

: Y]Yf`]W\Y`?`Àb[Y. `F cgg]b]g` DYh]hY
a YggY`gc`YbbY`Y`]b`C gbUVfØW_°

5a`+": YVfi Uf'&\$&) ``ÀXh'X]Y`I b]j Yfg]hÀhga i g]_`C gbUVfØW_
i a`&\$`I \f`ni f` DYh]hY`a YggY`gc`YbbY`Y` j cb`F cgg]b]`]b`X]Y
@ h\Yf_]fW\Y`Y]b``8Yf`9]bhf]hh`]gh`ZfY"

A]ei Y`ghfU»Y`) ž`(- \$+(`C gbUVfØW_ž`8Yi hgW\`UbX`!`5a
: fY]hU[žXYa`+": YVfi Uf'&\$&) ž`ÀXh'X]Y`I b]j Yfg]hÀhga i g]_
C gbUVfØW_`ni`Y]bYa`VYgcbXYfYb`?cbnYfh`]b`X]Y`@ h\Yf_]fW\Y`Y]b`
5V`&\$`I \f`k]fX`X]Y` DYh]hY`a YggY`gc`YbbY`Y` j cb`;]cUW\]bc
F cgg]b]`Ui Z[YZØ\fh``8Yf`9]bhf]hh`]gh`ZfY]"`8]Y`J YfUbgH`hi b[`Z]bXYh
]b`XYf`@ h\Yf_]fW\Yž`A]ei Y`ghfU»Y`)]b`C gbUVfØW_`ghUhh`i bX
j Yfgdf]W\h`Y]bYb`ZUfVYbFY]W\Yb`< Òf[Ybi gg"

;]cUW\]bc`F cgg]b]`nÀ\`h`ni`XYb`i[fÒ»hYb`C dYfb_`ca`dcb]ghYb`XYf
A i g]_[YgW\]W\hY``6Y`_Ubbh`ZØf`gY]bY`a]hfY]»YbXYb`A Y`cX]Yb`i bX
gY]b`; YgdØf`ZØf`XYb`; YgW\ a UW`XYg`Di V`]i a gžYf`Ub[hY`Yf`ZfØ\
Yi fcdUk Y]hYb`Fi \a ```gY]bYf`YhnhYb`GW\UZZYbgdYf]cXYž`ja`>\f
%, *`ž`j c`YbXYhY`Yf`X]Y` DYh]hY`a YggY`gc`YbbY`Y` ž`X]Y`U`g`Y]bYg
gY]bYf`VY`_UbbhYghYb`K Yf`Y`[]`hi bX`Y]bY`8Ui Yf`j cb`_bUdd`- \$
A]bi hYb`U`h``8]Y`6YgYhni b[]`ghi b[Yk Ò\`b`]W\`i bX`i a ZUggh
Gc`]ghYbž`Y]bYb`[Ya]gW\hYb`7\cf`gck]Y`?`Uj]Yf`i bX`< Ufa`cb]i a "

6YgYhni b[`i bX`@Y]hi b[

8 Ug`?cbnYfh`k]fX`j cb`I b]j Yfg]hÀhga i g]_X]fY`_hcf`æUW\]a`G]Y[Y`
[Y`Y]hYh`A]hk]f`_YbXY`g]bX`G[]f]X`<Y]XYa`Ubb`fGcdfUbłž`?Uh\]b
6fUi Yf`fB`hłž`>Y`Gcb[]`@]fHYbcfłž`GYc`_k cb`C \`fB`Uggłž`ægYZ`: fY]
fP`Uj]Yfł`i bX`H]a`GW\`i a UW\Yf`fk`Ufa`cb]i a ł`8]YgY`?ca`V]bUh]cb
j Yfgdf]W\h`Y]b`i b] Yf[Ygg`]W\Yg`a i g]_U`]gW\Yg`9f`YVb]g]b`XYf
C gbUVfØW_Yf`@ h\Yf_]fW\Y"

8]Y`DYh]hY`a YggY`gc`YbbY`Y` []`h`U`g`F`cgg]b]g`k]W]h]`ghYg
[Y]gh]W]Yg`K`Yf`_`i`b`X`k`]fX`j`cb`j`]Y`Yb`U`g`A`Y]ghYfk`Yf`_
Ub[YgY`Yb`"G]Y`j`YfY]bh`h`Y`UhfU`]gW]Y`9`Ya`YbhY`a`]h`Y]b`Yf`h]YZYbž
fY`][]ÖgYb`6`chgW]UZh`i`b`X`nY][h`F`cgg]b]g`: `Ä`][_Y]hž`9a`ch]cbYb
a`i`g]_U`]gW]`Ui`gni`XfØW]Yb`"8]Yg`k`]fX`Xi`fW]`X]Y`i`bhYfgW]YX`]W]Yb
Gh]a`a`Yb`i`b`X``b`ghfi`a`YbhY`i`bhYfghf]W]Ybž`X]Y`ni`gUa`a`Yb`Y]b
`Ufa`cb]gW]Yg`?`Ub[V]`X`YfnYi` [Yb`"

K`Y]hYfY`5i`ZZØ`fi`b[Yb`i`b`X`?`cb`hY]`h`

8]Y`6YXYi`hi`b[`j`cb`F`cgg]b]g`K`Yf`_`k`]fX`b]W]h`bi`f`]b`C`gb`UVfØW]_
[Yk`ØfX][h`"9]bY`F`cgg]b]!F`YbU]ggUbW]`gY]h`XYb`%-`,\$Yf``J`fYb
`U`h`ni`f`K`]YXYfVY`YVi`b[`gY]b`Yf`K`Yf`_`Y`Ui`Z]b`hYfb`Uh]cb`U`Yb
6Ø`b`Yb`[YZØ`fh`"8`Ug`F`cgg]b]`C`dYfU`:`Ygh]j`U`]b`DYgUfc`n]Y`h
`Ä`f`]W]`nU`fY]W]Y`6Ygi`W]Yf`Ubž`k`Ä`fYb`X`Ui`W]`Ub`XYfY
J`Yf`Ub`gh`U`hi`b[Yb`k`]Y`F`cgg]b]`]b`K`]`XVUX`g]W]`Ui`Z`gY]b`Y`k`Yb][Yf
VY`_`Ub`bhYb`?`ca`d`cg]h]cbYb`_`cb`nY`bhf]YfYb`"

Ni`g`Ä`h`]W]`ni`X]YgYa``?`cb`nY`fh][]Vh`Yg`nU`fY]W]Y`[Yd`Ub`hY
5i`ZZØ`fi`b[Yb`gY]b`Yf`K`Yf`_`Y]b`j`YfgW]YXYbYb`Gh`Ä`X`hYb`]b`XYb
_`ca`a`Yb`XYb`A`cb`UhYb`"Gc`g]b`X`i`bhYf`Ub`XYfYa``b`gnYb]Yfi`b[Yb
j`cb`i`≡`j`]U[[]c`U`F`Y]a`g`]b`A`Ø`b`W]Yb[`UXVUW]i`b`X`A`cg`Ä`]b
9[]h`c`]b`;`]Y`»`Yb`Ub[Y`_`Ø`b`X][h`"

≠g[YgUa`h]j`Yfgdf]W]h`XUg`?`cb`nY`fh]Ua`i`+`":`YVfi`Uf`Y]b
`Yf`Ui`gfU[Yb`XYg`a`i`g]_U`]gW]Yg`9`fY][]b]g`ni`k`Yf`XYbž`XUg`X]Y
VYXYi`hYb`XY`F`c`Y`j`cb`;`]c`U`W]W]bc`F`cgg]b]`]b`XYf`A`i`g]_`[YgW]W]hY
i`bhYfghfY]W]h`i`b`X`XYggYb`K`Yf`_`Y`Y]b`Ya`VfY]hYb`Di`V`_`i`a
ni`[Äb[`]W]`a`UW]h`"

:`Øf`k`Y]hYfY`≠Zcfa`Uh]cbYb`ghY`h`X]Y`i`b]j`Yfg]h`Ä`hga`i`g]_
C`gb`UVfØW]i`bhYf`i`b]a`i`g]_4`i`cg`XY`ni`f`J`YfZØ[i`b["8`Ug`?`cb`nY`fh
]gh`Y]b`Y`Yf]c`ffU[Yb`XY`;`Y`Y[Yb`Y]hž`X]Y`?`fUZh`i`b`X`GW]Öb`Y]h`XYf`
A`i`g]_`F`cgg]b]g`U`i`hb`U`h`ni`Yf`YVYb`"

K`Y]hYfY`8YhU]`g`ni`f`J`Yf`Ub`gh`U`hi`b[`Z]b`XYb`G]Y`Ui`Z`XYb`K`YVgY]hYb
XYf`i`b]j`Yfg]h`Ä`h`C`gb`UVfØW]ž`9f`YVYb`C`gb`UVfØW]i`b`X`XYf`
F`cgg]b]`;`YgY`gW]UZh`b`UW]h`"

8YhU]`g	
J c fZU``	Gcbgh][Yg
C fh	A]ei Y`ghfU»Y`) ž(- \$+(`CgbUVfØW_ž 8 Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "i b]!cgbUVfi YW_"XY • Yf`YVYb"cgbUVfi YW_"XY • k k k "fcgg]b][YgY``gW UZh"XY

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