

: Yi Yf`]b`K]Yb.`6U`_cbVfUbX`VYXfc`h
K c`bi b[Yb` : Yi Yfk Y`f`fYhhYh°

6U`_cbVfUbX`]b`K]Yb!>X`YgYY.`: Yi Yfk Y`f`fYhhYh
K c`bi b[Yb`/9fa]h`i b[Yb`ni f`6fUbXi fgUW`Y`Ui ZYb`bUW`
a Y`fYfYb`9]bg`ÄhnYb"



>X`YgYYf`GhfU» Yž`%%\$`K]Ybž`² ghYffY]W`!`9]b
K c`bi b[gVfUbX`U`h`Ua`GUa ghU[j cfa]hU[]b`XYf`>X`YgYYf
GhfU» Y`ja`&%"`6Yn]f`_Z0f`5i ZfY[i b[[Ygcf[h`8]Y` : Yi Yfk Y`f`K]Yb
k i fXY` [Y[Yb`%%.` \$`I` \f`U`Ufa]Yfž`bUW`XYa` `5bk c`bYf`Y]bY
Ui ZÄ`][Y`F`Ui W`g`Äi`Y`YbhXYW`_hYb`i bX`nU` \fY]W`Y`B`chfi ZY
UVgYhnhYb`"@Ui h`Y]bYa` `6Yf]W`hj`cb`?`i`f]Yf`VfUW`XUg` : Yi Yf`Ui Z
Y]bYa` `6U`_cb`Ui`g`i`bX`[f]Z`fUgW`Ui`Z`nk`Y]`Ub[fYbnYbXY
K c`bi b[Yb`ØVYf"

8Yf`6U`_cb`ghUbX`j`c`gh`ÄbX][]b` : `Ua` a`Yb`"I` a` `X]Y
6fUbX]bhYbg]h`Ä`h`ni` `VfYW`Ybž`VfUW`hY`X]Y`6Yfi` ZgZYi` Yfk`Y`f`K]Yb
Y]bY`@0gW`Y]hi` b[`ØVYf`Y]bY`8fY` \`Y]hYf`]b`GhY`i` b[` "9]b`k`Y]hYfYf
5hYa` gW`i`hnhfi` dd`XfUb[]bg` ÆbYfY`XYg` ; YV`Äi` XYg`j`cf`ž`i` a` `XYb

6fUbX'Xcfhni 'VY_Åa dZYb" ðbg[YgUa h'k UfYb '&+ '9]bgUhn_fÅZhY'a]h
gYWXg': U\fnYi [Yb'ja '9]bgUhn'i bX'V'YVYb'V]g'Yhk U'% 'i \f'j cf
Cfh"; `ØW_`WXYfk Y]gY'VYZUbXYb'g]W' _Y]bY'DYfgcbYb']b'XYb
VYhfcZYb'K c\bi b[Ybž'gcXUgg'Yg'ni ' _Y]bYb'J Yf'YhnhYb' _Ua "

6fUbXi fgUWX Y 'V`Y]Vh'i b_`Uf

8]Y'6fUbXi fgUWX Y]gh'V]g`Ub['i b_`Uf"'8 Ug'@UbXYg_f]a]bU`Ua h
K]Yb'\Uh'X]Y'9fa]h'i b[Yb'Ui Z[Ybca a Ybž'i a 'XYf'GUWX Y'Ui Z'XYb
; fi bX'ni '[Y\Yb"'8]Yg']gh'b]WX'h'XYf'YfghY'J cfZU``X]YgYf'5fh]b'XYf
FY[]cbž'k]Y'U_hi Y`Y'GhUh]gh]_Yb'nY][Yb"

Bi f'k Yb][Y'HU[Y'ni j cfž'Ua '%` ð]'&\$&) ž'k Uf'X]Y': Yi Yfk Y\ f
VYfY]hg'k Y[Yb'Y]bYg'6fUbXYg']b'Y]bYa 'YYfghY\YbXYb
9]bZJa]'Yb\Ui g']b'XYf'GhfYVYfgXcfZYf'GhfU» Y'U`Ufa]Yfh'k cfXYb"
5i W'\Yf'gW'i [Yb'X]Y': `Ua a Yb'Ui g'XfY]: YbghYfbž'i bX'XYf
FUi W'XfUb['Ui g'k Y]hYfYb"@Ui h) a]b"Uh'k UfYb'a Y\ fYfY
@ØgW`Y]hi b[Yb'j cb']bbYb'i bX'Ui » Yb'ja '9]bgUhnž'i a 'X]Y'@U[Y
i bhYf'?cbhfc`Y'ni 'Vf]b[Yb"; `ØW_`WXYfk Y]gY'[UV'Yg'Ui W'\Yf
_Y]bY'J Yf'YhnhYb'cXYf'DYfgcbYb'ja ' ; YVÅi XY"

K UWX gUa Y'5bk c\bYf'i bX'\YfUi gZcfXYfbXY 6YX]b[i b[Yb

ð'XYb'`YhnhYb'XfY]'A cbUhYb'g]bX']b'K]Yb'VYfY]hg'%+ 'A YbgWXYb
VY]:K c\bi b[gVfÅbXYb'i a g'@VYb'[Y_ca a Ybž'k Ug'X]Y
6YXYi hi b['dfÅj Ybh]j Yf'A U» bU\ a Yb'i bhYfghfY]WX'h"8Yf'@Y]hYf'XYg
6YfY]WX'g'9][Ybhi a ggWxi hn'ja '? : J ž'8f"5fa]b'?U'hYbY[[Yfž'\YVh
\Yfj cfž'XUgg'j cf'U`Ya ']b'XYb' _U'hYb'A cbUhYb'XUg'F]g]_c'ghY][h"
CZYbYg': Yi Yf'i bX'Y'Y_hf]gWXY; YfÅhY']b'?ca V]bUh]cb'a]h
a YbgW`]WXYa ' : Y\j Yf\U'hYb'g]bX'X]Y'\Åi Z[ghYb'6fUbXi fgUWX Yb"
9]bY'U_hi Y`Y'I a ZfU[Y'nY][hž'XUgg'fi bX', ' 'DfcnYbh'XYf'A YbgWXYb
]b'K]Yb'X]Y'Bchfi Zbi a a Yf'XYf': Yi Yfk Y\ f' _YbbYbž'YXcW'j]Y'Y
<Ui g\U'hY' _Y]bYb' [Yk UfhYhYb': Yi Yf'ØgWXYf'VYg]hnYb"

I a 'g]W'ja '9fbghZU``ni 'gWØhnYbž'Ya dZ]Y\`hYg'g]Wž'fY[Y'a Å»][Y
K Ufhi b[Yb'j cb'9'Y_hfc[YfÅhYb'j cfni bY\ a Yb'i bX

F Ui Wk Ufba Y`XYf`]b`U`Yb`5i ZYbh\U`hgfAi a Yb`ni`]bghU``]YfYb`
 XYbb`X]YgY`_ObbYb`]a`6fUbXZU``YVYbgfYhYbX`gY]b``8Yf`6fUbX`]b
 XYf`>X`YgYYf`GhfU»Y`Yf]bbYfhi bg`Y]ba U`a Y`f`XUfUbž`k]Y
 k]Wk h][`gc`Wk Y`G]Wk Yf`Y]hgj cf_Y`fi b[Yb`g]bX"

8YhU]`g	
C fh	>X`YgYYf`GhfU»Yž`%&%\$`K]Ybž`² ghYffY]Wk
E i Y`Yb	<ul style="list-style-type: none"> • _i f]Yf"Uh • k k k ") a]b"Uh • k k k "_Zj "Uh

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