

GhfUW\ Y `bUW\ `F ØW_gW\ `U[. `J ca J]nY_Ubn`Yf`ni a `6Yn]f_gfUh`]b : `cf]XgXcfZ`

< Y]bn! 7 \ f]gh]Ub `GhfUW\ Y `k]fX `U`g`6Yn]f_gfUh`]b : `cf]XgXcfZ
Ub[Y`cVhž`bUW\ `K U\ `j Yf`i ghYb`i bX`gY]bYf`F c`Y`]b`XYf`≠]nU!
5ZZÅfY"



: `cf]XgXcfZž`² ghYffY]W\ `! `5a `%%" ħ b]`&\$&) ` \ Uh`< Y]bn! 7 \ f]gh]Ub
GhfUW\ Yž`XYf`Y\Ya U`][Y`7\YZ`XYf` : D² žY]bY`F ØW__Y\ f`]b`X]Y
ØghYffY]W\]gW\ Y`Dc`]h`UbXgW\ UZh`[YZY]Yfh` `k Ybb`Ui W\ `]b
VYgW\ Y]XYbYa `F U\ a Yb" `6Y]`XYf`_cbgh]hi]YfYbXYb`G]hni b[`XYf
6Yn]f_gj YfhfYhi b[: `cf]XgXcfZk i fXY`XYf`9I !J]nY_Ubn`Yf`U`g
6Yn]f_gfUh]Ub[Y`cVh`A Ø[Yb`X]Y`NY]hYb`[`Ubnj c`Yf`gY]bž`U`g`Yf`X]Y
; YgW\]W_Y`XYf`F Y[]Yfi b[`Yb`_hYž` \ Yi hY`g]Y\ h`X]Y`F YU`]hÅ`h`YXcW\
[Ubni`UbXYfg`Ui g`GhfUW\ Y`hfUh`VY]`XYb` ; Ya Y]bXYfUhg!`i bX
6Yn]f_gj YfhfYhi b[gk U\ `Yb`]a `5df`]`a]h`gY]bYa ` HYUa `< 7
GhfUW\ Y `Ubž`a i gghY`UVYf`a Ugg]j Y`J Yf`i ghY` \]bbY\ a Yb`i bX
j YfZY\ `hY`XYb`9]bni [`]b`XYb` ; Ya Y]bXYfUh`_`Uf`a]h`bi f`%ž%`i `XYf

Gh]a a Yb"

8]Y': D2 '\Uh]b'XYb''YhnhYb'š\ fYb']\f'DchYbn]U`ghUf_'Y]b[YVØ» h"
Gc'\ØfhY'a Ub'j cb'%+'6Yn]f_ga UbXUhYb']ja' š\ f'&\$&\$ž'Yhnh'g]bX
Yg'[YfUXY'Y]ba U'bcW'nk Y]ž'i bX'XUg']b': `cf]XgXcfZ'gck]Y
8cbUi ghUXh'' 8Ug'; Y\U'hY]bYg'6Yn]f_gfUhg']gh'ni 'b]YXf][ž'i a
XUj cb''YVYb'ni ' _ØbbYb ž'Äi »YfhY'g]W'XUni 'XYf'GD² !GhUXhfUh
šØf[Yb'7nYfbc\cfgn_mž'XYbb'GhfUWXY'_Ubb'g]W'ØVYf'_bUdd '* \$ \$
9i fc'a cbUh]W'ZFYi Yb''8YbbcW'ØVYfb]a a h'Yf'XUg'A UbXUh'Ui g
J YfUbhk cfhi b['ZØf'gY]bYb'<Y]a UhVYn]f_'i bX'\Uh'Ub[Y_ØbX][hž
b]W'h'a Y\ f'VY]K U\Yb'Ubni hfYhYb' 'X]Yg'k Uf'gY]b''YhnhYf'5bhf]h"

8]Y 'GWX UhhYb 'XYf 'J Yf [Ub [Yb \ Y]h

GhfUWXYg'@Ui ZVU\ b']gh'ghUf_'j cb'XYf'gc[YbUbbhYb'š\]nU!5ZZÄfY
[YdfÄ[hžX]Y'ja 'A U] &\$%- 'XYb'dc'h]gWXYb': f]YXYb']b'² ghYffY]W
YfgW'ØhYfhY''8]YgYg'J]XYc'nY][hY']\b'i bX'š\Ubb'; i XYbi gž'k]Y
g]Y'a]hY]bYf'j Yfa Y]bh]WXYb'B]W'hY'Y]bYg'fi gg]gWXYb'C`][UfWXYb
ØVYf'?cffi dh]cb'i bX'A YX]Yb_cbhfc''Y'X]g_i h]YfYb''8]Y
J YfØZYbh]W'i b['XYg'J]XYcg'Xi fW'XYi hgWXY'A YX]Yb'gcf[hY'ZØf
Y]bYb'G_UbXU'ž'XYf'b]Y'XU[Yk YgYbY'dc'h]gWXY'?cbgYei YbnYb
\UhY'i bX'ni f'6YYbX][i b['XYf'?cU'h]cb'nk]gWXYb'² J D'i bX': D²
ZØ\fhY''?i fn'XUfUi ZhfUhYb'gck c\`GhfUWXY'U'g'Ui W'; i XYbi g'j cb
\fYb'DcghYb'ni fØW_'i bX'XYf'XUa U'] [Y'6i bXYg_Ubn'Yf'GYVUgh]Ub
?i fn'Yf'_ÄfhY'XUg'9bXY'XYf'Ni gUa a YbUfVY]h"

8]Y'9fa]h'i b[Yb'ni f'š\]nU!5ZZÄfY'g]bX'Y]b'? Ud]hY'ž'XUg'Ui W'š\ fY
gdÄhYf'bcW' b]W'h'UV[YgW'cggYb']gh''8Yf'š\]nU!
I bhYfgi W'i b[gUi ggW'i gg'k i fXY'ja 'ÄbbYf'&\$&\$'Y]b[YgYhnhž'i a
X]Y'a i ha U» `]WXY'?Äi Z]W_Y]h'XYf'hØf_]g!V'Ui Yb'6i bXYgfY[]Yfi b[
ni 'i bhYfgi WXYb''8UVY]k i fXYb'nU\ fY]WXY'<Ui gXi fW'gi W'i b[Yb
Xi fW[YZØ\fh'i bX'X]Y'GhUUhgUbK U'hgW'UZh'K]Yb'Yfa]hY'hY'[Y[Yb
GhfUWXY'i bX'; i XYbi g'k Y[Yb'I bhfYi Y'i bX'J cfhY]'gUbbU\ a Y"
5_hi Y''XUi Yfb'X]Y'9fa]h'i b[Yb'Ubž'gY]h]ja 'GYdhYa VYf'&\$&'
VY_Ubb'h'k i fXYž'XUgg'X]Y'Ub[YV']WXY'C`][UfWXYbb]W'hY
hUhgÄW'W'Y]bY''Yh]gWXY'GhUUhgVØf[Yf]b']gh"

9]b '@UbX'j c''Yf'G_UbXU`Y

8]Y`≠]nU!5ZZĀfY`]gh`bi`f`Y]bY`j`cb`j`]Y`Yb`G_UbXU`Ybž`X]Y`X]Y
 ÒghYffY]W\]gW\Y`Dc`]h[_`gY]h`>\fYb`VY[`Y]hYb`"K`U`hYf`;`YmYfž`XYf
 YfghY`5bh]_cffi`dh]cbgghUUhgUbk`U`hž`VYhcbhž`XUgg`gc`W\Y`G_UbXU`Y
 cZhini`j`YfgW\ĀfZhYb`;`YgYhYb`ZØ\`fYbž`YXcW\`Y]b`XYZ]b]h]j`Yg`9bXY
 XYf`?`cffi`dh]cb`_Ui`a`'a`Ò[`]W\`gY]"`9]b`6`]W_`Ui`ZXYb
 ?`cffi`dh]cbgk`U\fbY\`a`i`b[`g]bXYI`j`cb`&\$%,`'nY][`hž`XUgg`²`ghYffY]W\
 \]bhYf`@ĀbXYfb`k`]Y`:`]bb`UbX`i`bX`GW\k`YXYb`fUb[`]Yfh"

Dc`]h]gW\Y`5ZZĀfYbž`?`cffi`dh]cb`i`bX`XUg`GhfYVYb`bUW\`a`Y\`f
 HfUbgdUfYbn`g]bX`H\Ya`Ybž`X]Y`X]Y`;`Ya`ØhYf`]b`²`ghYffY]W\
 VYk`Y[`Yb`"K`Ā\`fYbX`Y]b][`Y`G_UbXU`Y`k`]Y`Bcf]W`a`'\`Yi`hY`b]W\h
 a`Y\`f`XYb`_VUf`g]bXž`[`]VhYg`U`_hi`Y`Y`Y`:`Ā`Y`k`]Y`6i`k`c[`i`bX`XYb
 HY`Y`_ca`!G_UbXU`ž`X]Y`k`Y]hYf\]b`XUg`J`YfhfUi`Yb`]b`X]Y`Dc`]h[_
 VY`UghYb`"8Yf`l`a`[`Ub[`'a`]h`?`cffi`dh]cb`V`Y]Vh`Y]b`\`Y]»`Yg`9]gYbž
 i`bX`b]W\h`bi`f`GhfUW\Y`a`i`gg`g]W\`XYb`:`fU[`Yb`ghY`Ybž`X]Y`X]Y
 ²`ZZYbh]W\`_Y]h`VYgW\ĀZh][`h"

9]b`bYi`Yf`5VgW\`b]h`h`\`Uh`ZØf`GhfUW\Y`]b`:`cf]XgXcfZ`VY[`cbbYbž
 XcW\`XUg`;`Yk`]W\h`gY]bYf`J`Yf[`Ub[`Yb\`Y]h`VY[`Y]hYh`]\`b`i`bX`Ui`W\
 X]Y`dc`]h]gW\Y`@UbXgW\UZh`²`ghYffY]W\gž`X]Y`g]W\`i`a`X]Y
 6Yk`Ā`h][`i`b[`XYg`H\Ya`Ug`?`cffi`dh]cb`VYa`Ø\`h`"6`Y]Vh`UVni`k`UfhYbž
 k`]Y`g]W\`X]Y`8]b[`Y`Yb`hk`]W_`Y`b`i`bX`cV`GhfUW\Y`k`]f`_]W\`Ui`g`XYa
 F`Ua`dYb`]W\h`hfYhYb`k`]fX"

8YhU]`g	
Cfh	:`cf]XgXcfZ`²`ghYffY]W\ <ul style="list-style-type: none"> • k k k "X]YdfYggY"Wĉa • XY"k`_]`dYX]U"c f[• _i`f]Yf"Uh
Ei`Y`Y`Yb	

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