

6Yb^Ua]b^GYg_c`j cf`K YW`gY`ni `5fgYbU`.
@Y]dn][`ZcfXYfh`+\$`A]``]cbYb`°

F 6`@Y]dn][`Yfk UfhYh`XYb`5V[Ub[`j cb`6Yb^Ua]b^GYg_c`ni
5fgYbU``]a `Gca a Yf`&\$&)"`5V`ÒgY`j cb`V]g`ni `%\$\$`A]``]cbYb
9i fc`a Ò[`]W`"



@Y]dn][ž`8Yi hgW`UbX`!`6Yb^Ua]b^GYg_c`ž`XYf`cW`hU`Ybh]YfhY
&&!`À`f][Y`Gh`Øfa Yf`j cb`F 6`@Y]dn][ž`d`Ub`h`c`ZYb`V`Uf`ž`XYb`J`YfY]b`]b
X]YgYa `Gca a Yf`ni `j Yf`UggYb`"K]Y`6]`X`VYf]W`hY`hž`U`h`Yf`VYfY]hg
9]b][i b[Yb`a]h`XYa `: 7`5fgYbU`Yfn]Y`h`"9]b`K YW`gY`ž`XYf`XUg
: i »VU``[YgW`À`Zi]b`@Y]dn][`cfXYbh]W`Ui Za]gW`Yb`_`ÒbbhY`°

F 6`@Y]dn][`ghY`h`hg]W`Ui ZY]bYb`HfUbgZYfYf`Òg`j cb`a]bXYghYbg`+\$
A]``]cbYb`9i fc`Y]bžk`cVY]Y]b][Y`E`i`Y`Yb`gc[Uf`j cb`a Ò[`]W`Yb
5V`ÒgYb`V]g`ni `%\$\$`A]``]cbYb`9i fc`gd`fYW`Yb`"9]b`fYU`]gh]gW`Yf
6YhfU[ž`k`Ybb`a Ub`VYXYb`_`hž`XUgg`XYf`?`i`V`9]bb`U`a`Yb`Ui`g
Gd]Y`Yfj`Yf`_`Ai`ZYb`Xf]b[YbX`VYb`Òh][hž`i`a`Y]bYb`:]b`Ub`n`VY`XU`f`Z`j`cb
fi`bX`&\$`A]``]cbYb`9i fc`ni`XYW`_`Yb`ž`k`cj`cb`U`Y]b`%`\$`A]``]cbYb
9i fc`Ui`Z`X]Y`D`fc`Z][Y`À`h`Yf`Y`bh`ZU`Yb`"8]Yg`]gh`VY`gcb`XY`fg`k`]W`h][ž

XU`X]Y`ZY`YbXYb`9]bbU`a`Yb`Ui`g`XYa`]bhYfbUh]cbU`Yb` ; YgW`ÅZh
XYb`8fi`W`Ui`ZX]Y`?UggYb`Yf`Ò\Ybž`k`]Y`Ui`W`HfUbgZYfa`Uf_h
ZYghghY`h"

; Ygd f`ÅW`Y`i`bX`F`YgdY`_h

8Yf`6YfUhYf`j`cb`GYg_c`ž`9`j`]g`6UgUbcj`]W`VYhcbhž`XUgg`XYf`Gd]Y`Yf`
bi`f`ni`]Y]bYa`]`VYgcbXYfYb`J`YfY]b`]k`YW`gY`b`a`ÒW`hYž`XYf`Y]b`
[`fc»`Yg`Dfc`Y`_hi`bX`Y]bYb`UhhfU`_hj]`Yb`HfU]bYf`V]YhYh`Hfc`hn`gY]bYg`
K`i`bgW`Ygž`F`6`@Y]dn][`ni`j`Yf`UggYbž`k`]fX`Y]bY`fYgdY`_hj`c`Y`
HfYbbi`b[`Ub[`YghfYVh`6UgUbcj`]WgW`Y]Y`h`Ui`gž`XUgg`Yg`8fi`W`Ui`Z`
X]Y`5V`ÒgYgi`a`a`Y`[`YVYb`k`]fXž`i`bX`Yf`_`Åfh`_`Uf.`K`]f`k`YfXYb`F`6`
@Y]dn][`b]W`h`nk`]b[`Yb`c`XYf`Yfd`fYggYb`"8Yf`K`YW`gY`_`ÒbbhY`g]W`
YXcW`V]g]b`X]Y`Y]Y]»Y`D`UgY`XYf`J`cfVYfY]hi`b[`n]Y`Yb"

hYfb`[`Ui`Vh`b]Ya`UbXž`XUgg`GYg_c`V]g`ni`a`9bXY`gY]bYg`
J`YfhfU[`Yg]`ja`Gca`a`Yf`&\$&-`]b`@Y]dn][`V`Y]Vh`5b[`Yg]W`hg`gY]bYg`
A`Uf`_hk`YfhYg`i`bX`XYf`[`fc»`Yb`B`UW`ZfU[`Y`b`UW`↑`b[`Yb`HU`Yb`hYb`]b`
9i`fcdU`k`]fX`X]Yg`k`c`U`Ui`W`b]W`h`XYf`U`gY]b`F`6`@Y]dn][`_`Ubb`
g]W`b`YVYb`GYg_c`Ui`W`j`cb`k`Y]hYfYb`Gd]Y`Yfb`hfYbbYbž`i`a`
Z]bUbW`gW`YfYb`5i`Z`XYf`5V[`Ub[`g]ghY`ghY`Yb`i`bhYf`UbXYfYa`
H]a`c`K`YfbYfž`5bXf`Å`G]j`U`i`bX`L`Uj`]G]a`cbg`8]YgY`Gd]Y`Yf`
_`ÒbbhYb`ni`gUa`a`Yb`Z`Øf`Y]bYb`k`Y]hYfYb`6YhfU[`]b`<`Ò`Y`j`cb`ØVYf`
&)`\$`A`j`]cbYb`9i`fc`UV[`Y[`YVYb`k`YfXYbž`k`]Y`i`»`V`U`hfUbgZYfg`
VYf]W`hYh"

9]b`k`Y]hYg`Y`X`Z`Øf`X]Y`Ni`_i`bZh

5i`W`k`Ybb`XYf`K`YW`gY`j`cb`GYg_c`ni`5fgYbU`bcW`b]W`h]b`
hfc`W`YbYb`H`ØW`Yfb`]ghž`V`Y]Vh`XYf`Gd]Y`Yf`c`W`]a`?i`fg`A`]h`
gY]bYb`:`Å`][`_Y]hYb`i`bX`XYa`DchYbn]U`ž`XUg`Yf`U`g`VYgcbXYfYb`
Gh`Øfa`Yf`a`]hVf]b[`hž]gh`X]Y`K`U`fgW`Y]b`]W`_Y]h`[`fc»`ž`XUgg`V`U`X`
XUg`b`ÅW`ghY`?`Ud]hY`]b`gY]bYf`?`Uff]YfY`Ui`Z[`YgW`U[`Yb`k`]fX`9g`
V`Y]Vh`gdUbbYbX`ni`VYc`VUW`hYbž`k`]Y`g]W`X]Y`G]hi`Uh]cb`fi`bX`i`a`
XYb`↑`b[`Yb`GhUf`Yb`hk`]W`_Y`b`k`]fX"

: U`_h]ghž`XUgg`gck`c`U`GYg_c`U`g`Ui`W`@Y]dn][`j`cf`Y]bYf`
Yb`hgW`Y]XYbXYb`D`UgY`ghY`Ybž`X]Y`Z`Øf`VY]XY`GY]hYb`[`fc»`Y`

6YXYi hi b['\Uh": UbgžGdcfhYf'i bX'9I dYfhYb`k YfXYb`X]Y
9bhk]W_`i b[Yb`a]h'5f[i gUi [Yb`j YfZc`[Yb`°

8YhU]`g	
C fh	@Y]dn][ž8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none">• k k k "V]`X"XY• k k k "hfUbgZYfa Uf_h"XY• k k k "Zi ggVU``hfUbgZYfg"Wca

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