

G\cch]b[`]b`8Y`hcbU. `A Ub`K ci bXYXž Gi gdYWh`cb`h\Y`F i b`°

5`a Ub`k Ug`g\ch`]b`8Y`hcbU`cb`ž`m%ž`&\$&) ""5i`h\cf]h]Yg
gYY_`h\Y`gi gdYWh`Ug`Wca`a i b]hm`Wf]a`Y`fYdcfh]b[`]cdh]cbg
YI dUbX"

:`U[Ua`]HYffUW`ž`8Y`hcbUž: @ž`I G5`!`5`hfc i V`]b[`]bW]XYbh
i bZc`XYX`]b`8Y`hcbU`YUf`m`h\]g`a`cfb]b[`]ž`gYhh]b[`]cZZ`U`Ufa`g`Zcf
`cWU``Ui`h\cf]h]Yg`UbX`fYg]XYbhg`U`]_Y""5h`UddfcI]a`UhY`m` `U"a`"cb
ž`m%ž`U`&-!mYUf!c`X`a Ub`k Ug`g\ch`]b`h\Y`ghca`UW`Xi`f]b[`]U
`YUhYX`Uf[`]a`Ybh`Uh`U`\ca`Y`cWUhYX`cb: `U[Ua`]HYffUW`"h\Y
UZhYfa`Uh`cZ`h\]g`j]c`Ybh`YbWci`bhYf`\Ug`YZh`h\Y`Wca`a i b]hm`cb
YX[Yž`Ug`h\Y`gYUfW`Zcf`h\Y`gi gdYWh]bhYbg]Z]Yg"

H\Y`j]W]a`k Ug`gk]Zh`m`hfUb`gdcfhYX`hc`U`bYUfVm`\cgd]hU`]b
CfUb[Y`7]hm`Ufci`bX`'.%%`U"a`":`c`ck]b[`]b]h]U`hfYUha`Ybhž`h\Y`k Ug
hfUb`gZYffYX`hc`U`GUb`ZcfX`\cgd]hU`hc`i`bXYf[`]c`gi`f[Yfm`"H\Y
g]hi`Uh]cb`fYa`U]bg`gYf]ci`gž`UbX`i`dXUhYg`cb`\]g`WcbX]h]cb`UfY
YI dYWhYX`Ug`h\Y`XUmidfc[`]fYggYg"A`YUb`k`\]Yž`XYdi`h]Yg`\Uj`Y
gi`W`ggZi`m]XYbh]Z]YX`h\Y`gi gdYWh]b`h\Y`g\cch]b[`]UbX`UfY
W`fYbh`m`k`cf_]b[`]X]]Ybh`m`hc`UddfY`YbX`\]a`"H\]g]bW]XYbhž
k`\]Y`\Uffck]b[`]ž`\Ug`XfUk`b`UhYbh]cb`hc`h\Y`cb[`]c]b[`]WcbW`fbg
fY[UfX]b[`]gUZYhm]b`h\Y`UfYU"

<c k`hc`F Ydcfh`7f]a`Y

:`cf`h\cgY`]b`h\Y`8Um`hcbU`6YUW`ž`J`ci`g]U`7ci`bhmž`UbX: `U[`Yf
7ci`bhm`fY[`]cbgž`h\YfY`UfY`j`Uf]ci`g`Uj`Ybi`Yg`Uj`U]UV`Y`Zcf
fYdcfh]b[`]Wf]a`Y""5g`\[`\][`hYX`Vm`h\Y`J`c`i`g]U`G\Yf]ZZž
fYg]XYbhg`WU`b`i`h]]nY`h\Y`GUZYfK`UhW`Udd`hc`fYdcfh`Ubm
gi`gd]W]ci`g`UWh]j]hm`cf`gi`Va`]h`Wf]a`Y`h]dg`Ubcbma`ci`g`m`"H\]g`\UbXm

hcc`U`ck g'i gYfg'bc'h'cb`m'hc'g\UfY`Yj]XYbW`Vi h'U`gc'hc'fYW`j] Y
di V`]WgUZYhm'U`Yfhg"

⊕`Ya Yf[YbW]Ygž'h]g`Wfi W]U`hc`WU``cf'hYI h'- %%": cf'bc b!
Ya Yf[YbW'h]g]hi Uh]cbg'cf'hc'fYdcfhigi gd]W]ci g`VY\Uj]cfž`cWU`g`WU b
fYUW`ci hj]U`h\Y`XYg][bUHYX`bcb!Ya Yf[YbW'h]bi a VYf"5bX`Zcf
h\cgY`k`c`a][\h`Uj Y`UXX]h]cbU`]bZcfa Uh]cb`UVci h'U`Wf]a Y`]b
k`]\W`h\Ymik YfY`]bj c`j YXž`]hg'fYW`a a YbXYX`hc`W`b hUW`h\Y
8]ghf]W`hC ZZ]W`cZ'h\Y`8Ydi hmik`c`hcc`_h\Y]f`fYdcfh" H\]g`cZhYb
Ugg]ghg`]b`UXX]b[`j U`i UV`Y`XYhU]`g`hc`cb[c]b[`]bj Ygh][Uh]cbg"

⊕X]j]Xi U`g`k]g\]b[`hc'fYa U]b`Ubc bma ci g`WU b`gi Va]h'h]dg
h\fc i [\`7f]a Y`Ghcd dYfg`cZ`Bcfh\YUgh': `cf]XU`cb`]bYž`U`h\ci [\`]hg
VYgh'hc'fYdcfh'a cfY`i f[Ybh'cf'h]a Y!gYbg]h]j Y`h]dg`Vmid`cbY"
: i fh\Yfa cfYž`7f]a Y`Ghcd dYfg`cZZYfg`WUg\`fYk UfXg`cZi d`hc
`%ž\$\$\$`Zcf`Y`][]V`Y`h]dgž`dfca ch]b[`W`a a i b]hm`]bj c`j Ya Ybh`]b
Yb\UbW]b[``cWU`gUZYhm"

H\]g`]bW]XYbh'gYfj Yg`Ug`U`ghUf`_fYa]bXYf`cZ'h\Y`cb[c]b[`]ggi Yg
h\Uh'd`U[i Y`W`a a i b]h]Yg`UbX`h\Y`]a dcfhUbW`cZ`fYa U]b]b[
j][]`Ubh"5g`a cfY`]bZcfa Uh]cb`VYW`a Yg`Uj U]`UV`Y`UVci h'h\]g
g\cch]b[`cb': `U[Ua]`HYffUW`ž`h\Y`8Y`hcbU`W`a a i b]hm`]g`i f[YX`hc
ghUm`]bZcfa YX`UbX`dUfh]W]dUhY`]b``cWU`gUZYhm`]b]h]Uh]j Yg"5ZhYf`U`ž
h\YfY g`gca Yh\]b[`hc`VY`gU]X`Zcf`W`a]b[`hc[Yh\Yf`]b`h]a Yg`cZ
Wf]g]g` `]h'hfi `m`XcYg`U`[ccX`XYU`Zcf`ghfYb[h\Yb]b[`VcbXg`UbX
Ybgi f]b[`U`gUZYf`Ybj]fcba Ybh`Zcf`U`"

GhUm'hi bYX`Zcf`i dXUhYg`Ug`h\Y`]bj Ygh][Uh]cb`i bZc`Xg`UbX`h\Y
Ui h\cf]h]Yg`W`b]h]bi Y`h\Y]f`di fgi]h`cZ'h\Y`gi gdYW`"⊕`h\Y
a YUbh]a Yž`fYg]XYbhg`UfY`YbW`i fU[YX`hc`Yb[U[Y`k]h\`cWU`
fYgci fW`g`UbX`a U_Y`i gY`cZ`fYdcfh]b[`hcc`g`hc`h\Y`d`_YYd`h\Y]f
bY][\Vcf\ccXg`gUZY"

8YhU]`g	
C fh	: `U[Ua]`HYffUW`ž`8Y`hcbUž': @ž! G5
E i Y`Yb	<ul style="list-style-type: none">• k k k "bYk g!^ci fbU`cb`]bY"W`a• k k k "j c`i g]Ug\Yf]ZZ"[c j

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