

: i [[Yf'i bX`F YZcfa Uh]cb. `8 Yf`5i Zgh]Y [XYg':]bUbn_Ud]hU`g']b`9i fcdU`

9fZU\ fYb`G]Yž`k]Y`X]Y: i [[Yf`a `Gd`Àha]hhY`U`hYf`Xi fWx :]bUbn_Ud]hU`9i fcdU`df`À[hYb`i bX`[YgY`gWx UZh]Wx Y Ghfi _hi fYb`XYghUV`]g]YfhYb"



5i [gVi f[ž`8 Yi hgWx`UbX`!`a `Gd`Àha]hhY`U`hYf`XYghUV`]g]YfhYb bYi`YbghY`YbXYg':]bUbn_Ud]hU`i bX`[YgY`gWx UZh]Wx Y JYf`ÀbXYfi b[Yb`X]Y`hfUX]YfhYb`Ghfi _hi fYb`]b`9i fcdU`"6YgcbXYfg df`À[bUbh]gh`XUVY]`X]Y`F c`Y`XYf`5i [gVi f[Yf': i [[Yfž`X]Y i fgdf`0b[`]Wx`U`g`HYI h]`ÀbX`Yf`VY[UbbYb`i bX`g]Wx`ja`gd`ÀhYb`%) " ſ\`f\`i bXYfh`ni`Y]bYa`a`ÀWxh][Yb':]bUbnhfi gh`Yb`hk]W_Y`hYb`"8]Y : i [[Yf`VYY]bZi`gghYb`X]Y`dc`]h]gWxY`@UbXgWx UZh`Yb`hgWxY]XYbXž]bXYa`g]Y`XYi`hgWxY`?U]gYf`_fYX]h]YfhYbž`XUfi bhYf`A UI]a`]]Ub`=" i bX`?Uf`J`ž`i bX`X]Y`?U]gYfk U`X`Xi fWx`6YghYWxi b[`df`À[YbX a`h[YghU`hYhYb`"8cWx`]\fY`9i dUb]cb`k Uf`b]Wx`h`bi f`Ò`_cbca`]gWxYf BUhi f/g]Y`k UfYb`Ui Wx`X]fY`_h`a`h`XYb`5i gd`0bXYfi b[Yb`]b @UhY]bUa`Yf`_U`j`YfVi bXYbž`XU`g]Wx`XUg`gdUb]gWxY`F`Y]Wx ni bY`a`YbX`Ui ZX]Y;`Y`XYf`gh`0hhYž`X]Y`X]Y: i [[Yf`ni`f`J`YfZ0[i b[

ghY`hYbži a `?Uf`J`"ni`i bhYfghØhnYb"7ca dUW!Cb`]bY
VYgWfY]VhžXUgg`X]Y`FYZcfa Uh]cb`i bX`X]Y`XUfUi Z`Zc`[YbXYb
6Ui YfbUi ZghÀbXY`U`g`FYU`_h]cbYb`Ui Z`X]YgY`a Ugg]j Yb
JYfÀbXYfi b[Yb`XYf`gcn]U`Yb`i bX`Z]bUbn]Y`Yb`Ghfi _hi fYb`ni
j YfghY\Yb`g]bX"

8Yf`5i Zgh]Y[`XYf`i [[Yf`]ghi bhfYbbVUf`a]h`XYa`5i Z`ca a Yb`XYg
:]bUbn a Uf`_hYg`j YfVi bXYb"i a`%) \$\$`Xca]b]YfhYb`g]Y`XYb
Yi fcdÀ]gWYb`?i dZYf!`i bX`G]VYf\UbXY`i bX`YfgW`cggYb
<UbXY`gk Y[Y`j cb`≠U`Yb`V]g`G`UbX]bUj]Ybžj cb`i b[Ufb`V]g
GdUb]Yb"≠`X]YgYa`?cbhYi h`k i fXY`X]Y`i [[YfZUa`_]Y`ni`Y]bYf
Yfbghni bY\ a YbXYb`?cb`_i ffYbn`ZØf`X]Y`< UbgYž`Y]bY`XYf
VYXYi hYbXghYb`< UbXY`g[YgY`gW`UZhYb`XYg`A]hY`U`hYfg"8 UVY]
VYX]YbhY`g]W`≠_cV`i [[Yf`A Yh\cXYbž`X]Y`U`g`ZfØ\`nY]h][ghY
: cfa Yb`XYf`≠Xi ghf]Ygd]cbU[Y`VYhfUW`hYh`k YfXYb`_ÖbbYb"9f
YhUV`Y]YfhY`Y]b`BYhmk Yf`_j cb`5[YbhYbži a`≠Zcfa Uh]cbYb`ØVYf
gY]bY`?cb`_i ffYbhYb`ni`gUa`a Y`bž`k Ug`D`UbYh`K]ggYb
Ui gZØ`f`]W`VY`Yi W`hYh"

9]b`:`]bUbn]a dYf]i a

8]Y`i [[Yf`j YfY]b][hYb`Ui ZVYY]bXfi W`YbXY`K Y]gY`X]j YfgY
k]fhgW`UZh]W`Y`HÀh][_Y]hYb`i bhYf`Y]bYa`8 UW`"Gc`VYhf]VYb`g]Y
b]W`h`bi f`XYb`< UbXY`a]h`A]bYfU`Y]bž`gcbXYfb`]bj Ygh]YfhYb`Ui W`
]b`XYb`]bhYfbUh]cbU`Yb`GY`Y\UbXY`"≠_cV`i [[Yf`VY`Y]X][hY
?cb`_i ffYbhYb`Xi fW`[Yn]Y`hY`:`U`gW`]bZcfa Uh]cbYb`i bX`a UW`hY
gca]h`XYb`K Y[`ZØf`Y]bY`a cbc`dc`Ufh][Y`GhY`i b[`]a`< UbXY`ZfY]"
GY]b`Z]bUbn]Y`Y`9b[U[Ya YbhYfghfYW`_hY`g]W`ni XYa`Ui Z`X]Y
dcfhi []Yg]gW`Y`9i dYX]h]cb`bUW`≠X]Ybž`X]Y`]a`≠\`f`%) \$)`VY[Ubbž
i bX`X]Y`9]b]W`hi b[`Y]bYf`VYXYi hYbXYb`5i » YbghY`Y`]b
5bhk YfdYb"8]YgY`9ffi b[YbgW`UZhYb`ZØ`fhYb`XUni ž`XUgg`XUg
: i [[Yf!i bhYfbY\ a Yb`]a`ZfØ`Yb`%*"≠\`f`i bXYfh`gY]bYb
< Ø`Ydi b`_h`YffY]W`hY"

;`Y]W`nY]h][`nY][Yb`X]Y`k]fhgW`UZh]W`Yb`:`c`[Yb`XYf`FYZcfa Uh]cbž
XUgg`XYf`k]fhgW`UZh]W`Y`i bX`[YgY`gW`UZh]W`Y`K UbXY`X]Y`FYc`Y
XYf`?]fW`Y`U`g`VYXYi hYbXYb`K]fhgW`UZh]gU`_hYi f`XfUgh]gW`
VYY]bhf`W`h][hY"8]Y`dfchYghUb]gW`Yb`6Yk Y[i b[Yb`ZcfXYfhYb`X]Y

5V`Y\bi b[`XYg`N]bgj YfVchgž`k Ug`ni `Y]bYa `K UbXY``a
6Ub_k YgYb`Z0\fhY""6Ub_Yb`_cbbhYb`bi b`N]bgYb`j Yf`Ub[Yb`i bX
?fYX]hY`j Yf[YVYbž`k Ug`b] Ygh]h]cbYb`i bX`k]fhgW\UZh]W\Y
9bhk]W`i b[`Z0fXYfhY""@YI c`]bc`VYhcbhž`XUgg`Xi fW`X]YgY
J YfÅbXYfi b[Yb`X]Y`k]fhgW\UZh]W\Yb`Ghfi _hi fYb`]b`9i fcdU`bYi
[YZcfa hik i fXYbž`k Ug`Y]bY`[YV]`XYhY`5fVY]hYfgW\UZh`i bX`Y]bY
ghÅf_YfY`6YXYi hi b[`j cb`6]`Xi b[`i bX`K]ggYbgW\UZh`ini f`i c`[Y
\UhhY""8]Y`dfchYghUbh]gW\Y`5fVY]hgYh\[_ž`X]Y`:`Y»`i bX
GdUfgUa _Y]h`VYhcbhYž`hfi [`ni f`6`0hY`9i fcdUg`VY]"

⊕`XYf`i c`[Y`Z0\fhYb`X]Y`5V`UggdfU_h]_Ybž`X]Y`j cb`XYb`i i [[Yfb
cf[Ub]g]Yfh`k i fXYbž`ni f`F YZcfa Uh]cbž`X]Y`k]YXYfi a`ni
5i ZghÅbXYb`i bX`F Y`][]cbg_f]Y[Yb`Z0\fhY""8]YgY`?cbZ]_hYž
XUfi bhYf`XYf`j Yf\YYfYbXY`8fY]»[[Å\ f][Y`?f]Y[ž`k UfYb`b]W\h`bi f
fY`][]0gYf`B Uhi fž`gcbXYfb`Ui W`5i gXfi W`_f]j U`]g]YfYbXYf`?fÅZhY
XYg`Ui Z_ca a YbXYb`i]bUbn_Ud]hU`g""Δf`k Y]hfY]W\YbXYf`9]bZi gg
Ui Z`X]Y`Yi fcdÅ]gW\Y`i YgY`gW\UZh`i bX`X]Y`K]fhgW\UZh]gh`V]g`Yi hY
j cb`6YXYi hi b["

8YhU]`g	
J cfZU``	Gcbgh][Yg
C fh	5i [gVi f[ž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "W`a dUWh!cb`]bY"XY • k k k "d`UbYh!k]ggYb"XY • k k k ""YI c`]bc"XY

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