

G98!C dZYf`Yf\U`hYb`YbX`]W\` \ Ò\YfY
9bhgW\`ÀX][i b[Yb` `9]b`A Y]`YbghY]b`°

5V`ž`]'&\$&) `Yf\U`hYb`G98!C dZYf`\ Ò\YfY`9bhgW\`ÀX][i b[Yb`"
8]Y'; YgYhnYgÀbXYfi b[`Yf`Y]W\`hYfh`XYb`Ni [Ub[`i bX
UbYf_Ybbh'; Ygi bX\Y]hggW\`ÀXYb"



N]W\Yf]Yž`B]YXYfgUW\`gYbž`8Yi`hgW\`UbX`!`5a`%'`ž`]'&\$&) `hfUh
Y]bY`VYXYi`hYbXY'; YgYhnYgÀbXYfi b[`]b`?fUZž`X]Y`G98!C dZYfb
\ Ò\YfY`i bX`i b_ca`d`]n]YfhYfY`9bhgW\`ÀX][i b[Yb`ni`g]W\`Yfh`5V
gcZcfh`_ÒbbYb`6YhfcZZYbY`j`cb`Nk`Ub[`gUi`gg]YX`i b[Yb`Ub`XYf
Y\Ya`U`][Yb`]bbYfXYi`hgW\`Yb`; fYbnY`a`]h`Z]bUbn]Y`Yf
I`bhYfgh`Øhni b[`fYW\`bYb`"@Ui`h`HU[`YggW\`Ui`Yf\U`hYb`C dZYf`X]YgYf
A`U`bU\`a`Yb`Y]bY`9]ba`U`nU\`i b[`j`cb`+`) \$\$`9i`fcž`k`Ug`Y]bY
Yf\YV`]W\`Y`9f\ Ò\i b[`]Y[Yb`ØVYf`XYb`j`cf\Yf][Yb`%) \$\$`9i`fc
XUfghY`h`8]YgY`ÿbXYfi b[`k`jFX`j`cb`XYf`G98!C dZYfVYUi`ZhU[`hYb
9j`Y`mb`Ni`d_Y`U`g`Y]b`VYY]bXfi`W_YbXYg`G][`bU`ni`a`") "
ž`V]`Ài`a`XYf`8Yi`hgW\`Yb`9]b\Y]h[`Yk`YfhYh"

9]b`Vi`bXYgk`Y]hYf`<`ÀfhY`ZU``ZcbXg`k`jFX`YVYbZU``g`]bg`@YVYb

[Yfi ZYbži a '6YhfcZZYbYb']b'VYgcbXYfYb'BchU[Yb'ni '\Y`ZYb"'8]Y
FYZcfa`XYg'FY\UV']h]Yfi b[gfYWXhgž'X]Y'VYfY]hg'Ua` "\$" `Ubi Uf
&\$&) 'j ca`6i bXYghU['Y]bgh]a a]['VYgWX`cggYb`k i fXYž'Vf]b[h
j]Y`Y`J YfVYggYfi b[Yb'a]h'g]WX"'`æ\UbbYg'6Y`Y]hYgž
@UbXYgVYUi ZhfU[hYf'ZØf'X]Y'5i ZUfVY]hi b['XYf'88F!8]_hUhi fž'\YVh
\Yfj cfž'XUgg'X]Y'6YXØfZh][_Y]hgd fØZi b['ZØf'X]Y'9bhgWX`AX][i b[
YbhZÄ`h'i bX'XUgg'Yg'_ØbZh]['Y]bZUWX'Yf'gY]b`k]fXž'[Ygi bX\Y]h]WX'Y
GW`ÄXYb'Ubni Yf'_YbbYb"'8]Yg'gY]'Y]bY'a Ugg]j Y'9f'Y]WX'hYfi b['ZØf
j]Y`Y`A YbgWX'Ybž'X]Y'cZi'U\fy`Ub['b]WX'h'[Yk i ggh'\UVYbž'k]Y'g]Y
]\fy'5bgdfØWX'Y'[Y'hYbX'a UW`Yb'_ØbbYb"

9f]bbYfi b[Yb'Ub'X]Y'Nk Ub[gUi gg]YX`i b[

8]Y'Nk Ub[gUi gg]YX`i b[žY]b'Xi b'_Yg'?Ud]hY`XYf'88F!
; YgWX]WX'hYž'VYhf]Zhj]Y`Y': Ua]']Ybž'X]Y'i bhYf'XYa`X]fy'_hYb'6YZY\
XYf'G98`Y]XYb'a i gghYb"'5`g'6Y]gd]Y`YfnÄ`h'`b[Y`U_cVg'j cb
]\fyf'Y][YbYb'9fZU\fi b[ž'U'g']\fy': Ua]']Y`%-) &]'a`FU`a Yb'XYf
5_h]cb`l b[Yn]YZYf`Ui g'6ÖW_k]hn'Ui g[Yk]YgYb`k i fXY"'BUWX
]\fyf'Nk Ub[gfÄi a i b['YVhY`X]Y': Ua]']Y`]'b'j YfgWX]YXYbYb
@U[Yfbž'VYj cf'g]Y'gWX`Y»`]WX`]'b'N]WX'Yf]Yž'B]YXYfgUWX'gYbž'Ub_Ua` "
K]f'_ccb'hYb'bi f'XUg'Bchk YbX][ghY'a]hbY\`a Yb`ž'Yf]bbYfh'g]Y
g]WX"'`æfy'9f'YVb]ggY`k YfXYb']a`A i gYi a`gj YfY]b'6ÖW_k]hn
[Yk ØfX][hž'XYf'gY]h'%- - *`Y]bYb'; fybn`Y\fdZUX`VYhfY]Vh"

8]Y'FYZcfa`Vf]b[h'b]WX'h'bi f'Z]bUbn]Y`Y'9bh'Ughi b[Yb.'8]Y
J YfZc`[i b[gnY]h'ZØf'Y]bY'9bhgWX`AX][i b['k i fXY'Ui Znk Y]`U\fy
j Yf_Øfnhž'k Ug'XYb'Ni [Ub['ZØf'j]Y`Y'5bhfU[ghY`Yf'Yf'Y]WX'hYfh"'8Yg
K Y]hYfYb'ghY`h'6i f_\UfX'6`Ymž`@UbXYgVYUi ZhfU[hYf'ZØf'X]Y
5i ZUfVY]hi b['XYf'G98!8]_hUhi fž'ZYghž'XUgg'XYf'6YfUhi b[gVYXUfZ]b
XYf'Y]bn][Yb'dfcZYgg]cbY`Yb'6YfUhi b[gghY`Y`]'b'A YW`YbVi f[!
J cfdca`a Yfb`i b[YVfcWX'Yb'V`Y]Vhi bX'j cfUi gg]WX'h]WX`bcWX
ghY][Yb`k]fX"'&\$&('k i fXYb`*) +`6YhfcZZYbY'VYfUhYbž'i bX'j]Y`Y
bYi Y'5bhfÄ[Y'g]bX'ni`Yfk UfhYb"

9]b`@]WX'hV`]W_`]b'gWX'k]Yf][Yb'NY]hYb

8]Y'; YgYhnYgÄbXYfi b[Yb'g]bX'ZØf'X]Y'Yhk U`%&"\$\$\$`6YhfcZZYbYb
j cb'Nk Ub[gUi g]YX`i b[Yb'Ub'XYf'Y\Ya`U][Yb']bbYfXYi hgWX'Yb

; fYbnY`Y]b`@]Wk hV`]W_""J]Y`Y`j cb`]\bYb`gYhnYb`g]Wk`Yfgh`i]a`5`hYf
a`h`i]\fYf`J Yf[Ub[Yb\Y]h`i bX`XYf`F c``Y`]\fYf`Ua`]Yb`]b`XYf`88F
Ui`gY]bUbXYf`"8]YgY`FYZcfa`Yb`_ÖbbhYb`XYb`A`YbgWkYb`\Y`ZYbž
VYggYf`a`h`X]YgYb`9f]bbYfi`b[Yb`i`a`ni`[Y\Yb`i`bX
9bhgWk`ÄX][i`b[Yb`ni`Yf\U`hYbž`X]Y`]\bYb`\cZYbh`]Wk`Y]bYb`HY`
XYg`j`Yf`c`fYbYb`@YVYbg`ni`fØW_[YVYb`"

⊕g[YgUa`h`Vf]b[h`X]Y`bYi`Y`Y`YgYm[YVi`b[`b]Wk`h`bi`f`Z]bUbni]Y`Y
<`]ZYž`gcbXYfb`Ui`Wk`Y]bY`5bYf`_Yb`bi`b[`XYf`GWk]W_gU`Y`XYf
6YhfcZYbYb`"8]Yg`_ÖbbhY`k`Y]hfY]WkYbXY`d`cg]h]j`Y`5i`gk`]f`_i`b[Yb
Ui`ZX]Y`YgY`gWk`UZh`i`bX`X]Y`G]Wk`h`k`Y]gY`Ui`ZX]Y`YgWk]Wk`hY`XYf
88F`\UVYb`"K`]Y`9j`Y`mb`Ni`d`_Y`Yg`hfYZYbX`Zcfa`i`Y]fhY.`9g`]gh`Y]b
k`]Wk`h][Yg`G][bU`ž`XUg`nY][Yb`gc``ž`XUgg`X]Y`YgWk]Wk`hYb`X]YgYf
A`YbgWkYb`b]Wk`h`j`Yf[YggYb`g]bX`"`K`Y]hYfY`⊕Zcfa`Uh]cbYb`ni`XYb
bYi`Yb`FY[Y`i`b[Yb`Z]bXYb`G]Y`Ui`Wk`VY]`A`8F`i`bX`
@UbXYgVYUi`ZhFU[hYf`"

8YhU]`g	
C`fh	N]Wk`Yf]Yž`B]YXYfgUWk`gYbž`8Yi`hgWk`UbX
E`i`Y`Yb	<ul style="list-style-type: none"> • k`k`k`"hU[YggWk`Ui`"XY • k`k`k`"a`Xf"XY • k`k`k`"UbXYgVYUi`ZhFU[hYf"XY

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