_`i`b`[`Y`b`ž`X`]Y`X`U`g`@`Y`V`Y`b`X`Y`f`6`Ø`f`[`Y`f`V`Y`f`Y`]W`Y`f`b`i`b`X`X`Y`
;`Y`a`Y`]b`g`W`U`Z`h`i`g`h`À`f`_`Y`b`"C`V`X`i`f`W`9`f`Y`[`b`]g`g`Y`k`]Y`X`Y`
9`V`U`b`X`Z`Y`g`h`g`d`]Y`Y`c`X`Y`f`X`]Y`b`U`W`\\`U`h`[`Y`b`D`f`c`Y`_`h`Y`j`c`f`C`f`h`i`\\`Y`f`
`Y`[`h`Y`b`][`Y`g`U`b`A`Ò[`]W`_`Y`]h`Y`b`]b`X`Y`f`@`Z`h`"

8YhU]`g	
C fh	DYf`YVYf[ž`8Yi hgW`U`b`X
E i Y`Y`b	<ul style="list-style-type: none"> • k k k "a Un!c b`]bY"XY • k k k "Y`V`U`b`X`Z`Y`g`h`g`d`]Y`Y"XY

6Ygi W`Y`b`G]Y`i`b`g`U`i`Z.`b`!`U`[`"b`Y`h`