

>YbU'ghfU\`h'Ui Z'XYf'@5G9F`K cf`X'cZ
D\chcb]Wg.'&+':]fa Yb'j YfhfYhYb°

>bU'dfÅgYbh]Yfh'g]W\j ca`'&' " 'V]g'&+" ' † b] 'Ui Z'XYf'@5G9F
K cf`X'cZD\chcb]Wg']b'A ØbWYb'a]h'&+'l bhYfbY\`a Yb"



>YbUž'8 Yi hgW\`UbX`!`8]Y`GhUXh>bU`nY][`h'g]W\`j b`X]YgYb`HU[Yb
j cb`] \fYf`VYghYb`GY]hY`Ui Z'XYf`fYbca`a]YfhYb` @5G9F`K cf`X'cZ
D\chcb]Wg`]b'A ØbWYb" `8]YgY`k]W\h][`Y`A YggYž`X]Y`j cb`8]YbghU[
V]g`ni a`' & + " ' † b] ' & \$ &) `XUi Yfhž`]gh`Y]b`VYXYi hYbXYg`9j YbhZØf
: UW\`Yi hY`Ui g`XYf`D\chcb]_!`i bX`C dh]_VfUbW\Y" ` † X]YgYa` ` † \f
g]bX`[`Y]W\`&+'l bhYfbY\`a Yb`i bX` † gh]hi h]cbYb`Ui g`>bU
j YfhfYhYbž`XUfi bhYf`; fØ» Yb`k]Y`N9`GGž`>9BCDH¿ žGD579CDH±
i bX`8YYd9B" `5i W\`XUg`; fUi b\cZYf`€: `]ghj cf`C fhi bX
i bhYfghfY]W\h`X]Y`]bhYfbUh]cbU`Y`6YXYi hi b[`XYg
HYW\bc`c []YghUbXcfhg`>bU" `@Ui hi>YbU`HJ` \YVhi; YgW\ÅzhgZØ\`fYf
K`]žf]YX`F`Öd`_Y`X]Y`K`]W\h][`_Y]h`XYg`5i ghUi gW\g`a]h`?i bXYb`i bX
DUfhbYfb`\`Yfj cf" `Ni XYa`'ghY\`Yb`X]Y`l bhYfbY\`a Yb`j cf
<YfUi gZcfXYfi b[Yb`Xi fW\`_cb↑ b_hi fY`Y`GW\k`ÅW\Yb`i bX

[Ycdc`h]gWXY`I bg]WXYf\Y]hYb"

9]bY`VYY]bXfi W_YbXY`J]Y`nU\`j cb`ØVYf`%\$\$\$`5i gghY`Yfb`Ui g`(`
@AbXYfb`]gh`Ui ZXYf`A YggY`j YfhfYhYb`"8Ua]h`V]YhYh`g]WXY`Y]bY
dYfZY`_hY`D`UhhZcfa ži a`X]Y`bYi YghYb``bcj Uh]cbYb`j cfni ghY`Yb
i bX`?cbhU`_hY`ni`_bØdZYb`"bc`X]YgYf`XmbUa]gWXYb``bcXi ghf]Y`]gh
XYf`K YhhVYk YfV`[fc» ži bX`X]Y`YbUYf`:]fa Yb`nY][Yb`Y]ba U`
a Y`fžXUgg`g]Y`Y]b`[i hYg`<AbXWXYb`ZØf`bYi Y`HYWbc`c[]Yb
UVYb"

8]Y`Ni`_i`bZh`XYf`D\c`hcb]_

8cW`k Ug`[YbUi`ghYW`_h`\]bhYf`X]YgYf`:]Ugn]bUh]cb`ZØf`D\c`hcb]_
i bX`C dh]_3`8]YgY`HYWbc`c[]Yb`gd]Y`Yb`Y]bY`YbhgWXY]XYbXY`F c`Y
ZØf`X]Y`Ni`_i`bZh`i bX`g]bX`Y]b`GW`ØggY`ni`f`@Øgi b[`U`_hi`Y`Yf`i bX
ni`_ØbZh][Yf`<YfUi`gZcfXYfi b[Yb`XYf`A YbgW`_Y]h`6YgcbXYfg`]b
NY]hYbž`]b`XYbYb`8][]hU`]g]Yfi b[`i bX`BUW`_U`h][_Y]h]a`a`Yf
k]W`h][Yf`k YfXYbž`g]bX`g]Y`_cW`]a`?i fg`"D\c`hcb]Wg`8Umg`_YVh
_Yfj`cfž`XUgg`Yg`Y]bYb`k UW`gYbXYb`6YXUfZ`Ub`↑ b[Yb
K]ggYbgW`UZh`Yfb`[]Vhž`i a`bcj Uh]cbYb`j cfUbni hfY]VYb`i bX`X]Y
6fUbW`Y`k Y]hYfni Yb`hk]W`_Y`b`<]Yf`[]`h`Ygž`X]Y`b`ÅW`ghY`:]YbYfUh]cb
fYW`hnY]h][`Ui Z`X]Y`:]Y[YVYb`_Y]hYb`i bX`<YfUi`gZcfXYfi b[Yb
j cfni VYfY]hYb"

I a`X]YgY`<YfUi`gZcfXYfi b[`ni`a`Y]ghYfbž`j YfUbghU`hYh`XUg
:]fUi b`_cZYf!`bc]h]hi`h`ZØf`5b[Yk`UbXhY`C dh]_i bX`:]Y]ba`YW`Ub]_`€:
]b`Ni`gUa`a`YbUfVY]h`a`]h`XYf`A`U!`D`UbW`!GW`i`Y`ZØf`D\c`hcb]_`X]Y
`Å\`f`]W`Yb`D\c`hcb]_!HU[Y`Y`bU`"8]YgY`BYhk`cf_]b[!`i bX
?Uff]YfYa`YggY`V]YhYh`Ghi`X]YfYbXYb`i bX`8c`_hcfUbXYb`X]Y
A`Ò[`]W`_Y]hž`g]W`_X]fY`_h`a`]h`J`YfhfYhYfb`fYbca`a`]YfhYf`D\c`hcb]_!
Cf[Ub]gUh]cbYb`Ui`gni`hUi`gW`Yb`i bX`k`Yfhj`c`Y`?cbhU`_hY`ni
_bØdZYb`"6Y]X]YgYf`J`YfUbghU`hi`b[`Øb`bYb`X]Y`HY]`bY`_a`Yf`gW`cb
j`cf`XYa`5VgW`i`gg`]\fYf`Ghi`X]Yb[`Åb[Y`?Uff]YfYdYfgdY`_hj`Yb
[Yk`]bbYb`i bX`dYfgØb`]W`Y`6YfUhi`b[`Yf`_U`hYb"

B UW`_U`h][_Y]h]a`:]`c`_i`g`

9]b`k`Y]hYfYf`k]W`h][Yf`5gdY`_h]b`XYf`D\c`hcb]_i bX`C dh]_]gh`X]Y

J YfV]bXi b['ni f'BUW\U'h][_Y]h"@Ui h'Cd hUhYWg]bX'X]YgY
 HYWbc`c[]Yb'b]W h'bi f'bc h k YbX]['ZØf'X]Y'k]fhgW UZh]WY
 9bhk]W_i b[ž'gcbXYfb'Ui W 'YbhgWY]XYbX'ZØf'X]Y'6Yk Å'h][i b['XYf
 <YfUi gZcfXYfi b[Yb'i bgYfyf'NY]h"i bhYfbY\ a Yb'Yf_YbbYb
 ni bY\ a YbXž'XUgg'g]Y'bUW\U'h][_U[]YfYb'a ØggYbž'i a 'Y]bZUW
 k YhVYk YfVgZÅ\]['ni 'V`Y]VYb"i ðYYb'ZØf'i a k Y'hZfYi bX'WY
 @Øgi b[Yb'[Yk]bbYb'Ub'6YXYi hi b['i bX'k YfXYb'U_h]j '[YZØfXYfhž
 i a 'Ui W 'b'Ni _i bZi]bbcj Uh]j 'ni 'V`Y]VYb"

ð'Gi a a Y'nY][h'X]Y' @5G9F'K cf'X'cZD\chcb]Wg '[Ubn'XYi h]Wž
 XUgg'žYbU'Y]bY'hfY]VYbXY'fUZh]a '6YfY]W': chcb]_i bX'Cd h]_i]gh
 i bX'Yg'g]W 'c\bhž'i]b'X]YgYg': Y'X'ni 'i]bj Ygh]YfYb"i K Å\fybX'X]Y
 A YggY'Zcf]Yfhž'V`Y]Vh'UVni k UfhYbž'k Y`WY'bYi Yb'HYWbc`c[]Yb
 i bX'@Øgi b[Yb'Ui g'X]YgYf'_fYUh]j Yb'GW UZZYbg_fUZh'\Yfj cf[Y\Yb
 k YfXYb"

8YhU]`g	
Cfh	žYbUž'8Yi hgW\`UbX
Ei Y`Yb	<ul style="list-style-type: none"> • k k k "YbUhj "XY • k k k "d\chcb]WgXUmg"XY • k k k "cdhUhYWa YggY"XY

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