

: Yi Yf'Ui Z'; YhfY]XYZY`X`]b`F cghcW_.`%\$
< Y_hUf`]b`]; YZU\ f°

5a`\$&"\$+`&\$&) `VfUW`Y]b`]: Yi Yf'Ui ZY]bYa`]; YhfY]XYZY`X`]b
A YW`YbVi f[!J cfdca`a`Yfb`Ui`g": Yi Yfk Y\ f`]a`'9]bgUhnž
K`U`XVfUbX[YZU\ f`ghY][`h"



GW`a`UXYVYW`ž`8`Yi`hgW`UbX`!`5a`'A`]h`k`c`W`b`U`W`a`]`h`U`[`ž`X`Y`a`
&"'↳ ']'&\$&)`ž`V`f`U`W`Y`]`b`]:`Yi`Y`f`U`i`Z`Y`]`b`Y`a`];`Y`h`f`Y`]`X`Y`Z`Y`X`]`b`U`Y`
GW`a`UXYVYW`]`a`'@`U`b`X`_`f`Y`]`g`F`c`g`h`c`W`_`U`i`g`"9`h`k`U`n`Y`\`b`<`Y`_`h`U`f`
5`W`_`Y`f`Z`À`W`Y`k`i`f`X`Y`b`X`U`V`Y`]`]`b`'A`]`h`Y`]`X`Y`b`g`W`U`Z`h`[`Y`n`c`[`Y`b`"8`]`Y`
:`Yi`Y`f`k`Y`\`f`k`U`f`]`a`'9]`b`g`U`h`n`ž`i`a`'X`Y`b`'6`f`U`b`X`ni`"Ö`g`W`Y`b`i`b`X`ni`
j`Y`f`\`]`b`X`Y`f`b`ž`X`U`g`g`Y`f`U`i`Z`Y`]`b`Y`b`U`b`[`f`Y`b`n`Y`b`X`Y`b`K`U`X`Ø`V`Y`f`[`f`Y`]`h`
H`f`c`h`n`X`Y`g`g`W`b`Y`"Y`b`'9]`b`[`f`Y`]`Z`Y`b`g`k`U`f`X`]`Y`]:`Yi`Y`f`k`Y`\`f`V`]`g`]`b`X`]`Y`
Z`f`Ø`Y`b`'5`V`Y`b`X`g`h`i`b`X`Y`b`[`Y`Z`c`f`X`Y`f`h`ž`X`U`g`h`U`f`_`Y`F`U`i`W`Y`b`h`k`]`W`_`i`b`[`X`]`Y`
I`a`[`Y`V`i`b`[`V`Y`U`g`h`Y`h`Y`i`b`X`'5`b`k`c`\`b`Y`f`X`U`n`i`'U`i`Z`Z`c`f`X`Y`f`h`Y`ž`:`Y`b`g`h`Y`f`
i`b`X`'H`Ø`f`Y`b`[`Y`g`W`c`g`g`Y`b`ni`'\`U`h`Y`b`";`Y`f`U`X`Y`]`b`X`]`Y`g`Y`f`N`Y`]`h`k`U`f`X`]`Y`
K`U`X`V`f`U`b`X`k`U`f`b`g`h`i`Z`Y`]`b`'H`Y`]`Y`b`'A`Y`W`_`Y`b`V`i`f`[!`J`c`f`d`c`a`a`Y`f`b`g`U`i`Z`
G`h`i`Z`Y`('`[`Y`g`d`f`i`b`[`Y`b`ž`k`U`g`U`i`Z`X`]`Y`\`c`Y`];`Y`Z`À`\`f`X`i`b`[`\`]`b`k`Y`]`g`h`"

8]YgY`G]hi Uh]cb`k]fZi`Y]b`GW`U[`]W`h`Ui`Z`X]Y`5[fUfg]hi Uh]cb`]b
8Yi hgW`UbX`ž`X]Y`\\Yi`Yf`j`cb`i`bg]W`YfYb`6YX]b[i`b[Yb`[Ydf`À[`h`]gh"
=gVYgcbXYfY`Y]bY`gW`k`UW`Y` ; YhfY]XYfYb`hY`Ui`Z[fi`bX`j`cb
HfcW`Yb`\\Y]hYb`i`bX`GW`À`X`]b[Yb`ghY`h`X]Y`@UbXk`]fhY`j`cf`bYi`Y
<YfUi`gZcfXYfi`b[Yb`"@Ui`h`U[fUf`\\Yi`hY`W`a` `U[`X]Y`[YgUa`hY
; YhfY]XYUbVUi`Z`À`W`Y`&`\$`&` `]b`8Yi`hgW`UbX`VY`]ž`*`A`j`]cbYb
<Y`_hUfž`k`Ug`Y]bYb`Y]W`hYb`F`ØW`[Ub[`XUfghY`h`8]Y
K`]bhYfk`Y]nYbZ`À`W`Y`\\]b[Y[Yb`\\Uh`g]W`a`]h`&ž+,`A`j`]cbYb`<Y`_hUf
Ui`Z(`,`i`XYf` ; YgUa`hZ`À`W`Y`k`]YXYf`Yhk`Ug`Yf`c`h"

9]b`6`]W`_`Ui`Z`X]Y`K`U`XVfUbXghUh]gh]_

: Yi`Yf`Ui`Z: Y`XYfb`g]bX`b]W`h`bi`f`]b`A`YW`_`YbVi`f[!J`cfdca`a`Yfb
Y]b`H`\\Ya`U`"`=a` `\\f`&`\$`&` ` [UV`Yg]b`8Yi`hgW`UbX`]bg[YgUa`h`%`\$) -
K`U`XVf`À`bXYž`k`Ug]a` `J`Yf[`Y]W`ni` `&`\$`&`Y]bYb`F`ØW`[Ub[`i`a`X]Y
<`À`žhY`VYXYi`hYh`8Yb`bcW`]gh`X]YgYf`K`Yfh`Yhk`U`]a` `8i`fW`gW`b]hh
XYf`Y`hnhYb`nk`Ubni[`\\fY`"8]Y`VYhfc`ZYb`Y`K`U`XZ`À`W`Y`k`Uf`XUVY]
a`]h`%`&(`\$`<Y`_hUf`ØVYf`XYa` `Ub[`À`\\f][Yb`GW`b]hh]j`cb`+`%`\$`<Y`_hUf`"
6YgcbXYfg`VYhfc`ZYb`k`Uf`6fUbXYbVi`f[ž`k`c`X]Y`a`Y]ghYb`6f`À`bXY
fY[]ghf]Yfh`k`i`fXYbž[YZc`[hij`cb`B]YXYfgUW`gYb`i`bX`GUW`gYb`" `=b
A`YW`_`YbVi`f[!J`cfdca`a`Yfb`k`UfYb`Yg[i`h`%-`&`<Y`_hUfž`X]Y`Xi`fW`
6f`À`bXY`]b`A`]hY]XYbgW`Užh[Ync[Yb`k`i`fXYbž`k`]Y`XUg`
I`a`k`Y`hVi`bXYgUa`h`VYf]W`hYh`"

K`U`XVf`À`bXY`Yb`ghY`\\Yb`\\`Ài`Z][`Xi`fW`a`YbgW`]W`Yg`J`YfgU[Ybž
k`cVY`]Yhk`U`(\$`i`XYf` : `À`Y`Ui`Z`6fUbXgh]žh`b[`cXYf` : U`f`À`gg][`Y]h
ni`fØW`ni`ZØ`fYb`g]bX`" ; YfUXY`]b`XYf`NY]h`nk`]gW`Yb`A`U`]i`bX`ž` `]`]gh
X]Y` ; YZU`\\f`Ua` `\\ØW`ghYbž`k`Ug`X]Y`U`_hi`Y`Yb`J`cfZ`À`Y`bi`f`
i`bhYfghfY]W`h`6YX]b[h`Xi`fW`ZcfhgW`fY]hYbXY`?`]a`U`À`bXYfi`b[Yb
k`]fX`_Øbžh][`a`]hY]bYa`ghY][YbXYb`K`U`XVfUbXf]g]_c`[YfYW`bYhž
k`Ug`Ui`W`X]Y`GhUV`]h`À`h`i`bX`J`]hU`]h`À`h`XYf`K`U`X`Ø`_cgmghYa`Y
[YZ`À`fXYb`_Øb`bhY`"

8]Y`<YfUi`gZcfXYfi`b[Yb`]b`XYf`@UbXk`]fhgW`Užh`i`bX`X]Y` ; YZU`\\fYb
Xi`fW`K`U`XVf`À`bXY`nY][Ybž`k`]Y`Yb[`BUhi`f`i`bX`A`YbgW`
a`]hY]bUbXYf`j`Yfk`cVYb`g]bX`"9g`]Y[h`]b`XYf`J`YfUbhk`cfhi`b[`U`Y`fž
UW`hgUa`a`]h`XYf`I`a`k`Y`h`i`a`ni`[Y`Y`b`i`bX`df`Àj`Yb]h]Y`
A`U`bU`a`Yb`ni`ZØfXYfbž`i`a`gck`c`\\9fb`hYb`U`g`Ui`W`K`À`XYf`ni`

gWØhYb"

8YhU]`g	
C fh	GW a UXYVYW_ž'8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none">• k k k "b!hj "XY• k k k "U[fUf\Yi hY"WŁ a• k k k "i a k Y`hVi bXYgUa h"XY

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