6]hWc]b!GhUV]`]g]Yfi b[ .`8fc\YbXYf
< UbXY`g\_f]Y[ `gYhnh? i fg`i bhYf`8fi W_°

6]hWc]b`ghUV]`]g]Yfh`g]W\`VY]`%\$\*"\$\$\$`i G!8c`Uf" < UbXY`g_f]Y[
i bX`Hfi a d`VYY]bZi ggYb`XYb`? i fg`i bX`A Uf_hdfc[bcgYb"

? UbUXUž`@UbX`!`6]hWc]b`\Uhig]W\`Ua` : fY]hU[ž`XYa`' '\$" A U] &\$&) ž
bUW`Y]bYa`g][b]Z]_UbhYb`FØW\_[ Ub[ `ghUV]`]g]Yfh"8Yf`? i fg`U[ `Ua
: fY]hU[a cf[Yb`VY]`fi bX`%\$\*"\$\$\$`i G!8c`Ufž`bUW`XYa`Yf`]b`XYf
J cfk cWY`ZUgh`%%%"\$\$\$\$`i G!8c`Uf`YffY]W\h`\UhhY""8]Y
? i fgVYk Y[i b[Yb`g]bX`ghUf`\_j cb`XYf`U\_hi Y`Yb`Nc`dc`h]\_j cb`i G!
DfÄg]XYbh`8cbU`X`Hfi a d`i bX`i bhYfgW]YX`]WYb`A Uf\_hG][ bU`Yb
VYY]bZi ggh`Ni j cf`\UhhY`Y]b`5i ZgW`i V`ZØf`NÖ`Y`Ui Z9! !K UfYb
XYb`6]hWc]b!`? i fg`nk Uf`[YghØhnhž`XcW`]a`k Y]hYfYb`J Yf`Ui ZXYf
K cWY`\_Ua Yb`Nk Y]ZY`Ub`Y]bYf`dcg]h]j Yb`@Ögi b[`XYg
< UbXY`g\_cbZ]\_hg`Ui Zž`k Ug`g]W\`bY[ Uh]j `Ui ZX]Y`A Uf_hgh]a a i b[
Ui gk]f_hY"

6]hWc]b`dfcZ]h]YfhY`j cb`Hfi a dg`K U\`ž`XU`Yf`U`g` : ÖfXYfYf`j cb
? fmdhck Ä\fi b[Yb`[ ]`h`8]Y`Hfi a d!A YX]YbZ]fa U`HA H; `hf]hh`ni XYa
U`g`Y]b`bYi Yf`6]hWc]b!`? Äi ZYf`Ui Z`GY]higY]bYf`K U\`]a`Bcj Ya VYf
]gh`XYf`6]hWc]b!`? i fg`j cb`i bhYf`+ "\$\$\$`i G!8c`Uf`Ui ZY]bYb
< ÖW`ghk Yfhj cb`%&%"\$\$\$\$`i G!8c`Uf`[Ygh]Y[Yb"8]Y
A Uf_h_Ud]hU`]g]Yfi b[ `j cb`6]hWc]b`VY`Äi Zhig]W\`XYfnY]h`Ui Z`fi bX`&ž%
6]`]cbYb`i G!8c`Ufž`k Ä\fybX`X]Y` ; YgUa`ha Uf\_h\_Ud]hU`]g]Yfi b[`XYf
? fmdhck Ä\fi b[Yb`Ui ZØVYf`' ž`6]`]cbYb`i G!8c`Uf`[ YgW`Ähnh
k]fXž`k ]Y`nj k "XY`VYf]W\hYh"

< UbXY`g\_f]Y[ `i bX`A Uf_hVYk Y[i b[Yb

8]Y`j YfgW`ÄfZhY`Nc`cZYbg]j Y`XYf`i G!F Y[]Yfi b[`Uh`X]Y`6]hWc]b!
6Yk Yfhi b[Yb`ni gÄh`]W\`i bhYf`8fi W_[YgYhnh"8]Y`NÖ`Y`VYhfY`ZYb

i bhYf`UbXYfYa `? UbUXUž`A YI ]\_cž`7\]bU`i bX`X]Y`9i fcdÀ]gWXY
l b]cbž`i bX`XYf`< UbXY`g_f]Y[`ghY`h`b]W`h`bi f`X]Y`K Y`hk]fhgW`UZh
j cf`<YfUi gZcfXYfi b[ Ybž`gcbXYfb`\Uh`Ui W`X]fY\_hYb`9]bZi gg`Ui Z
XYb`6]hW`b!`?i fg`9i dYfhYb`[ `Ui VYb`YXcW`ž`XUgg`X]Y
? fmdhck`À\fi b[ `Ub[Zf]gh][`j cb`XYf`bY[ Uh]j Yb`G]hi Uh]cb
dfcZ]h]YfYb`\_ÒbbhYž`k]Y`VhWYW`c`"XY`XUf`Y[ h`

8Yf`6]hW`b!`?i fg`_ÒbbhY`\_i fnZf]gh][ `@ei]XUh]cbYb`Yf`YVYbž`gc`hYb
nYbhfU`Y`i bhYfghØhni b[gb]j YUi g`j Yf`Yhnh`k YfXYb`"9]b`F`ØW_[Ub[
i bhYf`-` "\$\$\$`I`G!8c`Uf`_ÒbbhY`ni f`5i ZØgi b[`j cb`fi bX`%ž
A]`UfXYb`i`G!8c`Uf`Ub`[Y\YVY`hYb`@cb[!Dcg]h]cbYb`ZØ\`fYb`"8]Yg
VYXYi hYhž`XUgg`Y]b`K`cW`YbUVgW`i`gg`ØVYf`-` "\$\$\$`I`G!8c`Uf
YfZcfXYf`]W`]ghž`i a`Y]bYb`k`Y]hYfYb`F`ØW_[Ub[`i bX`XUa`]h`Y]bY
bY[Uh]j Y`A`Uf_hgh]a`a`i`b[ `ni`j`Yf\]bXYfb`"5b`U`mghYbž`XUfi bhYf
F`mUb`@Y`j`cb`6]h[ Yh`F`YgYUfW`ž`k`UfbYbž`XUgg`Y]b`i`U`i`bhYf
-`\$)`\$\$`I`G!8c`Uf`ni`Y]bYa`B`Y[ Uh]j hfYbX`ZØ\`fYb`_ÒbbhYž`k`Ug`X]Y
A`Uf\_hhY]`bY\`a`Yf`]b`5`Ufa`VYfY]hgW`UZh]j`YfgYhnhž`k`]Y`
W`c]bhY`Y[fUd`\`W`c`a`Yf`_`Àfh`

@Ub [Zf]gh][Y`DYfgdY`_h]j Yb

Hfchn`XYf`U`hi`Y`Yb`<YfUi gZcfXYfi b[Yb`gY\Yb`9i dYfhYb`Ui W`
@]W`hV`]W`\_Y`ZØf`6]hW`b`"Ja`Yg`K`cž;`fØbXYf`j`cb`8;`ž`\Uh`XUfUi`Z
\]b[Yk`]YgYbž`XUgg`X]Y`NØ`Y`XYb`i`G!8c`Uf`gW`k`ÀW`Yb`i`bX`X]Y
`bZUh]cb`Yf`\Ø\Yb`_ÒbbhYb`"8]Yg`_ÒbbhY`6]hW`b`U`g`5Vg]W`Yfi b[
[Y[Yb`Z]bUbn]Y`Y`b`ghUV`]h`hYb`gh`Àf`\_Yb`"8Yf`A`Uf`\_h`k`UW`h`ni`XYa
[YgdUbbh`Ui`ZX]Y;`Ygd`f`ÀW`Y`nk`]gW`Yb`Df`Àg]XYb`h`Hfi`a`d`i`bX`XYa
W`]bYg]gW`Yb`Df`Àg]XYb`hYb`L`]bd]b[ ž`X]Y`Y]bY`k`Y]hYfY`9g`U`Uh]cb
XYg`<UbXY`g_f]Y[g`j`Yfa`Y]XYb`gc`Yb`"9]b`i`fgdfØb[`]W`[Yd`Ub`hYg
HfYZZYb`Ua``%`":`YVfi`Uf`k`i`fXY`YXcW`Ui`h`6Yf]W`hYb`XYg`K`U`
GhfYYh`æ`i`fbU`j`cfYfgh]j`YfgW`cVYb`"

8]Y`9b`hk`]W`_i`b[ Yb`XYf`b`ÀW`ghYb`K`cW`Yb`k`YfXYb`Yb`hgW`Y]XYbX
gY]bž`i`a`ZYgmi`ghY`Ybž`k`]Y`g]W`X`XYf`6]hW`b!`?i`fg`i`bX`X]Y
U`[ Ya`Y]bY`A`Uf_hgh]a`a`i`b[ `]ba`]hYb`XYf`i`bg]W`Yf\Y]hYb`]a
<UbXY`gi`a`ZY`X`[ YghU`hYb`k`YfXYb`"

8YhU]`g	
J c fZU``	:]bUbna Uf_h
I fgUWXY	Nc``dc`]h]_ž' < UbXY`g_f]Y[
C fh	? UbUXUž'@UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "nj k "XY • k k k "VhWYWX c"XY • XY"Wł]bhY`Y[fUd\ "Wł a

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