

8]gWċj Yf`D>Gj Y`XU/ ċ \$' - /g`5fh. `5b
5Wh]j]ga `ħi fbYm`]b`Cf`UbXc/ ċ \$' - /g
7\Ua VYfg°

CfUb[Y`7ci bhmĭ bj Y]`g/ ei ch/5fh`]b`h\Y`7\Ua VYfg/ ei ch/
ZYUhi f]b[`D>Gj Y`XU`cb`ħ bY`%*ž&\$&) ž`g\ck WUg]b[`Yf
UWh]j]ga !h\Ya YX`Ufhk cf_"



&\$%'G" `FcgU`]bX`Gh"ž`Cf`UbXcž: @' &, \$%ž`I G5`!`5g`j]VfUbh
Vfi g\`ghfc_Yg`Z]`gdUW`UbX`]bj][cfUhY`]XYUgž`CfUb[Y`7ci bhm]g
gYh`hc`k Y`Wċa Y`Ub`]bhf][i]b[`YI \]V]h`h\Uh`dfca]gYg`hc`gh]f
Wċbj YfgUh]cbg`UVci h`WċYI]ghYbW`UbX`UWh]j]ga " `5fh`]b`h\Y
7\Ua VYfgž`ZYUhi f]b[`h\Y`h\ci [\h`dfcj c_]b[`k cf_`cZD>Gj Y`XUž
k]`cdYb`]hg`Xccfg`cb`ħ bY`%*ž&\$&) ž`Uh`h\Y`CfUb[Y`7ci bhm
5Xa]b]ghfUh]cb`7YbhYf" `H\]g`]b]h]Uh]j Y`]g`U`Wċ`UVcfUh]cb`VYhk YYb
CfUb[Y`7ci bhm`5fhg/ `7i`hi fU`5ZZU]fg`UbX`h\Y`CfUb[Y`7ci bhm
Di V`]W5fh`FYj]Yk`6cUfXž`XYg][bYX`hc`g\ck WUgY`h\Y`i b]ei Y
bUffUh]j Yg`Gj Y`XU`WfUZhg`h\fcĭ [\`\Yf`Ufh"

D>Gj Y'XU`]g'bc'ghfUb[Yf'hc'h\Y'Ufh'gWbY'"K]h\`U'65`]b`]i ghfUh]cb
UbX`Ub`A 5`]b`dU]bh]b[`Zfca`h\Y`GUj UbbU\`7c``Y[Y`cZ`5fh`UbX
8Yg][bž`Gj Y'XU`\Ug`YghUV`]g\YX`U`WUfYYf'h\Uh'gdUbg`cj Yf`U
XYWUXY`]b`5h`Ub`hU`VY`Zc`fY`Vf]b[]b[`Yf'hU`Ybhg`hc`Cf`UbXc`"<Yf
Ufh]ghfm`YI d`c`fYg`h\Y`XY`]WUhy`VU`UbW`VYhk`YYb`\i`a`Ub]hmž`b`Uhi`fYž
UbX`h\Y`Ub]a`U`_]b[Xca`ž`cZ`Yb`'†`I`hUdcg]b[`WUgg]WU`ghm`Yg`k`]h\
WcbhYa`dcfUfmž`gca`Yh]a`Yg`Wcbhfcj`Yfg]U`]a`U[Yfm`H\]g
Wca`V]bUh]cb`gYfj`Yg`bch`†`gh`hc`XUnn`Y`h\Y`Ymž`Ž`Vi`h`hc`dfcj`c_Y
h\ci`[`\h`UbX`Y`]W]h`Ub`Ya`ch]cbU`fYgdcbgY`fY[UfX]b[`h\Y
W\U`Yb[Yg`ci`f`k`cf`X`ZUW`g`hc`XUm"

C dYb]b[`F YWd h]c b`8 YhU]`g

H\Y`cdYb]b[`fYWd h]cb`]g`g`UhYX`Zcf`ž`bY`%*ž`&`\$`&) ž`k`]h\`Xccfg
cdYb]b[`Uh)`.\$`\$`DA`UbX`h\Y`dfc[fUa`Wca`a`YbW]b[`Uh)`.(`) `DA`"
H\]g`]g`Ub`YI`W`Yb`h`c`d`d`c`f`h`i`b]hm`Zc`f`h\Y`Wca`a`i`b]hm`hc`a`]b[`Yž
UddfYW]UhY`h\Y`Ufh`cb`X]gd`Umž`UbX`Yb[U[Y`]b`a`YUb]b[Z`
X]U`c[i`Y`UVci`h`h\Y`Wfi`W]U`hc`d]Wg`Gj Y'XU`ZcW`gYg`cb`"5Xa`]gg]cb`]g
ZfYYž`Ž`Vi`h`Uh`Yb`X`Y`Y`g`UfY`Yb`Wci`fU[YX`hc`F`GJ`D`Zc`f`h\Y`Yj`Ybh`H\Y
YI`\]V]h`k`]f`fYa`U]b`cb`X]gd`Um`i`bh`]GY`dhYa`VYf`&`ž`&`\$`&) ž
dfcj`]X]b[`Ua`d`Y`h]a`Y`Zc`f`V`ch\`fYg]XY`bhg`UbX`j`]g]hc`fg`hc`]a`a`YfgY
h\Ya`gY`j`Yg`]b`h\Y`b`UffUh]j`Yg`h\Uh]bhYfhk`]bY`Ufh`UbX`UWh]j`]ga`"

H\Y`CfUb[Y`7ci`bhm`5Xa`]b]ghfUh]cb`7YbhYf`k`\YfY`h\]g`YI`\]V]h
k`]i`bZc`X`]g`U`Vi`gh]b[`i`V`c`Z`c`WU`[`cj`YfbUbW`ž`cdYb`A`cbXUm
h\fcI`[`\`:`f]XUmZfca`,`.\$`\$`5A`hc`)`.`\$`DA`"K`]h\`]hg`Ya`d\Ug]g`cb
]bhY[f]hm`UbX`gYfj`]W`ž`h\Y`Wci`bhm`U]a`g`hc`Zc`ghYf`U`f]W\`W`hi`fU`
`UbX`gWUdY`h\Uh`fY`Z`Y`W`hg`]hg`X]j`YfgY`Wca`a`i`b]hmž`k`\]W\
YbWca`dUggYg`%`a`i`b]W]dU`]h]Yg`UW`c`gg`h\Y`fY[]cbž`fYbck`bYX`Zcf
]hg`Ua`i`gYa`Ybh`dUf_g`UbX`YI`hYbg]j`Y`Wcbj`Ybh]cb`W`bhYf"

5 fhž`5 Wh]j`]ga`ž`UbX`b`gd]fUh]c b

Gj Y'XU`g`k`cf`_`[`cYg`VYmcbX`a`YfY`UYgh`Yh]Wg`H\fcI`[`\`Yf`j`]j`]X
dU]bh]b[`gž`g\Y`hY`g`ghcf]Yg`h\Uh`V`YbX`dU]b`UbX`\cdYž`fU]g]b[
Uk`UfYbYgg`UVci`h`Ub]a`U`f[`\hgž`Ybj`]fcb`a`YbhU`†`gh]W`ž`UbX
`\i`a`Ub`]ggi`Yg`"<Yf`]bj`c`j`Ya`Ybh`]b`UWh]j`]ga`fYZYWhg`U
Wca`a`]ha`Ybh`hc`b`ch`†`gh`\Yf`WfU`ž`Ž`Vi`h`hc`h\Y`k`cf`X`Ufci`bX`\Yf"

BchUV`mž`\\Yf'a c j Y`hc`Cf`UbXc`\\Ug`d`UW`X`\\Yf`]b`U`]] Y`m`Ufh
W`a a i b]hm`h\\Uh`W`YVfUhYg`WfYUh]]]hm`UbX`]bbcj Uh]cbž`a U_]b[`\\Yf
Ub`]bhY[fU`dUfh`cZ`cWU`W`hi fU`W`b j YfgUh]cbg"

7ca dUfYX`hc`Yj Ybhg`VYmcbX` : `cf]XUž`gi W`Ug`h\\Y`i dW`a]b[`F][U
5fh`K YY_]b`@Uhj]Už`k \\]W`ZYUhi fYg`U`\\cgh`cZUfh`YI \\]V]h]cbgž
k cf_g\\cdgž`UbX`dYfZcfa UbW`gž` 5fh`]b`h\\Y`7\\Ua VYfg`fYgcbUhYg
k]h\\`]hg`ck b`X]gh]bWh`di fdcgY`"K \\`Y`F][U`g\\ck WUgYg`U`d`Yh\\cfU
cZUfh]gh]WYI dfYgg]cbg`h\\fci [\\`j Uf]ci g`ZYgh]] U`gž`Gj Y`XU`g
YI \\]V]h]cb`W`bhYfg`cb`U`g]b[i `Ufž`]a dUW`hZi ``j]g]cb`h\\Uh`]bhYf`UW`g
Ufh`k]h\\`gcW]U`W`bgW]ci gbYgg"

Gcž`k \\Uh`WUb`h\\Y`cWU`W`a a i b]hm`YI dYWh`Zfca `h\\]g`YI \\]V]h3`K]h\\
]hg`i b]ei Y`ZcW`g`cb`W`cYI]ghYbW`UbX`h\\Y`]bhf]WUhY`fY`Uh]cbg\\]dg
VYhk YYb`a Ubž`VYUghž`UbX`h\\Y`Ybj]fcb`a Ybhž`j]g]hcf`g`k]``YUj Y`bch
↑ gh`\\Uj]b[`gYYb`Ufhž`Vi h`\\Uj]b[`ZY`h`]hg`k Y][\\h`UbX`]bZi YbW`"
H\\YfY`g`gca Yh\\]b[`hc`VY`gU]X`Zcf`Ufh`h\\Uh`XcYg`a cfY`h\\Ub
XYW`fUhY`U`k U`/`]h`WUb`][b]hY`W`Ub[Y`UbX`]bgd]fY`UW`h]cb"

Ž`mci fY`W`f]ci g`UVci h`Gj Y`XU`g`k cf`_`UbX`h\\Y`h\\Ya Yg`g\\Y
YI d`cfYgž`a Uf`_`mci f`WU`YbXUf`Zcf`ž bY`%*``H\\]g`YI \\]V]h]cb`Uh`h\\Y
CfUb[Y`7ci bhm`5Xa]b]ghfUh]cb`7YbhYf`dfca]gYg`hc`W`U`Yb[Y
dYfW`dh]cbgž`gdUf`_`X]gW`gg]cbgž`UbX`ZcghYf`U`XYYdYf`W`bbYWh]cb
k]h\\`h\\Y`dfYgg]b[`]ggi Yg`ZUW]b[`ci f`gcW]Yhm`hcXUm"

: cf`a cfY`cb`h\\Y`Ufh]gh`UbX`\\Yf`UW`h]]]ga ž`j]g]h`5fhg`]b`Cf`UbXc`"
Hc`ghUm]]bZcfa YX`UVci h`Zi hi fY`Yj Ybhgž`ZY`ZfYY`hc`fYUW`ci h`j]U
Ya U]`Uh`8Uk b`"?b][\\h4 cW`Z`bYh"

8YhU]`g	
Cfh	&\$%`G``FcgU`]bX`Gh`ž`Cf`UbXcž` : @`' &, \$%ž`I G5
Ei Y`Yb	<ul style="list-style-type: none">• bYk gfcca "cW`Z`"bYh• Ufhg]bcf`UbXc"W`a• k k k "f][UUfhk YY_"W`a

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