

B][Yf]U/ , \$' - /g'A Uh\Ya Uh]_!HU`YbhY.
J ca `=A C `ni a `HYW\!9fZc`[`]a `5i g`UbX°

B][Yf]U`gYbXYh`hcd`A Uh\Ya Uh]_!HU`YbhY`ni f`=A C `&\$&) `]b
5i ghfU`Yb"9bhXYW_Yb`G]Y`]\fY`?Uff]YfYk Y[Y`]b`XYf`HYW\!
=bXi ghf]Y"



B][Yf]U`!`K`Ybb`Yg`i`a` `A`Uh\Ya`Uh]_`[`Y\hž`Uh`B][Yf]U`Y`]b`Y`
VYY]bXfi`W_YbXY` ;`YgW\]W\hYž`X]Y`Ui`W\`X]Y`Ni`_i`bZ`j`cfU`bhfY]Vh`
>XYg`>\f`b]a`a`h`XUg`@Ub`X`gY]b`Y`hU`Ybh]YfhYghYb`
> [YbXa`Uh\Ya`Uh]_Yf`ni`f`=hYfbUh]cbU`Yb`A`Uh\Ya`Uh]_!C`ma`d]UXY`
f`A`C`E`a`]hž`X]Y`gY]h`*)`>\fYb`UV[Y\U`hYb`k`]fX" `=a` `>` `]&\$&) `Z]bXYh`
X]YgYg`dfYgh][Yhf`A`W`h][Y`9j`Ybh]b`5i`ghfU`Yb`ghUhh`i`b`X`j`Yfgdf]W`h`
YfbYi`h`gdU`bb`YbXY`K`Yh`VYk`YfVY`i`b`X`[`fc`>`Ufh][Y`HU`YbhY`Ui`g`
B][Yf]U" `@`i`h`H`Y`7`c`b`X]U` \UVYb`ØVYf`*`\$i` `XYf`Y\Ya`U`][Yb`
HY]`b`Y`a`Yf`nk`]gW`Yb`&\$`\$`*`i`b`X`&\$`&%`VYXYi`hYbXY`?Uff]YfYb`]a`
HYW\bc`c`[]YVYfY]W`Y`]b[YgW`U[Yb`i`b`X`UfVY]hYb`Y`Yi`hY`ZØf`
[][Ubh]gW`Y`i`bhYfbY`a`Yb`k`]Y` ;`cc[`Yž`A`]WfcgcZ`h`i`b`X`5a`Uncb"

8]Y`5b`U`mgYb`j`cb`K`U`Y`5_]bZUXYf]bžY]bYa`5±: cfgW`Yf`VY]

5a Uncbžj YfXYi h]WYbž'XUgg'X]Y'9ffi b[YbgWUZhYb'X]YgYf
A Uh\Ya Uh]_!HU'YbhY'cZi]b'XYf'² ZZYbh]W_X]h'i bVYUW'hYh'V'Y]VYb"
J]Y'Y'Y\Ya U'][Y'≠A C!HY]'bY\ a Yf'\UVYb'b]W'h'bi f'9\fi b[Yb'i bX
A YXU]'Yb'[Yk cbbYbž'gcbXYfb'Ui W' a Ugg]j Y'GdfØb[Y']b']\fY
VYfi Z]WYb'@Ui ZVU\ bYb' [Ya UW'h"5_]bZUXYf]b'VY'Yi W'hYhž'k]Y
k]W'h]['X]YgY'9fZc'[Y'ZØf'X]Y'5bk YfVi b['bYi Yf'HU'YbhY']b'XYf
_Øbgh]WYb'≠hY''[Ybn'g]bX'i bX'VYa Åb[Y'hž'XUgg'B][Yf]U'gY]h
&\$&%_Y]b'HYUa 'a Y\ f'ni f'≠A C [YgW]W_h'\Uhž'VYX]b[h'Xi fW
Z]bUbn]Y''Y'9b[dÅggY"

8]Y ' ? Uff]YfYk Y[Y 'XYf'≠A C!5`i a b]

8]Y 'hmd]gWY' ? Uff]YfY'Y]hYf'ZØf'j]Y'Y'≠A C!5`i a b]'ZØ\fh'ØVYf
\YfUi gfU[YbXY'Gh]dYbX]Yb'Ub'9`]hY!i b]j Yfg]hÅhYb'ni 'g]WYfYb
Dcg]h]cbYb']b'XYf'HYW!6fUbWY'"Nk Y]'8f]hhY''XYf'5`i a b]''YVYb
a]hhYfk Y]Y'ja '5i g`UbXž'\Ui dhgÅW']W']b'XYb'i G5`i bX'9i fcdU"
9g']ghVYa Yf_Ybgk Yfhž'XUgg'Yhk U'X]Y' < Å`ZhY'X]YgYf'HU'YbhY'Y]bYb
A UghYf'cXYf'gc[Uf'Y]bYb'8c_hcfh]hY'']b'A ≠HI!: ÅWYfb'Yf'Ub[h'\Uh"
6YgcbXYfg'\Yfj cfni \YVYb'g]bX'U_hi Y''Y'; Yk]bbYf'k]Y
9gYa]hcX'Y'C [\YbYfi _Yj k Y'DUhf]W_`i bX' l k U_Zcb'Bmcb'≠UWcVž
X]Y'&\$&' ; c`Xa YXU]'Yb'[Yk cbbYb'\UVYb'i bX'X]Y'Zcfhk Å\ fYbXY
GhÅf_Y'XYg'b][Yf]Ub]gWYb'A Uh\Ya Uh]_hU'Ybhg'i bhYf'6Yk Y]g
ghY''Yb"

Hfchn'XYg'5bgh]Y[g'XYf'5i g`UbXgUi ZYbh\U'hY' []Vh'Yg'Ui W
@]W'hV']W_Y.'9]b][Y'5`i a b]'_Y\ fYb'ni fØW_ž'i a 'XUg
6]Xi b[ggmghYa ']b'B][Yf]U'U_h]j 'ni 'i bhYfghØhnYb'"≠fY
9fZU\fi b[Yb'k]f_Yb'g]W' d'cg]h]j 'Ui Z'X]Y'bÅW'ghY'; YbYfUh]cb'Ui gž
]bXYa 'g]Y'U'g'A YbhcfYb'Zi b[]YfYb'i bX'XUg'≠hYfYggY'Ub
A Uh\Ya Uh]_`i bX'j Yfk UbXhYb': ÅWYfb'ZØfXYfb"

8]Y 'B c h k Y b X][_Y]h'j c b

B UW k i W gZØfXYfi b [']b'XYf'A Uh\Ya Uh]_

9]b'YbhgWY]XYbXYf'Di b_h'ZØf'X]Y'k Y]hYfY'9bhk]W_`i b['XYf
b][Yf]Ub]gWYb'A Uh\Ya Uh]_gnYbY']gh'X]Y': ØfXYfi b['† b[Yf
HU'YbhY'"8]Y'GdYW]U'A Uh\g'5WUXYa mž[Y[fØbXYh]j cb'8f"

5VXi`k U\UV`5b]a c_i ž`k]Xa Yh'g]W\`[YbUi`X]YgYa`H\Ya U``A]h
 XYa`N]Y`ž]bhYfbUh]cbU`k YhhVYk YfVgZ\`][Y`A Uh\Ya Uh]_!HU`YbhY
 ni`Ybhk]W_Y`bž`V]YhYh`X]Y`5WUXYa`m`Gh]dYbX]Yb`Ub`i bX`Z]bUbn]Yfh
 FY]gYb`ni`K YhhVYk YfVYb``Gc`W\Y`b]h]Uh]j Yb`g]bX`bchk YbX][ž
 XYbb`Yg`ZY`\`h`c`Zi`Ub`Y]bYa`i bhYfghØhnYbXYb`i a ZY`X`ZØF`X]Y
 9bhZU`hi b[`a Uh\Ya Uh]gW\Yf`:`À\][_Y]hYb`]b`B][Yf]Už`k]Y`HYWX
 9a VYX`VYf]W\hYh`

8 UfØVYf`\]bUi`g`Yi]gh]YfYb`nU`\fY]W\Y`A Uh\Ya Uh]_k YhhVYk YfVY`]b
 B][Yf]Už`X]Y`_f]h]gW\Yg`8Yb`_Yb`i bX`DfcV`Ya`Ògi b[gZ\`][_Y]hYb
 ZØfXYfb``9]b][Y`XYf`VY`_UbbhYghYb`g]bX`X]Y`7ck VY`dYX]U
 A Uh\Ya Uh]Wg`7ca`dYh]h]cbž`X]Y`B][Yf]Ub`BUh]cbU`A Uh\Ya Uh]WU`
 C`ma`d]UXž`gck]Y`X]Y`DUb!5Zf]WU`b`A Uh\Ya Uh]Wg`C`ma`d]UXž`X]Y`U`Y
 XYa`N]Y`X]YbYbž`A Uh\Ya Uh]_ni`ZØfXYfb`i bX`HU`YbhY`ni
]XYbh]Z]n]YfYb``5b`X]YgYb`K YhhVYk YfVYb`bY`a`Yb`GW\Ø`Yf`Ui`g
 j YfgW\]YXYbYb`5`hYfg[fi`ddYb`hY]ž`k Ug`Ui`W\`]\fY`7`UbW`b`Ui`Z
]bhYfbUh]cbU`Y`5bYf`_Ybbi b[`Yf`\Ø`hž`k]Y`Ui`Z`9Xi`[]gh
 bUW\ni`YgYb`]gh`

8]Y`J`Yf`_bØdZi`b[`nk]gW\Yb`a Uh\Ya Uh]gW\Yf`9i`nY`Ybn`i bX
 hYW\bc`c`[]gW\Yf`b`bcj`Uh]cb`]gh`i bØVYfgY`VUf``9g`]gh
 cZYbg]W\h]W\ž`XUgg`B][Yf]U`bcW\`j]Y`i b[Ybi`hnhYg`DchYbn]U`\Uh`
 8]Y`:`ØfXYfi`b[`j`cb`A Uh\Ya Uh]_i`bX`A`BHI:`À\][_Y]hYb`gc``hY
 k]Y]hYf\]b`Y]bYb`\c`Yb`GhY`Ybk Yfh`Y]bbY`a`Ybž`i`a`Ui`W\`]b
 Ni`_i`bZi`Ui`ZY]bYf`]bhYfbUh]cbU`YfZc`[fY]W\Yb`9VYbY`a`]h\U`hYb`ni
 _ØbbYb`i bX`j]Y`Y]W\h`XYb`b`W\ghYb`[fc»Yb`A Uh\Ya Uh]_ghUf
 \Yfj`cfni`Vf]b[Yb`

8YhU]`g	
Cfh	B][Yf]U
Ei`Y`Yb	<ul style="list-style-type: none"> • h\YW`bX]U`W`a • hYW\Ya`VYX`W`a • YXi`[]gh`c`f[

6Ygi W\Yb`G]Y`i bg`Ui`Z.`k`ca`,`+`XY