

6Øf[Yfa Y]ghYf!K U\`_Ua dZ. 'K Yf`Ø[h'i bX k Yf'gU[h'X]Y'K U\ f\Y]h3

⊕Zcfa]YfYb'G]Y'g]W\`ØVYf'XYb'6Øf[Yfa Y]ghYfk U\`_Ua dZ]b
; fØbghUXh'GhfUHY []Ybž'?UbX]XUhYb'i bX'XYfYb'5bgÄhnY'Ua
) " ' † b] ' & \$ &) "



; fØbghUXhž'8Yi hgW\`UbX'!5a ') " ' † b] ' & \$ &) 'ghY\Yb']b'j]Y`Yb
?ca a i bYb'X]Y'6Øf[Yfa Y]ghYfk U\`Yb'Ubž'i bX'X]Y'?UbX]XUhYb
gYhnYb'U`Yg'XUfUbž]a'UbghY\YbXYb'K U\`_Ua dZ'ni'ØVYfnYi [Yb"
⊕'X]YgYa'gdUbbYbXYb'K YhghfY]h'i a'X]Y'Gh]a a Yb'XYf'K Ä\`Yf
gd]Y'h'X]Y'K U\`_Ua dZghfUHY []Y'Y]bY'YbHgW\Y]XYbXY'Fc`Y"8]Y
GhfUHY []Yb'fY]W\Yb'j cb'XYf'9bhk]W`i b['Y]bYg'_`UfYb
A Uf_YbdfcZ]g'V]g'\]b'ni f'A cV]']g]Yfi b['XYf'5b\`Äb[YfgW\UZh"

9]b'k]W\h[Yf'Di b_h]gh'X]Y'9fghY`i b['Y]bYf'i a ZUggYbXYb
@Y]ghi b[g! 'i bX'9fZc`[gV]'Ubnž'VYgcbXYfg'ZØf'5a hg]b\UVYf"8]YgY
A U» bU\ a Y]gh'YggYb]h]Y`ž'i a'X]Y'K Ä\`Yf'j cb'XYf'Y] [YbYb'5fVY]h
ni'ØVYfnYi [Yb"5i W\Y]bY [Yn]Y'hY'K Ä\`YfdchYb]h]U'UbU`mgY'_Ubb
Ui ZhY][Ybž'k c'g]W\`<cW\Vi f[Yb'i bX'DfcV`Ya VYn]f_Y'VYZ]bXYb"

Gc`WXY`8UhYb`g]bX`[fi bX`Y[YbXž`i a`X]Y`5bgdfUWXY`YZZ]n]Ybh`ni
[YghU`hYbž`k Ug`X]Y`6YXYi hi b[`Y]bYf`gcf[Z`A`h][Yb`5bU`mgY
i bhYfghfY]W`h"@Ui h`dc`h]_a Uf_Yh]b["XY`[]`h`X]YgY
gmghYa Uh]gWXY`J c f[Y`Yb`gk Y]gY`U`g`Y]bYf`XYf
bYi bYfZc`[g_f]h]gWXYb`6Ui ghY]bY`Z0f`Y]bYb`YfZc`[fY]WXYb
K U`_Ua dZ`

8 Ug`f]W`h][Y`H]a]b[`i bX`6fUbX]b[

H]a]b[`]ghU`Yg]a`K U`_Ua dZ`9]b`_UfYf`NY]hd`Ub`Z0f`X]Y
5bgdfUWXY`XYf`K A`Yf`i bX`X]Y`2 ZYbh]W`_Y]hgUfVY]h`]gh
i bj Yfn]W`hVUf`"?UbX]XUhYbž`X]Y`Zf0`nY]h][`]`fY`_ca`a`i`b]_Uh]j Yb
A U`bU`a Yb`ghUfhYbž`0`bYb`X]Y`5i Za Yf_gUa`_Y]h`Ui Zg]W`
`Yb`_Yb`i bX`]`fY`6chgW`UZhYb`k]f_gUa`_j YfVfY]hYb`"5i W`X]Y
9bhk]W`_i b[`Y]bYg`d`f`A[bUbhYb`A Uf_YbdfcZ]`g`Z0f`XYb`?UbX]XUhYb
]gh`k]W`h]["`9g[]`hž`_UfY`?YfbVchgW`UZhYb`ni`XYZ]b]YfYbž`X]Y`X]Y
Dcg]h]cb]Yfi b[`i bhYfa Ui Yfb`i bX`X]Y`K A`Yf`Ub`gd`fY`WXYb`gc`Yb`

8]Y`K U`_Ua dZd`Ubi b[`VY[]bb`h`c`Z`h`g`W`cb`b`U`W`X`Y`f`Y`h`h`Y`b`K U`_`
K]Y`Vi bXYghU[gk U`!V`k "XY`Yf`Ai hYfhž`YfZc`[h`X]Y`5i gk U`_XYf
?UbX]XUh]b`c`XYf`XYg`?UbX]XUhYb`i bX`X]Y`J`c`f`V`Y`f`Y]h`i`b[`XYg
K U`_dfc[fUa`a`g`]b`XYf`F`Y[Y`Y]b`X`f`j`c`f`XYa`K U`_hYfa]b`9hk U
j]Yf`V]g`Z0b`Z`A`cb`UhY`j`c`f`Y`f`Z]b`XYb`J`Y`fh`U[g`d`U`fh`Y]h`U[Y`gh`U`hž`i`a
nYb`hf`U`Y`K U`_Ua dZ`h`Ya Yb`ni`d`f`A`g`Y`b`h]Y`f`Y`b`

GhfUhY[]gWXY`B`Y`h`nk`Yf`_V]`X`i`b[`i`b`X a`c`X`Y`f`b`g`h`Y`?`c`a`a`i`b]_Uh]c`b`g`a`]h`h`Y`

9]b`k`Y]hYfYf`5gdY`_h]gh`X`U`g`B`Y`h`k`c`f`_]b["`9]b`ghUf`_Yg`B`Y`h`k`Y`f`_`a`]h
j`Y`fg`W`]Y`X`Y`b`Y`b`i`fi`dd`Y`b`i`b`X`C`f[`Ub]gUh]cbYb`j`c`f`C`fh`_`U`bb`X`Y`b
Y`bh`g`W`Y]X`Y`b`X`Y`b`J`c`f`h`Y]`i`a`K U`_Ua dZ`V`f]b[Yb`"?UbX]XUhYb
gc`hYb`fY[Y`a`A`»][]b`G`Y`f`j`]W`!7`i`V`gž`?`]f`W`Y`b`i`b`X`g`c`n]U`Y`b
J`Y`f`V`A`b`X`Y`b`d`f`A`g`Y`b`h`g`Y]bž`i`a`X`U`g`J`Y`fh`U`i`Y`b`X`Y`f`6`Y`j`0`_`Y`fi`b[`ni
[Yk]bbYb`

8]Y`Bi`h`ni`b[`j`cb`G`c`W]U`A`Y`X]U`k`]f`X`Y`V`Y`b`Z`U`g`]a`a`Y`f`k`]W`h][Yf`
D`U`h`h`z`c`fa`Y`b`k`]Y`i`U`W`V`cc`_`V]Y`h`Y`b`X]Y`A`0[`]W`_Y]hž`a`]h`i`K`A`_`Y`fb`]b

?cbhU_h'ini 'hfYhYb'i bX'X]fY_hYg': YYXVUW_ni 'Yf\U'hYb'"<]Yf
 gW\`U[Yb'X]Y'K U\`_Ua dZghfUHY[Yb'j cfž'Y]b'X][]hU'Yg': Ub_fY]g
 Ui ZVUi Ybž'i a 'Y]bY'ϑhYFU_h]cb'a]h'XYb'K Å\`Yfb'ni 'ZÖfXYfb"
 N]Y'[Yf]W\hYhY'A U)]b[gž'VYgcbXYfg'Ub'GYb]cfYb'i bX'9fghk Å\`Yfž
 g]bX'k Y]hYfY'ϑghfi a YbhYž'i a 'X]Y'K Å\`YfgW\UZh'ni 'YffY]W\Yb"

K U\`_Ua dZ]gh'ghÅbX][Yf'K UbXY`.'J cf`Yb hgW\Y]XYbXYb
 K U\`_Åa dZYb`Z]bXYb'cZi'Ui W\`[fc»Y'8]g_i gg]cbYb'i bX'HJ!8i Y`Y
 ghUhh"8]YgY'9fY][b]ggY'_ÖbbYb'X]Y'A Y]bi b['XYf'K Å\`Yf
 YbhgW\Y]XYbX'VYY]bZi ggYb'i bX'gc`hYb'ghfUHY[]gW\`[Ybi hnh
 k YfXYbž'i a 'X]Y'Y][YbYb'6chgW\UZhYb'k Y]hYfni hfU[Yb"
f\`Y]bdZU`n"XY`VYf]W\hYhž'XUgg'X]YgY'8mbUa]_Yb'X]Y'?UbX]XUhYb
 gck c\`j cf<YfUi gZcfXYfi b[Yb'U'g'Ui W\`j cf[fc»Yb'7\UbW\`b
 ghY`Yb"

ϑg[YgUa h'nY][h'g]W\ž'XUgg'Y]b'YfZc`[fY]W\Yf'K U\`_Ua dZY]bY
 Xi fW\XUW\hY'GhfUHY[]Y'YfZcfXYfh"8]Y'?ca V]bUh]cb'Ui g
 A Uf_hZc'fgW\i b[ž'fYW\hnY]h][Ya ' <UbXY'bž'ghUf_Ya 'BYhk cf_]b[
 i bX'YZZY_h]j Ya '6fUbX]b['g]bX'X]Y'GW\`ØggY`ni a '5i Zgh]Y[']b'XYf
 dc`]h]gW\Yb'@UbXgW\UZh"CV'X]Y'?UbX]XUhYb'X]YgY
 J cfUi ggYhni b[Yb'YfZØ`Ybž'k]fX'g]W\`]b'XYb'_ca a YbXYb'K cW\Yb
 \YfUi gghY`Yb"

8YhU]`g	
J cfZU``	K U\`Yb
C fh	; fØbghUXhž'8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "f\`Y]bdZU`n"XY • k k k "dc`]h]_a Uf_Yh]b["XY • k k k "Vi bXYghU[gk U\`!Vk "XY

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