

' \$`›U\ fY`K 9@H.`9f]bbYfi b[Yb`Ub`XUg`›U\ f
&\$&'`i bX`XUg`6YfbghY]bn]a a Yf°

K 9@H"XY`ZY]Yfh" \$`›U\ fY`i bX`fYZY_h]Yfh`&\$&'` . J cb
6YfbghY]bn]a a Yf!FYd`_`V]g`8f]hhYa` ; c`Z_f]Y[`!`Y]b
dfÀ[YbXYg`›U\ f"



? Uh\ Uf]bYbdU`Ughž`NUfg_c`Y`GY`cž`F i gg`UbX`!`5a``%&"`› b]
&\$&) `V`]W_h`k 9@H"XY`Ui ZXUg`›U\ f`&\$&'` ni fØW_ž`Y]b`›U\ fž`XUg`j cb
VYXYi hYbXYb`9fY][b]ggYb`[YdfÀ[h`k Uf"i bhYf`UbXYfYa` YbXYhY
X]Y`ŸfU`XYg`Y[YbXÀfYb`:`i [nYi [g`7cbWcfXY`a`]h`XYb`Y`hnhYb
_ca a Yfn]Y`Yb`:`Ø[Yb`XYf`5]f`:`fUbW`i bX`6f]h]g\`5]fk Umg"Ni XYa
k i fXY`X]Y`Y`hnhY`DfcXi`_h]cb`XYg`J`K`?`ÀZYfg`]b`A`Yi`_]c`fYU`]g]Yfh"
K`À\ fYbX`X]YgYg`›U\ fYg`k Uf`8Yi hgW\`UbX`j cb`Y]bYf`Ybcfa`Yb
<]hnYk`Y`Y`VYhfcZYbž`i bX`X]Y`G5F`G!DUbXYa`]Y`VfY]hYhY`g]W\`]b
5g]Yb`Ui`g"9]b`hfU[]gW`Yg`9fY][b]g`k Uf`XYf`K`]YXYfYbhk`i fZXYg
GdUW`G\`i h`hYg`7c`i a`V]Už`XUg`VY]a`K`]YXYfY]bhf]h]b`X]Y
9fXUha`cgd\`ÀfY`nYfvfUW`ž`k cVY]U`Y`6YgUmi`b[ga`]h[`]YXYf`]f
@VYb`j`Yf`cfYb" `›`X`Yf`dc`]h]gW`Yb`5fYbU`k`i fXY`5fbc`X
GWk`UfnYbY[[Yf`ni`a` ; ci`j`YfbYi`f`j`cb`?`U`]Zcfb]Yb`[Yk`À`h`i`bX

Yf\Y`hXYb`Gd]mbUa Yb` ; ci j YfbUhc f "

9]b`@]W hV`]W_`]ba]hhYb`U`X]YgYf` ; YgWXY`b]ggY`k Uf`X]Y`ZY]Yf`]WXY
9fOZZbi b[`Y]bYf`XYhU]`[YhfYi Yb`FY`cbghfi _h]cb`XYg
6YfbghY]bn]a a Yfg]a `? Uh\Uf]bYbdU`Ugh"i fgdfØb[`]W`nk]gWXYb
%+\$%`i bX`%+%&`]a `6Yf`]bYf`GW`cgg`YfVUi hžk i fXY`XUg
6YfbghY]bn]a a Yf`%+%*`]a `5i ghUi gW`[Y[Yb`Gc`XUhYb`Ub`XYb
fi gg]gWXYb`NUfYb`DYhYf`="ØVYf[YVYb" `BUW`gY]bYa
J YfgWk]bXYb`k Å\fybX`XYg`Nk Y]hYb`K Y`h_f]Y[gž`U`g`Yg`j cb`XYf
K Y`fa UW`hYfVYi hYh`k i fXYžk i fXY`X]Y`FY`cbghfi _h]cbž`X]Y`]a
A U]`&\$\$` `UV[YgW`cggYb`k i fXYž`Xi fW`Y]bY`[fc»nØ[][Y`GdYbXY
XYf`Fi \f[Ug`5; `Yfa Ø[`]W`h`8]Y`9]bk Y]\i b[`ZUbX`Ua ` `%"`A U]
&\$\$` `Xi fW`K `UX]a]f`Di h]b`i bX` ; Yf\UfX`GW`fØXYf`ghUhhžk Ug`X]Y
F ØW`_Y`f`Y]bYg`_i `hi fY`Yb`9fVYg`ZY]YfhYž`XUg`ØVYf`Y]b
Å\`f`i bXYfh`Ub[`j Yf`c`fYb`k Uf`"K 9@H"XY`gW`]XYfhžk]Y`X]YgY
FY`cbghfi _h]cb`Y]b`Gma Vc``ZØf`5i ggØ\bi b[`i bX`_i `hi fY`Y
K]YXYfVY`YVi b[`k i fXY"

8]Y ` ; YgW]W hY `XYg`6YfbghY]bn]a a Yfg

8 Ug`6YfbghY]bn]a a Yfž`a]hgY]bYb`K ÅbXYb`Ui g`6YfbghY]bž` ; c`X
i bX`Gd]Y[Y`bžk i fXY`i fgdfØb[`]W`Ui ZK i bgW`j cb` : f]YXf]W`="`
j cb`DfYi »Yb`[YghU`hYh`i bX`k Uf`Y]b`A Y]ghYfk Yf`_XYf`VUfcW`Yb
?i bgh"8 Ug`N]a a Yf`k i fXY`]a `GW`cgg`7\Uf`c`hhYbVi f[`Yff]W`hYhž
_Ua `YXcW`b]Y`ni f`YbX[Ø`h][Yb` `bghU`U`h]cb" `GhUhhXYggYb`k i fXY
Yg`%+%*`ni f`6Yg]Y[Y`i b[`Y]bYf`5`]Ubni [Y[Yb`GW`k YXYb`Ub`XYb
NUfYb`DYhYf`="ØVYf[YVYb" `a `@Ui ZY`XYf`Å\`fY`YfZ` \f`XUg`N]a a Yf
a Y`fYfY`i a [YghU`hi b[Ybž`XUfi bhYf`Y]bY`9fk Y]hYfi b[`Xi fW`
NUf]b`9`]gUVYh`" `cW`X]Y`ni a `? Uh\Uf]bYbdU`Ugh]b`GUb`_h
DYhYfgVi f[`ZØ`fhY`"K]_]dYX]U`Yf`Ài hYfhž`XUgg`XUg
6YfbghY]bn]a a Yf`ZUgh`nk Y]`Å\`f`i bXYfhY`Ub[`]a
? Uh\Uf]bYbdU`Ugh`V`]YVž`VYj cf`Yg`k Å\fybX`XYg`Nk Y]hYb
K Y`h_f]Y[g`j YfgWk i bXYb`]ghž`U`g`Yg`%- (%j cb`XYf`K Y`fa UW`h
XYa cbh]Yfh`k i fXY`i bX`gY]hXYa `U`g`j YfgW`c`Yb`[`]h"

8]Y `[Ycdc`]h]gWXYb`GdUbbi b[Yb`XYg`Å\`fYg &\$\$`

DUFU`Y`ni `X]YgYb`_i`hi fY`Yb`9fY][b]ggYb`Yf`YVhY`X]Y`K`Y`h
 XfUa`Uh]gWXY`[Ycdc`h]gWXY`l`a`VfØWXY`"8Yf`8f]hhY` ; c`Z_f]Y[`bU\`a
 gY]bYb`5bZUb[`Ua`&\$`"A`Āfn`&\$`\$` ž`bUWX`XYa`7c`]b`Dck`Y`"Ua`)`"
 : YVfi`Uf`]a`l`G!G]WXYf\Y]hgfUhj`Yfa`Y]bh]WXY`6Yk`Y]gY`ZØf`]fU_]gWXY
 A`UggYbj`Yfb]WXY`hi`b[gk`UZZYb`dfĀgYbh]YfhY`"G_Ydg]g`i`bX
 ?cbhfcj`YfgYb`VY[`Y]hYhYb`XYb`?f]Y[gY]bgUhnžj`cf`U`Ya`ž`XU
 Dc`]h_]Yf`k`]Y`æ`gWXY`_U`:]gWXYf`XYa`J`cf[Y\Yb`Nk`Y]ZY`Āi`»YfhYb`"
 8]Y`gWXY`bY`Y`9]bbU\`a`Y`6U[XUXg`Xi`fWXY`X]Y`l`G!Hfi`ddYb`Z]Y`Ui`Z
 XYb`%"`A`U]ž`U`g` ; Ycf[Y`K`"6i`g\`gY]bY`i`a`ghf]hhYbY`A`]gg]cb
 5WXY`ca`d`]g\YX`!FYXY`\]Y`h`5`YfX]b[g`ghY`hY`g]WXY`VU`X`\YfUi`gž
 XUgg`X]Y`G]hi`Uh]cb`]a``fU`_`ca`d`]n]YfhYf`k`Ufž`U`g`ni`bĀWXY`gh
 Ub[Ybca`a`Yb`"8Yf`5Vni [`XYf`l`G!Hfi`ddYb`VY[Ubb`&\$\$,`i`bX
 k`i`fXY`&\$%%`UV[YgWXY`cggYbž`VY[`Y]hYh]j`cb`Zc`fhXUi`Yfb`XYb`]bb`YfYb
 ?cbZ]_hYb`]a`@UbX"

⊖`XYf`5bU`mgY`X]YgYf`?cbZ]_hY`YfgWXY]bh`Yg`VYa`Yf`Ybgk`Yfhž
 XUgg`XYf`fU`_`VYfY]hg`gY]h`%`-,`\$`]b`_f]Y[Yf]gWXYb
 5i`gY]bUb`XYfgYhni`b[Yb`j`Yfk`]W_Y`h`k`Uf`"8Yf`fU`b`!`fU`_`!`?f]Y[ž
 VY[cbbYb`a`]h`Y]bYa` ,`VYfZU`"XYg`fU`_`g`Ui`ZXYb`fU`b`ž`Zc`fXYfhY
 a`Y`f`U`g`%ž`A`]]cbYb`A`YbgWXYb`YVYb`i`bX`k`Uf`j`cb`Vfi`hU`Yb
 ?Āa`dZYb`i`bX`XYa`9]bgUhnj`cb`7\`Ya`]Yk`UZZYb`[YdfĀ[h`8]YgY
 \]ghcf]gWXYb`?cbhYl`hY`\Y`ZYbž`X]Y` ; YgWXY`b]ggY`XYg`8f]hhYb
 ; c`Z_f]Y[g`VYggYf`ni`j`YfghY`Yb`"Ghi`XmZ`]l`a`UWXY`h`XYi`h]WXY`ž`XUgg
 X]Y`[Ycdc`h]gWXYb`GdUbbi`b[Yb`i`bX`XYfYb`5i`gk`]f`_i`b[Yb`Ui`Z`XUg
]bhYfb`Uh]cb`U`Y`J`Yf`\Ā`hb]g`]b`XYb`Zc`[Yb`XYb`⊖\`fYb`VYXYi`hYb`X
 V`Y]VYb`k`YfXYb"

8YhU]`g	
J`c`f`ZU`	Gc`b`g`h][`Y`g
C`f`h	?`U`h`\`U`f`]b`Y`b`d`U`U`g`h`ž`N`U`f`g`_`c`Y`G`Y`c`ž`F`i`g`g`U`b`X
E`i`Y`Y`b	<ul style="list-style-type: none"> • k`k`k`"k`Y`h"XY • ghi`XmZ`]l`"XY • XY`k`_]`d`Y`X]U`"c`f`[

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