

: Y]Yf`]WXY`9\fi b[. '8f"'>Øf[Yb`GWØhn
k]fX', \$`>U\ fY`U`h°

8f"'>Øf[Yb`GWØhn`ZY]Yfh`Ua`%(" ' † b] ' & \$ &) `gY]bYb', \$"
; YVi fhghU[" '9\Ya`U`][Yf`@UbXfUh`XYg`F`Y]b!BYW_Uf!`?fY]gYg
k ØfX][hgY]bYb`@YVYbgk Y["



5b[Y`VUW hU`ž`8 Yi hgW`UbX`!`5a`%(" ' † b] ' & \$ &) `ZY]Yfh`8f"
>Øf[Yb`GWØhn`Y]bYb`fi bXYb'; YVi fhghU[.`GY]b', \$`"K]Y[YbZYgh
ghY`h`Ubž`i bX`XUg`k]fX`]b`XYb`f]W h][Yb`?fY]gYb`bUhØf`]W
[YVØ`fYbX`[YZY]Yfh`8Yf`Ub[`Ä`f][Y`@UbXfUh`XYg`F`Y]b!BYW_Uf!
?fY]gYgž`XYf`j`cb`%`-` , `*`V]g`&\$`%`\$`]b`Y]bYf`XYf`Y]bk`c`bYfgh`Ä`f`_ghYb
FY[]cbYb`6UXYb!K ØfhYa`VYf[g`Ub`XYf`Gd]hnY`ghUbXž`U`h`j`]Y`ZØf
gY]bY`<Y]a`Uh`YffY]W`h`"F`Y]b!BYW_Uf!`?fY]g`VYf]W`hY`hž`XUgg`XYf
U`_hi`Y`Y`@UbXfUh`GhYZUb`8U`]b[Yf`]`a`ni`a`"; YVi fhghU[]a`BUa`Yb
XYg`?fY]ghU[g`i`bX`XYf`?fY]gj`Yfk`U`hi`b[]`fUhi`]YfhY"

GWØhnž`]b`<Y]XY`VYf[]`[YVcfYb`i`bX`]b`K`Y]b`Y]a`Ui`Z[Yk`UW`gYbž
`Y[hY`XYb`; fi`bXghY]b`ZØf`gY]bY`VYY]bXfi`W`YbXY`@Ui`ZU`U`b`a`]h
Y]bYa`Ghi`X]i`a`XYf`F`YW`hgk`]ggYbgW`UZhYb`i`bX`Y]bYf`Dfca`ch]cb

ni a '8f"d\]"'9f'VY[Ubb'gY]bY'dc`h]gWXY'?Uff]YfY'ja 'Ghi hh[UfhYf
GhUUhgl'i bX'`bYba]b]ghYf]i a 'i bX'VYf]Yh'X]Y'78I !
@UbXhU[gZfU_h]cbž'VYj cf'Yf'%, ('U'g'FY[]Yfi b[gj]nYdfÅg]XYbh
XYg'FY[]Yfi b[gdfÅg]X]i a g'?Uf'gfi \Y'VYfi ZYb'k i fXY" 'Nk Y]'`Y\ fY
gdÅhYf'Zc`[hY'X]Y'K U\`ni a '@UbXfUh'XYg'F \Y]b!BYW_Uf!?'fY]gYgž
X]Y'Y]bYb'i b['Ui V`]W'YfZc`[fY]WXYb'J Yf'Ui Z] cb'&('Y\ fYb

9]b'9fVY'j c`Yf'9fZc`[Y

I bhYf'GWØhng': Ø\fi b['k i W'g'XYf'F \Y]b!BYW_Uf!?'fY]g'ni 'Y]bYa
VYXYi hYbXYb'K]fhgW UZhghUbXcfh'a]h'Y]bYf'\c\Yb '@VYbg]i bX
K c\bei U']hÅh'GY]bY'DfÅgYbn'Ui Z'ØVYffY[]cbU'Yf'9VYbY'k i fXY
Ui W'Xi fW'gY]bY'F c`Y'U'g'DfÅg]XYbh'XYg '@UbX_fY]ghU[Yg'6UXYb!
K ØfhYa VYf[']YZgh][h"5V'&\$) '_cbbhY'Yf'g]W'a]h'XYa
9\fybf]b['Ui gnY]W'Yb'UggYbž'XYf'\ØW'ghYb'5i gnY]W'bi b['XYg
'fY]gYgž'i bX'&\$%&'Yf\]Y'h'Yf'XYb'J YfX]Ybghc'fXYb'XYg '@UbXYg
6UXYb!K ØfhYa VYf['j cb'A]b]ghYfd'fÅg]XYbh'K]bZf]YX
'fYhgW'a Ubb'ØVYffY]W'h"

GY]b'VYgcbXYfYg'`hYfYggY[]'h'XYb'?ØbghYb'i bX'XYf'?i 'hi f"
; YbUi 'Ui g'X]YgYa ' ; fi bX'k]fX'Ua ' &, "'ž b]'&\$&) 'Y]bY
'Y]Yfghi bXY'ni 'gY]bYb'9\fyb'ja 'F U\ a Yb'XYf
GW'cggdUf_gYfYbUXY']b'5b[Y'VUW'hU'UV[Y\U'hYb": Ua]]Y'i bX
X]Y': fU_h]cbgj cfg]hnYbXYb'XYg'?fY]ghU[g'k YfXYb'XYa 'ž V]'Uf'X]Y
9\fy'Yfk Y]gYb"

8 Yf'K Y['Y]bYg'Dc`h]_Yfg

8f" :Øf[Yb'GWØhn'_Ubb'Ui Z'Y]bY'VYk Y[hY'?Uff]YfY'ni fØW_V`]W_Yb"
6Y]gY]bYa '5a hgUbhf]h'k Uf'Yf'XYf'Øb[ghY '@UbXfUh]b'6UXYb!
K ØfhYa VYf["'9]bY'VYa Yf_Ybgk YfhY'HUhgUW'Yž'X]Y'gY]bY
dc`h]gWXY '@Ui ZVU\ b'dfÅ[hY"BUW'gY]bYa 'FØW_ni ['Ui g'XYa '5a h
]a 'Y\ f'&\$%\$'k]Xa Yh'g]W'GWØhn'k Y]hYf\]b'XYf'?i 'hi f'i bX'XYf
'YgY`gW UZhž]a a Yf'a]h'XYa '6`]W'_ØVYf'XYb'HY`YffUbX'\]bUi g"

8]Y'F c`Y'XYg '@UbXfUhYg']b'6UXYb!K ØfhYa VYf[']gh'Y]bY'k]W'h][Y
'i b_h]cbž'X]Y'b]W'h'X]fY_h'Xi fW'X]Y'6Yj Ø'_Yfi b['[Yk Å\h'k]fX"

æ ; Y[YbgUhn'ni 'UbXYfYb'6i bXYg`ÀbXYfbž']b'XYbYb '@UbXfÀhY
 X]fY_h'[Yk À\`h'k YfXYbž'YfZc`[h'X]Y`K U\`'ja 'F\Y]b!BYW_Uf!?'fY]g
 Xi fW`XYb'?fY]ghU["'<]Yf'Yb hgW`Y]XYh'Y]b'VYgW`Y]Y» YbXYf
 5i ggW`i gg'ØVYf'X]Y`F ØW_a Y`Xi b[Yb'Ub'XUg'æbYba]b]ghYf]i a ž
 k Y`W`Yg'XUbb'a]bXYghYbg'XfY]'6Yk YfVYf'j c fgW`À[h''9]b
 J YfZU\`fYbž'XUg'nY][hž'k]Y`X]Y`dc`]h]gW`Y '@UbXgW`UZh'i'a '@ÀbX`Y
 Ž b_h]cb]Yfhž'i bX`]b'XYa 'GW`Øhn'k]W`h][Y'æ di `gY`gYhnYb
 _cbbhY"GhUUhgUb nY][Yf`ZØ\`fh'XYhU]`]Yfh'Ui gž'k]Y`X]YgY
 K U\`dfcnYggY`UV`Ui ZYb"

8]Y`J cfVYfY]hi b[Yb'ZØf'gY]bY': Y]Yf`W`_Y]hYb''Ui ZYb'VYfY]hg'Ui Z
 <cW`hci fYbž'i bX`Yg'V`Y]Vh'UVni k UfhYbž'k Y`W`Y< Ø\Ydi b_hY
 X]YgY`Ni gUa a Yb_i bZh'ZØf'8f"GW`Øhn'VYfY]h\À'h''9g'k]fX'g]W`Yf
 Y]b'k i bXYfgW`ØbYf'HU[žUb'XYa 'g]W`U'hY`K Y[[YZÀ\`fhYb'i bX
 : fYi bXY'j YfgUa a Y`b'k YfXYbž'i a '[Ya Y]bgUa 'Ui ZX]Y
 9ffi b[YbgW`UZhYb'Y]bYg'A UbbYg`ni fØW`ni gW`Ui Ybž'XYf'j]Y`ZØf
 gY]bY`<Y]a Uh'[YhUb`\Uh"

8 YhU]`g	
C fh	5b[Y`VUW`hU`ž'8Yi hgW`U`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "f\Y]b!bYW_Uf!_fY]g"XY • XY"a "k]_]dYX]U"cf[• k k k "ghUUhgUb nY][Yf"XY

6Ygi W`Yb`G]Y'i bg'Ui Z.`bU[!V k "XY