

6Yf`]bYf'GYbUh'd`Ubh'%'`7cbhU]bYfXÖfZYf
ZØf'; YZØW hYhY'hfc hn'D`Uhna Ub[Y`°

8Yf'6Yf`]bYf'GYbUh'd`Ubh'V]g'&\$&*'XYb'6Ui`jcb'%'`
7cbhU]bYf!8ÖfZYfb'ZØf'*"%"\$'; YZØW hYhY'ni f'JYfVYggYfi b[
XYf'I bhYfvf]b[i b["



HY[Y`B c fXž'8Yi hgWk`UbX'!'8]Y'GhUXh'6Yf`]b'fYU[]Yfh'Ui ZX]Y
Ub\U'hYbXY'Bchk YbX][_Y]hj cb'I bhYf_ØbZhYb'ZØf'; YZØW hYhY'i bX
\Uh'Y]bYb'GYbUhgVYgWk'i gg'ZØf'XYb'6Ui`jcb'%'`bYi Yb'7cbhU]bYf!
8ÖfZYfb'[YZUggh"8]YgY'bYi Yb'I bhYf_ØbZhY'gc`Yb']bg[YgUa h'V]g
ni '*"% '\$'D'ÄhnY'V]YhYbž'i a`X]Y'U_hi Y`Yb'<YfUi gZcfXYfi b[Yb']b
XYf'I bhYfvf]b[i b['[YZØW hYhYf'A YbgWkYb'Ubni [Y\Yb"8Yb bcWk
nY][Yb'U_hi Y`Y'9j U'i]Yfi b[Ybž'XUgg'Yhk U'&)" \$\$'XYf'[Yd`UbhYb
D'ÄhnY'Ui Z[fi bX'j cb'j YfgWk]YXYbYb'; fØbXYb'b]Wk'h'fYU']g]YfVUf
g]bX"8Ufi bhYf'ZU`Yb'Ui Wk'GhUbXcfhY'k]Y'X]Y'; YbYfU'!DUdY!
GhfU» Y'i bX'X]Y'?`ØhnYf'GhfU» Yž'k c'6Ui UVgU[Yb'Yf_ÄfhY'k i fXYbž
i bhYf'UbXYfYa`k Y[Yb'b]Wk'hj YfZØ[VUfYf'; fi bXghØW_Y'i bX
G]WkYf\Y]hgVYXYb_Yb'XYf'8Yi hgWkYb'6U\ b" **F 66&(** 'VYf]Wk'hYhž
XUgg'Yg']b'XYf'XYfnY]h][Yb'D'Ubi b['Y]bY'ØVYffUgWkYbXY

:`YI]V]`hÅh[]VhžXYbb`[YfUXY`Ua`HYa`dY`cZYf: Y`X`gc`Yb`%`%\$\$
ni`gÅh`WXY`D`ÅhY`]b`<c`nVUi`k`Y]gY`[YgWUZZYb`k`YfXYbž`i`a`XYb
j`Yf`cFYb`[Y[Ub[YbYb`?`UdUn]hÅhYb`Ybh[Y[Ybni`k`]f`_Yb`"

8]Y`8f]b[`]W_X]h`X]YgYf`A`U»`bU`a`Yb`k`]fX`Ui`W`j`cb
Gcn]U`gYbUhc]b`7`UbgY`?`n]`hYdY`Yfj`cf[Y`cVYb`"G]Y`ZØ`fh`XUg
bYi`Y`K`c`bW`b`hU]bYf!Dfc[fUa`a`&`\$`Ubž`XUg`XUfUi`Z`UVn]Y`hž`X]Y
V]g`Yf] [Y`i`bhYfVf]b[i`b[`]b`B`chi`bhYf`_Øb`ZhYb`ni`fYXi`n]YfYb`i`bX
X]YgY`a`]hY`Zf]gh[`Ui`Zni`ØgYb`"H!C`b`]bY`Yf`_Åfhž`XUgg`X]Y`bYi`Yb
l`bhYf`_Øb`ZhY`ØVYf`bYi`b`6Yn]f`_Y`j`YfhY`]h`k`YfXYb`i`bX`gck`c`Y]b!ž
nk`Y]!`U`g`Ui`W`XfY][YgW`cgg][Y`5b`U[Yb`i`a`ZUggYbž`X]Y`]b`]`fYf
;`fØ»`Y`nk`]gW`Yb`%)`\$`i`bX`*`&\$`D`ÅhYb`j`Uf]]YfYb`"

;`Yd`Ub`hY`GhUb`Xc`fhY`i`bX`<`YfUi`gZc`fXYfi`b[`Yb`

8]Y`;`VYfg]W`h`XYf`[Yd`Ub`hYb`i`bhYf`_Øb`ZhY`nY][`hž`XUgg`X]Y
?`UdUn]hÅhYb`]b`XYb`j`YfgW]YXYbYb`6Yn]f`_Yb`ghUf`_j`Uf]]YfYb`"
9]b][`Y`GhUb`Xc`fhY`_cbbhYb`YXcW`b]W`h`fYU`]g]Yfh`k`YfXYbž`k`Ug`X]Y
;`YgUa`h`UdUn]hÅh`Ui`Z`hUhg`ÅW`]W`a`UW`VUfY`"``*`&(`D`ÅhY
fYXi`n]Yfh`":`U`hc`fYb`k`]Y`b]W`h`j`YfZØ[`VUfY`6Ui`ghY`Yb`i`bX
g]W`Yf`Y]hghY`W`b]gW`Y`6YXYb`_Yb`ghY`Yb`]a`i`c`_i`g`"8]Y`8YVUhhY
i`a`X]YgY`bYi`Yb`7`cbhU]bYfX`ØfZYf`k`]fX`Xi`fW`ni`bY`a`YbXY
6YXYb`_Yb`XYf`5bk`c`bYf`gck`]Y`dc`]h]gW`Yb`K`]XYfghUb`Xž
]bgVY`gcb`XYfY`]b`XYb`C`ghVYn]f`_Yb`ž`VY[`Y]hYh`?`f]h]_Yf`VY`ZØfW`hYb
Y]bY`a`Ø[`]W`Y`;`VYf`Ughi`b[`XYf`_b`ZfUghfi`_hi`fž`VY`gcb`XYfg`]a
6]Xi`b[`gVYfY]W`"``_b`@]W`hYb`VYf[`g]bX`VYfY]hg`ØVYf`("\$`\$\$
;`YZØW`hYhY`]b`Ub`XYgY][`YbYb`i`bhYf`_Øb`ZhYb`i`bhYf[`YVfUW`hž`k`Ug
ni`?`UggYb`a`]h`V]g`ni`&`,`?`]bXYfb`ZØ`fhž`k`]Y`F`66`&(`VYf]W`hYh`"

8Yf`6Øf[Yfj`YfY]b`<c`Yb`gW`Øb`U`i`gYb`d`Ub`hž]a`F`U`a`Yb`XYf
bYi`Yb`5i`Z`U`i`hYb`ni`gÅh`]W`XfY]`7`cbhU]bYfX`ØfZYf`a`]h`Yhk`U`%`&\$\$
D`ÅhYb`ni`Yff]W`hYb`"`<]YfVY]`nY][`hYb`g]W`VYfY]hg`5bnY]W`Yb`j`cb
dc`]h]gW`Ya`K`]XYfghUb`X`"9g[]Vh`X]Y`i`cfXYfi`b[`bUW`Y]bY`a
j`Yfgh`Åf`_hYb`5b[YV`ch`j`cb`6Y[Y[bi`b[ggh`ÅhYb`ni`f`i`ØfXYfi`b[`XYf
_b`hY[fU]cb`"8]Y`C`ddcg]h]cbž`Ub[YZØ`fh`j`cb`XYf`78l`ž`VYhfUW`hYh
X]Y`9fk`Y]hYfi`b[`VYghY`Yb`XYf`A`UggYbi`bhYf`_Øb`ZhY`U`g`a`Ø[`]W`Y
5`hYfb`Uh]j`Yž`i`a`Y]bY`k`Y]hYfZØ`fYb`XY`6Y`Ughi`b[`XYf`5bk`c`bYf`ni
j`Yfa`Y]XYb`":`ØW`h]b[`g`_cc`fX]bUhc]f`5`VfYW`h`6fc`Ya`a`Y`U`h`XUfUi`Z

\]b[Yk]YgYbž'XUgg'Ui Wk 'VY]'Y]bYa 'F ØW_[Ub['XYf': `i Wk h[fØbXY
6Yf`b`ni gÀhn`]Wk Y`l bhYf_ØbZhY 'VYbØh][Yb`k]fX"

8YhU]`g	
J cfZU``	Gcbgh][Yg
I fgUWk Y	b]Wk hj YfZØ[VUfY `; fi bXghØW_Yž G]Wk Yf\Y]hgVYXYb_Yb
C fh	HY[Y`BcfXž'8Yi hgWk `UbX
E i Y``Yb	<ul style="list-style-type: none">• k k k "fVV&("XY• k k k "h!cb`]bY"XY• k k k "fVV&("XY

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