

Hcb]`>UbggYb`[]Vh'5`Yg. : Ua]`YbXfUa U / Ua d/'? ØW X YbgdUbbi b[Yb`]a F YghUi fUbh°

9bhXYW_Yb`G]Y`X]Y`gdUbbYbXY`<UbX`i b[`XYg':]`a g
/ ei ch/8Yi hgW X`UbX`&\$&&/ ei ch/'a]h'8]UbU`5a Zhž`XYf
?cbZ]_hY`i bX`ZUa]`]ÅfY`6Yn]Y\i b[Yb`h`Ya Uh]g]Yfh"



; ØhYfg`c\ž'8Yi hgW X`UbX`!`J cf\Ub[`Ui ZZØf'8]UbU`5a Zh`'8]Y
hU`Ybh]YfhY`GWXUi gd]Y`Yf]b`i bX`?]bXYfVi WXUi hcf]b`Vf]b[h'a]h
]\fYa`bYi YghYb`Dfc`Y`_h`Zf]gWXYb`K]bX`]b`X]Y`?Ö`bYf':]`a k Y`h`'8Yf
Gd]Y`Z]`a` Hcb]`YfnÅ`h`X]Y`; YgW X]W XhY`j cb`Hcb]`>UbggYbž`[Ygd]Y`h
j cb`XYf`(- !`Å\`f][Yb`5a Zhž`X]Y`_Øfn`]W`a]h]\fYf': fYi bX]b`5bXf]bU
fBU[a Y\`5`UY]ē`ni gUa a Ybn]Y\h`'8cW X`XYf`l a ni [`]gh`b]W Xh`XYf
Y]bn][Y`5i ZfY[Yf.`≠`fY`A i hhYf`<Y]X]`fA Uf[Uf]hU`6fc]W X`h`U`h'a]h
XYb': c`[Yb`XYg`5i gni [g`ni`_Åa dZYbž`k Å\`fYbX`XYfYb
Nk]`]b[ggW X k YghYf`7`Ui X]U`YVYbZU`g`]b`X]Y`; YgW X Y\`b]ggY
]bj`c`j]Yfh]gh`'8Yf`?cbZ]_h`nk]gW XYb`XYb`VY]XYb`GW X k YghYf b`[Y\`h
Ui ZY]bYb`U`hYb`6fi W X`ni fØW`_i bX`ghY\`h]a`NYbhfi a`XYf

XfUa Uh]gW\Yb`J Yfk]W_`i b[Yb"

⊕`X]YgYa `:]`a žXYf`ja `⊘\f`&\$&&`dfcXi n]Yfh`k i fXYž[]Vh`Yg`Ui W
ja `FYghUi fUbh` Hcb]g `YXY`A Yb[Y`GdUbbi b[Yb"7\YZ_cW
GYVUgh]Ub`<c`ha Ubb`f@ WUg`Df]gcfl`g]Y\`h`g]W`Y]bYf`VYgcbXYfYb
<YfUi gZcfXYfi b[` [Y[YbØVYf.`Y]b`⊕_c[b]hc!6Ygi W`Y]bYg
FYghUi fUbh_f]h]_Yfg`_ØbbhY`XUg`GW]W_gU`gY]bYg`@c_U`g
VYg]Y[Y`b"K `À\fybX`Hcb]`a]h`XYf`GhYfbY_ØWY`UV[YgW`cggYb
\Uhž_`Aa dZh`GYVUgh]Ub` [Y[Yb`gY]bY`Y][YbYb`5bgdfØWY"8]YgY
j]Y`gW]W]h][Y`<UbX`i b[`a UW`h` Hcb] `ni `Y]bYa `:]`a žXYf`X]Y
Ni gW`Ui Yf`gck c`\`ni a `@UW`Yb`U`g`Ui W`ni a `BUW`XYb`_Yb
UbfY[hž`k]Y`5F8`A`YX]Uh\Y_`hfYZZYbX`VYgW`fY]Vh"

8]UbU`5a Zhg`VYY]bXfi W_YbXY`? Uff]YfY

8cW`k Yf`]gh`X]Y`:]`fUi ` \]bhYf`XYf`Fc`Y`XYf`Hcb]`⊘JbggYb3`8]UbU
5a Zh`k i fXY`Ua `+"`Bcj Ya VYf`%- +) `]b`; ØhYfg`c\` [YVcfYb`i bX
VY[Ubb`] \fY`?Uff]YfY`]a `⊘\f`%- - - "Ni j cf`UfVY]hYh`g]Y]b`Y]bYf
J]XYch\Y_`i bX`UVgc`j]YfhY`Y]bY`5i gV]`Xi b[`ni f
FYW`hgUbK U`hgZUW`Ub[YghY`hYb"⊘`fY`@Y]XYbgW`UZh`ZØf`X]Y
XUfghY`YbXYb`?ØbghY`ZØ\fhY`g]Y`ni f`GW`Ui gd]Y`gW`i `Y`NYfVcb]`]b
A ØbW`Ybž`k c`g]Y`]a `5`hYf`j cb`&\$`⊘\fyb`]\fyb`K Y[`]b`X]Y
GW`Ui gd]Y`YfY]Y]bgW`i ["5a Zh`ZY]YfhY`]\fyb`8i fW`Vfi W`a]h`XYf
Fc`Y`XYf`; fYhW`Yb`<UUgY`]b`XYf`FH@G]hW`ca `8cW`hcf`g`8]Ufm
i bX`]gh`gY]hXYa `Ui g`XYf`XYi hgW`Yb`:]`a `!`i bX`:]`YfbgY\`UbXgW`UZh
b]W`h`a Y\`f`k Y[ni XYb`_Ybž`k]Y`K]_]dYX]U`Yfn`À`h"

A]h`k Y]hYfYb`YfZc` [fY]W`Yb`Fc`Y`Yb`]b`:]`a Yb`k]Y` A`ÅXW`Ybž
A`ÅXW`Yb` f&\$\$%&`i bX` A`ÅbbYf\YfnYb` f&\$\$- Ł\`Uh]g]Y`g]W`Y]bYb
BUa Yb` [Ya UW`h"⊘`fY`J]Y`gY]h][_Y]h`nY][h`g]W`Ui W`]b`] \fyf`5fVY]h
U`g`?]bXYfVi W`Ui hcf]bž`k c`g]Y`nk]gW`Yb`&\$\$`i bX`&\$\$, `UW`h
6ØW`Yf`j YfØZZYbh]W`hYž`XUfi bhYf`X]Y`VY`]YVhY`FY]\Y` 8]Y`_`Y]bY
Gd]bbY`K]XYf`W` "BYVYbVY]Yb[U[]Yfh`g]W`5a Zh]b`gcn]U`Yb
Dfc`Y`_hYbž`X]Y`g]W`ZØf`X]Y`FYW`hY`j cb`:]`fUi Yb`i bX`A]bXYf\Y]hYb
Y]bgYhnYb"

Df]j Uh`YVYb`i bX`9b[U[Ya Ybh

=a`Df]j UhYb`ZØ\fh`5a Zh`Y]b`fY`Uh]j`ni fØW_[Ync[YbYg`@YVYb``GY]h
 &\$%%]ghg]Y`a]h`5fbY`FY[i`j`Yf\Y]fUhYhi`bX`hY)`h`a]h]\a`]\fY
 @Y]XYbgW\UZh`ZØf`H]YfY``\fY`9fZU\fi`b[Yb`U`g`A`i`hhYf`VYY]bZi`ggYb
]\fY`G]W`h`Ui`Z`XUg`@YVYb`Ybcfa`ž`i`bX`g]Y`nY][`hž`k`]Y`a`Ub`:`Ua`]]Y
 i`bX`?`Uff]YfY`YfZc`[`fY]W`i`bhYf`Y]bYb`<`i`h`Vf]b[`h`8]UbU`5a`Zh
 V`Y]Vh`Y]bY`XYf`dfca`]bYbhYghYb`GW`Ui`gd]Y`Yf]bbYb`8Yi`hgW`UbXgž
 X]Y`ghYhg`bYi`Y`<`YfUi`gZcfXYfi`b[Yb`]b`:`]a`i`bX`:`YfbgY\Yb`gi`W`hž
 Yf[`Åbnh`<`UbbU`\`<`Yfngd`fi`b[`"

Ni`gUa`a`YbZUggYbX``Ågghg]W`gU[Yb.`8]UbU`5a`ZhØVYfnYi`[`h`b]W`h
 bi`f`U`g`GW`Ui`gd]Y`Yf]b`]b`Hcb]`ž`gcbXYfb`Vf]b[`h`Ui`W`Xi`fW`i`\f
 9b[`U[`Ya`Ybhi`bX`]\fY`_fYUh]j`Yb`Dfc`Y`_hY`Zf]gW`Yb`GW`k`i`b[`]b`X]Y
 ?`i`hi`fgnYbY``K`]f`XØfZYb`[`YgdUbbhigY]bž`k`Ug`X]Y`Ni`_i`bZh`ZØf`X]Y
 j`]Y`gY]h][`Y`?`Øbgh`Yf]b`VYfY]h\`Å`h`

8YhU]`g	
C`f`h	;`ØhYfg`c`\`ž`8Yi`hgW`\`UbX
E`i`Y``Yb	<ul style="list-style-type: none"> •`k`k`k`"UfXa`YX]Uh\Y`_"XY •`Yb`"k`_]`dYX]U`"cf[•`\UbbU`\`Yfngd`fi`b[`"XY

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