

; `Y]W\ Y`7\ Ub W\ `ZØf`U``Y 3`8 YV UhhY`i a
; YgW\ `Y W\ hYf[YfY W\ h][_Y]h`Y b hZUW\ h°

5a`i`ϕhYfbUh]cbU`Yb`i: fUi`YbhU[`&\$&)`VY`Yi`W\hYh`X]Y`i`b]
DUXYfVc`fb`9bhk`jW`i`b[`Yb`i]b`XYf`; YgW\`Y W\ hYfZc`fgW\i`b[
i`bX`; `Y]W\ghY``i`b[`"

DUXYfVc`fb`ž`8`Yi`hgW\`Ub`X`!`8`Yf`ϕhYfbUh]cbU`Y`i: fUi`YbhU[`ž`XYf`
k`Y`hk`Y]h`Ua`i`;"`A`Åfn`i`[`YZY]Yfh`k`]fX`ž`\`Uh`gY]b`Y`K`i`fn`Y`b`]a`i`ϕ\`f`
%-`%%`"8`j`Y`j`Yf`Ub`gh`U`hi`b[`V]YhYh`Y]b`Y`; Y`Y[`Yb`\`Y]h`ž`X]Y`i: c`fhgW\`f]h`hY`
]b`XYf`; YgW\`Y W\ hYf[`YfY`W\`h][`_Y]h`ni`f`YZY`_h]YfY`b`g`ck`]Y`
VYghY`\`Yb`XY`<`Yf`Ui`g`Zc`f`XYf`i`b[`Yb`i`b`X`i`b[`Y]W\`\`Y]h`Y`b`ni`
h\`Ya`Uh]g]YfY`b`"5`_hi`Y``Y`9bhk`jW`i`b[`Yb`ž]b`g`VY`g`c`b`XY`f`Y`]b`XY`b`
l`G5`ž`[`YZ`\`f`XY`b`X]Y`6`Ya`Ø`li`b[`Yb`i`a`i`; `Y]W\`ghY``i`b[`ž`k`]Y`X]Y`
i: c`fgW\i`b[`g`d`f`c`Y`_h`Y]h`Yf]b`b`Y`b`D`f`c`Z`"8`f`"5`bh`Y`@`Ub[`Yf`i`b`X`8`f`
G`i`g`U`b`b`Y`f`]W\`h`Yf`j`c`b`XY`f`i`b]j`Y`f`g]h`Å`h`DUXYfVc`fb`i]a`i`F`U`a`Y`b`XY`g`
D`f`c`Y`_h`g`i`; Y: c`K`]g`g`i`\`Y`f`j`c`f`\`Y`V`Y`b`"D`f`c`Z`"8`f`"5`bh`Y`@`Ub[`Yf`V`Y`f]W\`h`Y`h`ž`X`U`g`g`
X`U`g`6`Y`k`i`g`g`h`g`Y]b`ZØf`; YgW\`Y W\ hYfZ`f`U[`Yb`i]b`XY`b`j`Yf[`Ub[`Yb`Y`b`
g]Y`V`Y`b`i`ϕ\`f`Y`b`[`Y`k`U`W\`g`Y`b`]g`h`ž]b`g`VY`g`c`b`XY`f`Y`X`i`f`W\`X]Y`
5`i`g`k`]f`_i`b[`Yb`XY`f`7`c`f`c`b`U`d`U`b`X`Y`a`]Y`"

8]Y`8]g`_i`gg]c`b`Y`b`Ø`V`Y`f`g`m`g`h`Y`a`f`Y`Y`j`U`b`h`Y`6`Y`f`i`Z`Y`ž`G`c`f[`Y`U`f`V`Y]h`i`b`X`
\`Å`i`g`]W\`Y`; Y`k`U`h`b`U`a`Y`b`k`Å`\`f`Y`b`X`XY`f`D`U`b`X`Y`a`]Y`X`Y`i`h`]W\`ni`"
Ni`X`Y`a`i`f`Ø`W`_h`Y`X]Y`i`A`Y`H`c`c`!`6`Y`k`Y`[`i`b[`g`Y`l`i`U`]g]Y`f`h`Y`; Y`k`U`h`i]b`g`
6`]W`_Z`Y`X`XY`f`²`Z`Z`Y`b`h`]W\`_Y]h`"8]Y`9]b`ZØ`fi`b[`XY`f`?`U`h`Y[`c`f]Y`
X]j`Y`f`g`i]a`i`D`Y`f`g`c`b`Y`b`g`h`U`b`X`g[`Y`g`Y`h`n`i]a`i`ϕ\`f`&`\$`%`i`g`ck`]Y`X`U`g`
[`Y`d`U`b`h`Y`G`Y`V`g`h`V`Y`g`h]a`a`i`b[`g[`Y`g`Y`h`n`ZØf`&`\$`&(`g]b`X`A`Y]Y`b`g`h`Y]b`Y`
U`i`Z`X`Y`a`i`K`Y[`ni`a`Y`\`f`; YgW\`Y W\ hYf[`YfY`W\`h][`_Y]h`"H`f`c`h`n`X]Y`g`Y`f`
i: c`fhgW\`f]h`h`Y`g]b`X`k`]X`Y`f`g`d`f`Ø`W\`]W\`Y`; YgW\`Y W\ hYfj`Y`f`\`Å`h`b]g`g`Y`i`b`X`
Y]b`Y`Ni`b`U`a`Y`Ø`Z`Y`b`h`]W\`Y`f`?`c`b`h`f`c`j`Y`f`g`Y`b`Y`f`_`Y`b`b`V`U`f`"5`i`h`c`f]h`Å`f`Y`
i`b`X`f`Y`U`_h]c`b`Å`f`Y`?`f`Å`ž`h`Y`g`W\`Y]b`Y`b`X]f`Y`_h`a`]h`X]Y`g`Y`b`d`f`c[`f`Y`g`g]j`Y`b`
9bhk`jW`i`b[`Yb`i]b`Ni`g`U`a`a`Y`b`\`U`b[`ni`g`h`Y`\`Y`b`"

< YfUi gZc fXYfi b [Yb ']b 'XYf '5 fVY]hgk Y `h

Hfchn'XYf'j YfUb_YfhYb'; `Y]WVYfYWXh][i b [']a ' ; fi bX [YgYhnž'k]Y
]b '5 fh'' ' f&Ł'XYZ]b]Yfhž'V'Y]Vh'X]Y 'F'YU']hÅh'ZØf': fUi Yb ']a
5fVY]hg`YVYb ` \YfUi gZc fXYfbX''8Yf'gc [YbUbbhY'; YbXYf'DUm'; Udž
XYf'&\$&\$'VY]'%, i ``U[ž'nY][hž'XUgg': fUi Yb ']a 'GWb]h'Yf\YV`]W
k Yb][Yf'j YfX]YbYb'U`g'A ÅbbYf''6YgcbXYfg'Ui ZZA``[']ghž'XUgg'%%
XYf'j c``nY]hVYgW`ÅZh][hYb': fUi Yb '&\$&\$'Y]b'B]YXf][Y]b_ca a Yb
j cb'k Yb][Yf'U`g'&''\$'\$'9i fc'Vfi hnc `UhhYbž'k Å\fybX'X]YgYf'5bhY]
VY]'XYb'A ÅbbYfb'bi f'- i 'VYhfi [''8]Y'< Ubg!6ÖW_Yf!Gh]Zi b [
Zc f gW`h'ni ' ; YgW`YWX'hYf[YfYWXh][_Y]h'i bX'ZØfXYfh'⊖]h]Uhj Yb'ni f
J YfVYggYfi b ['X]YgYf'A]ggghÅbXY"

8]Y'9fk YfVgVYhY]][i b [' j cb': fUi Yb 'k Uf'&\$&\$'ni XYa 'fi bX'+
DfcnYbhd i b_hY'b]YXf][Yf'a 'J Yf[`Y]W`ni 'A ÅbbYfbž'k cVY]
]bgVYgcbXYfY' i bhYfgW]YXY'nk]gWYb'Cgh' i bX'K YghXYi hgW`UbX
VYghY\Yb''K Å\fybX'&\$&\$'(* i 'XYf': fUi Yb ']b'HY]'nY]h'UfVY]hYhYbž
VYhfi ['X]YgYf'K Yfh'VY]'A ÅbbYfb`YX][`]W`%%a '' : fUi Yb 'g]bX
\Åi Z]['ZØf'X]Y'?]bXYfVYhfYi i b [' j YfUbhk cfh]W/'* i 'XYf': fUi Yb
c\ bY'?]bXYf'UfVY]hYhYb']b'J c``nY]hž'YXcW`bi f'&- i 'a]h'?]bXYfb"
8]Y'gc [YbUbbhY' i bg]W`hVUfY'8Yb_UfVY]h ž'X]Y'\Åi Z][' j cb': fUi Yb
ØVYfbca a Yb'k]fXž'V'Y]Vh'XUVY]i b [Yk ØfX][h"

; YgW`YWX'hYffc``Yb']b'j YfgW]YXYbYb
GY_hc fYb

9]b'6`]W`Ui Zj YfgW]YXYbY'6fUbWYb'nY][hž'XUgg': fUi Yb ']b'j]Y`Yb
6YfY]WYb'k Y]hYf\]b'VYbUWX'hY]][h'g]bX''Gc'VYhfÅ[h'XYf
: fUi YbUbbhY]']b'XYf'⊖Xi ghf]Y'cZh'k Yb][Yf'U`g' '\$'DfcnYbhž
]bgVYgcbXYfY']b'6YfY]WYb'k]Y'A UgW]bYbVUi 'cXYf
6Ui k]fhgW`UZhž'k c'Yf'hY]'k Y]gY'VY]bi f'%' + i ``]Y[h''⊖
8]Ybgh'Y]ghi b [gVYfi ZYb'g]Y\h'X]Y'G]hi Uh]cb'YXcW`VYggYf'Ui g/'a
; Ygi bX\Y]hgk YgYb''Y[h'XYf': fUi YbUbbhY]'VY]', \$i 'i bX']a
Gcn]U'k YgYb'VY]' + * i ''Hfchn'Y]bYf'ghY][YbXYb': fUi Yb!
9fk YfVgei chY'V'Y]Vh'X]Y'8ca]bUbn'XYf'A ÅbbYf']b'j]Y`Yb
: Ø\fi b [gdcg]h]cbYb'Y]bY'< YfUi gZc fXYfi b [''Bi f'%%a 'XYf
J c fghUbXgdcghYb']b [fc» Yb' i bhYfbY\ a Yb'g]bX'a]h': fUi Yb

VYgYhnh"

8]Y'9a dZY\`i b[Yb'ni f'J YfVYggYfi b['XYf'; YgW\`YW hYf['Y]W\`Y]h
g]bX'j]Y`Z\`h[.`g]Y`fY]W\`Yb'j cb'Y]bYa ; 'Y]W\`ghY``i b[g[YgYh'Z0f
X]Y`Df]j Uhk]fhgW\`UZh'0VYf`XYb'5i gVUi 'XYf'?]bXYfVYhfYi i b['V]g
\`b'ni f'Gh\`f_i b['XYf`HUF]ZV]bXi b["'8Yf`K]ggYbgW\`UZhgfUhiZcfXYfh
ni XYa `VfY]hYfY`]bhYfX]gn]d`]b\`fY ; YbXYf`Ghi X]Ygž'i a
; YgW\`YW hYfUgdY`_hY`]b`XYf': cfgW\`i b[`gh\`f_Yf`ni
VYf0W_g]W\`h[Yb"'8 Ug`Dfc`Y`_h' ; Y: cK]gg `Ub`XYf`i b]j Yfg]h\`h
DUXYfVc fb`\`Uh]g]W\`YVYbZU``g'ni a `N]Y``[YgYhnhž
; YgW\`YW hYfUgdY`_hY`]b`XYf': cfgW\`i b[`g]W\`hVUfYf`ni `a UW\`Ybž
]bgVYgcbXYfY`]b`6YfY]W\`Yb`k]Y`XYf`A`YX]n]bž`k`c': fUi Yb`cZh
gW\`YW hYf`X]U[bcgh]n]Yfhi bX`VY\`UbXY`h`k`YfXYb"

ϑ`5bVYhfUW\`h`XYf`VYghY\`YbXYb`<YfUi gZcfXYfi b[Yb`]gh`XYf`K`Y[
ni f'; YgW\`YW hYf[YfYW\`h][`_Y]h`bcW\`Ub["'8YbbcW\`i`]VhYg
d cg]hj] Y`6Y]gd]Y`Y`i bX': cfhgW\`f]hhYž`X]Y`<cZbi b[`[YVYb.`ϑ
`AbX`]W\`Yb`F Y[]cbYb`5Zf`_Ug`nY][hi: cfgW\`i b[`ni f
Ghfca`j`Yfgcf[i b[žk`Y]; YgW\`YW hYfX]a`Ybg]cbYb`Z0f`bUW\`U`h][Y
9bhk]W_`i b[Yb`YbhgW\`Y]XYbX`g]bX"'9g`VYXUFZ`YXcW\`
_cbh]bi]Yf`]W\`Yf`5bghfYb[i b[Ybž'i a `X]Y`VYfY]hg`YffY]W\`hYb
GhUbXUFXg'ni `VYk`U\`fYb`i bX`bYi`Y`9fZc`[Y`]b`XYf'; 'Y]W\`ghY``i b[
ni `Yfn]Y`Yb"

A Y\`f`ni `XYb`U`_hi`Y``Yb`9bhk]W_`i b[Yb`i bX`XYb
<YfUi gZcfXYfi b[Yb`]a`6YfY]W\`; YgW\`YW hYf[YfYW\`h][`_Y]h
_0bbYb`G]Y`VY]`XYf`i b]j Yfg]h\`h`DUXYfVc fb`]b`]fYa`6Yf]W\`h`0VYf
XYb`ϑ`hYfbUh]cbU`Yb': fUi Yb`hU[`bUW\`YgYb"'8Yg`K`Y]hYfYb
V]YhYh`X]Y`<Ubg!60W_`Yf!Gh]Zhi b[`]b`]fYb`Ghi`X]Yb`ni
; `Y]W\`ghY``i b[`i a`ZUggYbXY`ϑZcfa`Uh]cbYb`0VYf`X]Y'; `Y]W\`Y]h
XYf'; YgW\`YW hYf`]b`8Yi`hgW\`UbX"'8YhU]`]YfhY`5bU`mgYb`ni a
5fVY]hga`Uf`_hi`bX`XYb`; YbXYf`DUm; Ud`ghY\`Yb`]b`XYb`
DfYggYa`]hhY`]i b[Yb`XYf`<Ubg!60W_`Yf!Gh]Zhi b[`ni f
JYfZ0[i b["

C fh	DUXYfVc fbž'8 Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none">• k k k "i b]!dUXYfVc fb"XY• k k k "VcYW`Yf"XY• k k k "VcYW`Yf"XY

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