

5 Z8!: fU_h]cbg_`Ui gi f`]b`K]Yb.`@YfbYb j cb`GUi VYf_Y]h`i bX`G]W\Yf\Y]h°

8]Y`6Yf`]bYf`5Z8`hf]Z]h`g]W\`Ua``%*`\$+`&\$&)`]b`K]Yb`a]h`XYf`
: D² ž`i`a``ØVYf`GUi VYf_Y]h`i bX`K c\bi b[gVUi`ni`X]g_i h]YfYb`
i bX`?ccdYfUh]cb`ni`ZØfXYfb"



K]Ybž² ghYffY]W\`!`8]Y`6Yf`]bYf`5Z8`a UW\h`XYfnY]h`i b`K]Yb`j`cb`
g]W\`fYXYb"; fi bX`XUZØf`]gh`Y]bY`: fU_h]cbg_`Ui gi fž`X]Y`g]W\`i`a`
X]Y`H\Ya`Yb`gcn]U`Yf`K`c\bi`b[`gVUi`i`bX`GhUXh`gUi`VYf_Y]h`XfY\h`
8]Y`: fU_h]cbgW\YZ]b`?f]gh]b`6f]b_Yf`i`bX`]\fY`?c`Y[`Yb`cVYb`X]Y`
\c\Y`GUi`VYf_Y]h`i`bX`G]W\Yf\Y]hž`X]Y`K]Yb`V]YhYh"8]YgY`cVYbXYb`
K`cfhY`Z]bXYb`Ui`W\`; Y\Øf`VY]`XYf`K]YbYf`: D² ž`X]Y`i`bhYf`]\fYf`
GhUXhfÄ]h]b`i`f`_Y`B]hha`Ubb`X]Y`6YXYi`hi`b[`XYf`A`Ø`Yb`hgc`f[`i`b[`
VYhcbh" B]hha`Ubb`\YVh`\Yfj`cfž`XUgg`Y]b`Zi`b_h]cb]YfYbXYg`
A`Ø`gmghYa`a`U»[`YV`]W\`ni`a`dcg]hj`Yb`GhUXhV]`X`VY]hfÄ[`h`8`cW\`
Yg`[`]Vh`Ui`W\`XØghYfY`Dfc[`bcgYb`j`cb`: D² !: fU_h]cbgW\YZ`8`ca`]b]_`
BYddž`XYf`Ui`Za`Ø[`]W\Y`Z]bUbn]Y`Y`GW\k`]Yf[`_Y]hYb`XYf`GhUXh`
Ui`Za`Yf_gUa`a`UW\hž`X]Y`]b`XYf`Ni`_i`bZi`UbghY\Yb`_ØbbhYb"

9]b`VYgcbXYfg`\\Y]_`Yg`H\\Ya U`]gh`X]Y`9]bk UbXYfi b[``BYdd
i bhYfgWXY]XYh`nk]gWXYb` Ubgh`AbX][Yb`i bX`i bUbgh`AbX][Yb
Ni [Yk UbXYfhYb`ž`k Ug`j cb`6f]b`_Yf`]b`X]YgYf`i: cfa`ni fØW_[Yk]YgYb
k]fX``I a`X]Y`Ni gUa a YbUfVY]h`ni`gh`Af`_Yb`ž`\\UVYb`X]Y`i: D2`i bX
X]Y`5Z8`Y]bY`?ccdYfUH]cbgj YfY]bVUfi b[`i bhYfnY]WXYb`Yh``8 Ug
Yf`_`ÅfhY`N]Y`X]YgYf`5``]Ubni`]gh`Y]bY` ZFY`\\Y]h]W!`_cbgYfj Uh]j Y
9fbYi Yfi b[`]b`XYf`GhUXhdc`]h]_ž`X]Y`Ui WXY`Y]bYb`gh`Af`_YfYb
5i ghUi gW`nk]gWXYb`[`Y]WXY [Yg]bbhYb`Gh`AXhYb`]b`9i fcdU`UbghfYVh`
<]YfVY]``]Y[Yb`X]Y`GWk Yfdi b`_hY`Ui Z: fU[Yb`XYf`G]WXYf`\\Y]hž
A][fUH]cb`i bX`6]Xi b[ži a`X]Yf`]`Y[U`Yb`Ni k UbXYfi b[`i bX
ghY][YbXYf`?f]a]bU`]h`Åh`ni`VY[Y[bYb`

; Ya Y]bgUa`ghUf`_]b`XYf`< YfUi gZcfXYfi b[Yb

8]Y`<YfUi gZcfXYfi b[Yb`]b`XYb`6U``i b[gnYbhYb`g]bX`[fc» "
, VYf`UghYhY`≠ZfUghfi _hi fYb`i bX`X]Y`; YZU`f`j cb`HYffcf]ga i g
a UWXYb`_`UfY`GhfUH] [Yb`b`chk YbX][``8ca]b]_`BYdd`j cb`XYf`i: D2
Ui g`K]Yb`g]Y`\\h`X]Y`DUfhbYfgWUZh`a]h`XYf`5Z8`U`g`Yb`hgWXY]XYbX
Ubž`i a`X]Y`≠Ybh]h`Åh`XYf`GhUXh`ni`VYk U`fYb``8]Y
?ccdYfUH]cbgj YfY]bVUfi b[`VY]b`\\U`hYh`Y]bYb`fY[Y`a`Å»][Yb
5i ghUi gW`ž[Ya Y]bgUa Y`J YfUbghU`hi b[Yb`i bX`6Øf[YfX]U`c[Yž
i a`UV[Ygh]a a hY`Dcg]h]cb]Yfi b[Yb`ni`YffY]WXYb`

G]Y`_`ØbbhY`Y]b`G][bU`_`ZØf`Y]bY`Yb[YfY`Ni gUa a YbUfVY]h`fYWXYhYf
?f`ÅZhY`]b`9i fcdU`gY]b`Hfc`mXYa`Yfb`hYh`XUg`6ØbXb]g`Ui W
?f]h]_Yb`ž`Yhk U`j cb`XYb`i; fØbYb`]b`K]Yb.`DUfhY]WXYZ]b`ž`X]h`
DØ`f]b[Yf`nY][h]g]WXY`VYgcf[h`ØVYf`X]Y`Ni gUa a YbUfVY]h`a]h`XYf
5Z8`ž`X]Y`ja`XYi hgWXYb`6i bXYghU[`U`g`[fØ» hY`C ddcg]h]cbgZfU`_h]cb
[]`hi bX`nk]gWXYb`fYW`hgYI hfYa`i bX`fYW`hgYI hfYa Yf
J YfXUW`hgZU```Y]b[YcfXbYh`k]fX`

9]b`?`cbhfcj`YfgYg`HfYZZYb

9]b`C`fhghYfa]b`ja`6fYbbdi b`_h!6Yn]f`_`i: Uj`cf]hYb`ž`k`c
8fc[Yb`_f]a]bU`]h`Åh`i bX`Y]b`\\c`\\Yf`5i`g`ÅbXYfUbhY]`j`cf`\\YffgWXYb`ž
`c`W`_h`X]Y`5Z8!5V[YcfXbYhYb`ni`Y]bYf`k`Y]hYfYb`6Yg]WXYh][i b[``9]b
Gcn]U`UfVY]hYf`k`]XYfgdf]WXYh`XYf`Xcfh`_i`fg]YfYbXYb`8`UfghY``i b[
i bX`_f]h]g]Yfh`X]Y`8`Åa`cb]g]Yfi b[`j`cb`A`YbgWXYb``6YgcbXYfg

Ui ZÄ`][`k]fX`X]YgY`?f]h]_ž`U`g`Y]b`†`b[Yf`²`ghYffY]WXYf`X]Y
 5bg]WxhYb`XYf`5Z8`U`g` V`ÖXY`<YhnY`VYnY]Wxbyh`8YggYb
 i b[YUWxhYh`k]fX`k Ä`fYbX`Y]bYg`6Ygi Wxg`]b`Y]bYa`9]ggU`cb`X]Y
 Gui VYf`_Y]h`XYf`GhfU»Yb`Yfj`cf[Y`cVYbž`k Ug`X]Y`[Y`cVhY
 Cf[Ub]gUh]cb`]b`XYf`K]YbYf`GhUXhdc`]h]_`i bhYfghfY]Wxh`

8]Y`GYf]cg]hÄhi bX`X]Y`5i gVfY]hi b[`j`cb`fYWxhgYI hfYa Ya`8Yb`_Yb
 g]bX`b]Wxh`c`b`Y`:`i bXUa`YbhY`"9]bY`Di V`_Uh]cb`i bhYfgi Wxh`X]Y
 9bhk]W`_i b[`gc`WxYf`6Yk Y[i b[Yb`]b`9i fcdU`i bX`k]fZh`Y]bYb`6`]W_
 Ui ZX]Y`Y`g]hcf]gWxYb`K`i fnY`b`"6YhfUWxhYh`k YfXYb`Ui Wx`X]Y
 5bn]Y`i b[g`fUZh`XYf`YI hfYa Yb`FYWxhYb`]b`@ÄbXYfbž`X]Y`j`cb`XYf
 U`hi Y`Yb`K]fhgWxUZhg!`i bX`:`]bUn`_f]gY`VYhfcZZYb`g]bX`"G]Y`V]YhYh
]bhYfYggUbhY`9]bV`]W_Y`]b`X]Y`_ca`d`YI Y`@U[Y`i bX`XYb`I`a`[Ub[
 a`]hgc`WxYb`GhfÖa`i b[Yb`]b`9i fcdU`"

: Øf`X]Y`K]YbYf`6Yj`Ö`_Yfi b[`V`Y]Vh`UVni`k`UfhYbž`k]Y`g]Wx`X]Y
 Ni gUa`a`YbUfVY]h`nk]gWxYb`:`D²`i bX`5Z8`Ybhk]W_Y`b`k]fX`i bX
 k`Y`WxY`5i`gk]f`_i b[Yb`g]Y`Ui ZXUg`dc`]h]gWxY`?`]a`U`]b`K]Yb`UVYb
 k]fX`"

| | |
|---------|---|
| 8YhU]`g | |
| Cfh | K]Ybž`²`ghYffY]Wx |
| Ei Y`Yb | <ul style="list-style-type: none"> • k k k "fVV&("XY • k k k "\Yi hY"Uh • di V`]_Uh]cbYb"i b]!hi YV]b[Yb"XY |

6Ygi WxYb`G]Y`i bg`Ui Z.`a`Y]b!k]Yb`bYh