

?]a `8 YU`VY[Y]ghYfh`6Yf`]b. `9]b
i bj Yf[Ygg`]W\ Yg`Gc`c!`? cbnYfh`

?]a `8 YU`ghY`hY`Ua `&' "\$*"&\$&) `]f`Gc`cXYVØh`ja `7c`i a V]U!
H\YUhYf`6Yf`]b`j`cf``9]b`i`bj`Yf[`Ygg`]W\`Yg`?`cbnYfh`ZØf`ϕX]Y!
: Ubg`



7c`i a V]U!H\YUhYf`6Yf`]b`ž`8Yi`hgW\`UbX`!`5a`i`&' "'> b]`&\$&)
hfUh`?]a `8 YU`ž`X]Y`Y\Ya`U`][`Y`6Ugg]gh]b`XYf`]_cb]gW\Yb`ϕX]Y!
FcW_VUbX`D]i`]Ygž`ja `6Yf`]bYf`7c`i a V]U!H\YUhYf`Ui`Zž`i a `]f`Gc`c!
8YVØh`BcVcXmi`@j`Yg`Mci`A`cfY`ni`df`AgYbh]YfYb``8Ug`?`cbnYfh
k`Uf`b]W\h`bi`f`Y]b`<][`\\][`h`ZØf`X]Y`Yhk`U`)`\$\$`hY]`bY\`a`YbXYb
: Ubgž`gc`bXYfb`Ui`W\`XYf`Y]bn][`Y`8Yi`hgW\`UbX!`Ghc`dd`]\`fYf`Hci`fž
X]Y`g]Y`bUW\`X]YgYa`5VYbX`bcW\`Ui`ZY]b][`Y`:`Ygh]j`U`g`ZØ\`fYb`k`]fX`
8]Y`J`YfUbgh`U`hi`b[`k`i`fXY`j`ca`i`fgdfØb[`]W\`j`cf[`YgY\`YbYb
A`Yhfc`dc`!H\YUhYf`]b`XUg`_`Y]bYfY`7c`i a V]U!H\YUhYf`j`Yf`Y[`hž`k`Ug
XYf`Gh]a`a`i`b[`j`cf`C`fh`ni`[`i`hY`_`Ua`.`8]Y`ϕh]a`j`h`h`Yf`Ui`VhY`XYb
: Ubgž`g]W\`bU\`a`j`h`8YU`g`A`i`g]_`ni`j`YfV]bXYb`F`6`6`&(`VYf]W\`hYh`

?]a `8 YU`ž`a`]hYfk`Y]Y`A`]hY`*`\$`i`bX`a`]hY]bYf`VYY]bXfi`W`_`YbXYb

6Ø\bYbYfZU\fi b[j cb ZUgh(\$ \fYbž\Uh'9bXY'&&('a]h
BcVcXm@cj Yg'Mci 'A cfY 'j]\f'YfghYg'Gc'cU'Vi a 'j YfÖZZYbh]W'h"
8Yf'H]hY''XYg'5'Vi a g']gh'ZØf'g]Y'j cb'VYgcbXYfYf'6YXYi hi b['i bX
ghY''hY]bYb'dYfgØb`]W'Yb'Hf]i a d\XUfž'bUW'XYa 'g]Y'ØVYf'Y]b
 \fnY\bh'XUfUb '[YUfVY]hYh'\Uh"K Å\fybX'XYg'?cbnYfhg'nY][hY'g]Y
Y]bY'gdØfVUfY': fYi XY'Ub '\fYf'A i g]_i bX'j YfVUbX']b']\fYa 'GYh
Gcb[g'Ui g'XYa 'bYi Yb'5'Vi a žY]b][Y'GhØW_Y'j cb'H\Y'6fYYXYfg
gck]Y'Y]b'7cj Yf'Y]bYg'D]i]Yg!Gcb[g"

J]Y`ZÄ`h][Y`a i g]_U`]gW\Y`Gh]`Y

8Ug'5'Vi a ' BcVcXm@cj Yg'Mci 'A cfY žj YfÖZZYbh]W'h'Ua ' &&"
Bcj Ya VYf'&&('i bhYf'XYa '@UVY''(58ž'Ybh\Ä'hY]bY
j]Y'gW]W'h][Y'A]gW'i b['Ui g' ðX]Y!F cW_ž: c`_ž'7ci bhfmž; fi b[Y
i bX'Bc]gY'F cW_"8YU'\Uh'U'Y'Gcb[g'gY'Vgh[YgW'f]YVYbž
Y]bgW`Y»`]W'XYg'H]hY'hfUW_g' BcVcXm@cj Yg'Mci 'A cfY ž'XYf'Y]bY
<ca a U[Y'Ub'X]Y'@YVY'i bX'Y]bY''YhnhY'Ni gUa a YbUfVY]h'a]h
\fYa 'j Yfghc'fVYbYb': fYi bX'GhY'j Y'5'V]b]'XUfghY''h"8]Y'A i g]_k]fX
Xi fW'Y]bY'J]Y'nU\`j cb' ðghfi a YbhYb'Yf[Åbnhž'ni 'XYbYb'Ui W
VfUggVUg]YfhY'5ffUb[Ya Ybhg[Y\ÖfYbž'X]Y'XYb'W'UfU_hYf]gh]gW'Yb
'Ub[']\fYf'ZfØ\YfYb'5fVY]hYb'Yf[ÅbnYb"K]_]dYX]U']bZcfa]Yfh"

8]Y'YfghY'G]b['Y'Ui g'XYa '5'Vi a ž' 7cUgh žk]fX'U'g''YVYbX][Y
9fnÄ\`i b['VYgW'f]YVYbž'X]Y'8YU'g'dYfgØb`]W'Y'9fZU\fi b[Yb
h\Ya Uh]g]Yfhž'XUfi bhYf']\fY'Y][YbYb'?Åa dZY'a]h'Gi W'hdfcV'Ya Yb
]b'XYb'gdÄhYb' - \$Yfb"8]Y'A]gW'i b['Ui g'DcgUi bY'i bX'Hfca dYhY
j Yf'Y]\h'XYa 'Gcb['Y]bY'bcghU'[]gW'Y'BchYž'k Å\fybX'8YU'g
; YgUb[']b'Y]b][Yb'A ca YbhYb'j Yf'Ub[gUa h'k]fX''Y]bY'<ca a U[Y
Ub']\fY'7cj Yfj Yfg]cb'j cb'7\f]g'6Y`g' Mci '5bX'Mci f'G]ghYf "'8Yf
Gcb['5fY'Mci 'A]bY3 ']gh]bgd]f]Yfhj cb'Y]bYa 'A ca Ybh'a]h]\fYf
Ub'5'n\Y]a Yf'Yf_fUb_hYb'A i hYf'i bX'dfÄgYbh]Yfh'Y]bZØ\`gUa Y
8cc!K cd!9`Ya YbhY"D]hW Zcf_`VYf]W'hYh"

9a ch]cbU`Y`H]YZY`i bX`_f]h]gW\Y

5bYf_Ybbi b[

BcVcXm@cj Yg'Mci 'A cfY 'k]fX'j cb'?f]h]_Yfb'[YZY]Yfhi bX'\Uh

Y]bY`A YhUWf]h]W6Yk Yfhi b[`j cb` , - #%\$\$`Yf\U`hYb"8]Y`Ya ch]cbU`Y
H]YZY`XYf`Gcb[g`i bX`] \fY`a i g]_U`]gWXY`J]Y`ZU`h`k YfXYb`VYgcbXYfg
\Yfj cf[Y`cVYb" ?]a `8YU` \U`h`b`] \fYf`? Uff]YfY`j]Y`Yg`Yf`YVh`i bX
]\fY`bYi YghYb`5fVY]hYb`gd]Y[Y`b`gck c`d`YfgOb`]WXY`U`g`Ui W
_c`Y`_hj`Y`9fZU\fi b[Yb`k]XYf" Gc`h\Ya Uh]g]Yfh`K]g\`=K Ug`XUg
JYf`Ub[Yb`bUW` ` [YbX`i bX` Gi a a Yf`UbX` j Yfa]hhY`h`Y]bY
dcb]hj`Y`z`bcghU` []gWXY`6chgWUZh"

A]h`]\fYa `5i Zhf]hh]a `7c`i a V]U!H\YUhYf`VYk]Yg`?]a `8YU`z`XUgg
g]Y`hfch`]\fYf`Ub[Yb`? Uff]YfY`b]W`hg`j cb`] \fYf`5bn]Y`i b[g_fUZh
i bX`] \f`hYfYggY`Ub`_fYUh]j Yf`9bhZU`hi b[`j Yf`cfYb` \U`h"8 Ug`:]bU`Y
]\fYf` BcVcXm`@cj Yg`Mci `A cfY`!Hci f`k Uf`b]W`h`bi f`Y]b
a i g]_U`]gWXYg`z`gcbXYfb`Ui W`Y]b`Ya ch]cbU`Yg`9fY][b]g`z`XUg`X]Y
JYfV]bXi b[`nk]gWXYb`XYf`? ObghYf]b`i bX`] \fYb`:] Ubg`ZY]YfhY"

8YhU]`g	
Cfh	7c`i a V]U!H\YUhYf`z`6Yf`]b`z`8Yi hgW`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "fVV&("XY • Yb"a "k]_]dYX]U"cf[• d]hW Zcf_"Wca

6Ygi WXYb`G]Y`i bg`Ui Z.`a Y]b!VYf`]b`bYh