

8 Yi hgW\ `UbX`i bX`i G5. `Gd fi b[\ UZhYf
: c fhgW\ f]hh`VY]`DUhf]c h! GmgHYa Yb`ZØf`X]Y
I _fU]bY`°

8 Yi hgW\ `UbX`i bX`X]Y`i G5`j Yf\UbXY`b`ØVYf`X]Y`@]YZYfi b[
j cb`DUhf]c h!@ Zhj YfhY]X][i b[gmgHYa Yb`ZØf`X]Y`i _fU]bY`ni f
GhÅf_i b[`]`fYf`5V k Y`f"



K Ug\]b[hcbž`i G5`!`<Yi hYž`Ua` `%(" ' † `]' & \$ &) ž[]Vh`Yg`gdUbbYbXY
9bhk]W_`i b[Yb`]b`XYf`@ ZhUVk Y`f`dc`]h]_`XYf`i _fU]bY`"8 Yi hgW\ `UbX
\Uh`d`cg]h]j Y`G][bU`Y`Ui g`XYb`i G5`Ya dZUb[Ybž`X]Y`Ui Z`X]Y
VYj c`f`g`h`Y`Y`b`X`Y`@]YZYfi b[`j cb`DUhf]c h!@ Zhj YfhY]X][i b[gmgHYa Yb
Ub`X]Y`i _fU]bY`\`]bXYi hYb`"9]b`GdfYW\Yf`XYg`XYi hgW\Yb
5i »Yba]b]ghYf]i a g`VYghÅh][hYž`XUgg`X]Y`J Yf\UbX`i b[Yb`ØVYf`X]Y
I a gYhni b[`XYf`6YX]b[i b[Yb`ni f` :]bUbn]Yfi b[`X]YgYf`GmgHYa Y
]a `; Ub[Y`g]bX`"6YgcbXYfg`k]W\h][`]gh`X]Y` : fU[Yž`k Yf`X]Y`?cghYb
ØVYfb]a a hi bX`k]Y`X]YgY`Z]bUbn]Yfhk YfXYbž`k]Y`%&`"i U
VYf]W\hYh"

J YfhYX][i b[ga]b]ghYf'6cf]g'D]ghcf]i g'\Uh'g]W\`Yi hY'ni `Y]bYa
cZZ]n]Y`Yb'6Ygi W\`]b'K Ug\]b[hcb'Ui Z[Ya UW'h"8cfh'k]fX`Yf
j cfUi gg]W'h]W'a]h'XYa `DYbhU[cb!7\YZ'DYhY'<Y[gYh\
ni gUa a YbhfYZZYb'zi a `X]Y'! bhYfghØhni b[`XYf'I _fU]bY`Ub[Yg]W'hg
XYf'Ub\U'hYbXYb'fi gg]gWYb'5[[fYgg]cb'ni `VYgdFYWYb" `B]W'h
ni `Ymh'\Uh'K c`cXma mf'GY`Ybg_m^VYfY]hg`Y]bY'9]b][i b[
j Yf_ØbXYhž`XUgg'8Yi hgW\`UbX'i bX`Bcfk Y[Yb'[Ya Y]bgUa `XfY]
DUhf]ch!GmghYa Y`Z]bUbn]YfYb'k YfXYb"

DUhf]c h!GmghYa Y`]a `: c_i g

8cW`k Ug[YbUi `a UW'h'X]Y`DUhf]ch!HYW'bc`c[]Y`gc`k]W'h][3`@Ui h
Y]bYa `6Yf]W'h]j cb`ghYfb"XY` []h'XUg`DUhf]ch!GmghYa `U`g`Y]bYg`XYf
ZcfhgW'f]hh]W'ghYb`@ ZhUVk Y`fmgmghYa Y`XYf'I G5ž`XUg`VYfY]hg`gY]h
XYb`%- , \$Yf`X\`fYb`]a `9]bgUhn`]gh"8]Y`6i bXYgk Y`f`bi hnh'X]YgY
GmghYa Y`gY]h`%- , - `i bX`g]Y`g]bX`]b`XYf`@U[Yž: `i [nYi [Yž`F U`YhYb
i bX`gc[Uf'8fc`\bYb'ni `VY_Åa dZYb"9]bY`Y]bn][Y`DUhf]ch!6UhhYf]Y
_Ubb`V]g'ni `) \$`N]Y`Y`ØVYfk UWYb'i bX`ZØbZ[`Y]W'nY]h][
VY_Åa dZYbž`k cVY]Y]bY`F Y]W'k Y]hY`j cb`V]g'ni `*, `?)`ca YhYfb
VYghY`\h" `⊕`NY]hYb'k]Y`X]YgYbž`k c`X]Y'! _fU]bY`a]h'a Ugg]j Ya
@ ZhUb[f]ZZYb`_cbZfcbh]Yfh]ghž`]gh'GY`Ybg_m`g: cfXYfi b[`bUW
a Y`f'I bhYfghØhni b[`ZØf`X]Y`@ ZhUVk Y`f`UVgc`i h`bUW]j c`n]Y`VUF"

C Vk c`\`X]Y` [YbUi Y`5bnU\`X`Yf`DUhf]ch!GmghYa Yž`X]Y` [Y`]YZYfh
k YfXYb`gc`Y`bž`bcW`b]W'h`Z`Ygh[Y`Y [h]ghž`]gh'8Yi hgW\`UbX`VYfY]hž
nk Y`]GmghYa Y`ni `Z]bUbn]YfYb"8]Y`?cghYb`ZØf`Y]b`Y]bn][Yg`DUhf]ch!
GmghYa `VY`Ui ZYb`g]W`Ui ZYhk U") \$`A]``]cbYb`9i fcž`ni g`Åhn`]W
_ca a Yb" ž) `A]``]cbYb`9i fc`d`fc`5V`k Y`ffU`YhY`XUni " `⊕`XYb
`YhnhYb`A cbUhYb`\Uh'8Yi hgW\`UbX`VYfY]hg`Y]bnY`bY`DUhf]ch!
GmghYa Y`i bX`Y]bY` [fc»Y`5bnU\`Ub`@Yb_Zi [_ØfdYfb`Ub`X]Y
I _fU]bY` [Y`]YZYfhž`k]Y`XUg`?]Y`⊕gh]hi h`ZØf`K Y`hk]fhgW`UZh
ZYghghY`hž`k Y`W`Yg`Ub[]Vhž`XUgg`X]Y'! _fU]bY`]bg[YgUa h`UW`h
GmghYa Y`j cb`]fYb`J YfVØbXYhYb`Yf`U`hYb`\Uh"

Dc`]h]gW`Y`i bX`a]`]hÅf]gW`Y`5``]UbnYb

9]bY`k Y]hYfY`]bhYfYggUbhY`K YbXi b[`b]a a h'X]Y`G]hi Uh]cb`Xi fW
XYb`I G!DfÅg]XYb`hYb`8cbU`X`Hfi a d"9f`\Uh`Ub[Y_ØbX][hž`XUgg`X]Y

I G5`DUhf]ch!K UZZYbgmghYa Y`Ub`X]Y`9I` j Yf_Ui ZYb`k YfXYbž`X]Y`]b
 XYf` : c` [Y`Z0f`X]Y`K Y]hYf[UVY`Ub`X]Y`I` _fU]bY`j YfUbhk cfh]W`gY]b
 gc`""Hfi a d`a UW`h`XUa`]h`Y]bYb`VYa Yf_Ybgk YfhYb`GW`k Yb`_]b
 gY]bYf`V]g`Yf][Yb`Dc`]h]_ž`X]Y`ni g`Ähn`]W`Y`K UZZYb`]YZYfi b[Yb`Ub
 X]Y`I` _fU]bY`UV`Y`b`hY`"9bhgdYfW`YbX`XYa` D`Ub`k]fX`X]Y`9I` _X]Y
 ?cghYb`ØVYfbY`a Ybž`b]W`h`X]Y`I` G5ž`i bX`Ui ZX]YgYa` K Y[` _ÖbbhY
 X]Y`I` _fU]bY`a Ö[`]W`Yfk Y]gY`gW`bY`Yf`Ub`X]Y`VYb`Öh][hYb`GmghYa Y
 _ca a Ybž`k]Y`k Y`h`"XY`VYf]W`hYh"

Ni`XYb` ; YgdFÄW`Yb`i bX`9bhgW`Y]Xi b[Yb`fi bX`i a`X]Y
 I bhYfghØhni b[`XYf`I` _fU]bY` [Y`Öfh`Ui W`ž`XUgg`k Ä`fYbX`XYg
 6Ygi W`g`j cb`D]ghc]i g`]b`K Ug`]b[hc`b`i bX`XYa` HfYZZYb`a`]h`B5HC!
 ; YbYfU`gY`_fYhÄf`A Uf`_F`i hY`X]Y`K Y]W`Yb`Z0f`Y]bY`Yb[YfY
 a`]]hÄf]gW`Y`Ni gUa` a YbUfVY]h[Ync[Yb`k YfXYb` _ÖbbhYb`"8UVY]
 k]fX`XYi h]W`ž`XUgg`X]Y`a`]]hÄf]gW`Yb`i bX`dc`]h]gW`Yb`5`]Ubnyb`]b
 X]YgYf`?f]gYbg]hi Uh]cb`j cb`[fc»Yf`6YXYi hi b[`g]bX`i bX`ni _ØbZh][Y
 9bhgW`Y]Xi b[Yb`a U» [YV`]W`XUg`GW`]W`gU`XYf`I` _fU]bY
 VYY]bZi ggYb`_ÖbbYb"

8YhU]`g	
Cfh	K Ug`]b[hc`bž`I` G5
Ei Y`Yb	<ul style="list-style-type: none"> • %%&"i U • k k k "ghYfb"XY • k k k "k Y`h"XY

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