

@U`HfUj]UhU`]b`K]Yb. :; fY]`i Zh!C dYf`a]h
J YfX]!; Y]gh° ; Yk]bbY`^Yhnh°

9f`YVYb`G]Y;]i gYddY`J YfX]g/ ei ch/@U`HfUj]UhU/ ei ch/`j ca
%"`V]g`%- "'†`]'&\$&) `]a `K]YbYf`9]g`Ui Z] YfY]b`a]h
]bhYfbUh]cbU`Ya `GhUfVYgYhni b["



@c h\ f]b[YfghfU» Y`&&ž`%\$' \$`K]Ybž`² ghYffY]W\ `!`K Ug`_Ubb`Yg
GW\ÖbYfYg[YVYbž`U`g`g]W\ `]ba]hhYb`XYf`Gca a Yf\]hnY`Ub`Y]bYf
C dYb!5]f!5i Z\fi b[`Y]bYf`XYf`VYfØ\ a hYghYb`C dYfb`XYf`K Y`hni
YfZFYi Yb3`J ca `%"`V]g`%- "'†`]'&\$&) `k]fX`XYf`K]YbYf`9]g`Ui Z] YfY]b
Ua `<Yi a Uf_hini f`6Ø\ bY`ZØf;]i gYddY`J YfX]g` @U`HfUj]UhU "'<]Yf
hf]Zh`_Ugg]gW\Yg`C dYfbZY`]b[`Ui ZY]bY`Y]bn][Ufh][Y`: fY]`i Zh!
5ha cgd\ÅfYž`i bX`XUg`6YghY. `K Yf`Y]b`k Yb][; `ØW`_`Uhž`_Ubb
gc[Uf`? UfhYb`XUZØf[Yk]bbYb`"8Yf`YfghY`5i Zh]hh`Z]bXYhUa
: fY]hU[ž`XYa `%"`†`]'&\$&) ž`ghUhž`a]hY]bYa `9]b`Ugg`VYfY]hg`i a
%, .` \$`I` \f` `dYfZY`_h`ZØf`Y]b[Ya Øh]W\Yg`8]bbYf`]b`XYf`\Yff`]W\Yb
?i`]ggY`XYg`K]YbYf`Gca a Yfg`"8 Ug[YgUa hY`GdY`_hU`_Y`YbXYh`i a
&` `I` \fž`gcXUgg`a Ub`XYb`5VYbX`]b] c`Yb`NØ[Yb[Yb]Y» Yb`_Ubb"
K]Y` \Yi hY`"Uh`]bZcfa]Yfhž`Åi ZhY]b; Yk]bbgd]Y`ž`VY]`XYa

]bhYfYgg]YfhY`C dYfbZUbg`V]g`ni a`+`đ`ž`%%`I` \fž`X]Y`7`UbWY
\UVYbž`nk`Y]`?UfhYb`ni`[`Yk`]bbYb"

8]Y`đ`gnYb]Yfi b[`]gh`a`]hj`]Y`Yb`<][`\\][`\\hg`j`YfgY`Yb`"8Yf`i`Y]gh
j`cb`i`]i`gYddY`J`YfX]ž`j`Yf_`ÖfdYfh`j`cb`?Uf`A`Uf_c`j`]Wgž`k`]fX`X]Y
6Ygi`WXYf`a`]higY]bYa`K`]ggYb`ØVYf`XUg`K`Yf_]b`X]Y`<`UbX`i`b[
YbhZØ`fYb`"8]Y`<`Ui`dhfc`Yb`g]bX`a`]h`]bhYfbUh]cbU`Yb`C`dYfbghUfg
VYgYhnh`7f]gh]bU`Dßgßfc]i`i`bX`BUh`U`Y`DYÍ`U!7ca`Ug
ØVYfbY`a`Yb`UVk`YW`gY`bX`X]Y`F`c`Y`XYf`J`]c`YhhU`J`U`Åfmž`k`À`fYbX
@]dUf]h`5j`Yh]gmUb`i`bX`8Uj`]X`?YfVYf`U`g`5`ZfYXc`i`Yfa`cbh`U[`]YfYb`"
H`ca`Ug`K`Y]b`UddY`i`bX`GhYdUb`8fcV]h`[`YVYb`i`];cf`[`]c`i`Yfa`cbhž
i`bhYfghØhnh`j`cb`đ`Y]hhY`?`U`]`U`g`5bb]bU`"A`i`g]_`U`]gW`k`]fX`XUg
K`]YbYf`?`Ua`a`YfC`fW`YghYf`i`bhYf`XYf`@Y]hi`b[`]j`cb`š`ŕ`<`Uhcf]`XUg
Di`V`_]i`a`i`]b`gY]bYb`6Ubb`n]Y`Yb`"FY[`]ggYi`f`8ca`]b]_`5a
NY`b`c`Z]G`Öbg`Vf]b[`]h`Zf]gW`Yb`K`]bX`]b`X]Y`VY`]YVhY`C`dYfž`X]Y`Ui`Z
Y]bYf`i`fY]`]W`hVØ`bY`]bgnYb]Yfh`k`]fXž`k`cVY]`X]Y`GY]hYbZUggUXY`XYg
K`]YbYf`?`cbnYfh`U`i`gYg`U`g`UhYa`VYfUi`VYbXY`Dfc`Y`_h]cbgZ`ÅW`Y
X]Ybh`"K`]Y`cdYfbgca`a`Yf`"Uh`Yfj`cf`YVhž`]gh`X]YgYg`i`cfa`Uh`Y]bY
ZUbhUgh]gW`Y`i`Y`Y[`]Yb`Y]h`ZØf`C`dYfb`_YbbYf`i`bX`BYi`Y]bghY][`Yfž
X]Y`c`Yb`K`Y`Yb`XYf`A`i`g]_`ni`Yf`YVYb`"

9]b`i`Y`gh`ZØf`X]Y`G]bbY

8]Y`C`dYf`@U`HfUj`]UhU`ž`X]Y`ni`XYb`i`bVYghf]hhYbYb`A`Y]ghYfk`Yf`_Yb
XYf`fca`Ubh]gW`Yb`A`i`g]_`n`Ä`hž`k`]fX`Yf`a`]hj`]Y`@]YVY`ni`a`8YhU`]
df`ÄgYbh]Yfh`"8]Y`a`i`g]_`U`]gW`Y`8UfV]Yhi`b[`]V`Y]Vh`XYf
Cf][`]bU`_ca`dcg]h]cb`hfYi`ž`k`À`fYbX`XUg`i`fY]i`Zhgdy`hU`_Y`XYb
VYgcbXYfYb`7`Ufa`Y`XYg`K`]YbYf`Gca`a`Yfg`Y]bZ`Äb[`]h`đ
]bg[`]YgUa`h`%&`J`cfghY`i`b[`]Yb`_`ÖbbYb`X]Y`Ni`gW`Ui`Yf`X]Y`VYfØ`a`hY
@]YVYg[`]YgW`]W`hY`j`Y`Yf`YVYbž`j`cf`Y]bYf`Y]bn][`Ufh][`Yb`?`i`]ggY`"
8Yf`D`\\`Ufa`cb]U`7`c`f`k`]fX`ni`XYa`X]Y`Y]bXfi`W`gj`c`Yb`?`Äb[`]Y
XYg`K`Yf`_Yg`VY[`]Y]hYb`"

8]Y`J`YfUbghU`hi`b[`]gh`b]W`h`bi`f`Y]b`<][`\\][`\\h`ZØf`C`dYfb`Y]V`UVYfž
gcbXYfb`Ui`W`Y]b`]XYU`Yf`9]bgh]Y[`]ZØf`U`YbYž`X]Y`g]W`j`]Y`Y]W`h
ni`a`YfghYb`A`U`]b`X]Y`K`Y`h`XYf`C`dYf`VY[`]YVYb`"A`]h`Y]bYf
A`]gW`i`b[`]Ui`g`_`Ugg]gW`Yb`i`bX`a`cXYfbYb`9`Ya`YbhYb`j`Yfgdf]W`h
@U`HfUj`]UhU`Y]b`9f`YVb]g`ni`k`YfXYbž`XUg`a`Ub`b]W`h`gc`gW`bY`"

j Yf[YggYb`k]fX" `B H9F 9GG9 [Yk YW_h3: Øf`U`Yž`X]Y`bcW`_Y]b
H]W_Yh`UVYbž`ghY`Yb`X]Y`7\UbW`b`Ui ZY]bYb` ; Yk]bb`k Y]hYf`b
cZZYb` `gW`Ui Yb`G]Y`j cfVY]i bX`a UW`Yb`G]Y`a]h` `Zcfa Uh]cbYb
ni`XYb`J YfUbghU`hi b[Yb`i bX`XYb`H]W_Yhj Yf_Ui Z]bXYb`G]Y`Ui W`
Ui ZXYf`K YVgY]hY`j cb`cdYfbgca a Yf"Uh"

Æg[YgUa h`]gh`X]Y`5i ZZØ`fi b[`j cb` @U`HfUj]UhU`Y]b`VYgcbXYfg
dUf`Ua YbhUf]gW`Yg`GhØW`?i`hi fž`XUg`gck c`Hci f]ghYb`U`g`Ui W`
9]b`Y]a]gW`Y`]b`]\fYb`6Ub`b`n]Y`Yb`k]fX" `J]Y`Y`?Øbgh`Yfž`X]Y`Ui Z
]bhYfbUh]cbU`Yb`6Ø`bYb`Ui ZhfYhYbž`k YfXYb`]b`X]YgYf`Y]ba U`][Yb
ÆgnYb]Yfi b[`j YfY]bh` `X]Yg` `Äggh`Ui Z`c`Y`E i U`h`h`i bX`Y]b
Y]bXfi W_gj c`Yg`6Ø`bYbV]`X` `cZZYb" `G]W`Yfb`G]Y`g]W` `ÄfY`?UfhYb
i bX`gY]Yb`G]Y`HY]`X]YgYg`i bj Yf[Ygg`]W`Yb`5VYbXg`]a` <YfnYb`j cb
K]Yb`

8YhU]`g	
Cfh	@c`h`f]b[YfghfU»Y`&&ž`%\$' \$`K]Ybž`² ghYffY]W`
EiY`Yb	<ul style="list-style-type: none"> • k k k "\Yi hY"Uh • k k k "cdYfbgca a Yf"Uh • cdYfU"j

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