

H \ f] ` `] b [' GhUb ` Ym' 7i d ' :] bU ` g. ' C] ` Yfg ' UbX DUbh \ Yfg ' 6Uhh ` Y ' Zc f ' ; ` c f m °

7cfYm'DYffm'g\]bYg']b'h\Y'&\$&) 'GhUb`Ym'7i d':]bU`gž
g\ck WUg]b['\]g'j YhYfUb'g_]`g'Ug'h\Y'C]'Yfg'ZUW'cZZU[U]bgh
h\Y'DUbh\Yfg"



Gci h \ : ` c f] XUž' I G5 ' ! 5g'h\Y'h\ f] ` `] b [' GhUb ` Ym' 7i d ' :] bU ` i bZc ` Xgž
h\Y'gYf]Yg'g\ck WUgYg'Ub'YI W]h]b[' a UhW\i d'VYhk YYb'h\Y
9Xa cbhcb'C]'Yfg'UbX'h\Y: ` c f] XU'DUbh\Yfgž'W ffYbh'm'h]YX'%!%
UZhYf'hk c '\][\!cWUUbY'[Ua Yg" '5'hchU`cZ%* '[cU'gž]bWfYX]V`Y
gUj Ygž'UbX'a i 'h]d'Y`YUX'WUUb[Yg'\Uj Y'WUdh]j UhYX'ZUbg'UbX
d`UmYfg'U`_Y" H\Y'bYI h'WUdhYf'cZ'h\]g[f]dd]b['WcbhYgh]g'gYh'Zc f
A cbXUm'b][\h]b'Gci h \ : ` c f] XUž'Ug'Vch\ 'hYUa g'YmY'h\Y'Wcj YhYX
df]nY"

⊖ U`ghUbXci h'a ca Ybh'Xi f]b[; Ua Y'&ž'7cfYm'DYffmž(\$ž'a UXY
\]ghc fm'Vm'gWc f]b['h\Y`UhYgh'hm]b['[cU`]'b'GhUb`Ym'7i d':]bU`
\]ghc fm'k]h\ '† gh'+", 'gYWcbXg'YZh]b'fY[i 'Uh]cb" H\]g'gdYWUW `Uf
Yj Ybh'di g\YX'h\Y'[Ua Y']bhc'Xci V`Y'cj Yfh]a Yž'k \YfY'6fUX`Ym

A UfWU UbXž' +ž'U`gc`g\cbY`Vf][\h`m`UZhYf`gWcf]b[`U`g\cfh\`UbXYX
[cU`]b` ; Ua Y`%"`A UfWU UbX`g`UWU`Yj`Ya`Ybh`a`UXY`\`ja`h\Y`Zci`fh\!
c`XYgh`d`UmYf`hc`gWcfY`Ub`cj`Yfh]a`Y`[cU`]b`U`Z]bU`ž`g\ck`WUg]b[
h\Y`]bWfYX]V`Y`g_]``UbX``cb[Yj`]hm`cZ`Vch\`Uh\`YhYgž`k` \c`UfY
h\f]j`]b[`]b`h\Y`d`fYggi`fY`Wcf`c`_Yf`cZ`WUa`d`]cbg\`d`\cW`Ymž`Ug`h\Y`
BYk`Mcf`_`H]a`Yg`fYdcfhg"

H\Y`J`YhYfUb`GhUbXci`hg

DYffmg]a`dUWh`YI`hYbXg`VYmcbX`a`YfY`m`UXX]b[`hc`\`]g`hU`m`\`Y`\`Ug
gWcfYX`\`]g`Y][\h\`[cU`cZ`h\Y`d`cghgYUgcb`UbX`b`chWYX`\`]g`%&h\
dc]bhž`dcg]h]cb]b[\`]a`gY`Z`↑`gh`VY\`]bX`hYUa` ``YUXYf`@Ycb`8`fU]gU]h"
Cb`h\Y`C`]Yfgž`\Y`]g`d`fU]gYX`Zc`f`\`]g`Wi`hW`d`YfZc`fa`UbW`g`UbX
j`YhYfUb`dc]gYž`Yj`]XYbh`Yj`Yb`Ug`\Y`W`Y`VfUhYX`\`]g`(\$h`V`]fh\XUm
cb`A`Um`%*``DYffmž`YU[Yf`m`di`fgi`]b[\`]g`gYWcfbX`WUa`d`]cbg\`d
UZhYf`k`]bb]b[`k`]h\`h\Y`5`bU\Y]a`8`i`W`_g`]b`&\$\$`+ž`\Ug`VYWcf`a`Y`U
Wf]h]WU`Y`Ya`Ybh`]b`h\Y`C`]Yfg` ``]bYi`d``<`]g`UV`]`hm`hc`f`]gY`hc`h\Y
c`WUg]cb`]g`fYZYWhYX`]b`k`cfXg`Zc`a`hYUa`a`UhY`æ`\b`?`]b[VYf[ž
k` \c`fYWU`g`h\Y]f`h]a`Y`hc[Yh\Yf`k`]h\`h\Y`8`U`Ug`GhUfg`Xi`f]b[`h\Y
`YU[i`Y`Z]bU`c`Z`&\$\$`&\$\$`5`g`b`chYX`Vm`h\Y`**B`<`@ž`DYffmg`d`fYgYbW`f`\`Ug
VYWcf`a`Y`gmb`cbma`ci`g`k`]h\`\`][\`ghU`_Yg`UbX`XYhYfa`]bUh]cb"**

A`Y`Ub`k`\`]Yž`A`UfWU`UbX`g`d`YfZc`fa`UbW`W`Ubb`ch`VY`cj`Yf`cc`_YX``6`m
gWcf]b[`hk`c`[cU`g`]b` ; Ua`Y`&ž`\Y`h]YX`DYffm`Ug`h\Y`UWh]j`Y`d`UmYf
k`]h\`h\Y`a`cgh`[cU`g`]b`GhUb`Ym`7`i`d` :]bU`g`\`]ghcfmž`YUWU`V`c`Ugh]b[
b]bY`` : i`fh\Yfa`c`fYž`Vch\`d`UmYfg`UfY`bck`h]YX`Zc`f`h\`]fX`U`!`h]a`Y`]b
WUfYf`d`Um`c`Z`c`j`Yfh]a`Y`k`]bbYfg`k`]h\`Z]j`Y`YUWU`ž`U`ghUh]gh]W
i`bXYfgWcfYX`Vm`G`Uk`b`H\`c`fb`hcb`ž`U`Zc`fa`Yf`B`<`@`d`UmYf`b`ck
gYfj`]b[`Ug`h\Y`DUbh\Yfg`YI`YW`h]j`Y`UbX`WU`]YZ`fYj`Ybi`Y`c`ZZ]Wf`f`
H\`c`fb`hcb`g`c`b[!`ghUbX]b[`fY`Uh]cbg\`d`k`]h\`V`ch\`d`UmYfgž`\Uj`]b[
k`cb`h\Y`7`i`d`k`]h\`YUWU`ž`[]j`Yg`k`Y][\`h`hc`\`]g`c`VgYfj`Uh]cbg`UV`ci`h
h\Y]f`gi`ghU]bYX`YI`W`Y`b`W`]b`h\Y`[Ua`Y`"

@cc`_]b[`5`\YUX

5g`h\Y`gYf]Yg`d`fc[fYggYgž` ; Ua`Y` ``d`fca`]gYg`hc`VY`Ub`Y`Y`Wf]Zm]b[
UZZU]f`k`]h\`h\Y`C`]Yfg`UbX`DUbh\Yfg`Yei`U`m`ia`UhW`YX``H\Y
]a`dcfhUbW`c`Z`WUd`hU`]n]b[`cb`c`dd`cfhi`b]h]Yg`fYa`U]bg`d`UfUa`ci`bhž

\][\`][\hYX`VmDYffmg`fYZYWh]j Y`h\ci [\hg`cb`dUgh`d`UmcZZ
 X]gUddc]bha Ybhgž]bWi X]b[`h\Y`C]`Yfg `bYUf`Wĉa YVUW_`]b`h\Y
 &\$&(`:]bU`g" `DYffm`UbX`\]g`hYUa a UhYg`i bXYfghUbX`h\Y`ghU_Yg
]bj c`j YX.]b` \cW_Ymž`U`g]b[`Y`a ca Ybh`WUb`W\Ub[Y`h\Y`hfU`YWhc`fm
 cZU`gYf]Yg"

H\Y`GhUb`Ym`7i d`]hgY`Z`gYfj Yg`Ug`U`\]ghc`f]Wgma Vc`cZ`d`fcZYgg]cbU`
 \cW_Ym`YI W`Y`YbW`ž`Uk UfXYX`Ubbi U`m`g]bW`%, - &`UbX`fYWĉ[b]nYX
 Ug`B`cfh\`5a Yf]WU`g`c`XYgh`d`fcZYgg]cbU`gdc`fhg`h`fcd`\m" K]h\`U
 ghc`f]YX`dUgh`UbX`Xmb`Ua]Wd`fYgYbhž`h\Y`cb[c]b[`gYf]Yg`]g`bch`↑`gh
 U`VUh`h`Y`Zc`f`[`c`fm`]'hg`U`g`l`ck WUgY`cZ`hU`Ybhž`fYg`]'YbW`ž`UbX`h\Y
 i bVYUhUV`Y`gd]f]h`cZ`Wĉa dYh]h]cb"

HYUa	K]bg	@cggYg
9Xa`cbhcb`C]`Yfg	%	%
:`cf]XU`DUbh\Yfg	%	%

8YhU]`g	
C`fh	Gci`h\`:`cf]XUž`I`G5
E`i`Y`Y`b	<ul style="list-style-type: none"> • k k k "bmh]a`Yg"Wĉa • k k k "b`\`"Wĉa • Yb"k]_]dYX]U"c`f[

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