

9!6]_Y!: U\ fYf]b`VY]`Ni gUa a Ybghc»`]b ; Y`W\g\Y]a`j Yf`Yhnh``K Ug`^Yhnh3

J Yf_Y\fgi bZU``]b`; Y`W\g\Y]a`j+(!`A\f][Y`5i hcZU\ fYf]b
ØVYfg]Y\h`+%!`A\f][Y`9!6]_Y!: U\ fYf]b`"@Y]W\hY`J Yf`Yhni b[Yb
YbhghUbXYb"



; Y`W\g\Y]a`ž`8Yi hgW\`UbX`!`5a`:`fY]hU[a cf[YbžXYa`%) "'& b]
&\$&) ž`YfY][bYhY`g]W\`Y]b`J Yf_Y\fgi bZU``]b`; Y`W\g\Y]a`ž`@UbX_fY]g
K ØfnVi f[ž`XYf`Y]ba U`a Y\f`XUg`F]g]_c`ZØf`F UXZU\ fYbXY
j YfXYi h]W\h`9]bY`+(!`A\f][Y`D_k`!: U\ fYf]b`k Uf`XUVY]ž`U`g`g]Y`]b
X]Y`GcbXYf\`ØZYf`GhfU» Y`UVV]Y[Yb`k c`hY`"@Y]XYf`ØVYfgU\`g]Y`X]Y
j cfZU\fhgVYfYW\h][hY`+%!`A\f][Y`9!6]_Y!: U\ fYf]b`i bX`Yg`_Ua`ni
Y]bYa`Ni gUa a Ybghc»`XYf`VY]XYb`:`U\ fnYi [Y`8]Y`9!6]_Y!
: U\ fYf]b`hfi [`ni a`:`ØW`_Y]bYb`<Y`a ž`k Ug`g]Y`j cf`gW`]a`a YfYb
J Yf`Yhni b[Yb`VYk U\ fhY"

8Ub`_XYg`<Y`a g`V`]YV`Yg`VY]`Y]W\hYb`5VgW\ØfZ`b[Yb`i bX
B UgYbV`i hYb`"8YbbcW\`k i fXY`X]Y`9!6]_Y!: U\ fYf]b`j cfcgcf[`]W\`a`]h
Y]bYa`F Yhni b[gk U[Yb`]b`X]Y`A U]b`_]b]_`bUW`C W\gYbZ`fh

[YVfUWk`Gc`WXY`JcfZ`Y`a UWX`Yb`XYi`h]Wk`z`k`]Y`k`]Wk`h][`XUg
HfU[Yb`Y]bYg`<Y`a`g`]ghz`[YfUXY`Z0f`A`hYfY`F`UXZU`fYf]bbYb`i`bX
F`UXZU`fYfz`X]Y`VYgcbXYfg`[YZ`fXYh`g]bX"

GhY][YbXY`i`bZU`nU`Yb`VY]`F`UXZU`fYbXYb

8]Y`i`bZU`nU`Yb`VY]`F`UXZU`fYbXYb`g]bX`U`Ufa`]YfYbX`"@Ui`h
U`hi`Y`Yb`GhU]gh]_Yb`k`Uf`]a`j`Yf[Ub[YbYb`U`f`YXYf`gYWk`ghY
J`Yf`_Y`fghc`hY`Y]b`F`UXZU`fYf`"`g[YgUa`h`ghUfVYb`(`(`%`F`UX`Yf]bbYb
i`bX`F`UX`Yf`VY]`J`Yf`_Y`fgi`bZ`Yb`z`XUfi`bhYf`%-`&`a`]h`DYXY`YWg`
8]Yg`]gh`Y]b`5bgh]Y[`i`a``%`z`(`i`]a`j`Yf[`Y]Wk`ni``&`%`(`z`k`Ug`XUfUi`Z
`bXYi`hYh`z`XUgg`X]Y`G]Wk`Yf`Y]h`XYf`F`UXZU`fYbXYb`i`bVYX]b[`h
j`YfVYggYfh`k`YfXYb`a`i`gg`"6YgcbXYfg`VYgcf[`b]gYffY[YbX`]ghz`XUgg
`z`(`i`XYf`h0X`]Wk`j`Yf`Yh`hYb`F`UXZU`fYf]bbYb`i`bX`F`UXZU`fYf`)
U`fY`cXYf`A`hYf`k`UfYb`z`k`]Y`X]Y`6i`bXYgghU]gh]_`nY][`h`

g[YgUa`h`[UV`Yg`]a`U`f`&`\$`&(`Y]bY`d`c`g]h]j`Y`HYbXYbn`z`k`Ybb
a`Ub`X]Y`J`Yf`_Y`fghc`hYb`]a`5`[Ya`Y]bYb`VYhfUWk`hYh`8]YgY`k`UfYb
]a`j`Yf[`Y]Wk`ni`j`cf`nY`b`U`fYb`i`a`%`,`z`(`i`b]YXf][Yf`"8YbbcWk
V`Y]Vh`XYf`5b`hY]`XYf`j`Yfi`b[`0W`hYb`GYb]cf]bbYb`i`bX`GYb]cfYb
c`bY`<]Zga`c`hcf`a`]h)`-`z`(`i`Ai`»Yfgh`c`Wk`"6YgcbXYfg`DYXY`YW
Bi`hYfz`X]Y`*)`U`fY`i`bX`A`hYf`g]bX`z`ghY`Yb`a`]h`*,`z`(`i`Y]bYb
g][`b]Z]_Ub`hYb`HY]`XYf`h0X`]Wk`j`Yfi`b[`0W`hYb`F`UXZU`fYbXYb`XUf`

I`bZU`Ub`U`mgYb`i`bX`XYfYb`i`fgUWk`Yb

9]bY`5bU`mgY`XYf`i`bZ`Y`nY][`h`z`XUgg`]b`0VYf`*`+`z`+`i`XYf`-`&`,`&`,`&
:`U`ffUXi`bZ`Y`a`]h`DYfgcbYbgWk`UXYb`Y]bY`UbXYfY
J`Yf`_Y`fghY]`bY`a`Yf]b`cXYf`Y]b`UbXYfYf`J`Yf`_Y`fghY]`bY`a`Yf
]bj`c`j`]Yfh`k`Uf`"`g`ZUgh`+`\$`z`+`i`X]YgYf: `A`Y`k`Uf`X]Yg`Y]b
5i`hcZU`fYf`"9g`]gh`VYgcf[`b]gYffY[YbX`z`XUgg`F`UXZU`fYbXY`]b`fi`bX
)`\$`z`+`i`XYf`i`bZ`Y`a`]h`DYfgcbYbgWk`UXYb`gY`Vgh`U`g
<`Ui`dhj`Yfi`fgUWk`Yf[`Y`hYb`"6Y]i`bZ`Yb`a`]h`i`i`»[`Ab[Yf]bbYb
k`UfYb`g]Y]b`)`+`z`\$`i`XYf: `A`Y`<`Ui`dhgWk`i`X][`Y`z`k`A`fYbX`XYf
5b`hY]`VY]`?`fUZhfAXYfb`VY])`\$`&`i`U[`]"8`c`Wk`]bhYfYggUbh]ghz`XUgg
F`UXZU`fYbXY`VY]i`bZ`Yb`a`]h`5i`hcZU`fYbXYb`bi`f]b`&(`z`+`i`XYf
: `A`Y`X]Y`<`Ui`dhgWk`i`X`hfi`[Yb`z`k`Ug`<`c`Zbi`b[`Ui`Z`Y]b`VYggYfYg
A`]hY]bUbXYf`]a`GhfU`»Ybj`Yf`_Y`f`[`]Vh`

8]YgY`NU\`Yb`i bX`J cfZÄ``Yžk]Y`XYf`]b` ; Y`W\g\Y]a žnY][Yb
 Y]bXYi h][žXUgg`Y]b`i a XYb_Yb`]a `GhfU»Ybj Yf_Y\`f`bchk YbX][`]gh"
 9g`VfUi W\h`a Y\`f`5i Za Yf_gUa _Y]h`i bX`J cfZU\fh`ZØf`F UXZU\`fYbXY
 i bX`]bgVYgcbXYfY`ZØf`X]Y`Ä`hYfYb`Bi mYf`"8Ybb`gW\`Y»`]W\`g]bX
 g]Y`nU\`fY]W\`Ui Zi bgYfYb`GhfU»Yb`i bhYfk Y[gi bX`hfU[Yb`ni f
 : cfhVYk Y[i b[`]b`i bgYfYb` ; Ya Y]bXYb`VY]"9[U`cV`↑ b[`cXYf`U`ž
 YXYf`gc``hY`g]W\Yf`i bX`i bVYgW\UXYh`Ubg`N]Y``_ca a Yb"

8YhU]`g	
C fh	; Y`W\g\Y]a ž8Yi hgW\`UbX
E i Y``Yb	<ul style="list-style-type: none"> •]b`!i bX`!i a !gW\`k Y]bZi fh`XY • k k k "XYghUh]g"XY • XY"ghUh]ghU"Wč a

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