

F Yj c`i h]cb`]b`XYf`NU\ba`YX]n]b.`<Y]`Yb
c\bY`6c\fYb`Ua`&"`>b]°

5a`\$&"\$*"\$&\$&)`X]g_i`h]Yfh`DfcZ`8f`7\f]gh]Ub`Gd`]Yh\`]b
; fY]Zgk`U`X`bYi`Y`5bgÅhnY`ni`f`?`Uf]Ygh\YfUd]Y`]a
6Øf[`YfgW\`UZhggUU`"9]bhf]hh`ZFY]°

6Øf[`YfgW\`UZhggUU`XYg`; fY]Zgk`U`XYf`F`Uh\`Ui`gYgž`%+(,`-`
; fY]Zgk`U`X`ž`8`Yi`hgW\`UbX`!`#`b`XYf`NU\ba`YX]n]b`[`]Vh`Yg`Y]bY`
ghYh][`Y`K`Y]hYfYb`hk`]W\`i`b[`XYf`A`Yh\cXYb`ni`f`6Y\`UbX`i`b[`]j`cb`
?`Uf]Yg`"5a`A`cbhU[`ž`XYb`\$&"\$*"\$&\$&)`ž`Z]bXYh`i`a`%+.`\$`\$`I`\`f]a`
6Øf[`YfgW\`UZhggUU`XYg`; fY]Zgk`U`XYf`F`Uh\`Ui`gYg`Y]b`J`cfhfU[`]j`cb`
DfcZ`8f`7\f]gh]Ub`Gd`]Yh\`]a`F`U\`a`Yb`XYf`J`cf`Ygi`b[`gfY]\`Y`
I`b]j`Yfg]hÅh]a`F`Uh\`Ui`g`ghUhh`8`Ug`H\`Ya`U`Ui`hYh`6c\fYb`cXYf`
\Y]`Yb.`bYi`Y`5bgÅhnY`]b`XYf`?`Uf]Ygh\YfUd]Y`ž`XYf`j`cb`XYf`GhUXh`
; fY]Zgk`U`X`i`b`X`XYf`I`b]j`Yfg]hÅh`; fY]Zgk`U`X`cf[`Ub]g]Yfh`k`]fX`"8`Yf`
9]bhf]hh]gh`ZFY]"

HfUX]h]cbY`k`]fX`?`Uf]Yg`U`g`?`fUb`\`Y]h`VYhfUW\`hY`hž`VY]`XYf`@ØW`Yf`
]b`XYb`NÅ\`bYb`Yb`hghY\`Yb`ž`X]Y`X`Ubb`d`ca`V]Yfh`k`YfXYb`a`ØggYb`"
8]YgY`5bg]W\`h`ÅbXYfh]g]W\`Y`XcW\`ni`bY\`a`YbX`"9I`dYfhYb`gY\`Yb`
?`Uf]Yg`U`g`Y]bY`W\`fcb]gW\`Y`9f`fUb`_i`b[`ž`X]Y`X`Ug`;`Y]W\`[`Yk`]W\`h`
nk`]gW\`Yb`A`]bYfU`]Yb`i`b`X`NÅ\`bYb`VYY]bhfÅW\`h][`h`8`Ug`
?`Uf]Yga`UbU[`Ya`Yb`h`n]Y`h`X`Uf`Ui`Z`UV`ž`X]Y`?`Uf]YgU`_h]j`]hÅh`ni`
fYXi`n]YfYb`cXYf`Xi`fW\`F`Ya`]bYfU`]gUh]cb`gc[`Uf`ni`\`Y]`Yb`ž`c\bY`
X`Ugg[`YVc\`fh`k`YfXYb`a`i`gg`"8]Yg`_Øbb`hY`b]W\`h`bi`f`X]Y`
6Y\`UbX`i`b[`ga`Yh\cXYb`fYj`c`i`h]cb]YfYb`ž`gcbXYfb`Ui`W\`X]Y`
Ågh\`Yh]gW\`Y`i`b`X`Z`b`_h]cbY`Y`F`Y\`UV`]hUh]cb`XYf`NÅ\`bY`
i`bhYfghØhnYb`"

6]ca`]a`Yh]gW\`Y`5bgÅhnY`]b`XYf`
?`Uf]Ygh\`YfUd]Y`

⊕`XYf'a cXYfbYb`NU\b\Y]_i bXY`[Yk]bbh'X]Y`V]ca]a Yh]gWXY
NU\ba YX]n]b`Ub`6YXYi hi b[" <]YfVY]`k]fX`XUg`Df]bn]d`XYf
BUWU\ a i b[`XYf`BUhi f`j YfZc`[hž`i a `Y]bY`bUhØf`]WXY
FYghUi f]Yfi b[`XYf`NÀ\bY`ni `YffY]WXYbž`k cVY]`X]Y`a YWU b]gWXYbž
V]c`c []gWXYb`i bX`cdh]gWXYb`9][YbgWUZhYb`XYf`NÀ\bY
VYfØW_g]W h][h`k YfXYb`"A]b]a U`]bj Ug]j Y`A Yh\cXYb`i bX
\cWk Yfh][Yž`a YhU`ZfY]Y`A UhYf]U`]Yb`ghY\Yb`]a `J cfXYf[fi bX`"8Yf
9f\U`h`XYf`bUhØf`]WXYb`NU\bgi VghUbn`]gh`YbhgWXY]XYbXž`XU
[Ygi bXY`NÀ\bY`Y]b; `Y]W [Yk]W h`nk]gWXYb` : Ygh][_Y]h`i bX
9`Ugh]n]h`h`Ui Zk Y]gYb"

HYWbc`c []gWXY` : cfhgWf]hY`Yfa Ø[`]WXYb`Yg`Yhnhž`?Uf]Yg`Xi fW
]bbcj Uh]j Y`A Yh\cXYb`k]Y`X]Y`J Yfk YbXi b[`j cb`7U`W]i a d\cgd\Uh
GmghYa Yb`ni `VY\UbXY`bž`X]Y`Y]bY`b]W h]Zi cf]X]gWXY
FYa]bYfU`]gUh]cb`i bhYfghØhnYb`"8]YgY`GmghYa Y`g]bX`XUfUi Z
Ui g[Y`Y[hž`X]Y`6]cj YfZØ[VUf_Y]h]j cb`7U`&Z`i bX`DC (` !€bYb`ni
j YfVYggYfbž`k Ug`VYgcbXYfg`i bhYf`6YX]b[i b[Yb`k]Y
<mdcgU`]j Uh]cb`j cb`6YXYi hi b[`]gh`"8Yf`9]bgUhn]j cb`7UgY]b
D\cgd\cdYdh]X!5a cfd\ci g`7U`W]i a `D\cgd\UhY`f7DD!57DŁ\Uh
g]W `YVYbZU`g`U`g`j]Y`j YfgdFYWXYbX`Yfk]YgYbž`XU`X]YgY
BUbc_ca d`YI Y`]b`XYf`@U[Y`g]bXž`€bYb`i bhYf`gUi fYb
6YX]b[i b[Yb`ZfY]ni gYhnYb`i bX`gca]h
8Ya]bYfU`]g]Yfi b[gdfcnYggY`ni `]b\]V]YfYb"

Ni gUa a YbZUggi b[`XYf`bYi YghYb 9bhk]W_`i b[Yb

⊕`XYf`X][]hU`Yb`NU\ba YX]n]b`\Uh`X]Y`V]ca]a Yh]gWXY
<YfUb[Y\Ybgk Y]gY`XUg`N]Y`ž`X]Y`V]ca YWU b]gWXY`i bX
Àgh\Yh]gWXY`⊕hY[f]h`h`XYf`NÀ\bY`ni `fY`_cbghfi]YfYb`"Ni _ØbZh][Y
9bhk]W_`i b[Yb`_ØbbhYb`X]Y`_]b]gWXY`5bk YbXi b[`j cb
V]ca]a Yh]gWXYb`5bg`ÀhnYb`Yf\YV`]W `j cfU bVf]b[Ybž`XUfi bhYf`Ui W
X]Y`J Yfk YbXi b[`j cb` : i b_h]cbgcdh]a]YfhYb` !Hf]WU`W]i a d\cgd\Uh
f7DŁ`cXYf`bUhØf`]WXYb`DfcXi _hYb`k]Y` ; U`U`W]bYbg]g`i bX
<YgdYf]X]bž`X]Y`XUg`DchYbn]U` \UVYbž`X]Y`FYa]bYfU`]gUh]cb`ni
ZØfXYfb"

8]Y`FY`Yj Ubn`X]YgYf`H\Ya Yb`k]fX`b]W`h`bi f`Ua `6Y]gd]Y``XYf
 Jcf`Ygi b[gfY]\Y`]b` ; fY]Zgk U`X`XYi h]W`ž`gcbXYfb`Ui W`]b`XYf
 _`]b]gW`Yb`DfUi]gž`k c`XYf` : c`_i g`ni bY`a YbX`Ui Z`k Yb][Yf
]bj Ug]j Yb`HYW`b]_Yb`[Y`Y[h`k]fXž`X]Y`XYb`9f`U`h`j cb`bU`h`f`]W`Yf
 NU`bgi VghUbn`df]cf]g]YfYb" K Y]hYfY` ðZcfa Uh]cbYb`ni f
 JcfhfU[gfY]\Y`Z]bXYb`G]Y`Ui ZXYf`K YVgY]hY`XYf`i b]j Yfg]h`h
 ; fY]Zgk U`X` \]Yf"

ðg[YgUa h`V]YhYh`X]Y`VU`bVfYW`YbXY` : cfgW`i b[g`!`i bX
 9bhk]W`_i b[gUfVY]h]b`XYf`? Uf]Ygh\YfUd]Y`gdUbbYbXY
 DYfgdY`_h]j Yb`Z0f`X]Y`Ni _i bZi`i bX`Yf0ZbYh`bYi Y`K Y[Y`ni f
 6Y`UbX`i b[`j cb`? Uf]Ygž`X]Y`b]W`h`bi f`X]Y` ; Ygi bX`Y]h`XYf`N`a`bY
 Z0fXYfbž`gcbXYfb`Ui W`]XYfYb`Y`gh\Yh]_`VYk U`fYb`_0bbYb"

8YhU]`g	
JcfZU``	Gcbgh][Yg
Cfh	60f[YfgW`UZhggUU`XYg ; fY]Zgk U`XYf FUh`Ui gYgž`%+(, - ; fY]Zgk U`Xž`8Yi hgW`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "i b]![fY]Zgk U`X`XY • da WbWW]"b`a "b]\ "[cj • k k k "nk]b[Y!nU`ba YX]n]b"XY

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