

E G=@7YfUa]Wg]bj Ygh]Yfh'j]Yf'A]``]cbYb
9i fc ']b '5i a U!K Y]XUhU`°

E G=@7YfUa]Wg`Yfk Y]hYfh'gY]bYb`GhUbXcfh']b`H\Øf]b[Yb`i a
%&\$\$'a †i bX`]bj Ygh]Yfh'fi bX`j]Yf'A]``]cbYb`9i fc`]b
]bbcj Uh]j Y`HYWbc`c[]Y"



5i a U!K Y]XUhU`ž`H\Øf]b[Ybž`8Yi hgW`UbX`!`†`H\Øf]b[Yb`hi h
g]W`k Ug`°E G=@7YfUa]Wg` ; a V<ž`VY`Ub bh`ZØf`]\fY`Yfgh`_`Ugg][Y
DcfnY`Ub`!`i bX`?YfUa]_`YfghY`i b[ž`\Uh`]\fYb`GhUbXcfh']b`5i a U!
K Y]XUhU`c fXYbh`]W`Ui Zdc`]Yfh`'9]b`bYi Yf`9fk Y]hYfi b[gVUi`'a]h
ghc`nYb`%&\$\$'E i UXfUha YhYfb`k i fXY`Y]b[Yk Y]\hž`Y]bY`BUW`f]W`hž
X]Y`j ca`'K]fhgW`UZhga]b]ghYf]i a`gck]Y`K]fhgW`UZhghUUhggY`fYh`f
A Uf]c`Gi W`Yfh`ZY]Yf`]W`j Yf`ØbXYh`k i fXY`"A]h`Y]bYa
†j Ygh]h]cbgj c`i a Yb`j cb`Yhk U`j]Yf'A]``]cbYb`9i fc`gYhnh`XUg
l bhYfbY`a Yb`b]W`h`bi f`Ui Z`K UW`ghi a ž`gcbXYfb`Ui W`Ui Z
BUW` \U`h][_Y]h`Xi fW`X]Y`9ff]W`hi b[]cb`FY]bf`Ai a Yb`ZØf`Y]bY
ghUi VZFY]Y`DfcXi`_h]cb`"

9]b`[Ub n`VYgcbXYfYg`<][\`][\h`]gh`XYf`bYi`']b`6Yhf]YV

[Ybca a YbY'9'Y_hfc!G]bhYfcZYbž'XYf'j ca
6i bXYgk]fhgWUZhga]b]ghYf]i a '[YZØfXYfh'k i fXY"'N]Y'']gh'Ygž'XYb
7C &!5i ggbc» 'ni 'fYXi n]YfYb'i bX'i a k Y'hZFYi bX`]WXYf'ni
dfcXi n]YfYb"'5`g`k]W[h] [Yf'5fVY]h[YVYf']b`XYf'F Y []cb`VYgW`ÀZh][h
E G=@7YfUa]Wg'ØVYf'&\$ \$'A]hUfVY]hYf'i bX`\Uh'Y]bY
VYY]bXfi W_YbXY'; YgW]W'hY'j cb'a Y`f'U`g`%\$ \$'A\ fYb`]b`XYf
6fUbWXY"

**HYW bc`c []gW Y ` ðbcj Uh]cbYb`i bX`bYi Y
DfcXi _hY**

8cW`E G=@7YfUa]Wg'fi `h'g]W`b]W'h'Ui Z'XYb`@cfVYYfYb`Ui g"'A]h
XYa`bYi Yb`GhUbXcfh'k YfXYb`Ui W`gdUbbYbXY
ðbcj Uh]cbgdfc`Y`_hY`Ub[Yghc» Yb"'8]Y`6Ui fY]\Y`ZØf`hYW`b]gWY
?YfUa]_`k]fX`bi b`[Yn]Y`h`ZØf`X]Y`6YfY]WY`A YgghYW`b]_ž
GYbgcfhYW`b]_`i bX`@ Zh'i bX`FUi a ZU`fh]bXi ghf]Y`cdh]a]Yfh"'<]Yf
k]fX`VYgcbXYfg`Ui Z`b]W`h!]gch`Yfa Yg`6`Ub`dfYggYb`[YgYhnhž'i a
\cW [fUX][`VYgh`ÀbX][Y`@9!6Y`Yi W`hi b [gcdh]_Yb`ni
dfcXi n]YfYb"'8]YgY`nY]W`bYb`g]W`Xi fW`]\fY`K]XYfghUbXg_fUZh
[Y[YbØVYf`Yi hfYa Yb`HYa dYfUhi fYb`i bX`I J!GhfU`i b [`Ui gž'k]Y`
eg]!W`fUa]Wg"W`a`Yf`Ài hYfh"

I a`X]Y`DfcXi _h]cbg_cghYb`ni`gYb`_Yb`i bX`X]Y`E i U`]h`h`ni
Yf\Ø\Ybž'k]fX`Y]b`K YW`gY`j cb`\Yf`_Øa a`]W`Yb`GhU`\Zcfa Yb`\]b
ni`bYi Yb`_YfUa]gW`Yb`i bX`fY`ZfU`h`ÀfYb`K Yf`ghc`ZYb`Ub[YghfYVh"
8]Y`V]g`Yf][Yb`J Yfgi W`Y`\UVYb`VYfY]hg`[YnY][hž`XUgg`X]Y
GhUbXnY]hYb`XYf`bYi Yb`K Yf`_nYi [Y`Yf\YV`]W`\Ø\Yf`g]bXž'k Ug
b]W`h`bi f`X]Y`9ZZ]n]Yb`n`ghY][Yfhž`gcbXYfb`Ui W`X]Y
5VZcfa [YbUi][_Y]h`Ui Z`VYY]bXfi W_YbXY`K YfhY`Vf]b[h`D!J`1`&
a`i bX`Y]bY`K]XYf\c`[YbUi][_Y]h]j cb`t`\$ž`i a`"

**Gh`Àf`_i b [`XYg` ðbcj Uh]cbggghUbXcfhg
H\Øf]b [Yb**

H\Øf]b [Yb`dfcZ]h]Yfh']bg[YgUa`h]j cb`Y]bYf`ghUf`_Yb`?ca`V]bUh]cb
Ui`g`HfUX]h]cb`i bX`a`cXYfbghYb`ðZfUghfi`_hi`fYbž'k]Y`**hf]XY`hU!**
WJa`di`g"W`a`Y`Yf]cf\YVh"'8Yf`H\Øf]b [Yf`ðbcj Uh]cbgWi`ghYf`ZØf

?YfUa]_fH< =7?Ł'gWUZh'Xi fW'gY]bY'GmbYf[]YYZY_hY']b'XYF
 FY[]cb'Y]b'\Yfj cffU[YbXYg'i a ZY'X'ZØf'i bhYfbY\ a Yb'k]Y'E G=@
 7YfUa]Wg''8i fW'X]Y'Yb[Y'Ni gUa a YbUfVY]h'a]h'XYf'GYbgcf]_!
 6fUbWY'k YfXYb'i bhYfbY\ a Yb'cdh]a U'Y'6YX]b[i b[Yb'ZØf
 : cfgWxi b['i bX'9bhk]W_i b['[YVchYb''8]Yg'nY][hž'k]Y'k]W'h]['X]Y
 J YfV]bXi b['nk]gWYb'HfUX]h]cb'i bX'a cXYfbghYf'HYWbc`c[]Y']ghž
 i a 'X]Y'FY[]cb'U'g'NYbhfi a 'ZØf'_YfUa]gWY'ϕbcj Uh]cbYb'ni
 dcg]h]cb]YfYb"

A]h'X]YgYb'9bhk]W_i b[Yb'ghY''h'E G=@7YfUa]Wg'b]W'h'bi f'g]W
 gY'Vghž'gcbXYfb'Ui W'X'Yb'[YgUa hYb'H\Øf]b[Yf'GhUbXcfh'_Uf'Ui Z
 ni _i bZhgZÅ\][Y'6Y]bY''K Y]hYfY'ϕj Ygh]h]cbYb']b': cfgWxi b['i bX
 9bhk]W_i b['gck]Y'X]Y'; Yk]bbi b['bYi Yf'HU'YbhY'i bX': UW_fÅZhY
 g]bX'XYf'GW'ØggY'ž'i a 'Ui W']b'Ni _i bZh_cb_i ffYbnZÅ\]['ni
 V'Y]VYb'i bX'XYb'<YfUi gZcfXYfi b[Yb'XYg'A Uf_hYg'[YfYW'h'ni
 k YfXYb''9g'V'Y]Vh'gdUbbYbXž'k Y'WY']bbcj Uh]j Yb'@Øgi b[Yb'Ui g
 XYf'@UbXgWUZh'XYf'?YfUa]_hYWbc`c[]Yb']b'XYb'_ca a YbXYb
 ϕ\YfYb'\Yfj cf[Y\Yb'k YfXYb°

8YhU]`g	
Cfh	5i a U!K Y]XUHU'ž'H\Øf]b[Ybž'8Yi hgW'UbX
E i Y''Yb	<ul style="list-style-type: none"> • k k k "UbhYbbYh\i Yf]b[Yb"XY • k k k "eg]!WfUa]Wg"WŁa • hf]XY'hU!WUa di g"WŁa

6Ygi WYb'G]Y'i bg'Ui Z.'b!U["bYh