

² _c!HYgh'Ybh\Ø`h. '5W h'6i hhYf_Y_gY
gY\ f' [i h ' 'UVYf'Y]bYf']gh
a Ub [Y` \ UZh °

² _c!HYgh'VYk YfhYh'%- '6i hhYf_Y_g!DfcXi _hY'Ui Z'E i U]hÅh'i bX
GWX UXghc ZY" '9bhXYW_Yb'G]Y'X]Y'HYghYf[YVb]ggY'i bX'H]ddg
ni f'5i gk U\ "



8 Yi hgW\`UbX '!² _c!HYgh'\Uh_Øfn`]W'X]Y'E i U]hÅh'j cb' %-
6i hhYf_Y_g!DfcXi _hYb'Ui g'j YfgW]YXYbYb'Gi dYfa Åf_hYb'i bX
8]gWci bhYfb'i bhYfgi W'h'i bX'XUVY]'Yf\YV`]WY'I bhYfgW]YXY'jb
XYf'GWX UXghc ZVY`Ughi b ['ZYgh[YghY`h" 'B UWX 'XYb'HYghYf[YVb]ggYb
Yf\]Y'hYb'UW'h'DfcXi _hY'X]Y'6Yk Yfhi b [' gY\ f' [i h žg]YVYb' [i h
i bX'j]Yf' VYZf]YX][YbX " '9]b'DfcXi _h'Z]Y`YXcW'a]h'XYf'BchY
a Ub [Y` \ UZh 'Xi fW. 'XYf'K]_UbU'8]b_Y`'6i hhYf_Y_gžXYf'XYb'9I !
F]W'hk Yfh'ZØf'XYb'_fYVgYffY[YbXYb'Ghc Z'5Wfm'Ua]X'ØVYfgW]f]h"
÷g[YgUa h'j Uf]]YfhY'XYf'DfY]g'XYf'[YhYghYhYb'?Y_gY'nk]gWYb' %
9i fc'i bX' ž) '9i fc'dfc'&\$ \$'; fUa a "

5WfmUa]X`]ghY]b`GhcZZ`XYf`VY]a`9f\]hnYb`j`cb`ghA`f`_Y`U`h][`Yb`
@VYbga`]hhY`b`Yb`ghY`h`i`bX`U`g`d`chY`bn]Y``_fYVgYffY[`YbX`
Y]b[`Yghi`Zh`k`]fX``6YgcbXYfg`_f]h]gW`g]bX`X]Y`9f[`YVb]ggY`Z0f`Y]b][`Y`
6]c!DfcXi`_hY.`J]Yf`j`cb`UW`h[`YhY`ghY`hY`b`6]c!6i`hhYf`_Y`_gYb`z`
XUfi`bhYf`A`Uf`_Yb`k`]Y`5`b`Uhi`f`U`i`bX`F`cgga`Ubb`z`k`]YgYb`VYbZU`g`
Yf\0`hY`5WfmUa`]X!K`YfhY`Ui`Z`8]Yg`ghY`h`i]a`?`cbhfUgh`ni`XYb`
_cbj`Ybh]cbY``Yb`<YfghY``Yfb`z`X]Y`\`Ai`Z][`XUg`9bnma`5gdUfU[`]bUgY`
j`Yfk`YbXYb`zi`a`X]Y`5WfmUa`]X!6]Xi`b[`]ni`j`Yf\]bXYfb``8U`6]c!
DfcXi`_hY`[`Ya`A»`XYb`J`c`fgW`f]ZhY`b`X]YgYg`9bnma`g`b]W`h`bi`hnYb`
X0fZYb`z`\UVYb`g]Y`Y]b`\0`YfYg`F]g]_c`z`X]Y`[`YZA`\f`]W`Yb`K`YfhY`ni`
0VYfgW`fY]hYb`"

E i U`]hA`h`XYf`[`YhY`ghY`hY`b`DfcXi`_hY`

Ni`XYb`VYghYb`[`YhY`ghY`hY`b`A`Uf`_Yb`[`Y\0`fhYb`XYf`7cj`c`6i`hhYf`_Y`_g`
j`cb`DYbbmi`bX`XYf`GcbXYm`6i`hhYf`_Y`_g`j`cb`@X`z`X]Y`VY]XY`a`]h`
gY`\f`[`i`h`UVgW`c`cgYb``9]b`k`Y]hYfYf`d`cg]h]j`Yf`Di`b`_h`k`Uf`z`XUgg`]b`
U`Yb`6]c!`?Y`_gYb`_Y]b`Y`F`0W`ghA`bXY`j`cb`DYgh]n]XYb`b`UW`[`Yk`]YgYb`
k`i`fXYb``a` ;`Y[`YbgUhn`XUni`ZUbXYb`X]Y`HYghYf`]b`gA`a`h`]W`Yb`Y`Z`
_cbj`Ybh]cbY``Yb`DfcXi`_hYb`a`]bXYghYbg`Y]bY`DYgh]n]Xgdi`f`
6YgcbXYfg`VYXYb`_]W`Y`F`0W`ghA`bXY`k`]Y`8Y`hUa`Yh`f]b`i`bX`
;`md`c`gU`h`k`i`fXYb`]b`Y]b][`Yb`_cbj`Ybh]cbY``Yb`?Y`_gYb`
ZYgh[`YghY``h`"

- 8]Y`[`YhY`ghY`hY`b`DfcXi`_hY`Yf\]Y`hYb`Zc`[`YbXY`
6Yk`Yfhi`b[`Yb.`
- gY`\f`[`i`h`.`7cj`c`6i`hhYf`_Y`_g`z`8a`6]c`8]b`_Y``6i`hhYf`_Y`_g`
• [`i`h`.`9]b][`Y`A`Uf`_Yb`c`b`Y`gdYn]Z]gW`Y`BYbbi`b[`
• VYZf]YX][`YbX`.`@Y]Vb]n`Cf][`]bU`6i`hhYf`_Y`_g`j`cb`6U`gYb`
• a`Ub[`Y`\UZh`.`K`]_UbU`8]b`_Y``6i`hhYf`_Y`_g`

J YfVfUi`W`YfVYk`i`gghgY]b`i`bX`F`]g]_Yb`

8Yi`hgW`Y`J`YfVfUi`W`Yf`g]bX`[`i`h]bZcfa`]Yfh`0VYf`X]Y`d`chY`bn]Y``Yb`
;`YZU`fYb`j`cb`5WfmUa`]X]b`@VYbga`]hhY`b``Ghi`X]Yb`XYg`
6i`bXYg]bgh]hi`hg`Z0f`F]g]_c`VYk`Yfhi`b[`]f6`Z`E`nY][`Yb`z`XUgg`j`]Y`Y`
A`YbgW`Yb`nk`Uf`i`a`XUg`F]g]_c`k`]ggYb`z`UVYf`bi`f``\$!`(\$!`i`]\f`
J`Yf`U`hYb`ni`f`F]g]_c`a`]bXYfi`b[`]hUhgA`W`]W`A`bXYfb``5i`W`k`Ybb`

5WfmUa]X`b]W\h`U`g`i`ba`]hhY`VUFY`6YXfc\i`b[`ZØF`X]Y` ; Ygi`bX\Y]h`
 VYhfUW\hYh`k`]fXž`gW\ÀhnYb`J`YfVfUi` W\Yf`UbXYfY`F`]g]_Ybž`k`]Y`
 a`]_fcV]c`c` []gW\Y` ; YZU\`fYb`i` bX`DZ`UbnYbgW\i`hna`]hhY`fØW`gh`ÀbXYž`
 U`g`Yf\`YV`]W\` [YZ`À`f`]W\`Yf`Y`]b"

8]Y`K`]XYfgdfØW\Y`]b`XYb` ðZcfa` Uh]cbYb`Ui`g`XYb`A`YX]Yb`
 YfgW\k`YfYb`Yg`XYb`J`YfVfUi` W\Yfbž`X]Y`F`]g]_Yb`f`]W\`h][`
 Y]bni`gW\`ÀhnYb`"J`]Y`Y`k` ØbgW\Yb`g]W\`_`UfY`i`bX`j`Yf`Àgg`]W\`Y`
 ðZcfa`Uh]cbYbž`i`a`]\`fY`9b`hgW\Y]Xi`b[`Yb`VYggYf`hfY`ZYb`ni`
 _`ØbbYb`"8Ug`6Z`f`d`Ubhž`X]Y`9f[`YVb]ggY`]\`fYf`Ghi`X]Yb`ni`f`
 F]g]_ck`U\`fbY\`a`i`b[`j`cb`5WfmUa`]X`Ui`Z`]\`fYf`<ca`YdU[`Y`ni`
 j`YfØ`ZYb`h]W\Ybž`i`a`X]Y`2`ZYb`h]W\`_Y]h`k`Y]hYf`Ui`Zni`_`ÀfYb`i`bX`
 i`bg]W\YfY`ðZcfa`Uh]cbYb`ni`a`]b]a`]YfYb"

ðg[`YgUa`h`nY][`h`X]Y`2`_c!HYgh!5bU`mgY`XYf`6i`hhYf`_Y`_gY`b]W\`h`bi`f`
 X]Y`[`fc»`Y`GdUbbVfY]hY`XYf`DfcXi`_`he`i`U`]h`Àh`Ui`Z`gcbXYfb`
 j`YfXYi`h]W\`h`Ui`W\`X]Y`B`chk`YbX][`_Y]h`Y]bYf`i`a`ZUggYbXYb`
 5i`Z`_`Àfi`b[`ØVYf`X]Y`F`]g]_Yb`j`cb`5WfmUa`]X`]b`@YVYbga`]hhY`b`
 J`YfVfUi`W\Yf`gc`h`Yb`g]W\`VYk`i`ggh`gY]bž`k`Y`W\Yg`DfcXi`_`h`g]Y`
 k`À`Yb`i`bX`k`Y`W\Y`d`chYbn]Y`Yb`GW\UXghc`ZY`XUf]b`Yb`h`U`h`Yb`gY]b`
 _`ØbbYb"

8]Y`j`c`gh`ÀbX][`Yb`HYghYf[`YVb]ggY`i`bX`k`Y]hYfY`ðZcfa`Uh]cbYb`
 Z]bXYb`G]Y`]b`XYb`6Yf]W\`hYb`j`cb`Fi` \ f&(`i`bX`N8: `<Yi`hY":`Øf`
 XYhU]`YfhY`ðZcfa`Uh]cbYb`ni`a`H\Ya`U`5WfmUa`]X`i`bX`
 J`YfVfUi`W\Yfk`]ggYb`_`ØbbYb`G]Y`XYb`5fh]_Y`XYg`6ZF`Y`YgYb"

8YhU]`g	
J`c`f`ZU``	G`c`b`g`h][`Y`g
C`f`h	8`Y`i`h`g`W\`U`b`X
E`i`Y`Y`b	<ul style="list-style-type: none"> • k k k "fi \ f&("XY • k k k "nXZ\ Yi hY"XY • k k k "VZf"Vi bX"XY

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