

< c_YddY`´≡Ui Z'5i Zgh]Y[g_i fg. '* .&!G]Y[
]a '6Yn]f_g`][U!8 fUa U°

GJ '9]bhfUW\h'<c_YddY`´≡VYg]Y[h'7Z6': cfX'?'Ò'b!B]Y\`'a]h
* .&'i bX'V'Y]Vh'Ui Z'5i Zgh]Y[g_i fg]'b'XYf'6Yn]f_g`][U"



? Ò'b!B]Y\`ž'8Yi hgW\`UbX'!'9]b [fc» Yf'HU['ZØf'XYb'GJ '9]bhfUW\h
<c_YddY`´≡'5a '&"'› b]`&\$&) 'ZY]YfhYb'X]Y'Gd]Y'Yf'Y]bYb
Z'`a]bUbhYb '* .&!G]Y[' [Y[Yb'XYb'7Z6': cfX'?'Ò'b!B]Y\`'8]YgYb
9fZc` ['j YfXUb_h'X]Y'A UbbgW\UZh'b]W'h'bi f'XYa 'Y][YbYb'?'ÒbbYbž
gcbXYfb'Ui W\`Y]bYa 'i bØVYf\ØfVufYb'Di V`_i a ž'XUg'X]Y'Gd]Y'Yf
i bYfa ØX`]W\`UbZYi YfhY" 'HfU]bYf';]i gYddY'6fi bYhnc'`Ubb'a]h
X]YgYa 'FYgi 'hUh'b]W'h'bi f'XYb'5i Zgh]Y[]b'X]Y'6Yn]f_g`][U'GhUZZY`
%ZYgh]'a '6`]W\`UVYbž'gcbXYfb]'gh'Ui W\`a Y\`f'U'g'ni Zf]YXYb'a]h
XYb '* ('Di b_hYbž'X]Y'X]Y'A UbbgW\UZh]'b'XYf'HUVY`Y'Yfn]Y'h'\Uh"
BcW\`ghY\`Yb'nk Y]'DUfh]Yb'Ui gž'i a 'X]Y'GU]gcb'UVni gW\`Y]» Yb"
8]Yg'`_ÒbbhY'ZØf'XUg'HYUa 'YbhgW\Y]XYbX'gY]bž'i a 'XYb'5i Zgh]Y[
hUhg\W\`]W\`ni 'fYU`]g]YfYb"

8]Y`HcfY`Z]Y`Yb`]b`Y]bYa`VYY]bXfi`W_YbXYb`HYa`dc`"F`cV]b
H\Y]gYbž`XYf`Ub`X]YgYa`HU[`VYgcbXYfg`[`ÀbnhYž`Yfn]Y`hY`[`Y]W
j`Yf`HfY`ZYfž`VY[`]bbYbX`a`]hY]bYa`Ui`g[`YZY]`hYb`<`UW_Yb!`Hf]W_`]b
XYf`%-`"A`]bi`hY`"5i`W`6Y\`UX]`"GUVUb]`hfi`[`a`]hY]bYa`HfY`ZYf`VY]
i`bX`VYfY]hYhY`Ui`»`YfXYa`Y]bYb`UbXYfYb`j`cfž`k`Ug`X]Y`C`ZYbg]j`Y
XYf`<`c\`_YddY`Yf`ghUf`_]b`GnYbY`gYhnhY`"8Yb`YhnhYb`<`Ò\Ydi`b_h
gYhY`A`Y\`a`Yh`8c[`Ubž`XYf`XYb`6U`"a`]hY]bYa`@`dZYf`Ui`g`gUhYb
(`\$`A`YhYfb`]bg`BYhn`VY`ZÒfXYfhY`"8]Y`VY]XYb`gd`ÀhYb`HcfY`ZØf`X]Y
?`ÒbYf`_Ua`Yb`j`]Y`Y]W`hni`gd`Àhž`i`a`XUg`Gd]Y`bcW`gdUbbYbX`ni
a`UW`Ybž`UVYf`g]Y`nY][`hYbž`XUgg`a`Ub`b]Y`Ui`Z[`YVYb`gc`"hY`"

8]Y`?`cb`_i`ffYbn`gW`À`Zh`b]W`h

8]Y`?`cb`_i`ffYbn`]b`XYf`@[`U`]gh`YVYbZU`"g`b]W`hni`i`bhYfgW`À`hnYb`"
Gc`[`Yk`Ubb`X]Y`GdJ[`F`\Y]bX`ØfZYf`_`Uf`a`]h`(.`\$`[`Y[`Yb`XYb`Hi`G
@]bX`Uf`":`Øf`F`\Y]bX`ØfZYf`k`Uf`Yg`XUg`nk`Y]hY`Gd]Y`"]b`":`c`[`Yž`XUg`g]Y
a`]hY]bYa`ØVYfnYi`[`YbXYb`9f[`YVb]g`UVgW`cggYb`"@]bX`Ufg
HfU]bYfž`5f`]bX`C`gY`_i`ž`VYf]W`hYhY`j`cb`J`Yf`Yhni`b[`Yb`i`bX`Y]bYa
9`Za`YhYfž`k`Ug`X]Y`G]hi`Uh]cb`ZØf`gY]b`HYUa`b]W`hY]bZUW`Yf
a`UW`hY`"

9]b`k`Y]hYfYg`gdUbbYbXYg`8i`Y`"ZUbX`nk`]gW`Yb`XYa`GJ`K`Y]XYb
i`bX`GJ`5`hYbVYf[`ghUhh`K`Y]XYb`_cbbhY`g]W`]b`Y]bYa`"\`Ufh
i`a`_Aa`dZhYb`Gd]Y`a`]h`.%`Xi`fW`gYhnhYb`"HfU]bYf`5Xf]Ub`Ghi`XYb`h
VYhcbhY`X]Y`K`]W`h][`_Y]h`XYg`G]Y[`Yg`[`Y[`Yb`Y]bYb`X]fY`_hYb
?`cb`_i`ffYb`hYbž`XYf`]b`XYf`i`bhYfYb`HUVY`Yb`\`À`ZhY`"Y[`h`"8]Y`HcfY
Z]Y`Yb`c`Zha`U`g`W`Uch]gW`ž`XcW`XUg`[`Y\`Øfh`XUni`ž`k`Ybb`Yg`i`a
Di`b_hY`]a`5Vgh]Y[`g_Ua`dZ[`Y`h`"

8]Y`6YXYi`hi`b[`XYf`6Yn]f`_g`][`U

8]Y`6Yn]f`_g`][`U`\`Uh]g]W`ØVYf`X]Y`š\`fY`U`g`Y]bY`Ui`ZghfYVYbXY`@[`U
YhUV`]Yf`hž`]b`XYf`j`]Y`Y`HU`Yb`hY`XYb`Gdfi`b[`]b`\`Ò\`YfY`@[`Yb`k`U[`Yb`"
K`]Y`K`_]d`YX]U`VYgW`fY]Vhž`]gh`X]YgY`@[`U`c`Zha`U`g`XUg
Gdfi`b[`VfYh`ZØf`Gd]Y`Yfž`X]Y`]b`X]Y`\`Ò\`YfYb`?`UggYb`XYf
6i`bXYg`][`U`c`XYf`&`"6i`bXYg`][`U`Ui`ZghY][`Yb`a`ÒW`hYb`"J`]Y`Y
J`YfY]bY`UfVY]hYb`\`Ufh`XUfUbž`↑`b[`Y`Gd]Y`Yf`Ui`gni`V]`XYb`i`bX
_cb`_i`ffYbn`ZÀ\`][`ni`V`Y]VYb`"

8]Y'9bYf[]Y'i bX'XYf?Ua dZ[Y]ghž'X]Y'Ua ` \Yi h][Yb'HU[']a 'GhUX]cb
 ni 'gdØfYb'k UfYbž'gc`Yb'ZØf'X]Y'_ca a YbXYb'Gd]Y`Y'A ch]j Uh]cb
 `]YZYfb"<c_YddY`'=V`Y]Vh'gca]h'Ui Z'5i Zgh]Y[g_i fg'i bX'XUg
 `YhnhY'K cfh]b'X]YgYf'gdUbbYbXYb'GU]gcb']gh'bcW`b]W`h
 [YgdfcW`Yb"

: Øf'k Y]hYfY' ðZcfa Uh]cbYb'ni 'XYb'U_hi Y`Yb'@Y]ghi b[Yb'XYg'GJ
 9]bhfUW`h<c_YddY`'=VYgi W`Yb'G]Y'?]W_Yf'cXYf'Zc`[Yb'G]Y'XYa
 ; YgW`Y\Yb'Ui Z: i DU"bYh"8]Y: Ub'g]bX'[YgdUbbhž'k Ug'X]Y
 `YhnhYb'nk Y]'DUfh]Yb'Vf]b[Yb'k YfXYb" '6`Y]VYb'G]Y'XfUb°

8YhU]`g	
Cfh	?Ò'b!B]Y\`ž'8Yi hgW`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "Zi dU"bYh • k k k "_]W_Yf"XY • XY"a "k]_]dYX]U"cf[

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