

GJ `HcXYgZY`XY`==j Yf`]Yfh`GU]gcbZ]bU`Y
[Y[Yb`F Ud]X`@ØVYW_`%.&°

I &'`XYg`GJ`HcXYgZY`XY`j Yf`]Yfh`GU]gcbZ]bU`Y`[Y[Yb`G7
F Ud]X`@ØVYW_`HfU]bYf` : cW]_`cVh`XYbbcW`X]Y
; YgUa h`Y]ghi b["



; K ; !GhUX]cbž`K]b_Y`Yf`GhfU»Y`&ž" ,) % , ;]Z\cfbž
8Yi hgW`UbX`!`8]Y`I`&!A UbbgW`UZh`XYg`GJ`HcXYgZY`XY`\Uh`\fY
@UbXYg`][U!GU]gcb`&\$&(#&) `a]h`Y]bYf`<Y]a b]YXYf`U[Y`VYYbXYh"
=a ``YhnhYb`Gd]Y``i bhYf`U[`XUg`HYUa ` [Y[Yb`XYb`G7`F Ud]X`@ØVYW_
a]h`%.&ž`k cVY]`X]Y`YfghY`<U`VnY]h`a]h`\$.%YbXYhY" `8]YgY
B]YXYf`U[Y`a Uf_]Yfh`XUg`GU]gcbYbXY`ZØf`XUg`HYUa `j cb`HfU]bYf
GYVUgh]Ub` : cW]_ž`XUg`Ui Z`XYa `nY`\bhYb`D`Uhn`UVgW`cgg" `Hfchn`XYf
bY[Uh]j Yb`GW`i ggd`UgY`ZUbX` : cW]_`dcg]hj Y`5gdY`_hY`]b`XYf
GU]gcbž`XU`XUg`HYUa `]bg[YgUa h`b]W`h]b`5Vgh]Y[g[YZU`\f
gW`k YVhY"

8]Y`@ØVYW_Yf`g]W`YfhYb`g]W`Xi fW`X]YgYb`G]Y[`XYb
?`UggYbYf`\U`hž`k Å`fYbX`X]Y`HcXYgZY`XYf`Ui ZY]b][Y`5V[`Àb[Y

V`jW_Yb`a ØggYb`A UI]a]]Ub`8YW`gUfYž`XYf`]b`XYf`, *`A]bi hY`XYb
5bgW`i gghfYZZYf`Yfn]Y`hYž`gck]Y`ZØbZ`k Y]hYfY`Gd]Y`Yf`k YfXYb`XYb
?`i V`j Yf`UggYb`8Uni` [Y\`ØfYb`7UWUb`U`@Uk fYbW`ž`@Yj]`?fÅa Yfž
@cf]_`A i` \hUf]ž`A Ufj]b`6Yf[\U`b`i bX`H\]Yg`K]hYfb`HfU]bYf`cW]_
Åi »YfhY`J YfghÅbXb]g`ZØf`X]YgY`5V[Åb[Yž`XU`j]Y`Y`Gd]Y`Yf`Ui`g
<Ua Vi f[`ghUa`a Yb`cXYf`Xcfh`UfVY]hYb`

B UW`XYa`F Y`Y[Uh]cbg_f]a]

8]Y`GU]gcb`k Uf`ZØf`XYb`GJ`HcXYgZY`XY`≡`YXcW`b]W`h
Ui ggW`]Y»`]W`j cb`BY[Uh]j Ya` [YdfÅ[h`ϕ`Y]bYa`XfUa`Uh]gW`Yb
F`Y`Y[Uh]cbg!F`ØW_gd]Y` [Y[Yb`XYb`GJ`8Øfdi`a`g]W`YfhY`g]W`X]Y
A`UbbgW`UZh`XYb`?`UggYbYf`U`h`a`]h`Y]bYa`%\$.`b`UW`
9`Za`YhYfgW`]Y»`Ybž`bUW`XYa`XUg`<]bgd]Y`a`]h`%`&`j`Yf`cfYb
[Y[Ub[Yb`k`Uf`B`UW`fY[i`ÅfYb`-\$`A`]bi`hYb`ghUbX`Yg`]a
F`ØW_gd]Y`)`.(`ZØf`XYb`GJ`HcXYgZY`XY`≡`ž`gcXUgg`XUg
9`Za`YhYfgW`]Y»`Yb`YfZcfXYf`]W`k`i`fXY`9bhgW`Y]XYbX`ZØf`XYb`G]Y[
k`Uf`Hcfk`Ufh`U`b`A`U`hY`G_i`Vck`]i`gž`XYf`XYb`YbhgW`Y]XYbXYb
9`Za`YhYf`dUf]YfhY`

≈a`@Ui`ZY`XYg`Gd]Y`g`Yfn]Y`hYb`X]Y`HcXYgZY`XYf`Xi`fW`A`Ubi`Y`
7Ufj`U`c`i`bX`8Ybb]g`Ghi`Xh`k`]W`h][`Y`HcfYž`k`Å`fYbX`<Ybf]_
A`cY`[UUFX`ZØf`8Øfdi`a`nk`Y]a`U`ni`gW`i` ["8]Y`@Y]ghi`b[`XYg`
HYUa`g`k`i`fXY`j`cb`HfU]bYf`cW]_[`Y`cVhž`XU`XYf`?UXYf`a`]h]`]Y`Yb
↑`b[Yb`Gd]Y`Yfb`]b`X]Y`_ca`a`YbXY`GU]gcb`[Y\`Yb`k`]fX`

DYfgdY_h]j Y`ZØf`X]Y`Ni`_i`bZh

8Yf`HfU]bYf`g]Y`h`X]Y`9bhk`]W`_i`b[Yb`]b`XYf`GU]gcb`U`g`d`cg]h]j`Yg
NY]W`Yb`K`Å`fYbX`X]Y`<Y]a`b]YXYf`U[Y` [Y[Yb`@ØVYW_gW`a`YfnhYž
_Ubb`X]Y`A`UbbgW`UZh`ghc`n`Ui`Z`\fYb`J`YfV`Y]V`]b`XYf`@UbXYg`][`U
gY]b`K`]f`\UVYb`j`]Y`Y`i`%`!Gd]Y`Yf`]bhY[f]Yfhž`k`]Y`š`b]g`6]f[Ø`i`bX
@Yj`]b`;`Uf`_Ybž`k`Ug`nY][`Yb`_ØbbhYž`XUgg`k`]f`Y]bY`gc`]XY`6Ug]g`ZØf
X]Y`Ni`_i`bZh`\UVYb`ž`gc`cW]_`8]YgY`ϕ`hY[fUh]cbgdc`]h]_`]gh
VYgcbXYfg`k`]W`h][`ž`XU`X]Y`5V[Åb[Y`bYi`Y`<YfUi`gZcfXYfi`b[Yb`a`]h
g]W`Vf]b[Yb`HfcmXYa`V`]W`_h`XYf`HfU]bYf`cdh]a`]gh]gW`Ui`Z`X]Y
_ca`a`YbXYb`A`cbU`hY`

ð`XYf'fY[]cbU`Yb': i » VU``UbXgWUZhXØfZhY`Ui W`XUg`A UhW
 nk]gWYb`XYa`A HJ` ;]Z\cfb`i bX`9]bhfUW`h`6fUi bgW`k Y][`'I`&`'Ua
 ' "8YnYa VYf`ja` ; K ; !GhUX]cb`j cb`6YXYi hi b[`gY]b";]Z\cfb`k]`
 XYb`5VghUbX`ni`XYb`B]W`hUVgh]Y[gd`ÀhnYb`j Yf_ØfnYb`"8 Ug`Gd]Y`
 k]fX`j cb`XYf`Gd]Y`VUf`_Y]h`XYg`D`UmYg`UV\Åb[Yb`ž`k Ug`UbnY][hž
 k]Y`bYi g`V]g`b]W`h`bi f`X]Y`HcXYgZY`XYfž`gcbXYfb`Ui W`UbXYfY
 HYUa g`]b`XYf`fY[]cb`a]h`]\fYb`DfcV`Ya Yb`i a [Y\Yb`a ØggYb"

ðg[YgUa h`fYZY_h]Yfh`X]Y`GU]gcb`ZØf`XYb`GJ`HcXYgZY`XY`=X]Y
 <YfUi gZcfXYfi b[Yb`i bX`7\UbW`bž`X]Y`XYf`5a UhYi fZ] » VU``a]h
 g]W`v`f]b[hž`i bX`gc`v`Y]Vh`UVni k UfhYbž`k]Y`g]W`X]Y`A UbbgW`UZh
 a]h`]\fYb`J YfÅbXYfi b[Yb`]b`XYf`b`ÅW`ghYb`Gd]Y`nY]h`gW`U[Yb
 k]fX`" ðZcfa Uh]cbYb`Ui g`Q_b!cb`]bYQi bX`Ob!cb`]bYQgck]Y
 9f[Åbni b[Yb`j cb`Q_i fh![]Z\cfbQ`]YZfb`Y]bYb`i a ZUggYbXYb
 , VYfV`]W`ØVYf`X]Y`U_hi Y``Y`G]hi Uh]cb"

8YhU]`g	
J c f Z U ``	G d c f h
C f h	; K ; !GhUX]cbž`K]b_Y`Yf`GhfU»Y`&ž" ,) %, ;]Z\cfbž`8Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "_b!cb`]bY"XY • k k k "`b!cb`]bY"XY • _i fh![]Z\cfb"XY

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