

HYXXm_`]b]_`]b`J YW\ hU. `? i gW\ Y`h]YfY k YfXYb`ni`_`Y]bYb`DUh]Yb hYb`°

5a`&\$" ' ě b]' Z]bXYh`ja`F Uh\Ui`g`J YW\ hU`X]Y`HYXXm_`]b]_`ghUhhž
k`c`?`]bXYf`]\fY`Ghc`Zh]YfY`a`YX]n]b]gW\`i`bhYfgi`W\Yb`UggYb
_`ÒbbYb"



J YW\ hUž`8Yi`hgW\`UbX`!`5a`&\$" ' ě b]' k`]fX`XUg`F Uh\Ui`g`XYf`GhUXh
J YW\ hU`ni`f`Vi`bhYb`6Ø\bY`ZØf`i`bgYfY`_`Y]bYb`K`Y`hYbVi`a`a`Yfž
XYbb`X]Y`HYXXm_`]b]_`ÒZbYh`\]Yf`]\fY`HØfYb`"J`cb`%(`" ` \$`V]g`%+`!` \f
g]bX`U`Y`?`]bXYf`i`bX`XYfYb`9`hYfb`\Yfn`]W\`Y]b[`Y`UXYbž`\fY
?`i`gW\`Y`h]YfY`j`cb`YW\`hYb`ÿ`fnh]bbYb`i`bX`ÿ`fnhYb`i`bhYfgi`W\Yb`ni
`UggYb`"8]Y`J`YfUbg`hU`hi`b[`ž`X]Y`[`Ya`Y]bgUa`j`ca`Gh`
A`Uf]Yb`c`gd]hU`J`YW\`hU`i`bX`6Øf[`Yfa`Y]ghYf`?`f]gh]Ub`?`UhYf
cf[`Ub]g]Yfh`k`]fXž`\Uh`XUg`_`UfY`N]Y`ž`XYb`?`]bXYfb`X]Y`YfghYb
GW\`f]hhY`]b`X]Y`K`Y`h`XYf`A`YX]n]b`gd]Y`Yf]gW\`b`Å`\Yfni`Vf]b[`Yb`i`bX
[`Y]W\`nY]h[`ÿ`b[`ghY`j`cf`?`fUb`_`Yb`\Ui`g`VYgi`W\Yb`UVni`VUi`Yb"

5`c`mg`A`i`\`Y`ž`XYf`g]W\`ZØf`XUg`Dfc`Y`_`h`Yb[`U[`]Yfhž`VYhcbh`i`8Yf
6Ygi`W\`ja`?`fUb`_`Yb`\Ui`g`a`i`gg`_`Y]bY`5b[`gh`a`UW\Yb`" `8]Ygy

5i ZUggi b['gYhnh'X]Y '?`]b]_a UbU[Yf]b '? Uh\Uf]bU'F]bXZY]gW\ Zc fhž
X]Y'XUfUi Z\]bk Y]ghž'XUgg'X]Y'HYXXm_`]b]_`XYb'?'`Y]bYb
gd]Y'Yf]gW\Yž`_]bX[YfYW\hY'6YfØ\fi b[gdi b_hY'a]h'XYa 'H\Ya U
'fUb_Yb\Ui g'V]YhYb'gc`"'6Øf[Yfa Y]ghYf'?f]gh]Ub'?' UhYf
i bhYfghfY]W\h' K]f'a ØW\hYb'XYb'?']bXYfb'Y]b'; YZØ\`XYf
G]W\Yf\Y]h[YVYb"

HYXXm_`]b]_Yb.'9]b'9fZc`[ga cXY`

K Ug]b'J YW\hU'Ui ZXYa 'Dfc[fUa a 'ghY\hž'\Uh]g]W\gW\cb'Ub
j]Y'Yb'UbXYfYb'C fhYb'VYk Å\fh"'6Y]gd]Y`gk Y]gY'k]fX'X]Y
HYXXm_`]b]_j cb'A YX]n]bghi X]YfYbXYb'XYf'ž ghi g!@]YV][!
I b]j Yfg]hÅh;]Y»Yb'[YhfU[Yb"'8]YgY'9]bf]W\hi b['Yfa i h][h
J cfgW\i `_]bXYf'i bX'\fY': Ua]]Ybž'ni gUa a Yb'a]h]\fYb
'?i gW\Y'h]YfYb'j c fghY`]['ni 'k YfXYb"'<]Yf'Zi b[]YfYb'X]Y
'?i gW\Y'h]YfY'U`g' DUh]YbhYb' i bX'X]Y'?']bXYf'ØVYfbY\ a Yb'X]Y
F c`Y'XYf'_Y]bYb'ÿfnhY'i bX'6Y['Y]hYf"'≠f'N]Y'3'9]bY'VYgcbXYfY
9fZU\fi b['gW\UZZYbž'X]Y'XYb'_Y]bYb'HY]bY\ a Yfb'\]Zž'X]Y'5b[gh
j cf'5fnhVYgi W\Yb'ni 'j Yf']YfYb"

≠'XYf'HYXXm_`]b]_]b';]Y»Yb'[]Vh'Yg'j YfgW\]YXYbY'GhUh]cbYbž'X]Y
XYb'<Y]i b[gdfcnYgg'Yf'YVVUf'a UW\Yb"'8]Yg'[YgW\]Y\h'Xi fW\Y]b
gd]Y'Yf]gW\Yg'@YfbYbž'XUg'J YfhfUi Yb']b'X]Y'a YX]n]b]gW\Yb'5V'Ài ZY
Ui ZVUi hi bX'XYb'?']bXYfb'X]Y'5V'Ài ZY'Y]bYf'6Y\UbX'i b[
bÅ\Yfvf]b[h"

8]Y'F Y[]cb'n]Y\h'Ub'Y]bYa 'GhfUb[

9]b'k Y]hYfYg'6Y]gd]Y'ž'XUg'X]Y'dcg]h]j Y'F YgcbUb'n'XYf
HYXXm_`]b]_Yb'nY][hž']gh'X]Y'I b]j Yfg]hÅhga YX]n]b'; Øh]b[Ybž'X]Y'Yg
'?]bXYfb'Yfa Ø['W\hž']\fY'Ghc Zh]YfY']b'Y]bYf'Å\ b`]W\Yb'I a [YVi b[
i bhYfgi W\Yb'ni 'UggYb"'<]Yf'_ØbbYb'X]Y'_Y]bYb'DUh]YbhYb']b
Y]bYa 'YW\hYb'K UfhYn]a a Yf'D'Uhn'bY\ a Ybž'k YfXYb']b'Y]bYa 'CD!
6YfY]W\YV\UbXY'h'i bX'YfbYb'gc[Ufž'k Ug'Yg'VYXYi hYhž'VY]a
NU\ bUfnh'ni 'gY]b"'8]Y'HYXXm'8cWgž'XUfi bhYf'A YX]n]bghi XYbhYb
k]Y'G]a cb'9]a hYfvÀi a Yfž'ZØ\ fYb'X]Y'I bhYfgi W\i b[Yb'Ui Z
gd]Y'Yf]gW\Y'K Y]gY'Xi fW\ž'i a 'XYb'?']bXYfb'X]Y'5V'Ài ZY'ni 'nY][Yb
i bX'XUa]h'X]fY_h'ÿb[ghY'UVni VUi Yb"

8]Y`HYXXm_`]b]_Yb`g]bX`Y]b`Y]bXfi W_gj c``Yg`6Y]gd]Y``XUZØfž`k]Y
 a Ub`Xi fW`_fYUh]j Y`5bgÅhnY`]b`XYf`?]bXYfa YX]n]b`ÿb[ghY
 UVVUi Yb`_Ubb``8]Y`VYj c fghY\YbXY`J YfUbghU`hi b[`]b`J YW hU`]gh
 bi f`Y]b`k Y]hYfYg`? Ud]hY``]b`XYf`9fZc`[g[YgW hY`X]YgYf
 VYgcbXYfYb`9]bf]W h[b["

: Øf` : fU[Yb`cXYf`k Y]hYfY`≠Zcfa Uh]cbYb`fi bX`i a `X]Y`HYXXm_`]b]_
]b`J YW hU`]ghY\Yb`k]f`≠bYb`YXYfnY]h[YfbY`ni f`J YfZØ[i b["
 @UggYb`G]Y`i bg[]Ya Y]bgUa `XUg`K c``i bgYfYf`?]bXYf`]a `6`]W_
 VY\U`hYb`i bX`]bYb`Y]b`Y`Yb hgdUbbhY`6Y[Y[bi b[`a]h`XYf`K Y`h
 XYf`A YX]n]b`Yfa Ø[`]W hYb"

J YW hU`]bZcfa]Yfh`ØVYf`X]Y`HYXXm_`]b]_
 ≡Zcfa Uh]cbYb`ni f`HYXXm_`]b]_`]b` ;]Y» Yb
 HU[YggW hU`i `ni `XYb`HYXXm_`]b]_Yb

8 YhU]`g	
C fh	J YW hUž`8 Yi hgW `UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "j YW hU"XY • hYXXm_`]b]_[]YggYb"XY • k k k "hU[YggW hU`i "XY

6Ygi W hYb`G]Y`i bg`Ui Z. `X]Y!b UW hYf]W hYb`Wca