

@]bXYbV`ØhYb`U`g` ; Y\Y]a k UZZY`[Y[Yb
9f_À`hi b[Yb.`K]ggYbgk YfhYg°

9bhXYW_Yb`G]Y`X]Y`6YXYi hi b[`XYf`@]bXY`]b`H\Øf]b[Yb.
<Y]`dZUbny`XYg`>\fYg`&\$%) ž\]ghcf]gWXY`K i fnY`b`i bX
[YgY``gWUZi]WXY`F c``Y"



F i a Vi `Už`@Yhh`UbX`!`8Yf`Gca a Yf`_`cdZi`Ub`X]Y`HØf`i bX`a]h]`a
VY[]bbh`X]Y`@]bXYbnY]h]b`?`Ò`b`" `&`X]YgYf`GU]gcb`V`Ø`Yb`X]Y
Gca a Yf`]bXY`fH]`]U`d`Uhd`m`c`g`i bX`X]Y`K]bhYf`]bXY`fH]`]U
WcfXUhU`i bX`Vf]b[Yb`Zf]gWXYb`8i`Zi]b`X]Y`GhUXh" `@]bXYbV`ØhYbhYYž
XYf`[Ygi bX\Y]h]WXY`J`cfhY]`Ui`g`XYb`nUfhYb`6`ØhYbž`\]`Zi`b]W`h`bi`f
VY]`<`U`ggW`a`YfnYbž`gcbXYfb`]gh`Ui`W`Y]b`VY`_`UbbhYg`<`Ui`ga`]hY`
VY]`9f_À`hi b[Yb`"8]Yg`]gh`VYgcbXYfg`fY`Yj`Ubh]b`XYf`
<Y]`dZUbnyb!FYXU_h]cbž`k`c`X]Y`@]bXY`U`g`<Y]`dZUbny`XYg
>\fYg`&\$%)`Ui`g[Yny]W`bYh`k`i`fXY"

8]Y`@]bXY`\Uh`ni`XYa`Y]bY`Ub[Y`HfUX]h]cb]b`XYf`J`c`_`g\Y]`_i`bXYž
X]Y`V]g`]bg`A`]hY`U`hYf`ni`fØW`fY]W`h" `<`]XY[UfX`j`cb`6]b[Ybž`X]Y`U`g
Y]bY`XYf`VYXYi`hYbXghYb`<Y]`_i`bX][Yb`XYg`%&"`>\f\i`bXYfhg`[]`hž

_UbbhY`VYfY]hg`X]Y`\\Y]`YbXYb`9][`YbgW`UZhYb`X]YgYg]a`d`cgUbhYb`
6Ui`a`Yg"``#`j`]Y`Yb`8`0fZYfb`k`Uf`X]Y`@]bXY`XUg`<`Yfn`XYg`
;`Ya`Y]bgW`UZhg`YVYbgž`Gma`Vc``Z0f`<`Y]a`Uhž`@]YVY`i`bX`
;`YfYW`h][`_Y]hž`k`]Y`Ui`W`XUg`<`Y]`dZ`Ub`nYb`!`@YI`_]`cb`VYgW`fY]Vh`
8]YgY`6`Äi`a`Yž`cZ`h`a`Y`fYfY`<`i`bXYfh`#`\\fY`U`hž`g]bX`b]W`h`b`i`f`
k`i`bXYfgW`0b`Ubni`gY`\\Ybž`gcbXYfb`Ui`W`Y]b`k`]W`h][`Yf`
@YVYbgfUi`a`Z0f`j`]Y`Y`6]YbYb`i`bX`UbXYfY`H]YfY`"

;`Ya`Y]bgW`UZh`i`bX`B`Uhi`f`

8]Y`gcn]U`Y`6YXYi`hi`b[`XYf`@]bXYb`]gh`b]W`h`ni`i`bhYfgW`ÄhnYb.`G]Y`
g]bX`\\`Äi`Z[`HfYZZdi`b_hY`]b`8`0fZYfb`i`bX`Gh`XhYbž`k`c`A`YbgW`Yb`
ni`gUa`a`Yb_ca`a`Ybž`i`a`]b`XYb`\\Y]»`Yb`Gca`a`Yfa`cb`UhYb`Y]b`
gW`Uhh][`Yg`D`ÄhnW`Yb`ni`Z]bXYb`";`YfUXY`]b`i`bgYfYb`?`0`bYf`
6]Yf[`ÄfhYb`YfZfYi`Yb`g]W`X]Y`;`ÄghY`Ub`XYf`Y`hnhYb`@]bXYž`X]Y`
GW`UhhYb`gdYbXYh`i`bX`XUg`5a`V]YbhY`XYg`i`fY]i`Zh[`Ybi`ggYg`
dYfZY`_h]cb]Yfh`"

5b[`Yg]W`hg`X]YgYf`k`Yfhj`c``Yb`6`0hYb`i`bX`]`\\fYf`\\Y]`YbXYb`K`]f_i`b[`
]gh`Yg`b]W`h`j`Yfk`i`bXYf`]W`ž`XUgg`Yg`Y]bYb`5i`Zfi`Z[`]Vhž`bYi`Y`
@]bXYb`ni`dZ`Ub`nYb`XUg`_0b`hY`Z0f`j`]Y`Y`Y]bY`E`i`Y`Y`XYf`
<`cZ`bi`b[`]b`gW`k`]Yf][`Yb`NY]hYb`gY]b`"

;`YgW`]W`hY`i`bX`;`YXYb`_Yb`

9]b`[`Ubni`UbXYfYg`H`\\Ya`Už`XUg`]b`Y`hnhYf`NY]hj`]Y`X]g_i`h]Yfh`k`]fXž`
]gh`XUg`A`UggU`_Yf`j`cb`F`i`a`Vi`Už`XUg`9bXY`%-`(%]b`@Yh`UbX`
ghUhh[`YŽ`bXYb`\\Uh"``#`bi`f`nk`Y]`HU[`Yb`k`i`fXYb`0VYf`&*"\$\$\$`
`0X]gW`Y`A`YbgW`Yb`Yfa`cfXYhž`XUfi`bhYf`j`]Y`Y`6Yf`]bYf`ž`XYb`"
8]YgY`HfU[`0X]Yž`X]Y`]b`X]Y`NY]h`XYg`<`c`cW`i`gh`Z]Y`ž`nY][`h`X]Y`
[`fUi`gUa`Y`F`YU`]h`Ähž`X]Y`j`cb`5Xc`Z`<]h`Yf`i`bX`<Y]bf]W`<]a`a`Yf`
a`Ub]ZYgh]Yfh`k`i`fXY`"9g`]gh`Y]b`X0ghYfYg`?`Ud]hY`]b`XYf`;`YgW`]W`hY`ž`
XUg`b]Y`]b`J`Yf[`YggYb`\\Y]h[`YfUhYb`gc``hY`Y]b`I`a`ghUbXž`XYf`i`bg`
\\Yi`hY`]a`a`Yf`bc`W`VYgW`ÄZh][`h`8]Y`K`_]`dYX]U`V]YhYh`Y]bY`
Y]bXf]b[`]W`Y`9f]bbYfi`b[`]Ub`X]YgY`gW`fYW`_]W`Yb`9fY][`b]ggY`i`bX`
X]Y`XUfUi`Zc`[`YbXYb`;`YXYb`]b]h]Uhj`Ybž`X]Y`V]g`\\Yi`hY`UbXUi`Yfb`"

#`Y]bYf`UbXYfYb`GW`i`W`h`XYg`a`YbgW`]W`Yb`GW`]W`gU`g`VY`ZUbX`

g]W\`XYf[fUX`b][Y`F U`Zl k Y`6YW_ž`XYf`b`Y]bYa` ; chYgX]Ybgh]b
6UfW\`cbU`Y]bY`VYgcbXYfY` : cfa`XYg` ; Ya`Y]bgW\UZhg[YVYbg
Yf`YVhY``8]YgY`5_h]cbž`VY]`XYf`_cgYb`cgYg`9ggYb`ZØf`C V XUW\`cgY
VYfY]h[YghY`h`k i fXYž`nY][hž`k]Y`Ui W\`Yi hY`bcW\`
[YgY`gW\UZh`W\Yf`Ni`gUa`a`Yb`U`h`[YgW\UZZYb`k`YfXYb`_Ubb``8]Y
: fYi`XY`i`bX`8`Ub`_VUf`_Y]h`XYg`A`UbbYg`Ui`g`DU_]ghUbž`XYf`Ub`XYa
9j`Yb`h`hY]`b`U`a`ž`i`bhYfghfY]W\hž`XUgg`gc`W\Y`9fY][b]ggY`j`]Y`a`Y`f
g]bX`U`g`bi`f`B`U`fi`b[gVYfY]hghY`i`b[`g]Y`g]bX`5i`gXfi`W`_Y]bYg
[Øh][Yb`A`]hY]bUbXYfg`i`bX`Y]bYf` : cfa`XYg`gd]f]hi`Y`Yb`8]YbghYg`

⊖`Y]bYf`NY]hž`]b`XYf`gck`c`X]Y`BUhi`f`U`g`Ui`W\`X]Y`A`YbgW\`W\`_Y]h
j`cf`<`YfUi`gZcfXYfi`b[Yb`ghY`Ybž`gW\Y]bh`XYf`F`Uhž`@]bXYb`ni
dZ`Ub`nYb`i`bX`F`ØW_g]W\h`Ui`ZY]bUbXYf`ni`bY`a`Ybž`Yi`hY`U`_hi`Y`Yf
XYbb`Y`ni`gY]b``@UggYb`k`]f`i`bg`U`gc`]bgd]f]YfYb`i`bX`hfU[Yb`k`]f
ni`f`GW\UZZ`b[`Y]bYg`YVYbX][Yb`i`bX`Ufa`cb]gW\Yb`A`]hY]bUbXYfg
VY]ž`Y]Yf`b`?`Ø`b`i`bX`XUfØVYf`Y]bUi`g`

8YhU]`g	
Cfh	Fi`a`Vi`Už`@Yhh`UbX
Ei`Y`Yb	<ul style="list-style-type: none"> • k k k "a Xf"XY • XY"k]_]dYX]U"cf[• k k k "\Y]`dZ`Ub`nYb`!`YI]_cb"WŁa

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