

F YbhYbfYZcfa . 'A Y\ f'UfVY]hYb 'ZØf
k Yb][Yf'F YbhY' '9I dYfhYb 'k UfbYb °

7`Ya Ybg': i Ygh'Zc fXYfh'F YbhYbfYZcfa 'j]b'8Yi hgW\`UbX"
?f]h]_Yf'k UfbYb'j cf'gcn]U`Yb'I b[YfYW\h][_Y]hYb'i bX
@YVYbgfYU`]hÅhYb"



8Yi hgW\`UbX'!`8]Y`8YVUhhY`i a`X]Y`F YbhYbfYZcfa`j]b
8Yi hgW\`UbX`b]a a`h`Ub`:`U\`fh`Ui`Z`b`UW\XYa`7`Ya`Ybg`:`i`Yghž
DfÅg]XYbh`XYg`j]Zc`≠gh]hi`hgž`j]b`XYf`GYbXi`b[`A`ØbW\`bYf`Fi`bXY
Y]bY`[`fi`bX`Y`[`YbXY`F`YZcfa`[`YZc fXYfh`\`Uh`"GY]bY`:`cfXYfi`b[`Yb
fi`ZYb`VfY]hY`?f]h]_`\`Yfj`cfž`j]bgVYgcbXYfY`j`cb`Gcn]U`j`YfVÅbXYb`k`jY
XYa`Gcn]U`j`YfVUbX`8Yi`hgW\`UbX`fGcJ`8`łž`XYf`gY]bY`J`cf`gW\`Å`[`Y
U`g`fYU`]hÅhgZYfb`i`bX`gcn]U`i`b`[`YfYW\`h`VYnY]W\`bYh`":`i`Ygh
d`ÅX]Yfh`XUZØfž`XUgg`X]Y`8Yi`hgW\`Yb`"Åb`[`Yf`UfVY]hYb`gc`"hYb`i`bX
gW\`Å`[`h`ini`XYa`j`cfž`XUg`F`YbhYbY]bhf]h`hgU`hYf`ni`Yf\`Ø\`Yb`gck`jY
X]Y`F`YbhYbghY][`Yfi`b[`Yb`ni`j`Yf`Ub`[`gUa`Yb`"9f`k`Ufbhž`XUgg
ni`_ØbZh][`Y`F`YbhYb`b]W\`h`a`Y\`f`gc`ghUf`_`ghY][`Yb`_ØbbYb`k`jY`X]Y
@Ø\`bYž`k`Ug`X]Y`[`YgUa`hY`F`YbhYbghfi`_`hi`f`j]b`:`fU`[`Y`ghY`"h"

5_hi Y`""Y[h'X]Y`F Y[Y`U`hYfg[fYbnY`ZØf`DYfgcbYbž'X]Y`UV`XYa`%"
>Ubi Uf`%-`*`(`[YVcfYb`g]bXž'VY]`*`+`>U\`fYb`":`i`Ygh`_f]h]g]Yfh`YXcWž
XUgg`Y]b`>Ø\`YfYg`F`YbhYbY]bhf]hggU`hYf`VYgcbXYfg`i`bZU]f`ZØf
A`YbgW`Yb`a`]h`[`Yf]b[`YfYf`@YVYbgYfk`Ufhi`b[`gY]"`8]Y`?`c`Y[`]b
7\`f]gh]UbY`6YbbYfž`J`c`fg]hnYbXY`XYf`≡`A`YhU`ž`k`]Yg`X]YgY
5f[`i`a`YbhUh]cb`ni`fØW`_`i`bX`VYhcbhYž`XUgg`XUg
F`YbhYbY]bhf]hggU`hYf`ZØf`&`i`X`Yf`6YgW`À`Zh][`hYb`d`fcV`Ya`Uh]gW
gY]"`8]YgY`8]g`_`i`gg]cb`ØVYf`XUg`F`YbhYbY]bhf]hggU`hYf`k`]fX`j`c`f`XYa
<]bhYf[`fi`bX`XYg`F`YbhYbdU`Yhg`=[`YZØ\`fhž`XUg`9bXY`A`U]`&`\$`&`
j`ca`i`6i`bXYg`_UV]bYh`VYgW`c`ggYb`k`i`fXYž`i`a`U`b[`Zf]gh][`XUg
F`YbhYbb]j`YUi`ni`ghUV]`g]YfYb`i`bX`X]Y`:`]bUbn]YfVUf`_Y]h`XYf`F`YbhY
Ub[`Yg]W`hg`X`Yg`XYa`c[`fUZ]gW`Yb`K`UbXY`g`ni`[`Yk`À`f`Y]ghYb"

F`YbhYbghfi`_hi`f`i`bX`[`YgYhn`]W`Y

F`U`a`YbVYX]b[`i`b[`Yb

8]Y`[`YgYhn`]W`Y`F`YbhYbj`Yfg]W`Yfi`b[`ž`X]Y`%`,`-`Y]b[`YZØ\`fh`k`i`fXYž
]gh`ZØf`j`]Y`Y`GYb]cfYb`X]Y`<`Ui`d`hei`Y`Y`]`fYg`9]b`_ca`a`Ybg`"@`Ui`h
U`_hi`Y`Y`b`GhUh]gh]_Yb`VYnc[`Yb`&`\$`%-`-`&`i`X`Yf`GYb]cf]bbYb`i`bX
,`,`i`X`Yf`GYb]cfYb`[`YgYhn`]W`Y`F`YbhY`"i`a`X]Y`ghY][`YbXY`NU\`X`Yf
F`YbhYbYf`]b`Y]bYa`g]b`_YbXYb`J`Yf`À`hb]g`ni`6Y]hfU[`gnU\`YbXYb`ni
VYk`À`h][`Ybž`k`]fX`XUg`F`YbhYbY]bhf]hggU`hYf`gW`f]h`k`Y]gY`V]g`&`\$`%
Ui`Z`*`+`>U\`fY`Ub[`Y\`cVYb`"8]YgY`5b\`YVi`b[`k`i`fXY`VYfY]hg`&`\$`%-
a`]h`XYa`>U\`f[`Ub[`Y`%-`(+`Y]b[`Y`Y]hYh`i`bX`YfZc`[`h`bi`b`À`f`]W`i`a
Y]bYb`A`cbUhž`V]g`&`\$`&`"5V`&`\$`&`(`gc`Yb`X]Y`:`YVi`fhg`U\`f[`À`b[`Y`UV
%-`)-`]b`&!`A`cbUh!`GW`f]hYb`Ub`X]Y`bYi`Y`5`hYfg[`fYbnY`Ub[`YdUggh
k`YfXYb"

9]b`j`c`fnY]h][`Yf`F`YbhYbY]bhf]h`h]gh`a`Ø[`]W`ž`ZØ\`fh`YXcW`ni
5VgW`À[`Yb`"i`<]YfVY]`_Øb`bYb`j`YfgW`]YXYbY`:`U`_hc`fYbž`k`]Y
;`Ygi`bX\`Y]hgni`ghUbXž`df]j`UhY`i`bX`VYfi`Z]W`Y`G]hi`Uh]cbž
YbhgW`Y]XYbX`gY]b`"a`:`U`Y`Y]bYg`j`c`fnY]h][`Yb`F`YbhYbVYni`[`g`k`]fX
VY]gd]Y`gk`Y]gY`Y]bY`A`]bXYfi`b[`j`cb`"ž`i`d`fc`>U\`f`j`cf[`Ybca`a`Yb`
8Uni`_ca`a`hž`XUgg`Y]bY`9f\`Ø\`i`b[`X`Yg`F`YbhYbVY[`]bbg`bUW`X`Y`a
fY[`i`À`fYb`5`hYf`a`]h`Y]bYa`Ni`gW`U[`j`cb`\$ž) i`d`fc`A`cbUh
\`c`b`c`f]Yfh`k`]fX"

? f]h]_ 'i bX '< YfUi gZc fXYfi b[Yb

8]Y'?f]h]_Ub'XYb'FYZcfa j c f g W `À[Yb'j YfXYi h]W`h'X]Y'i bY]b][_Y]h
]bbYf\U'V'XYf'5a dY'!FY[]Yfi b['i bX'i bhYf'XYb'Gcn]U'j YfV`ÀbXYb"
`bgVYgcbXYfY'XYf'685'k Ufbh'j c f 'XYb'a Ò[']W`Yb'A Y\ f_cghYb'j cb
) \$ \$ 'A]''UfXYb'9i fc'ØVYf'X]Y'b`ÀW`ghYb'&\$`J\ fY'i bX'Zc fXYfh
YVYbZU`g'Y]bY'5b\YVi b['XYg'FYbhYbY]bhf]hrgU'hYfg"; `Y]W`nY]h][
Ài »Yfh`bYg'GW`k YfXhbYfž'DUfhY]j c f g]hnYbXY'XYf'@]b_Ybž'G_Ydg]g
[Y[YbØVYf'XYb'J c f g W `À[Yb'j cb'5fVY]hga]b]ghYf]b'6`ÀfVY`6Ug
fGD8ž'X]Y'Y]bY'5i gk Y]hi b['XYf'6Y]hfU[gnU\`i b[Yb'j cb'Dc`]h]_Yfb
i bX'GY`Vgh`ÀbX][Yb']b`X]Y'FYbhYb_UggY'j c f g]Y`h"

CV'i bX'k]Y'Yg'k `À\ fYbX'XYg'XYa c[fUZ]gW`Yb'K UbXY'g[Y`]b[hž
X]Y'FYbhYb'XUi Yf\UZh'ini 'g]W`Yfbž'V'Y]Vh'UVni k UfhYb'"8Yf
XYa c[fUZ]gW`Y'K UbXY`nY][h'VYfY]hg'Ynh'YfghY'5i gk]f_i b[Ybž
XU'X]Y'5bnU\`XYf'ØVYf'*) !`À\ f][Yb'V]g'&\$(\$`Ui Z'a]bXYghYbg'&&ž+
A]''cbYb'k UW`gYb'k]fX'"K `À\ fYbX'X]Y'FYbhYb'k Y]hYf\]b`X]Y
<Ui dhei Y`Y'XYg'9]b_ca a Ybg]a '5'hYf'V'Y]VYbž'g]bX'j]Y`Y
GYb]cfYb'j cb'5'hYfgUfa i h'VYhfcZZYbž'XYfYb'F UhY'i bhYf'XYb'ØVYf
*) !`À\ f][Yb'&\$&'VY]'%, ž%`i`U["'8]Y'[Yd`UbhYb'FYZcfa Yb
a ØggYb'bi b]a '6i bXYghU['Y]b[YVfUW`h'k YfXYbž'i a 'k]f_gUa
k YfXYb'ni '_ØbbYb"

8YhU]`g	
J c fZU``	; YgYhn[YVi b[
C fh	8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "]bZfUb_Yb"XY • k k k "XYi hgW`Y! fYbhYbj Yfg]W`Yfi b["XY • k k k "VdV"XY

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