

<]h`Yf[fi » `Ua `6U\b\cZ.`Dc`nY]`gi W\h Xf]b[YbX`NYi [Yb`]b`GW\k UbXcfZ°

JcfZU``Ua `6U\b\cZ`GW\k UbXcfZ`F`YWX`hgfUX]_U`Y`nY][Yb <]h`Yf[fi » ``Dc`nY]`gi W\h`NYi [Yb`ni f`5i Z_`Àfi b[`XYf`HUh j ca `%%"\$*"`&\$&)"



GW\k UbXcfZž`8Yi hgW\`UbX`!`5a`8]YbghU[j cfa]hU[`_Ua`Yg`Ua 6U\b\cZ`GW\k UbXcfZ`ni`Y]bYa`VYXYb_]W\Yb`JcfZU`ž`XYf`X]Y Dc`nY]`Ui`ZXYb`D`Ub`f]YZ`8fY]`À`hYfY`A`ÀbbYfž`X]Y`Ui`ZY]bYf`6Ub`_gU»Ybžf]YZYb`Ui`hghUf`_`<Y]`<]h`Yf`i`bX`nY][`hYb`XYb`<]h`Yf[fi`»`" 8]YgY`j`YfZUggi`b[`gk`]Xf][`Yb`Gma`Vc`Yž`X]Y`U`g`?Yb`bnY]W\Yb fYWX`hgYi`hfYa`Yf`≠Yc`c[`Yb[`Y`hYbž`k`i`fXYb`XUVY]`c`ZYbg]W\h`i]W\ ni`f`GW\Ui`[`YghY`h`9]bY`)-!`À\][`Y`:`fUi`Ui`g`GW\k UbXcfZ`k`i`fXY NYi`[`b`XYg`;`YgW\Y\Ybg`i`bX`ghY`h`Y`X]Y`A`ÀbbYf`ni`f`FYXY`"≠fY :`cfXYfi`b[`bUW\`Y]bYf`9f`_`Àfi`b[`k`i`fXY`YXcW`a`]hY]bYa i`bZYi`bX`]W\Yb`gW\`Y]W\`X]W\`UV[`Y`_`Ub`nY`h`8]YgY`≠\U`h`Y`g]bX bUW\`XYa`z`,`*U`Gh`6]b`8Yi`hgW\`UbX`ghfUZVUfž`XU`g]Y`X]Y JYfk`YbXi`b[`j`cb`?Yb`bnY]W\Yb`j`YfZUggi`b[`gk`]Xf][`Yf Cf[`Ub]gUh]cbYb`VYhfY`ZYbž`VYf]W\hY`h`XUg`C`VYfdZU`n`9W\c`"

8]Y'Dc`nY]GWk UbXcfZ`Y]hYh'bi b'9fa]h'i b[Yb'k Y[Yb'X]YgYf
VY`Y]X][YbXYb'i bX'ghfUZVUFYb'< UbX'i b[Yb'Y]b"6Y]'fYa
X]fY_hYb'9]b[fY]ZYb'Ua'6U\ b\cZV']YV'X]Y'6Y\ÖfXY'YXcW
YfZc`[`cgž'XU'X]Y'HÄhYf'[YZØW hYh'k UfYb"b'X]YgYa
Ni gUa a Yb\Ub['V]hhYh'X]Y'Dc`nY]'X]Y'6Yj Ö`_Yfi b['i a
gUWX]Yb`]WY'<]bk Y]gY"NYi [Yb'k YfXYb'[YVYhYbžg]W' i bhYf'XYf
HY`YZcbbi a a Yf'\$- (' %#(' \$%\$'ni 'a Y`XYbž'i a 'Y]bY'i a ZUggYbXY
5i Z_Äfi b['XYg'9fY][b]ggYg'ni 'Yfa Ö['WYb"

F YW hgYI hfYa]gh]gW Y'Gma Vc`Y'i bX`XYfYb 6YXYi hi b[

8Yf'J cfZU`'b'GWk UbXcfZ'k]fZh'Y]b'@]W h'Ui Z'Y]b'Yfbgh\UZhYg
[YgY`gWUZh]WYg'DfcV'Ya "'8Yf'; YVfUi W'j cb'fYW hYa
; YXUb_Yb[i hi bX'XUni [Y\Öf][Yb'Gma Vc`Yb']gh'a]hYfk Y]'Y'Y]bY
VYgcf[b]gYffY[YbXY'FYU']hÄh']b'j]Y'Yb'HY]'Yb'8Yi hgW`UbXg" B]W h
bi f'XYf'<]h'Yf[fi » žgcbXYfb'Ui W'UbXYfY'gma Vc`Y'k]Y'XUg
<U_Yb_fYi n'cXYf'X]Y'Hf]g_Y'Y'g]bX'ZYghYf'6YghUbXhY]'XYf
fYW hgYI hfYa Yb'Gma Vc`gd fUWY"'8]YgY'Gma Vc`Yž'cZh] YfVi bXYb
a]h'bUh]cbU`gcn]U']gh]gW Yf'HYfa]bc`c[]Yž'k YfXYb'b]W h'bi f'j cb
YI hfYa]gh]gW Yb'; fi ddYbžgcbXYfb'a UbW'a U'Ui W'j cb
i bdc`h]gW Yb'DYfgcbYb'[Ybi hnhž'k]Y'X]Y'K]_dYX]U`_UfghY`h"

8UfØVYf`\]bUi g'k YfXYb'Ui W' nU\`fY]W Y'k Y]hYfY'Gma Vc`Y'ja
fYW hgYI hfYa Yb'?cbhYI hj Yfk YbXYhž'VY]gd]Y`gk Y]gY'X]Y
K c`ZgUb[Y`cXYf'XUg'?Y'hYb_fYi n"Gc`WY'NY]W Yb'g]bX'jb
8Yi hgW`UbX'ghfUZVUF'i bX'ghY\Yb'ZØf'Y]bY'ÆYc`c[]Yž'X]Y
YggYbn]Y`Y'A YbgW Yb fYW hY'i bX'XYb'F YgdY_hj cf'XYf'J]Y'ZU'h'XYf
; YgY`gWUZh]a 'K]XYfgdfi W'g]Y'h"8Ug`_UFY'J chi a'ZØf'Y]b
fYgdY_hj c`Yg'A]hY]bUbXYf'i bX'X]Y'5V`Y\bi b['Ui g[fYbnYbXYf
DfU_h]_Yb'g]bX'XU\Yf'j cb'nYbhfU`Yf'6YXYi hi b["

8]Y'F c`Y'XYf'N]j]'[YgY`gW UZh

5b'X]YgYf'GhY`Y`_ca a h'X]Y'N]j]'[YgY`gW UZh]bg'Gd]Y`"b]h]Uh]j Yb
k]Y'XYf'<U]h\Uvi 'i bX'8UbYk Yf_'Y"J "'gYhYb'Y]b'XYi h]W Yg
NY]W Yb'[Y[Yb'fYW hgYI hfYa Yg; YXUb_Yb[i h'A]h]\fYa

Dcg]h]cbgdUd]Yf' K Y`hYfVY'[Y[Yb`F YW`hg `UVYb`g]Y`g]W`ZØf`Y]b
 fYgdY_hj c`Yg`A]hY]bUbXYf'i bX`X]Y': ØfXYfi b[`i`hi fY`Yf`J]Y`ZU`h
 Ui g[YgdfcW`Yb"8Yf`J YfY]b`gYhnh`g]W`ni XYa`XUZØf`Y]bž`XUgg
]b`i g]j Y`5bg`ÄhnY`i bX`HY]`UVY'[YZØfXYfh`k YfXYb" <]Yf`k]fX
 XYi h`]W`ž`k]Y`k]W`h] [`Yg`]ghž`g]W`U_h]j [Y[Yb`8]g_f]a]b]Yfi b[`i bX
 9i hfYa]ga i g`ni `dcg]h]cb]YfYb"

8]Y'; YgY`gW`UZh]gh[YZcfXYfhž`gc`W`Y`J cfZÄ`Y`ni `VYbYbbYb`i bX
 Ui Zni `ÄfYb"8]Y'; YgW`]W`hYž`a]h`U`]`fYb': UW`hhYb`i bX
 @Y_h]cbYbž`gc`U`g`A U`bi b[`X]YbYbž`i a`K]YXYf`c`i b[Yb`Ui g`XYf
 J Yf[Ub[Yb`Y]h`ni `j Yfa Y]XYb"9]bY`VYk i gghY
 5i gY]bUbXYfgYhni b[`a]h`X]YgYb`H`Ya Yb`]gh`i bYf`Ägg`]W`ž`i a`]b
 Ni `i bZ`hY]b`A]hY]bUbXYf`ni `YffY]W`Ybž`XUg`Ui Z`F YgdY`_h`i bX
 A YbgW`]W`_Y]h`VUg]Yfh"

5VgW`]Y» YbX`V`Y]Vh`ni `cZZYbž`XUgg`X]Y`² ZZYbh`]W`_Y]h`k UW`gUa
 V`Y]Vh`i bX`XYfUfh][Y`J cfZÄ`Y`b]W`h`hc`Yf]Yfh`k YfXYb" »XYg
 g][bU`]g]Yfh`XYb`F ØW`ZU`]b`Xi b`_Y`NY]hYb`i bX`YfZcfXYfh`_UfY
 FYU_h]cbYb"Bi f`[Ya Y]bgUa`_ØbbYb`k]f`XYa`Ybh[Y[Ybk]f_Ybž
 XUa]h`gc`W`Y'; YgW`Y`b]ggY`]b`i bgYfYf'; YgY`gW`UZh`_Y]bYb`D`Uhn
 \UVYb"K Y]hYfY`<]bk Y]gY`ni `Yi hfYa]gh]gW`Yb`NY]W`Yb`i bX`XYfYb
 ?cbhYI h`Z]bXYb`h`hYfYgg]YfhY`]b`XYf`K]_]dYX]U`ØVYf
 fYW`hgYI hfYa Y`Gma Vc`Y"

: Øf`a Y`f`h`Zcfa Uh]cbYb`ni `h]Uh]j Yb`[Y[Yb`F YW`hgYI hfYa]ga i g
 VYgi W`Yb`G]Y`X]Y`GY]hY`j cb`< U]h`UVi `i bX`8UbYk Yf`_"

8YhU]`g	
C fh	GW`k UbXcfZž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "cVYfdZU`nYW`c"XY • XY"a "k]_]dYX]U"cf[• \U]h`UVi !XUbYk Yf`_XY

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