

:`cf]XU`GK 5H`HYUa`6i ghg`8fi [`A U^cf`:YbhUb m`UbX`A Yh\`GY]ni fYg°

H\Y`:`U[`Yf`7ci bhm`G\Yf]ZZ` , \$' - /g`C ZZ]W`g\i h`Xck b`hk c
Xfi [`\ci gYg`]b`DU`a`7cUghž`UffYgh]b[`gi gdYW`g`h]YX`hc
ZYbhUb m`UbX`a Yh\`hfUZZ]W_]b["



&%!5`FcgYWfcZh`@UbYž`DU`a`7cUghž`:`cf]XUž`I G5`!`C b`↵`m`%ž
&\$&) ž`U`g][b]Z]Wb h`Uk`YbZcfW`a Ybh`cdYfUh]cb`W`a`]bUhYX`]b`h\Y
g\i h`Xck b`cZ`hk c`bchcf]ci g`Xfi [`\ci gYg`]b`DU`a`7cUghž`:`cf]XU"
H\Y`:`U[`Yf`7ci bhm`G\Yf]ZZ`g`C ZZ]W`fI 7GCŁ`YX`h\]g`]b]h]Uh]j Yž`U
W`a`]bUh]cb`cZ]j Y`a`cbh`g`cZ`f][cfc`i g`]bj Ygh][Uh]cb`]bhc`c`WU`
Xfi [`hfUZZ]W_]b[`cdYfUh]cbg`"H\Y`GdYW]U`↵`j Ygh][Uh]cbg`I b]h`fG± Ł
UbX`GK 5H`hYUa`YI YW hYX`gYUfW`k UffUbhg`Uh`dfcdYfh]Yg`"]b_YX
hc`FmUb`A W5fh\i f`UbX`9f]W@Ua Vž`YUX]b[`hc`a`i`h`d`Y`UffYghg`UbX
h\Y`gY]ni fY`cZ`gi VghUbh]U`ei Ubh]h]Yg`cZ`bUfW`ch]Wg"

8i f]b[`h\Y`cdYfUh]cb`Uh`&%!5`FcgYWfcZh`@UbYž`XYdi h]Yg
YbW`ci bhYfYX`FmUb`A W5fh\i fž` +ž`k \c`k Ug`UhhYa`dh]b[`hc`XYghfcm
Yj]XYbW`VmiZi g\]b[`bUfW`ch]Wg`"<Y`k Ug`UddfY\YbXYX`UZhYf`GK 5H

\UX`hc`VfYUW\`U`VUh\fcc`k`]bXck`hc`UWW\gg`\]a`"@Uk
YbZcfW\`a`Ybh`cZZ]W]U`g`WcbZ]gWUhYX`ZYbhUbmž`Xfi`[`dUfUd\YfbU`]Už
gYj`Yb`W\`d\cbYgž`UbX`cj`Yf`&ž`\$\$`]b`WUg\`"A`W5fh\i`f`ZUW\X
a`i`h]d`Y`W\Uf[`Ygž`]bWi`X]b[`dcggYgg]cb`cZ`ZYbhUbm`UbX`fYg]gh]b[
UffYghž`UbX`]g`W`ffYbh`m\Y`X`k`]h\ci`h`VcbX`Uh`h\Y`G\Yf]ZZ`DYffm
<U``b`a`UhY`8YhYbh]cb`:`UW`]hm"

5`6c`X`HU_YXck`b

H\Y`Zc``ck`]b[`XUmž`U`g]a`]Uf`cdYfUh]cb`hcc`_`d`UW`Uh`()`6fi`b]b[
@UbYž`k`\YfY`9f]W@Ja`Vž``,`ž`k`Ug`hU_Yb`]bhc`W`ghcXmicb`h\Y`dUh]c`"
b`j`Ygh[`Uhcfg`X]gWcj`YfYX`a`Yh\Ua`d\YhUa`]bY`UbX`Xfi`[
dUfUd\YfbU`]U`k`]h\`WcWU]bY`fYg]Xi`Y`Uh`\]g`fYg]XYbW\`"b`@Ja`V`g
WUgYž`\Y`k`Ug`UffYghYX`Zcf`dcggYgg]cb`cZ`a`Yh\Ua`d\YhUa`]bY`UbX
Xfi`[`dUfUd\YfbU`]Už`]b`UXX]h]cb`hc`j`]c`Uh]b[`dfcVUh]cb`Zfca
YUf`]Yf`Y[`U`hfc`i`V`Yg"@_Y`A`W5fh\i`fž`\Y`]g`U`gc`VY]b[`\Y`X
k`]h\ci`h`VcbX`Uh`h\Y`XYhYbh]cb`ZUW`]hm"

b`hYfYgh]b[`mž`U`Xccfa`Uh`Uh`@Ja`V`g`\ca`Y`fYUXž`7ca`Y`VUW`_`k`]h\
U`k`UffUbhž`U`d\`fUgY`h\Uh`G\Yf]ZZ`F`]W`_`GhU`m`fYZYfYbW\X`]b
\[`\][`\h]b[`h\Y`cdYfUh]cb`g`gi`W\gg`"H\]g`cdYfUh]cb
XYa`cbghfUhYg`ci`f`Wca`a`]ha`Ybh`hc`YfUX]WUh]b[`h\Y`dfcV`Ya`cZ
Xfi`[`g`]b`ci`f`Wca`a`i`b]hmž`G\Yf]ZZ`GhU`m`bchYX"

H\YgY`UffYghg`]b`DU`a`7cUgh`a`]ffc`f`VfcUXYf`Y`Zcfhg`UW`cgg`:`cf]XU
hc`Wca`VUh`h\Y`cb[`c]b[`Xfi`[`W]g]g`"H\Y`fYW\bh`C`dYfUh]cb
Cj`YfXf]j`Yž`WcbXi`W\YX`]b`HUa`dUž`hUf[`YhYX`Xfi`[`hfUZZ]W_Yfg`i`g]b[
a`Yh]W`ci`gž`XUHu!Xf]j`Yb`UddfcUW\Yg`hc`]XYbh]Zm`W]a`Y`\chgdchg`
5bbci`bW\X`Vm!`"G"`5hcbfYm`F`c[`Yf`<`UbXVYf[`UbX`895`cZZ]W]U`gž
h\Y`cdYfUh]cb`YX`hc`h\Y`UffYgh`cZ`cj`Yf`U`XcnYb`hfUZZ]W_Yfg`UbX
h\Y`gY]ni`fY`cZ`g][`b]Z]WUbh`ei`Ubh]h]Yg`cZ`Xfi`[`gž`]bWi`X]b[`cj`Yf`(
)`c[`fUa`g`cZ`ZYbhUbm`UbX`&`]`c[`fUa`g`cZ`WcWU]bYž`Ua`cb[`ch\Yfgž
Xi`f]b[`U`g]!`a`cbh\`dYf]cX`Zfca`U`hY`&\$&&`hc`YUf`m`&\$&`"H\]g
XYW]g]j`Y`dUf`hbYfg\]d`Ua`cb[`cWU`Uk`YbZcfW\`a`Ybh`U[`YbW]Yg`\Ug
VYYb`d]j`chU`]b`UXXfYgg]b[`Xfi`[`!fY`UhYX`]j`c`YbW\`UbX`cj`YfXcgY
XYUh\g`]b`h\Y`fY[`]cb`"H\Y`**ž`gh]W\8YdUfha`Ybh`**][`\][`\hg`h\Y
]a`dcfhUbW\`cZ`gi`W\`Wc`UVcfUh]j`Y`Y`Zcfhg`]b`bi`fhi`f]b[`Wca`a`i`b]hm
gUZ`hm"

B Uh]c b U` `F Y WŁ [b]h]c b `Zc f `@c WU` `9 ZZc fhg

H\Y`g][b]Z]WUbwW`cZ`gi W\`cdYfUh]cbg`YI hYbXg`hc`h\Y`bUh]cbU`Yj Y`ž
Ug`g\ck WUgYX`Xi f]b[`h\Y`&\$&) `B Uh]cbU`< ÆH5`5k UfXg
7YfYa`cbm`\cghYX`Vm`h\Y`K` \]hY`<ci gY`C ZZ]W`cZ`B Uh]cbU`8fi [
7cbhfc`Dc`]Wm`H\Y`< ÆH5`dfc[fUa`žUWh]j Y`UWfcgg`U``) \$`ghUhYgž
\Ug`d`UmYX`U`Wfi W]U`fc`Y`]b`Ugg]gh]b[``Uk`YbZcfW`a Ybh`U[YbW]Yg
]b`X]ga Ubh`b[`Xfi [`hfUZZ]W_]b[`bYhk`cf_g`` Æ`h\Y`dfYj]ci g`mYUf
U`cbYž`h\Y`]b]h]Uh]j Y`gi W`WggZ` ``m`gY]nYX`cj Yf`(" %`a`]``cb`dci bXg
cZ`Xfi [g`UbX`XYb]YX`hfUZZ]W_]Yfg`U`ghU[[Yf]b[``%+`"+`V``]cb`]b
dfcZ]hg`` Æ]g`WYUf`h\Uh`YZZcfhg`hc`WŁa`VUh`Xfi [`hfUZZ]W_]b[``_]Y
h\cgY`]b`DU`a` `7cUgh`UbX`HUa`dU`UfY`dUfh`cZ`U`Uf[Yf`ghfUhY[m`h\Uh
XY`]j Yfg`]a`dcfh`fYhi fb`gž`k]h\`Yj Yfm`Xc``Uf`gdYbh`m]Y`X]b[``*`,"\$+
]b`VYbYZ]hgž`UWŁcfX]b[`hc`h\Y`K` \]hY`<ci gY`g`C ZZ]W`cZ`B Uh]cbU`
8fi [`7cbhfc`Dc`]Wm`

5g`ci f`WŁa`a`i`b]h]Yg`k fYgh`Y`k]h\`h\Y`Wfi Y``]a`dUW`cZ`Xfi [gž`h\Y
ghU`_Yg`\Uj Y`bYj Yf`VYYb`\][\Yf`H\YgY`cdYfUh]cbg`gYfj Y`Ug`U
\cdYŽ` ``fYa`]bXYf`h\Uh`fY`Ybh`Ygg``Uk`YbZcfW`a Ybh`YZZcfhg
WUbw`UbX`Xc`a`U`_Y`U`X]ZZYfYbW```7c``UVcfUh]cb`Ua`cb[`j`Uf]ci`g
↑f]gX]W]h]cbgž`WŁi`d`YX`k]h\`WŁa`a`i`b]hm`]bj`c`j Ya`Ybhž`fYa`U]bg
YggYbh]U``]b`h\]g`cb[`c]b[`VUh`h`Y`U[U]bgh`Xfi [`UVi`gY`UbX
hfUZZ]W_]b["

Æ`Wcg]b[`ž`k` \]Y`h\YgY`fYW`bh`YZZcfhg`UfY`WŁa`a`YbXUV`Yž`h\Ym
U`gc`g][bU`U`[fYUhYf`bY`YX`Zcf`j][`]UbW``Bck`a`cfY`h\Ub`Yj Yfž`]hg
Wfi W]U`Zcf`fYg]XYbhg`hc`ghUm`Yb[U[YX`UbX`fYdcfh`Ubmigi`gd]W]ci`g
UWh]j]h]Yg`Ug`h\Y`Z][\h`U[U]bgh`Xfi [!fY`UhYX`Wf]a`Y`WŁbh]bi`Yg`]b
: `cf]XU`UbX`VYmcbX`

8 YhU]`g	
C fh	&%!5`F cgYWfcZh`@UbYž`DU`a` `7cUghž: `cf]XUž I G5
E i Y``Yb	<ul style="list-style-type: none">• WŁ` ("WŁa• k k k "i gh]W``[cj• k k k "k \]hY`ci gY"[cj

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