

K U`XVYg]hnYfj YfY]b][i b[`ghUfhYh
? `]a UgWx i hn! =b]h]Uh]j Y `ZØf`A c c fY °

8]Y`K U`XVYg]hnYfj YfY]b][i b[`DZUff_]fWXYb!G]a VUWX
]bZcfa]Yfh`b`FchhU`! =b`ØVYf`K U`X`i bX`?`]a U`a]h
9I _i fg]cbYb`i bX` : UWXj c fhfÅ[Yb"



F chhU`! =b ž`8 Yi hgWx `UbX`!`K Ug`hi`h`g]Wx`]a `FUi a `DZUff_]fWXYb!
G]a VUWX 3`8]Y`K U`XVYg]hnYfj YfY]b][i b[`DZUff_]fWXYb!G]a VUWX
fK 6J Ł`\\Uh`_Øfn`]Wx`Y]bY`gdUbbYbXY`9I _i fg]cb`cf[Ub]g]Yfhž`X]Y
g]Wx`a]h`XYb`<YfUi gZcfXYfi b[Yb`XYg`?`]a Uk UbXY`g`i bX`XYf
6YXYi hi b[`j cb`<cWxa ccfYb`ZØf`i bgYfY`l a k Y`h`VYZUgghY`l bhYf
XYf`@Y]hi b[`XYg`K 6J!J cfg]hnYbXYb` ; Ycf[`F]YX`i bX
; YgWx`ÅzhgZØ`fYf`@ Xk] [`<cZVUi Yf`X]g_i h]YfhY`a Ub`X]Y`nYbhfU`Y
Fc`Yž`X]Y`i bgYfY`K`Å`XYf`i bX`A ccfY`]a `?`]a UgWxi hn`gd]Y`Yb"

=bg[YgUa highY`Yb`\\Yi Yf`%-` =Zcfa Uh]cbgj YfUbghU`hi b[Yb`Ui Z
XYa `Dfc[fUa a `XYf`K 6J ž`X]Y`]b`Ni gUa a YbUfVY]h`a]h`XYa `5a h
ZØf`9fb`Å`fi b[ž`@UbXk]fhgWxUZhi bX` : c fghYb`f59@` Ł`ghUhhZ]bXYb"
H`Ya Yb`k]Y` l bgYf`K U`X`]a `?`]a Uk UbXY` `i bX` 8 Ug`<cWxa ccf

U`g?`]a UgWØhYf`i bX`6]chcd`ghY\Yb`XUVY]`a`A`]hhY`di b`h`DB D
VYf]W hYhž`XUgg` " "

: Ugn]bUh]c b`K U`X[YbYh]_

8]Y`9I`_i fg]cb`ghUfhYhY`Ua`5a`h`ZØf`K U`X[YbYh]_`fB K ; Ł]b
: fY]`Ugg]b[#HY]gYbXcfZž`k c`GYVUgh]Ub`?`]Yb`Y]b`X]Y`6Ygi`W`Yf`]b`X]Y
K`Y`h`XYf`Zc fghk`]fhgW`UZh]W`Yb`: c f g W`i b[`Y]b`ZØ`fhY`"8Yf`: c`_i`g
`U[`Ui`ZXYb`5i`gk`]f`_i`b[Yb`XYg`?`]a`Uk`UbXY`g`Ui`Z`X]Y`J`Yf`Øb[i`b[
i`bX`Ni`gUa`a`YbgYhni`b[`XYf`6Ui`a`UfhYb`"<`]YfVY]`k`i`fXYb`i`bhYf
UbXYfYa`U`hYfbUh]j`Y`6Ui`a`UfhYb`[YhYghYhž`i`a`XYb
<`YfUi`gZc`fXYfi`b[Yb`k`]Y`HfcW`Yb`Y]h`i`bX`GW`ÅX`]b[gXfi`W`
Ybh[Y[Ybni`k`]f`_Yb`"6YgcbXYfg`Yfj`cf[Y`c`VYb`k`i`fXY`X]Y
`dUbV]f`_Yž`X]Y`a`]h`Y]bYf`a`]h`YfYb`<`Ø`Y`j`cb`%`ž`A`YhYfb`]b`%)
`d`fYb`U`g`j`]Y`j`Yfgd`fYW`YbX`[`]h`Ni`XYb`[YhYghYhYb`6Ui`a`UfhYb
nÅ`Yb`Ui`W`X]Y`5h`Ug!`i`bX`@]VUbcbnYXYfž`:`Ui`a`Y]W`Yž
GW`k`Ufn`_Y]Zfž`6Ui`a`UgY`ž`Hi`dYbVUi`a`i`bX`F`cV]b]Y`DB D
VYf]W hYhž`XUgg` " "

8Yf`5i`ghUi`gW`nk`]gW`Yb`XYb`9I`dYfhYb`i`bX`XYb`HY]`bY`a`Yfb
j`YfXYi`h]W`hY`X]Y`B`chk`YbX][`_Y]hž`bYi`Y`BUW`VUfb`ZØf`X]Y`:]W`hY
ni`Z]bXYbž`XU`X]YgY`ghUf`_i`bhYf`XYb`U`hi`Y`Yb`_]a`Uh]gW`Yb
6YX]b[i`b[Yb`Y]XYh"

8Yb`_a`U`Y]bYg`<`cW`a`ccfYg`

9]b`k`Y]hYfYf`<`Ø`Y`di`b`h`XYf`9I`_i fg]cb`k`Uf`X]Y`6Yg]W`h][`i`b[`XYg
`GW`ØbfUa`Yf`:]`n`žY]bYa`<`cW`a`ccf[YV]Yh`a`]h`Yi`fcdÅ]gW`Yf
6YXYi`hi`b[""<]Yf`Yf`Åi`hYfhY`8ca`]b]_`NY`bYfž
K`U`Xb`Uhi`fgW`i`hnVYUi`ZhfU[hYfž`X]Y`k`]W`h][`_Y]h`XYg`A`ccfYg`ZØf`XUg
?`]a`U`i`bX`X]Y`5fhYbj`]Y`ZU`h`A`ccfY`g]bX`b]W`h`bi`f`@YVYbgfÅi`a`Y
ZØf`nU`fY]W`Y`gY`hYbY`5fhYbž`g]Y`gdY]W`Yfb`Ui`W`V]g`ni`j`]Yfa`U`
a`Y`f`7C`&`U`g`K`Å`XYf`"9bhk`ÅggYfhY`A`ccfY`]\`b[Y[Yb`gYhnYb
`Å`f`]W`V]g`ni`ZØb`Z`HcbbYb`7C`&`d`f`c`<`Y`hUf`ZfY]`DB D`VYf]W hYhž
XUgg` " "@Ui`h`XYf`9]X[Yb`Øgg]gW`Yb`: c f g W`i b[gUbghU`h`K`G@
_ØbbYb`fYbUhi`f]YfhY`A`ccfY`ØVYf`%\$\$\$`HcbbYb`7C`&`d`f`c`<`Y`hUf
ØVYf`Y]bYb`NY]hfUi`a`j`cb`)`\$`V]g`%\$\$\$`d`f`Yb`V]bXYb`A`mW]a`UhY
VYf]W hYhž`XUgg` " "

8 Ug'5i [Yba Yf_`]Y[h\Yi hni hU[Y'Ui Z'XYf'F YbUhi f]Yfi b['X]YgYf
 Y]bn][Ufh][Yb`@YVYbgfÅi a Yž'VY]'XYf'i bhYf'UbXYfYa 'XYf'6]VYf
 Y]bY'GWX`ØggY'fc`Y'gd]Y'hž'XU'Yf'Xi fWx'gY]bY'5_hj]hÅhYb'X]Y
 K UggYfj Yf\Å'hb]ggY'ja 'A ccf'fY[i `]YfYb'_Ubb"'8]Y'\]ghcf]gWxY
 Bi hni b['XYg'GWX`ÖbfUa Yf':]n'ZØf'HcfZUVVUi 'Xi fWx
 Nk Ub[gUfVY]hYf'k i fXY'YVYbZU`g'h\Ya Uh]g]Yfhž'Y]b'a U_UVfYf'HY]
 gY]bYf'; YgWx]WxhYž'XYb'Yg'ni 'VYXYb_Yb'[_]h"

9]bY'k Yfhj c`Y'I a [YVi b[

A ccfY'YfZØ`Yb'Y]bY'J]Y'nU\`'Ub': i b_h]cbYbž'X]Y'cZi'b]Wxh'Yf_Ubbh
 k YfXYb"'G]Y'g]bX`@YVYbgfÅi a Y'ZØf'j]Y'Y'H]Yf!'i bX'DZUbnybUfhYbž
 X]YbYb'U`g'?c\`YbghcZZgdY]WxYf'i bX'ghUV']]g]YfYb'XYb'`c_U'Yb
 K UggYf\Ui g\U'h'6YgcbXYfg'Y]bXfØW_]Wx']ghž'XUgg']b'K Å'XYfb
 VYZ]bX']WxY'A ccfY'cZi'Xi fWx'9bhk ÅggYfi b[ga U»bU\ a Yb
 VYY]bhfÅWxh][h'g]bXž'k cXi fWx'g]Y']\fY': i b_h]cbYb'bi f
 Y]b[YgWx fÅb_h'YfZØ`Yb'_ÖbbYb'K U`Xk]ggYb'VYf]Wx hYhž'XUgg'
 "

æg[YgUa h'nY][h'X]YgY'9I _i fg]cb'XYf'K 6J 'Y]bXfØW_]Wxž'k]Y
 k]Wxh]['Y]bY'bUWx\U'h][Y'K U'XVYk]fhgWxUzhi b['i bX
 F YbUhi f]Yfi b['j cb'<cWxa ccfYb'gh"'8]Y'Ni _i bZi'bgYfYf'K Å'XYf
 i bX'A ccfY'\Åb[h'XUj cb'UVž'XUgg'k]f']\fY'6YXYi hi b['ZØf'XUg
 ?`ja U'Yf_YbbYb'i bX'YbhgdFYWxYbX'\UbXY'b"' : Øf'X]Y'HY]'bY\ a Yf
 k Uf'Yg'Y]b'Y\ffY]WxYf'HU[ž'XYf'nU\`fY]WxY'8Yb_UbghÖ»Y'Vch"

8 YhU]`g	
C fh	F chU! æbž'8Yi hgWx`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "dbd"XY • k k k "a mW]a UhY"cf[• k k k "k U`Xk]ggYb"bYh

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