

H\ f]`Yf! <][\`][\h°
/ , \$' - /7ca dUb]cb/ , \$' - /' 'F cVchYf`]YVY
cXYf`5`VhfUi a 3

9fZU\fyb`G]Y`U`Yg`ØVYf`X]Y`8J 8!BYi \Y]hYb`j ca` , "A U]
&\$&) žXUfi bhYf`/ ei ch`7ca dUb]cb`!`8]Y`dYfZY`hY
6Y[`Y]hi b[/ ei ch`i bX`a Y\`f"



H]fc`Yf`5`dYbž`2 ghYffY]W\`!`5a` , "A U]`&\$&) `YfgW\Y]bh`X]Y`a`]h
GdUbbi b[`Yfk UfhYhY`8J 8` 7ca dUb]cb` `8]Y`dYfZY`hY
6Y[`Y]hi b[`F Y[]ggYi f`i bX`5i hc`f`8fYk` < UbW`W`_Vf]b[h`Y]bYb
H\ f]`Yf`Ui Z`X]Y`6]`XgW\]fa Yž`XYf`]b`XYf` :]`a` k`Y`h`ZØf`5i ZgY\Yb
gcf[Yb`XØfZhY`" < Ui dhXUfghY`Yf`g]bX`Gcd\Y`H\UhW\Yf`U`g`€]gž`JW_
E i U]X`U`g`æg\`i bX`F i dYfh` : f]YbX`U`g`GYf[Ym`8]Y` ; YgW\]W\hY
XfY\`h`g]W\`i a` `€]gž`Y]bYb`6Y[`Y]hfcVchYfž`XYf`UbZUb[g`b]W\h
j YfghY\`hž`XUgg`g]Y`_Y]b`A YbgW\`]gh"

8]Y`< UbX`i b[`VY[]bb`h`a`]h`Y]bYa` `HfYZZYb`Ua` `GYŻ`XUg`g]W\
XfUa` Uh]gW\`ni`gd]hnhž`U`g`GYf[Ym] Yfgi W\hž`€]g`ni`j`Yf[Yk`U`h][Yb"

þ`X]YgYa `A ca Ybhj Yf`Yhnh`#]g`GYf[Ymž`k Ug`[Y[Yb`]\fY
Dfc[fUa a]Yfi b[`j Yfgh`Ò» hž`i bX`XUa]h`k]fX`]\f`VYk i gghž`XUgg`g]Y
hUhg`ÅW`]\W`Y]bY`_Øbgh`]W`Y`þhY`][Ybn`]gh`"8Yf`:]`a` `]gh`Ui`h`hn`"XY
b]W`h`bi`f`Y]b`_`Ugg]gW`Yf`H`f]`Yfž`gcbXYfb`k]fX`U`g` Yhk Ug`UbXYfY
@YVYg[YgW`]W`hY` `VYk`cfVYb"

< UbX`i b[gj Yf`Ui Zi bX`K YbXi b[Yb

8]Y`8fUa Uhi f[]Y`XYg`:]`a`g`VY]b`U`h`Y`h`n`U`]\fY]W`Y`K`YbXi`b[`Yb`"
BUW`XYa`X]Y`G]hi`Uh]cb`Ua`GYY`Yg`U`]Yf`hž`Z]Y`h`h`#]g`]b`XYb`K`U`Xž
bUW`XYa`g]Y`]\fY`9]bghY`i`b[`Yb`a`Ub]di`]\Yf`h`U`h`"æg`]\i`bX`?`Uh
d`UbYb`Y]bY`]\Uf`hb`ÅW_]`[`Y`9`b`hž`Ø`]\fi`b[`j`cb`%&`A`]]`cbYb`8`c`Uf`Ui`g
GYf[Ymg`GUZYž`k`cXi`fW`Y]b`BY`hm`j`cb`þ`hf][`Yb`i`bX`a`YbgW`]\W`Yb
5V[fØbXYb`Ui`Z[Yfc`h`k`]fX"

8Yf`:]`a` `Ybhk]W`Y`h`g]W`]\b`Y]bY`i`bYfk`UfhYhY`F`]W`hi`b[`ž`U`g`æg`\
Yb`h`Ø`hž`XUgg`#]g`Y]b`6Y[`Y]hfc`V`chYf`]ghž`XYf`ØVYf`gY]b
Ga`Ufhd`]\cbY`[`YghY`i`Yfh`k`]fX`"8]Yg`ZØ`fh`b]W`h`bi`f`ni`Y]bYa
]bhYfbYb`?`cbZ]_`h`nk`]gW`Yb`XYb`7`]\UfU`_hYfYbž`gcbXYfb`Ui`W`ni
Y]bYa`?`Uhn!`i`bX!`A`Ui`g!`Gd]Y`ž`XUg`]b`Y]bYa`Vfi`hU`Yb`G`]\ck`Xck`b
YbXYh`" #]g`a`i`gg`Y`h`h`Y`b`X`]\W`i`a` `]\f`_`VYf`YVYb`_`Åa`dZYbž`k`Ug`X]Y
DYfgdY`_h]j`Y`Ui`Z`_Øbgh]W`Y`þhY`][`Ybn`i`bX`a`YbgW`]\W`Y
6Yn]Y`i`b[`Yb`]b`Y]bYa`bYi`Yb`@]W`h`YfgW`Y]bYb`"Àggh"

HYW`b]gW`Y`i`bX`_Øbgh`Yf]gW`Y`5gdY`_hY

8Yf`:]`a` `]gh`b]W`h`bi`f`gdUbbYbXž`gcbXYfb`ØVYfnYi`[`h`Ui`W`X`i`fW`
hYW`b]gW`Y`:]`bYggY`"DfcXi`n]Yfh]j`cb`BYk`@]bY`7]bYa`Už
6ci`XYf@[`]\h`D]W`hi`fYg`i`bX`J`Yfh][`c`9`bhYfhU]ba`Yb`hž`Vf]b[`h
`7ca`dUb]cb`Y]bY`VYa`Yf`_Yb`gk`YfhY`A`i`h]a`YX]U!`@Y]ghi`b[`Ui`Z`XYb
H]gW`"8]Y`?`Ua`YfUufVY]h]j`cb`9]`6cfb`i`bX`X]Y`A`i`g]_`j`cb
<f]g`]_Yg`]\`<]fk`Um`i`bhYfghfY]W`Yb`X]Y`Ya`ch]cbU`Y`H]YZY`i`bX`X]Y
5W]cb`XYg`H`f]`Yfg"

CVk`c`]\` `7ca`dUb]cb` `Z]_h]j`Y`9`Ya`YbhY`Ybh`Å`hž`h`Ya`Uh]g]Yfh`XYf
:]`a` `fY`Yj`UbhY`:]`fU[`Yb`ni`f`Fc`Y`j`cb`?`Øbgh]W`Yf`þhY`][`Ybn`]b
i`bgYfYf`]\Y`i`h][`Yb`K`Y`h`K`]Y]b`j`]Y`Yb`UbXYfYb`:]`a`Yb`k`]fX`?`=cZh
U`g`d`chYbn]Y`Y`6YXfc`]\i`b[`XUf[`YghY`h`@Ui`h`K`YV`UV`ghY`h`X]Y

: fU[Y`bUW`XYf`ni _ØbZ][Yb`F c`Y`j cb`? =i bX`XYfYb`9]bZi gg`Ui Z
 XYb`A YbgW`Yb`Y]bY`VYXYi hYbXY`_i`hi fY`Y`5i gY]bUbXYfgYhni b[
 XUfž`X]Y`]b`:]a Yb`j]Y`ZÀ`h][`VY`UbXY`h`k]fX"

J]Y`ZÀ`h][Y`8 J 8! <][\`][\ hg`]a `A U]`&\$&)

BYVYb` 7ca dUb]cb` YfgW`Y]bYb`Ua` ; "A U]`&\$&) `Ui W`UbXYfY
 VYa Yf`_Ybgk YfhY`H]hY`Ui Z`8 J 8" `8 Uni`nÀ`Yb.

- 6c`Yfc` ` `9]b`6]cd]WØVYf`A Ui f]W`F Uj Y`ž`XUg`X]Y
 <YfUi gZcfXYfi b[Yb`XYg`?ca dcb]ghYb`VY]`XYf`?fYUh]cb
 gY]bYg`VYfØ`a hYb`GhØW`_g`VY`Yi W`hYh`f@Ui ZnY]h`%%*
 A]bi hYbž`DfY]g.`W]fWU`%) `9i fcŁ
- 8Yf`Gd]hnbUa Y` ` `9]bY`?ca ØX]Yž`X]Y`X]Y`ZJa]]ÄfYb
 GdUbbi b[Yb`k À`fYbX`XYf`<cW`nY]hgj cfVYfY]hi b[Yb
 VY`Yi W`hYh`f@Ui ZnY]h` ; +`A]bi hYbž`DfY]g.`W]fWU`%* `9i fcŁ

5`Y`XfY]`H]hY`nY][Yb`X]Y`J]Y`ZÀ`h][`_Y]h`XYg`U`hi Y`Yb
 :]a Ub[YVchg`i bX`V]YhYb`ZØf`X]j YfgY` ; YgW`a`ÄW`_Yf`Yhk Ug"
 K À`fYbX` 7ca dUb]cb` U`g`dUW`_YbXYf`H`f]`Yf`X]Y` : fU[Yb`Ub`X]Y
 HYW`bc`c []Y`Ui Zk]fZž`V]YhYb` 6c`Yfc` `i bX` 8Yf`Gd]hnbUa Y
 UbXYfY`9]bV`]W`_Y`]b`XUg`a YbgW``]W`Y`8 UgY]b"

7ca dUb]cb` `8]Y`dYfZY`_hY`6Y[`Y]hi b[`nY]h][`h`Xi fW`gY]bY
 H`Ya Uh]`_i bX`X]Y`gdUbbYbXY`<UbX`i b[`Y]bYb`8]U`c[`ØVYf`X]Y
 a YbgW``]W`Yb`6Yn]Y`i b[Yb`ni`_Øbgh]W`Yf``hY`][`Ybn`K]Y`XYf
 :]a `X]Y` ; fYbnYb`nk]gW`Yb`A YbgW``i bX`A UgW`]bY`j Yf`UbXY`hž
 a UW`h]`b`ni`Y]bYa`A`i gh!GYY`]a`_ca`a YbXYb`A`cbUh"

8YhU]`g	
J cfZU`	J Yf[Yk U`h][i b[ž`A cfX`#hchgW``U[
C fh	H]fc`Yf`5`dYbž`2 ghYffY]W
J Yf`YhnhY	%
: YghbU`a Yb	&
E i Y`Yb	<ul style="list-style-type: none"> • k k k "hn"XY • XY"k]_]dYX]U"c f[• k YV`UV`nk cY]bgbi ``"XY

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