

9fXVYVYb`i bX`Ji`_UbY`]a`A`]hhY`a`YYf.
K`Ufbi`b[`ZØf`i`f`Ui`VYf`°

9fXVYVYb`i bX`Ji`_UbUi`gVfØWXY`]a`A`]hhY`a`YYffUi`a`.
9I`dYfhYbfUh`ZØf`i`f`Ui`VYf`ni`F`]g]_Yb`i`bX`J`Yf`U`hY`bgk`Y]gYb`
VY]`B`Uhi`f`_UhUghfc`d`Yb`"



G]n]`]Yb`ž`#hU`]Yb`!`#`XYb`Y`hnhYb`K`c`W`Yb`U`h`Y]b`Y`GYf]Y`j`cb`
9fXVYVYb`i bX`Ji`_UbUi`gVfØWXYb`XYb`A`]hhY`a`YYffUi`a`
YfgW`Ø`hhY`fh`i`bX`VY]i`f`Ui`VYfb`6`Ygc`f[`b]g`Ui`g[`Y`Øgh`5`a`" ` " ` & \$ &)`
& \$ &)`fY[`]ghf]Y`fhY`Y]b`ghUf`_Yg`9fXVYVYb`XYf`Gh`Å`f`_Y`ž`X]Y`
K`Ygh`_ØghY`XYf`HØf`_Y]`gck`]Y`X]Y`[`f]Y`W`]g`W`Y`#`gY`F`c`Xcg`ž`k`c`VY]`
hfU[`]g`W`Y`fk`Y]gY`Y]b`A`Å`X`W`Yb`gY]b`@`VYb`j`Yf`c`f`Ni`g`Å`h`]W`V`f`U`W`
XYf`Ji`_Ub`Y`hb`U`Ui`Z`G]n]`]Yb`Ui`g`ž`k`Ug`X]Y`G]W`Yf`Y]hg`U[`Y`ZØf`
Hci`f]ghYb`k`Y]hYf`j`YfgW`Å`f`Z`h`8`]YgY`9`fY][`b]ggY`k`YfZYb`f`FU[`Yb`
VYnØ[`]W`XYf`G]W`Yf`Y]h]j`cb`F`Y]gYb`]b`X]YgY`VY`]YVhYb`
A`]hhY`a`YYfn]Y`Y`Ui`Z`**C`D`!`C`b`]**Y`VYf]W`hY`h`ž`X`Ugg`i`f`Ui`VYf`g]W`
j`Yfa`Y`f`h`Ø`VYf`X]Y`F`]g]_Yb`]b`Zcfa`]YfYb`gc`h`Yb`"

8Yf`GY]ga`c`c[`Y`<`Y]bYf`#`Y`j`cb`XYf`@`A`I`A`Ø`b`W`Yb`g`W`Å`hnh`X]Y

9fXVYVYb`ja`A]hY`a YYffUi a`U`g`b]W`h`Ui »Yf[Yk`Ò`b`]W`Y]bž
k Ufbh`YXcW`j cf`XYf`i bVYfYW`YbVUf`_Y]h`XYf`B`Uhi fYfY][b]ggY"
I`f`Ui VYf`gc`h`Yb`g]W`VYk`i ggh`gY]bž`XUgg`X]Y`; YZU`fž`dYfg`Òb`]W`
j cb`Y]bYf`B`Uhi f`_UhUghfcd`Y`VYhfc`ZYb`ni`gY]bž`nk Uf`[Yf]b`[`]ghž
YXcW`X]Y`A`Ò[`]W`_Y]h]`cb`J`Yf`_Y`fgY]bgW`f`À`b`_i`b`[`Ybž
: `i`[`Ui`gZ`Y`b`i`bX`?`ca`a`i`b]_Uh]cbgd`fcV`Ya`Yb`VYghY`h`8`Ug
5i`gk`À`fh][`Y`5a`h`Ya`dZ]Y`h`F`Y]gYb`XYbž`g]W`a`]h`XYb
; Y[`YVYb`Y]hYb`]\`fYg`F`Y]gYn]Y`g`Ui`gY]b`Ub`XYfni`gYmYb`i`bX
G]W`Yf`Y]hg`]\`bk`Y]gY`ni`VYUW`hYb"

5_hi`Y`Y`9fXVYVYb`i`bX`XYfYb`i`fgUW`Yb

hU]Yb`i`bX`; f]YW`Yb`Ub`X`U`VYb`]b`XYb`Y`h`hYb`h`Y`fYb`Y]bY
Yf`Ò`hY`gY]ga`]gW`Y`5`_hj]`h`À`h`Yf`Y`V`h`Ni`Y`h`h`k`i`f`X`Yb`9fXVYVYb`]b
XYb`Hcg`_Ub`U`i`bX`nk`]gW`Yb`XYb`À`c`]gW`Yb`h`gY`b`fY[`]ghf]Yfh`9]bY
9fXVYVYbgYf]Y`j`cf`G`Ub`hcf]b]`XYi`hY`h`Ui`Z`a`Ò[`]W`Y`[`Yc`c`[`]gW`Y
J`Yf`À`b`XYfi`b`[`Yb`]\`]bž`X]Y`gck`c`Y`9fXVYVYb`U`g`Ui`W`
J`i`_`Ub`Ui`gVf`ØW`Y`VYh`fY`ZYb`_`Ò`b`hYb`"@Ui`h`A`Yf`_i`f`g]bX`X]Y
I`fgUW`Yb`Z`Øf`X]Y`gY]ga`]gW`Yb`5`_hj]`h`À`hYb`]b`X]YgYa`;`YV]Yh
j`]Y`gW`]W`h][`"

8]Y`U`Zf]_Ub]gW`Y`D`U`h`hY`gW`]Y`V`h`g]W`Y`À`f`]W`i`a`Y`h`k`U`Z`Ø`b`Z
A`j`]a`Y`h`Yf`Ui`Z`X]Y`Yi`fUg]gW`Y`D`U`h`hY`ni`i`bX`j`Yfi`fgUW`h`X`U`X`i`fW`
9fXVYVYb`"5i`W`X]Y`5`Xf]Uh]gW`Y`D`U`h`hY`ž`X]Y`g]W`i`b`hYf`X`Yf`
6U`_`Ub`U`V]bgY`VYk`Y[`hž`gd]Y`h`Y]bY`F`c`Y`"8]YgY
d`U`h`hYb`hY`_`hc`b]gW`Yb`5`_hj]`h`À`hYb`g]bX`Y]b`k`YgYb`h]W`Yf`;`fi`bX`Z`Øf`
X]Y`9fXVYVYb`ja`A]hY`a`YYffUi`a`"8f`"x`UW`ja`K`UggYfa`Ubb`j`cb
XYf`@A`I`A`ØbW`Yb`Z`Ø`f`h`ni`XYa`Ui`gž`XUgg`GdY`_i`_Uh]cbYb`ØVYf`
D`Ub`Y`hYb`_`cb`ghY`_`Uh]cbYb`U`g`5i`g`Ò`gYf`Z`Øf`X]Y`U`_hi`Y`Y`b`9fXVYVYb
gY`f`i`b`k`U`f`gW`Y]b`]W`g]bXž`X`U`X]YgY`[`Y`c`d`\`mg]_U`]gW`Yb
9fY][`b]ggY`Ui`Z`X`Yb`X]fY`_`hYb`8fi`W`_`nk`]gW`Yb`X`Yb`9fX`d`U`h`hYb
ni`f`Ø`W`_ni`Z`Ø`f`Yb`g]bX"

Hgi`b`Ua`]!F`]g]_Yb`i`bX G]W`Yf`Y]hga`U»`b`U`a`Yb

8]Y`A`Ò[`]W`_Y]hž`XUgg`9fXVYVYb`i`bX`J`i`_`Ub`Ui`gVf`ØW`Y`Hgi`b`Ua`]g

]a 'A]hhY`a YYf`Ui g`ÖgYbž`]gh`b]W`h`ni `j YfbUW`Ägg][Yb" <]ghcf]gW`Y
 8UhYb`VY`Y[Ybž`XUgg`VYXYi hYbXY`9fXVYVYb`]b`XYf`J Yf[Ub[Yb\Y]h
 ni `Hgi bUa]g`ZØ\fhYbž`i bhYf`UbXYfYa `XUg`9fXVYVYb`]j cb`&\$\$' `j cf
 XYf`U`[Yf]gW`Yb`?ØghYž`XUg`]b`DU`a U`XY`A U`cfWU`V]g`ni `nk Y]
 A YhYf`\c\Y`K Y`Yb`YfnYi [hY"K]ggYbgW`UZh`Yf`YfZc`fgW`Yb`XYfnY]h
 X]Y`[Yc`c[]gW`Yb`F]g]_Yb`]a 'A]hhY`a YYfž`i a `YZZY`_h]j Y
 GW`i hna U» bU\`a Yb`ni `Ybhk]W`_Y`b""5bfU]bYfghUUhYb`ZØ\fyb
 fY[Y`a Å»][`?UhUghfcd\YbgW`i hnØVi b[Yb`Xi fW`ž`i a `Ui Z
 9fbghZÄ`Y`j cfVYfY]hYh`ni `gY]bž`k]Y`]a `6Yf]W`hj cb`9G? D
 XUf[YghY`h"

8]Y`[Y[Ybk Åfh][Yb`5`_h]j]hÅhYb`]j cb`U`_h]j Yb`Ji`_`UbYb`k]Y`XYa
 YhbUi`bX`XYa `Ghfca Vc`]g]bX`YVYbZU`g`j cb`6YXYi hi b[""8]YgY
 Ji`_`UbY`nY][Yb`VYY]bXfi W`_YbXY`9fi dh]cbYb`i bX`ghY`Ybž`cVkc\`
 g]Y`VYggYf`j cf\Yfni gU[Yb`g]bXž`k Y]hYf\]b`Y]b`F]g]_c`ZØf`X]Y
 bU\Y[Y`Y[YbY`6Yj Ò`_Yfi b[`i bX`XYb`Hci f]ga `i g`XUf""i f`Ui VYfž
 X]Y`g]W`]b`XYf`BÄ\Y`gc`W`Yf`BUhi fd\Åbca YbY`Ui Z`U`hYbž`gc`hYb
 YbhgdYfW`YbX`j cfg]W`h][`gY]b`i bX`g]W`ghYhg`ØVYf`U`_hi Y`Y
 9bhk]W`_i b[Yb`]bZcfa]YfYb"

8YhU]`g	
J cfZU`	B Uhi f`_UhUghfcd\Y
I fgUW`Y	9fXVYVYb
C fh	G]n`]Ybž`#U`]Yb
J Yf`YhnhY	%
E i Y`Yb	<ul style="list-style-type: none"> • k k k "cd!cb`]bY"XY • k k k "a Yf`_i f"XY • k k k "Yg`_d"XY

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