

GH58 HF 589@B`&\$&) .`@]W\ hYbZY`g`fUXY`h
ØVYf`%(`"\$\$\$\$`?`]`ca YhYf`ZØf`XYb
?`]a UgW\ i hn°

@]W\ hYbZY`g`ZY]Yfh`XYb`5VgW\`i`gg`j`cb`GH58 HF 589@B`&\$&)
a`]h`ØVYf`%`\$\$\$\$`HY]`bY\`a`Yfbž`X]Y`%(`"%*`+`_`a`fUXY`hYb`i`bX
7C`&`Ya`]hh]YfhYb"



@]W\ hYbZY`gž`8Yi`hgW\`UbX`!`ā`@UbX_fY]g`@]W\ hYbZY`g`fc`hY`XUg
: U\ffUXZU\ fYb`ZØf`XYb`?`]a`UgW\`i`hn`X]YgYg`š\`f`k`]YXYf`[`Ubn`[`fc»`°
8]Y`5_h]cb`GH58 HF 589@B`&\$&)`]gh`bi`b`YfZc`[`fY]W\`ni`a
5VgW\`i`gg`[`Y_ca`a`Yb`" `ēg[`YgUa`h`%`\$`-`+`VY[`Y]ghYfhY
HY]`bY\`a`YbXY`Ui`g`**`HYUa`g`\UVYb`VYUW\`h]W\Y`%(`"%*`+
?`]`ca`YhYf`YffUXY`h`i`bX`XUVY]`fi`bX`&`HcbbYb`7C`&!`9a`]gg]cbYb
[`YgdUfh`8`Ug`nY][`hž`k`]Y`j`]Y`Y`A`YbgW\Yb`\`]Yf`]a`@UbX_fY]g`Y]bYb
U_hj]`Yb`6Y]hfU[`ni`a`?`]a`UgW\`i`hn`Y]ghYb"

6Y]`XYf`ZY]Yf`]W\Yb`5VgW\`i`ggj`YfUbghU`hi`b[`]a`@UbXfUhgUa`h
k`i`fXYb`X]Y`VYghYb`F`UX`Yf`i`bX`HYUa`g`[`YY`\`fh`@UbXfUh`7\`f]gh]Ub

A Y]» bYf`cVhY`XYb`i bYfa ØX`jWXYb`9]bgUhn`i bX`X]Y
VYY]bXfi W_YbXY`8mbUa]_`XYf`5_h]cb`" 9g`]gh`k i bXYfVUf`ni
gY\Ybž`k]Y`j]Y`Y`9]bf]W`hi b[Yb`i bX`i; fi ddYb`Ub`X]YgYf`k]W`h][Yb
⊖]h]Uhj] Y`hY]`bY\`a Yb ž`gc`A Y]» bYfž`XYf`Ui Z`X]Y`J]Y`nU\`XYf
6YhY]`][hYb`\]bk]Yg`"

J]Y`Z`h][Y`HY]`bY\`a YbXY`i bX`5_h]cbYb

Ni`XYb`hY]`bY\`a YbXYb`; fi ddYb`[Y\`ØfhYb`i bhYf`UbXYfYa`%%
GW`i`Ybž`(`?)hUg`i bX`nU\`fY]WXY`i bhYfbY\`a Yb`gck]Y`Gdcfh`i bX
FUXj YfY]bY`"5i W`i)`6Y\`ØfXYb`i bX`(`: fY]k]`][Y`: Yi Yfk Y\`fYb
\UVYb`g]W`U_h]j`Y]b[YVfUW`h`8]Y`VY[`Y]hYbXYb`J YfUbghU`hi b[Ybž
k]Y`XUg`5i ZhU`hfUXY`b`i bX`Y]b`9!6_]Y!: U\`fg]WXYf\`Y]hghfU]b]b[ž
gcf[hYb`ZØf`ni g`h`m`]WXYb`GW`k i b[`i bX`6Y[Y]ghYfi b[`i bhYf`XYb
HY]`bY\`a YbXYb`"

6YgcbXYfg`ghc`n`_ØbbYb`X]Y`; Yk]bbYfhYUa`g`gY]b`"Gc`YffUXY`hY
XUg`HYUa`7c`]Vf]i a`5XX]hj]Y`X]Y`a Y]ghYb`; YgUa`h_]`ca`YhYf
f+`%`%ž)`_a`Ł`i bX`gdUfhY`XUVY]`%`%+\$`_`[`7C`&`Y]b`"8Yb`H]hY`ZØf
X]Y`a Y]ghYb`?`]ca`YhYf`dfc`?`cdZ`g]WXYf`hY`g]W`XUg`HYUa`@F`H`a]h
*`&`,`_a`dfc`DYfgcb`"6Y]`XYb`GW`i`Yb`[Yk`Ubb`X]Y`?`UggY`,`V;`XYf
<Yfnc[`!C`h`c`!A]hY`gW`i`Yž`X]Y`VYY]bXfi W_YbXY`%`(`&`(`ž)`_a`dfc
?`cdZ`YffY]W`hY`"8]Y`GhUUh]WXY`FYU`gW`i`Y`6i`f[]_i`bghUX`h`k`Uf`a]h
ØVYf`%`+`*`&`-`_a`X]Y`GW`i`Y`a]h`XYb`a Y]ghYb`; YgUa`h_]`ca`YhYfb`"

5i Z`XYa`K`Y[`ni`f`bUW\`U`h][Yb`A`cV]`h`h`h`

8]Y`5_h]cb` GH58HF589@B`_]gh`HY]`Y]bYf`Vi bXYgk`Y]hYb
⊖]h]Uhj] Yž`X]Y`XUg`FUXZU`fYb`U`g`i a`k`Y`h`ZFYi bX`]WXY`5`hYfbUh]j`Y
ZØfXYfb`k]`"Gc`k]fX`VY]gd]Y`gk`Y]gY`X]Y`6YXYi`hi b[`XYg
FUXj`Yf`Y\`fg`ni bY\`a YbX`Yf`Ubbh`"@Ui`h`XYa`I`a`k`Y`h`Vi bXYgUa`h
_ØbbhYb`]b`j]Y`Yb`6U`i`b[g[YV]YhYb`V]g`ni`" \$`i`XYf`D`k`!; U\`fhYb
Ui`ZXUg`FUX]j`Yf`U[Yfh`k`YfXYb`"Gh`X`hY`k]Y`?`cdYb`U[Yb`cXYf
5a`ghYfXUa`nY][Ybž`k]Y`Y]b`\`c`Yf`FUXj`Yf`Y\`fgUbhY]`XYb
J`Yf`Y\`f`Yb`h`UghYb`_Ubb`i bX`X]Y`@`Z`h`i`U`]h`h`h`j`YfVYggYfh`"8Ug
8Yi`hgWXY`NYbhfi`a`ZØf`@`Z`h`i`bX`F`Ui`a`ZU\`fh`d`Ubhž`]a
_ca`a`YbXYb`š`Y\`f`VYVbZU`g`U_h]j`Ub` GH58HF589@B
hY]`ni bY\`a Yb`i bX`ghfYVh`Ubž`U`g` ZU\`ffUXZFYi bX`]WXYf`"

5fVY]h[YVYf`nYfh]Z]n]Yfh`ni`k`YfXYb""8]Y`b]h]Uh]j`Y`gc`XUni
 VY]hfU[Ybž`_]a`UgW`ÀX`]W`Y`9a`]gg]cbYb`gck`]Y`@`ZhgW`UXghc`ZZY`ni
 fYXi`n]YfYb`i`bX`Y]b`gh`Àf`_YfYg`6Yk`i`gghgY]b`Z0f`b`UW`U`h][`Y
 A`cV`]h`h`ni`g`W`UZZYb"

6Y]a`F`UXZU`fYb`dfc]h]YfYb`b]W`h`bi`f`X`Ug`?`_]a`Už`gcbXYfb`Ui`W`
 X]Y`;`Ygi`bX`Y]h`9i`dYfhYb`VYf]W`hYbž`X`Ugg`F`UXZU`fYb`Z0f`j`]Y`Y
 U`h`À[`]W`Y`K`Y[`Y`X]Y`g`W`bY`g`hY`i`bX`i`a`k`Y`h`ZFYi`bX`]W`ghY
 A`0[`]W`_Y]h]ghž`g]W`Zcfhni`VYk`Y[`Yb`"Ni`XYa`_`Ub`b`h`À[`]W`Yg
 F`UXZU`fYb`X`Ug`F`]g]_c`j`cb`N]j`]g]Uh]cbg`f`Ub`_`Y]hYb`gYb`_Yb`i`bX
 gc[`Uf`X]Y`@YVYbgYfk`Ufhi`b[`Yf`\`0`Yb""8]YgY[`Ygi`bX`Y]h]W`Yb
 J`cfhY`]Y`gc`hYb`i`bg`U`Y`X`Uni`a`ch]j`]YfYbž`X`Ug`i`U`ff`UX`U`Ài`Z][`Yf
 ni`bi`hYb"

CV`]a`5`hU[`cXYf`VY]`VYgcbXYfYb`5_h]cbYb`k`]Y
 GH58HF589@B`ž`Yg`]gh`_`Uf.`8`Ug`i`U`ff`UX`U`h`g]W`U`g`k`Yfhj`c`Yg
 J`Yf`_`Y`f`ga`]hhY`Y`hUV`]Yfh""8]Y`?`ca`V]bUh]cb`Ui`g`?`]a`UgW`i`hnž
 ;`Ya`Y]bgW`UZhg[`Y]gh`i`bX`[`Ygi`bX`Y]h]W`Yb`J`cfhY`]Yb`a`UW`h`X`Ug
 F`UXZU`fYb`ni`Y]bYf`@YVYbgUfhž`X]Y`Yg`k`Y]hYf`ni`Z0fXYfb`[`]h`K`Yf
 a`Y`f`0`VYf`X]Y`b]h]Uh]j`Y`YfZU`fYb`a`0`W`hYž`Z]bXYh`g`Àa`h]W`Y
 bZcfa`Uh]cbYb`Ui`Z`UbX_fY]g!]W`hYbZY`g`"XY""8`Ug`9b[`U[`Ya`Ybh
]a`@UbX_fY]g`@]W`hYbZY`g`YVh`k`Y]hYfž`i`bX`X]Y`6Y[`Y]ghYfi`b[`Z0fg
 F`UXZU`fYb`]gh`i`b[`YVfc`W`Yb`"

8YhU]`g	
Cfh	@]W`hYbZY`gž`8Yi`hgW`U`bX
EiY`Yb	<ul style="list-style-type: none"> • k k k ""_f!]Z"XY • k k k "X`f"XY • k k k "i`a`k`Y`hVi`bXYgUa`h"XY

6Ygi`W`Yb`G]Y`i`bg`Ui`Z.`bU[!VUmYfb"XY