

6Ui ghUfh'ZØf'K]bXdUf_'B]YXYfUgd\Y.
%&") \$\$' < Ui g\ U`hY `dfcZ]h]YfYb °

⇒ 'K]bXdUf_'B]YXYfUgd\Y']b'K U`XYW! : fUb_YbVYf[
YbhghY\Yb'ZØbZ'K]bXfÀXYfž'X]Y`V]g': YVfi Uf'&\$& *
_cghYb[Øbgh][Y'9bYf[]Y`"YZYfb"



B]YXYfUgd\Yž'8Yi hgW\`UbX'!'8Yf'K]bXdUf_'B]YXYfUgd\Y
b]a a h': cfa Yb'Ub'°Nk]gW\Yb'XYb'W\Ufa UbhYb'ÇfhYb
A ØbW\Ui gYbž'B]YXYfUgd\Y'i bX'K c`a Uf'k]fX'U_hi Y`Y]b
K]bXdUf_'Yff]W\hYhž'XYf'_ØbZ]h['Yhk U'%&") \$\$' < Ui g\ U`hY'a]h
[fØbYf'9bYf[]Y'j Yfgcf[Yb'gc`""A]h'XYa '6Ui 'XYg'YfghYb'j cb'ZØbZ
K]bXfÀXYfb'k i fXY`VYfY]hg'VY[cbbYbž'i bX'X]Y'5b`U[Yb
j YfgdfYW\Yb'Y]bY`VYY]bXfi W_YbXY'@Y]ghi b['j cb']bg[YgUa h'*
A Y[Uk Uh" '8 Ug'VYXYi hYh'Y]bY'À\f'W\Y'9]bgdUfi b['j cb'fi bX
&%) \$\$'HcbbYb'7C &'`Y]b'YW\hYf'GW\f]h]b'F]W\hi b['Y]bYf
bUW\U`h][YfYb'9bYf[]Yni _i bZž'k]Y' < B 5 `VYf]W\hYh"

8]Y`BUVYb\Ø\Y`XYf'K]bXYbYf[]YUb`U[Yb'VYhfÀ[h'Yhk U'%& *
A YhYfž'k À\fybX'X]Y'; YgUa h\Ø\Y'a]h'FchcFV`Uhhghc`nY'&() `A YhYf

YffY]W h" 8]Y`YfghY`K]bXYbYf[]YUb`U[Y`gc``d`Uba`À»][`5bZUb[
Bcj`Ya`VYf`&\$&)`]b`6Yhf]YV`[Y\Ybž`k`À\fybX`X]Y`j`c``gh`ÀbX][`Y
9ff]W h`i`b[`U`Yf`Z0bZ`5b`U[Yb`V]g`A`]hhY`GYdhYa`VYf`&\$&)
UV[YgW`cggYb`gY]b`gc``"6]g`5bZUb[`Bcj`Ya`VYf`&\$&)`k`]fX`Ui`W
X]Y`Y`h`hY`K`]bX`hi`fV]bY`Ui`Z[YghY`hž`gcXUgg`V]g`ni`a`:`YVfi`Uf`&\$&`*
U`Y`5b`U[Yb`i`\fyb`6Yhf]YV`Ui`ZbY`a`Yb`gc``Yb``BYVYb`XYb
K`]bXf`ÀXYfb`k`]fX`Y]b`bYi`Yg`i`a`gdUbbk`Yf`_`ni`f`9]bgdY]gi`b[`XYf
YfnYi`[`hYb`9bYf[]Y`]bg`0ZZYb`h]W`Y`B`Y`h`Y`ff]W`h`h"8`UVY]`k`i`fX`Y`Ui`Z
`c`_`U`Y`i`b`hYfgh0hni`b[`[YgY`h`hž`i`b`X`X]Y`I`?`5!;`fi`d`d`Y`b
VYUi`ZhU[Yb`i`c`_`U`Y`8]YbghY]ghYfž`Y]bgW`Y]Y»`]W`X`Yf`<`Y]b`f]W
B`Ui`a`Ubb`i`a`V`<`/`7`c`" `?;`Ui`g`A`0bW`U`Ui`gYbž`k`Ug`Ui`W`X`Z0f`X]Y
F`Y[]cb`Y]bYb`k`]fhgW`U`Z`h]W`Yb`G`W`i`V`V`Y`X`Y`i`h`Y`h"

B`U`W`X`\`U`h][`_`Y]hga`U»`b`U`\`a`Y`b`i`b`X
I`b`h`Y`f`g`h`0`h`n`i`b[`Z0f`X]Y`i`;`Ya`Y]b`X`Y`b

8`Y`f`K`]b`X`d`U`f`_`Y`f`g`Y`h`h`i`b]W`h`i`b`i`f`Z`c`g]Y`9`b`Y`f[]Y`b`ž`g`c`b`X`Y`f`b`h`f`À[`h
U`i`W`U`h]j`ni`f`J`Y`fa`Y]X`i`b[`_]a`U`g`W`À`X`X]W`Y`f`H`f`Y]V`U`i`g[`U`g`Y`V`Y]"
@`U`i`h`X`Y`a`I`a`k`Y`h`V`i`b`X`Y`g`U`a`h`g]b`X`Y`f`b`Y`i`Y`f`V`U`f`Y`9`b`Y`f[]Y`b`ž
]bg`V`Y`g`c`b`X`Y`f`Y`K`]b`X`Y`b`Y`f[]Y`ž`X]Y`k`]W`h][`g`h`Y`b`5`_`h`Y`i`f`Y`]a`6`Y`f`Y]W
X`Y`f`H`f`Y]V`U`i`g[`U`g`j`Y`fa`Y]X`i`b["`8`Y`f`K`]b`X`d`U`f`_`B]Y`X`Y`f`U`g`d`\`Y`k`]f`X
Y]b`Y`b`H`Y]`X]Y`g`Y`f`d`c`g]h]j`Y`b`6]`U`b`n`i`U`i`ga`U`W`X`Y`b"

8`c`W`i`b]W`h`i`b`i`f`X]Y`i`a`k`Y`h`d`f`c`Z]h]Y`f`h`8]Y`i`;`Ya`Y]b`X`Y`b
A`0`b`W`X`\`U`i`g`Y`b`ž`K`Y`h`Y`f`i`b`X`6`U`h`Y`b`V`Y`f[`Y`f`\`U`h`Y`b`Z0f`Y`X`Y`g`X`Y`f
K`]b`X`f`À`X`Y`f`À`\`f]W`Y`N`i`k`Y`b`X`i`b[`Y`b`i`nk`]g`W`Y`b`&)"`\$\$\$`i`b`X`i`)"`\$\$\$
9`i`f`c`"8]Y`i`;`Y`g`U`a`h`Y]b`b`U`a`Y`b`ž`X]Y`X`i`f`W`X]Y`Z0b`Z`K`]b`X`U`b`U[`Y`b
Z]Y»`Y`b`ž`_`0`b`b`h`Y`b`V]g`ni`%+)`\$\$\$`9`i`f`c`d`f`c`X`Y`f`Y`f`Y]W`X`Y`b"8]Y`g`Y
A`]h`h`Y`gh`Y`\`Y`b`X`Y`b`i`;`Ya`Y]b`X`Y`b`ni`f`J`Y`f`Z0[i`b[`ž`i`a`i`c`_`U`Y`D`f`c`Y`_`h`Y
ni`i`b`h`Y`f`g`h`0`h`n`Y`b`ž`g`Y]Y`g`X]Y`5`b`g`W`U`Z`i`b[`b`Y`i`Y`f`5`i`g`f`0`g`h`i`b[`Z0f`X]Y
:`f`Y]k`j`][`Y`i`Y`i`Y`f`k`Y`\`f`ž`X]Y`A`c`X`Y`f`b]g]Y`f`i`b[`j`c`b`G`d]Y`d`À`h`n`Y`b`c`X`Y`f
X]Y`i`0`f`X`Y`f`i`b[`[`Ya`Y]b`b`0`h][`Y`f`J`Y`f`Y]b`Y`i`b`X`X`Y`g
;`Ya`Y]b`X`Y`n`Y`b`h`f`i`a`g"

B`U`h`i`f`g`W`X`i`h`n`i`b`X`5`i`g[`Y]W`X`ga`U»`b`U`\`a`Y`b

6`Y`g`c`b`X`Y`f`g`V`Y`a`Y`f`_`Y`b`g`k`Y`f`h`g]b`X`U`i`W`X]Y

B Uhi fgW\i hna U» bU\ a YbžX]Y`Yf[f]ZYb`k YfXYbž`i a `X]Y
 5i gk]f_i b[Yb`Ui ZX]Y`BUhi f`ni `a]b]a]YfYb"i a [fY]ZYbXY
 A U» bU\ a Yb`[Ya Å» `XYa `6i bXYgbUhi fgW\i hn[YgYhn`VY]b\U`hYb
 i bhYf`UbXYfYa `X]Y`GW\UZZ b[`j cb`6`Ø\ghfY]ZYb`ni f` : ÒfXYfi b[
 j cb`5fhYb`k]Y`6fUi b_Y\`W\Yb`i bX` : Y`X`YfW\Y`gck]Y`XUg
 5bVf]b[Yb`j cb`?i bghbYghYfb`ZØf`K U`Xc`fYi `Yb"9]bY`A U\X!
 5VgW\U`hi b[`k]fX`]a d`Ya Ybh]Yfhž`i a ` ; fY]ž Ò[Y`k Å`fYbX`XYf
 A U\X`ni `gW\ØhnYb"Ni XYa `gc`Yb`<YW_Yb`i bX`\cW\k ØW\g][Y
 DZUbnyb`Ub[YVUi h`k YfXYbž`i a `X]Y`J Ò[Y`j cb`XYf
 K]bXdUf_ZÅW\Y`UVni `Yb_Yb"

A]h`U``X]YgYb`A U» bU\ a Yb`nY][h`XYf`K]bXdUf_`B]YXYfUgd\Yž`XUgg
 a Ub`Y]b`[i hYg`<ÅbXW\Yb`ZØf`B UW\`U`h][_Y]hi bX`c`U`Y
 9bhk]W_`i b[`Uh"8]Y`VYhY]] [hYb` ; Ya Y]bXYb`XØfZhYb`]b`XYf
 Ni _i bZh`Y]bY`i a k Y`hZfYi bX`]W\Y`9bYf[]Yei Y``Y`bi hnYb`i bX
 [`Y]W\ nY]h][`]\fY`Øfh`]W\Yb`Dfc`Y`_hY`ZØfXYfb`_ØbbYb"9]b`YW\hYg
 ; Yk]bb`ZØf`A YbgW\`i bX`BUhi f`

8 YhU]`g	
C fh	B]YXYfUgd\Yž`8Yi hgW\`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "\ bU"XY • k k k "i _U![fi ddY"XY • k k k "i a k Y`hVi bXYgUa h"XY

6Ygi W\Yb`G]Y`i bg`Ui Z.`bU[!\YggYb"XY