

GhUfg`Ui Z`XYa `fchYb`HYdd]W\.`<cdY` ; U`U
&\$&) ` _Åa dZh`[Y[Yb`5]Xg`°

5a `+`"GYdhYa VYf`&\$&) `Z]bXYh`ja `8fYgXbYf`GW\Ui gd]Y`\Ui g
X]Y`%+`"<cdY` ; U`U`[Y[Yb`5]Xg`ghUhh`"9f`ÒgY`i bhYfghØhnYb
Dfc`Y`_hY`]b`GØXUzf`_U"



8fYgXYbž`8Yi hgW\`UbX`!`5a `+`"GYdhYa VYf`&\$&) `Z]bXYh`X]Y
VYfY]hg`%+`"6YbYZ]nj YfUbghU`hi b[`ni f`6Y`_Åa dZi b[`j`cb`5]Xg`]b
GØXUzf`_U`]a `8fYgXbYf`GW\Ui gd]Y`\Ui g`ghUhh`"6Y`]X]YgYf
[fc»Ufh][Yb`J`YfUbghU`hi b[`k`]fX`Y]b`fchYf`HYdd]W`g]W\Yf`b]W\h
ZY`\Ybž`XYf`Y]bYb`A`cbUhi`ZfØ\Yf`U`g`[Yk`c`b`h`Ui`g[Yfc`h`k`]fX`
?Øbgh`Yf`i`bX`J`YfUbghU`hYf`a`ch]j`]YfYb`a`]h`Y]bYa`j`]Y`Z`À`h][Yb
Dfc[fUa`a`ni`f`GdYbXYž`i`a`XUg`?]bXYfdfc`Y`_h`<cdY`7UdY`Hck`b`]b
GØXUzf`_U`ni`i`bhYfghØhnYb`"GÅW`g]gW`Y`"XY`VYf]W`hYhž`XUgg`X]Y
9f`ÒgY`[Yn]Y`h]b`X]Y`5i`gV`]Xi`b[`j`cb`ÿfnhYb`i`bX`Gcn]U`UfVY]hYfb
Z]Y»Yb`i`bX`gca`]h`X]Y`GY`Vgh\`]ZY`j`cf`C`fh`gh`Åf`_Yb`gc`Y`Yb`"8Yf
:`c`_i`g`])Y[h`VYgcbXYfg`Ui`Z`XYf` ; Ygi`bX`Y]hgj`c`fgc`f[Y`i`bX`6`]Xi`b[
ZØf`?]bXYf`]b`XYb`Hck`bg\]dgž`i`a`]\bYb`Y]bY`VYggYfY`Ni`_i`bZ`ini
Yfa`Ò[`]W\Yb"

GY]h'XYa 'GhUfh'XYf' ð]h]Uh]j Y'ja ' ÷\f'&\$\$* 'k i fXYb'VYUW'h]WY' &ž+
A]''cbYb'9i fc'bUW'GØXUzf_]U'ØVYfk]YgYb''J]c'U'?`Y]bž'X]Y
ð]h]Uhc]f]b'XYg'Dfc'Y_hYgž'\YVh'X]Y'dcg]h]j Yb'5i gk]f_i b[Yb'XYf
GdYbXYb'Ui Z'XUg'@YVYb'XYf'?]bXYf']b'XYb'Hck bg\]dg'\Yfj cf''8]Y
i bhYfghØhnhYbXYb'A U» bU\ a Yb'fY]WYb'j cb'ZfØ_]bX']WYf
: ØfXYfi b['ØVYf'GW i 'j cfVYfY]hi b['V]g'\]b'ni f'6Yfi ZgUi gV]'Xi b["
Gck c\''c_U'Y'U'g'Ui W']bhYfbUh]cbU'Y'DUfhbYf'gYhnYb'g]W'ZØf
X]YgY'g]bbj c''Y'GUW'Y'Y]bž'i a 'XYb'VYhfcZYbYb'?]bXYfb'Y]bY
YW'hY'7\UbW'ni '[YVYb"

8]Y'G]hi Uh]cb']b'6`]__]YgXcfd

9]bYg'XYf'k]W'h] [ghYb'Dfc'Y_hYž'X]Y'Ui g'XYb'GdYbXYba]hY'b
i bhYfghØhnh'k YfXYbž']gh'X]Y'5fVY]h]j cb'< CD9'7UdY'Hck b'ja
Hck bg\]d'6`]__]YgXcfdž'XUg'VU'X'Ui Z[fi bX'XYg': 'i [\ZYbUi gVUi g
j YfgW'k]bXYb'k]fX''< cdY'; U'U']bZcfa]Yfh'XUfØVYfž'XUgg'< CD9
7UdY'Hck b'Ub'XYf': cfhZØ\fi b['XYf'8]YbghY'ZØf'X]Y'A YbgW'Yb']b
X]YgYa 'GhUXhhY]'UfVY]hYh''; Yd'Ubh']gh'XYf'5i ZVUi 'Y]bYg' GUZY
GdUW']b'8Y'Zhž'i a 'XYb'9]bk c\ bYfb'Ui W'k Y]hYf\]b'Y]bYb'C fh
XYf'G]WYf\Y]h'i bX'XYg'< U'h'ni 'V]YhYb"

8]Y'8]YbghY'j cb'< CD9'7UdY'Hck b'g]bX'j]Y'ZÀ'h] ['i bX'XYW_Yb
6YfY]WY'k]Y'< ð ž'5]Xgž'Hi VYf_i 'cgY'gck]Y' [Ygi bX\Y]hgZØfXYfbXY
gcn]U'Y'8]YbghY'UV''9]b [Ubñ\Y]h]WYf'5bgUhn'k]fX'j YfZc'[hž'XYf
gck c\ 'X]Y'ZfØ_]bX']WY'9bhk]W_i b['U'g'Ui W'X]Y'6]'Xi b['À'hYfYf
'?]bXYf'ZØfXYfh''Ni XYa 'ghY\Yb'XYb'ž [YbX']WYb
; fi ddYbUb [YVchY'ni f'J YfZØ [i b[ž'X]Y'g]Y']b']\fYf'dYfgØb']WYb
i bX'gcn]U'Yb'9bhk]W_i b['i bhYfghØhnhYb''8 Ug'Yfk Y]hYfhY
9]bni [g[YV]Yh'i a ZUggh'a Y\ f'U'g') \$\$\$ '\$\$ '\$9]bk c\ bYfž'gcXUgg'X]Y
6YXYi hi b['XYf'<]ZgUb [YVchY'b]W'h'\cW' [Ybi ['Y]b [YgW'Àhnh
k YfXYb'_Ubb"

DfÀj Ybh]cb' i bX'5i Z_`Àfi b [

8 Ug'H\Ya U'5]Xg'i bX'< ð]'gh'Ui W']b'8Yi hgW'UbX'j cb'[fc» Yf
F'Y'Yj Ubn''A]h'XYf' ð]h]Uh]j Y'@=969G@969Bž'X]Y'U'g'B UW'Zc'[Yf]b
XYf'?Ua dU [bY' ;]V'5=8G'_Y]bY'7\UbW']bg'@YVYb' [Yfi ZYb
k i fXYž'k]fX'X]Y'gYI i Y''Y'; Ygi bX\Y]h]bhYbg]j '[YZØfXYfh''6=C 9;

VYgWfY]Vhžk]Y`X]Y`6i bXYgfY[]Yfi b[`d`Ubhž`V]g`&\$' \$`X]Y
 J YfVfY]hi b[`j`cb`<`≡`ž`<YdUh]h]g`i bX`UbXYfYb`gYI i Y`
 ØVYfhfU[VUfYb`≡ZY`_h]cbYb`Y]bni XÅa a Yb"

8i fW`j YfgW]YXYbY`DfÅj Ybh]cbga U» bU`a Ybž`j`cb
 D`U`_U`_Ua`dU[bYb`V]g`\]b`ni`X][]hU`Yb`5b[YVchYbž`n]Y`h`X]Y
 ≡h]Uh]j`Y`XUfUi`Z`UVž`X]Y`6Yj`Ò`_Yfi b[`i`a`ZUggYbX`ØVYf`F`]g]_Yb
 i bX`GWi`hna`Ò[`]W`_Y]hYb`Ui`Zni`_`ÅfYb``Ni`XYa`V]YhYh`g]Y`k`]W`h][`Y
 6YfUhi b[gUb[YVchYž`i`a`]bgVYgcbXYfY`VY]`↑`b[Yb`A`YbgW`Yb`ZØf
 Y]b`6Yk`i`gghgY]b`ni`gcf[Yb``8Yf`:`c`_i`g`Ui`Z`gYI`i`Y``Y`:`Ygi`bX`Y]h
 k`]fX`Xi`fW`X]Y`?`ccdYfUh]cb`a`]h`:`UW`cf[Ub]gUh]cbYb`i`bX``c`_U`Yb
 <`]Zg]b]h]Uh]j`Yb`i`bhYfghØhnh"

8]Y`VYj`cfghY`YbXY`<`cdY`:`U`U`]b`8`fYgXYb`]ghU`gc`b]W`h`bi`f`Y]bY
 J`YfUbghU`hi`b[`X]f`Dfca`]bYbnž`gcbXYfb`Y]b`VYXYi`hYbXYf`6Y]hfU[
 ni`f`l`bhYfghØhni`b[`j`cb`?`]bXYfb`]b`GØXUZf]_U`i`bX`ni`f`5i`Z`_`Åfi`b[
 ØVYf`5]Xg`i`bX`<`≡`k`Y`hk`Y]h``>XXYf`9i`fc`nÅ`\`hž`i`a`X]YgYb
 k`]W`h][`Yb`Dfc`Y`_hYb`ni`Yfa`Ò[`]W`Ybž`i`bX`gd]Y`Yf]gW`Y]b`[`i`hYg
 <`ÅbXW`Yb`]a``?`Ua`dZ[`Y[`Yb`X]Y`?`fUb`_`Y]h`ni`nY][`Yb"

8YhU]`g	
C`f`h	8fYgXYbž`8Yi`hgW`U`b`X
E`i`Y``Y`b	<ul style="list-style-type: none"> • k k k "gUYW`g]gW`Y`"XY • \`cdY[`U`U`"XY • k k k "V]cY[`"XY

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