

; i m:]Yf]`=bj]hYX.`8]gWcj Yf
6fYj UfX/ ` \$' - /g`6Ygh`8]bYfg`UbX`8f]j Y!
=bg°

9I d`cfY`6fYj UfX`7ci bhm/ ` \$' - /g`hcd`X]bYfg`UbX`Xf]j Y!]bgž
ZYUhi f]b[`i b]ei Y`YUhg`UbX`bcghU`[]W\Ufa ž`Ug; i m:]Yf]
hU_Yg`U`W` `]bUfmhci f"



&\$%`K " ' <]V]gW g`6`j X"ž`A Y`Vci fbYž: `cf]XU`! : ccX`cj Yfg`cb
: `cf]XU g`GdUW`7cUgh`fY`c]W`H\Y`cW`X]b]b[`gW`bY`]g`f]W`k]h\
WUgg]WX]bYfg`h`Uh`cZZYf`YUfhm`a YU`g`UbX`U`hci W`cZ`bcghU`[]U"
F YW`b`h`mž`h`Y`ZccX`UbX`X]b]b[`fYdcfhYf`Uh: @CF`85`HC85M
]bj]hYX`W`YVf]hm`W`YZ; i m:]Yf]`hc`YI d`cfY`gca Y`cZ`h`Y`VYgh`cW`
[Ya g`9UW`X]bYf`cb`h`]g`W`fUhYX`]gh`VcUghg`i b]ei Y`cZZYf]b[g
h`Uh`UfY`gi fY`hc`]a d`fYgg`Ubmc`bY`cc_]b[`Zcf`U`[fYUh`a YU`"

:]fghi d`]g`h`Y`8]bYf`cW`hYX`Uh`&\$%`K " ' <]V]gW g`6`j X`"]b
A Y`Vci fbY`H\]g`gdch]g`ZUa ci g`Zcf`hg`VU_YX`a YU`h`cUZ`UbX
g`cddm`cYgž`U`cb[g]XY`U`Z` ``VfYU_ZUgh`a Ybi `h`Uh`YUj Yg`bc`cbY

\i b[fm"5bX'Xcb h'g_]d'XYggYfh'\YfY' 'h\Ym'WŁa Y'\][\`m
fYWŁa a YbXYX"´H\Y'ZUa]m'cdYfUhYX'YghUV`]g\ a Ybh'\Ug'VYYb'U
'cWU'ZUj cf]hY'Zcf'bYUf'm'hk c'XYWUXYg"

BYI hž'k Y'\Uj Y'h\Y'6i f[Yf'Łb'Uh'% %-'B"'<UfVcf'7]hm'6'j X"ž
A Y'Vci fbY"´K]h\ 'U'\]ghcfm'XUh]b['VUW_`hc'%-) &ž'h\]g'X]bYf'gYfj Yg
i d'Vi f[Yfg'U`cb[g]XY'Ub'cf][]bU`'WŁ]'fYW]dY"'Łg'U`gc' _bck b'Zcf
]hg'9'j]g'Vi f[Yfž'h'cddYX'k]h\ 'VUWŁb'UbX'dYUbi h'Vi hYfž'Ug'k Y"'Ug
Wf]gdm'Zf]Yg"'ŁhYfYgh]b[`mž'h\Ymj Y'_Ydh'h\Y]f'cf][]bU`[f]'`fi bb]b[
Zcf'Ub'ja dfYgg]j Y'+ 'mYUfg"

A cfY'8]bYf'8Y`][\ hg

Łmci fY`cc_]b['Zcf'U'hUghY'cZ'WŁa Zcfh'ZccXž'a U_Y'mci f'k Um'hc
h\Y'7UZY'Uh'&(&) 'B"'7ci fhYbUm'D_k m'ž'A Yff]hh'ŁUbX"´K]h\ 'XU]`m
gdYW]U`g'dcghYX'cb`]bYž'X]g\Yg`_]Y'gWfUdd'Y'UbX_]Y'VUgU'VYWŁa Y
'cWU'ZUj cf]hY'WŁc]WŁg"'Ł7cWŁUž'8]l cb g'Uh'% %&'8]l cb'6'j X"'Ug
VYYb'ZUa]m'ck bYX'Zcf'cj Yf"' \$'mYUfgž'cZZf]b['k cbXYfZi `m
\YUfhm'WŁi bhfm'WŁc_]b['UbX']hg'ZUa YX'%'!ci bWŁ'Vi f[Yf"

: cf'U'fYU`BYk 'ŁfgYmZUj cfž'\YUX'h'c'h\Y'BYk 'ŁfgYm'ghm'Y'8]bYf
Uh'&%'&'<Uff]g'5j Y"'B9ž'DU'a '6Umž'k \]WŁ']g'YgdYW]U`m'_bck b'Zcf
]hg'HUm'cf'<Ua 'gUbXk]WŁ'UbX'XY`]W]ci g`Ya cb'f]WŁ'hU'dUbWU_Yg"
Cj Yf']b'H]hi gj]`Y']g'h\Y'7`Ugg]W9UhYfm'Uh'%) %) 'G"'K Ug\]b[hc b
5j Y"ž'YghUV`]g\YX']b'%- *(ž'gYfj]b['i d'WŁa Zcfh'ZccX'UbX
a]`_g\U_Ygi bXYf']WŁb]WWŁYW_YfYX'Zccfg"

H\Yb'h\YfY g'G\Yd gž'U'WŁUfa]b['X]bYf'cdYb'Zcf'cj Yf') \$'mYUfgž
gdYW]U`]n]b['b'WŁi bhfm'WŁa Zcfh'W]g]bY"'6fYU_ZUgh'UbX`i bWŁ
cdh]cbg'UVci bXž'k]h\ 'X]g\Yg`_]Y'WŁcddYX'ghYU_ž'a YUh'cUž'UbX
dcf_'WŁcdg'h\Uh'k]``\]h'h\Y'gdch'Fci bX]b['ci h'h\]g`']gh']g'h\Y
H]a Yg'Gei UfY'8]bYf'Uh'++++'B"'K]W_\Ua 'FcUXž'A Y'Vci fbYž
_bck b'Zcf']hg'a]l 'cZ; fYY_ž'ŁU`]Ubž'GdUb]g\ž'UbX'5a Yf]WŁb
W]g]bYgž'UbX']hg'YggYbh]U'h'gUj Y'fcca 'Zcf'XYggYfh'\YfY"

B c ghU`[]W9Uhg'5Wf'cgg': `cf]XU

H\Y'WŁUfa 'cZ: `cf]XU g'X]bYf'gWŁbY'YI hYbXg'VYmcbX'6fYj UfX

7ci bhm"5g' bchYX'Vm: Ua]`m8Ygh]bUh]cbg'; i]XYž'X]bYfg`_]Y
h\Y'BYk 'Mcf_'8]bYf']b'J U'f]Wc'[]j Y'X]bYfg'U'hUghY'cZ'h\Y'6][
5dd'Yž'k \]Y'5b[Y' g'8]b]b['7Uf']b'DU'Uh_U : `cf]XU g'c'XYgh
X]bYfž'cdYfUh]b['g]bW'%'-' & cZZYfg'Ub'i bZcf[YhhUV'Y'j]bhU[Y
fU]`WUf'YI dYf]YbW"

5bch\Yf'ghUbXci hi]g'8]I]Y'7fcggfcUXg']b'H]hi gj]`Yž'k \YfY'fcW_
g\]ja d'ghYU'g'h\Y'g\ck "'A YUbK \]Yž'A Y' g'8]bYf']b'6cb]hU
Gdf]b[gž'cdYfUh]b['g]bW'%'-, +ž'\Y'dg'mci 'fY`]j Y'h\Y'%'-) \$g'k]h\
]hg'fYhfc'XYWcf'UbX'h\]W_a]_g\U_Yg": cf'U'&(#+'cdh]cbž'@YghYf g
8]bYf']b': cfh@Ui XYfXU'Y'\Ug[ch'mci 'Wc] YfYXž'gYfj]b['WUgg]W
X]g\Yg'Ufci bX'h\Y'WcW_"

ž'mci fY']b'Gci h\DUgUXYbUž'Xcb h'a]gg'ci h'cb'HYX'DYhYfg
: Ua ci g'Ga c_YX':]g\ž'ZYUhi fYX'cb' 8]bYfgž'8f]j Y!žgž'UbX
8]j Ygž 'k \]W'Ya d\Ug]nYg'ei U']hm'UbX'hfUX]h]cb"'H\]g'bcX'h'c'cWU'
W']bUfm\Yf]hU[Y'WUff]Yg'h\fcI [\ 'hc'X]bYfg'ZYUhi fYX'UW'cgg'h\Y
ghUhYž'WcB]fa]b[': `cf]XU g'X]j YfgY'ZccX'W'hi fY']g'Ug'j]VfUb'h'Ug
]hg'VYUWX'Yg"

ž'Wc'bWi g]cbž'k \Yh\Yf'mci fY']b'6fYj UfX'7ci bhm'cf'YI d'cf]b[
Zi fh\Yf'UZ]Y'Xž': `cf]XU g'X]bYfg'UfY'hfYUgi fYg'h\Uh'WU'hYf'h'c'Yj Yfm
WUj]b["'DYcd'Y'Wc'a Y'Zfca 'ZUf'UbX'k]XY'Zcf'Vi f[Yfgž'a]_g\U_Ygž
UbX'U'\YUfh'm'a YU'h\Uh'ZY'g`]_Y'\ca Y"'Gc'[fUV'mci f'UddYh]hY
UbX'[Yh'fYUX'm'h'c'YI dYf]YbW'h\Y'ZUj cfZi 'bcghU[]U'cb'm'h\YgY
X]bYfg'WU'b'dfcj]XY"'@ZY g'hcc'g\cfh'bch'h'c'Yb'cm'U[ccX'a YU"

8YhU]`g	
Cfh	&\$%K "'<]V]gW'g'6`]X"ž'A Y'Vci fbYž': `cf]XU
E i Y`Yb	<ul style="list-style-type: none">• k k k "Z'cf]XUhcXUm"Wc'a• ZUa]`mXYgh]bUh]cbg[i]XY"Wc'a• XXXbYUfa Y"Wc'a

6Ygi WXYb'G]Y'i bg'Ui Z. 'a Y]b!k]Yb"bYh