

< Ua U. 'B UWX '(' ' >U\ fYb 'YbX`]WX 'F Ui a 'ZØf
HfUi Yf'ØVYf'XUg'5ggUX!A UggU_Yf

5` >UnYYfU'VYf]WX hYh'ØVYf'< Ua Už'Gmf]Yb. '9f]bbYfi b[Yb'Ub
XUg'A UggU_Yf'j cb'%- , &'bUWX'XYa 'Ghi fn'XYg'5ggUX!
FY[]a Yg"

< Ua Už'Gmf]Yb '! >b'XYf'gmf]gWX Yb 'GhUXh'< Ua Už'X]Y'Y]bY'`Ub[Y
; YgWX]WX hY 'XYf'F YVY''cb'Ui Zk Y]ghž'_ØbbYb'X]Y'6Yk c\bYf'gY]h'XYf
6YžFY]i b['j cb'6Ug\Uf'U'!5ggUXg'FY[]a Y'YbX`]WX 'ÖZZYbh`]WX
hfUi Yfb"'6YgcbXYfg]a ' ?cbhYI h'XYg'A UggU_Yfg'j cb'%- , &žXUg]a
: YVfi Uf'j cb'XYa 'XUa U'] [Yb'DfÀg]XYbhYb'< UZYn'U'!5ggUX
Ub[YcfXbYh'k i fXYž]gh'X]Yg'j cb'6YXYi hi b["'K À\fybX'XYg
A UggU_Yfg'j Yf'cFYb'gWX'Àhni b[gk Y]gY'' '\$\$\$\$V]g'(\$"\$\$\$
A YbgWX YbžXUfi bhYf'[UbnY': Ua ']Ybž']\f'@VYb"'5ggUX g'6fi XYfž
F]ZUUhž'ZØ\fhY'X]Y'GhY]h_fÀžhYž'X]Y'j]Y'Y'↑ b[Y'A ÀbbYf
\]b]f]WX hYhYb'i bX'k]'_Øf`]WX Y'6ca VYbUb[f]ZZY'Xi fWX ZØ\fhYbž
VYf]WX hYh'5` >UnYYfU"

B UWX'XYa 'A UggU_Yf'\YffgWX hY']b'< Ua U'Y]bY'?i 'hi f'XYg
GWk Y][Ybgž'XU'X]Y': i fWX h'j c'f'FYdfYggU']Yb'XYg'FY[]a Yg
Xca]bUb'h'k Uf"'8]Yg'ÀbXYfhY'g]WX 'YXcWX'8fUa Uh]gWXž'U'g'X]Y
GhUXh'HY]'XYf'DfchYghY'[Y[Yb'XUg'FY[]a Y'k À\fybX'XYg
5fUV]gWX Yb': fØ'\]b[g'&\$%%'k i fXY"'8]YgY'DfchYghYž'X]Y'Ui g
ž]YX`]WX Yb'8Ya cbghfUh]cbYb'\Yfj cf[]b[Ybž'k i fXYb'Vfi hU'
b]YXYf[YgWX'U[Ybž'k Ug'ni 'a Y\ f'U'g'%%\$'HchYb'ZØ\fhY"'8Yf
Gmf]Yb_f]Y[ž'XYf'gY]h'&\$%%'UbXUi Yfhž'\Uh'XUg'@UbX'Xi fWX'Y]bY
J]Y'nU\`Yh\b]gWX Yf'i bX'fY'] []ØgYf'GdUbbi b[Yb'k Y]hYf'[YgdU'hYb"
8]Y'I fgd fØb[Y'XYf'?Àa dZY''Y[Yb']b'ž]YX`]WX Yb'DfchYghYbž'X]Y
[Y[Yb'XUg'5ggUX!FY[]a Y'[Yf]WX hYh'k UfYb'i bX']b'XYf'9g_U'Uh]cb
j cb'; Yk U'h'a ØbXYhYbž'k]Y' [YgWX]WX hY!UV]hi f"XY'Yf'Ài hYfh"

8]Y`K YbXY`]b`< Ua U

5a`&,``Bcj Ya VYf`&\$&(`Yf`YVhY`<Ua U`Y]bYb`K YbXYdi b_hž`U`g
Y]bY`C ZYbg] Y`XYf`F YVY`Yb`X]Y`GhUXh`VYžFY]hY``8]Yg`[YgWU`U`]a
; YZc`[Y`XYf`6YžFY]i b[`j cb`5`Yddc`i bX`VYgW`Yi b][hY`XYb`Ghi fn
j cb`6Ug`Uf`U`!5ggUX``A]h`XYa` : U`XYg`F Y[]a Yg`VY[UbbYb`X]Y
6Yk c`bYfž`X]Y`9fY][b]ggY`j cb`%- , &`ni`[YXYb`Yb``G]Y`VY[UbbYb
XUa]hž`Dc`fhf`Āhg`XYf`C dZYf`XYg`A UggU`Yfg`ÖZZYb`h`]W`ni`nY][Yb`
BcZU`BcZU`ž`Y]b`Öfh`]W`Yf` : chc[fUZ`d`f`ĀgYb`h]YfhY`Yfgha U`g`6]XYf
XYf`NYfgh`Öfi b[Ybž`X]Y`XUg`A UggU`Yf`\]bhYf`UggYb`\UhhYž`]b`Y]bYf
5i gghY`i b[ž`X]Y`gck c`\`j cb`W`f]gh`]W`Yb`U`g`Ui W`a`i`g`]a]gW`Yb
F Y][]cbgj Yfhf`YhYfb`VYgi W`h`k`i`fXY``8]Yg`k Uf`Y]b`VYXYi hYbXYf
A ca`Yb`h`XYg` ; YXYb`Ybg`i bX`XYg`HfUi Yfbg"

8]Y`GhUXh`<Ua U`]gh`gma Vc`]gW`ZØf`XYb`Ub[Yb`?Ua dZ`XYf`GmfYf
[Y[Yb`Y]b`hmfUbb]gW`Yg`F Y[]a Y`i bX`X]Y`gW`fYW`_`]W`Yb
5i gk]f`_i b[Ybž`X]Y`j]Y`Y`?ca`d`Yi]h`ĀhYb`XYg`6Øf[Yf`_f]Y[g`a]h`g]W`
VfUW`hYb``Cvk c`\`X]Y`DfchYghY`[Y[Yb`X]Y`F Y[]Yfi b[`a]h`XYa`N]Y`
XYf`8Ya c`_fUh]g]Yfi b[`VY[UbbYbž`\UVYb`g]W`X]Y`i fgdfØb[`]W`Yb
N]Y`Y`]ba]h`hYb`XYf`9g`U`Uh]cb`XYg`?cbZ`_hg`j Yf`ĀbXYfh``8]Y
=bhYfj Ybh]cb`nU`\fY]W`Yf`Ui`g`ĀbX]gW`Yf`5`_hYi fY`\Uh`X]Y`G]hi Uh]cb
ni`g`Āh`]W`_ca`d`]n]Yfhi bX`Y]bYb`GhY`j Yfhf`YhYf`_f]Y[`] YgW`UZZYb"

9]b`9f]bbYfi b[gdfcnYgg`VY[]bbh

8]Y`?`i`Zh`i bX`X]Y`?cbZ`_hY`]b`Gmf]Yb`g]bX`j cb`h]YZYb`\]ghcf]gW`Ybž
Yh`b]gW`Yb`i bX`fY`][]ØgYb` ; f`ĀVYb`[Yd`f`Ā[hž`]b`XYbYb`gi`bb]h]gW`Yž
gW`][h]gW`Y`i bX`k`Y]hYfY` ; fi`ddYb`[Y[YbY]bUbXYf`UbhfYhYb``8]Y
F YU`_h]cbYb`XYf`]bhYfbUh]cbU`Yb` ; Ya`Y]bgW`UZh`\UVYb`ni`k`Y]hYfYb
GdUbbi b[Yb`[YZØ`fhž`k`Ā`\fYbX`A`]nYbž`Y]bgW`Y`Y`»`]W`XYf` : fY]Yb
Gmf]gW`Yb`5fa`YYž`_Ui`a`9]b][]Y]h`Yfn]Y`Yb`_cbbhYb``8Yf`gmf]gW`Y
6Øf[Yf`_f]Y[`Uh`V]g`\Yi hY`ØVYf`Y]bY`\U`VY`A`]`cb`A`YbgW`Yb`VYVb
[YZcfXYfhi bX`Y]bY`a`UggYb`\UZhY` : ØW`h]b[g`_f]gY`Ui`g[Y`Öghž`X]Y
9i`fcdU`ghUf`_VYhfc`ZZYb`\Uh"

8]Y`U`_hi`Y`Y`Yb`9bhk`]W`_i b[Yb`]b`<Ua U`V]YhYb`XYb`6Yk c`bYfb
<c`Zbi b[`Ui`ZY]bY`bYi`Y`Ni`_i b`ž`]b`XYf`g]Y`žFY`]hfUi Yfb`i bX`X]Y
9f]bbYfi b[`Ub`X]Y`j`Yf[Ub[Yb`\Y]h`VYk U`\fYb`_ØbbYb``<Ua U`ghY`h

\Yi hY`b]W h`bi f`ZØf`X]Y`K i bXYb`XYf`; YgW]W hYž`gcbXYfb`Ui W
ZØf`Y]bYb`BYi UbZUb[`]b`Y]bYa `@UbXž`XUg`bUW `J\`fYb`XYg`?`f]Y[Yg
i bX`XYf`l bhYfXfØW_i b[`bUW `<Y]i b[`i bX`K UbXY``ghfYVh"

8YhU]`g	
J cfZU``	A cfX#HchgW `U[
C fh	<Ua Už`Gmf]Yb
J Yf`Y hnhY	%%\$
E i Y``Yb	<ul style="list-style-type: none">• k k k "U`^UnYYfU"WŁa• k k k "[YgW]W hY!UV]hi f"XY

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