

@XYf / Ua d / GWi \ '5; . l a gUhgdfi b [
XUb_ 'bYi Yf`A Uf_Yb`i bX`:]U`Yb`°

8]Y`@XYf / Ua d / GWi \ '5; `k`ÀW`gh`k`Y`h`Y`f`.
l a gUhgY`][`Y`f`i`b`[`'`U`i`Z`'`+`%`A`]`c`" `9`i`f`c`'`X`U`b`_`:``:]`U`Y`i`d`U`b`g`]`c`b`
i`b`X`'`b`Y`i`Y`f`?`c`a`Z`c`f`h`a`U`f`_`Y`'`8`Y`'_`U`"



K]YXYbž`²` ghYffY]W` !`'8]Y`@XYf / 'GWi \ '5; ž`VY`_`U`b`b`h`i`X`i` f`W`
]`f`Y`'`A`U`f`_`Y`b`'`<`i`a`U`b`]`W`i`b`X`'`G` \`c`Y`(`m`c`i`ž`'a`Y`'X`Y`h`Z`Ø`f`'X`U`g`'`J` \`f`'`&`\$`&`
Y`]`b`Y`b`'`Y`f`Z`f`Y`i`'`]`W`X`Y`b`'`l`a`g`U`h`n`j`c`b`'`+`%`A`]`'`]`c`b`Y`b`'`9`i`f`c`" `8]Y`g`Y`'`N`U` \`
g`h`Y`'`h`Y`]`b`Y`b`'`5`b`g`h`Y`[`'`[`Y`[`Y`b`Ø`V`Y`f`'`X`Y`a`'`J`c`f`'`U` \`f`'`j`c`b`'`*`+`'`A`]`'`]`c`b`Y`b`
9`i`f`c`'`X`U`f`" `6`Y`g`c`b`X`Y`f`g`'`Y`f`Z`f`Y`i`'`]`W`X`'`g`h`'`X`Y`f`'`F`c` \`Y`f`h`f`U`[`ž`'`X`Y`f`'`g`]`W`X`'`U`i`Z`
%)`'`ž`'`A`]`'`]`c`b`Y`b`'`9`i`f`c`'`Y`f` \`Ø` \`h` \`U`h`ž`j`Y`f`[`'`]`W`X`Y`b`'`a`]`h`%)`&ž`'`A`]`'`]`c`b`Y`b`
9`i`f`c`'`j`a`'`J`c`f`'`U` \`f`" `N`U` \`f`Y`]`W`X`Y`'`g`h`f`U`h`Y`[`]`g`W`X`Y`'`A`U`»`b`U` \`a`Y`b`'` \`U`V`Y`b`
X`]`Y`g`Y`g`'`K`U`W`X`g`h`i`a`'`i`b`h`Y`f`g`h`Ø`h`h`ž`X`U`f`i`b`h`Y`f`'`X`]`Y`'`9]`b`Z`Ø` \`f`i`b`[`'`X`Y`f`
b`Y`i`Y`b`'`?`c`a`Z`c`f`h`a`U`f`_`Y`'`8`Y`'_`U`'i`b`X`'`X`]`Y`[`Y`n`]`Y`'`h`Y`'`9]`d`U`b`g`]`c`b`'`X`Y`g`
:]`]`U`'`b`Y`h`n`Y`g`"

8Ub`_`X`]`Y`g`Y`f`'`A`U`»`b`U` \`a`Y`b`'_`c`b`b`h`Y`'`X`]`Y`@XYf / 'GWi \ '5; 'j`a`'`@`U`i`Z`
X`Y`g`'`J` \`f`Y`g`'`&`\$`&(`'`n`U` \`f`Y`]`W`X`Y`'`b`Y`i`Y`';`Y`g`W`X`'`À`Z`h`Y`'`Y`f`Ø`Z`b`Y`b`" `G`c`'`Z`U`b`X`Y`b`

bYi Y':]]U`Yb`]b`Gh`XhYb`k`jY`9]gYbghUXhž`@YcVYbž`GhYmf`i`bX
5a ghYhYb`]\fY`HØfYb`"5i W`]a`799!FUi a`k`i`fXY`YI`dUbX]Yfhž`a`]h
BYi YfØZZbi b[Yb`]b`C`fhYb`k`jY`]]bUž`6i Xk Y]g`i`bX`?Uf`gVUX`
≠g[YgUa`h`VYhfY]Vh`X]Y`@G5;`bi`b`&`%`\$`GhUbXcfhY`]b`bYi`b
@AbXYfbž`k`Ug`]\fY`GhY`i`b[`U`g`Y]bYg`XYf`[`fØ`»`hYb
GWi \\UbXY`gi`bhYfbY`a`Yb`]b`9i`fcdU`ZYgh][`h`

J]Y`ZU`h`i`bX`≠bcj Uh]cb`]a`Gcfh]a`Ybh

8]Y`Gcfh]a`YbhgYfk`Y]hYfi`b[`i`a`X]Y`YhUV`]YfhY`A`Uf`_Y`8Y`_Už`X]Y
g]W`]bgVYgcbXYfY`Ub`a`cXYVYk`i`gghY`:`fUi`Yb`f]W`hYhž`hfÅ[`h`ni`a
l`a`gUhnk`UW`ghi`a`VY]"`BYVYb`8Y`_U`k`]fX`Ui`W`Y]bY`YI`_`i`g]j`Y
?`c`Y`_h]cb`a`]h`8Yg][`bYf]b`G]j`]U`GW`bY]XYf`Ub[`YV`chYbž`X]Y`Xi`fW
`c`W`k`Yfh][`Yg`i`bX`ZY`a`]b]bYg`8Yg][`b`VYgh]W`h`8]YgY
ghfUhY[`]gW`Yb`GW`f]hY`n]Y`Yb`XUfUi`Z`UVž`bYi`Y`N]Y`[`fi`ddYb
Ubni`gdfYW`Yb`i`bX`XYb`l`a`gUhn`k`Y]hYf`ni`ghY][`Yfbž`k`jY`X]Y`**CHG**
VYf]W`hY`h`

l`a`XYb`?`i`bXYb`Y]b`a`cXYfbYg`9]b`_Ui`ZgYf`YVb]g`ni`V]YhYbž`gYhnh
X]Y`K`Y`g`5;`Ui`W`Ui`ZX][`]hU`Y`≠bcj`Uh]cbYb`"8]Y`9]bZØ`fi`b[`XYf
bYi`Yb`<l`A`5B`⇒`i`bX`G`<`C`9`(`MCI`5ddg`Yfa`Ø[`]W`h`Yg`XYb
?`i`bXYbž`dYfgcbU`]g]YfhY`GYfj`]W`g`]b`5bgdfi`W`ni`bY`a`Yb`i`bX
j`cb`j`YfgW]YXYbYb`5b[`YV`chYb`k`jY`G9B8`HC`<`CA`9ž`7`@`⇒`?`/`
7C`@@97H`i`bX`F`9HI`FB`HC`GHC`F`9`ni`dfcZ]h]YfYb`"8]YgY
Ca`b]W`Ubby`!GhfUhY[`]Y`n]Y`h`XUfUi`Z`UVž`XYb`9]b`_Ui`Z`gck`c`\\`]a
ghUh]cb`ÅfYb`<`UbXY`U`g`Ui`W`cb`]bY`ni`cdh]a`]YfYb`"

A Uf`_hØVYfV`]W`_i`bX`<`YfUi`gZcfXYfi`b[`Yb

8Yf`GW`i`\\UbXY`]b[`]Ubni`9i`fcdU`nY][`hgdUbbYbXY
9bhk`]W`_i`b[`Yb`"K`Å`fYbX`XYf`XYi`hgW`Y`A`Uf`_hž`Ui`h`**GhUh]ghUž**
bUW`XYb`dUbXYa`]YVYX]b[`hYb`9]bVi`»`Yb`k`]YXYf`Ui`Z`*`ž)
A`]]UfXYb`9i`fc`l`a`gUhn`c`W`gW`k`Uddhž`V`Y]Vh`Yg`UVni`k`UfhYbž`cV
X]Y`6fUbW`Y`]\f`J`cf!DUbXYa`]Y!B]j`YU`i`Ya`U`g`k`]YXYf`YffY]W`Yb
_Ubb`"8]Y`NU`\\XYf`l`bhYfbY`a`Ybž`X]Y`]b`X]YgYa`GY`_hcf`hÅh][
g]bXž`]gh`bUW`k`]Y`j`cf`fØW`_`Ài`Z][`ž`k`Ug`ni`gÅh`]W`8fi`W`_Ui`Z
ghUh]cb`ÅfY`:`UW`Å`bX`Yf`Ui`gØVh`"

; fc» Y'5bV]YhYf'k]Y'8Y]Wka Ubbž'X]Y'Y]b'VfY]hYg'5b[YVch'Ub
 A Uf_Yb'i bX'9][YbdfcXi _hYb'ZØ\hYbž'ghY\Yb']b'ghUf_Ya
 K YhhVYk YfV'ni 'Cb']bY\ÅbX'Yfb"', VYf'&* 'A]']cbYb'8Yi hgWXY
 _Ui ZYb']\fY'GWxi \Y'a]hh'Yfk Y]Y'cb']bYž'k Ug'Y]bY'ni gÅhn']WXY
 <YfUi gZcfXYfi b['ZØf'ghUh]cbÅfY'9]bnY'\ÅbX'Yf'XUfghY'h"

8]Y'@YXYf' / 'GWxi \ '5; '\Uh'Yg'g]W'ni f'5i Z[UVY' [Ya UWxhž']b
 X]YgYa 'g]W'j YfÅbXYfbXYb'A Uf_h'YfZc'[fY]W'ni 'U[]YfYb"'A]h
 ghfUH'Y []gWXYb' ðj Ygh]h]cbYb']b' bYi Y'DfcXi _hY'i bX'X][]hU'Y
 GYfj]W'g']gh'XUg'l bhYfbY\ a Yb' [i h'Ui Z[YghY'hž'i a 'XYb
 <YfUi gZcfXYfi b[Yb'XYf'Ni _i bZh'ni 'VY[Y[bYb'i bX' ['Y]WnY]h][
 XUg'9]b_Ui ZgYf'YVb]g'ZØf'X]Y'?i bX]bbYb'i bX'?i bXYb'k Y]hYf'ni
 j YfVYggYfb"

8YhU]`g	
C fh	K]YXYbž'² ghYffY]W
E i Y`Yb	<ul style="list-style-type: none"> • k k k "gWxi _i f]Yf"XY • k k k "chg"Uh • XY"ghUh]ghU"Wča

6Ygi WXYb'G]Y'i bg'Ui Z.'a Y]b!k]Yb"bYh