

) \$ ' >J\ fY '9`Vhi bbY`. '9]b
VYf`YVYbg_Øbgh`Yf`]a ' < Ua Vi f[Yf
J Yf_Y`f°

5a ' %\$ "' >Jbi Uf'&\$&) 'k]fX`XYf' < Ua Vi f[Yf'9`Vhi bbY`) \$ ' >J\ fY
U`h" 8Yf'@Àfa gW`i hhi bbY`'5`hcbU`i bX`Y]b`5i gVUi `XYf'5+
gc`Yb`J Yf_Y`f`Yb`h`UghYb"

5`hcbUž`8Yi hgW`UbX`!

8Yf' < Ua Vi f[Yf'9`Vhi bbY`ZY]Yfh]b`X]YgYa ' >J\ f'gY]b`) \$!`À\ f][Yg
6YghY`Yb"5a ' %\$ "' >Jbi Uf'%- +) 'k i fXY`XUg'6Ui k Yf`_Yf`ÒZbYhž`i bX
Yg`U`h`gY]h`Yf'[fc»Y`6YXYi hi b[`ZØf`XYb`J Yf_Y`f`gZi`gg`]b`XYf
FY[]cb" `HÀ[`]W`dUgg]YfYb`Yhk U`%&\$`\$`\$`\$` : U\fnYi [Y`XYb`Hi bbY`ž
k`cj`cb`Y]b` : Øb`ZhY`@Ughk U[Yb`g]bX" `8Yf'9`Vhi bbY`VYghY`h
i`fgdfØb[`]W`Ui`g`XfY]`F`Ò\`fYb`a`h]`bg[YgUa`h`gYW`g`Gdi`fYb" `8]Y
j]YfhY`F`Ò\`fY`k`i`fXY`]a`' >J\ f' &\$&\$&]b`6Yhf]YV`[Ybca`a`Yb"

8Yf'5857`VYnY]W`bYh`XYb`9`Vhi bbY`U`g`gck`c`\` : `i`W`U`g`Ui`W`
GY[Yb" `K`À\`fYbX`XYf`Hi`bbY`XYb`J`Yf_Y`f`Yb`h`UghYhž`hf`À[`h`Yf`Ui`W`
ni`f`9b`hghY`i`b[`j`cb`GhUi`g`VY]"`l`a`X]Y`GhUi`U[Y`ni`Yb`hgd`UbbYbž
Yfk`UfhY`h`a`Ub`Y]bY`J`YfVYggYfi`b[`Xi`fW`XYb`@Àfa`gW`i`hhi`bbY`
5`hcbUž`XYggYb` : Yfh][ghY`i`b[`V]g`9bXY`&\$&, ` [Yd`Ubh]`ghž`gck`]Y
Xi`fW`Y]bYb`5i`gVUi`XYf`5i`hc`VU`b`Ui`ZUW`h`Gdi`fYb" `Ni`XYa
_ØbbhY`Y]b[`Yd`UbhYf`bYi`Yf`9`Vhi`bbY`bcfXk`Ygh]W`j`cb` < Ua Vi f[
XYb`J`Yf_Y`f`Ui`ZXYf`5+`i`a`' &\$`V]g`&) `DfcnYb`h`fYXi`n]YfYb"

6Ui XYhU]`g`i`bX`U`_hi`Y`Y` < YfUi`gZc`fXYfi`b[Yb

8]Y`6Ui`UfVY]hYb`ZØf`XYb`9`Vhi`bbY`VY[`UbbYb`a`h]Y]bYa`YfghYb
F`Ua`a`gW`U[`Ua`'%-`" `ž`b]`%-`*` ,`i`bX`XUi`YfhYb`gYW`gY]b`U`V` >J\ fY"

8 Ug`Dfc`Y`_hi a ZUgghY` ž(`A`j``cbYb`?i V]_a Yhf`9fXY`i bX`_cghYhY`
`Ynhh]W`ØVYf`) \$\$`A`j``cbYb`8!A Uf`_fWU``&) \$`A`j``cbYb`9i fcŁ`J`cf
XYf`9fØZbi b[`ZUbX`Y]b`gYW`ghÄ`][Yg`J`c`_gZYgh`ghUhhž`XUg`Yhk`U
* \$\$`\$\$\$`6Ygi W`Yf`Ub`cW`_hY``8Yf`9`Vhi bbY``[]`h`U`g`XUg
gYbg]VY`ghY`GhØW`_XYf`5+`/Y]bY`GdYffi b[`Uh`k`Y]hfY]W`YbXY
5i gk`]f`_i b[Yb`Ui ZXYb`K UfYbj`Yf`_Y`f`V]g`bUW`<`Y`g]b`_]"

Ni XYa` `[UV`Yg`]a` `ž` `]&\$&&`Y]bYb`6fUbX`]b`XYf`j`]YfhYb`F`Ø`fY`XYg
9`Vhi bbY`gž`XYf`[`ØW`_]W`Yfk`Y]gY`gW`bY``[Y`ØgW`h`k`YfXYb`_c`bbhYž
c`bY`XUgg`Yg`ni`J`Yf`Yhni`b[Yb`_Ua` ``5`_hi`Y``k`]fX`Ui`W`X]Y
Hi`bbY``Y]hnYbhfU`Yž`X]Y`UbXYfY`Hi`bbY``]b`<`Ua`Vi`f[`i`bX`GW`Y`gk`][`!
<`c`ghY]b`ØVYfk`UW`hž`bYi` `[YVUi`h"

; Yd`UbhY`J`c``gdYffi b[`i`bX`l`a` `Y]hi b[Yb

⊕`Ni`gUa`a`Yb`Ub[`a`]h`XYa`UW`hgdi`f][Yb`5i`gVUi`gck`]Y
@Afa`gW`i`hna`U»`bU`a`Yb`g]bX`UV`XYa` `*``8YnYa`VYf`&\$&) `V]g`ni`a
, ``8YnYa`VYf`&\$&) `J`c``gdYffi`b[Yb`Ui`ZXYf`5+`VY]`<`Ua`Vi`f[
[Yd`Ubh`8]YgY`VYhfY`ZYb`XYb`5VgW`b]h`h`nk`]gW`Yb`<`Ua`Vi`f[`!
GhY``]b[Yb`i`bX`<`Ua`Vi`f[`!<`Y]a`ZY`Xž`]b`_i`g]j`Y`9`Vhi`bbY`ž`i`bX
k`YfXYb`j`cfUi`gg]W`h`]W` ``%`Ghi`bXYb`XUi`Yfb``8]Y`GdYffi`b[`k`]fX
j`cb`:`fY]hU[`ž`*``8YnYa`VYfž`&&`l` \fž`V]g`GcbbhU[`ž`,`8YnYa`VYfž`)
l` \fž`]b`VY]XYb`F`]W`hi`b[Yb`U`_h]` `gY]b``6YfY]hg`UV`:`fY]hU[`ž`*``
8YnYa`VYfž`UV`&%`l` \fž`VY[]bbYb`X]Y`GdYffi`b[Yb`Ub`XYb
5bgW`i`ggghY``Yb"

: Øf`X]Y`l`a` `Y]hi`b[`k`]fX`j`cf[YgW`U[Ybž`X]Y`5%ž`5&%`i`bX`6&\$)`ni
bi`hnYb``: Øf`XYb`J`Yf`_Y`f`]b`F`]W`hi`b[`BcfXYb`gc``Yb`5i`hcZU`fYf
Ua` `<`cfghYf`8fY]YW`_Ui`Z`X]Y`5%UVZU`fYb`i`bX`UbgW`]Y»`YbX`ØVYf
X]Y`5&%`]b`F`]W`hi`b[`?`]Y`gck`]Y`X]Y`6&\$)`ni`f`5bgW`i`ggghY``Y
BYi`a`ØbghYf!GØX`[Y`Ub[Ybž`i`a`XUbb`k`]YXYf`Ui`Z`X]Y`5+`ni
[Y`Ub[Yb``: Øf`X]Y`:`U`fh`]b`F`]W`hi`b[`GØXYb`YfZc`[`h`X]Y`l`a` `Y]hi`b[
UV`XYf`5bgW`i`ggghY``Y`BYi`a`ØbghYf!GØX`ØVYf`X]Y`6&\$)`ž`[YZc`[`h
j`cb`XYf`5&%`i`bX`5%`]b`F`]W`hi`b[`6fYa`Ybž`i`a`gd`AhYf`YVYbZU`g
k`]YXYf`Ui`Z`X]Y`5+`ni` `[Y`Ub[Yb"

8]Y`J`c``gdYffi`b[`k`]fX`Ui`W`X`Yb`J`Yf`_Y`f`ni`a` `:`i`[`UZYb
<`Ua`Vi`f[`Ui`g`gØX`]W`Yf`F`]W`hi`b[`VYY]bhf`ÄW`h][Ybž`Y`XcW`V`Y]Vh

Yf'k Y]hYf\]b'ØVYf'X]Y'G!6U\`b`b]Y'G%i bX'j YfgW\]YXYbY'6i g`b]Yb
 YffY]WVUf"8Yf'5VgW.b]h'ink]gWYb'<Ubbcj Yf'i bX'<Ua Vi f[
 [Y\Öfh'ni 'XYb'ghUi fY]WghYb': YfbUi hcVU\`bYb'8Yi hgW`UbXgž'i bX
 hÅ[`]W'fc`Yb'nk]gWYb'K U`hYfg\cZ'i bX'Jc`_gdUf_`ØVYf'%' '\$\$\$\$
 : U\fnYi [Y"

8YhU]`g	
J c fZU``	Gcbgh][Yg
I fgUWXY	9]b\YVYb'i bX'A cbhU[Y`bYi Yf J Yf_Y\fgnY]WYbVfØW_Yb
C fh	5`hcbUž'8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "a cdc"XY • k k k "UXUWXY

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