

6`i h][Y`5i gY]bUbXYfgYhni b[`]b
; Ygi bXVfi bbYb` ` \YZh][Y
; Yk U`hØVYf[f]ZZY`

⊕`6Yf`]b!; Ygi bXVfi bbYb`_Ua `Yg`ni `gWk YfYb`; Yk U`hhUhYb"
9]b` ` \$!`Å\ f][Yf`ghUfVž`a Y\ fYfY`J Yf`YhnhYž`Dc`]nY]`Yfa]hhY`h
i bX`ZcfXYfhA YggYfj YfVchY"



6Yf`]b!; Ygi bXVfi bbYbž`8Yi hgWk`UbX`!`5a`GUa ghU[UVYbXž
XYa`&\$" ' & \$&) žYfgWkØhYfhYb`a Y\ fYfY`gWk YfY; Yk U`hhUhYb
XYb`GhUXhhY]`; Ygi bXVfi bbYb`]b`6Yf`]b`⊕`Y]bYf
5i gY]bUbXYfgYhni b[`j cf`Y]bYa`7UZÅ`j Yf`cf`Y]b` ` \$!`Å\ f][Yf`Xi fWk
Gh]Wk j Yf`Yhni b[Yb`gY]b`@VYb`"8]Y`ni ghÅbX][Yb`6Y\`ÖfXYbž
XUfi bhYf`X]Y`Dc`]nY]`i bX`X]Y`GhUUhgUbK U`hgWk UZh`6Yf`]bž`UVYb
VYfY]hg`Y]bY`A cfX`_ca`a]gg]cb`Y]b[Yf]Wk hYhž`X]Y`XYb`J YfXUWk h`Ui Z
HchgWk`U[`i bhYfgi Wk h`9]b`&) !`Å\ f][Yf`HUj YfXÅWk h][Yfž`XYf
YVYbZU`g`j Yf`Yhnhk i fXYž`VYZ]bXYh]g]Wk`XYfnY]h]b`dc`]nY]`]WkYa
; Yk U\fgUa`"

8]Y`5i`gY]bUbXYfgYhni`b[`YfY][`bYhY`g]W`[`Y[`Yb`&%. \$\$`I` \f`i`bX
]bj`c`j`]YfhY`a`Ò[`]WYfk`Y]gY`nk`]gWYb`(``\$`i`bX`*`\$`DYfgcbYbž
cVkc`c`\`X]YgY`NU\`bcW`b]W`h`VYgh`h][`h`k`YfXYb`_`cbbhY`"8]Y
<]bhYf[`f0bXY`g]bX`i`b`_`Ufž`i`bX`X]Y`9fa`]h`i`b[`Yb`Ui`ZYb`Ui`Z
<cW`h`ci`fYb`"NY]h[`]Y]W`k`i`fXY`Y]b`%+!`À`f][`Yf`]b`Y]bYa`UbXYfYb
7UZ`j`cb`Y]bYa`a`Ug_]YfhYb`5b[`fY]ZYf`a`]h`Y]bYf`:`Ui`ghZYi`Yfk`UZZY
Ub[`YgW`cggYb`i`bX`a`i`gghY`b`c`h`c`d`Yf]Yfh`k`YfXYb`/[`ØW_]WYfk`Y]gY
]gh`Ui`W`Yf`Y`h`h`Ui`»`Yf`@YVYbg[`YZU`f`"

9]b`A`i`ghYfž`XUg`VYi`bfi` \][`h`

8]Y`J`cfZ`Ä`Y`k`YfZYb`Y]b`[`fY`Yg`@]W`h`Ui`Z`X]Y`Ub`\`U`h`Yb`XYb
DfcV`Ya`Y`a`]h`i`Yk`U`h`_`f]a`]bU`]h`h`h`b`6Yf`]b`5a`gY`VYb`5VYbX`_`Ua
Yg`ni`Y]bYa`k`Y]hYfYb`J`cfZU`]a`<`i`a`Vc`X`h`U]bž`VY]`XYa`Y]b
'`!)`À`f][`Yf`j`cb`Y]bYf`i`ddY`a`]h`6UgYVU`gW`Ä[`Yfb`j`YfZc`[`h`i`bX
a`]h`Y]bYa`A`YggYf`j`Yf`Y`h`h`k`i`fXY`"8]Y`Dc`]nY]`VUh`i`a
J`Yfgh`Ä`b`Xb]gž`XYb`b`X]Y`i`Yk`Yf`_`gW`U`Z`h`X`Yf`Dc`]nY]`Zc`f`XYf`h`Y]b
[`YbYfY`Y`g`A`YggYf`j`Yf`V`ch]a`ÖZY`bh]WYb`F`Ui`a`ž`i`a`gc`W`Y
J`cfZ`Ä`Y`Y]b`ni`X`Ä`a`a`Yb`"

≠bYbgYbUhc`f]b`≠]g`Gd`f`Ub[`Yf`f`GD8`Ł`i`bhYfgh`Ø`h`h`X]YgY`≠]h]Uh]j`Y
i`bX`d`Ub`hž`XUg`VYghY`Yb`XY`K`UZZYb`!`i`bX`A`YggYf`j`Yf`V`chž`XUg`]b
VYgcbXYfg`VY`UghYhYb`NcbYb`6Yf`]bg`VYfY]hg`gY]h`A`]h`h`Y`YVfi`Uf
[`]hž`Ui`ZU`Y`ÖZY`bh]WYb`J`Yf`_`Y`f`ga`]h`h`Y`Ui`gni`k`Y]hYb`"5V`XYa
_`ca`a`Yb`XYb`8`cbb`YfghU[`]g]bX`A`YggYf`i`bX`Ub`XYfY`K`UZZYb`]b`G!
6U`b`Yb`ž`!`6U`b`Yb`ž`6`i`ggYb`i`bX`G`h`f`U»`Yb`V`U`b`Yb`i`bhYfgU[`h`"8]YgY
F`Y[`Y`i`b[`]gc`X`Uni`ZØ`f`Yb`ž`XUgg`X]Y`5bnU`\`XYf`i`Yk`U`h`h`U`h`Yb`ž`X]Y
]a`Y`h`h`Yb`j`U`f`a`]h`Ø`V`Yf`"(``\$`\$`A`YggYf`Z`Ä`Yb`U`U`fa`]YfYb`X`\`c`W
k`Ufž`[`YgYb`_`h`k`]fX`"

HfYbXg`]b`XYf`i`Yk`U`h`_`f]a`]bU`]h`h`h`

8]Y`NU\`Yb`ni`f`i`Yk`U`h`_`f]a`]bU`]h`h`h`b`8Yi`hgW`Ub`X`g]bX`b]W`h`ni
ØVYfgY`Yb`"GhUh]gh]_`Yb`nY][`Yb`ž`XUgg`]a`j`U`f`&`\$`&(``Y`h`k`U`&`%`+`"\$\$\$
;`Yk`U`h`j`YfVfYWYb`fY[`]ghf]Yfh`k`i`fXYb`i`XYf`\`ØW`ghY`K`Yfh`gY]h
&`\$`\$`+`"8]Yg`\`Uh`XUg`G]WYf`Y]Y]hg[`YZØ`\`XYf`6Yj`Ò`_`Yfi`b[`]ghUf`_
VYY]bZi`ggh`"C`Z`h`k`]fX`i`Yk`U`h`U`g`Y]b`[`fUj`]YfYb`XYfYg`DfcV`Ya
k`U`f[`Yb`ca`a`Yb`U`g`Y`h`k`U`8]YVghU`\`c`XYf`6Y`hfi`[`]K`Ä`f`Yb`X`Y]b

; fc» hY]`XYf`; Yk U`hj YfVfYWX Yb`Ui Z[Y_`Äfhik]fXž`V`Y]Vh`XYf
 5bgh]Y[`XYf`HUhj YfXÄW h][Ybž`VYgcbXYfg`i bhYf`† b[Yb`A YbgWX Ybž
 VYgcf[b]gYffY[YbX"

≠`XYf`U`hi Y`Yb`8YVUhhY`i a`X]Y`; YZU\fyb`Xi fW
 ; Yk U`h_f]a]bU`]hÄh`k i fXY`Ui W`ZYgh[YghY`hž`XUgg`- (i`XYf
 8Yi hgWX Yb`5[[fYgg]cb`i[Y[YbØVYf`Dc`h]_Yfbž`Dc`n]ghYb`i bX
 FYhi b[g_fÄZhYb`U`g`YfbghYg`DfcV`Ya`gY\Yb`"8]Y`; fØbXY`ZØf`X]YgY
 9bhk]W_`i b[Yb`g]bX`j]Y`gWX]WX h][`i bX`fY]WX Yb`j cb
 k]fhgWX UZh]WX Yf`i bg]WX Yf\Y]hV]g`ni`gcn]U`Yb`6Y`Ughi b[Yb`
 : U`hcfybž`X]Y`Xi fW`X]Y`9f`YVb]ggY`XYf`7cfc bU!DUbXYa]Y
 j YfghÄf`h`k i fXYb"

8]Y`Ub\U`hYbXY`; Yk U`hk Y`Y`i bX`X]Y`FYU_h]cbYb`XYf`FY[]Yfi b[
 j YfXYi h]WX Yb`XYb`Xf]b[YbXYb`<UbX`i b[gVYXUfZ]b`XYf
 ; YgY`gWX UZh`i a`_ØbZh][Y`HfU[ØX]Yb`ni`j Yf\]bXYfb`"CV`X]Y
 bYi Yb`A U»bU\ a`Yb`Ui gfY]WX YbX`gY]b`k YfXYbž`V`Y]Vh`UVni k UfhYbž
 XcW`_`Uf`]gh`9]bY`J]Y`nU\`j cb`A YbgWX Yb`]gh`VYfY]hž`X]YgY
 8]g_i gg]cb`ni`ZØ\fyb`i bX`bUW`@Øgi b[Yb`ni`gi WX Yb"

: Øf`k Y]hYfY`≠Zcfa Uh]cbYb`ØVYf`X]Y`9fY][b]ggY`i bX`X]Y
 XUni [Y\Øf][Yb`9bhk]W_`i b[Yb`]b`XYf`6Yf`]bYf`G]WX Yf\Y]hg`U[Yž
 `YgYb`G]Y`X]Y`6Yf]WX hY`Ui Z`NY]hž`HU[Yggd]Y[Y`i bX`GhUh]ghU"

8YhU]`g	
C fh	6Yf`]b!; Ygi bXVfi bbYbž`8Yi hgWX`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "nY]h"XY • k k k "hU[Yggd]Y[Y`"XY • XY"ghUh]ghU"Wc a

6Ygi WX Yb`G]Y`i bg`Ui Z.`b!U["bYh