

') 'ϰ\ fY 'J K 'Dc`c`]b`Nk]W_Ui .
; YgW\]W\ hYb`i bX`< YfUi gZcfXYfi b[Yb`Ua
6UbX

8 Ug`J K !K Yf_`Nk]W_Ui `ZY]Yfh') 'ϰ\ fY`Dc`c`!DfcXi _h]cbž
V`]W_h`Ui Z`< YfUi gZcfXYfi b[Yb`ni fØW_`i bX`VYhcbh`X]Y
Ni _i bZh`XYf`9`Y_hfca cV`]hÅh"



Nk]W_Ui ž`8 Yi hgW\`UbX`!`5a`%'&'()*+,-./:;<=>?@A`ZY]Yfh`XUg`J`c`_gk`U[`Yb`!
K`Yf_`]a`gÅW\g]gW\Yb`Nk]W_Ui`Y]b`[`Ubn`VYgcbXYfYg`ž`V`]Ài`a`.
J`cf`') 'ϰ\ fYb`fc`hY`XYf`YfghY`J K 'Dc`c`j`ca`6UbX`"8]YgYf`_`Y]bY
:`]hnYfž`]b`ghfU\`YbXYa`5`d]bk`Y»`i`bX`a`]h`Y]bYa`%'ž`!@]hYf!A`chcf
Ui`g[`YghUhhYhž`\Uh]g]W\`a`]h`Yfk`Y]`Y`ni`Y]bYa`VY[`Y\`fhYb
A`i`gYi`a`gghØW_`Ybhk`]W_U`Y`h`"8]Y`5bZÅb[`Y`]a`K`Yf_`]a`GhUXhhY]`
A`cgY`g]bX`ZØf`j`]Y`Y`A`]hUfVY]hYf`h]YZ`]a`;`YXÅW\hb]g`j`YfUb`_`Yfh`
b]W\h`ni`Y`hnhž`k`Y]`\`Yf`Ui`W\`X]Y`VYfØ\`a`hYb`HfUVUbh!A`cXY`Y`XUg
@]W\h`XYf`K`Y`h`YfV`]W_hYb`"BYk`g' ,`VYf]W\hYhž`XUgg`X]Y
9f]bbYfi`b[`Yb`Ub`X]YgY`NY]h`\`Ài`Z[`j`cb`Y]bYa`;`YZØ`\`XYf
B`cghU`[`]Y`[`YdfÅ[`h`g]bX"

ϕ`XYb`VYgU[hYb`') `ϕ\ fYb` \Uh`XUg`K Yf`_b]W`h`bi f`5i hcgž
gcbXYfb`Ui W`<YfUi gZcfXYfi b[Yb`[Ya`Y]ghYfh`"A]hUfVY]hYf
VYf]W`hYb`j cb` \UfhYf`5fVY]hž`X]Y`b]W`h`ja a`Yf`Y]bZUW`k Uf`": fØ\Yf
a`i gghY`a Ub`g]W` \`Ài Z[`a`]h`XYb` `ÀW`Yf`]W`Yb`?ca`a`Yb`hUfYb`XYf
?c`Y[Yb`Ui`gY]bUbXYfgYhnYbž`k Ybb`a`Ub`ni`K`cW`YbYbX!`cXYf
BUW`hgW`]W`hYb`Y]b[YhY`h`k`i`fXY`"HUhg`ÀW`]W`_ØbX][hYb`Y]b][Y
k`Y[Yb`XYf`VY`UghYbXYb`5fVY]hgVYX]b[i`b[Yb`i`bX`XYf`_i`fnYb
DUi`gYb`"9]b`?c`Y[Y` \`YVh`YXcW` \`Yfj`cfž`XUgg`a`Ub`hfchn`U`Ya
`gY]b`<Yfn`XfUb` \]b[`i`bX`Yg`j`]Y`Y`dcg]h]j`Y`5gdY`_hY`[UV`
6YgcbXYfg`[YgW`Àmh`k`]fX`X]Y` ; Ya`Y]bgW`UZh`i`bhYf`XYb
A`hUfVY]hYfbž`X]Y`]b`Y]bYa`K`Yf`_UfVY]hYbž`XUg`%-`(`a`]h`XYf
GYf]YbZYfh][i`b[`j`cb`J`c`_gk`U[Yb!@]a`ci`g]bYb`VY[Ubbž`k`]Y`
J`c`_gk`U[Yb`BYk`gfcca`VYhcbh`"

J`cb`XYf`J`Yf[Ub[Yb`Y]h`ni`f`Ni`_i`bZh

8Ug`J`K`!K`Yf`_]b`Nk`]W`_Ui` \`Uh`Y]bY`VYY]bXfi`W`_YbXY` ; YgW`]W`hY
ni`V]YhYb`"I`fgdfØb[`]W`VY[Ubb`X]Y`DfcXi`_h]cb`]b
Ni`gUa`a`YbUfVY]h`a`]h`XYa` `ϕXi`ghf]Yj`YfVUbX` : U\fnYi`[VUi`f`≠`5łž
i`bX`%-`-`\$`[UV`Yg`Y]bYb`BYi`UbZUb[`a`]h`XYf` : Yfh][i`b[`j`cb`Dc`c`
i`bX`XYa`HfUVUbh`%`%`a`]h`J`K`!A`c`hc`f`"GY]h`&\$&\$`_c`bnYbhf]Yfh]g]W`
XUg`K`Yf`_Ui`ggW`]Y`»`]W`_Ui`Zj`c`Y`Y`_hf]gW`Y` : U\fnYi`[Y`k`]Y`XYb
=8`" `i`bX`=8`"(`"8Yf`K`UbXY`ni`f`9`Y`_hfca`cV`]h`Àh`]gh`b]W`h`bi`f`Y]bY
k`]fhgW`UZh`]W`Y`B`chk`YbX][`_Y]hž`gcbXYfb`Ui`W`_Y]b`GhØW`_k`Y]h`Y]bY
5b`hk`cfh`Ui`Z`X]Y`6YXØfZb]ggY`Øb[YfYf` ; YbYfUh]cbYbž`X]Y
hYbXYbn]Y`Ui`Z`9!5i`hcg`gYhnYbž`k`À\ fYbX`Y]b][Y`À`hYfY`?c`Y[Yb
Ub`hfUX]h]cbY`Yb`J`YfVfYbbYfb`ZYgh`U`hYb`"

8]Y`8]g`_i`gg]cbYb`ØVYf` ; Y`U`hgZfU[Yb`i`bX`X]Y
5fVY]hgVYX]b[i`b[Yb`g]bX`bUW`k`]Y`j`cf`d`f`ÀgYb`hž`]bgVYgcbXYfY`]b
NY]hYbž`]b`XYbYb`XUg`l`bhYfbY`a`Yb`a`]h`Y]bYf`i`b[Yk`]ggYb
Ni`_i`bZh`_cbZfcbh]Yfh`]gh`Hfchn`X]YgYf`<YfUi`gZcfXYfi`b[Yb`V`]W`_Yb
j`]Y`Y`A`hUfVY]hYf`c`dh]a`]gh]gW`]b`X]Y`Ni`_i`bZh`**B!5 ; Yf`Ài`hYfhž**
XUgg`XUg`K`Yf`_ZØf`j`]Y`Y`A`hUfVY]hYf`Y]b`C`fh`XYf`<c`Z`Zbi`b[`i`bX`XYg
: c`fhgW`f]h`g`[YV`]YVYb`]gh`"

9]b`Gma`V`c`XYg` : c`fhgW`f]h`hg

K Å\fybX`X]Y`K Y`h'g]W`k Y]hYfYbHk]W_Y`hž`V`Y]Vh`J`K`Nk]W_Ui`Y]b
 VYa Yf_Ybgk YfhYg`6Y]gd]Y`XUZØfž`k]Y`Ui`g`VYgW`Y]XYbYb
 5bZÅb[Yb`Y]b`]bXi`ghf]Y`Yg`? fUZhnYbHfi`a`Yb`hghY`Yb`_Ubb"J`ca
 YfghYb`? ÅZYf`ØVYf`XYb` ; c`Z`V]g`\\b`ni`XYb`\\Yi`h][Yb`9`Y`_hfcUi`hc`g
 gd]Y[Y`h`X]Y` ; YgW`]W`hY`XYg`K`Yf`Yg`XUg`K`UW`ghi`a`i`b`X`X]Y
 ðbcj`Uh]cb`j`cb`J`c`_gk`U[Yb`k`]XYf`"8Yf`6`]W`_]b`X]Y`Ni`_i`b`Zi]gh
 cdh]a`]gh]gW`ž`Ui`W`k`Yb`b`X]Y`<YfUi`gZc`fXYfi`b[Yb`ž`X]Y`X]Y`6fUbW`Y
 Y`hnh]b`Y]b`Yf`NY]h`XYg`K`Ub`XY`g`Xi`fW`Y`Vhž`b]W`h`i][bcf]Yfh`k`YfXYb
 _ÖbbYb"

Ni`gUa`a`Yb[YZUggh`_ÖbbYb`k`]f`gU[Yb.`8]Y` ; YgW`]W`hY`XYg`J`K
 Dc`c`]b`Nk`]W_Ui`]gh`a`Y`f`U`g`bi`f`X]Y`Y]bYg`5i`hca`cXY`g`_g]Y`]gh
 X]Y` ; YgW`]W`hY`Y]bYg`i`b`hYfbY`a`Ybgž`XUg`UbdUggi`b[gZÅ\\][`V`Y]Vh
 i`bX`VYfY]h]ghž`XYb`<YfUi`gZc`fXYfi`b[Yb`XYf`Ni`_i`b`Zi`ni`VY[Y[bYb"
 8]Y`A`]hUfVY]hYfž`X]Y`X]YgY`9fZc`[g[YgW`]W`hY`a`]h[YgW`f]YVYb
 \UVYbž`V`]W_Yb`ghc`n`Ui`Z`X]Y`ni`fØW`_]Y[YbXYb`')` ð\`fY`i`b`X`g]bX
 VYfY]hž`Ui`W`X]Y`b`ÅW`ghYb`G`W`f]hY`ni`i`[Y`Y`b"

8YhU]`g	
C`fh	Nk`]W_Ui`ž`8Yi`hgW`_UbX
E`i`Y`Y`b	<ul style="list-style-type: none"> • k k k "bYk`g' , "XY • b!U["bYh • k k k "j`c`_gk`U[Yb! bYk`gfc`ca`"W`a

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