

A]hhY`U`hYf!GYbgUh]cb. `D`UhhYbVi f[
j Yfk UbXY`h`g]W`]b`Y]b`GdY_hU_Y`°

9f`YVYb`G]Y`XUg`D`UhhYbVi f[gdY_hU_Y`Ua` `&%"`i bX`&&"`ð b]
&\$&) `]b`BcfXXYi hgW`UbXg`À`hYghYf`K UggYfVi f[`a`]h
F]hhYfhi fb]YfYb`i bX`Vi bhYa`Dfc[fUa`a` "



D`UhhYbVi f[ž`5i Z`XYf`6i f[`%'ž`%-`'`' - `D`UhhYbVi f[ž
8Yi hgW`UbX`!`8Ug`A]hhY`U`hYf`k]fX`]b`XYf`_ca`a`YbXYb`K`cW`Y
`YVYbX][ž`k`Ybb`Ui`Z`XYf`D`UhhYbVi f[ž`BcfXXYi hgW`UbXg`À`hYghYf
Yf\`U`hYbYb`K`UggYfVi f[ž`XUg`[`fc»`Y`GdY_hU_Y`ghY][`h`5a` `&%"`i bX
&&"`ð b]`&\$&) `Yfk`UfhYh`X]Y`6Ygi`W`Yf`Y]b`K`cW`YbYbXY`j`c`Yf
gdUbbYbXYf`5_hj]`h`hYbž`X]Y`gck`c`\`ð b[`U`g`Ui`W`5`h
UbgdfYW`Yb`"J`YfUbgH`U`hYh`j`ca` `Hci`f]ga`i`gj`YfVUbX`Df][`b]h`n`]b
?`ccdYfUh]cb`a`]h`XYf`;`Ya`Y]bXY`D`UhhYbVi f[ž`VY[]bbh`XUg`Vi`bhY
HfY]VYb`Ua` `GUa`ghU[`j`cfa`]hU[`i`a` `%'\$`i` \`f"

9]b`UVk`YW`g`i`b[`gfY]W`Yg`Dfc[`fUa`a` `ZYggY`h`X]Y`;`ÀghY`Ui`Z`XfY]
6Ø`bYb`i`bX`]a` `6i`f[`d`Um`"8]Y`F`]hhYfhi`fb]YfY`i`bX`Y]b`Di`ddYbgd]Y`
ghY`Yb`bUhØf`]W`[`Ubnc`VYb`Ui`Z`XYf`@]ghY`"K`Yf`[`YfbY`U_hj]

k YfXYb`a ÒW`hYž`_Ubb`g]W`VY]a`?]bXYfgW`a]YXYbž
6c[YbgW`]Y»Yb`cXYf`]b`hfUX]h]cbY`Yb`? fY]gh`bnYb`fi bX`i a`XYb
A U]VUi a`Ui gdfcV]YfYb`"5VYbXg`gcf[h`Y]b`HUj YfbYbgd]Y`a]h
A i g]_ž; Ui _Y`Y]`i bX`5_fcVUh]_`]a`i f[]bbYb`cZ`ZØf`ni g`hn`]W`Y
l bhYf`U`hi b["9]b`i bj Yf[Ygg`]W`Yg: Yi YfgdY`hU`Y`]a`i f[\cZ
fi bXYh`XYb`YfY][b]gfY]W`Yb`HU[`UV"**ØcfX_i f]YfQ**

A]hhY`U`hYf`]W`Yg`A Uf`hhfY]VYb`i bX
_i`]bUf]gW`Y`? Ògh`]W`_Y]hYb

9]b`i: Ygh`ZØf`X]Y`G]bbY`XUfZ`Ui Z`_Y]bYb`i: U`ZY`Yb`"Fi bX`+\$
J Yf`_Ui Zg!`i bX`< UbXk Yf`_ggh`bXY`V]YhYb`Y]b`Ui h`Ybh]gW`Yg
a]hY`U`hYf`]W`Yg`A Uf`hhfY]VYb`"A]h`UbX[YZYfh][hYb`K UfYb`i bX
fY[]cbU`Yb`GdYn]U`]h`hYb`nUi VYfb`X]Y`5i gghY`Yf`Y]b`_i`]bUf]gW`Yg
5b[YVchž`XUg`j cb`A Yhi bX`6]Yf`ØVYf`XYZh][Y`DZUbbYb[Yf]W`hY`V]g
\b`ni`Zf]gW`_ [YVUW`YbYb`i; YhfY]XYdfcXi`_hYb`fY]W`h`K Yf`g]W`
j Y[Ub`Yfb`Å`fYb`a ÒW`hYž`Z]bXYh`Ui W`j Y[YhUf]gW`Y`GdYn]U`]h`hYb`
Fi bX`i a`X]Y`D`UhYbVi f[`k`fX`U`gc`Y]b][Yg`ni`V]YhYb`gY]b"**ØA UnQ**

8]Y`9]bhf]hng`_UfhYb`g]bX`]a`J cfj Yf`_Ui Z`]b`XYb`i:]]U`Yb`XYf`J c`_g!
i bX`F U]ZZY]gYbVUbb`_Df][b]hn`gck]Y`cb`]bY`i bhYf`**k k k "Yj Ybh]a !**
**`][\h"Wca`Yf`Å`h]W`"8]Y`DfY]gY]a`J cfj Yf`_Ui Z`]Y[Yb`VY],`9i fc
ZØf`9fk UW`gYbY`i bX`(`9i fc`ZØf`?]bXYf`"5b`XYf`HU[Yg`UggY`_cghYb
X]Y`? UfhYb`%&`9i fc`ZØf`9fk UW`gYbY`i bX`)`9i fc`ZØf`?]bXYf`Ua
GUa ghU[`gck]Y`%\$`9i fc`i bX`)`9i fc`Ua`GcbbhU["": Øf`; fi ddYb`UV
%\$`DYfgcbYb`gck]Y`b`UVYf`Y]bYg`Gcn]U`dUgg!`cXYf
6Y\]bXYfhYbUi`gk Y]gYg`[]Vh`Yg`gdYn]Y`Y`9fa`À»][i b[Yb"**Ø/Zmc Q****

? ca ZcfhUV`Y`5bfY]gY`i bX`i bhYfVf]b[i b[

8]Y`5bfY]gY`ni f`D`UhYbVi f[`]gh`i b`_ca`d`n]Yfh`"9]b`G`i h`hY!6i g
j YfV]bXYh`XYb`6U`b`cZ`6UX`K]`gbUW`_a]h`XYf`6i f[ži bX`ZØf
X]Y`Yb][Ybž`X]Y`a]h`XYa`7UfUj Ub`cXYf`K c`ba`cV]`UbYf]gYb
a ÒW`hYbž`ghY`Yb`GhY`d`Å`hY]b`6UX`K]`gbUW`_Ub`XYf`H`Yfa`Y`i bX
Ua`GW`cgg`G][fØb`ni f`J YfZØ[i b["9]b`VYgcbXYfYg`<][\`][\h`g]bX
X]Y`a U[]gW`Yb`8UfV]Yhi b[Yb`]a`9`ZYbk`U`Xž`X]Y`Ub`VY]XYb`HU[Yb
X]Y`i: UbhUg]Y`XYf`6Ygi W`Yf`UbYf[Yb`k YfXYb"**ØcfX_i f]YfQ**

8 Ug`D`UhhYbVi f[gdY_hU_Y`j Yfgdf]W\h`b]W\h`bi f`Y]b`[fc» Yf`GdU»
 ni `k YfXYbž`gcbXYfb`Ui W\`X]Y`; Y`Y[Yb\Y]hž`]b`X]Y`ZUgn]b]YfYbXY
 K Y`h`XYg`A]hhY`U`hYfg`Y]bni hUi W\Yb`"5`gcž`b]W\hg`k]Y`\]b`ni f
 D`UhhYbVi f[` `XU`]Y[h`k Ug`Ub`

8 YhU]`g	
C fh	D`UhhYbVi f[ž`5i ZXYf`6i f[`%ž%- ' ' - D`UhhYbVi f[ž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "bcfX_i f]Yf"XY • k k k "a Un!cb`]bY"XY • VZmc"XY

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