

: fY]Vi f[g`Ghi fa `j cf`@Y]\Y.
HU`YbhgW\ a]YXY`n]Y\h`ni `8mbUa c
8fYgXYb`°

8mbUa c`8fYgXYb`nY][h`hYfYggY`Ub`G7` : fY]Vi f[g`HU`Ybh
M\bb`Ghi fa ž`XYf`]b`XYf`&`"6i bXYg`][U`Gd]Y`dfUI]g`gUa a Y`b
gc`""



8fYgXYbž`8Yi hgW\`UbX`!`M\bb`Ghi fa ž`XUg`&\$!`Å\`f][Y`HU`Ybh`Ui g
: fY]Vi f[ž`ghY`h`j`cf`Y]bYf`gdUbbYbXYb`bYi Yb`<`YfUi gZc`fXYfi b["
B U\W`Y]bYf`YfZc`[fY]W\Yb`GU]gcb`]b`XYf`FY[]cbU``][Už`]b`XYf`Yf`]b
'`\$`Gd]Y`Yb`%)`HcfY`Yfn]Y`hYž`d`Ubh`XYf`G7` : fY]Vi f[ž`XYb
hU`Ybh]YfhYb`@]b_gUi »Yb`Ub`Y]bYb`Nk`Yh`][]ghYb`Ui`gni`Y]\Yb``8Yf
;`fi`bX3`Gd]Y`dfUI]g``8Yf`J`YfY]b`]gh`ØVYfnYi [hž`XUgg`Ghi fa `Yfgh
bcW`X]Y`bØh][Y`9fZU\fi b[`gUa a Y`b`a i ggž`VYj cf`Yf`XYb`Gdfi b[
]b`X]Y`DfcZ]a`UbbgW`UZh`k`U[h``8]Yg`VYf]W`hYh`**VUXYb&("XY"**

8Yf`G7` : fY]Vi f[`h`VYfY]hg`Y]b][Y`h`hYfYggYb`hYb`ZØf`Ghi fa ž
XUfi bhYf`8mbUa c`8fYgXYb`i bX`<c`ghY]b`?`]Y``6YgcbXYfg

gdUbbYbX`_ÖbbhY`Y]b`K`YWXgY`ni`8mbUa`c`8fYgXYb`k`YfXYbž`k`c`
Yf`Ui`ZHfU]bYf`H\ca`Ug`GhJa`a`hfYZZYb`k`ØfXY`"GhJa`a`]gh`VY`_Ubbh`
Ui`g`gY]bYf`NY]h`VY]a`G7`:`fY]Vi`f[`ž`k`c`Yf`j`cb`&\$%)`V]g`&\$&(`h`h][`
k`Uf`i`bX`X]Y`G;`8`]a`A`U]`&\$&)`ni`fØW`_]b`X]Y`&`6i`bXYg`][`U`ZØ`fhY`"
8]YgY`J`YfV]bXi`b[`_ÖbbhY`ZØf`Ghi`fa`]j`cb`J`cfhY]`gY]bž`XU`Yf`]b`
Y]bYa`]j`YfhfUi`hYb`l`a`ZY`X`[`YZØfXYfh`k`YfXYb`_ÖbbhY`"

A`Uf`_hk`Yfh`i`bX`?`Uff]YfYWX`Ub`W`b`

5_hi`Y`""Y[`h`XYf`A`Uf`_hk`Yfh`j`cb`M`Ubb`Ghi`fa`VY]`)`\$\$"\$\$\$`9i`fcž`
k`Ug`]\b`ni`Y]bYa`[`YZfU[`hYb`Gd]Y`Yf`]b`XYf`XYi`hgWX`Yb`
:`i`»`VU`""`Ub`XgWX`UZh`a`UWX`h`"BYVYb`gY]bYf`<`Ui`dhdcg]h]cb`U`g`
@]b`_gUi`»`Yb`_`Ubb`Yf`Ui`WX`]a`c`ZYbgj]`Yb`A`]hhY`ZY`X`c`XYf`U`g`
F`YWX`hgUi`»`Yb`Y]b[`YgY`hnh`k`YfXYb`"Hfchn`gY]bYg`†`b[`Yb`5`hYfg`j`cb`
&\$`»\fYb`Vf]b[`h`Ghi`fa`VYfY]hg`Y]b[`Y`E`i`U`h`hYb`a`]h`9]bY`;`fØ»`Y`
j`cb`%ž`&`a`i`bX`X]Y`A`Ø[`]WX`_Y]hž`a`]hgY]bYa`fYWX`hYb`:`i`»`df`An]gY`
D`ÄggY`i`bX`G`WX`ØggY`UVni`[`YVYbž`a`UWX`Yb`]\b`ni`Y]bYa`
j`]Y`gY]h[`Yb`Gd]Y`Yf`"5_hi`Y`""gd]Y`h`Yf`ZØf`X]Y`nk`Y]hY`A`UbbgWX`UZh`
XYg`G7`:`fY]Vi`f[`i`bX`_`cbbhY`gY]b`HU`Yb`h`VYfY]hg`]b`j`YfgWX`]YXYb`Yb`
‡`[`Yb`Xa`UbbgWX`UZh`Yb`i`bhYf`6Yk`Y]g`ghY`"Yb`ž`gY]hXYa`Yf`&\$%*`XYa`
G7`:`fY]Vi`f[`VY][`YhfYhYb`]gh`"

8]Y`9b`hgWX`Y]Xi`b[`ZØf`Y]bY`@Y`\Y`_ÖbbhY`g]WX`U`g`_`i`[`
\YfUi`gghY`"Yb`"8Yf`G7`:`fY]Vi`f[`\Uh`b]WX`h`bi`f`Ghi`fa`]a`6`]W`ž`
gcbXYfb`ZØfXYfh`Ui`WX`Ub`XYfY`HU`Yb`hY`k`]Y`A`U`l`F`cgYb`ZY`XYfž`XYf`
i`bhYf`HfU]bYf`‡`]Ub`G`WX`i`ghYf`VYfY]hg`YfghY`G`WX`f]hhY`]b`X]Y`
Dfc]ja`UbbgWX`UZh`[`Ya`UWX`h`\Uh`8]Y`9b`hk`]W`_`i`b[`†`b[`Yf`Gd]Y`Yf`
\Uh]a`:`fY]Vi`f[`Yf`J`YfY]b`hfUX]h]cbY`"Y]bYb`\c`Yb`GhY`"Ybk`Yfh`
@Ui`h`hf`Ub`gZY`fa`Uf`_h`XY`]gh`Ghi`fa`]b`5i`gfØghYfZfU[`Yb`a`]h`B`_Y`
Ui`g[`YghUhhY`hi`bX`k`]fX`j`cb`XYf`5[`Yb`hi`f`755`GhY`"Uf`j`YfhfYhYb`"

9]b`6`]W`_`Ui`Z`X]Y`6i`bXYg`][`U!HU`Yb`hY`

MJbb'Ghi fa 'fY]\hg]W\Y]b'j]b'Y]bY'; fi ddY'j]Y'j YfgdfYW\YbXYf
 HU`YbhYžX]Y]b'XYf'6i bXYg`][U']a ' ?ca a Yb'g]bX" `HU`YbhY`k]Y
 >Ja]Y';]hhYbg'j cb'6cfi gg]U'8cfha i bXž'XYf'i bhYf'HfU]bYf'Bi f]
 U\]b'ghY\hi bX'VYfY]hg`*%DZ]W\hg]Y`Y`UVgc`j]Yfh'\Uhž'nY][Ybž
 k]Y`k]W\h][`Yg`]ghž`]b`X]YgYf`@[U'9fZU\fi b[Yb'ni `gUa a Y`b" `5i W
 BUWk i W\ggd]Y`Yf`k]Y`A Uh\mg`HY`j cb'6UmYfb`A ØbW\Yb`cXYf
 5bf]Y`7\UgY`j ca `JZ6`Ghi hh[Ufh'\UVYb`VYk]YgYbž`k]Y`gW\Yb`Y`a Ub
 g]W\Y]bYb`BUa Yb`a UW\Yb`_Ubbž`k Ybb`a Ub`X]Y`7\UbW
 VY`ca a hž`g]W\`ni `VYk Y]gYb" `&X]YgYa `Ni gUa a Yb\Ub[`]gh`Yg
 b]W\h`bi f`ZØf`Ghi fa ž`gcbXYfb`ZØf`j]Y`Y`↑ b[Y`Gd]Y`Yf
 YbhgW\Y]XYbXž`XYb`bÅW\ghYb`GW\fh]h`ni `[Y\Yb`i bX`g]W\`Ui ZXYf
 [fc»Yb`6Ø\Yb`ni `dfÅgYbh]YfYb"

9g`V`Y]Vh`UVni k UfhYbž`k c\]b`X]Y`F`Y]gY`ZØf`MJbb'Ghi fa
 `YhnhYbX`]W\`ZØ\fh" `8cW\Y]bYg`]gh`g]W\Yf. `A]h`XYf`f]W\h][Yb
 l bhYfghØhni b[`i bX`Gd]Y`dfUI]g`\Uh`Yf`U`Y`A Ø[`]W\`Y]hYbž`g]W\`ja
 XYi hgW\Yb`i »VU`Y]bYb`BUa Yb`ni `a UW\Yb" `8]Y`_ca a YbXYb
 K cW\Yb`_ØbbhYb`YbhgW\Y]XYbX`ZØf`gY]bY`?Uff]YfY`k YfXYb"

8YhU]`g	
Cfh	8fYgXYbž`8Yi hgW\`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "VUXYb&("XY • k k k "hfUbgZYfa Uf_h"XY • k k k "Vi bXYg`][U"Wca

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