

HI '7\Ya b]hn'VY[Y]ghYfh'VY]'B]bYfg!Gd]Y`.
? Uff]YfYWX UbWX 'ZØf'Ghi X]YfYbXY°

8]Y'HI '7\Ya b]hn'dfÄgYbh]YfhY'g]WX'VY]a 'B-B9F G!Gd]Y`ž
]bZcfa]YfhY'ØVYf'Ghi X]Yba Ò['WX_Y]hYb'ibX'VY[Y]ghYfhY'a]h
]bhYfU_h]j Yb'5_h]cbYb"



A YggY'7\Ya b]hnž'\$- %&* '7\Ya b]hnž'8Yi hgWX`UbX'!'5a'&)"
A U] &\$&) 'ZUbX'XUg'Xf]hY'D'UmcZZ8i Y''XYf'B]bYfg'7\Ya b]hn
[Y[Yb'X]Y'A @D'5WUXYa]Wg'<Y]XY'VYf[']'b'XYf'A YggY'7\Ya b]hn
ghUhhž'a]h)'\$\$ \$'VY[Y]ghYfh'a]hZ]YVYfbXYb'Ni gWXUi Yfb"'=a
F U\ a Yb'X]YgYg'gdcfh]WX Yb'9j Ybhg'dfÄgYbh]YfhY'g]WX'X]Y
HYWXb]gWX Y'ib]j Yfg]hÄh'7\Ya b]hn'a]h'Y]bYa 'bZc!GhUbXžXYf
gck c'\`j cf'XYa 'Gd]Y''U'g'Ui WX'ni f'<U'VnY]hghUf_'ZfYei Ybh]Yfh
k Uf''8Yf'6Yk YfVi b[gnY]hfUi a 'ZØf'Ghi X]Yb[Äb[Y'Ub'XYf'HI
7\Ya b]hn'VY[]bbh'Ua ' &*"'A U]ž'k Ug'X]Y'DfÄgYbn'XYf'ib]j Yfg]hÄh
VYgcbXYfg'fY'Yj Ubh'a UWXhY''5b]_U';]YgYž'7\]YZ'7ca a ib]WU]cb
C Z]Wf'XYf'HI '7\Ya b]hnž'VYhcbhY'X]Y'6YXYi hi b['XYf
DUfhbYfgWX UZh'a]h'XYb'B]bYfgž'ia '† b[Y'A YbgWX Yb'ni 'YffY]WX Yb
ibX'ØVYf'X]Y'j]Y'ZÄ'h[Yb'Ghi X]Yba Ò['WX_Y]hYb'ni]bZcfa]YfYb"

6YgcbXYfY'<][\][\hg'Ua 'GhUbX'XYf'HI '7\Ya b]hn'k UfYb'Y]b
;`ØW_gfUXž'Y]b'DcdWc'fb!K U[Yb'i bX'Y]b'; Yk]bbgd]Y'ž'VY]'XYa
?Ua dU[bYb!A YfW UbX]gY'j Yf'cgh'k i fXY""8]Y'@98!6UbXYb']b'XYf
<U''Y'k UfVYb'a]h'XYa 'Y]bdfÅ[gUa Yb'G'c[Ub' Ghi X]YfYb'Ub'XYf
VY']YVhYghYb'l b]j Yfg]hÅh'8Yi hgW'UbXg' i bX'j Yfk]YgYb'ni ['Y]W
Ui ZX]Y'D'UhhZcfa 'ghi X]i a !]b!W Ya b]hn"XYžX]Y'i a ZUggYbXY
≠Zcfa Uh]cbYb'ØVYf'Ghi X]YbUb[YVchY'V]YhYh"

J Yf_bØdZi b ['j cb '< cW gW i `Y 'i bX 'Gdcfh

8]Y'J YfUbghU'hi b['k Uf'HY]'XYf'? Ua dU[bY', HI '7[Yh\Yfž'X]Y'j cb
Y]bYa ']bhYfX]gn]d']bÅfYb'HYUa 'XYf'HI '7\Ya b]hn'_c]bn]d]Yfh
k i fXY""B YVYb'XYf'≠Zcfa Uh]cbgj YfVfY]hi b['k Uf'X]Y'5_h]cb'Ui W
Y]b'J Yfgi Wž'X]Y'5fVY]h[YVYfa Uf_Y'XYf'l b]j Yfg]hÅh'ni 'ghÅf_Yb
i bX'X]Y'G]W hVUf_Y]h'VY]'dchYbn]Y''Yb'Ghi X]YfYbXYb'ni 'Yf\Ø'Yb"
<cW gW i `a Uf_Yh]b['gd]Y'h']b'X]YgYa '?cbhYI h'Y]bY'nYbhfU'Y'F c''Yž
]bXYa 'Yg'XUfUi Z'UVn]Y'hž'Ghi X]YfYbXY'ZØf'X]Y'Y][YbYb'5b[YVchY
ni [Yk]bbYb'i bX'g]Y'U'g'A i 'h]d`'_UhcYb']b'gcn]U'Yb'A YX]Yb'ni
bi hnYb""l bhYfbY\ a Yb'_ØbbYb'VY]
<cW gW i `a Uf_Yh]b[a U» bU\ a Ybž'k]Y'9j Ybhg'i bX'_fYUh]j Yb
5_h]cbYbž'k Yfhj c''Y'HU'YbhY'ZfØ'nY]h]['YbhXYW_Yb'i bX'ZØfXYfbž
k Ug'VYgcbXYfg'k]W h]['ZØf'ZFY]Y'ž b]cf!ž'DfU_h]_UbhYb!'i bX
K Yf_ghi XYbhYbghY''Yb']ghž'k]Y'dYfgcb]c"XY'Yf'Åi hYfh"

B ≡ 9F G! ? Ud]hÅb' :εb Ug'F]W hYfž'XYf'_Øfn']W 'gY]b'6UWY'c'fghi X]i a
Ub'XYf'HI '7\Ya b]hn'UV[YgW'c'ggYb'\Uhž'[UV'bUW'XYa 'Gd]Y'Y]b
≠hYfj]Yk 'Ui ZXYa '≠ghU[fUa !? UbU'XYf'l b]j Yfg]hÅh""8Yf
gdcfh]WY'9fZc`['XYf'B]bYfgž'X]Y'XUg'Gd]Y'a]h'- +, , 'ZØf'g]W
YbhgW]YXYbž'ZØ[h'XYa '[YgUa hYb'9j Ybh'Y]bYb'ni gÅhn']W Yb
Ya ch]cbU'Yb'5gdY_h'\]bni "

GhfUhY []gW Y '5 b gÅhnY 'ja

< cW gW i `a Uf_Yh]b [

8 Ug'<cW gW i `a Uf_Yh]b['j YfZc`[h]j YfgW]YXYbY'N]Y'Yž'XUfi bhYf
X]Y'GhÅf_i b['XYf'5fVY]h[YVYfa Uf_Y'i bX'X]Y'9bhk]W'i b['† b[Yf
HU'YbhY""9g'YfZcfXYfh'Y]bY'_UfY'GhfUhY []Yž'VY]'XYf'X]Y'N]Y'[fi ddY

XYZ]b]Yfhi bX`dUggYbXY`A U» bU\`a` Yb`ZYgh[Y`Y[h`k YfXYb"
 9a`dZc\`YbY`J cf[Y\Yb`gk Y]gYb`g]bX`VY]gd]Y`gk Y]gY`X]Y`Yb[Y
 Ni`gUa` a`YbUfVY]h`nk`]gW`Yb`F`YWfi`]hYfb`i`bX`i`UW`UVhY]`i`b[Yb
 gck`]Y`X]Y`Bi`hni`b[`_fYUh]j`Yf`5`_h]cbYb`k`]Y`7cZZY`6]_Yg`cXYf
 gU]gcbU`Y`9j`Ybhg"
 8Ug`6i`X[YhZØf`gc`W`Y`A U» bU\`a` Yb`j`Uf]]Yfh`Y`bUW`i`a`ZUb[ž
 k`cVY]`VY]gd]Y`gk Y]gY`Y]bY`7cZZY`6]_Y`5`_h]cb`nk`]gW`Yb`)`\$\$`i`bX
 &"\$\$`9i`fc`_cghYb`_Ubb""9]b`\c`]gh]gW`Yf`5bgUhnž`XYf
 j`YfgW`]YXYbY`9`Ya`YbhY`_ca`V]b]Yfhž`_Ubb`XUVY]`\Y`ZYbž`X]Y
 9ZY`_hj`]h`h`XYg`<cW`gW`i`a`Uf`_Yh]b[g`ni`a`U]`ja`]YfYb"

⊖g[YgUa`h`nY][h`X]Y`J`YfUbghU`hi`b[`b]W`h`bi`fž`k`]Y`<cW`gW`i`Yb
 a`cXYfbY`5bg`Ā`hnY`bi`hnYbž`i`a`Ghi`X]YfYbXY`ni`YffY]W`Ybž`gcbXYfb
 Ui`W`ž`k`]Y`k`]W`h][`X]Y`Ni`gUa`a`YbUfVY]h`a`]h`XYf`K`]fhgW`UZh`]ghž`i`a
 [Ya`Y]bgUa`HU`YbhY`j`cb`a`cf[Yb`ni`ZØfXYfb"

8YhU]`g	
J`c`f`ZU``	Gc`b`g`h][`Y`g
C`f`h	A`Y`g`g`Y`7`\`Ya`b]hnž`\$`-`%`&`*`7`\`Ya`b]hnž 8`Y`i`h`g`W`\`U`b`X
E`i`Y``Y`b	<ul style="list-style-type: none"> • k`k`k`"hi`!W`Ya`b]hn"XY • k`k`k`"dYfgcb]c"XY

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