

7cWc ; Ui ZZg : fYbW!CdYb!G]Y[.
@]W hV`]W_`Z0f`5a Yf]_U`bUW`Hfi a d`

7cWc ; Ui ZZ[Yk]bbh'&\$&) `X]Y: fYbW`CdYb`i bX`k]Xa Yh
]\fYb`G]Y[`XYb`i bhYf`Hfi a d`Y]XYbXYb`5a Yf]_UbYfb``9]b
NY]WXYb`XYf`<cZZbi b["



Gui X]!5fUV]Ybž`Gui X]!5fUV]Yb`!`8]Y`%-`!`Å\`f][`Y`7cWc ; Ui ZZ`Uh
a]h]\`fYa `G]Y[`VY]`XYb`: fYbW`CdYb`Y]b`ghUf`_Yg`NY]WXYb`[`YgYhnh`
; Ui ZZ`k]Xa Yh`X]YgYb`Hf]i a d`XYb`Yb][`Yb`]b`XYb`i`G5ž`X]Y`i`bhYf`
XYf`Dc`]h]_`j`cb`Df`Åg]XYbh`8cbU`X`Hfi a d`Y]XYb```b`Y]bYa
Ya`ch]cbU`Yb`A`ca`Ybh`bUW`XYa` :]bU`Y`Yf`_`ÅfhY`g]Yž`XUgg`g]Y`g]W
U`g`F`Ydf`ÅgYbh`Ub]b`Z0f`A`YbgW`Yb`g]Y\`hž`X]Y`Å`b`]W`Ui`ggY`Yb`k`]Y
g]Y`i`bX`c`Zh`b]W`h`X]Y`b`0h][`Y`i`bhYfgh0mi`b[`YfZU`fYb```ÅW`a`0W`hY
X]YgYb`A`YbgW`Yb`Y]b`V]ggW`Yb`<cZZbi`b[`i`bX`@]W`h[`YVYb`ž`gc
; Ui ZZ`bUW`]\`fYa`G]Y[`[`Y[`Yb`X]Y`K`Y`hfUb[`]ghYb!9fghY`5fmbU
GUVU`Yb`_U`Ui`g`6Y`Ufi`g"

8Yf`9bXghUbX`XYg:]bU`g`Ui`hYhY`*`+`f)`.+Lž`*`.&ž`*`(`"; Ui ZZ
VYb0h][`hY`&.` , `Ghi`bXYbž`i`a`XUg`a`]h`GdUbbi`b[`Yfk`UfhYhY`A`UW

ZØf'g]W`ni`YbhgW`Y]XYb"5i W`X]Y`6YX]b[i b[Yb`k UfYb
`YfUi gZcfXYfbXž'a]h'ghUf_Ya`K]bXž`XYf`XUg`Gd]Y`VYY]bhf`W`h][hY
i bX`ni`UW`h`5i ZgW`U[j Yf`i ghYb`]a`YfghYb`GUh`ZØ`fhY"GUUV`Yb_U
YbhgW`]YX`X]YgYb`bUW`++`A]bi hYb`]a`H]YVfYU`ZØf'g]W`ž`XcW`
; Ui ZZ`_`Aa`dZhY`g]W`]a`nk Y]hYb`GUh`ni`fØW`_i bX`[`]W`Ui gž`VYj`cf
g]Y`]a`Xf]hhYb`GUh`gW`]Y»`]W`X]Y`C`VYf`U`bX`VY`Y`]Y`h"

Dc`]h]gW`Yf`?`cbhYI`h`i`bX`dYfg`Øb`]W`Y` 6YXYi`hi`b[

; Ui Zg`G]Y[`U`h`b]W`h`bi`f`gdcfh]W`Y`6YXYi`hi`b[ž`gcbXYfb`]gh`Ui`W`
h]YZ]b`Y]bYa`dc`]h]gW`Yb`?`cbhYI`h`j`Yfk`i`fnY`h"BUW`XYf`K`U`
8cbU`X`Hfi`a`dg]a`Bcj`Ya`VYf`&\$&(`k`Uf`X]Y`↑`b[Y`Gdcfh`Yf]b
gW`cW_]Yfhž`XUgg`Hfi`a`d`[Y[Yb`?`Ua`U`U`<`Uff]g`[Yk`cbbYb`U`h`hY"9f
Yf`Y`h`&`++`K`U`a`À`bbYfgh]a`a`Ybž`k`À`fYbX`<`Uff]g`a`]h`&&(`_`Uf
i`bhYf`Y[Yb`k`Uf"; Ui ZZ`X]Y`ghYhg`VYhcbhž`k`]Y`k`]W`h][`K`U`Yb`i`bX
XUg`K`À`Yb`[YfUXY`ZØf`↑`b[Y`A`YbgW`Yb`g]bXž`U`h]b`]`fYb
gcn]U`Yb`A`YX]Yb`YI`d`]n]h`XUni`Ui`Z[Yfi`ZYbž`Y`b[ghY`Xi`fW`; YVYh`ni
YfgYh`Yb`i`bX`Ui`Z;`ch`ni`j`Yfhf`Ui`Yb"

K`]f`a`ØggYb`i`bg`]b`gW`k`]Yf][`Yb`NY]hYb`Ui`Z;`ch`gh`Ø`hnYb`ž`hY`]hY
; Ui ZZ`]fYb`5b`À`b[Yfb`a`]h`G]Y`Yfa`i`h][hY`g]Yž`XYb`;`Ui`VYb`ni
VYk`U`fYbž`k`À`fYbX`X]Y`dc`]h]gW`Yb`K`]bXY`]b`]fYa`<`Y]a`Uh`UbX
gh`Ø`fa`]gW`V`UgYb"K`À`fYbX`g]Y`Ub`XYb`K`H5`;`]bU`g`]b`GUI`X]!
5fUV]Yb`hY`]bU`a`ž`Yf]bbYfhY`g]Y`g]W`Ub`X]Y`K`cfhY`]fYf`A`i`hhYfž
X]Y`]f`[YfUhYb`U`h`hYž`XUg`Hi`fb]Yf`ni`[Yk`]bbYbž`i`a`XYb
A`YbgW`Yb`]b`]fYf`<`Y]a`Uh`Y]bYb`;`fi`bX`ni`a`@`W`Y`b`ni`[YVYb"

9]b`V`Y]VYbXYf`9]bXfi`W`_

A`]h`]fYa`nk`Y]hYb`;`fUbX!G`Ua`!H]hY`ž`bUW`XYa`g]Y`&\$&`X]Y`I`G
C`dYb`[Yk`cbbYb`U`h`hYž`]gh`;`Ui`ZZ`bi`b`b]W`h`bi`f`Y]bY`XYf`VYghYb
Gd]Y`Yf]bbYb`XYf`K`Y`hž`gcbXYfb`Ui`W`Y]bY`Gh]a`a`Y`ZØf`j`]Y`Y""]G]Y
]gh`ghc`n`Ui`Z`]fY`≠Yb]h]h`h`i`bX`g]Y`h`g]W`]b`XYf`F`c`Yž`5a`Yf]_`UbYf
Ui`g`j`YfgW`]YXYbYb`<`]bhYf[`fØbXYb`ni`fYdf`À`gYbh]YfYb`i`bX`]fY
K`YfhY`ni`i`bhYfgh`Ø`hnYb"≠`5b`VYhf`UW`h`]fYf`9ffi`b[YbgW`UZhYb
i`bX`]fYf`6`chgW`UZhYb`c`Zh`g]Yž`Xi`fW`]fYb`9fZc`[`<`c`ZZ`bi`b[`]b

Y]bY`YfUi gZcfXYfbXY`NY]h`ni`Vf]b[Yb"

7cWc`; Ui ZZV`Y]Vh`gca]h`b]W`h`bi`f`Ui`Z`XYa`HYbb]gd`Uhn`Y]bY
]bgd]f]YfYbXY`:`][i fž`gcbXYfb`Ui`W`Ui`»Yf`U`Vž`k`c`g]Y`dc`]h]gW`Y
i`bX`[YgY`g`W`UZh]W`Y`H`Ya`Yb`Ub`gd`f]W`h`A`]h`XYf`ghUf`_Yb
6chgW`UZh`\fYg`G]Y[Yg`VY]`XYb`: fYbW`C`dYb`k`]fX`g]Y`g]W`Yf`W`
bcW`Ub[Y`]b`9f]bbYfi`b[`V`Y]VYb"

8YhU]`g	
J`c`f`ZU``	Gcbgh][Yg
C`f`h	GUi`X]!5fUV]Ybž`GUi`X]!5fUV]Yb
E`i`Y``Yb	<ul style="list-style-type: none">• k k k "hU[Yggd]Y[Y`"XY• k k k "gd`c`fhg`_YYXU"W`a• k k k "hU[Yggd]Y[Y`"XY

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