

5 gg]U`8 ^VUf. `Gh]a a Yb `U` [Yf]gW X Yf
: fUi Yb `]b `@]hYfUhi f`i bX :]`a

9bhXYW_Yb`G]Y`XUg`@YVYb`i bX`K Yf`_j cb`5gg]U`8 ^VUfž`XYf
VYXYi hYbXYb`U` [Yf]gW X Yb`G`W f]ZhghY`Yf]b`i bX
5_UXYa]_Yf]bž`&\$&) `]a `: c`_i g"



7Y`Yž`8Yi hgW `UbX`!`5gg]U`8 ^VUfž`Y]bY`]bgd]f]YfYbXY`Gh]a a Y
5` [Yf]Ybg

5gg]U`8 ^VUfž`X]Y`Ua ` ` \$ " ' &) b]`%-` * `]b`7`YfW X Y`ž`5` [Yf]Ybž
[YVcfYb`k i fXYž`nA`h`ni`XYb`Y]bZi`ggfY]W`ghYb`G`W f]ZhghY`Yf]bbYb
XYf`ZfUbn`O]g]W X Yb`GdfUW X Y` Æ f`B Ua` Yž`XYf`X]Y`6YXYi hi b [X]Y`Yb][Yž`X]Y`Hfcgh`gdYbXYh`i bX` X]Y`i bbUW []YV][Y`_j YfY]bž
nY][h`VYfY]hg`]\fY`ghUf`_Y`DYfg`Öb`]W X _Y]h" Æ fY`]\hYfUf]gW X Y`? Uff]YfY
VY[Ubb`g]Y`%-`) + `a`]h`]\fYa`YfghYb`F`ca`Ub` @U`Gc]Z`ž [YZc` [hij`cb
k Y]hYfYb`VYXYi hYbXYb`K Yf`_Yb`k]Y` @Yg` Æ dUh]Ybhg`i bX` @Yg
9bZUbhg`Xi`bci`j YUi`a`cbXY` " `8 ^VUf`k i fXY`ni`f`YfghYb
a U [\fYV]b]gW X Yb`B`cfa`U`]YbbY`i bX`\Uh]g]W`]b`]\fYf`6Yfi`Z`b [`U`g
5i`hcf]b`i bX` :]`a`Ya`UW X Yf]b`ghYhg`XUZ`Øf`Y]b [YgYhnhž`X]Y`Gh]a a Yb

U[Yf]gWXYf': fUi Yb` \ÖfVUf'ni 'a UWXYbž'X]Y'cZij cb`XYf'; YgWXYWXYhY
ØVYfgY\Yb'k i fXYb" Gc'j Yfk i bXYfhYg'b]WXYhž'XUgg']\fY'K Yf_Y']b
&' 'GdfUWXYb'ØVYfgYhnh'k i fXYb'i bX'g]Y'&\$) 'j b`X]Y
dfYgh][YhfÅWXYh][Y'5WXYÅa]Y': fUbÅU]gY' [Yk Å`h'k i fXYž'U'g
BUWXYZc` [Yf]b'j cb'; Ycf[Yg'J YXY"

9]b`nYbhfU`Yg'K Yf_] cb`8`YVUf']gh'X]Y`%- +, 'j YfÖZZYbh]WXYhY
GUa a`i b[' : Ya a Yg'X 5` [Yf'XUbg`Yi f'UddUfhYa Ybh "'8]YgY
YfnÅ`h'; YgWXYWXYhYbž'X]Y']b`Y]bYa`8]U`c['a]h[fc»Yb'; Ya Å`XYb
k]Y`XYbYb'j cb`8Y`UWfc]l`i bX'D]WUggc'ghY\Yb" G]Y'bi hnh'X]YgY
J YfV]bXi b['ni f'?i bghž'i a`Y]bY'a cXYfbY' ÷Ybh]hÅh'U[Yf]gWXYf
: fUi Yb'ni` [YghU`hYb'i bX'ni` ZÖfXYfb"'8]Y`GUa a`i b['j]gh'b]WXYh'bi f
Ui hcV]c[fUZ]gWXYž'gcbXYfb`Yfa Ö['WXYh'Ui WXY]bY`_c`Y`_h]j Y
5i hcZ]_h]cbž]bXYa`g]Y`Z]_h]j Y'i bX'k]YXYf\Yf[YghY`hY'8]U`c[Y
nk]gWXYb': fUi Yb`h\Ya`Uh]g]Yfh"'8]Y`5i hc f]b`Vf]b[h'XUVY]`X]Y
Gh]a`a`Yb'i bX'9fZU\fi b[Yb'j]Y`Yf': fUi Yb']b`Y]bYa`_fYUh]j Yb
5i ghUi gWXY'ni`gUa a`Yb`Y]bY`5fh'fYVY`]gWXYf'8]U`c['nk]gWXYb`XYf
J Yf[Ub[Yb\Y]h'i bX`XYf'; Y[Ybk Ufh"

@]hYfUf]gWXYg'9fVY'i bX'5i gnY]WXYbi b[Yb

8`YVUf'k Uf`Y]bY` [YZfU[hY'8cnYbh]b'i bX`\Uh'Ub'j YfgWXY]YXYbYb
l b]j Yfg]hÅhYb'i bhYff]WXYhYhž'i bhYf'UbXYfYa`U'g'DfcZYggcf]b`ZÖf
a cXYfbY'i bX'nY]h[YbÖgg]gWXY'; YgWXYWXYhY`XYg'A U[\fYV'Ub`XYf
: U_i`hÅh'ZÖf`@]hYfUhi f'j b`f UVUH" ÷fY`5fVY]hYbž'X]Y`Y]bYb'ghUf_Yb
: c_i`g'Ui Z'X]Y'; YgWXYWXYhY'i bX'?i`hi f'5` [Yf]Ybg`Y[Ybž'Z]bXYb
k Y`hk Y]h'5bYf_Ybbi b["'8Yf':]a`i` @U`Bci VU`XYg`ZYa a Yg'Xi`A cbh
7\Ybci U`ž'XYb'g]Y`%- +, 'j YfÖZZYbh]WXYhYž'VY\UbXY'h`Å`b`]WXY
H\Ya Yb'i bX'k i fXY`%- +-'a]h'XYa`i]bhYfbUh]cbU`Yb'?f]h]_dfY]g`VY]
XYf'6]YbbU`Y'j cb`J YbYX]['Ui`g[YnY]WXYbYh"'8]YgYg'K Yf_]gh'V]g
\Yi hY`Y]b'k]WXYh][Yf'6YghUbXhY]'XYg'Ghi`X]Ybdfc[fUa a`g'Ub'j]Y`Yb
Ua Yf]_Ub]gWXYb`l b]j Yfg]hÅhYb"

8`YVUf'g'GWXYZZYb'k i fXY`a]h'nU`\fY]WXYb'5i gnY]WXYbi b[Yb
[Yk ØfX][hž'XUfi bhYf`XYf'Df]l`@]VYfUhi f'i bX`XYf']bhYfbUh]cbU`Y
BYi ghUXh'DfY]g" ÷fY`6Y]hfÅ[Y'ni f'@]hYfUhi f'i bX'K]ggYbgWXYZh
k i fXYb`a]h'9\YbXc`_hcfk ØfXYb`Yhk U'j cb`XYb`l b]j Yfg]hÅhYb
K]Yb'i bX'C gbUVfØW_ [Yk ØfX][h'8 UfØVYf'\]bUi`g`\Uh]g]Y

]bhYfbUh]cbU`Y`"]hYfUf]gWXY`Gma`dcg]Yb`cf[Ub]g]Yfhž`i`a`"]\fY`J]g]cb
i`bX`≠XYb`ØVYf`U`[Yf]gWXY` : fUi`Yb`i`bX`XYfYb`F`c`"Y`]b`XYf
; YgY`"gW`UZh`ni`hY`]Yb`"

Dc`]h]gWXYg`i`bX`_i`hi`fY`"Yg`9b[U[Ya`Ybh

5gg]U`8`YVUf`k`Uf`b]W`h`bi`f`U`g`GW`f]ZhghY`"Yf]b`h`h] [ž`gcbXYfb`Ui`W`
U`g`Yb[U[]YfhY`Gh]a`a`Y`ZØf`X]Y`U`[Yf]gWXY`?`i`hi`f`i`bX`X]Y`FYW`hY
XYf` : fUi`Yb`"≠fY`K`Yf`_Y`g]bX`i`[YZØ`h`a`]h`Y]bYa`h]YZYb`J`Yfgh`Åb`Xb]g
ZØf`X]Y`<`YfUi`gZc`fXYfi`b[Ybž`j`c`f`XYb`Yb` : fUi`Yb`gh`Ub`XYb`i`bX
ghY`Ybž`i`bX`g]Y`gW`"cgg`g]W`U`_h]j`XYf`8`YVUhhY`i`a`X]Y`gcn]U`Y
i`bX`_i`hi`fY`"Y`@U[Y`]b`5`[Yf]Yb`Ub`"≠b`]\fYb`5`fVY]hYb`Yfa`i`h][h`g]Y
: fUi`Ybž`]\fY` ; YgW`]W`hYb`ni`Yfn`Å`Yb`i`bX`XYb`8`]U`c[
i`bhYfY]b`Ub`XYf`ni`dZY[Yb`"Y]b`Y`6`chgW`UZh`ž`X]Y`g]Y`]b`XYf
DcghZUW`j`cb` : Ya`a`Yg`X`5`[Yf`X`Ub`g`"Yi`f`Udd`UfhYa`Ybh
VYgcbXYfg`"Yfj`c`f`YVh`"8]YgYg`9b[U[Ya`Ybh`ZØf`X]Y`6`YZfY]i`b[`XYf
: fUi`Yb`Vf]b[h`g]Y`]b`Y]b`Y`GW`"Øgg`Y`d`cg]h]cb`]a`"]hYfUf]gWXYb`i`bX
gcn]U`Yb`8]g`_i`fgž`gck`c`"b`5`[Yf]Yb`U`g`Ui`W`k`Y`hk`Y]h`"

5gg]U`8`YVUf`j`YfghUfV`Ua`" *`" : YVfi`Uf`&`\$`%`]b`DUf]gž`Xc`W`"]\f`9`fVY
`YVh`]b`]\fYb`HYI`hYb`i`bX`XYb` : c`fhgW`f]hYb`ž`X]Y`g]Y`ZØf`X]Y
G]W`hVUf`_Y]h`U`[Yf]gWXYf` : fUi`Yb`]b`XYf`@]hYfUhi`f`Yf`_Åa`dZi`U`hž
k`Y]hYf`"≠fY`K`Yf`_Y`"UXYb`Y]b`ni`f`5i`gY]b`Ub`XYfgYhni`b[`a`]h`XYa
Y][YbYb`GY`Vghj`Yfgh`Åb`Xb]g`i`bX`XYf`Y][YbYb`≠Ybh]h`h`]b`XYf
`Yi`h][Yb`K`Y`h`"9]b`_`UfYf`5i`Zfi`Z`XYb`8]U`c[`Zc`f`hni`ZØ`f`Yb`i`bX`X]Y
Gh]a`a`Yb`XYf` : fUi`Yb`b]Y`j`Yfghi`a`a`Yb`ni`"UggYb`"GW`Ui`Yb`k`]f
ni`fØW`_Ui`Z]\f`@YVYbgk`Yf`_ž`X`Ug`i`bg`k`Y]hYf`]\b`]bgd]f]Yfhž`V`Y]Vh
]\fY`6`chgW`UZh`fY`Yj`Ubh`X]Y`?`fUZh`XYg`5i`ghUi`gW`g`i`bX`XYf
9a`dUh`Y`nk`]gWXYb` : fUi`Yb`"

: Øf`k`Y]hYfY`≠Zcfa`Uh]cbYb`ØVYf`X]YgYg`Ui`»`Yf[Yk`Ø`b`]WXY`@YVYb
i`bX`K`Yf`_j`cb`5gg]U`8`YVUf`k`YfZYb`G]Y`Y]bYb`6`]W`_Ui`ZX]Y
6Yf]W`hY`j`cb`F`UX]c` : fUb`W`ž`5`WUX`Åa`]Y` : fUb`ÅU]gY`i`bX`
5`WXYa`]U`"YXi`"

C fh	7Y`Yž'8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none">• k k k "fUX]c ZfUb W"Zf• k k k "UWXYa]Y!ZfUb WU]gY"Zf• k k k "UWXYa]U"YXi

6Ygi W Yb 'G]Y 'i bg 'Ui Z. 'X]Y!b UW f]W hYb "W a