

GWk cW_]a : fY]VUX. %*!>À\ f][Y`Vf]Wk h]\ f GWk Y][Yb`ØVYf`A]ggVfUi Wk °

→a :; YXYb_Yb`Ub`gWk YfY`J cfZÀ`Y`]a`@JUyfVYf[VUX
VYf]Wk hYb`6YhfcZZYbY`ØVYf`gYI i U`g]YfhY` , VYf[f]ZY`i bX
ZcfXYfb`J YfÀbXYfi b[Yb"



6UfVUfcggUghfU» Yž`*') \$) ; Y`b\Ui`gYbž`8Yi`hgWk`UbX`!`5a
GcbbhU[ž`XYb`%":*`&\$\$) ž`YfgWk`ØhYfhY`Y]b`gWk`cW_]YfYbXYf
J cfZU`Y`]a`@JUyfVYf[VUX`]b`K`]Yb`X]Y`VYgWk`Ui`]Wk`Y`5ha`cgd`ÀfY"
BUX]bY`8`"Yf\]Y`hi`a`%)`.&&`i`f`Y]bYb`5bfi`Zj`cb`]\fYf`%*!>À\ f][Yb
HcWk`hYfž`X]Y`k`Y]bYbX`VYf]Wk`hYhYž`XUgg`g]Y`]a`GWk`]a`a`VUX`j`cb
Y]bYf`A`ÀbbYf[fi`ddY`i`a`n]b[Y`hi`bX`a`]ggVfUi`Wk`h`k`cfXYb`gY]"`8Yf
J cfZU`Y`k`]fZn: fU[Yb`ni`f`G]Wk`Yf\Y]h]b`ÖZZYbh]Wk`Yb: fY]VÀXYfb`Ui`Z
i`bX`\Uh`X]Y; Ya`Y]bXY`]b`5i`ZfY[i`b[`j`YfgYhnh`9]b`6UXYa`Y]ghYf
\UhY`VYfY]hg`X]Y`Dc`nY]`U`Ufa`]Yfhž`U`g`Yf`j`cb`XYf`XfUa`Uh]gWk`Yb
G]hi`Uh]cb`YfZ`\f"

8]Y`j`Yfnk`Y]ZY`hY`A`i`hhYf`ZUbX`]\fY`HcWk`hYf`]a`6UXž`k`Y]bYbX`i`bX
g]Wk`h]Wk`hfUi`a`Uh]g]Yfh`j`cf`"NYi`[Yb`VYf]Wk`hYhYbž`XUgg`nk`Y]

hUhj YfXÅW h[Y`A`ÅbbYfž`Y]b`'`%!\f][Yf`i`bX`Y]b`(`%!\f][Yfž`
VY]XY`Vi` `[Uf]gWXY`GhUUhgUb[Y\Öf][Yž`j`cf`C`fh]XYbh]Zn]Yfh`k`YfXYb`
_cbbhYb""8]YgY`VYghf]hhYb`YXcW`X]Y`J`cfk`ØfZY""8cW`k`Å`fYbX`
X]Y`A`ÅbbYf`X]Y`5bgW`i`X][i`b[Yb`j`cb`g]W`k`]YgYbž`ghY`h`ni`
VY`ØfW`hYbž`XUgg`j`\fY`HUhYb`k`Y]hfY]WXYbXY`:`c`[Yb`Øf`XUg`C`dZYf`
\UVYb`k`YfXYb""8]Y`HcW`hYf`gW`j`XYfhY`]b`Y]bYa` `hYfj`]Yk`ž`XUgg`
g]Y`a`j]h]\fYb`:`fYi`bX]bbYb`]a` `K`Y`YbVYW`Yb`k`Ufž`U`g`X]Y`:`fi`ddY`
j`cb`ØbZ`A`ÅbbYfb`g]Y`i`a`n]b[Y`hY`"GW`c`W_]Yfh`Yfn`Å`hY`g]Yž`XUgg`
Y]bYf`XYf`A`ÅbbYf`Y]bY`:`fYi`bX]b`k`Y[[Yghc»Yb`\UVYž`VYj`cf`g]Y`
gY`Vgh`i`bhYf`K`UggYf`[YXfØW`h`i`bX`a`]ggVfUi`W`h`k`i`fXY`" `K`j`f`
_cbbhYb`i`bg`_Ui`a` `k`Y`fYb` ž`VYf]W`hYhY`g]Y`"

9]b`[YgY`gW`UZh`]W`Yg`DfcV`Ya

8]Y`9fY][b]ggY`]a` `@UUYfVYf[VUX`Yf]bbYfb`Ub`Å`b`]WXY`J`cfZ`Å`Yž`
X]Y`_Øfn`]W`]b`8Yi`hgW`UbX`GW`U[nY]`Yb`a`UW`hYb`" `h`
; Y`b`Ui`gYb`k`i`fXY`Y]bY`:`fi`ddY`j`cb`A`ÅXW`Yb`nk`]gW`Yb`%`%`i`bX`
%+`!`fYb`Ua` `&&"`ž`b`]b`Y]bYa` `:`fY]VUX`VY`Ågh][h`9fa`]hh`i`b[Yb`
Yf[UVYbž`XUgg`X]Y`A`ÅXW`Yb`j`cb`a`Y`fYfYb`A`ÅbbYfbž`X]Y`g]Y`Ua`
[Ubnyb`?`ØfdYf`UbZUgghYbž`VYhf`cZYb`k`UfYb""8]Y`H`ÅhYfž`gmf]gW`Yf`
<Yf`_i`bZhi`bX`]a` `5`hYf`j`cb`%` `V]g`&` `!`fYbž`_cbbhYb`gW`bY`
]XYbh]Zn]Yfh`k`YfXYb`"

8]Y`GhUUhgUb`k`U`hgW`UZh`<Ub`Ui` `U`h`a`]h`Yfk`Y]Y`X]Y`9fa`]hh`i`b[Yb`
ØVYfbca`a`Yb`i`bX`Ø`fh`J`YfbY`a`i`b[Yb`Xi`fW`"8]YgY`J`cfZ`Å`Y`
k`YfZYb`X]Y`Xf]b[`]WXY`:`fU[Y`Ui`Zž`k`]Y`g]WXYf`Hf]b`_!`i`bX`
6UXYghf`ÅbXY`Øf`ž` [YbX`]WXY`i`bX`?]bXYf`g]bX""8]Y`9fa`i`h][i`b[
↑`b[Yf`:`fUi`Ybž`g]W`VY]`i`bUb[YbY`a`Yb`G]hi`Uh]cbYb`gcZc`fh`Ub`XUg`
DYfgcb`U`ni`k`YbXYbž`_ØbbhY`]b`:`Y`b`Ui`gYb`ni`f`gW`bY`Yb`
FYU`_h]cb`XYf`Dc`]nY]`VY][YhfU[Yb`\UVYbž`gc`Y]b`Dc`]nY]gd`fYW`Yf`
`a`_U`hi`Y`Yb`:`U`]b`K`]Yb`Åi`»Yfh]g]W`X]Y`A`i`hhYf`XYf`VYhf`cZYbYb`
%*`!`fYb]Yb`VYgc`f[h`ØVYf`X]Y`U`[Ya`Y]bY`N]j`]W`i`fU[Y.`K`c`
k`UfYb`X]Y`UbXYfYb`6UXY[ÅghYž`U`g`k`j`f`<]ZY`VfUi`W`hYb3`

8]Y`B`chk`YbX][_Y]h`j`cb`A`U»`bU`a`Yb`

h`VY]XYb`:`Å`Yb`nY][h`g]W`ž`XUgg`Yg`b]W`h`bi`fi`a`X]Y`
DYfdYhfUhc`fYb`[Y`hž`gc`bXYfb`Ui`W`i`a`Y]b`[YgY`gW`UZh`]W`Yg`

DfcV`Ya`XYf`5i Z_`Àfi b[`i bX`XYf`G]WXYf\Y]h`BUX]bY`8`"ZcfXYfh`
 `ØW_Yb`cgY`5i Z_`Àfi b[`ni`XYb`JcfZÀ`Yb`i bX`\UfgWY`GhfUZYb`ZØf`
 X]Y`a`i`ha`U»`]WXYb`HÀhYf`" `ÀW`ÀhY`b]Y`[`YXUW`hž`XUgg`Y]b`
 BUW`a`]hhU[`]a` :`fY]VUX`gc`[`YZÀ`f`]W`gY]b`_Ubb`ž`gc`]\fY`
 VYk`Y[`YbXY`5i`ggU[`Y`"

9]b`gc`WXYf`JcfZU`" `_ÒbbhY`k`Y]hfY]WXYbXY` :`c`[`Yb`ZØf`X]Y`
 G]WXYf\Y]h]b`ÒZZYbh]WXYb`9]b]W]hi`b[`Yb`\UVYb`i`bX`ghY`h`X]Y`
 JYfUbhk`cfh]WXYb`j`cf`bYi`Y`<`YfUi`gZcfXYfi`b[`Yb`"8Yf`5i`Zfi`Zni`
 a`Y`f`N]j`]W`ci`fU[`Y`i`bX`X]Y`GYbg]V`]g]Yfi`b[`j`cb`ž`[`YbX`]WXYb`ZØf`
 a`Ò[`]WXY` ;`YZU`fYb`]a`G`W`k`]a`a`VUX`g]bX`YggYbn]Y`Y`G`W`f]hhY`ž`
 i`a`gc`WXY`HfU[`ÒX]Yb`]b`Ni`_i`bZh`ni`j`Yf\]bXYfb`"8]Y`Dc`]nY`]gi`W`h`
 k`Y]hYf\]b`NYi`[`Yb`VY]XYf`JcfZÀ`Y`i`bX`fi`Zh`X]Y`²`ZZYbh]W_Y]h`X`Uni`
 Ui`Z`ž`Zcfa`Uh]cbYb`ni`f`5i`Z_`Àfi`b[`VYfY]hni`ghY`Yb`"

K`Y]hYfY`ž`Zcfa`Uh]cbYb`ni`XYb`JcfZÀ`Yb`]b`8Yi`hgW`UbX`Z]bXYb`
 g]W`Ui`Z`Gd]Y[`Y`i`bX`XYhU`]YfhY`6Yf]W`hY`ØVYf`X]Y` ;`YgW`Y`b]ggY`
]b` ;`Y`b`Ui`gYb`g]bX`Ui`Z`HU[`Yggd]Y[`Y`ni`Z]bXYb`"

8YhU]`g	
Cfh	6UfVUfcggUghfU»Yž`*`)`\$)` ;`Y`b`Ui`gYbž` 8Yi`hgW`UbX`
Ei`Y`Yb	<ul style="list-style-type: none"> • k k k "\Yi`hY`"Uh • k k k "gd]Y[`Y`"XY • k k k "hU[`Yggd]Y[`Y`"XY

6Ygi`WXYb`G]Y`i`bg`Ui`Z.`a`Y]b!k`]Yb`bYh`