

Gc Zc fh][Y ' <]`ZY '[Ygi W\ h. 'J Yfa]gghYf Hc V]Ug`A "']b`9f`Ub[Yb °

5a`%("\$+ "&\$&) `k]fX`XYf`' +!`Å\ f][Y`HcV]Ug`A "']b`9f`Ub[Yb
j Yfa]ggh`"8]Y`Dc`]nY]`gi W\ h`a]h`< cW\ Xfi W_`bUW\ `]\ a "
<]bk Y]gY`YfVYhYb"



9f`Ub[Ybž`8 Yi hgW\ `UbX`!`GW\ fYW_ a ca Ybh`VY]`XYb`GdYW]U`
C`ma d]Wg`]b`9f`Ub[Yb. `8Yf`' +!`Å\ f][Y`HcV]Ug`A "' Ui g`XYa
C VYfU``[Äi`k]fX`gY]h`A cbhU[bUW\ a]hU[`j Yfa]ggh`"8Yf`A Ubbž`XYf
[Y]gh][`i bX` _ÖfdYf`]W\ `Y]b[YgW\ fÄb`_h]ghž`fY]ghY`ni f`HY]`bU\ a Y`Ub
XYb`@UbXYggd]Y`Yb`]b`9f`Ub[Yb`Ub`"5V`%(. \$ \$ `i \ f`VYZ \ f`Yf`a]h
Y]bYa `8fY]fUX`Y]bY` : U\ ffUXfYbbghfYW_Y`]b`XYf`? cbfUX!Ni gY!
GhfU» Yž`j Yf`]Y» `YXcW\ `k Yb][`gdÄhYf`X]Y`GhfYW_Y`i bX`Zi \ f`]b
i bVY`_UbbhY`F]W\ hi b[" `8]Y`Gcf[Yž`XUgg`Yf`cf]Ybh]Yfi b[g`cg`]a
GhUXh[YV]Yhi bhYfk Y[g`gY]b` _ÖbbhYž`a UW\ hY`g]W\ `gW\ bY``VfY]h"
8]Y`Dc`]nY]`k i fXY`U`Ufa]Yfhi bX`Y]hYhY`Y]bY`Gi W\ U_h]cb`Y]b"

8 U`Yg`Y]b`YfbghYg`5b`]Y[Yb`k Ufž`gYhnhY`X]Y`Dc`]nY]`Y]bYb
< i VgW\ fUi VYf`Y]bž`i a `bUW\ `HcV]Ug`ni `gi W\ Yb`"9]b

GWxfYW_a ca YbhZØf'U''Y'6YhY'] [hYbž'XcW\YfZfYi 'jWYfk Y]gY
_cbbhY'Ua 'ZfØ\Yb'8]YbghU[a cf[Yb'9bhk Ufbi b['[Y[YVYb
k YfXYb. 'HcV]Ug'k i fXY'k c\`VY\U'hYb'ja 'GhUXh[YV]Yh'9f'Ub[Yb
Ub[YhfcZZb''8]Yg'VYf]W\hYh'X]Y'Dc`nY]'6UmYfb'jb'Y]bYf
DfYggYa]hY]'i b['i bX'\YVh'X]Y'6YXYi hi b['XYf'<]'ZgVYfY]hgW\UZh
XYf'6Yj Ò`_Yfi b['\Yfj cfž'X]Y'ja 'FU\ a Yb'XYf
² ZZbh]W\Y]hgZU\ bXi b['YbhgW\Y]XYbX'k Uf''<]bk Y]gY'ni 'HcV]Ug
5i ZYbh\U'hgcfh_cbbhYb'Ub'X]Y'Dc`nY]]bgdY_h]cb'9f'Ub[Yb'i bhYf
XYf'HY'YZcbbi a a Yf'\$- %' %+* \$\$'i bX'XYb'Dc`nY]bchfi Z%%\$
[Y[YVYb'k YfXYb"

GdYW]U''C`ma d]Wg.'9]b'9j Ybh'XYf'< cZZbi b[
i bX': fYi XY

8]Y'GdYW]U''C`ma d]Wg @UbXYggd]Y'Y'Vf]b[Yb'A YbgW\Yb'a]h
[Y]gh][Yb'i bX'_ØfdYf']W\Yb'9]bgW\ fÅb_i b[Yb'ni gUa a Yb'i bX
V]YhYb'Y]bY'D'UhhZcfa ži a ']\fY'gdcfh]W\Yb': Å\][_Y]hYb'ni 'nY][Yb"
8]Y'Gd]Y'Y'jb'9f'Ub[Yb'g]bX'HY]'Y]bYf'[fØ» YfYb'⊕]h]Uh]j Yž'X]Y
dcg]h]j Y'5i Za Yf_gUa _Y]h'Ui ZX]Y'@Y]ghi b[Yb'j cb'A YbgW\Yb'a]h
6Y\]bXYfi b[Yb''Yb_h''8]Y'Cf[Ub]gUh]cb'XYf'Gd]Y'Y'n]Y'h'XUfUi Z
UVž'⊕_i g]cb'i bX'[YgY''gW\UZh]W\Y'HY]'UVY'ZØf'U''Y'ni 'ZØfXYfb"

⊕a '?cbhYI h'XYf'GdYW]U''C`ma d]Wg'gY]'Ui W\Yfk Å\bhž'XUgg'ja 'ž b]
&\$&'`VY]'XYb'K cf'X'; Ua Yg'jb'6Yf']b'fi bX'+"\$\$\$'5h\`Yh]bbYb'i bX
5h\`YhYb'gck]Y'' "\$\$\$'HfU]bYf]bbYb'i bX'HfU]bYf'Ui g'%+* '@ÅbXYfb
hY]'bU\ a Yb''Hfch'XYg'VYXYi hYbXYb'9fZc`[g'[UV'Yg'bUW\X]YgYb
Gd]Y'Yb'6Yf]W\hYž'k cbUW\ '&\$'DYfgcbYbž'XUfi bhYf'GdcfhYf'i bX
6YhfYi Yfž'b]W\h]b']\fY'<Y]a Uh'ÅbXYf'ni fØW_[Y_Y\fh'g]bX''8 Ug
@UbXYg_f]a]bU'Ua h'6Yf']b'\Uh'X]YgVYnØ['jW\ '9fa]hhi b[Yb
Ui Z[Ybca a Yb'i bX'Yg'[]Vh'XYfnY]h'_Y]bY'<]bk Y]gY'Ui Z
I b['ØW_gZÅ''Y''8]Y'⊕bYbgYbUhc]b'j cb'6Yf']b'gd'fUW\gc[Uf'j cb
a Ò['jW\Yb'DfcV'Ya Yb'VY]'XYf'5i gghY''i b['XYf'j]gUž'X]Y'XUni
ZØ\fhYbž'XUgg'Y]b][Y'8Y'Y[Uh]cbYb'g]W\j cb']\fYf'; fi ddY
hfYbbhYb"

⊕'9f'Ub[Yb'\Uh'X]Y'Ui ZfY[YbXY'5ha cgd\ÅfY'XYf'Gd]Y'Y'YXcW\
Y]b'YfZc`[fY]W\Yg'9bXY'[YZi bXYbž'i bX'X]Y'k Yfhj c''Y
Ni gUa a YbUfVY]h'nk]gW\Yb'Dc`nY]'i bX'6Yj Ò`_Yfi b['\Uh'XUni

VY][YhfU[Ybž'HcV]Ug'k]YXYfni Z]bXYb"8]Y'GhUXhi bX
 Cf[Ub]gUhcFYb'ZFYi Yb'g]W'Ui Z'k Y]hYfY'9j Ybhgž'VY]'XYbYb'X]Y
 5h\`YhYb'X]Y'A Ò[`]W'Y]h\`UVYbž]\fY'HU`YbhY'ni `dfAgYbh]YfYb`i bX
 [Ya Y]bgUa `i bj Yf[Ygg]W'Y'9f`YVb]ggY'ni `gUa a Y`b"

: Øf'X]Y'Dc`nY]'V`Y]Vh'X]Y`?ccfX]bUh]cb'VY]'gc`W'Yb
 JYfUbghU`hi b[Yb`Y]bY`k]W'h][Y`5i Z[UVYž'i a `G]W'Yf\Y]hi bX
 l bhYfghØhni b[`ZØf'U`Y`HY]'bY`a Yf'ni `[Yk Å\`f`Y]ghYb"GW'Y]Y» `]W'
 [Y\`ØfYb'ni `Y]bYa `[Y`i b[YbYb': Ygh'Ui W'gW'ØhYbXY`5i [Yb`i bX
 \Y`ZYbXY`<ÅbXYž'X]Y`]a `VYghYb': U`ghYhg`VYfY]hgh\Yb"

K Y]hYfY`ϕZcfa Uh]cbYb`i bX`l dXUhYg'ni `XYb`GdYW]U`C`ma`d]Wg
 _ØbbYb`Ui Z'XYb`cZZ]n]Y`Yb`K YVgY]hYb`XYg`J YfUbghU`hYfg`i bX`XYf
 GhUXh'9f`Ub[Yb`bUW[Y`YgYb`k YfXYbž'k Å\`fYbX`X]Y`Gi W'Y`bUW
 j Yfa]gghYb`A YbgW'Yb`b`XYf`GhUXh`[`ØW`]W'Yfk Y]gY`a]h`Y]bYa
 dcg]hj Yb`5i g[Ub[`YbXYhY"

: Øf'X]Y`bYi YghYb`BYi][`_Y]hYb'ni `X]YgYa `H\Ya U`_ØbbYb`X]Y
 DfYggYa Y`Xi b[Yb`Ui Z'XYb`GY]hYb`XYf`Dc`nY]'6UmYfb`i bX`XYb
 6Yf]W'hYb`j cb`B c f X V Um Y f]g W' Y b `B U W' f]W' h Y b `gck]Y`hn
 j YfZc`[h`k YfXYb"

8YhU]`g	
C fh	9f`Ub[Ybž'8Yi hgW'`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "dc`nY]"VUmYfb"XY • k k k "bb"XY • k k k "hn"XY

6Ygi W'Yb`G]Y`i bg`Ui Z.`bU[!VUmYfb"XY