

H]YfdUf_`'6Yf`]b`ZY]Yfh'+\$`>U\ fY. `9]b`6`]W_
Ui Z'gY]bY`VYY]bXfi W_YbXY` ; YgW\]W\ hY`°

@]W\ hYbVYf[`ZY]Yfh'+\$`>U\ fY`H]YfdUf_`'6Yf`]b. `9]b`F ØW_V`]W_
Ui Z; YgW\]W\ hYž5fhYbgW\i hn'i bX`_ca a YbXY
‡ V]`Ài a gU_h]cbYb"



@]W\ hYbVYf[ž'8Yi hgW\ `UbX`!`5a`%'`‡`]'&\$&) `[fUhi` `]YfhY`XUg
6Yn]f_gUa hi@]W\ hYbVYf[`XYa` `fYbca a]YfhYb`H]YfdUf_`'6Yf`]b
ni a`'+\$"; YVi fhghU[``8Yf`H]YfdUf_ž`XYf`Ua` `&"`‡`]'%-`))`YfØZbYh
k i fXY`i bX`g]W\`ØVYf`Y]bY`ja`d cgUbhY`:`ÀW\Y`j`cb`fi`bX`%*`\$`<Y`_hUf
YfghfYW_hž[`]`h`U`g`XYf`[`fØ»`hY`@UbXgW\ UZhgh]YfdUf_`9i`fcdUg`'6Y]
gY]bYf`9fØZbi`b[`VY\YfVYf[`hY`XYf`DUf_`Yhk`U`(`\$\$`H]YfY`Ui`g`%&\$
5fhYb`"<Yi`hY`VYb`b`Y]Yf`ZUgh`+`,`\$\$`H]YfY`Ui`g`*'`&`5fhYbž`k`Ug`X]Y
VYY]bXfi`W_YbXY`9bhk`]W_`i`b[`XYg`DUf_g`i`bhYfghfY]W\h"

6Yn]f_gVØf[`Yfa`Y]ghYf`A`Ufh]b`GW\UYZYf`f7`8I`Ł`k`ØFX][`hY`XYb
H]YfdUf_`U`g`Y]bYb`VYXYi`hYbXYb`C`fh`ZØf`6]`Xi`b[`i`bX`9f`c`i`b[`
Ni`XYa`k`]fX`X]Y`ØVYffY[`]cbU`Y`GhfU\`_fUZh`XYg`DUf_g
\Yfj`cf[`Y\cVYbž`]bgVYgcbXYfY`gY]b`k`Yfhj`c`Yf`6Y]hfU[`ni`a

5fhYbgWxi hn"<]bhYf[fi bX'XYf'9ff]Wxhi b['XYg'H]YfdUf_g'k Uf'X]Y
HY]'i b['8Yi hgW'UbXg'bUW'XYa 'Nk Y]hYb'K Y'h_f]Y[/Cgh!6Yf'b
VYb0h][hY'Xf]b[YbX'Y]bYb'Y][YbYb'H]YfdUf_"

9]b'6`]W_]b'X]Y'; YgW]W hY

8Yf'; f0bXi b[gVYgW'i gg'XYg'C gh!6Yf'bYf'A U[]ghfUhg'XUh]Yfh'Ui Z
XYb'&+"5i [i gh%-) ("8UbUW'Zc'[hY'X]Y'; fi bXghY]b'Y[i b['ja
Bcj Ya VYf'XYggY'VYb'X\fyg'i bX'X]Y'9f0Zbi b['i bhYf'XYf'@Y]hi b[
j cb'DfcZ'<Y]b]W'8Uh\Y'ja ': f0\U\f'%)) "8Uh\Y'gYhhY'V]g'ni
gY]bYf'DYbg]cb]Yfi b['%- - \$YbhgWY]XYbXY'5_nYbhY'ja 'H]YfdUf_"

9]b'VYgcbXYfYg'<][\`][\h']gh'XUg'5`ZfYX!6fY\ a !<Ui gZ'XUg'%- *'
U'g'XUg'[f0» hY'H]Yf\Ui g'XYf'K Y'h'Yf0ZbYh'k i fXY" 'b'XYb'%- , \$Yf!
X\fyb'k i fXY'ni XYa 'XUg'GW'cgg': f]YXf]W'gZY'XY'fYghUi f]Yfh" 'b
XYb'YhhYb'nk Y] X\fnY\bhYb'ZUbXYb'i a ZUggYbXY
I a VUi UfVY]hYb'ghUhz'X]Y'XUfUi Z'UVn]Y'hYb'z'X]Y'; Y\Y[Y'i bX
5b'U[Yb'XYg'H]YfdUf_g]a 'G]bbY'XYg'H]Yfk c'\g'ni 'j YfVYggYfb"

: Y]Yf`]W]_Y]hYb'ni a 'i V]`Ai a

=a 'FU\ a Yb'XYf': Y]Yf`]W]_Y]hYb'ni a '+\$!`A\][Yb'6YghY\Yb'XYg
H]YfdUf_g'g]bX'nU\`fY]W]Y'5_h]cbYb'[Yd'Ubh'5a '%\$'5df]'&\$&)
k i fXY'X]Y'5i gghY''i b[' +\$'X\fy'D'U_Uh_i bgh 'Yf0ZbYh'z'X]Y'X]Y
j]gi Y''Y'; YgW]W hY'XYg'H]YfdUf_g'Xi fW'\]ghcf]gWY
K YfVYd'U_UhY'h\Ya Uh]g]Yfh"; YnY][h'k YfXYb'i bhYf'UbXYfYa
D'U_UhY'k]Y'XUg'YfghY'j cb'%)) 'a]h'6AfYb'↑ b[Yb'i bX'X]Y
GW'k UfnYf'DUbh\Yf !NY]W'bi b['j cb'<cfgh'BUi a Ubb'"8]YgY
D'U_UhY'Zi b[]YfYb'b]W'h'bi f'U'g'NY]hXc_i a YbhY'z'gcbXYfb'Ui W'U'g
5i gXfi W'XYg'_i 'hi fY''Yb'K UbXY'g'z'k]Y'8f"5bXfYUg'?b]Yf]Ya z'XYf
U_hi Y''Y'8]fY_hcf'XYg'H]YfdUf_g'z'VYhcbh"

Ni 'XYb'VYgcbXYfYb'z V]`Ai a gU_h]cbYb'[Y\0fYb'YI _i g]j Y
: 0fi b[Yb'ni f'; YgW]W hY'XYg'DUf_g'z'Y]bY'gma Vc`]gWY
DUhYbgWUZhiZ0f'Y]bYb'Gi a UhfU!H][Yf'gck]Y'Y]b': chck YhhVYk YfV
Z0f' H]YfdUf_!A ca YbhY "9]b'\]ghcf]gWYf'GdUn]Yf[Ub['a]h(\$
bZcfa Uh]cbgghY'Yb'gc''6Ygi WYf'j]b'X]Y'; YgW]W hY'XYg'DUf_g
Y]bhUi WYb'UggYb'"8Yg'K Y]hYfYb'k]fX'X]Y'F 0W__Y\ f'j cb

8]bcgUi f]Yf!A cXY`Yb [YZY]Yfhi bX`Yg`ghY\Yb`GW`cgg!`i bX
DZ]b[gh_cbnYfhY`Ui ZXYa`Dfc[fUa a žXUfi bhYf`XUg`DZ]b[gh_cbnYfh
Ua`-`"ž b]`&\$&)"

8Yf`<Ö\Ydi b_h`XYf`Y]Yf`]W`_Y]hYb`Z]bXYh`Ua`&"ž`]&\$&)"`ghUhh"
5b`X]YgYa`HU[`k`]fX`X]Y`9bh\Ø`i b[`j`cb`nk`Y]`bYi`Yb
ž`V]`Ài`a`gd`U`UhYb`ghUhhZ]bXYbž`X]Y`Y]bYb`YbhgW`Y]XYbXYb`HY]`XYf
ØVYf`%\$\$`D`U`Uha`chj`Yž`X]Y`gY]h`%-`))`]a`H]YfdUf`_`Yb`hghUbXYb
g]bXž`fYdf`ÀgYbh]YfYb`"8Uj`cb`k`YfXYb`)&`K`Yf`_`Y`XUi`Yf`UZh
Ui`g[`YghY`hž`k`Ug`X]Y`_i`hi`fY`Y`i`bX`\]ghcf]gW`Y`6YXYi`hi`b[`XYg
H]YfdUf`_g`k`Y]hYf`i`bhYfghfY]W`h`K`Y]hYfY`ϕZcfa`Uh]cbYb`ni`XYb
ž`V]`Ài`a`gZ]Yf`]W`_Y]hYb`i`bX`XYb`VYgcbXYfYb`Dfc[`fUa`a`di`b_hYb
g]bX`Ui`ZXYf`K`YVgY]hY`A`]hhY!6]hhY`ni`Z]bXYb"

8YhU]`g	
C`fh	@]W`hYbVYf[`ž`8Yi`hgW`U`bX
E`i`Y`Yb	<ul style="list-style-type: none">• k`k`k`"VYf`]b"XY• a`]hhY!V]hhY"XY

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