

6Yf`]bYf`F UhhYb. `Dfcj c_UbhY`5i Zhf]hhY i bX`k Yb][Yf`GWX Yi `j cf`A YbgWX Yb`°

6Yf`]bYf`F UhhYb`nY][Yb`dfcj c_UbhYg`J Yf`U`hYb`"9I dYfhYb
VY`Yi WXhYb`XUg`D\`Àbca`Yb`i bX`X]Y`<YfUi gZcfXYfi b[Yb`XYg
F UhhYbVYZU`g`]b`XYf`GhUXh"



< Yfa Ubbd`Uhnž`%\$- * + `6Yf`]bž`8Yi hgWX`UbX`!`b`XYb`YhnhYb
A cbUhYb`nY][Yb`6Yf`]bYf`F UhhYb`Y]bY`VYa`Yf`_Ybgk`YfhY
J Yf`U`hYbg`ÀbXYfi b[" `a`a`Yf`k`Yb][Yf`gWX`Yi`Yb`g]Y`g]WX`j`cf`XYb
A`YbgWX`Yb`]b`]\fYa`i`fVUbYb`l`a`Z`X`"8]Yg`k`i`fXY`]b
j`YfgWX`]YXYbYb`GhUXhhY]`Yb`ZYgh[YghY`hž`]bgVYgcbXYfY`Ua
< Yfa Ubbd`Uhnž`k`c`Y]bY`F UhhY`a`]h[`ÀbnYbXYa`i`Y`VYcVUWX`hYh
k`i`fXYž`X]Y`Y]gY`HÖbY`Ài`»`YfhY`i`bX`gWX`Y]bVUf`]\fY`l`a`[`YVi`b[
bYi`[`]Yf][`a`i`ghYfhY`"8]YgY`F UhhY`gWX`]b`gc[`Uf`XYb`6YcVUWX`hYf
U_hj`]\YfUbni`k`]b`_Ybž`k`Ug`ZØf`Y]b`dfcj`c_UbhYg`i`bX
gY`VghVYk`i`gghYg`J Yf`U`hYb`gdf]WX`h`"8]Y`[`YbUi`Yb`i`fØbXY`ZØf
X]YgY`J Yf`U`hYbg`ÀbXYfi b[`V`Y]VYb`YXcWX`i`b`_Ufž`Y]b`l`a`ghUbXž
XYf`]a`a`Yf`k`]YXYf`X]g`_i`h]Yfh`k`]fXž`k`]Y`X]Y`6Yf`]bYf`NY]hi`b[
VYf]WX`hYh"

⊕'6Yf]b`YVYb'gWÅhni b[gk Y]gY'a Y\fyfY'A]`]cbYb'F UhhYbž'X]Y
g]W'j cf'U`Ya`]b'DUf_gž?Y`Yfb'i bX'K c\ b\Åi gYfb'Ui Z\U'hYb"⊕
⊕\f'&\$&&k i fXYb'a Y\ f'U'g', "\$\$\$: Å`Y'j cb'F UhhYbVYZU``]b'XYf
GhUXhd'fcXi n]Yfh"8]YgY'NU\`]gh'VYgcbXYfg'U`Ufa]YfybXž'XU
F UhhYb'< m[]YbYd'fcV`Ya Y'j Yfi fgUWYb'i bX'? fUb_\Y]hYb
ØVYfhfU[Yb'_ØbbYb":`cf]Ub'? fUZž'Y]b'? Ua a Yf'Å[Yfž'VYf]W hYhž
XUgg'F UhhYb'c Zh'Xi fW'X]Y'<]bhYf'UggYbgW UZhYb'j cb'A YbgWYbž
k]Y'9ggYbgfYghYž'Ub[Y'cW_h'k YfXYb"5i g'X]YgYa` ; fi bX'ZØ\fh'Yf
fY[Y'a Å»]['A U» bU\ a Yb'Xi fW'ž'i a`X]Y'F UhhYbdc'di`Uh]cb'a]h
;]Zh_ØXYfb'ni`_cbhfc``]YfYb"

⊕ VYf'XYb'6YZU``i bX'gY]bY': c`[Yb

9]b'F UhhYbVYZU``]gh'VYfY]hg'bUW'G]W h' b['Y]bYf'Y]bnY`bYb'F UhhY
bUW [Yk]YgYb"⊕bhYfYggUbhYfk Y]gY'gc``hY'X]YgYf'6YZU``VY]a
ni ghÅbX][Yb'6Yn]f_ [Ya Y`XYh'k YfXYb"6YgcbXYfg'd'fcV`Ya Uh]gW
]gh'X]Y'G]hi Uh]cb']b'Gd]Y'd'ÅhnYbž'X]Y'nY]hk Y]gY'Ui Z[fi bX'j cb
F UhhYbVYZU`` [YgdYffh'k YfXYb'a i gghYb"@Ui h'XYf'6Yf']bYf
K UggYfVYhf]YVY [UV`Yg'VYfY]hg'&\$%)`GWÅhni b[Ybž'X]Y'j cb'fi bX
&ž&'A]`]cbYb'F UhhYb']b'6Yf']b'Ui g[]b[Yb"8Yf'6Yn]f_'A UfnU\ b!
<Y`YfgXcfZ'\Uh'a]h'%))`' : Å`Yb'X]Y'a Y]ghYb
6Y_Åa dZi b[ga U» bU\ a Yb'j YfnY]W bYhž'k Å\fybX'7\Uf'chYbVi f[!
K]'a YfgXcfZ']a`JYf['Y]W'bi f'gY\ f'k Yb][Y'a Y`XYhY"

F UhhYb'g]bX'b]W h'bi f'YfZc`[fY]WY', VYf'YVYbg_Øbgh'Yfž'gcbXYfb
gY\ f'UbdUggi b[gZÅ\]["G]Y`YVYb'Xcfhž'k c'A YbgWYb'B U\ fi b[g!
i bX'B]gha Ø[`]W_\Y]hYb'V]YhYb"6YgcbXYfg']b'A]hY`Yi fcdU`]gh'X]Y
K UbXYffUhhY'fF Uhh' g'bcfj Y[]W gk'j cf\YffgWYbXž'k Å\fybX'X]Y
<Ui gfUhhY'fF Uhh' g'fUhh' gk'gY'hYbYf'Ubni hfYZZYb']gh"8]YgY'F UhhYb
ØbbYb [YZÅ\ f']WY'? fUb\Y]hgYffY[Yf'k]Y'GU'a cbY`Yb'i bX
@Yd'hcgd]fYb'ØVYfhfU[Yb"8]Y', VYfhfU[i b[gk Y[Y'g]bX'j]Y'ZÅ'h][ž
VY]gd]Y`gk Y]gY'Xi fW'6]ggY'cXYf'XYb'?cbhU_h'a]h'_cbhUa]b]YfhYb
@YVYbga]hY'b"

DfÅj Ybh]cbga U» bU\ a Yb' i bX'Hc`YfUbn

G]WYf\Y]hga U» bU\ a Yb'ni f'6Y_Åa dZi b[]cb'F UhhYb'i a ZUggYb
i bhYf'UbXYfYa`XUg'_cffY_hY'9bhgc f[Yb'j cb'A Ø``i bX'X]Y

J Yfa Y]Xi b['j cb'ØVYfhf]YVYbYa '5i gghfYi Yb'j cb'Jc[Y`Zi hhYf"
 ; Ygi bX\Y]hgYI dYfhYb`Ya dZY\`Ybž'9ggYbgfYghY`nY]hbU\`ni
 VYgY]h][Ybž'i a`X]Y`BU\fi b[gei Y`Y`ZØf`X]Y`F UhhYb`ni`a`]b]a`]YfYb"
 8Yf`K`]'Xh]YfYI dYfhY`8Yf`_`9\`Yfhj`ca`'6Yf`]bYf`GYbUh'g]Y\`h`YXcW
 _Y]b`[fc» Yg`DfcV`Ya`'a`]h`F UhhYb`i`bX`d`ÀX]Yfh`ZØf`Y]bY`\`Ò\YfY
 Hc`YfUbn`[Y[YbØVYf`X]YgYb`H]YfYbž`X]Y`Y]bYb`k`]W]h][Yb`HY]`XYg
 gh`ÀXh]gW]Yb`@YVYbg`Ui`ga`UW]Yb"

⇒b`6Yf`]b`]gh`X]Y`F UhhYbdcdi`Uh]cb`U`g`HY]`XYg`gh`ÀXh]gW]Yb
 ^_cgmghYa`g`ca`b]df`ÀgYbh`'9g`V`Y]Vh`Y]bY`<YfUi`gZcfXYfi`b[ž`Y]b
 \Ufa`cb]gW]Yg`A`]hY]bUbXYf`ni`Z]bXYbž`k`À\YbX`X]Y
 GhUXhj`Yfk`U`hi`b[`i`bX`?Ua`a`Yf`À[Yf`Wc`bghUb`h`Ub`A`U»bU\`a`Yb
 UfVY]hYbž`i`a`X]YgY`D`U[Y`ni`_cbhfc``]YfYb"

8YhU]`g	
C fh	<Yfa`Ubbd`Uhnž`%\$`-`*`+`6Yf`]bž`8Yi`hgW]\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "VYf`]bYf!nY]hi`b["XY • k k k "fVV&("XY • k k k "VYf`]b"XY

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