

9I !F]W\h`b]Y`gcf[h`ZØf`7\Ucg. `K Ug dUgg]Yfh'a]h`= fYb`5`h_`Y]XYfb3

5a `&%"\$' "&\$&) `k]fX`X]Y`bYi Y`9I !F]W\h`b]Y`ni f
5`h_`Y]XYfYbhgcf[i b[`]a `<Yfnc[hi a `@Ui YbVi f[`j cf[YghY`h
i bX`X]g_i h]Yfh"

<Yfnc[hi a `@Ui YbVi f[ž`8Yi hgW\`UbX`!`

5_hi Y`Y`<YfUi gZcfXYfi b[Yb`VY]`XYf`5`h_`Y]XYfYbhgcf[i b[`dfÅ[Yb
X]Y`8]g_i gg]cb`i a `X]Y`bYi Y`9I !F]W\h`b]Y`ž`X]Y`gY]h`&\$&) `]b`?fUZh
]gh`8]YgY`Ÿ`bXYfi b[Yb`gc`Yb`Y]bY`cfXbi b[g[Ya`Å»Y`9bhgcf[i b[
j`cb`HYI`h]`Yb`g]W\YfghY`Ybž`YXcW\`[]Vh`Yg`i bhYf`J`YfVfUi`W\Yfb
i bX`[Ya`Y]bbØm][Yb`Cf[Ub]gUh]cbYb`J`Yfk`]ffi b[`ØVYf`X]Y`bYi`Yb
J`cf[UVYb`"@Ui`h`@B!Cb`]bY`XØfZYb`5`hhYI`h]`Yb`bi`f`bcW\`ØVYf
5`h_`Y]XYfW\`bHj]bYf`Ybhgcf[h`k`YfXYbž`gY`Vgh`k`Ybb`X]YgY`ghUf_
j`YfgW\`a`i`hnh`cXYf`_Udi`hh]g]bX`"8]Y`5VZU`k`]fhgW\`UZh`GØX`c`ghY]b
fB`K`G<Ł`_ØbX][hY`Ubž`X]Y`I`a`gYhni`b[`X]YgYf`J`cfgW\`f]ZhYb`ni
ØVYfd`fØZ`bž`XU`X]Y`J`Yfa`]gW\`i`b[`j`cb`VfUi`W\`VUfYb`i`bX
i`bVfUi`W\`VUfYb`HYI`h]`Yb`X]Y`GUa`a`i`b[Yb`VYY]bhfÅW\`h][hY"

8]Y`8Yi`hgW\`Y`?`Y]XYfgh]Zhi`b[`VY[fØ»`hY`X]Y`,`VYfUfVY]hi`b[`XYf`9I`!
5VZU`fU`a`Ybf]W\`h]b]Y`i`bX`VYhcbhY`X]Y`B`ch`k`YbX][`Y]h`ZØf`_`UfY
8YZ]b]h]cbYb`j`cb`5VZU`i`bX`k`]YXYfj`Yfk`YbXVUfYb`HYI`h]`Yb`"
6YgcbXYfYg`5i`[Yba`Yf`_]Y[h`Ui`Z`XYf`:`cfXYfi`b[`bUW\`
<YfghY`Yfj`YfUbhk`cfhi`b[`ZØf`XUg`@YVYbgYbXY`]\`fYf`DfcXi`_`hYž`i`a
X]Y`9bhk`]W`i`b[`j`cb`Ub`[`YV][Yb`HYI`h]`Yb`ni`ZØfXYfbž`X]Y
Y]bZUW\`Yf`k`]YXYfj`Yfk`YbXYhž`fYdUf]Yfhi`bX`fYW\`W`h`k`YfXYb
_ØbbYb"

?`cbgYei`YbnYb`ZØf`J`YfVfUi`W\`Yf`i`bX`I`a`k`Y`h

8]Y`bYi Y`9I !F]W`h]b]Y`n]Y`h`XUfUi Z`UVž`A Ø``a Yb[Yb`ni `fYXi n]YfYb
i bX`XUg`F`Y`W`W]b[`j`cb`HYI`h`]Yb`ni `j`YfVYggYfb``5`_hi`Y``Yb
=Zcfa`Uh]cbYb`ni`Zc`[`Y`g]bX`k`Yb][`Yf`U`g`X]Y`<`À`ZhY`U``Yf`5`h`_Y]XYf
]b`XYf`9I`ZØf`Y]bY`K`]YXYfj`Yfk`YbXi`b[`cXYf`Y]b`F`Y`W`W]b[
j`cf[`YgY`Yb``K`]Y`**B8F`**VYf]W`hYhž`k`YfXYb`fi`bX`,`+i``XYf`5`h`_Y]XYf
j`YfVfUbbhž`k`Ug`ni`g`À`h`n`]W`X`Y`7`C`!`9a`]gg]cbYb`j`Yfi`fgUW`h"
5i`»`YfXYa`_`Ui`Zh`Y`XYf`A`YbgW`X`]b`8Yi`hgW`UbX`Xi`fW`gW`b]h`]W`
*`\$`?`Y]Xi`b[`gghØW`Y`dfc`d`X`f`i`bX`k`]fZh`Y`hk`U`%%`_`[`XUj`cb`k`Y[`"
8]YgY`9bhk`]W`_`i`b[`k`]fX`j`cb`Y]bYa`k`UW`gYbXYb`6Yk`i`gghgY]b`ZØf
X]Y`I`a`k`Y`hUi`gk`]f`_`i`b[`Yb`XYf`HYI`h`]bXi`ghf]Y`VY[`Y]hYh"

8]Y`J`YfVfUi`W`X`Y`fnYbhfU`Y`<`Ua`Vi`f[`Y`a`dZ]Y`h`ž`ghUf`_`j`YfgW`a`i`hnhY
cXYf`_`Udi`hY`HYI`h`]Yb`]a`F`Y`gha`Ø``ni`Y`bhgc`f[`Ybž`k`À`fYbX`g]Y
;`Ya`Y]bbØhn][`Y`C`f[`Ub]gUh]cbYb`i`a`X]Y`6YfY]hghY``i`b[`bi`f
VfUi`W`V`U`fYf`5`h`_Y]XYf`]b`7`cb`hU]bYfb`V]hYb``9]bY`_`UfY
?`ca`a`i`b]_`Uh]cbgg`hfU`hY[`]Y`k`]fX`U`g`b`ch`k`YbX][`Y`fUW`hYhž`i`a`X]Y
J`YfVfUi`W`X`Y`f`Ø`VYf`X]Y`bYi`Yb`F`Y[`Y`b`i`bX`X]Y`_`c`ffY`_`hY`9bhgc`f[`i`b[
j`cb`5`h`_Y]XYfb`Ui`Zni`_`À`fYb"

8YhU]`g	
J`c`f`ZU``	I`a`k`Y`h
I`f`g`U`W`X`Y	9I`!`J`Y`f`c`f`X`b`i`b[
C`f`h	<`Y`f`n`c[`h`i`a`_`@`U`i`Y`b`V`i`f[`ž`8`Y`i`h`g`W`_`U`b`X
E`i`Y``Y`b	<ul style="list-style-type: none"> • k k k "`b!c`b`]bY"XY • k k k "bXf"XY

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