

B Yi gYY`UbX`VYg]Y[h`GØXUZf]_U`i bX
YffY]W\ h`XUg`7` \ Ua` d]cbg`Hfcd` \ m! :]bU`Y`°

B Yi gYY`UbX`VYg]Y[h`GØXUZf]_U`]a` <U`VZ]bU`Y`XYf`7` \ Ua` d]cbg
Hfcd` \ m'&\$&) `]b`@U`cfY`i` bX`YffY]W\ h`XUg` :]bU`Y` [Y[Yb
`bX]Yb`]b`8`i` VU]"

@U`cfY`ž`DU_]ghUb`!`B Yi gYY`UbX` \ Uh`g]W\ `]a` `nk`Y]hYb`<U`VZ]bU`Y`
XYf`=7`7` \ Ua` d]cbg`Hfcd` \ m`Ua` `) " 'A Åfn'&\$&) `]b`@U`cfY`a`]h`Y]bYa`
ØVYfnYi` [YbXYb`G]Y[`ØVYf`GØXUZf]_U`ZØf`XUg` :]bU`Y`ei`U`]Zn]Yfh`
8]Y`B Yi gYY`ÅbXYf`[Yk`UbbYb`XUg`Gd]Y`a`]h`) \$`Fi`bg`i`bX`hfY`ZYb`
Ua` `ca`a`YbXYb`GcbbhU[`]b`8`i`VU]`Ui`Z`bX]Yb"

B UW`XYa` ; Yk`]bb`XYg`A`Øbnk`i`fZg`YbhgW\]YX`g]W\ `B Yi gYY`UbX`ž`
ni`Yfgh`ni`VUhYb`"8]Yg`ghY`hY`g]W\ `U`g`[c`Xf]W\ h][Y`9bhgW\ Y]Xi`b`[
`YfUi`gž`XU`X]Y`A`UbbgW\UZh`a`]h`Y]bYa` `FY`_cfX`j`cb` `*`&!`*`YbXYhYž`
k`Ug`XYb` \ ØW`ghYb`Gw`fY`]a` `[YgUa` hYb`Hi`fb]Yf`XUfghY`h`F`UW\]b`
F`Uj`]bXfU`i`bX`?`Ud]hÅb`?`UbY`K`]`Ua` gcb` `]YZfYb`a`]h`]\`fYb`
VYY]bXfi`W`_YbXYb`%\$, `i`bX`%\$&`Fi`bg`Yk`Y]`g`VYa`Yf`_Ybgk`YfhY`
6Y]hfÅ[Y"

GW`U[_fUZh`XYf`?`]k`]!6UhhYf

F`Uj`]bXfUž`XYf`gY]b`ZØbZhYg`C`8`≠`J` \ f` \ i`bXYfh`Yfn]Y`hYž`i`bX`
K`]`Ua` gcbž`XYf`gY]b`%) "C`8`≠`J` \ f` \ i`bXYfh`ZY]YfhYž`ZØ`fhYb`]` \ f`
HYUa` `a`]h`Y]bYf`DUf`hb`YfgW\UZh`j`cb`%*(`Fi`bg`ZØf`XUg`nk`Y]hY`
K`]W`_Yh`ni`Y]bYa` `c` \ Yb` ; YgUa` hk`Yfh`8]YgY`ghUf`_Y`@Y]ghi`b`[
k`i`fXY`j`cb`8`Ufm`A`]hW`Y`a`]h`(-`Fi`bg`i`bX` ; `Ybb`D`]\`dgž`XYf`(-
Fi`bg`c` \ bY`5`i`g`Yfn]Y`hYž`i`bhYfghØhnh` `b`XYb`YhnhYb`%\$`C`j`Yfg`
ghYi`YfhY`B Yi gYY`UbX`%\$`Fi`bgž`k`cVY]`g]Y`]b`XYb`YhnhYb`) `C`j`Yfg`
gc[`Uf`**`Fi`bg`Yfn]Y`hYb"

GØXUZf]_UžXYf'<YfUi gZcfXYfYfž:ZUbX'g]W']b'XYf'J YfZc`[i b['XYg
 \c\Yb'HUf[Yhg']b'Y]bYf'VfYbn`][Yb'G]hi Uh]cb'k]YXYf" Hfchn'Y]bYg
gc`]XYb'GhUfhg'i bX'Y]bYf'š\ f\ i bXYfhdUfhbYfgW UZh'nk]gWYb
HYa VU'6Uj i a U'i bX'F Ugg]Y'j Ub'XYf'8 i ggYb' _cbbhY'XUg'HYUa
bi f' %&!- 'Yfn]Y'Yb"8Yf'Zcfa ghUf_Y'8Uj]X'A]'Yf'k Uf'XYf'Hcd!
Gwcfyf'ZØf'GØXUZf]_U'a]h'%'\$ \$'Fi bg'c\ bY'5i g']b'* + '6A''Yb"
5''YfX]b[g'VfUW' bUW'Y]bYf'D\ UgYž']b'XYf'X]Y'GØXUZf]_UbYf'[i h]a
F YbbYb'k UfYbž'XYf'FØW_\U'h'ni gUa a Yb'i bX'Yg'Z]Y'Yb'gYW'g
K]W_Yhg'ZØf'bi f') + 'Fi bgž'k Ug'XUg'9bXY']\fYf'<cZZbi b[Yb
VYXYi hYhY"

9]b'6`]W_ 'Ui Z'X]Y'; YgW']W'hY'XYf'7\Ua d]cbg
Hfcd\m

8]Y'⇒7'7\Ua d]cbg'Hfcd\mž'X]Y'i fgdfØb[`]W'U'g'⇒7'?bcW_C i h
Hci fbUa YbhVY_Ubbh'k Ufž'\Uh'g]W'gY]h]\fYf'; fØbXi b['ni 'Y]bYa
VYXYi hYbXYb'Hi fb]Yf'ZØf'X]Y'VYghYb'7f]W_Yh'HYUa g'Yb'hk]W_Y'h"
BYi gYY'UbX'k]fX'bi b'j Yfgi W'Ybž']\fYb'V]g\Yf][Yb'H]hY'[Yk]bb
j cb'&\$ \$ \$'ni 'k]YXYf\c'Ybž'k Å\ fYbX'g]Y'a ':]bU'Y'Ui Z'žX]Yb
hfYZZYb" žX]Už'XYf'U_hi Y''Y'<YfUi gZcfXYfYfž'\Uh'VYfY]hg'nk Y]H]hY'
]b'X]YgYf'dfYgh][YhfÅW'h][Yb'F Y]\Y '[Yk cbbYbž'k Å\ fYbX
5i ghfU']Yb'i bX'žX]Yb'X]Y'a Y]ghYb'H]hY''fYk Y]'g'nk Y]Ě]b'XYf
; YgW']W'hY'XYg'Hi fb]Yfg'VYg]hnYb"

8]Y'7\Ua d]cbg'Hfcd\m\Uh]a '@Ui ZY'XYf'š\ fY'j]Y'Y'XYb_k ØfX][Y
A ca YbhY'\Yfj cf[YVfUW'hž'XUfi bhYf'DU_]ghUbg'VYa Yf_Ybgk YfhY
, \$!Fi bg!B]YXYf'U[Y'žX]Ybg']a ':]bU'Y'&\$%+"8]Yg'nY][h'X]Y
<Y_h]_i bX'?ca d'Yi]hÅh'XYg'Hi fb]Yfgž'XUg'ZØf'j]Y'Y'A UbbgW UZhYb
j]Y'Y'A Ø[`]W_Y]hYb'ni f': ØfXYfi b['XYg'7f]W_Yhgž']bgVYgcbXYfY']b
k Yb][Yf'gd]Y'YbXYb'B Uh]cbYbž'V]YhYh"

A]h'BYi gYY'UbXg'VYY]bXfi W_YbXYa ' <U'VZ]bU'g]Y['[Y[Yb
GØXUZf]_U'\Uh'X]Y'B Uh]cb'[i hY'7\UbW'ž'Y]bYb'k Y]hYfYb'H]hY'']b
XYf'_ca a YbXYb'9bXfi bXY'ni '\c'Yb"8]Y'GdUbbi b['ghY][hž
k Å\ fYbX'XYf'6`]W_ 'Ui Z'XUg':]bU'Y'[Yf]W'hYh]gh'i bX'X]Y'7f]W_Yhk Y'h
[YgdUbbh'Ui Z'XUg'8i Y''nk]gW'Yb'BYi gYY'UbX'i bX'žX]Yb'k UfhYh"

: Øf'k Y]hYfY'8YhU]g'ØVYf'X]Y'V]g\Yf][Yb'H]hY'[Yk]bbY'i bX'X]Y

; YgW]W\hY`XYf'7\Ua d]cbg'Hfcd\mVYgi W\Yb`G]Y`Gdcfhg'` &("

A Y\ f' ðZcfa Uh]cbYb`ni`XYa``<U`VZ]bU`gd]Y`Z]bXYb`G]Y`]b`XYa
6Yf]W\hj cb`5``>UnYYfU"

8YhU]`g	
J c fZU``	Gdcfh
C fh	@U\c fYž`DU_]ghUb
E i Y``Yb	<ul style="list-style-type: none">• k k k "U`^UnYYfU"Wta• gdcfhg' &("Wta

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