? `]a U\_`U[Y`Y]bYg`6Ui Yfb. `FK 9`j cf
; Yf]W\h`k Y[ Yb`9fXYfk Åfa i b[°

DYfi Ub]gW\Yf`6Ui Yf`@]i mU`\_`U[h`[ Y[ Yb`FK 9`j cf`C@
<Ua a ž`i a `?cghYb`Z0f`?`]a UgW\i hna U»bU\`a Yb`k Y[Yb
; `YhgW\Yff]g]\_c`Y]bni ZcfXYfb"

8]Y`?`]a U_`U[ Y`XYg`dYfi Ub]gW\Yb`?`Y]bVUi Yfb`GUI ``@ W]Ubc
@]i mU`[ Y[ Yb`XYb`9bYf[ ]Y\_cbnYfb`FK 9`b]a a h`Y]bY`bYi Y
K YbXi b[" `@]i mU`\Uh`Yg`g]W\`ni a `N]Y``[YgYhnhž`X]Y`XYi hgW\Y
:]fa U`ni f`Z]bUbn]Y``Y`6YhY`]][i b[`Ub`GW\i hna U»bU\`a Yb`[Y[Yb
X]Y`9fXYfk Åfa i b[ `]b`gY]bYf`<Y]a Uh`ni `VYk Y[Yb``8]YgY
A U»bU\`a Yb`g]bX`Ui Z[ fi bX`XYf`6YXfc\`i b[`Xi fW\`Y]bY`dchYbn]Y``Y
: `i hk Y``Y`Ui g`XYa `; `YhgW\YfgY`DU`WUW`W`U`bchk YbX][ ž`X]Y`gY]b
<Ui g`i bX`gY]b`8cfZ[ YZÅ`fXYb`_0bbhY``8]Y`J`Yf`UbX`i b[`]j`cf`XYa
C`VYf`UbXYg[Yf]W\h`<Ua a `fC@ `<Ua a `Ł`Z]bXYh`0VYf`nk Y]`HU[Y
ghUhhž`k cVY]`nk Y]; i hUW\hYb`h\Ya Uh]g]Yfh`k YfXYbž`X]Y`XUg
; Yf]W\h]b`5i ZhfU[ `[Y[YVYb`\Uhž`i a `X]Y`@U[Y`j`cf`C`fh`ni
VYi fhY]`Yb``8Yf`FYW\hgghfY]h`n]Y`h`g]W\`VYfY]hg`gY]h`&\$%) `]\b`i bX
]gh`b]W\h`ni `Yhnh`Xi fW\`X]Y`i bhYfgh0hni b[`]j`cb`C`f[Ub]gUh]cbYb`k ]Y`
; Yfa Ubk UhW\`i bX`XYf`Gh]Zhi b[ `Ni `i bZhgZÅ`\[_Y]h`[YdfÅ[h"

@]i mU`a UW\h`FK 9`a ]hj YfUbhk cfh]W\`Z0f`XYb`?`]a Uk UbXY`ž`XYf
Xi fW\`XYb`6Yhf]YV`j`cb`?`c`\Y`fUZhk Yf`\_Yb`Yf`YV`]W\Y
7C`&!9a ]gg]cbYb`j`Yfi fgUW\h``8]Yg`\Uh`b]W\h`bi f`5i gk]f`_i b[Yb
Ui ZXUg[`cVU`Y`?`]a Už`gcbXYfb`_cb`fYh`Ui W\`Ui ZX]Y`GW\`a`Y`nY
XYg; `YhgW\Yfgž`X]Y``Ui h`XYa `?`Å[ Yf`X]fY`\_hY; YZU`fYb`Z0f`gY]b
@YVYb`i bX`gY]bYb`@YVYbgfUi a `a]h]g]W\`Vf]b[h``9f`ZcfXYfh]j`cb
FK 9ž`\$ž( +`DfcnYbh`XYf`?`cghYb`Z0f`X]Y`GW\i hna U»bU\`a Yb`ni
0VYfbY\`a Yb``8]YgY; cfXYfi b[`Zc`[h`Y]bYa `[YgW\Y]hYfhYb`YfghYb
5b`Ui ZUa `@UbX[Yf]W\h`9ggYbž`XUg]b`YfghYf`#ghUb`n`gY]bYb
n]j`]fYW\h]W\Yb`5bgdfi W\`UV[ Y`Y`\bh`\UhhY"

?`À[ Yf`Zc fXYfh`l bhYfghØhni b[ `Xi fW`XYb
GhUbXc fhVYgi W`

9]b`VYXYi hgUa Yg`9fY][b]g`b`X]YgYa `F YW`hgghfY]h`k Uf`XYf`6Ygi W`
j cb`GUW`j Yfgh`ÀbX][ Yb`i bX`J YfhfYhYfb`XYg`C@` <Ua a`i]b`DYfi ž
XYf`Ua`&)"`A U]`ghUhhZUbX"8]Yg`k i fXY`b]W`h`bi f`j cb`hc`"XY
VYgh`Àh][ hž`gcbXYfb`k Uf`Ui W`Y]b`GW`f]hž`i a`X]Y`6Yk Y]gUi ZbU`a Y
`X]Y`&\$&\$`Ub[ Y\_ØbX][ h`k cfXYb`k Uf`i`j cfUbni hfY]VYbž`X]Y
Ui Z[fi bX`XYf`DUbXYa`j]Y`j YfnØ[Yfh`k YfXYb`a`i gghY"8]Y
`b`gdY`\_h]cb`XYg`C fhYg`]gh`Yb hgW`Y]XYbXž`XU`g]Y`XYb`ž`f]ghYb`Y`ZYb
gc`ž`X]Y`<]bhYf[ fØbXY`XYg`i: U`g`VYggYf`ni`j Yfgh`Y`Yb`i bX
Ub[Ya YggYbY`9bhgW`Y]Xi b[Yb`ni`hfY`ZYb"

Ni g`Àh`n`W`_ØbX][hY`i; Yfa Ubk UhW`Y]bY`DfYggY`_cbZYfYbn`ni`XYb
; Ygi bX`Y]hg]g]\_Yb`i bX`XYf`F`Y`Yj Ubn`XYf`?`U[ Y`ZØf`XYb
?`]a UgW`i hn`Ubž`X]Y`ZØf`XYb`" \$"A U][ Yd`Ubh`]gh"8]YgY`k]fX`g]W`Yf
]b`Y]bYa`VfY]hYfYb`?`cbhYI h`X]g`_i h]Yfhž`]b`XYa`i]bhYfbUh]cbU`Y
?`]a U`_U[YfYW`hgZ`À`Y`Y]bY`nYbhfU`Y`F`c`Y`gd]Y`Yb"

F YW`h`]W`Y`< YfUi gZc fXYfi b[Yb`]a`?`cbhYI h
XYg`?`]a UgW`i hnYg`

8]Y`?`U[Y`j cb`@]i mU`ghY`h]a`9]b`_Ub[`a`]h`Y]bYf`k UW`gYbXYb
5bnU`À`j cb`?`]a U`\_U[ Yb`k Y`hk Y]hž`X]Y`XUg`N]Y`j YfZc`[Ybž
I bhYfbY`a`Yb`i bX`GhUUhYb`ZØf`]\fY`F`c`Y`]a`?`]a Uk UbXY`ni f
J YfUbhk cfhi b[`ni`n]Y`Yb"8Yf`?`]a Uk UbXY`k]fX`U`g`Xf`Àb[YbXY
[`cVU`Y`< YfUi gZc fXYfi b[ `VYhfUW`hYhž`X]Y`fYW`h]W`Y`ž`dc`h]gW`Y
i bX`k ]ggYbgW`UZh]W`Y`5bhk cfhYb`YfZc fXYfh"ž`f]gh]gW`Y
F U`a YbVYX]b[ i b[ Yb`Yj`c`j]YfYb`Y`i hni hU[Yž`i a`XYb
Ubh`fcd`c[YbYb`9]bZi gg`Ui Z`XUg`?`]a U`ni`VYfØW`_g]W`h][ Yb`i bX
fYW`h]W`Y`A`Ø[`]W`_Y]hYb`ni`f`6Y`_Àa`dZi b[ `XYg`?`]a Uk UbXY`g`ni
gW`UZZYb"

`b`X]YgYa`Ni gUa`a`Yb`Ub[`Uh`XYf`9i fcd`À]gW`Y`i; Yf]W`hg`c`Z`ZØf
A YbgW`Yb`fYW`hY`fØ; A`F`E`\_Øfn`]W`Y]bYf`?`]a U`_U[Y`XYf
?`]a UgYb]cf]bbYb`i[Y[Yb`X]Y`GW`k`Y]n`ghUhh[Y[YVYb"8]YgY
9bhgW`Y]Xi b[ `k]fX`U`g`VYXYi hYbXYf`K`YbXYdi b`_h]a

?`ja UgWxi hmfYWXh'Ub[YgY\Yb'i bX'_ÖbbhY'k Y[k Y]gYbX'ZØf
Ä\b`]WXY'?`U[Yb'j]b'UbXYfYb'@ÄbXYfb'gY]b"9I dYfhYb'VYhcbYb'X]Y
Bchk YbX][_Y]hž'fYWXh]WXY'A YWX Ub]ga Yb'ni 'ghÄf_Ybž'i a
dfÄj Ybh]j Y'A U» bU\ a Yb'[Y[Yb'XYb'?`ja Uk UbXY`Xi fWXni gYhnYb
i bX'J YfgÄi a b]ggY'U'g'dchYbn]Y`Y'A YbgWYb'fYWXhgj Yf'Yhni b[Yb
ni '_YbbnY]WxbYbž'k]Y'Yg'Ui WX'í fUk Y`h"Wca 'VYgWfY]Vh"

Gc'k]fX'X]Y'?`U[Y'j cb'GUI ``@]W]Ubc'@]i mU'b]W'h'bi f'ni 'Y]bYa
gma Vc`]gWYb'?Ua dZ'ZØf'j]bX]j ]Xi Y`Y'F'YWX'hYž'gcbXYfb'_ÖbbhY
Ui WX'k Y]hfY]WYbXY'5i gk]f_i b[Yb'Ui ZX]Y'8]g_i gg]cb'i a
?`ja UgWxi hni bX'!fYWX'h'gYhnYb"8]Y'J Yf\UbX'i b[Yb'j cf'XYa 'C@
<Ua a' i bX'XYfYb'5i g[Ub['g]bX'XU\Yf'j cb'[fc»Ya 'hYfYggY'ZØf
j]Y'Yž'X]Y'X]Y'9bhk]W_i b['XYg'?`ja UgWxi hmfYWXhg'ja 'bUh]cbU`Yb
i bX']bhYfbUh]cbU`Yb'?cbhYI hj YfZc`[Yb"

8YhU]`g	
Ei Y`Yb	<ul style="list-style-type: none">• k k k "XYi hgW\`UbXZi b_"XY</li><li>• k k k "`hc"XY

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