

N]j]`ghfY]h'i a `A]``]cbYb`bUWx`XYa I bhYf[Ub[`XYf`A G': Y`]W]hm'5W°

B UWx`XYa `I bhYf[Ub[`XYg`JK !HfUbgdcfhgW]Zg`A G
/ ei ch/: Y`]W]hm'5W/ ei ch/ ZcfXYfh`X]Y`FYYXYfY]`A]``]cbYb!
GWxUXYbYfgUhn" J Yf\UbX`i b[`Ua `&"'ž`]'&\$&)" "



5ncfYbž'Dcfhi [U`!'5a `&"'ž`]'&\$&) `VY[]bbh`Ua `@UbX[Yf]Wx h
6fUi bgWk k Y][`Y]b`]bhYfYggUbhYg`N]j]j YfZU\ fYbž`XUg`j]Y`Y`]b`XYf
5i hca`cV]`k`Y`h`Ui`Z`c`f`W`Y`b`"Äggh" `6Y]`XYf`J`Yf`\`UbX`i`b[` [Y`h`Yg
i`a`X`Ug`G`W`]`W`g`U`X`Y`g`5i`h`c`h`f`U`b`g`d`c`f`h`g`W`]`Z`g`A`G`'`:`Y`]`W`]`h`m`'5`W` ž`X`U`g`
Ua`'%*"'`:`Y`V`f`i`U`f`&\$&&`a`]`h`f`i`b`X`(`"\$`\$`\$`B`Y`i`k`U`[`Y`b`X`Y`g`
J`c`_`g`k`U`[`Y`b`_`c`b`n`Y`f`b`g`j`c`b`'9`a`X`Y`b`]`b`X`Y`i`G`5`i`b`h`Y`f`k`Y`[`g`k`U`f`"8`Y`
?`À`[`Y`f`ž`'n`k`Y`]`b`c`W`'b`]`W`h`'b`U`a`Y`b`h`]`W`' [`Y`b`U`b`b`h`Y`i`b`h`Y`f`b`Y`a`Y`b`X`Y`f`
J`c`_`g`k`U`[`Y`b`!`;`f`i`d`d`Y`ž`'g`h`f`Y`V`Y`b`]`a` `B`U`a`Y`b`X`Y`f`'9`[`Y`b`h`Ø`a`Y`f`]`b`ž`X`Y`f`
F`Y`Y`X`Y`f`Y`]`g`c`k`]Y`X`Y`f`ni`g`h`À`b`X`[`Y`b`J`Y`f`g`]`W`Y`f`i`b[`Y`b`G`W`U`X`Y`b`Y`f`g`U`h`n`
]a`X`f`Y`]`g`h`Y```[`Y`b`A`]``]`c`b`Y`b`V`Y`f`Y`]`W`'U`b`ž`k`]Y`V`]W`"X`Y`V`Y`f`]`W`h`Y`h`"

8]Y`X`f`U`a`U`h`g`W`Y`b`9`f`Y`[`b`]`g`g`Y`i`a`X`U`g`G`W`]`Z`ž`X`U`g`]a`A`À`f`n`&\$&&
g`U`b`_`ž`Y`f`f`Y`]`W`h`Y`b`a`]`h`X`]Y`g`Y`a`J`Y`f`Z`U`f`Y`b`Y`]b`Y`b`k`Y`]`h`Y`f`Y`b`

<Ò\Ydi b_h"B UWX`Y]bYa`6fUbXž'XYf`]b`XYf`BÀ\Y`XYf`5ncfYb
Ui gVfUWX`ž`YXcW`b]WX`hgcZcfh`ni a`l bhYf[Ub[`ZØ\fhYž`k i fXY`XUg
GW`ZZ`Y]b`U`VYg`A cbUh`gd`hYf`VY]`Y]bYa`5VgW`Yddj Yfgi W
YbX[Øh][j Yf`cfYb`"8]Y`[YbUi Yb`6fUbXi fgUW`Yb`g]bX`V]g\Yf
i a ghf]hhYb`/X]Y`?`À[Yf`j Yfa i hYb`Y]bY`GY`VghYb`hmØbXi b[`Y]bYf
9`Y`_hfcUi hcVUhYf]Yž`k À\fybX`X]Y`6Y`_U[hY`U`hYfbUh]j Y
9f`_`Àfi b[Yb`]b`XYb`F Ui a`ghY`h`"

8 Yf`l bhYf[Ub[`i bX`X]Y` : c`[Yb

8 Yf`J Yf`Ui Zni f`[YgW`Y]hYfhYb`F Yhi b[`k Uf`U`Yg`UbXYfY`U`g
Y]bZUW`"B UWX`XYa`6fUbX`Ua`%"`": YVfi Uf`UfVY]hYhYb
6Yf[i b[ghYUa`g`XUfUbž`X]Y`A G` : Y`W]hm`5W` `ni`gW`YddYbž`Y]bY
[Yk U`h][Y`< YfUi gZcfXYfi b[ž`X]Y`Xi fW`gW`YW`hY
K YhhYfVYX]b[i b[Yb`]b`XYf`F Y[`]cb`YfgW`k Yfh`k i fXY`"
. VYffUgW`YbXYfk Y]gY`Yf`_`ÀfhY`Y]b`GdfYW`Yf`j cb`A C`@G`]d
A UbU[Ya`Ybh`G]b[UdcfY`bcW`V]g`ni a`&`"": YVfi Ufž`X]Y`GhUV]`]h`h`h
XYg`GW`]Zg`gY]`Ui gfY]W`YbX`"8cW`k À\fybX`XYg`GW`Yddj cf[Ub[g
_Ua`Yg`ni f`GW`fÀ[`U[Y`XYg`GW`]Zgž`k Y`W`Yg`gW`]Y`»`]W`Yhk U`&&\$
GYYa`Y]`Yb`j cf`XYb`5ncfYb`gUb`ž`]b`Y]bYf`K UggYfh]YZ`j cb`" "\$\$\$
A YhYfbž`gc`a Uf]h]a Y!YI YW`h]j Y`W`a`"

8]Y`GW`AXYb`VY`Ui ZYb`g]W`Ui ZgUhY`(\$`\$`A`j`)]cbYb`8c`Ufž`k cVY]
i bhYf`XYb`j Yf`cfYbYb`5i hcg`Ui W`%"%\$`DcfgW`Yg`i bX`%, -
6Ybh`Ymg`k UfYb`"Jc`_gk U[Yb`hY]`hY`XYb`?`Ài ZYfb`a`]hž`XUgg`i bhYf
XYb`j Yfa`]gghYb` : U\fnYi [Yb`Ui W`"8"(`9`Y`_hfc!GI J`g`k UfYbž`i bX
j YfgdfUW`ž`DfcXi`_h]cbgd`AbY`ni`ØVYfUfVY]hYbž`i a`9fgUhn
Ubni`V]YhYb`"?`Ài ZYf`k YfXYb`a`]h`bYi YfYb`A cXY`Yb`XYg`W`f[Ub[g
&\$&&`YbhgW`ÀX][hž`X]Y`ni XYa`J YfVYggYfi b[Yb`[Y[YbØVYf`XYb
j Yf`cfYbYb` : U\fnYi [Yb`Ui Zk`Y]gYb`"

F YW`h`]W`Y`< YfUi gZcfXYfi b[Yb

8 Ug`J YfZU\fyb`]b`6fUi bgW`k Y][`k]fX`]b`a`Y\fyfY`6Y]hfU[gdi b_hY
Y]bni hY]`Yb`gY]b`BYVYb`XYf` : YghghY`i b[`XYf`6fUbXi fgUW`Y
ghY\Yb`Ui W`fYW`h`]W`Y`?bUW`_di b_hY`Ui Z`XYf`HU[Ygc`fXbi b["`9]b
j cfUV`j Yfgi W`hYf`A YX]Uh]cbghYfa`]bž`i a`Y]bY`[Øh]W`Y`9]b][i b[
ni`Yfn]Y`Ybž`V`]YV`c`bY`9fZc`["`F]W`hYf`k YfXYb`]b`XYf`"

9]bZØ\fi b[gd\UgY`XYg`J YfZU\fybg`X]Y`fY`Yj UbhYb`fYWX`h]WXYb
 : fU[YghY`i b[Yb`_`ÄfYbž`VYj cf`XUg`Y][Ybh]WXY`J YfZU\fyb
 VY[]bbh"9]bY`5bbÄ\Yfi b[`nk]gWXYb`XYb`DUfhY]Yb`]gh`YXcW`Ui W
 k Ä\fybX`XYg`J YfZU\fybg`YXYfnY]h`a c[Y`]^ž`k Ug`X]Y` : fcbhYb
 a Ò[`]WXYfk Y]gY`Ui ZcW`Yfb`_`ÖbbhY"

8Yf` ; YgUa hj YfVUbX`XYf`8Yi hgWXYb`J Yfg]WXYfi b[gk]fhgWUZh
 fl 8J È\Uh]b`X]YgYa `Ni gUa a Yb`Ub[`Ui Z`X]Y`Bchk YbX][`Y]h
 VYggYfYf`@ÖgWU`Ub`U[Yb`Ui Z[fc»Yb`HfUbgdcfhgW]ZZYb
 \]b[Yk]YgYbž`i a `XYfUfh][Y`J cfZÄ`Y`]b`Ni _i bZ`ini `j Yfa Y]XYb"
 8Ug`H\Ya U`VfYbbh`gcn`i gU[Yb`i bhYf`XYb`BÄ[Y`bž`i bX`X]Y
 GW]ZZU\fhVfUbWXY`ghY`h]j cf`XYf`<YfUi gZcfXYfi b[ž
 G]WXYf\Y]hga U»bU`a Yb`ni `cdh]a]YfYb`i bX`5i gfØghi b[`ni
 j YfVYggYfbž`i a `dchYbn]Y`Y`6fÄbXY`YZZ]n]YbhYf`VY`_`Äa dZYb`ni
 _`ÖbbYb"

8Ug` ; YgWXY`Yb`fi bX`i a `X]Y`A G` : Y`]W]hm`5W` `nY][hgca]h
 Y]bXfØW`_]W`X]Y`k Y]hfY]WXYbXYb`Ö`cbca]gWXYb`i bX`fYWX`h]WXYb
 ?cbgYei YbnYbž`X]Y`Ui g`Y]bYa `a Uf]h]a Yb`l b[`ØW`_fYgi `h]YfYb
 _`ÖbbYb"8]Y`J Yf\UbX`i b[`Ua `@UbX[Yf]W`h`6fUi bgW`k Y][` _`ÖbbhY
 U`gc`b]W`h`bi f`ZØf`X]Y`6YhY]`][hYb`j cb`6YXYi hi b[`gY]bž`gcbXYfb
 Ui W`ZØf`X]Y`[YgUa hY`6fUbWXY`"K]f`k YfXYb`X]Y`9bhk]W`_i b[Yb
 Ui Za Yf_gUa `j YfZc`[Yb"

8YhU]`g	
C fh	5ncfYbž`Dcfhi [U`
E i Y`Yb	<ul style="list-style-type: none"> • k k k "V`]W`_XY • a Uf]h]a Y!YI YW`h]j Y"Wca

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