

:]fYk cf_g'8]gUghYf'Ghf]_Yg'6ccbY'@U_Y.
9a Yf[YbWm'7U`g'F Yj YU`'7\Ucg°

9l d`cfY'fYVWbh']bWjXYbhg']b'<][\`UbXg'7ci bhmž']bWi X]b['U
Z]fYk cf_g'a]g\Ud'Uh'6ccbY'@U_Yž'UbX'h\Y'f]g]b['hfYbX']b
fY`UhYX']b↑f]Yg"

<][\`UbXg'7ci bhmž'I G5'!'5a]X'h\Y'gi a a Yf'W'YVfUh]cbg'UbX
gcWjU`[Uh\Yf]b[g'h\Uh'W\UfUWYf]nY'h\]g'gYUgcbž'Z]fYk cf_g
Wcbh]bi Y'hc'XfUk'Vch\ZUgWjU]cb'UbX'WcbWfb"'÷ gh'fYVWbh'mž'U
a]g\Ud'Uh'6ccbY'@U_Y'gYfj YX'Ug'U'fYa]bXYf'cZ'h\Y'dchYbh]U'
XUb[Yfg'Z]fYk cf_g'WUb'dcgY"'5WwcfX]b['hc'xc\bgcb'7]hm'DfYggž
a i'h'd`Y'-%%'WU`g'fYdcfhYX'Ub'UWjXYbh']bj'c'j]b['Z]fYk cf_g'h\Uh
\UX'[cbY'Ua]ggž`YUj]b[`cWU`Ya Yf[YbWm'fYgdc bXYfg'gWUa V']b[
hc'UXXfYgg'h\Y'g]hi Uh]cb"

K]hbYggYg'\][\`][\hYX'U`ci X'Yl d`cg]cb'h\Uh'g\UhhYfYX'h\Y'b][\hž
Zc`ck YX'Vm'gWfYUa g'UbX'W\Ucg"'9a Yf[YbWm'dYfgcbbY`k YfY
ei]W'hc'Uff]j Y'cb'h\Y'gWbYž'hfYUh]b['gYj YfU`UhhYbXYYg'Zcf
j Uf]ci g']b↑f]Yg"'H\Y']bWjXYbh'bch'cb'm'WUgh'U'g\UXck'cj Yf'h\Y
ZYgh]j]h]Yg'Vi h'U'gc'fU]gYX'Uk UfYbYgg'UVci h'h\Y']b\YfYbh'f]g_g
UggcWjUhYX'k]h\Z]fYk cf_gž'YgdYWjU`mXi f]b['W'YVfUhcfmYj Ybhg"

GhUh]gh]Wg'cb':]fYk cf_g'GUZYhm

÷h\Y'VfcUXYf'WcbhYl hž'h\Y'f]g_g'\][\`][\hYX'Vm'h\Y'6ccbY'@U_Y
]bWjXYbh'UfY'fYZYWYX']b'bUh]cbU'hfYbXg"'H\Y'7cbgi a Yf'DfcXi W
GUZYhm'7ca a]gg]cb'f7DG7Ł'fYdcfhYX'U'g\cW_]b[' , , ']bWfYUgY']b
Z]fYk cf_g!fY`UhYX'XYUh\g'UbX'U') &l 'gi f[Y']b']b↑f]Yg'Zcf'h\Y'mYUf
&\$&('Wca dUfYX'hc'h\Y'dfYj]ci g'mYUf"'H\]gXUhU'i bXYfgWcfYg'h\Uh
Ug'W'YVfUh]cbg'fUa d'i dž'gc'hcc'XcYg'h\Y'bYXX'Zcf'fYgdcbg]V']]hm
k \Yb'\UbX']b['Z]fYk cf_g"

GdYWjZ]WU`mž`UXi`hg`U[`YX`&) `hc`(`(`WŁa`df]gYX`' &I`cZ`fYdcfhYX
]b`↑`f]Ygž`k`\\]`Y`h\cgY`]b`h\Y`%) `hc`&(`U[`Y`fUb[`Y`UWŁci`bhYX`Zcf
&(`I`"G\cW_]b[`Ug`h]gž`U`%%`XYUh\g`]b`&\$&(`h]YX`VUW_`hc
]a`dfcdYf`i`gY`cf`a`U`Z`bW]cbg`cZ`Z]fYk`cf_gž`U`ghUf_`fYa`]bXYf`cZ
h\Y`]a`dcfhUbW`cZ`Zc`ck`]b[`gUZYhmdfc`hc`WŁ`g`"H\Y`f]g]b[`bi`a`VYfg
WU`Zcf`WŁbWfhYX`Y`Zcfhg`hc`dfca`chY`fYgdcbg]V`Y
W`YVfUh]cbg`gca`Yh\]b[`7DG7`5W]b[`7\U]fa`Ub`DYhYf`Y`Xa`Ub
ghfYggYX`]g`Wfi`W]U`hc`a`]b]a`n]b[`]b`↑`f]Yg`UbX`ZUhU`h]Yg"

I`bXYfghUbX]b[`]fYk`cf_g`F`]g_g

H\Y`fYWbh`XUhU`Zfca`**I`G5`HcXUm**`bchYX`h\Uh`cj`Yf`%(`ž+\$\$\$
Z]fYk`cf_g!fY`UhYX`]b`↑`f]Yg`cWŁ`ffYX`bUh]cbk`]XYž`k`h\`UVci`h`&\$I
cZ`h\YgY`fYei`]f]b[`]cgd]hU`]nUh]cb`"B`chUV`mž`]b`↑`f]Yg`hc`\\UbXg`UbX
ZUW`dcgY`g][`b]Z]WUbh`f]g_gž`UWŁci`bh]b[`]Zcf`*I`UbX`'+I`cZ
]bW]XYbhgž`fYgdYWh]j`Y`m`"H\]g`gYfj`Yg`Ug`U`k`U_Y`!i`d`WU`Zcf`a`Ubm
k`c`a`][`h`i`bXYfYgh]a`UhY`h\Y`XUb[`Yfg`cZ`k`\\Uh]g`cZ`hYb`j`]Yk`YX
g]a`d`m`Ug`ZYgh]j`Y`YbhYfhU]ba`Ybh"

5g`YI`W]hYa`Ybh`Vi`]Xg`Ufci`bX`h\Y`i`dWŁa`]b[`]W`YVfUh]cbgž`h\Y
]bWfYUgY`]b`gdYbX]b[`]cb`WŁbgi`a`Yf`Z]fYk`cf_g`UddfcUW]b[`]~`&"&
V]`]cb`]b`&\$&(`Z`fh\Yf`\\][`\\]hgh\Y`dcdi`Uf]hmicZ`h\YgY
YI`d`cg]j`Y`X]gd`Umg`k`\\]`Y`g]a`i`hUbYci`g`mifU]g]b[`]WŁbWfbg`"H\Y
fYWŁj`Yfm`cZ`dfcZ`Ygg]cbU`Z]fYk`cf_X]gd`Umg`Zfca`dUbXYa`]W`ck`g`]g
YbWŁi`fU[`]b[`]ž`Vi`h`h\]g`U`gc`a`YUbg`h\Uh`gUZYhmi`a`i`gh`hU_Y`W`bhYf
ghU[`]Y`a`cfY`h\Ub`Yj`Yf"

7U`g`Zcf`5W]cb

H\Y`a`]g\Ud`Uh`6ccbY`@U_Yž`dU]fYX`k`]h\`U`Ufa`]b[`]ghUh]gh]WŁ
gi`ffci`bX]b[`]Z]fYk`cf_g`gUZYhmiž`]g`U`ghfcb[`]bX]WUh]cb`cZ`h\Y`bYXX
Zcf`]bWfYUgYX`di`V`]WUk`UfYbYgg`UbX`YXi`WUh]cb`fY[`]UfX]b[`]Z]fYk`cf_g`i`gU[`]Y`"K`\\]`Y`h\Y`Uk`dYfa`]hg`gi`WŁ`X]gd`Umgž`]h]g
YggYbh]U`h\Uh]bX]j`]Xi`U`g`Ya`VfUW`gUZYhmidfUWh]WŁg`hc`Ybgi`fY
h\Uh`W`YVfUh]cbg`Xc`bchYbX`]b`hfU[`]YXm`"H\Y`6ccbY`@U_Y`]bW]XYbh
gYfj`Yg`bch`↑`gh`Ug`U`WŁi`h]cbUfm`hU`Yž`Vi`h`U`gc`Ug`U`Wfi`W]U`
fYa`]bXYf`h\Uh`h\YfY`]g`]bXYXX`gca`Yh\]b[`]hc`VY`gU]X`Zcf
W`YVfUh]b[`]fYgdcbg]V`m"

5g'k Y`[YUf'i d'Zcf'i dWŁa]b['ZYghj]]h]Ygž`Yh'i g'fYa Ya VYf'hc
df]cf]h]nY`gUZYhmž`Yb`ĉm'h\Y`X]gd`Umg`Zfca `U`gUZY`X]ghUbWŁž`UbX`VY
j][]`Ubh`]b`Ybgi f]b[`h\Uh'ci f`WŁ`YVfUh]cbg`Xcb h'hi fb`]bhc
Ya Yf[YbW]Yg``H\Y`gi a a Yf'g\ci `X`VY`UVci h'ĉmž`Ui [\hYfž`UbX
i bZcf[YhhUV`Y`a Ya cf]Yg `Yhg`_YYd`]h'h\Uh'k Um"

8YhU]`g	
Cfh	<][\`UbXg`7ci bhmž`I G5
E i Y``Yb	<ul style="list-style-type: none">• k k k ``ĉ\bgcbW]hmdfYgg"WŁa• `]V[i]XYg``]V"a gi "YXi• k k k "i gUhcXUm"WŁa

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