

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`hi bX`XUVY`]Yf\YV`]W`Y`I bhYfgW\]YXY`]b
XYf`GWX UXghc ZVY`Ughi b [`ZYgh[YghY``h`B UW\`XYb`HYghYf[YVb]ggYb
Yf\]Y`hYb`UW`hDfcXi _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]gW`Yb`%
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`fU`i`bX`F`cgga`Ubb`z`k`]YgYb`VYbZU`g`
Yf\0`hY`5WfmUa`]X!K`YfhY`Ui`Z`8]Yg`ghY`h`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`cfgW`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`cgUh`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`8`a`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[`f`b`Z`F`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`A`\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`9bhgW\Y]Xi b[Yb`VYggYf`hfYZZYb`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`YfØZZYbh`]W\Ybž`i a`X]Y`²`ZZYbh`]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 hYf`_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`ZZY`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`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