

GHD = ' # ! K U W X g h i a '] b ' # b X] Y b g
? ` Y] b g h A X h Y b ' ! ' 7 \ U b W b ' Z Ø f ' G h U f h ! i d g °

8 Y f ' 5 f h] _ Y ` V Y ` Y i W X h Y h ' X] Y ' F c ` ` Y ` X Y f ' G c Z h k U f Y ' H Y W X b c ` c [m
D U f _ g ' c Z ` # b X] U ' f G H D # ` V Y] a ' K U W X g h i a ' X Y f ' # ! # b X i g h f] Y '] b
b X] Y b ž] b _ ' i g] j Y ' l b h Y f g h Ø h n i b [' Z Ø f ' G h U f h ! i d g ' i b X
J Y f ` U [Y f i b ['] b _ ` Y] b Y f Y ' G h A X h Y ž i a ' k] f h g W X U Z h '] W X Y g
K U W X g h i a ' i b X ' 5 f V Y] h g d ` U h n g W X U Z i b [' n i ' Z Ø f X Y f b "



6 Y b [U ' i f i ž ' # b X] Y b ' ! ' K] Y ' g] Y \ h ' X] Y ' N i _ i b Z h ' X Y g '] b X] g W X Y b ' # !
G Y _ h c f g ' U i g 3 ' 9] b Y ' g d U b b Y b X Y : f U [Y ž ' X] Y ' g] W X '] a a Y f ' a Y \ f ' g h Y ` h ž
X Y b b ' X U g ' @ U b X ' Y f ' Y V h ' Y] b Y ' X m b U a] g W X Y ' H f U b g Z c f a U h] c b " 8 U g
G c Z h k U f Y ' H Y W X b c ` c [m i D U f _ g ' c Z ` # b X] U ' f G H D # ` \ U h ' g] W X ' n i f ' 5 i Z [U V Y
[Y a U W X h ž ' X U g ' K U W X g h i a '] b ' X] Y g Y a ' G Y _ h c f ' k Y] h Y f
j c f U b n i h f Y] V Y b ž] b g V Y g c b X Y f Y '] b ' H] Y f ! & ! ' i b X ' H] Y f ! ' ! G h A X h Y b "
; Y [f Ø b X Y h] a ' # \ f ' % - - % ' i b h Y f ' X Y a ' A] b] g h Y f] i a ' Z Ø f ' 9 ` Y _ h f c b] _
i b X ' # b Z c f a U h] c b g h Y W X b c ` c [] Y ž ' g h f Y V h ' G H D = U b ž ' X U g ' [f Ø » h Y
H Y W X b c ` c [] Y ! G h U f h ! i d ! ² _ c g m g h Y a '] b ' # b X] Y b ' n i ' k Y f X Y b ' i b X ' X i f W X
G c Z h k U f Y n Y f h] Z] n] Y f i b [ž ' G h Y i Y f j Y f [Ø b g h] [i b [Y b ' i b X ' 5 b f Y] n Y
Y] b Y b ' b U W X \ U ' h] [Y b ' 6 Y] h f U [' n i f ' X] [] h U ` Y b ' H f U b g Z c f a U h] c b ' X Y g

@UjXYg'ni 'Y]ghYb"@Ui h'H\Y'<]bXi '\UhiGHD=_Øfn]W\gY]bY
6Ya Ø\i b[Yb'bYi 'Ui g[Yf]W\hYhž'i a 'XUg'N]Y''ni 'YffY]W\Ybž]b
_Y]bYfYb'Gh\XhYb'Y]b]b_i g] Yg'≠!K UW\ghi a 'ni 'ZØfXYfb"

≠XYb'j Yf[Ub[YbYb'≠\fYb'\UhiGHD=a]h'XYf'GW\UZZ b['j cb'* +
NYbhFYbž]j cb'XYbYb') - 'j]b'X]YgYb'Ui ZghfYVYbXYb'Gh\XhYb''Y[Ybž
Y]bYb'VYa Yf_Ybgk YfhYb'9]bZi gg'Ui Z'XYb'GY_hcf'[Ybca a Yb"
8]YgY'NYbhFYb'gc''Yb'U'g'≠_i VUh]cbgf\i a Y'X]YbYbž'i a
l bhYfbY\ a Yfhi a 'j]b'XYb'6YfY]W\Yb'GcZk UfYž'DfcXi _hY'i bX
6i g]bYgg'DfcW\gg'A UbU[Ya Ybh'f6DA Ě'ni 'ZØfXYfb"'9]b'HY]'X]YgYf
GhfUhY[]Y'VY]b\U'hYh'Ui W\G\W\i 'i b[Ybž'A Ybhcf]b['i bX
:]bUbn]Yfi b[ga Ø['W\Y]hYb'ZØf'GhUfhi dg"'8Yf': c_i g''Y[h'b]W\h
bi f'Ui Z'XYf'GW\UZZ b['j cb'5fVY]hgd'\ĀhnYbž'gcbXYfb'Ui W\Ui Z'XYf
GhY][Yfi b['XYg'k]fhgW\UZh]W\Yb'K UW\ghi a gž]bXYa 'bYi Y
HYW\bc`c[]Yb'i bX'; YgW\ĀZhga cXY''Y'Y]b[YZØ\fhk YfXYb"

9fZc`[gnU\`Yb`]a `: c_i g

8]Y'NU\`Yb'gdFYW\Yb'ZØf'g]W\.'a `; YgW\ĀZhg'U\ f'&\$&(!&)
VYhfi [Yb'X]Y'GcZk UfYfYI dcfhY'\cW\ [YfYW\ bYhY'ØVYf' '%\$") - 'U_\`
WfcYž'k Ug'Yhk U'%%\$'A]''UfXYb'I G8'Ybhgd]W\h"'6Ya Yf_Ybgk Yfh
]ghž'XUgg'ZUgh- '\$'A]''UfXYb'I G8'Ui g'GcZk UfYfYI dcfhYb'ghUa a Ybž
X]Y'j]b'GcbXYfk]fhgW\UZhgnCbYb' [YbYf]Yfhk i fXYb"'8]Yg'nY][hž'k]Y
k]W\h]['X]YgY'NYbhFYb'ZØf'XYb'j]bX]gW\Yb'A Uf_h'g]bX"@Ui h'
GhU]ghU'Yfk]fhgW\UZhYh'XYf'j]bX]gW\Y'≠!GY_hcf'\Ā\ f']W\Yhk U
%%&ž*'A]''UfXYb'I G!8c''Ufž'k cVY]'XYf'≠!8]Ybgh'Y]ghi b[ggY_hcf
k Y]hYf\]b'Y]bYb'k YgYbh]W\Yb'6Y]hfU['ni 'XYb'9I dcfhY]bbU\ a Yb
'Y]ghYh"

8]Y'9bhk]W\i b['XYg'GY_hcf'g'i bX'X]Y'I bhYfghØhni b['j cb'GHD=
\UVYb'j]b'XYb''YhnhYb'XfY]'≠\fYb'XUni '[YZØ\fhž'XUgg'Yhk U'%) \$\$
GhUfhi dg'i bhYfghØhnh'k i fXYbž'X]Y'j]bg[YgUa hifi bX', \$\$'[Y]gh][Y
9][Ybhi a gfYW\hY'i bX'ØVYf'&"\$\$'DfcXi _h]bbcj Uh]cbYb
[YgW\UZZYb'\UVYb"'8]YgY'GhUfhi dg[YbYf]YfhYb'ØVYf' *\$\$'WfcY
Ub':]bUbn]Yfi b['i bX'\UVYb'ni f'GW\UZZ b['j cb'5fVY]hgd'\ĀhnYb
VY][YhfU[Yb"'K Ug'X]Y'j YfVfUi W\Yf'VYhf]Zhž'gc'j]gh'≠X]Yb'bUW\k]Y
j cf'U'g'NYbhfi a 'ZØf'\cW\k Yfh][Y'≠!C i hgci fW]b[!8]YbghY'VY_Ubbh
i bX'n]Y\h'i bhYfbY\ a Yb'Ui g'9i fcdU'i bX'BcfXUa Yf]_U'Ub"

F i bXi a 'j Yfgcf[h

K]Y'i bhYfghØhnh'GHD=X]YgYg'K UWkghi a 3'BYVYb'XYf
6YfY]hghY''i b['j cb' ðZfUghfi _hi f'i bX'GWk i 'i b[Yb'_ccdYf]Yfh'GHD=
Ui Wk'a]h]bhYfbUh]cbU`Yb'DUfbbYfb"'Gc'k i fXYb'VY]gd]Y`gk Y]gY
J YfV]bXi b[Yb'ni ') +']bhYfbUh]cbU`Yb'5bV]YhYfb'YhUV`]Yfhž'i a 'X]Y
[`cVU`Y`F Y]Wk Y]hY`bX]gWkYf'I bhYfbY\ a Yb'ni `Yf\ Ò\ Yb"'8Yf
 ðX]U' ðZchYWk `7YbhYf `]b'G`]Wcb'J U`Ym'V]YhYh'i bhYfghØhni b['ZØf
_Y]bY'i bX'a]hY`ghÅbX]gWkY`9i dcfhYi fY'i bX'ZØfXYfh
A Uf_hUbu`mgYbž? ccdYfUh]cbga Ò[`]Wk_Y]hYb'i bX'j]Y`Yg'a Y`f"'8 Ug
]gh'b]Wk'h'bi f`Y]b [i hYf'GWk UWk ni [`ZØf`X]Y`I bhYfbY\ a Ybž'gcbXYfb
Ui Wk`Y]b'NY]WkYb'ZØf`X]Y`ghfUhY []gWkY`5i gf]Wk hi b['j cb'GHD-ž`X]Y
Ui Z]bhYfbUh]cbU`Yb'5i ghUi gWk`UVn]Y`hž'i a `XYb`]bX]gWkYb'GY_hcf
ni `ghÅf_Yb"

ðX]Yb'ghY\h'Ub`Y]bYa `K YbXYdi b_h'"HÅh][_Y]hYb`]a `6YfY]Wk
_Øbgh]WkYf' ðhY`][Ybni bX'hYWkbc`c []gWkY` ðbcj Uh]cbYb'gWk UZZYb
bYi Y`7\UbWbž'i bX'XUg`@UbX`k]fX`]b`XYf`Ni _i bZiU`g`#!
DfcXi _h]cbgbUh]cb`k Y]hYf`Ub`6YXYi hi b[`[Yk]bbYb"'8Yf`G9? HC F
\Uh]b`XYf`J Yf[Ub[Yb\Y]h< YfUi gZcfXYfi b[Yb'ni `a Y]ghYfb
[Y\UVhž] cb`i bni fY]WkYbXYf' ðZfUghfi _hi f`V]g`\]b'ni `[`cVU`Yf
?cb_i ffYbn"'8cWk'a]h`Y]bYf`gc`]XYb'ghUUh]WkYb`I bhYfghØhni b[
i bX`Y]bYa `hU`Ybh]YfhYb`Dcc`Ub` : UWk_fÅZhYb'gWkY]bh`XYf`]bX]gWkY
#!GY_hcf`VYfY]hž`X]Y`bÅWkghYb`[fc» Yb'GWk f]hY`ni `[Y\Yb"'Gc
VYf]Wk hYh'GHD-ž`XUgg`g]Y`VYfY]hg`ØVYf`&(`I bhYfbY\ a YfnYbhfYb
Y]b[Yf]Wk hYh`\UVYbž`X]Y`[Yn]Y`h`Y]bY`GhUfh!i d!?! `hi f`ja
DfcXi _hVYfY]Wk`ZØfXYfb"'9]b`ghUf_Yg` ðX]nž`XUgg`\]Yf`XUg`DchYbn]U`
b]Wk'h'bi f`j cf\UbXYbž'gcbXYfb`Ui Wk`U_h]j`i [YZØfXYfh`k]fX"

8]Y`Ni _i bZiXYg`]bX]gWkYb`#!GY_hcfg`gWkY]bh`U`gc`fcg][ž'a]h'GHD=
Ub`XYf`Gd]hnYž`XUg`U`Yg`hi hž'i a `X]Y`K Y]WkYb'ZØf`k Y]hYfYg
K UWkghi a `ni `ghY`Yb"'CV`Ui g`6Yb[U`i fi `cXYf`Ui g`_Y]bYfYb
GhÅXhYb` `X]Y`#Yb`i bX` ðbcj Uh]cbYb'g]bX`VYfY]hž`X]Y`K Y`h`ni
YfcVYfb`'8U\Yf`\Y]» h`Yg.`8U`]Y[h`k Ug`Ubž'i bX`X]Y`9bhk]W`i b[Yb
gc`hYb`[YbUi `j YfZc`[h`k YfXYb"

8YhU]`g	
C fh	6Yb[U`i fi ž`bX]Yb
E i Y`Yb	<ul style="list-style-type: none"> • k k k "h\ Y\]bXi "WŁa • ghd]"b • k k k "ghUh]ghU"WŁa

6Ygi W\ Yb`G]Y`i bg`Ui Z.`k ca , +"XY