

Dc`nY]W\YZ<]`VYfh.`BYi Yg`@]cbg!>U\ f`]b
< c mYfgk YfXU`[YghUfhYh°

Dc`nY]W\YZHcV]Ug`<]`VYfh`ØVYfb]a a h`&\$&) `X]Y
DfÀg]XYbhgW UZh`XYg`@]cbg`7`i V`< c mYfgk YfXU`i bX`ZØfXYfh
<]Zgdfc`Y`_hY`ZØf`6YXØfZh][Y"



< c mYfgk YfXUž`8 Yi hgW\`UbX`!`#`< c mYfgk YfXU`\`Uh`Y]b`K`YW\gY`
Ub`XYf`Gd]hnY`XYg`Øfh]W\Yb`@]cbg`7`i Vg`ghUhh[YZ`bXYb`"
Dc`nY]W\YZ`HcV]Ug`<]`VYfh`ØVYfb]a a h`ZØf`XUg`@]cbg!>U\ f
&\$&) #&\$&`*`X]Y`DfÀg]XYbhgW UZh`bUW\XYa`Yf`ni`j`cf`U`g`YfghYf
J]nYdfÀg]XYbh`h`h]h[`k`Uf`"8`Y`', VYf[UVY`j`cb`f`YW\hgUb`k`U`h`>Jb
?fY[Y`]b`Ub`<]`VYfh`a`Uf_]Yfh`Y]b`Yb`bYi`Yb`5VgW\`b]h`ZØf`X]Y
Cf[Ub]gUh]cbž`X]Y`VYfY]hg`gY]h`%-`-`'`U`_h]j`'`]gh`"5`_hi`Y`"U`h`XYf`@]cbg
7`i`V`< c mYfgk YfXU`]bg[YgUa`h`&`'`A`]h[`]YXYfž`XUfi`bhYf`Y]b`Y`Vi`bhY
A`]gW\i`b[`Ui`g`l`bhYfb`Y`a`Yfb`ž`gh`Xh]gW\Yb`A`]hUfVY]hYfb`i`bX
Dc`n]ghYbž`X]Y`g]W\`[`Ya`Y]bgUa`ZØf`gc`n]U`Y`Nk`YW`_Y`Yb[U[]YfYbž
k`]Y`GÅW`g]gW\Y`"XY`VYf]W\hYh"

9]b`nYbhfU`Yg`N]Y`j`cb`<]`VYfhg`DfÀg]XYbhgW UZh`k`YfXYb`X]Y

5_hj] jhÅhYb`ja`F U\ a Yb`XYg`<Y`Yb!`?Y`Yf!`& \ fYg`&\$&) `gY]b``8]Y
k Y`hk Y]h`VY`_UbbhY`5_hj]]gh]b`i`bX`GW\ f]ZhghY`Yf]b`<Y`Yb`?Y`Yf`
ZcfXYfh`gY]h`%- &) `X]Y`@]cbg`Ui`Z`g]W\ `U`g` F]hhYf`XYf`6`]bXYb`ni
Yb[U[]YfYb``8]YgYf`5i`Zfi`Z`ni`f`i`bhYfgh`Øhni`b[`j`cb`A`YbgW\`Yb`a`]h
GY\`VY\`]bXYfi`b[Yb`\`Uh`V]g`\`Yi`hY`b]W\`hg`Ub`5_hi`U`]hÅh`Y]b[YVØ»`hž
k]Y`@]cbg`&`hYfbUh]cbU`ja`F U\ a Yb`XYg`%\$`\$!`Å\`f][Yb`&`V]`Åi`a`g
X]YgYf`&`h]Uh]j`Y`\`Yfj`cf\`YVh``6Y]a`VYj`cfghY\`YbXYb
]bhYfbUh]cbU`Yb`?`cb[fYgg`]b`C`f`Ub`Xc`k`]fX`a`]h`Y]bYa`VYgcbXYfYb
6`]W`_`Ui`Z`?`Y`Yfg`9fVY`Y]bY`J`]Y`nU\`Ub`Dfc`Y`_`hYb`ni`a`K`c`\`Y`XYf`
g]W\`hVY\`]bXYfhYb`A`YbgW\`Yb`j`cf[YghY`hž`gc`DfbYk`gk`]fY"

9b[U[Ya Ybh`i`bX`5_hj]]hÅhYb

8Yf`@]cbg`7`i`V`<`cmYfgk`YfXU`d`Ubh`VYfY]hg`ZØf`X]Y`_`U`hY
& \ fYgnY]h`9]b`i`&`Ø\`k`Y]bghUbX`k`]fX`VY]a`k`Y]\`bUW\`h`]W\`Yb
HYgW\`Yba`Uf`_`h`Ui`Z[YghY`hž`XYggYb`F`Y]bYf`Øg`a`]`X`hÅh][Yb
Nk`YW`_`Yb`ni`[`i`hY`_`ca`a`h``8`UfØVYf`\`]bUi`g`k`]fX`ni`f`i`bhYfgh`Øhni`b[
VYXØfZh][Yf`A`YbgW\`Yb`6f]`Yb`[YgUa`a`Y`h`X]Y`Yb`hgdfYW\`YbXY
GdYbXYbVcl`ghY\`h]a`Hi`fa`!`F`Ui`a`XYf`&`\`UbbYg_]fW\`Y`i`bX`_`Ubb
X]YbghU[g`i`bX`XcbbYfghU[g`nk`]gW\`Yb`%\$`i`bX`%`i`f`VYgi`W\`h
k`YfXYb``8]Yg`U`Y`g`nY][hž`XUgg`<`]VYfhg`Yb[Yg`A`]hY]bUbXYf`a`]h`XYf`
;`Ya`Y]bgW\`UZh`Y]b`k`]W\`h][Yf`6YghUbXhY]`gY]bYf`DfÅg]XYb`hgW\`UZh
gY]b`k`]fX"

K`Ug`j`]Y`Y`b]W\`h`k`]ggYb.`8]Y`@]cbg`7`i`Vg`\`UVYb`ØVYf`%ž(`A`])`cbYb
A`h][`]YXYf`]b`a`Y`\`f`U`g`(-`"\$`\$`\$`7`i`Vg`k`Y`hk`Y]h`&`8Yi`hgW\`UbX
[]Vh`Yg`ØVYf`%")`\$`\$`@]cbg`7`i`Vgž`X]Y`g]W\`]b`j`YfgW\]YXYbYb
Dfc`Y`_`hYb`ZØf`X]Y`J`YfVYggYfi`b[`XYf`@VYb`gVYX]b[`i`b[Yb`j`cb
A`YbgW\`Yb`Y]bgYhnYb``8]Y`C`f[Ub]gUh]cb`ZcW`g]Yfh`g]W\`ghUf`_`Ui`Z
&`h]Uh]j`Y`fi`bX`i`a`XUg`H\`Ya`U`GY\`Ybž`XUfi`bhYf`Ui`W\`
5i`[Ybi`bhYfgi`W\`i`b[Ybž`a`cV]`Y`5i`[Yb`_]b`_Yb`i`bX`X]Y
6YfY]hghY`i`b[`j`cb`?`UhUfU`_`h!`C`dYfUh]cbYb``8]YgY`9b[U[Ya`Ybhg
k`YfXYb`Xi`fW\`X]Y`@]cbg`7`i`Vg`&`hYfbUh]cbU`i`ci`bXUh]cb
i`bhYfgh`Øh`hž`X]Y`a`U»[YV`]W\`XUfUb`UfVY]hYhž`XYb`Ni`[Ub[`ni
5i`[Yb\`Y]`_i`bXY`ni`j`YfVYggYfb`i`bX`5i`[YbYf`_`fUb`_i`b[Yb
j`cfni`VYi`[Ybž`k`]Y`@]cbg`XY`j`Yfa`Yf`_`h"

9]bY`VYXYi`hYbXY`HfUX]h]cb

<Y`Yb`?Y`Yfg`5ddY`Ub`X]Y`@]cbg`]gh`b]W`h`b`i`f`Y]b`Y`\]ghc`f]gW`Y
 B`ch`Y`ž`gcb`XYfb`Ui`W`Y]b`5i`Zfi`Z`Ub`Y`XY` ; Yb`Yf`Uh]cb`ž
 J`Yf`Ub`hk`cf`hi`b[`ni` `ØV`Yfb`Y`a`Yb`"G]Y`V`Y`h`c`b`h`Y`X]Y`K`]W`h][`_Y]h`j`cb
 :`f`Yi`b`X`g`W`U`Z`h`i`b`X`5i`Za`Yf`_g`Ua`_Y]h`ZØf`6Y`Ub[`Y`j`cb`A`Ybg`W`Y`b
 a`h`6Y`\]b`XYfi`b[`Yb`i`b`X`Zc`f`XY`fh`k`Y]h`Y`f`\]b`i`bh`Y`f`gh`Ø`h`ni`b[`ZØf`
 ð]h]Uh]j`Yb`ž`X]Y`Ui`Z`6]`Xi`b[`i`b`X`D`f`Å`j`Yb`h]cb`UV`n]Y`Yb`" `Δ`f`9`f`V`Y
]bg`d]f]Y`f`h`b]W`h`b`i`f`@]cbg`J`Y`f`Y]b`ga`]h[`]Y`X`Y`f`ž`gcb`XYfb`Ui`W`j`]Y`Y
 9b[`U[`]Y`f`h`Y`k`Y`h`k`Y]h`ž`X]Y`g]W`ZØf`Y]b`Y`V`Y`g`g`Y`f`Y`Ni`_i`b`Z`h`ZØf`V`]b`XY
 i`b`X`g`Y`V`Y`\]b`XY`fh`Y`A`Ybg`W`Y`b`Y]bg`Y`h`n`Y`b`"

8`Y`f`@]cbg`7`i`V`<`c`m`Y`f`g`k`Y`f`X`U`n`Y][`h`i`a`]h`i`g`Y]b`Y`b`5`_h]j`]h`Å`h`Y`b`i`b`X
 X`Y`a` `b`Yi`Y`gh`Y`b`i` :`Ø`\`fi`b[`gk`Y`W`g`Y`ž`X`U`g`g`a`Ub`V`Y`f`Y]h`]gh`ž`b`Yi`Y
 K`Y[`Y`ni`i`[`Y`\`Y`b`ž`i`a` `Y]b`Y`b`d`c`g]h]j`Yb`i`bh`Y`f`g`W`]Y`X`ni`a`U`W`Y`b`"
 9]b`Y`9`b`h`k`]W`_i`b[`ž`X]Y`b]W`h`b`i`f`ZØf`X]Y`A`]h[`]Y`X`Y`f`ž`gcb`XYfb`Ui`W`
 ZØf`X]Y`[`Y`g`Ua`h`Y` ; Ya`Y]bg`W`U`Z`h`j`cb`[`f`Ø`»`h`Y`f`6`Y`X`Y`i`h`i`b[`]gh`"

8`Y`h`U]`g`	
C`f`h`	<`c`m`Y`f`g`k`Y`f`X`U`ž`8`Y`i`h`g`W`Y`U`b`X`
E`i`Y`Y`b`	<ul style="list-style-type: none"> • k`k`k`"g`U`Y`W`g]g`W`Y`"X`Y` • k`k`k`"d`f`b`Y`k`g`k`]f`Y`"W`ç`a` • k`k`k`"`]cbg`"X`Y`

6`Y`gi`W`Y`b`G]Y`i`bg`Ui`Z`b`!U[`b`Y`h`