

< i ggY]b`U`!G\Y]_` \ `k]fX`J]nYdfÄg]XYbh`XYf
D@C` `K Y[VYfY]hYf`ZØf`5VVUg/ , \$' - /
B UWX Zc`[Y3

5`UnYYfU`VYf]W`hYh`ØVYf`X]Y`9fbYbbi b[`j cb`< i ggY]b`U`!
G\Y]_` \ `ni a `D@C!J]nYdfÄg]XYbhYb`Xi fW`A U\`a ci X`5VVUg
Ua` `&*""5dfj`&\$&) "



F Ua U`U\`ž`K Ygh`c fXUb`UbXž`DU`Ägh]bU`!`5a` `&*""5dfj`&\$&)
k i fXY`< i ggY]b`U`!G\Y]_` \ `j cb`DfÄg]XYbh`A U\`a ci X`5VVUg`ni a
J]nYdfÄg]XYbhYb`XYf`DU`Ägh]bYbg]gW`Yb`6YzfY]i b[gcf[Ub]gUh]cb
fD@C`Ł`YfbUbbhž`Y]b`GW`f]hhž`XYf`j cb`K UgY``5Vi` `Mci`gYŽ`Y]bYa
A]h[`]YX`XYg`9I`Y`_i`hj`_ca`]hYYg`XYf`D@C`ž`VY`_Ubbh`[Y[YVYb
k i fXY`"8]YgY`9fbYbbi b[`ZUbX`]a` `FU\`a Yb`XYf`" &"G]hni b[`XYg
DU`Ägh]bYbg]gW`Yb`NYbhfU`fUhYg`]b`FUa U`U\``ghUhh`"5VVUgž`XYf`", -
»\`fY`U`h`]ghž`a` ØW`hY`a`]h`X]YgYf`A U»bU\`a`Y`Y]bYb` `i a`ZUggYbXYb
bUh]cbU`Yb`8]U`c[`ZØfXYfbž`XYf`U`Y`dU`Ägh]bYbg]gW`Yb` : fU`_h]cbYb
Y]bVYn]Y\`Yb`gc`ž`i a` `X]Y`J`YfgØ\`bi b[`i bX`bUh]cbU`Y`9]b\`Y]hni
ghÄf`_Yb"

8]Y'9bhgWXY]Xi b['ni f'GWUZZI b['XYg'J]nYdfÄg]XYbhYbdcghYbg']gh
HY]'Y]bYg'i a ZUggYbXYfYb'D'Ubg'ni f'FYZcfa 'XYf'D@C ž
]bgVYgcbXYfY'Ub[Yg]Wxhg'XYg']bhYfbUh]cbU'Yb'8fi W_gž'Y]b'byi Yg
Fc''Ybj YfghÄbXb]g'XYf'DU'Ägh]bYbg]gWXYb'5i hc bca]VYV\ÖfXY'fD5Ł
ni 'YhUV'YfYb''5VVUg'_ØbX][hY'_cb_fYhY'dc`h]gWXY'6Ya Ø\i b[Yb
Ubž'X]Y'XUfUi ZUVn]Y'Ybž'X]Y'gfUY'gWXY'5[[fYgg]cb'a
; UnUghfY]ZYb'ni 'VYYbXYb''<]Yfni '[Y\ÖfYb'X]Y'gWXYb''YfY'9]bZ \f
\i a Ub]hÄfYf'i bX'a YX]n]b]gWXYf'<]'ZY'gck]Y'Y]bY'j c''ghÄbX][Y
dU'Ägh]bYbg]gWXY'FY[]Yfi b[gZØ\fi b['ØVYf'; UnU"

< i ggY]b 'U'!G\Y]_ \ . '9]b 'j YfhfUi hYf'Dc`h]_Yf

8Yf'*(!Ä\ f][Y'< i ggY]b 'U'!G\Y]_ \ []'h'U'g'Yb[Yf'JYfhfUi hYf'j cb
5VVUg'i bX'k]fX'U'g'a Ö['WXYf'B UWZc`[Yf'XYg'Ub['Ä\ f][Yb
DfÄg]XYbhYb'VYhfUWxh''GY]bY'9fbYbbi b['ni a 'J]nYdfÄg]XYbhYb
_ØbbhY'U'g'HY]'j cb'5VVUg'FYZcfa Yb'[YgY\Yb'k YfXYbž'i a 'XUg
5bgY\Yb'XYf'D@C'ni 'j YfVYggYfb'i bX'Y]bY'Fc''Y]a 'K]YXYfUi ZVUi
j cb'; UnU'ni 'ØVYfbY\ a Yb''5'!G\Y]_ \ 'k Uf']b'XYb''YmhYb'XfY]
X\ fYb'; YbYfU'gY_fYhÄf'XYg'9I Y_i h]j _ca]hYYg'XYf'D@C' i bX'\Uh
k Y]hfY]WXYbXY'bhYfbUh]cbU'Y'J YfV]bXi b[Ybž'X]Y']\ a ']'b'gY]bYf
bYi Yb'Dcg]h]cb'ni [i hY_ca a Yb'_ØbbhYb"

9f'k Uf']b'gY]bYf'ž [YbX'Y'Z X\ fY']b'gfUY'gWXYb'; YZÄb[b]ggYb
i bX'\Uh'g]WXY'U'g'J YhYfUb'XYf'dU'Ägh]bYbg]gWXYb'G]WXYf\Y]hg_fÄZhY
Y]bYb'BUa Yb'[Ya UWxh''5'!G\Y]_ \]gh'ZØf'n]j]Y'5b[Y'Y[Yb\Y]hYb
ni ghÄbX]['i bX'Zi b[]Yfh'U'g'<Ui dh_cbhU_h'ni 'gfUY''b'X]YgYb
: fU[Ybž'k Ug']\ a '9]bZi gg'Ui ZX]Y'J Yf[UVY'j cb
FY]gY[YbY\ a] [i b[Yb'ZØf'DU'Ägh]bYbgYf'j Yf'Y]\h"

Dc`h]gWXY' i bg]WXYf\Y]hYb' i bX
F YZcfa VYXUfZ

CVk c\''U'!G\Y]_ \ 'U'g': Uj cf]h'ZØf'X]Y'DfÄg]XYbhgWUZh[]'hž'ghY\h
gY]bY'dc`h]gWXY'Ni _i bZi'Ui ZXYf'?]ddY''æ : U''j cb'5VVUg' HcX
cXYf'5fVY]hgi bZÄ\ [_Y]h'_ØbbhY'Yf'ni bÄWxgh'_ca a]ggUf]gWXY'X]Y
Fc''Y'XYg'DfÄg]XYbhYb'ØVYfbY\ a Ybž'V]g'XUg'9I Y_i h]j _ca]hYY
Y]bYb'XUi Yf\UZhYb'BUWZc`[Yf'k Ä\ h''8]Y'D@Cž'X]Y'%-*(

[Y [f0bXYh:k i fXYž]ghZ0f`J Yf\ UbX`i b [Yb`]a `B Ua Yb`XYg
 dU`Àgh]bYbg]gWXYb`J c`_Yg`j YfUbhk c fh]W ž`k À\ fYbX`X]Y`D5`]b
 Y]b][Yb`HY]`Yb`XYg`VYgYhnhYb`dU`Àgh]bYbg]gWXYb` ; YV]Yhg`X]Y
 F Y []Yfi b [gZ0\fi b [`]bbY\Uh"

8]Y`D@C` \Uh`a Y\ fYfY` : fU_h]cbYb`i bhYf`]\ fYa` `8 UW ž`YXcW
 [Y\ 0fYb`k YXYf`X]Y`]a` ; UnUghfY]ZYb`fY []YfYbXY`< Ua Ug`bcW`XYf
 9`Ua]gWXY`8gW\ \ UX`XUni` " `5bU`mghYb`VYZ0fW hYbž`XUgg`X]Y
 DU`Àgh]bYbg]gWXY`5i hcbca]YVY\ 0fXY`U`g`]bYZZY_hj] `i bX`_cffi dh
 k U\ f [Ybca` a Yb`k]fXž`k Ug`U`!G\Y]_ \ `i bX`gY]bY`FYZcfa` j Yfgi WXY
 VY\]bXYfb`_0bbhY`" `b`X]YgYa` `Ni gUa` a Yb\Ub [`k]fX`Ui W`Ui ZX]Y
 Ub [YgdUbbhY`6Yn]Y\ i b [Yb`nk]gWXYb`XYf`D5`i bX`XYf`< Ua Ug
 \]b [Yk]YgYbž`X]Y`Y]bY` [fc» Y`< YfUi gZcfXYfi b [`XUfghY`Yb"

Hfchn`X]YgYf`l bg]WXYf\Y]hYb`k i fXYb`U`!G\Y]_ \ g`9fbYbbi b [`i bX
 X]Y`FYZcfa Yb`j cb`GUi X]!5fUV]Yb`U`g`k]W h][Yg`G][bU`XYf
 : cfhgWf]hhY`VY [f0» h" `b`hYfbUh]cbU`Y` ; Y`X [YVYf`j Yf_b0dZYb
 ni _0bZh][Y`l bhYfgh0hni b [Yb`a`]h`XYa` : cfhgWf]hh`]b`dc`]h]gWXYb
 i bX`]bgh]hi h]cbY`Yb`FYZcfa Ybž`i a`X]Y`F c`Y`XYf`D5`]a` `?cbZ]_h
 nk]gWXYb`9fUY`i bX`XYb`DU`Àgh]bYbgYfb`ni`gh`Àf`_Yb`" `8]Y`YhnhY
 Df`Àg]XYbhgWUZhk U\ ``ZUbX`&\$\$) `ghUhhž`X]Y`YhnhY`DU`Ua Ybhgk U\`
 &\$\$* ž`k cVY]Y]bY`BYi k U\ ``Ui Z[fi bX`]bhYfbYf`GhfY]h][_Y]hYb
 nk]gWXYb`XYf` : UhU\ `i bX`< Ua Ug`V]g\Yf`b]W h`Xi fW [YZ0\fh`k i fXY"

A]h`XYf`9fbYbbi b [`j cb`<i ggY]b`U`!G\Y]_ \ `]b`Y]bY`gc
 Y]bZi ggfY]WY`Dcg]h]cb`b]a` a h`X]Y`8]g_i gg]cb`0VYf`X]Y`ni _0bZh][Y
 : 0\fi b [gghfi _hi f`XYf`D@C`i bX`X]Y`dc`]h]gWXY`5i gf]W h`i b [`XYf
 DU`Àgh]bYbgYf`ni bY\`a YbX`Ub` : U\ fh`Ui Z`

: 0f`k Y]hYfY` `bZcfa Uh]cbYb`g]Y\Y`Ui W`X]Y`6Yf]W hYfghUhh`i b [`j cb`
 5` `UnYYfUž`5D`BYk`g`i bX`NY]h`C`b`]bY"

8YhU]`g	
C fh	F Ua U`U\ ž`K Ygh`cFXUb`UbXž`DU`Àgh]bU
E i Y`Yb	<ul style="list-style-type: none"> • k k k "U`UnYYfU"W`a • UdbYk`g"W`a • k k k "nY]h`X]Y

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