

9G7`]b`6UgY`.`GhfY]h`i a` `=gfUY`gdU`hYh`X]Y
Ni gW\Ui Yf°

⊕Zcfa]YfYb`G]Y`g]W\`ØVYf`X]Y`U_hi Y`Y`F Y]gYk Ufbi b[`ZØf
XYb`9i fcj]g]cb`Gcb[`7cbhYgh`&\$&) `]b`6UgY`i bX`XYfYb
<]bhYf[fØbXY"



6UgY`ž`GW\k Y]n`!`5a` `%"`"A U] &\$&) `ghY\`h`XYf`9i fcj]g]cb`Gcb[
7cbhYgh`fØG7Ł`]a` `A]hhY`di b`_h]bhYfbUh]cbU`Yf`8]g_i gg]cbYbž
]bgVYgcbXYfY`]b`6UgY`ž`k c`XYf`l a [Ub[`a]h`=gfUY`X]Y`A Y]bi b[Yb
gdU`hYh` `⊕`Y]bYf`NY]hž]b`XYf[`cVU`Y`9fY][b]ggY`i bX[`Ycdc`h]gW\Y
GdUbbi b[Yb`XYb`a i g]_U`]gW\Yb`K YhhghfY]h`dfÀ[Ybž`k]fZh`X]Y
6Yn]Y\i b[`nk]gW\Yb`XYa` `9G7`i bX`=gfUY`k]W\h[Y`: fU[Yb`Ui Z"

8Yf`9G7`\Uh]g]W\`]a` `@Ui ZY`XYf`⊕\fY`U`g`D`UhhZcfa` `ZØf`dc`h]gW\Y
GhUhYa Ybhg`YhUV`]Yfh`J]Y`Y`@ÀbXYf`i bX`?Øbgh`Yf`bi hnYb`X]Y
6Ø\`bYž`i a` `Ui Z`gcn]U`Y`i bX`dc`h]gW\Y`DfcV`Ya Y`Ui Za Yf_gUa` `ni
a UW\Yb`" `=gfUY`ž`XUg`VYfY]hg`a Y`fZUW\`9G7!G]Y[Yf`k Ufž`ghY\`h`bUW\
k]Y`j cf`]a` `: c_i g`" ?f]h]_Yf`k YfZYb`XYa` `K YhhVYk YfV`j cfž`XUgg`Yf
Xi fW\`X]Y`HY`bU\`a Y`=gfUY`g`Y]bY`Dc`h]_`XYg`5i ggW\`i ggYg

i bhYfghØnh'i bX'X]Y`Gh]a a Yb`j]Y`Yf`A YbgW\Yb`][bcf]Yfhž`X]Y`a]h
XYf`]gfUY`]gW\Yb`F Y[]Yfi b[`b]W\hY]bj YfghUbXYb`g]bX`"8]Y
8YVUhY`i a `X]Y`J YfV]bXi b[`nk]gW\Yb`?ØbghYb`i bX`Dc`]h]_`VY]a
9G7`k]fX`j cb`Gd]Y[Y`Ui gZØ\f`]W\`VY\UbXY`h"

8]Y`dc`]h]gW\Y`8]a Ybg]cb`XYg`9G7

9]bYfgY]hg[]Vh`Yg`Gh]a a Ybž`X]Y`X]Y`_i`hi fY`Yb`i bX
a i g]_U`]gW\Yb`@Y]ghi b[Yb`VYhcbYb`i bX`Uf[i a Ybh]YfYbž`XUgg
?i bgh`i bX`?i bghgW\UZZYbXY`b]W\h`ZØf`X]Y`dc`]h]gW\Yb
9bhgW\Y]Xi b[Yb`]\fYf`F Y[]Yfi b[Yb`j YfUbhk cfh]W\`[Ya UW\h
k YfXYb`gc`hYb`"5bXYfYfgY]hg`k]fX`[YZcfXYfhž`XUgg`a Ø[`]W\Y
dc`]h]gW\Y`6chgW\UZhYb`b]W\h`Xi fW\`X]Y`HY]`bU\`a Y`Y]bYg`@UbXYgž
VYgcbXYfg`]b`Y]bYa`_cbZ]_hVY`UXYbYb`?cbhYI hž`j Yfgh`Åf`h`k YfXYb
gc`hYb`"8]Yg`nY][hž`k]Y`h]YZ[fY]ZYbX`X]Y`5i gk]f`_i b[Yb`XYf`Dc`]h]_
Ui ZY]bYb`gc`W\Yb`_i`hi fY`Yb`K YhVYk YfV`gY]b`_ØbbYbž`k Ug`X]Y
8]g`_i gg]cb`i a`_gfUY`g`HY]`bU\`a Y`bcW\`_ca`d`]n]YfhYf`a UW\h"

Ni g`Åh`]W\`k]fX`Ui W\`]a`<]bV`]W`_Ui ZX]Y`HYW\ b]_`VY]`XYf
8i fW\ ZØ\fi b[`gc`W\Yf`9j Ybhg`Ui Z`<YfUi gZcfXYfi b[Yb
\]b[Yk]YgYb`"HYW\ b]gW\Y`DfcV`Ya Yž`k]Y`g]Y`VY]gd]Y`gk Y]gY`VY]
5i X]ck]YXYf[UVYb`Ui ZhYhYb`_ØbbYbž`_ØbbYb`b]W\h`bi f`X]Y
DYfZcfa UbW\`VY]bhf`ÅW\h][Ybž`gcbXYfb`Ui W\`X]Y
Ni gW\Ui YfYfZU\fi b[`k`Å`fYbX`XYg`@j YghfYUa g`K]W\h][Y
_bZcfa Uh]cbYb`ni f`6Y\YVi b[`j`cb`5i X]cdfcV`Ya Yb`g]bX`XU\Yf
i bYf`Ågg`]W\ž`i a`Y]bYb`fY]Vi b[g`cgYb`J Yf`Ui ZX]Yg`K YhVYk YfVg
ni`[UfUbh]YfYb`"?Ybbhb]ggY`ØVYf`X]Y`5_hi U`]g]Yfi b[`i bX
8Y]bghU`Uh]cb`j`cb`5i X]chfY]VYfbž`i a`<UfXk UfYdfcV`Ya Y`ni
VY\YVYbž`g]bX`ZØf`HYW\ b]_Yf`i bX`J YfUbghU`hYf`j`cb`6YXYi hi b["
_bZcfa Uh]cbYb`XUni`Z]bXYb`g]W\`VY]`A]WfcgcZh"

HYW\ b]gW\Y`<YfUi gZcfXYfi b[Yb`i bX

Ni gW\Ui YfYfZU\fi b[

HYW\ b]gW\Y`GW\k]Yf][_Y]hYb`_ØbbYb`X]Y`Ni gW\Ui YfYfZU\fi b[
Yf\YV`]W\`VY]bZi ggYb`"K Ybb`X]Y`5i X]ck]YXYf[UVY`j`cf`Y]bYa
I dXUhY`Zi b_h]cb]Yfh`\Uhž`UVYf`bUW\`Y]bYa`I dXUhY`b]W\h`a`Y\fž

gc`hYb`X]Y`5i X]chfY]VYf`ni fØW_[YgYhnh`cXYf`[Y[YVYbYbZU`g`Ui Z
 X]Y`K Yf_gY]bghY`i b[Yb`ni fØW_[YZØ\fh`k YfXYb""8]Yg`_Ubb`Xi fW
 Y]bZUWY`GWf]hhY`ja ; YfÅhY!A UbU[Yf`YfZc`[Ybž`X]Y`]b`XYb
 VYfY]h[YghY`hYb`5b`Y]hi b[Yb`XYhU]`]Yfh`VYgWf]YVYb`g]bX"

8Yf`9G7`k]fX`k Y]hYf\]b`Y]bY`D`UhhZcfa`ZØf`a i g]_U`]gWY`J]Y`ZU`h
 i bX`_i`hi fY`Yb`5i ghUi gW`gY]b""8cW`X]Y`_cbh]bi]Yf`]WYb
 dc`]h]gWYb`5i gY]bUbXYfgYhni b[Ybž`]bgVYgcbXYfY`ja`?cbhYI h
 =gfUY`žgck]Y`hYW`b]gWY`<YfUi gZcfXYfi b[Ybž`a ØggYb
 VYfØW_g]W`h][h`k YfXYb""Bi f`gc`_Ubb`XYf`K YhhVYk YfV`gY]bY
]bhY[fUh]j Y`i bX`i bhYf\U`hYbXY`Fc`Y`k U\fybž`k Å\fybX`Yf
 [`Y]W`nY]h][`Y]bYb`FUi a`ZØf`_f]h]gWY`FYZYI]cb`V]YhYh"

8YhU]`g	
C fh	6UgY`ž`GW`k Y]n
E i Y`Yb	<ul style="list-style-type: none"> • k k k "gd]Y[Y`"XY • gi ddcfh"a]WfcgcZh"Wca

6Ygi W`Yb`G]Y`i bg`Ui Z.`Y]bY!fY]gY"XY