

; f]YWX Yb`UbX`]a`6fYbbdi b_h.`F UgUbhYf
5bgh]Y[`XYf`K U`XVfÅbXY`°

; f]YWX Yb`UbX`fØghYh`g]WX`i`Y[Yb`UbghY][YbXY`K U`XVfÅbXY.
i a ZUb[fY]WX Y`A U» bU\`a Yb`i bX`9I !<]`ZY`ni f
6fUbXVY_`Àa dZi b[`i bX`DfÅj Ybh]cb"



; f]YWX Yb`UbX`!`#`; f]YWX Yb`UbX`\\Uh`X]Y`8ØffY`bUWX`Y]bYa
fY[YbUfa Yb`i`fØ\`U\`f`ni`Y]bYa`VYgc f[b]gYffY[YbXYb`5bgh]Y[
j`cb`6i`gWX`VfÅbXYb`i`YZØ\`fh"5_hi`Y""g]bX`X]Y`i`Yi`Yfk`Y\`fYb`]b
a`Y\`fYfYb`fY[]cbYb`XYg`@UbXYg`U_h]j`ž`XUfi`bhYf`Ub`XYf
GØXk`Ygh_ØghY`XYf`<U`V]bgY`DY`c`d`c`b`b`Ygž`]b`XYf`B`Å\`Y`XYf
<UZ`Y`b`gh`UX`h`J`c`c`g`i`b`X`U`b`nk`Y]`G`h`Y`Y`b`Ui`Z`XYf`<U`V]bgY`
7\`U`_]X_]`"8]YgY`G]hi`Uh]cb`]gh`U`Ufa`]YfYbXž`XU`; f]YWX Yb`UbX`]b
XYb`Y`h`h`Y`b`]U\`fYb`i`bhYf`j`Yf\`YYfYbXYb`i`Yi`YfghØfa`Yb`[`Y`]h`Y`b
\`Uh"i`a`i`U\`f`&\$&(`k`i`fXY`U`g`XUg`k`Åfa`ghY`U\`f`gY]h`6Y[]bb`XYf
gmghYa`Uh]gWX`Yb`5i`ZnY]WX`bi`b[Yb`j`YfnY]WX`b`Yh"8]Y`NU\`XYf
K`U`XVfÅbXY`gh]Y[`i`a`(`)`i`]a`J`Yf[`Y]WX`ni`a`8i`fWX`gWX`b]h`i`XYf
U\`fY`&\$*\$`V]g`&\$&`ž`k`c`VY]ja`i`ž`b]`&\$&(`XfY]a`U`gc`j`]Y`Y`6fÅbXY
k]Y`ja`J`c`f`U\`f`[`Ya`Y`XYh`k`i`fXYb"5b`Y]bYa`Y]bn][Yb`HU[`k`i`fXYb

* * : Yi Yf'fY []ghf]Yfhž'Y]b][Y'XUj cb]b'XYf'BÀ\Y'j cb'5h\Ybž'k c'Y]b
A Y [U!: Yi Yf'X]Y '@ Zhe i U']hÀh'Yf\YV']W\ 'VYY]bhfÀW h][hY''8]Y
A Y'Xi b [Yb'XYi hYb'XUfUi Z'\]bž'XUgg': UW\ 'Yi hY'Y]bYb
Ni gUa a Yb\Ub ['nk]gW\Yb'X]YgYb'j Yf\YfYbXYb
6fUbXYfY][b]ggYb'i bX'XYa '?']a Uk UbXY'`gY\Yb"

≠'FYU_h]cb'Ui ZX]Y'ni bY\ a YbXY'6YXfc\i b ['\Uh'X]Y' [f]YW\]gW\Y
FY []Yfi b ['i a ZUggYbXY'A U» bU\ a Yb'ni f'K U'XVfUbXVY_Àa dZ b [Yf [f]ZYb" ≠'X]YgYa '≠\f'ghY\Yb'% , "\$\$\$': Yi Yfk Y\ f'Yi hY'VYfY]hž
a Y\ f'U'g'Y'ni j cf"l a 'X]Y': Yi Yfk Y\ f'_UdUn]hÀhYb'ni 'Yfk Y]hYfbž
]bj Ygh]Yfh'; f]YW\Yb'UbX'fi bX'nk Y]A]`]UfXYb'9i fc']b'bYi Y
@0gW\ ZU\fnYi [Yž'@0gW\ Zi [nYi [Y'i bX'8fc\ bYb" ≠'gVYgcbXYfY
k YfXYb', &'8fc\ bYb'a]h'K Àfa YV]'X_Ua YfUg'Y]b [YgYhnhž'ZUgh
XcddY'hgc'j]Y'Y'k]Y'ja 'J cf'U\ f"Ni XYa 'k]fX'X]Y
@0gW\ Zi [nYi [ZchhY'a cXYfb]g]Yfh'"G]YVYb'bYi Y'K UggYfVca VYf
XYg'Hmdg'8Y'< Uj]`UbX'7UbUXU'8< 7!) %) 'g]bX'VYghY''hž'cVk c\`
XYfYb'@]YZfi b ['Yfgh'Z0f'&\$&, [Yd'Ubh'gh'"6]g'XU\]b'_ca a Yb
À'hYfY'A cXY''Y'ni a '9]bgUhnž'i a 'XYb'U_hi Y''Yb
< YfUi gZcfXYfi b [Yb']b'XYf'K U'XVfUbXVY_Àa dZ b ['ni 'VY [Y [bYb"
, VYf') \$': 'i [nYi [Y'i bX'<i VgW\ fUi VYf'g]bX']b'X]YgYa '≠\f
a cV]'g]Yfh"

≠bhYfbUh]cbU`Y`l bhYfghØhni b ['i bX
J c f g c f [Ya U» b U \ a Yb

8]Y'9i 'nY][h'g]W\ 'gc`]XUf]gW\ 'i bX'gYbXYh' \$\$\$': Yi Yfk Y\ f'Yi hY'Ui g
j YfgW\]YXYbYb'@ÀbXYfb'k]Y': fUb_fY]W\ ž'HgW\YW\]Ybž'A c`XUk]Ybž
l b [Ufb'i bX'6i ` [Uf]Yb'ni f'J YfghÀf_i b ['bUW\'; f]YW\Yb'UbX"
5i » YfXYa 'k YfXYb'&&'@0gW\ Zi [nYi [Y'i bX'j]Yf'<i VgW\ fUi VYf'']b
nY\ b'A]h [`]YXgghUUhYb'ghUh]cb]Yfhž'i a 'Y]bYb' [Ya Y]bgW\ UZh']W\Yb
9]bgUhn'ni ' [Yk À\ f'Y]ghYb"@Ui h'9i !?ca a]ggUf]b'Z0f
?f]gYba UbU [Ya Ybž'< UX'U'@U\ V]Vž'k]fX'Yg'ni bY\ a YbX'ni f
Bcfa U']hÀhž'XUgg'Yi hfYa Y'K YhhYfYfY][b]ggY']b'9i fcdU'Ui ZhfYhYbž
k Ug'X]Y'8f]b [`]W\ _Y]h'XYf'5_h]cbYb'i bhYfghfY]W\ h"

K À\ fYbX'; f]YW\Yb'UbX'gY]bY'6Ya Ø\i b [Yb'j YfghÀf_hž'XYb
i ba]hhY'VUFYb'; YZU\ fYb'Xi fW\ 'K U'XVfÀbXY'Ybh [Y [Ybni k]f_Ybž
VYhc bYb'9i dYfhYbž'XUgg'XYf'?]a Uk UbXY''Ui W\']b'UbXYfYb

Yi fcdÄ]gWÅYb`@ÄbXYfb`Yf\YV`]WÅY`GÅÅXYb`j`Yfi fgUWÅh`@Ui h
 6Yf]WÅhYb`\UVYb`GhØfa`Yž`Yi hfYa`Y`8ØffY`i`bX`GÅÅX`]b[`Yž`k`jY
 Yhk`U`XYf`6cf`_Yb`_ÄZYfž`X]Y`K`Ä`XYf`]b`8Yi`hgWÅ`UbX`ghUf`_
 VYY]bhfÄWÅh][`h`" `b`XYb`Y`hnhYb`d\`fYb`k`i`fXYb`Yhk`U`" `\$\$`A`j`]cbYb
 :`Ygha`YhYf`<`c`n`Xi`fWÅ`Ub[`Zf]gh][`Y`?`U`Ua`]hÄhYb`V`]Ubni`Yfhž`k`Ug`X]Y
 8f]b[`]WÅ`_Y]hi`bhYfghfY]WÅhž`A`U»`bU\`a`Yb`ni`f`GhUV`]g]Yfi`b[`]XYf
 K`Ä`XYf`ni`Yf[`fY]ZYb`"

DfÄj`Yb]j`Y`A`U»`bU\`a`Yb`ni`f`K`U`X`gWÅ`i`hn

I`a`ni`_ØbZh][`Y`6fUbXf]g]_Yb`ni`a`]b]a`]YfYbž`Ya`dZY`\`Yb`:`UWÅ`Yi`hY
 Y]bY`Ub[`YdUgghY`K`U`XVYk`]fhgWÅ`UZh`i`b[`ž`X]Y`Ui`WÅ`X]Y`:`ÖfXYfi`b[
 j`cb`6]cX]j`Yfg]hÄ`hi`bX`?`c\`Ybghc`ZZV]bXi`b[`]i`a`ZUggh`"Ghfi`_hi`fYb
 k`]Y`a`Y\fgWÅ]WÅh][`Y`A`]gWÅ`k`Ä`XYf`_ÖbbYb`XUni`VY]hfU[`Ybž`X]Y
 [`YZÄ\`fXYhYb`B`UXY`VUi`a`!A`cbc`_i`hi`fYb`ni`ghUV`]g]YfYb`"BYVYb
 XYb`ghUUh]WÅYb`A`U»`bU\`a`Yb`_ÖbbYb`Ui`WÅ`X]Y`6Øf[`Yf`ni`f
 J`Yf\]bXYfi`b[`]j`cb`K`U`XVfÄbXYb`VY]hfU[`Yb`"
 5i`Z`Äfi`b[`]g`Ua`dU[`bYb`k`]Y`6fYbbdi`b`_h`K`U`X`ZÖfXYfb`k`]WÅh][`Y
 FY[`Yb`ni`f`K`U`XVfUbXdfÄj`Yb]cbž`k`]Y`XUg`J`Yfa`Y]XYb`j`cb
 c`ZYbYa`:`Yi`Yf`ja`K`U`X`i`bX`X]Y`9]b\`U`hi`b[`]j`cb`:`f]`j`YfVchYb`"

5b[`Yg]WÅhg`XYf`U`_hi`Y`Yb`<`YfUi`gZcfXYfi`b[`]Yb`Xi`fWÅ`XYb
 ?`]a`Uk`UbXY`]gh`_`Ufž`XUgg`gck`c\`:`f]YWÅYb`UbXg`U[`]fYgg]j`Yg
 J`cf[`Y\Yb`[`Y[`Yb`K`U`XVfÄbXY`U`g`Ui`WÅ`X]Y`5i`Zzcfghi`b[`]i`bX
 bUWÅ`U`h][`Y`6Yk`]fhgWÅ`UZh`i`b[`]XYf`K`Ä`XYf`]b[`]Ubn`9i`fcdU
 YbhgWÅY]XYbX`g]bXž`i`a`X]Y`BUhi`fi`bX`X]Y`@VYbgei`U`]hÄ`h`XYf
 A`YbgWÅYb`ni`gWÅ`ØhnYb`"8]Yg`k`]fX`Y]bY`[`Ya`Y]bgWÅ`UZh]WÅY
 5bghfYb[`]i`b[`]YfZcfXYfbž`X]Y`VY]XYf`6Y`_Äa`dZ`b[`]XYf`i`fgUWÅYb
 j`cb`K`U`XVfÄbXYb`i`bX`XYf`5bdUggi`b[`]Ub`X]Y`_]a`Uh]gWÅYb
 J`YfÄbXYfi`b[`]Yb`Ubgy`hnh`"

8YhU]`g	
J`c`f`ZU`	6fUbXgh]Zhi`b[`
I`f`g`UWÅ`Y	?`]a`Uk`UbXY`
C`f`h	;`f]YWÅYb`UbX
E`i`Y`Y`b	<ul style="list-style-type: none"> • k k k "cghgYY!nY]hi`b[`]XY • k k k "ei`Uf`_g"XY

8YhU]`g

- k k k "Va Y`"XY

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