

@YY`7ci bhm'GYb]cfg'; fUbX`G`Ua .`~ +\$
A]``cbŽ`]b`GWxc`Ufg\]dg°

Cb`ħ bY`%, ž`&\$&) ž`@YY`7ci bhm'gYb]cfg'UW\Yj YX`cj Yf`~ +\$
a]``cb`]b`gWxc`Ufg\]dgžfYZYW\]b[`ghfcb[`UWUXYa]Wž`Uh\`Yh]Wž
UbX`Ufh]gh]WhU`Ybhg"



@YYž: `cf]XUž`I G5`!`ħ`Ub`Ughci bX]b[`X]gd`UmicZ`UWUXYa]W
UW\Yj Ya Ybhž`h\Y`[fUXi Uh]b[`WUgg`cZ`&\$&) `]b`h\Y`GWxc`c`8]ghf]Wh
cZ`@YY`7ci bhm`\Ug`YUfbYX`cj Yf`~ +\$`a]``cb`]b`gWxc`Ufg\]dg`Zcf
h\Y]f`Z hi fY`YbXYUj`cfg`H\]g`fYa Uf`UV`Y`hcU```\][`\\[`hg`h\Y
XX]WU]cb`UbX`fYg`]YbW`cZ`h\Y`ghi XYbhg`Ua]X`f]g]b[`YXi WU]cbU`
W`ghg`UWfcgg`h\Y`bUh]cb`GWxc`c`6cUfX`7`U]f`GUa`:`]g\Yf
W`a a YbXX`h\Y`[fUXi Uh]b[`gYb]cfg`Zcf`h\Y]f`Yi W`dh]cbU`
UW`a d`]g\`a Ybhg`]b`j Uf]ci g`Z]Y`Xgž`]bWi X]b[`UWUXYa]Wž
Uh\`Yh]Wž`Ufhgž`UbX`Ĥ`C`H7`"5g`Ubch\Yf`UWUXYa]WmYUf`k`fUdg`i`dž
ghi XYbhg`UfY`bch`Ĥ`gh`Wfcgg]b[`h\Y`ghU[Y`/h\YmfY`ghYdd]b[`]bhc`U
Vf][`h`Z hi fY`gi`ddcfhYX`Vmig][`b]Z]WUbh`Z]bUbW]U`VUW_]b["

K]h\`bYUf`m`*ž&\$`\$`gYb]cfg`gdfYUX`UWfcgg`%)`\\[`gWxc`c`gž`h\Y

X]ghf]Wh\ Ug`VYYb`WcgY`m'a`cb]hcf]b[`dcgh\][\`gW\cc`d`Ubg"
5W\cfX]b[`hc`h\Y`X]ghf]Wh`g`fYW`bh`gi`fj`Ymž`&ž\$*` `ghi`XYbhg`d`Ub`hc`
UhhYbX`U`Zci`f!mYUf`Wc`Y[Y`cf`i`b]j`Yfg]hm"A`YUbk`\]Yž`%ž)`&
ghi`XYbhg`UfY[Y`Uf]b[`i`d`Zcf`hk`c!mYUf`Wc`a`a`i`b]hm`c`f`ghUHy
Wc`Y[Ygž`-`,`UfY`gYh`Zcf`hYW`b]WU`gW\cc`gž`UbX`gca`Y`k`]`YbhYf`
h\Y`k`cf_ZcfW`cf`c]b`h\Y`5fa`YX`:`cfW`g"H\]g`a`i`h]ZUW`hYX`
UddfcUW`hc`]ZY`UZhYf[fUXi`Uh]cb`fYZYWh`ghi`XYbhg`X]j`YfgY`
Ua`V]h]cbg"

Gdch`][\`h`cb`@cWU`GW\cc`g

5a`cb[`h\Y`gi`W\gg`ghcf]Ygž`7UdY`7cfU`<][\`GW\cc`ghUbX`g`ci`hž`
k]h\`]hg`gYb]cfg`Wc`YWh]j`Y`m`YUfb]b[`cj`Yf`%-`a`]`cb`]b`
gW\c`Ufg\]dgž`a`Uf_]b[`h\Y`\][\Ygh`Ua`ci`bh`Zcf`h\Y`gW\cc`"C`Ug]g`
<][\`GW\cc`U`gc`g\cbY`Vf][\h`mž`k]h\`U`hc`hU`c`Z`&ž(-`,`ž\$\$\$`
Uk`UfXYX`hc`]hg`&%,`[fUXi`UhYgž`]bWi`X]b[`-'`k`\c`fYW`]j`YX`h\Y`
dfYgh][`ji`g`7Ua`Vf]X[Y`b`hYfbUh]cbU`X]d`ca`U"Df]bW]dU`dW_]Y`
7cfYm`Zfca`C`Ug]g`Yl`dfYggYX`]a`a`YbgY`df]XY`]b`h\Y`hU`Ybhg`c`Zh\Y`
WUgg`c`Z`&\$&)ž`Wc`a`a`YbX]b[`h\Y]f`\UfX`k`cf_`UbX`k`]g\]b[`h\Ya`U`
h\Y`VYgh]b`h\Y]f`i`d`Wc`]b[`c`i`fbYmg"

H\Y`dcgh[fUXi`Uh]cb`dUh\k`Umg`Zcf`C`Ug]g`<][\`g[fUXi`UhYg`fYj`YU`
U`dfca`]g]b[`Zi`hi`fY.`)&`k`]`UhhYbX`:`cf]XU`Wc`a`a`i`b]hm`Wc`Y[Ygž`
k\]Y`%\$)`UfY`\YUX]b[`hc`i`b]j`Yfg]h]Yg":`i`fh\Yfa`cfYž`(&`k`]`
di`fgi`Y`hYW`b]WU`hfUXYgž`UbX`U`\UbXZi`k`]`X]j`Y`ghfU][\h`]bhc`h\Y`
k`cf_ZcfW`cf`YbhYf`h\Y`a`]j]hUfm`H\YgY`XYW]g]cbg`fYZYWh`Uf[Yf`
hfYbXg]b`YXi`WUh]cb`UbX`k`cf_ZcfW`fYUX]bYggž`Ya`d\Ug]n]b[
dfUWh]WU`gc`i`h]cbg]b`a`YYh]b[`hcXUmg`W`U`Yb[Yg"

GW\c`Ufg\]d`b`g][\`hg`UbX`HfYbXg

FYgYUfW`Zfca`6c`X`g\YXg`][\`h`cb`h\Y`VfcUXYf`UbXgWUdY`c`Z`
gW\c`Ufg\]dg]b`h\Y`l`b]hYX`GhUhYgž`k]h\`),`i`c`Z`5a`Yf]WUb`ZUa`]j]Yg`
fY`m]b[`cb`h\YgY`cddcfhi`b]h]Yg`hc`Zi`bX`Wc`Y[Y`hi`]h]cb"B`chUV`mž`
h\Y`Uj`YfU[Y`Z]bUbW]U`U]X`Uk`UfXYX`hc`Z]fgh]h]a`Y`i`bXYf[fUXi`UhYg`
ghUbXg`Uh`%(ž`-\$`dYf`mYUfž`U`h\ci`[\`Zi`f]XY`gW\c`Ufg\]dg`
fYa`U]b`U`fUf]hmž`k]h\`cb`m`\$`%`i`c`Z`ghi`XYbhg`fYW`]j`]b[`gi`W`
Uk`UfXg"H\Y`fYdcfh\][\`][\`hg`h\Uh`\$i`c`Z`gW\c`Ufg\]dg`UfY`

[fUbhYX'hc'ghi XYbhg'k]h\ ; D5g'VYhk YYb' '\$'UbX' '(ž']bX]WUh]b[
h\Uh'h\YfY g'd'Ybhm'cZ'cddcfhi b]hm'Zcf'\UfX!k cf_]b['ghi XYbhg"

⊕`][\h'cZ'h\Y'f]g]b['Wcghg'cZ'Wc`Y[Y Uj YfU[]b['Ufci bX' ' ' ž+' \$
Zcf'h\Y '&\$&' !&\$&('UWUXYa]WmYUf Z]bUbW]U`'U]X']g'a cfY'Wf]h]WU`
h\Ub'Yj Yf" 'Hi]h]cb'\Ug']bWfYUgYX'VmU'ghU[[Yf]b['%*%'% 'Zfca
&\$%\$'hc'&\$&(ž'i g\Yf]b[']b'U'fYU']hmik \YfY'ghi XYbh'h'cUb'XYVh]b
&\$&('\]h'~ %"* 'hf]`]cb" 'H\Y'hfYbX'i bXYfgWcfYg'h\Y'ja dcfhUbW'cZ
gV\c`Ufg\]dg'UbX'[fUbhgž'k]h\ 'h\Y'DY``; fUbhd'fc[fUa 'U]X]b[
Udd'fcl]a UhY`m'+") 'a]`]cb'ghi XYbhg'YUW\ 'mYUf"

Hcc`g'Zcf'Ghi XYbhg'UbX': Ua]`]Yg

H\Y'I "G" '8YdUfha Ybh'cZ'9Xi WUh]cb'd'fcj]XYg'gYj YfU`fYgci fW\g
U]a YX'Uh'h\Y'd]b['ghi XYbhg'bUj] [UhY'h\Y'Z]bUbW]U``UbXgWUdY'cZ
\[\Yf'YXi WUh]cb": fca 'h\Y'7c`Y[Y':]bUbW]b['D'Ub'hc'h\Y'7c`Y[Y
GWcfYWUfXž'ZUa]`]Yg'WUb'Wc'a dUfY'Wc`Y[Y'Wcghgž'Yj U'i UhY'Uj YfU[Y
ghi XYbh'XYVhž'UbX'i bXYfghUbX'[fUXi Uh]cb'fUhYg" 'H\Y'7c`Y[Y
5ZcfXUV]`]hm'UbX'HfUb'gdUfYbWm'7YbhYf'gYfj Yg'Ug'Ub'YggYbh]U`
hcc`]b'\Y'd]b['ZUa]`]Yg'a U_Y']bZcfa YX'W\c]W\g'UVci h'YXi WUh]cb
Zi bX]b[" 'K]h\ _Ym'ghUh]gh]Wg'fYZYWh]b['W\Ub[Yg']b'Wc`Y[Y'df]W]b[ž
ghi XYbhg'bck '\Uj Y'fYgci fW\g'h\Uh'd'fca chY'hfUb'gdUfYbWm]b
i bXYfghUbX]b['YXi WUh]cbU`'Wcghg"

H\Y'UW\]Yj Ya Ybhg'cZ'@YY'7ci bhm'g[fUXi UhYg'UfY'bch'↑ gh'U
fYZYWh]cb'cZ']bX]j]Xi U`YZZcfh'Vi h'U`gc'U'hYghUa Ybh'hc'Wc'a a i b]hm
gi ddcfh'UbX'Uj U]UV`Y'fYgci fW\g" '5g'h\YgY'ghi XYbhg'Ya VUf_'cb
h\Y]f'Zi hi fY'`ci fbYmgž'h\Y]f'\UfX'k cf_'UbX'h\Y'Z]bUbW]U`
Ugg]ghUbW'h\Ymj Y'[UfbYfYX'a Um'dUj Y'h\Y'k Um'Zcf'U[YbYfUh]cb
fYUXm'hc'hUW_Y'h\Y'W\U`Yb[Yg'U\YUX"

8YhU]`g	
Cfh	@YYž: `cf]XUž'I G5
Ei Y`Yb	<ul style="list-style-type: none">• k k k "d]bY]g`UbX!YU[`Y"Wc'a• Vc`X"cf[• k k k "YX"[cj

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