

HfU[ÒX]Y`]a`K]YbYf`6UXYhY]WÄ .
, !`Ä`f][Yg`A`ÄXWÄ Yb`gh]fVh`bUWÄ`I`b[`ØW`

⊖`K]Yb`YfY][bYhYb`g]WÄ`Ua`%"`ž`]'&\$&)`a`Y`fYfY`
6UXYi`bZÄ`Y`ž`XUfi`bhYf`XYf`hfU[]gWÄ`Y`Hc`X`Y]bYg`UWÄ`h`Ä`f][Yb`
A`ÄXWÄ`Ybg"



<]fgWÄ ghY hhb`Yf`6UXYhY]WÄ ž`%&%"`K]Yb`ž`²`ghY`ffY]WÄ`!`5a`
GcbbhU[ž`XYa`%"`ž`]'&\$&) ž`YfY][bYhYb`g]WÄ`hfU[]gWÄ`Y`6UXYi`bZÄ`Y`
]b`K]Yb`ž`X]Y`X]Y`6Yj`Ò`_Yfi`b[`YfgWÄ`Ø`hhY`fh`\`UVYb`"9]b`UWÄ`h`Ä`f][Yg`
A`ÄXWÄ`Yb`j`Yf`c`f`hfU[]gWÄ`Y`fk`Y]gY`]\`f`@YVYb`]a`<]fgWÄ`ghY`hhb`Yf`
6UXYhY]WÄ`"@Ui`h`a`Y]b`VYn]f`_"Uh`k`i`fXY`XUg`A`ÄXWÄ`Yb`YV`c`g`Ui`g`
XYa`K`UggYf`[`Ync`[`Yb`ž`fY`Ub]a`]Yfhi`bX`gc`Zc`fh]bg`?`fUb`_Yb`\`Ui`g`
[`YVfUWÄ`h`@Y]XYf`j`YfghUfV`g]Y`Xc`fh`gWÄ`Y]Y`»`]WÄ`Ub`XYb`:`c`[`Yb`XYg`
I`bZU`g"

8]Yg`k`Uf`Y`XcWÄ`b]WÄ`h`XYf`Y]bn][`Y`J`cfZU`U`Ub`X]YgYa`
gWÄ`W`gU`\`UZhYb`GcbbhU[`"9]bY`,`)!`Ä`f][`Y`:`fUi`k`i`fXY`YVYbZU`g`
Ui`g`XYf`B`Yi`Yb`8`cbUi`[`YVcf`[`Yb`ž`bUWÄ`XYa`g]Y`VYk`i`ggh`c`g]a`
K`UggYf`Ui`Z[`Y`Z`bXYb`k`i`fXY`"Hf`chn`j`Yfgi`WÄ`hYf`F`YUb]a`Uh]cb`Xi`fWÄ`

DUggUbhYb`i bX`k Y]hYfY`9]bgUhn_fÅZhYžj YfghUfV`Ui W`g]Y`gdÅhYf
Ui ZXYf`hYbg]j ghUh]cb"5i W`Y]b`(!`Å\`f][Yf`A Ubbž`XYf`]b
i ba`]hhY`VUFYf`BÅ\Y`XYf`FY]W`gVfØW`Y`j Yfi bZU`hYž`]gh`]b
_f]h]gW`Ya ž`UVYf`ghUV]`Yb`Ni ghUbX`]a`?fUb_Yb\Ui`g"

@YVYbg[YZÅ\`f`]W`X`Y`G]hi`Uh]cb

8cW`XUg`i b[`ØW`_]Y»`b]W`h`b`UW`"K`]Y`j`]Y`b`b`U`"Uh`VYf]W`h`h`ž`]gh
bYVYb`XYa`A`ÅXW`Yb`Ui`W`Y]b`&`!`Å\`f][Yf`A Ubb`Ui`g`XYf`BYi`Yb
8cbUi`[YfYhhYh`k`cfXYb"9f`k`i`fXY`fYUb]a`]Yfhi`bX`dYf
<i`VgW`fUi`VYf`]b`Y]b`?fUb_Yb\Ui`g`[YZc[Yb"5i W`gY]b`Ni`ghUbX
]gh`Yfbghž`k`cXi`fW`X]Y`5bnU\`XYf`6UXYi`bZÅ`Y`Ub`X]YgYa`HU[
VYgcf[b]gYffY[YbX`\cW`]gh"

8]Y`HfU[]_`X]YgYf`J`cfZÅ`Y`k`]fZh`k`]W`h][Y`:`fU[Yb`Ui`Z`K`Ug`_`Ubb
i`bhYfbca`a`Yb`k`YfXYbž`i`a`gc`W`Y`i`bZÅ`Y`]b`Ni`_i`bZh`ni
j`Yfa`Y]XYb3`@Ui`h`df]a`Yfcg"XY`g]bX`GW`k`]a`a`_i`fgY`i`bX
G]W`Yf\`Y]hgY[Y`b`Yb`hgW`Y]XYbXY`A`U»`bU\`a`Yb`ni`f`DfÅj`Ybh]cb
j`cb`6UXYi`bZÅ`Yb"b`gVYgcbXYfY`?]bXYfž`X]Y`;`YZU\`fYb`]a`K`UggYf
cZh`b]W`h`f]W`h][`Y]bgW`Å`hnYb`_`ØbbYbž`gc`h`Yb`VYgcbXYfYb`GW`i`hn
[Yb]Y»`Yb"

G]W`X`Yf\`Y]hga`U»`bU\`a`Yb`i`bX`5i`Z`_`Åfi`b[

6UXYi`bZÅ`Y`_`ØbbYb`Xi`fW`i`bgUW`[Ya`Å»`Yg`J`Yf\`U`hYbž`VYfa`i`h
cXYf`[Ygi`bX\`Y]h]W`Y`DfcV`Ya`Y`Y]b[Y`Y]hYh`k`YfXYb"9ggYbh]Y`Y
G]W`Yf\`Y]hgj`cf`_Y\`fi`b[Ybž`k`]Y`X]Y`6YUi`Zg]W`h][i`b[]j`cb`?`]bXYfb
VY]a`6UXYbž`X]Y`Bi`mi`b[]j`cb`GW`k`]a`a`\]ZYb`i`bX`XUg`9]b\`U`hYb
j`cb`K`Ufb\]bk`Y]gYbž`g]bX`XU\`Yf`i`bYf`Ågg`]W`"8]Y`8`@F`;`Ya`dZ]Y\`h
ni`XYa`ž`]a`a`Yf`]b`VYk`UW`hYb`;`Yk`ÅggYfb`ni`gW`k`]a`a`Yb`i`bX
fY[Y`a`Å»][Y`9fghY!<]ZY!?!fgY`ni`UVgc`j`]YfYb"

8]Y`NU\`XYf`6UXYi`bZÅ`Y`\`Uh]b`XYb`Y`h`hYb`Å\`fYb`ni`[Ybca`a`Ybž
k`Yg\`U`V`X]Y`9f[fY]Zi`b[]j`cfUi`ggW`Ui`YbXYf`A`U»`bU\`a`Yb`i`a`gc
k`]W`h][Yf`]gh`@UggYb`G]Y`i`bg`]b`;`YXYb`_Yb`Ub`X]Y`J`Yfg`hc`fVYbYb
i`bX`6Yhfc`ZYbYb`XUfUi`Z`\]bk`Y]gYbž`XUgg`DfÅj`Ybh]cb`XYf`GW`ØggY`
ni`Y]bYa`g]W`X`YfYb`6UXYj`Yf[bØ[Yb`]gh"

8YhU]`g	
C fh	<]fgW\ ghY hrbYf`6UXYhY]W\ ž`%&%"K]Ybž 2 ghY ffY]W\
E i Y`Yb	<ul style="list-style-type: none"> • k k k "a Y]bVYn]f_"Uh • k k k "j]YbbU"Uh • V`c["df]a Yfcg"XY

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