

7Ua d]b[Vcca ']b' < U`Y. 'Df]j UhY'; ÅfhYb
k YfXYb'ni f`l f`Ui Vg!C UgY°

GhUf_'ghY][YbXY'7Ua d]b[bUWZfU[Yb']b' < U`Y. 'df]j UhY
GhY`d`ÅhnYž'k Yb][Yf'cZZ]n]Y`Y'5b[YVchY"'GUWgYb!5b\U`h'U`g
VY`]YVhYg'N]Y`"



< U`Yž'8Yi hgW`UbX'!A]hXYa '6Y[]bb'XYf'7Ua d]b[gU]gcb'\Uh
< U`Y'i bX'XUg'i a`]Y[YbXY'; YV]YhY]bYb'VYa Yf_Ybgk YfhYb
5bgh]Y['XYf'5bZfU[Yb'bUW', VYfbUW hi b[ga Ò[`]W_X]hYb'ZØf
NY`hY'i bX'K c\ba cV]'Y'ZYgh[YghY`h"8]YgYg'D\Åbca Ybž'XUg'gY]h
A Åfn'&\$&) 'ni 'VYcVUW hYb']ghž'ZØ\fh'XUni ž'XUgg'XUg'Òfh]WY
GYfj]W'hYUa 'nk]gWYb'%'\$'V]g'&\$'5bZfU[Yb'dfc'K cWY'ØVYf'9!A U]
i bX'HY'YZcb'Ya dZÅb[h"J]Y'Y'7Ua dYf'a ØggYb'g]W'YXcW'a]h
Y]bYa 'A Ub[Y`Ub'cZZ]n]Y`Yb'GhY`d`ÅhnYb']b' < U`Y
Ui gY]bUbXYfgYhnYb"'8U\Yf'\Uh'XUg'Dfc'Y_h' D'Uhn'ja'; UfhYb3
7Ua dYf'k UfhYb° 'Ub'6YXYi hi b['[Yk cbbYbž'XU'Yg'df]j UhY
'ÅWYbž'k]Y'; ÅfhYb'i bX'K]YgYbž'U'g'GhY`d`ÅhnY'ZØf'7Ua dYf'ni f
J YfZØ[i b['ghY`h"

8 Ug`Dfc`Y_h`XUg`a`]h`i` bhYfghØhni` b[`XYg`@UbXYg`GUW`gYb!5b`U`h`
[YghUfhY`h`k` i` fXYž`Yfa` Ò[`]W`h`Y`g`a`]h`h`Y`fk` Y`j`]Yf`b`Yi` Yb`
; Ugh[YVYfbž`X]Y`g]W`g`Y]h`GU]gcbghUfh`XYa` `J`cf`UVYb`
Ub[YgW`c`ggYb`UVYbž`nU`fY]W`Y`GhY`d`À`hnY`Ubni`V]YhYb`
`g[YgUa`h`ghY`Yb`bi`b`fi`bX`(`&`df]j`UhY`GhY`d`À`hnY`VYfY]hž`X]Y`g]W`
ØVYf`X]Y`[YgUa`h`Y`GhUXh`V]g`l`]b`ni`a`K`U`YbXcfZYf`GY`j`YfhY]`Yb`
<]bni`_ca`a`Yb`%`ÒZYb`h`]W`Y`7Ua`d]b[!ž`GhY`!`i`bX`DUf`_d`À`hnY`]b`
<U`Y`i`bX`!`a`[YVi`b["8]Y`g]h]Uhj`Y`nY][h`gca`]hž`XUgg]b]bcj`Uhj`Y`
@Øgi`b[Yb`[Ygi`W`h`k`YfXYbž`i`a`XYb`[Ygh]Y[YbYb`5bZcfXYfi`b[Yb`
[YfYW`h`ni`k`YfXYb`"

6Y`]YVh`Y]h`XYf`GhY`d`À`hnY`

8Yi`h`]W`k`]fX`X]Y`6Y`]YVh`Y]h`XYf`Ub[YVchYbYb`GhY`d`À`hnY`Ua`
6Y]gd]Y`XYg`HYbb]gWi`Vg`GUbXUb[Yfž`k`c`]b`XYb`YfghYb`nY`b`
K`c`W`Yb`gY]h`GU]gcbghUfh`ØVYf`+\$`:`U`fnYi`[Y`a`]h`fi`bX`%(`\$`:`À`ghYb`
[Yn`À`h`k`i`fXYb`"<U`Y`j`YfZØ[h`l`]b[Y[Yb`bi`f`ØVYf`nk`Y]`c`Z]n]Y`Y`
gh`Xh]gW`Y`GhY`d`À`hnY`X]Y`:`À`fghfU»Yž`X]Y`[Ubn`À`f][`Y`ØZb`Yh`
]ghž`i`bX`XYb`7Ua`d]b[d`Uhm`5a`B`cfXVUX`ž`XYf`A`]h`Y`A`U]`gY]bY`
HcfY`[Y`ØZb`Yh`Uh`8]YgY`VY]XYb`gh`Xh]gW`Yb`C`dh]cbYb`V]YhYb`
ni`gUa`a`Yb`YX][`]W`%-`7UfUj`Ub!`i`bX`g]YVYb`NY`hghY`d`À`hnY`"

8]Y`GW`k`Ub`_i`b[Yb`]b`XYf`B`UW`ZFU[Y`b`UW`7Ua`d]b[d`À`hnYb`g]bX`
b]W`h`ni`Y`h`h`Ui`W`Ui`Z`XUg`k`UW`gYb`XYg`GY[a`Yb`h]a`
Hci`f]ga`i`ggY`_hcf`]b`GUW`gYb!5b`U`h`ni`fØW`_ni`ZØ`fYb`"8]Y`
,`VYfbUW`hi`b[Yb`Ui`Z`7Ua`d]b[d`À`hnYb`]b`XYf`FY[]cb`g]bX`gY]h`
&\$`%-`i`a`a`Y`f`U`g`(`*`Dfc`nYb`h[Ygh]Y[Yb`"6YgcbXYfg`XUg`Dfc`Y`h`
D`Uhm]a`:`UfhYb`3`7Ua`dYf`k`UfhYb`°`U`h`g]W`U`g`U`h`f`U`_h]j`Y`
@Øgi`b[Y`h`UV`Y]fhž`X]Y`gck`c`l`ZØf`; Ugh[YVYf`U`g`Ui`W`ZØf`7Ua`dYf`
J`cfhY]`V]YhYh`8]Y`Bi`hni`b[X]YgYf`df]j`UhYb`:`À`W`Yb`YfZc`[h`c`Zh`
bUW`XYa`Df]bn]d`XYg`7ci`W`gi`fZ]b[gž`hY]`g`[Y[Yb`GdYbXYb`cXYf`
Xi`fW`A`]h`]`ZY`]a`:`UfhYb`"

Hci`f]gh]gW`Y`5`h`f`U`_h]c`b`Y`b`]b`GUW`gYb!5b`U`h`

GUW`gYb!5b`U`h`nY]W`bYh]g]W`b]W`h`bi`f`Xi`fW`gY]bY`
7Ua`d]b[a`Ø[`]W`_Y]hYb`Ui`gž`gcbXYfb`]gh`Ui`W`VY`_Ubb`h`ZØf`gY]bY`
l]ghcf]gW`Yb`GY`Yb`gk`ØfX][_Y]hYbž`gY`Yb`gk`YfhY`Gh`X`hY`i`bX`X]Y`

a U`Yf]gWXYb`GYYb!`i bX`:` `i gg`UbXgWUZhYb" `8]Y`F Y[]cb`k]fX`j cb
 <Y]XY!`i bX`K Y]bVUi [YV]YhYb`[YdfÀ[hž`X]Y`XYb`5i ZYb\U`h`ZØf
 7Ua`dYf`VYgcbXYfg`UhhfU`_h]j `a UWXYb" `9]b`<][\`][\h`]gh`X]Y
 GhfU»Y`XYf`F ca Ubh]_ ž`X]Y`6i f[Ybž`?`ÒghYf`i bX`DZU`nYb
 a]hY]bUbXYf`j YfV]bXYh"

8]Y`@UbXYg\Ui dhghUXh`A U[XYVi f[`a]h`]\fYb`&' "\$\$\$\$`9]bk`c`bYfb
]gh`Y]b`6Y]gd]Y`ZØf`XYb`K UbXY`j cb`Y]bYf`ϕXi ghf]YghUXh`ini `Y]bYf
 `YVYbX][Yb`9`Va`Yhfc`dc`Y" Ni `XYb`K U\fnY]WXYb`nÀ`Yb`XYf
 [ch]gWXY`8ca`ž]b`XYa`?U]gYf`C`hnc`="`VY][YgYhnh`]ghž`gck]Y`X]Y
 A`cXYfbY`N]hUXY`Yž`X]Y`j cb`:`f]YXYbgfY]WXY`<i bXYfhk`UggYf
 Yb`hk`cfZYb`k`i`fXY" `B]WXYh`ini`j`Yf[YggYb`]gh`XYf`B`Uh]cb`U`d`Uf`_`<`Ufnž
 XYf`YfghY``ÀbXYfØVYf[fY]ZYbXY`B`Uh]cb`U`d`Uf`_`8Yi`hgWXY`UbXgž`XYf
 X]Y`6Ygi`WXYf`a`]h`X]WXYhYb`K`À`XYfb`i`bX`VYY]bXfi`W`YbXYb
 @UbXgWUZhYb`VY[Y]ghYfh"

Ni`gÀh`n`]WXY`V]YhYh`X]Y`GhUXh`<U`Yž`X]Y`[fÒ»`hY`GhUXh`GUWXYgYb!
 5b`U`hgž`a`]h`]\fYf`[i`hYf`U`hYbYb`5`hgUXhž`XYa``6YUh`Yg!`A`i`gYi`a
 i`bX`XYb`<`ÀbXY`!:`Yghgd]Y`Yb`nU`fY]WXY`GY`Yb`gk`ØfX][`_Y]hYb`ZØf
 F Y]gYbXY" `8]Y`A`Ufh]b!`@`h`Yf!`!`b]j`Yfg]h`Àh`<U`Y`!`K`]hYbVYf[`n`À`h
 ni`XYb`À`hYghYb`<c`WXYgWXY`Yb`8Yi`hgWXY`UbXg`i`bX`n]Y`h`h`À[`]WXY
 j]Y`Y`6Ygi`WXYf`Ub" `5i`WXY`K`]hYbVYf[`a`]h`XYf`VYfØ`a`hYb
 GWXY`cgg_]fWXYž`Ub`XYf`A`Ufh]b`@`h`Yf`%`%+`gY]bY`-`-`H`YgYb
 UbVfUWXYhYž`]gh]j`cb`]\]ghcf]gWXYf`6YXYi`hi`b[`"

8]Y`9b`hk`]W`_i`b[Yb`]b`<U`Y`i`bX`X]Y`k`UWXYgYbXY`B`UWXYZFU[Y`b`UWXY
 7Ua`d]b[d`Àh`nYb`g]bX`gca`]h`b]WXYh`bi`f`Y]b`NY]WXYb`ZØf`j`Yf`ÀbXYfhY
 F Y]gYhfYbXgž`gcbXYfb`Ui`WXY`Y]bY`A`Ò[`]WXY`_Y]hž`X]Y`_i`hi`fY`Y`b
 GWXY`Àh`nY`GUWXYgYb!`5b`U`hg`YfZU`fVUf`ni`a`UWXYb" `8`Ug`@UbX`Y`À`h
 nU`fY]WXY`A`Ò[`]WXY`_Y]hYb`ZØf`7Ua`dYf`VYfY]hž`X]Y`5VYb`hYi`Yf`i`bX
 9f`c`i`b[`]b`Y]bYf`Y]bn][`Ufh][`Yb`@UbXgWUZhigi`WXYb"

8YhU]`g	
C`fh	<U`Yž`8Yi`hgWXY`UbX
E`i`Y`Y`b	<ul style="list-style-type: none"> • k k k "nY]h"XY • k k k "WJa`d]b[`]bZc

6Ygi W\Yb`G]Y`i bg`Ui Z.`Y]bY!fY]gY"XY