

5VgWk]YX`]a`Ncc`@Y]dn][. `‡ b`c`X ØVYf[]Vh`Ub`XYb`bYi`Yb`DfÅg]XYbhYb`°

DfcZ`8f`"‡Øf[`‡ b`c`X`hf]hh`bUWk`gYWk`g`‡\`fYb`U`g`DfÅg]XYbh
XYg`J`XN`ni`fØW`i`bX`ØVYf[]Vh`Ub`8f`"8U[`9bW`Y`]b`@Y]dn]["



@Y]dn][ž`8Yi`hgWk`UbX`!`5a`'&&"'‡ b]`&\$&) `k`Uf`Yg`XYf`HU[`XYg
5VgWk]YXg. `DfcZ`8f`"‡Øf[`‡ b`c`X`U`h`bUWk`gYWk`g`‡\`fYb`gY]b
DfÅg]X]i`a`VY]a`J`YfVUbX`XYf`Ncc`c[]gWkYb`;`ÅfhYb`fJ`XNŁ
b]YXYf[Y`Y[h`"9f`ØVYf[UV`X]Y`J`YfUbhk`cfhi`b[`Ub`8f`"8U[`9bW`Y`ž
XYb`8]fY`_`hcf`XYg`H]Yf[UfhYb`B`ØfbVYf[" `‡ b`c`Xg`5a`hgnY]h`k`Uf
U`Yg`UbXYfY`U`g`Y]b`GdUn]Yf[Ub[ž`[Ygd]W`h`a`]h
<YfUi`gZcfXYfi`b[Yb`k`J`Y`XYf`7cfc`bU!DUbXYa`]Y`i`bX`XYb
k`Y]hfY]WkYbXYb`5i`gk`]f`_i`b[Yb`XYg`l`_fU]bY`_f]Y[g`"8UVY]`U`h`Yf
a`]hj`]Y`9b[U[Ya`Ybh`X]Y`k`]Wk]h[Y`F`c`Y`XYg`J`XN`U`g
GYfj`]W`nYbhfi`a`ZØf`ØVYf`+`\$`A`]h[`]YXgY]bf]Wk`hi`b[Yb`[YghÅf`_`h`i`b`X
X]Y`G]Wk`hVuf`_Y]h]b`XYf`dc`]h]gWkYb`@UbXgWk`UZh`6Yf`]bg`Yf`YV`]Wk
Yf`Y`Ø`h`"Ncc`@Y]dn][`VYf]Wk`hYhž`XUgg`‡ b`c`X`k`Å`fYbX
gY]bYf`5a`hgnY]h`Ui`»`YfXYa`X]Y`J`XN!`bU`Y`Gh]Zhi`b[

5fhYbgWxi hn'fYZcfa]Yfh'\Uh"

GY]bY'GWxi a di b_hY'n]Y'hYb'ghYhg'Ui ZX]Y'bUW\xUh[Y
C dh]a]Yfi b['XYf'J YfVUbXgUfVY]h'UV""8Uni '[Y\ÖfYb'i bhYf
UbXYfYa 'bYi Y'5fVY]hgghfi _hi fYb'ZØf'5fhYbgWxi hnž: cfgWxi b['i bX
² ZZYbh]W_X]hgUfVY]h'ž b\c'X']b]h]]YfhY'Y]b'ÖZZYbh]WYg'Ncc!'i bX
K]'Xh]YfZcfi a žXUg:]a 'FU\ a Yb'XYf'Ä\ f'WYb'J YfVUbXghU[i b[
]bg@YVYb[Yfi ZYb'k i fXY'i bX'XYf'6fUbWXY'Y]bY'Gh]a a Y'j Yf'Y\ž
k Ä\ fYbX'X]Y'HØfYb'XYf'Nccg[YgW'cggYb'V']YVYb""6Y]'XYf
ž\ fYghU[i b['k i fXYb'k Y]hYfY'GWk Yfdi b_hY'k]Y'X]Y'J YfghÄf_i b[
XYf'ÖZZYbh]WYb'G]W hVUf_Y]hž'a Y\ f': cfhV]'Xi b[gUb[YVchY'i bX
XYf'5i gVUi 'XYf[YgY''gW UZh]WYb'5_nYdhUbn'ZYgh[Y'Y[h''Hfchn
gY]bYg'F ØW_hf]hng'V'Y]Vh'Yf'ZØf'X]Y'bÄW ghYb'XfY]'ž\ fY'k Y]hYf\ b
]a 'J XN!J cfghUbX'i bX'k i fXY'U'g'GW Uha Y]ghYf'XYg'9i fcdÄ]gWYb
Nccj YfVUbXYg'95N5 '[Yk Ä\ h"

J YfghÄf_i b['ZØf'XYb'BUhi f!'i bX

5fhYbgWxi hn

ž'XYf'K Y'h'XYg'BUhi f!'i bX'5fhYbgWxi hnYg:[]Vh'Yg'YXY'A Yb[Y
Ui žY[YbXY'BYi][_Y]hYb""9]b'VYa Yf_Ybgk YfhYg'Dfc'Y_h]gh'XUg
[Yd'UbhY' : fUb_Zi fh'7cbgYfj Uh]cb'7YbhYf' fl 77ž'XUg'Ui ZXYa
; Y'ÄbXY'XYg': fUb_Zi fhYf'Nccg'YbhghY\Yb'gc""8Yf'A U[]ghfUh'\Uh
XYa '6Ui 'VYfY]hg'XUg[fØbY'@]W h[Y[YVYb""N]Y'X]YgYf'ž]h]Uh]j Yž
X]Y'Ui ZXyb'%' ""Bcj Ya VYf'&\$&\$'ni fØW[_Y\hž]gh'XYf
]bhYfbUh]cbU'Y'BUhi f!'i bX'5fhYbgWxi hnž'k cXi fW'X]Y
Ni _i bZhgZÄ\][_Y]h'XYg'Nccg'YbhgWY]XYbX'j YfVYggYfh'k YfXYb
gc""8Ug: 77'k]fX'Ua 'C ghY]b[Ub['XYg'Nccg'Yff]W hYhi bX'YfgYhnh
Ä'hYfY'; YVÄi XY""8f"žU'<Ufhk] [ž8YnYfbYbh]b'ZØf'?i 'hi f'i bX
K]ggYbgW UZhž'\Uh'XUg'J cf\ UVYb']bg'Fc''Yb'[YVfUW'h"Ncc
: fUb_Zi fh'VYf]W hYhž'XUgg'XUg'Dfc'Y_h'HY]'Y]bYg
Y\ f[Y]n][Yb'8fY]!GÄi 'Yb'D'Ubg:]ghž'XYf'Ui W'X]Y'9]bf]W hi b[
Y]bYg'?]bXYf!'i bX'ž [YbXh\YUhYfg'gck]Y'Y]bY'i a ŽUggYbXY
NccYb'hk]W_i b['ja 'FU\ a Yb'j cb'NCC?I B: H&\$' \$Ž 'i a ŽUgg"

8Ug: 77'k]fX'Y]bY'Ni gUa a YbUfVY]hj cb'5_hYi fYb'Ui g
BUhi fgWxi hnž'DfUI]g'i bX'K]ggYbgW UZh'ZØfXYfb'i bX'gc''
<UbX'i b[ga Ö['W_X]hYb'ni f'6Y_Äa dZi b['XYg'XfUa Uh]gWYb

F ØW_ [Ub [g`XYf`6]cX]j Yfg]hÀh`Yb`hk]W_Y`b`"8 UVY]`k YfXYb`DUf`hb`Yf`
k]Y`X]Y`Ncc`c []gW`X`Y` ; YgY`g`W`UZh` : fUb`_Zi` fh`fN ; : Łž`X]Y`
GYb`W_Y`b`VYf [; YgY`g`W`UZh`ZØf`B`Uhi` fZc`fg`W`i` b [`i` b`X`X]Y` ; cY`h`Y`!
I`b]j` Yfg]hÀh`Yb [`_ccd`Yf]Yf`Yb`"A`]h`?`c`gh`Y`b`j` cb`&`\$`V]g`&&`A`]`cb`Y`b`
9i`fc`ž`j` cb`X`Y`b`Y`b`Y`hk`U`X]Y`<`À`Zh`Y`X`i` fW`X`X]Y`N ; : `i` b`X`DUf`hb`Y`f`
[Y`hf`U [Y`b`k`]f`X`ž`n`Y][`h`g]W`X`ž`X`Ugg`X`Y`f`Y`fb`gh`U`Zh`Y``#`j` Y`gh]h]c`b`Y`b`]b`
X]Y`Ni`_i`b`Zh`[Y`h`À`h][`h`k`Y`f`X`Y`b`"

GW`X`ØggY`fc`Y`b`X`Y`f`N`cc`g`]a`5`fh`Y`b`g`W`i`hn`

Nccg`gd]Y`Y`b`Y]b`Y`Y`bh`g`W`X`Y]X`Y`b`X`Y`F`c`Y`]a`6`Y`f`Y]W`X`Y`g`
B`Uhi`fg`W`i`hn`Y`g`"8]Y`≠`7`B`Gd`Y`W]Y`g`Gi`fj`]j`U`7`ca`a`]gg]cb`f`GG`7`Ł`
\`Y`V`h`\`Y`fj`c`f`ž`k`]Y`k`]W`h][`V`ch`Ub]g`W`X`Y` ;`À`fh`Y`b`ž`5`ei`U`f]Y`b`i`b`X`N`cc`g`
ZØf`X]Y`9`f`\`U`hi`b [`k`]X`Y`V`Y`b`X`Y`f`H]Y`f`Y`ž`D`Z`U`b`n`Y`b`i`b`X`D]n`Y`g]b`X`"G]Y`
X]Y`b`Y`b`U`g`G`W`X`b]h`gh`Y`Y`nk`]g`W`X`Y`b`9i`!`g]hi`!`i`b`X`#`!`g]hi`!`9`f`\`U`hi`b [`
i`b`X`Y`b [U []Y`f`Y`b`g]W`X`]b`6`Y`f`Y]W`X`Y`b`k`]Y`Ub [Y`k`U`b`X`h`Y`f` ; Y`b`Y`h]_`ž`
J`Y`f`\`U`h`Y`b`g`Z`c`f`g`W`i`b [ž`J`Y`h`Y`f]b`À`fa`Y`X]n]b`i`b`X`6]X`i`b ["J`8`N`X`Y`
g`h`Y`h`Z`Y`g`h`ž`X`U`gg`X]Y`GG`7`Y]b`Y`g`h`À`f`_`Y`f`Y`6`Y`h`Y]`][`i`b [`X`Y`f`
^`Z`Z`Y`b`h`]W`X`_`Y]h`U`b`X]Y`g`Y`b`5`i`Z [U`V`Y`b`Z`c`f`X`Y`f`h`i`b`X`X]Y`5`_`h`Y`i`f`Y`
ni`f`U`_`h]j`Y`b`Ni`g`U`a`a`Y`b`U`f`V`Y]h`Ui`Z`fi`Zh`"8]Y`g`Y`g`9`b [U [Y`a`Y`b`h`n`Y][`h`
g]W`X`Ui`W`X`]b`X`Y`f`9`b`hk`]W`_`i`b [j`cb`G`h`f`U`h`Y []Y`b`ni`a`G`W`X`i`hn`X`Y`f`
6]c`X]j`Y`fg]h`À`h`i`b`X`]a`Ni` [Ub [`ni`B`Uhi`f`Y`f`Y`V`b]gg`Y`b`ZØf`X]Y`
; Y`g`Y`g`W`U`Zh`"

A`]h`D`Y`f`g`Ø`b`]W`X`_`Y]h`Y`b`k`]Y`ž`b`c`X`U`b`X`Y`f`G`d]h`n`Y`i`b`X`D`f`c`Y`_`h`Y`b`k`]Y`
X`Y`a` :`7`7`]b` :`f`U`b`_`Zi`f`h`g`Y`h`h`g]W`X`Y`f`J`Y`f`V`U`b`X`X`Y`f`N`cc`c []g`W`X`Y`b`
;`À`fh`Y`b`X`U`ZØf`Y]b`ž`X`U`gg`X`Y`f`B`Uhi`fg`W`i`hn`b]W`X`h`i`b`i`f`]b` :`U`W`X`_`f`Y]g`Y`b`ž`
g`c`b`X`Y`f`b`Ui`W`X`V`Y]X`Y`f`V`f`Y]h`Y`b`^`Z`Z`Y`b`h`]W`X`_`Y]h`U`b`6`Y`X`Y`i`h`i`b [`
[Y`k`]b`b`h`"8`U`g`9`b [U [Y`a`Y`b`h`i`b`X`X]Y`DUf`hb`Y`fg`W`U`Zh`Y`b`]b`X]Y`g`Y`a`
6`Y`f`Y]W`X`j`Y`f`g`d`f`Y`W`X`Y`b`g`d`U`b`b`Y`b`X`Y` :`c`f`h`g`W`X`f]h`h`Y`Ui`Z`X`Y`a`K`Y [`ni`a`
G`W`X`i`hn`i`b`g`Y`f`Y`f`k`Y`f`h`j`c`Y`b`H]Y`f`i`b`X`D`Z`U`b`n`Y`b`k`Y`h`"

8`Y`h`U]`g`	
C`f`h`	@Y]dn][`ž`8`Y`i`hg`W`X`_`Ub`X`
E`i`Y`Y`b`	<ul style="list-style-type: none"> • k`k`k`"ncc`!`Y]dn][`"X`Y` • k`k`k`"ncc`!`Zf`Ub`_`Zi`fh`"X`Y`

8YhU]`g

- k k k "j Xn!nc c g"cf[

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