

@Ubl Ygg. 'J ca '6UmYf!5i gghY][Yf'ni a
7\Ya]Y!A Uf_hZØ\ fYf']b`&\$`>U\ fYb`°

9fZU\ fYb`G]Yž'k]Y`@Ubl Ygg']b`&\$`>U\ fYb`j ca '6UmYf!
5VgdU`hi b[gi bhYfbY\ a Yb'ni a 'ZØ\ fYbXYb
GdYn]U`WYa]Y_cbnYfb`k i fXY"



@Yj Yf_i gYbž'8 Yi hgW\`UbX`!'8]Y`@5BL 9GG'5; 'ZY]Yfh
Y]bXfi W_gj c''[\f'&\$!'Å\ f][Yg'6YghY\Yb`i bX`V`]W_h`Ui ZY]bY
VYk Y[hY`i bhYfbY\ a Ybg[YgW\]W\hY`ni fØW_ž`X]Y`U`Yg`UbXYfY`U`g
[YfUX`]b][`k Uf`'A Uhh\]Ug`NUW\Yfhž`J c fghUbXgW\YZXYg
fYbca a]YfhYb`GdYn]U`WYa]Y_cbnYfbgž`Yf]bbYfhY`XUfUbž`XUgg
XUg`i bhYfbY\ a Yb`Ua`'`%'>Jbi Uf`&\$&`)'Ub`XYf': fUb_ž`fhYf`6ÖfgY
bch]Yfh`k i fXYž`bUW\XYa`Yg`Ui g`XYf`6UmYf`5;`'Ui g[Y[`]YXYfh
k i fXY"'K Å\ fYbX`X]Y'; fØbXi b[`Ua`%'>`]'&\$\$(`VYfY]hg`Y]bYb
YfghYb`GW\ f]hh]b`X]Y`9][YbghÅbX][`_Y]h`XUfghY`hYž`\YffgW\hYb
XUa`U`g[fc»Y`Nk Y]ZY`Ub`XYf`Ni`_i b`ZhgZÅ\][`_Y]h`XYg
I bhYfbY\ a Ybgž`XUg`]b`Y]bYa`ghUf`_`cb`† b`hi fUV\Åb[] [Yb`GY`hcf
hÅh][`]gh`'a a Yf\]b`\UVYb`X]Y`6UmYf!5_h]cbÅfY`ZØf`nY\`b`]fYf
5_h]Yb`Y]b`GhØW`@5BL 9GG`Yf\`U`hYb`i bX`XUg`i bhYfbY\ a Yb

a i gghY`g]W\`a Y\`fZUW\`j cb`i bdfcZ]hUV`Yb`6YfY]W\`Yb`hfYbbYbž
XUfi bhYf`X]Y`7\`Ya]_U`Y]b`ZØf`X]Y`HYI h]`j YfUfVY]hi b[`i bX`X]Y
DUd]Yf\`YfghY``i b["

8]Y`9bhgW\`Y]Xi b[`ni f`I a ghfi _hi f]Yfi b[`U`h`g]W\`U`g`f]W\`h][
Yfk]YgYb ž`cVhY`B F K !A]b]ghYfd fÀg]XYbh`<YbXf]_`K Øgh`X]Y
XUa U`][Yb`K Y]W\`YbghY``i b[Yb``i bhYf`NUW\`Yfhg`F Y[]Yž`XYf`gY]h
5df]`&\$%(`XUg`F i XYf`ZYgh]b`XYf`<UbX`\`À`hž`\`U`h`g]W\`@5BL9GG
ni a `j]Yfh[fÒ»hYb`7\`Ya]Y`_cbnYfb`]b`8Yi hgW\`UbX`Yb`hk]W\`Y`hi bX
U[]Yfh]b`XYf`85L`" \$!@[U``6YgcbXYfg]b`XYb`6YfY]W\`Yb
: Y]bW\`Ya]Y`i bX`<cW\`Y]ghi b[g_i bghghcZY`\`U`h`a Ub`X]Y: Ø\`Yf
Ui g[YghfYW`_hi bX`]bj Ygh]Yfh`VYgcbXYfg`VYa Yf`_Ybgk Yfh]b
8Yg]bZY`_h]cbga]hhY`ž`A UHYf]U`gW\`i hna]hhY`gck]Y
?Ui hgW\`i _dfcXi _hY`ZØf`X]Y`F Y]ZYb\`YfghY``i b["

K UW\`ghi a `i bX`< YfUi gZcfXYfi b[Yb

K]f`\UVYb`I a VfØW\`Y`k]Y`X]Y`@Y\`a Ub!D`Y]hY`i bX`X]Y:]bUbn`_f]gY
ØVYfghUbXYb`i bX`i bg`[`Y]W\`nY]h][`XYb`<YfUi gZcfXYfi b[Yb`XYf
8][]hU`]g]Yfi b[]`[YghY``h ž`gc`NUW\`Yfh`k Y]hYf``8]Y`@Y]XYbgW\`UZh`ZØf
bYi Y`DfcXi _hY`i bX`HYW\`bc`c[]Yb`\`U`h`@5BL9GG`]b`Y]bY`ZØ\`fYbXY
Dcg]h]cb`]bbYf\`U`V`XYf`W\`Ya]gW\`Yb`≠Xi ghf]Y`_U`h`Udi`h]Yfh`
6YgcbXYfg`X]Y`5i hc]bXi ghf]Yž`U`g`Y]bYf`XYf`[fÒ»hYb`5VbY\`a Yf
j cb`?Ui hgW\`i _i bX`7\`Ya]_U`Y]bž`V`Y]Vh`Ui W\`ZØf`X]Y`Ni _i bZh`Y]b
nYbhfU`Yf`DUf`hbYf"

5i W\`X]Y`Øb[ghYb`NU\`Yb`VY`Y[Yb`X]Y`8mbUa]_`XYg
I bhYfbY\`a Ybg.`æ`j Yf[Ub[YbYb`š\`f`k`i fXY`Y]b`I a gUhn`j cb`*ž`+
A]``UfXYb`9i fc`Yfk]fhgW\`UZh`h``8]YgY`dcg]h]j Y`6]`Ubn`k]fX`YXcW\`
b]W\`h`bi f`j cb`9fZc`[Ybž`gcbXYfb`Ui W\`j cb`<YfUi gZcfXYfi b[Yb
VY[`Y]hYhž`gcXUgg`XUg`I bhYfbY\`a Yb`]a a Yf`k]YXYf`dcghYž`a]h
fchYb`NU\`Yb`i a ni [Y\`Yb``A]hY]bYa`_`UfYb`6Y`_Ybbhb]g`ni`XYb
GhUbXcfhYb`i bX`XYf`?cbnYfbnYbhfU`Y]b`?Ò`bž`k`c`VYfY]hg`gY]h
&\$%`XUg`<Yfn`XYg`I bhYfbY\`a Ybg`gW\`À[hž`nY][h`@5BL9GGž`XUgg
g]Y`Ub`]fYf`F Y[]cb`ZYgh\`U`hYb"

≠bj Ygha YbhghfUHY []Y`i bX`[YgY``gW\`UZh`]W\`Y

J YfUbhk c fhi b [

J cb`XYf`YfghYb`Ghi bXY`Ub`Uh`X]Y`I bhYfbY`a YbgZØ`fi b [Ui » Yf [Yk Ò`b`]WXY`GhfUHY []Yb`]a d`Ya Ybh]Yfhž`X]Y`@5BL9GG`ghUf`_]a`A Uf`hidcg]h]cb]Yfh`UVYb`"J cb`XYf`; fØbXi b [`V]g`&\$&) `Uh a Ub`_cbh]bi]Yf`]WXY`XUfUb`[YUfVY]hYhž`gck c`XYb DfcXi`_]h]cbggh`ÅhhYb`]b`8Yi hgW`UbX`U`g`Ui W`]b`]bhYfbUh]cbU`Yb A`Åf`hYbž`k]Y`XYb`I G5`i bX`5g]Ybž`ni f`[`cVU`Yb`9I dUbg]cb`ni j Yf`Y`ZYb`"9]b`6Y]gd]Y`XUZØf`]gh`XUg`æ]bh`J Ybhi fY`a]h`GUi X] 5fUa W`ZØf`XUg`?Ui hgW`i`_!; YgW`ÅZhi bX`XUg`bYi Yž`]a`5df`]'&\$&` [Y [fØbXYhY`æ]bh`J Ybhi fY`ZØf`9b []bYYf]b [`A UhYf]U`g`a]h`5Xj Ybh`

8 UfØVYf`_]bUi g]gh`NUWXYfh`Ui W`Y]b`5bk U`h`ZØf`bUW`U`h][Y 9bhk]W`_i b [`i bX`VYhcbh`X]Y`Bchk YbX][`_]hž`X]Y`[fi bX`Y [YbXY 6]Xi b [`ni`ZØfXYfbž`i a`?]bXYf`]b`XYf`Ni`_i bZi`XYb`Ni [Ub [`ni a 5fVY]hga Uf`h`ni`Yfa Ò [`]WXYb`"9]bY`bYi Y`9bYf []Ydc`]h`_]gh i bYf`Ågg]W`ž`i a`]b`8Yi hgW`UbX`k YhVYk YfVgZ`Å`][`ni`V`Y]VYb`ž gc`K Øghž`XYf`]b`X]YgYa`?cbhYI h`XYb`GhUbXcfh`BFK`_`cVhY`"

6Yj cf`X]Y`@YgYf.]bbYb`YXcW`XYb`6Yni [`ni f`[YgUa hYb 7`Ya]Y]bXi ghf]Y`j Yf`]YfYbž`gY]Yfk`Å`b`hž`XUgg`8Yi hgW`UbX`Y]bYf XYf`ZØ`fYbXYb`5`hYi fY`]b`X]YgYa`6YfY]W`]ghž`a]h`Y]bYa`5bhY]` j cb`Y]bYa`J]YfhY`Ua`7`Ya]Yi a gUhn`XYf`9I`"æg [YgUa h`k]fX`XYf I a gUhn`XYf`6fUbWXY`Ui Z`%`_`A`]`]UfXYb`9i fc`[YgW`Åhnhž`XUVY] g]bX`Yg`ØVYf`(`) "\$\$\$`A]hUfVY]hYfž`X]Y`]b`XYf`XYi hgW`Yb WXYa]gW`Yb`æXi ghf]Y`h`Åh][`g]bX`"8]YgY`cZZYbY`Ghfi`_hi f`a]h`ØVYf &`\$\$\$\$`I bhYfbY`a Yb`V]YhYh`Y]bY`J]Y`nU`U`Ub 6YgW`ÅZhi [i b [ga Ò [`]WXY`_]hYb`i bX`nY][`h`X]Y`]a a YbgY`6YXYi hi b [X]YgYg`GY`hcf`g`ZØf`X]Y`XYi hgW`Y`K]fhgW`UZh`"

Ni gUa a Yb [YZUggh`@5BL9GG`Uh`g]WXY`]b`nk Y]`Å`fnY`b`hYb`j`cb XYf`F`YghfUa dY`ni f`Gd]hnY`XYf`7`Ya]YVfUbWXY`cW [YgW`Ui`_Y`h i bX`j`YfV]bXYh`HfUX]h]cb`a]h`æbcj`Uh]cb`"8]Y`b`ÅW`ghYb`&\$`Å`fY`_ØbbhYb`a]bXYghYbg`gc`Ui ZfY [YbX`k YfXYbž`k`Å`fYbX`XUg I bhYfbY`a Yb`g]WXY`Yb`<YfUi gZcfXYfi b [Yb`XYg`[`cVU`Yb`A Uf`hYg k Y]hYf`ghY`h`"

8YhU]`g	
C fh	@Yj Yf_i gYbž'8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "fi bXgW\Ui !cb`]bY"XY • k k k "W\Ya]Y"XY • XY"a "k]_]dYX]U"cf[

6Ygi W\Yb`G]Y`i bg`Ui Z.`a Y]b!_cY`b"bYh