

K U`X]'@Y\bYfhn`YfghY][Yfh`k Yfhj c``Yg
? Ufi ggY``!A cXY``VY]'N8: !G\ck °

K U`hYf`@Y\bYfhn`Yfk UfV`Y]b`? Ufi ggY``!A cXY``VY]' 6UfYg`ZØf
F UfYg "'8Yh`Yj`?Øa a Y`YfØZZbYh`gY]bY'; U`Yf]Y`]b`gYf`c\b
Ua`'&- "%\$"&\$&&"



H\YcXcf!<Yi gg!F]b['+ž') , *' * '=gYf`c\bž`8Yi hgW\`UbX`!'`b
XYf`N8: !GcbXYfgYbXi b[' 6UfYg`ZØf`F UfYg.`@]YV`]b[gghØW_Y`Ua
&%"`5df]'&\$&) `k i fXY`Y]b`bcghU`[]gW\Yg`A cXY``j`cf[YghY``hž`XUg
X]Y`5i Za Yf_gUa`_Y]h]j`cb`GUa`a`Yfb`i`bX`<cVVm]ghYb`Ui`Z]g]W\`nc["
K U`hYf`@Y\bYfhn`ž`Y]b`U_h]j`Yf`HY]'bY\`a`Yf`XYf`G\ck`ž`Yfk`UfV`Y]bYb
gY`Vgh[YVUi`hYb`?Ufi`ggY``!B`UW\`VUi`ž`XYf`Ui`g`Yhk`U`%`-`&\$`ghUa`a`h`
8Ug`A`cXY``ž`Y]b`VYa`Yf`_Ybgk`YfhYf`9][`YbVUi`ž`nY][`h`XYb`7`Ufa`Y
j`Yf[`Ub[`YbYf`NY]hYbž`VYXUfZ`YXcW`Y]bYf`i`a`ZUggYbXYb
FYghUi`f]Yfi`b[`ž`XU`j`]Y`Y';`Ø\`V]fbW\Yb`i`bX`GhfU\`Yf`XYZY`_h]g]bX"
N8: !9i`dYfh`Y`8Yh`Yj`?Øa`a`Y`gW`À`hnhY`ž`XUgg`Yf`YV`]W\Yf`5i`Zk`UbX
bØh][`]ghž`i`a`XUg`?Ufi`ggY``k`]YXYf`Zi`b_h]cbghØW`h][`ni`a`UW\Yb"

<ÀbX`Yf`K`U`X]'YfghY][`YfhY`XUg`A`cXY``ZØf',`)`\$`9i`fc`i`bX`VYhcbhYž

XUgg'g]W\`X]Y`#j Ygh]h]cb`c\`bYb`k ØfXY" `B UW\`Y]bYf`[Yd`UbhYb
F YghUi f]Yfi b[`d`Ubh`K U`X]ž`XUg`GhØW`_a]h`HfcW`YbY]g`ZØf
VYgcbXYfY`9ZZY`_hY`]b`GnYbY`ni`gYhnYb" `8]Y`6Y[Y]ghYfi b[`ZØf
Ubh]_Y`i bX`fYghUi f]YfhY`GhØW`Y`gd]Y[Y`h`g]W\`b]W\`h`bi`f`]b`X]YgYf
9d]gcXY`k]XYfž`gcbXYfb`Ui W\`]b`XYf`Øb[ghYb`9bhk]W`_i b[`j`cb
8Yh`Yj`?Øa`a`Y`ž`XYf`gY]bY`9l`dYfh]gY`b]W\`h`bi`f`]a`_`YfbgY\`Yb
Ui`g`YVh"

B Yi Y` ; U`Yf]Y`j`cb`8Yh`Yj`?Øa`a`Y`]b`gYf`c`b

9f[`AbnYbX`ni`gY]bYf`5fVY]h`]b`_6UfYg`ZØf`F`UfYg`_`Uh`8Yh`Yj
?Øa`a`Y`]a`_C`_hcVYf`&\$&&`X]Y`?Øa`a`Y`!; U`Yfm]b`gYf`c`b
YfØZb`Yh`8]YgY` ; U`Yf]Y`]gh`Y]bY`9fk`Y]hYfi b[`gY]bYf`VYghY\`YbXYb
; U`Yf]Y`]b`@ØXYbgW\`Y]X`i`bX`k`i`fXY`]b`Y]bYa`_ni`j`cf`j`Yfk`U\`f`c`ghYb
%(\$`E`i`UXfUha`YhYf`[`fc»`Yb`F`Ui`a`_Ua`_H\`YcXcf!<`Yi`gg!`F]b[`+
Y]b[Yf]W\`h`Yh`?Øa`a`Y`fYU[]YfhY`_a`]h`XYf`9fØZbi b[`Ui`ZX]Y
bY[Uh]j`Y`Gh]a`a`i`b[`]b`@ØXYbgW\`Y]X`i`bX`_a`ØW\`h`Y`U`_h]j`_Y]bYb
dcg]h]j`Yb`K`UbXY`gW\`UZZYb"

8]Y`9fØZbi b[`XYf`?Øa`a`Y`!; U`Yfm`nc[`:`YfbgY\`_c`Y[Yb`Ui`g
6UfYg`ZØf`F`UfYg``Ubž`XUfi`bhYf`K`U`X]`@Y\`bYfhn`gck`]Y`X]Y
VY`_UbbhYb` ; Yg]W\`hYf`_A`Uf`_i`g`K`_]X\`U[Ybž`_`]Ub`GW\`a`]hn!5j`_]U
i`bX`9`_Y`_J`Y`hYb!HØbb]Yg" `6Ygi`W\`Yf`Yfk`UfhYhYb`Xcfh`Y]b
UVk`YW\`g`i`b[`gfY]W\`Yg`5b[YVch`_a`]h`?`i`bghž`7UhYf]b[`i`bX`?UZZY"

**F YghUi f]Yfi b[.`9]b`VYXYi`hYbXYf`6Yfi`Z`a`]h`
HfUX]h]cb**

8 Ug`6Y]gd]Y`XYg`?Ufi`ggY`!B`UW\`V`Ui`g`i`bX`X]Y`[Yd`UbhY
F YghUi f]Yfi b[`Xi`fW\`K`U`X]`ZØ\`fYb`i`bg`ni`XYb`K`i`fnY`b`XYf
DfcZYgg]cbU`]g]Yfi b[`j`cb`F`YghUi`fUhc`fYb`]a`_XYi`hgW\`gd`fUW`][Yb
F`Ui`a`_`8]Y`5bZ`Ab[Y`UggYb`g]W\`V]g`]bg`_X\`f`%`&(
ni`fØW`_j`YfZc`[Ybž`U`g`XUg`?Øb][`]W\`Y`F`YghUi`f]Yfi b[`gUhY`Yf`]b
6Yf`]b[`Y[fØbXYh`k`i`fXY" `8]YgY`_#gh]hi`h]cb`_a`Uf`_]YfhY`XYb`6Y[]bb
XYf`gmghY`a`Uh]gW\`Yb`<`YfUb[Y\`Ybgk`Y]gY`Ub`X]Y`F`YghUi`f]Yfi b[`j`cb
?`i`bghk`Yf`_Yb`]b`8Yi`hgW\`UbX"

8 Ua U`g\UhhY`XYf`6Y[f]Z`XYf`F YghUi f]Yfi b[`bcW`Y]bYb`UbXYfYb
 GhY`Ybk Yfh`E i U`h`h`i bX`a Yh\cX]gW`Y`5bg`h`Y`j Uf]]YfYb`ghUf`"
 FYghUi fUhc`fYb`k]Y`æ\Ubb`d`_cV`GW`Yg]b[Yf`i bX`7`f]gh]Ub
 D\`]]dd`?cYghYf`hfi [Yb`a U» [YV`]W`ni f`DfcZYgg]cbU`]g]Yfi b[`XYg
 6Yfi Zg`VY]ž]bXYa`g]Y`k]ggYbgW`UZh]W`Y`5bU`mgYb`j cb
 A U`a Uhyf]U`]Yb`ZcfXYfhYb`i bX`Df]bn]d]Yb`k]Y`F`YgdY`hj cf`XYa
 Cf][]bU`YhUV`]YfhYb`"8]YgY`HfUX]h]cb`]gh`V]g`\Yi hY`fY`Yj Ubhž`k Ybb
 Yg`XUfi a` [Y\hž`?i bghk Yf`_Y`]b`]\fYb`i fgdf0b[`]W`Yb`Ni ghUbX
 ni f0W`ni Z0`fYb`"

; YfUXY`X]Y`J`YfV]bXi b[`nk]gW`Yb`a cXYfbYb
 FYghUi f]Yfi b[gdfU`h]_Yb`i bX`HfUX]h]cbYb`nY][h`g]W`Ui W`]b`XYf
 5fVY]hj cb`9l dYfhYb`k]Y`8Yh`Yj `?0a`a`Y`"8YggYb`9b[U[Ya`Ybh
 gck c`\`]b`XYf; U`Yf]Y`U`g`Ui W`]b` : YfbgY`gYbXi b[Yb`hf`[h`XUni
 VY]ž`XUg`6Yk i gghgY]b`Z0f`X]Y`?i bgh`XYg`F`YghUi f]YfYbg`]b`XYf
 2 ZYbh]W`_Y]h`ni`gW`h`fZYb`"

8YhU]`g	
C fh	H\YcXcf!<Yi gg!F]b[`+ž`), *`'`*`'`gYf`c`bž 8Yi hgW`UbX
GW`UXYb`]b`	,) \$
E i Y`Yb	<ul style="list-style-type: none"> • k k k "XYfk YghYb"XY • k k k "W`a Y!cb"XY • V`c["fYghUi fUhc`fYb"XY

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