

? `]a Uk UbXY` . '@YgWk `k Ufbh`j cf
; Ygi bX\Y]hgf]g]_Yb`i bX`ZcfXYfh
9bYf[]Yk YbXY`°

5a `&("A U]`&\$&) `X]g_i h]YfhY`DfcZ" < UfU`X`@YgWk `]b
A Ya a]b[Yb`X]Y`XfAb[YbXYb`H\Ya Yb`?`]a Uk UbXY`i bX
; Ygi bX\Y]h"



A Ya a]b[Ybž`8Yi hgWk `UbX`! 5a `&("A U]`&\$&) `ZUbX`]b
A Ya a]b[Yb`Y]b`k]Wk h[]Yg`9j Ybh`XYg`6ØbXb]ggYg`ZØf`8Ya c_fUh]Y
i bX`A YbgWk YbfYWk hY`ghUhh`XUg`XUg`† V]`Ài a `) \$\$`†\fY`Nk Ò`Z
5fh]_Y` `ZY]YfhY" `8Yf`UVgWk `]Y» YbXY` < Ò\Ydi b_h`XYg`Dfc[fUa a g
k Uf`Y]b`J cfhfU[`]j cb`DfcZ" < UfU`X`@YgWk ž`Y]bYf`XYf`VY`_UbbhYghYb
Gh]a a Yb`]b`XYf`?`]a UZcf`gWk i b["I bhYf`XYa `H]hY` ` 8]Y`BUhi f`]gh
_Y]b`DUfhY]a]h[`]YX `gd`fUWk `@YgWk `j cf`) \$\$`Ni `ÖfYfb`]b`XYf`5i `U
XYf` : CG#6CG`A Ya a]b[Yb"

@YgWk ž`DfcZYggcf`ZØf`5ghfcd`mg]_`Ub`XYf`@`Xk][!A UI]a]`]Ubg!
I b]j Yfg]h`A`ØbWk Ybž`VYhc`bhY`k `À`fYbX`gY]bYg`J cfhfU[`g`X]Y

I bj Yf\UbXY\Uf_Y]h'XYf'; YgYhnY'XYf'BUhi f" 'b'&\$'dfÅ[bUbhYb
K cfhYb'W\UfU_hYf]g]YfhY'Yf'XYb'?`]a Uk UbXY`.' 9f`]gh'fYU`/k]f'g]bX
X]Y`I fgUWXY/Yf`]gh[YZ\`f]W\X]Y': UW`Yi hY'g]bX'g]W`Y]b][/k]f
_ÖbbYb'bcW`Yhk Ug'hi b" '8]Yg]gh'VYgcbXYfg'fY`Yj Ubh'XU`X]Y
9fXY`VYfY]hg'5bZUb['&\$&) 'i a '%ž* &'; fUX`7Y`g]i g'k Åfa Yf'k Uf`U`g
]a ``Ub[Zf]gh][Yb'8i fW`gW`b]h'ž'a]h'Y]bYf'<Y]nfUhY`j cb'\$ž&*'; fUX
7Y`g]i g'dfc`đ\fnY`b'h"Ni XYa`ghY`h'XYf'9I !?'`]a Uk UbXY`X]Ybgh
7cdYfb]W`g`Z'gh'XUgg'g]W`9i fcdU`Ua`gW`bY`ghYb`Yfk Åfa h"

; Ygi bX\Y]h`]W`Y`F]g]_Yb`Xi fW`XYb
?`]a Uk UbXY`

8]Y`5i gk]f_i b[Yb'XYg'?`]a Uk UbXY`g'g]bX'gW`cb`Yhn'XYi h]W`
gdØfVUf" @YgW`cV`Yfj cfž'XUgg`X]fY_hY`9ZY_hYžk]Y
[Ygi bX\Y]h`]W`Y`DfcV`Ya Y`Xi fW`GhØfa Yž'8ØffYbž: Yi YfgW`ÅXYbž
: `i hYb`i bX'<]hnYk Y`Ybž'Ui Z'XYa`J cfa UfgW`g]bX" 'bX"]fY_hY
9ZY_hY`i a ZUggYb`ni XYa`j YfgW`YW`hYfhY`K UggYfei U`]hÅhž'bYi Y
?fUb_\Y]hgYffY[Yf'i bX'i bg]W`YfY`BU\fi b[ga]hY`j Yfgcf[i b[
gck]Y`dgmW`]gW`Y`9f_fUb_i b[Yb"8]YgY`Ni gUa`a Yb`Åb[Y`Z]bXYb
Ui W`6YghÅh][i b[`]b`Y]bYa`i a ZUggYbXYb`6Yf]W`h'XYg
I a k Y`hVi bXYgUa`hYgž'XYf`X]Y`[Ygi bX\Y]h`]W`Yb`F]g]_Yb`XYg
?`]a Uk UbXY`g]b'8Yi hgW`UbX`Ub`U`mg]Yfh'i bX'dfÅ[bUb'h'Ui Z'X]Y
g][b]Z]_UbhYb`; YZU`fYb`Ui Za Yf_gUa`a UW`h"

æ`đ\`f'&\$&('k i fXY`Y]bY`HYa`dYfUhi fYf\Ö\i b[`j cb'%ž* &'; fUX
j YfnY]W`bYhž'X]Y`ØVYf`XYa`N]Y`j cb'%ž) `; fUX`Y[hž'k Ug`Y]bYb
5bgh]Y[`j cb'9I hfYa`k YhYfYfY][b]ggYb`VYXYi hYh"8]YgY
VYXfc`\]W`Yb`J YfÅbXYfi b[Yb`_ÖbbhYb`Ui h`@YgW`Ui W`ni`Y]bYa
5bgh]Y[`j cb'5fa`i hž'A][fUh]cb`i bX'[Yk U`hgUa`Yb'?cbZ]_hYb
ZØ`fYb"9f'n]h]YfhY`X]Y`@JbW`h'7ca`a]gg]cb`cb'7`]a UhY`7\Ub[Y
UbX'<YU`h`ž'X]Y`k UfbhY.`8Yf'?`]a Uk UbXY`]gh'X]Y`[fÖ»hY
6YXfc`i b[`ZØf'i bgYfY`; Ygi bX\Y]h`]b`X]YgYa`đ\`f`i bXYfh"

9bYf[]Yk YbXY`U`g`; Ygi bX\Y]hgd'fc`Y`_h

9]b`nYbhfU`Yg`H\Ya`U`j cb`@YgW`g`J cfhfU[`k Uf`X]Y`B`chk YbX][_Y]h
Y]bYf`9bYf[]Yk YbXY"8Yf`fYbca`a]YfhY`K]ggYbgW`UZh`Yf`g]Y`h

XUf]b`b]W\h`bi f`Y]bY`@Øgi b[`ZØf`X]Y`?`]a U_f]gYž`gcbXYfb`Ui W\X
Y]bY`7\UbWž`XUg; Ygi bX\Y]hgk YgYb`ni`ghÅf`Yb``8]Y
9bYf[]Yk YbXY`k]fX`U`g[fØ» hYg; Ygi bX\Y]hgdfc`Y`_hi`bgYfYf`NY]h
VYhfUW\hYh``8YnYbhfU`Y`9bYf[]Y!`i bX`K`Åfa`YbYhnY`[Y`hYb`U`g`X]Y
_cghYb[Øbgh][ghY`:`cfa`X`Yf`9bYf[]YYfnYi [i b[``@YgW\`k]Yg`Ui Z
X]Y`dcg]hj] Yb`9ZY`_hY`X`Yf`9bYf[]Yk YbXY`\]bž`k]Y
9bYf[]Yi bUV\Åb[][_Y]hž`Y]b`fYg]]Yb`hYg`9bYf[]YgmghYa`i`bX
fY[]cbU`Y`K`YfhgW\ØdZ`b[``

5_hi`Y``[]Vh`8Yi`hgW\`UbX`Å`f`W\`fi`bX`%\$`\$`A`]]UfXYb`9i`fc`ZØf`
9bYf[]Y]a`dcfhY`Ui`gž`k`cVY]`ØVYf`*)`DfcnYb`h`X]YgYf`9bYf[]Y]b`
:`cfa`j`cb`5V`k`Åfa`Y`j`Yf`c`fYb`[Y\Yb``9]bY`[fi`bX`Y[YbXY
HfUbgZcfa`Uh]cb`j`cb`Y]bYf`Zcgg]Yb`ϕXi`ghf]Y[YgY`gW\UZh`\]b`ni
Y]bYf`bUW\`U`h][Yb`ϕXi`ghf]Y[YgY`gW\UZh]gh`b`chk`YbX][ž`i`a
X]YgYb`A`]ggghUbX`ni`VY\YVYb``@YgW\`VYhc`b`hY`X]Y`6YXYi`hi`b[]j`cb
D\`chc`j`c`hU]_`i`bX`K`]bX`_fUZh`ZØf`X]Y`ni`_ØbZh][Y
9bYf[]Y[Yk`]bbi`b[``

ϕ`XYa`f`U\`a`Yb`XYg`9j`Ybhg`]b`A`Ya`a`]b[Yb`ghY`hY`XYf`
6ØbXb]ggdfYW\Yf`F`i`dYfh`F`Y]g]b[Yf`XUg`6ØbXb]g`j`cfž`k`Y`W\Yg`gY]h
&\$%)`Ui`g`&&`C`f[Ub]gUh]cbYb`i`bX`9]bnY`dYfgcbYb`VYghY`\h``@YgW\`
gW\`cgg`gY]bYb`J`cfhfU[`a`]h`XYf`6YU`b`hk`cfhi`b[]j`cb
Di`V`_]i`a`gZfU[Ybž`k`Ug`XUg`9b[U[Ya`Yb`h`XYf`Ni`\`ØfYf`k`Y]hYf`
ghY][YfhY``8]Y`9bYf[]Yk YbXYž`X]Y`Yf`U`b`df]Ygž`k`i`fXY`b]W\h`bi`f`U`g`
hYW\bc`c[]gW\Y`B`chk`YbX][_Y]hž`gcbXYfb`Ui`W\`U`g[fi`bX`Y[YbXY
J`cfUi`ggY`hni`b[`ZØf`X]Y`; Ygi`bX\Y]h`XYf`6Yj`Ø`_Yfi`b[]j`YfghUbXYb``

Ni`gUa`a`Yb`ZUggYbX``Åggh`g]W\`ZYgh\`U`hYbž`XUgg`X]Y`8]g_i`gg]cb`i`a
XYb`?`]a`Uk`UbXY`i`bX`gY]bY`h]YZ[fY]ZYbXYb`5i`gk`]f_i`b[Yb`Ui`Z
i`bgYfY`; Ygi`bX\Y]hi`bX`; YgY`gW\UZh`ni`bY\`a`YbX`Ub`6YXYi`hi`b[
[Yk`]bbh``8Yf`_`UfY`5ddY``j`cb`DfcZ``@YgW\`ni`f`9bYf[]Yk YbXY
_ØbbhY`b]W\h`Xf]b[`]W\Yf`gY]bž`XU`XYf`?`]a`U_f]g]g`a`]hj`YfY]b`hYb
?fÅZhYb`Ybh[Y[Yb[YhfYhYb`k`YfXYb`a`i`gg``

: Øf`k`Y]hYfY`ϕZcfa`Uh]cbYb`ni`XYb`[Ygi`bX\Y]h]W\Yb
5i`gk`]f_i`b[Yb`XYg`?`]a`Uk`UbXY`g`VYgi`W\Yb`G]Y`X]Y`K`YVgY]hY
XYg`i`a`k`Y`hVi`bXYgUa`hYgž`X]Y`i`a`ZUggYbXY`8UhYb`i`bX
5bU`mgYb`VYfY]hghY`h``5i`W\`X]Y`9]bV`]W_Y]a`; YgdfÅW\`a`]h`<UfU`X

@YgW\`i bX`8f" `A Ufh]b` <Yffa Ubb`ni f`9bYf[]Yk YbXY`Z]bXYb`G]Y`Ui Z`
 _`]a Uk UbXY`![Ygi bX\Y]h"XY`i bX`Y]bY`XYhU]``YfhY
 6Yf]W\hYfghUhi b[`ØVYf`XYb`J cfhfU[`]b`A Ya a]b[Yb`Ui Z`
 a Yf_i f"XY"

8YhU]`g	
J cfZU``	?`]a Uk UbXY`
C fh	A Ya a]b[Ybž8Yi hgW\`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "a Yf_i f"XY • k k k "_`]a Uk UbXY`! [Ygi bX\Y]h"XY • k k k "i a k Y`hVi bXYgUa h"XY

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