

K Y`hk Y]hY': `i W\ h_]gY. `%%&'A]``]cbYb
A YbgW\ Yb`gi W\ Yb`j Yfnk Y]ZY`h`<]`ZY°

I B!6Yf]W\ h`K Y`hk Y]h`%%&'A]``]cbYb': `ØW\ h`]b[Yž
XfUa Uh]gW\ Y`F Yggci fW\ bj Yf_bUddi b[`U_hi Y`Y`@U[Y`]b
Gi XUb`i bX`Y`h\]cd]Yb`gW\]`XYfh`Bchk YbX][`_Y]h`\i a Ub]h`ÅfYf
<]`ZY"



Gi XUb`i`K Y`hk Y]h]g]bX`XYfnY]h`fi bX`%%&'A]``]cbYb`A YbgW\ Yb`Ui Z
XYf': `i W\ hž`k]Y`XYf`U_hi Y`Y`6Yf]W\ h`XYg`I B< 7F`Xc_i a Ybh]Yfh"
8]YgY`NU\`]gh]a`J Yf[`Y]W\`ni a`J cf`U\`f`i a`ØVYf`nk Y]`A]``]cbYb
[Ygh]Y[Ybž`k Ug`X]Y`XfUa Uh]gW\ Yb': c`[Yb`j cb`?f]Y[Ybž`?cbZ]_hYb
i bX`XYf`Ub`U`hYbXYb`i a Ub]h`ÅfYb`?f]gYb`j YfXYi h]W\ h":]`]ddc
; fUbX]ž`XYf`I B!<cW\ _ca a]ggUf`ZØf': `ØW\ h`]b[Yž`\YVh`Yfj cfž
XUgg`X]Y`Z]bUb]Y`Yb`A]hY`XYg`I B< 7F`Ui ZXYa`GhUbX`j cb`&\$%)
j Yf`UffYbž`k Ug`X]Y`G]hi Uh]cb`k Y]hYf`j YfgW\`ÅfZh`6YgcbXYfg
VYgcf[b]gYffY[YbX`]gh`X]Y`HUhgUW\ Yž`XUgg`X]Y`<]`ZY`Ui g`XYb`I G5
Y]b[YZfcfYb`k i fXY`i bX`j]Y`Y`UbXYfY`@AbXYf`\fY`I bhYfghØhni b[
fYXi n]Yfh`\UVYb`"8]Yg`_ØbbhY`ZUhU`Y': c`[Yb`ZØf`X]Y`j cb`XYb
?f]gYb`VYhfcZYbYb`A YbgW\ Yb`\UVYb"

æa 'Gi XUbžk c'ZUgh%('A]'cbYb'A YbgWYb']\fY'<Y]a Uhj Yf'UggYb
\UVYbž']gh'X]Y'\i a Ub]hÀfY'@U[Y'UhUghfcd\U'"GWXÀhni b[Yb
ni Zc'[Y''Y]XYb'fi bX'% 'A]'cbYb'A YbgWYb']a 'Gi XUb'i bhYf
U_i hYf'9fbÀ\fi b[gi bg]WYf\Y]hž'k À\fybX'j]YfnY\ b'FY[]cbYb'XYg
@UbXYg'Ua 'F UbXY'Y]bYf'<i b[Yfgbch'ghY\Yb"'6YgcbXYfg'_f]h]gW
]gh'X]Y'G]hi Uh]cb']a 'NUa nUa !7Ua d'ZØf'J Yfhf]YVYbY']b' BcfX!
8 UfZ fž'k c'VYfY]hg'6YX]b[i b[Yb'Y]bYf'<i b[Yfgbch'ZYgh[YghY''h
k i fXYb"'i B ⇒9: 'dfc[bcgh]n]Yfhž'XUgg'Yhk U'' ž+'A]'cbYb'?]bXYf
]a 'Gi XUb']b'X]YgYa 'ϰ\ f'Ub'U_i hYf'A Ub[Y'YfbÀ\fi b[''Y]XYb
k YfXYb"

8]Y'< YfUi gZcfXYfi b[Yb'XYf'<]'ZY'Y]ghi b[

8]Y'6YfY]hghY''i b['\i a Ub]hÀfYf'<]'ZY']a 'Gi XUb'k]fX'Xi fW
Ni [Ub[gVYgWfÀb'_i b[Yb'i bX'VØfc'_fUh]gWY'<ØfXYb'Yf\YV']W
YfgWk Yfh"'i B!Cf[Ub]gUh]cbYb'VYbØh][Yb'X]Y'9f'Ui Vb]g'XYf
6Y\ØfXYbž'i a 'XUi Yf\UZh'<]'ZY']b'XYb'VYhfcZZYbYb
; Ya Y]bgWUZhYb'ni ''Y]ghYb"'8]YgY'<]bXYfb]ggY'a UWYb'Yg
bchk YbX][ž'X]Y'; YbY\ a][i b[gdfcnYggY'ZØf'<]'Zg']YZYfi b[Yb'i bX
DYfgcbU''ni 'j YfY]bZUWYb"'9g'[]Vh'Xf]b[YbXYb'6YXUfZUb
gcZcfh][Yf'i bhYfghØhni b['ZØf'X]Y'N]j]'VYj Ò'_Yfi b[ž']bgVYgcbXYfY
ZØf': fUi Yb'i bX'?]bXYfž'X]Y'Y]bYa 'Yf\Ò\hYb'F]g]_c'Ui g[YgYhnh
g]bX"

9]bYf'XYf'k]W]h[ghYb'5ddY''Y'[]'h'XYa 'GWi hn'XYf
A YbgWYb'fYW'hY']a 'Gi XUb"'8]Y'?cbZ]_hdUfhY]Yb'k YfXYb
Ui Z[YZcfXYfhž'XUg'\i a Ub]hÀfY'J Ò'_YffYW'h'ni 'UW'hYb'i bX'XYb
GWi hn'XYf'N]j]'VYj Ò'_Yfi b['ni 'df]cf]g]YfYb"'; fi bXVYXØfZb]ggY
k YfXYb'cZh'b]W'h[YXYW_hž'k Ug'X]Y'A YbgWYb']b'X]YgYf
'?f]gYbg]hi Uh]cb'ni gÀhn']W'VY'UghYh"

; 'cVU'Y'DYfgdY_h]j Y'Ui Z'?]bXYf']b
'?f]gYb[YV]YhYb

5VYf'b]W'h'bi f']a 'Gi XUb']gh'X]Y'@U[Y'_f]h]gW"' ; 'cVU'Y'8UhYb
nY][Ybž'XUgg'i B ⇒9: !9! Y'_i h]j X]fY_hcf]b'<Ybf]YhhU': cfY'Yf'_Àfhž
XUgg'b]Y'ni j cf'gc'j]Y'Y'?]bXYf'\i a Ub]hÀfY'<]'ZY'VYbØh][hYb"'ϰXYg

j]YfhY`?]bX`k Y`hk Y]h`YVh]b`Y]bYa` j cb`?cbZ]_hYb`cXYf
 B Uhi` f_UhUghfcd\Yb`VYhfcZZYbYb`@UbX``8]Y`<Ui`dhi`fgUWXYb`ZØf
 X]YgY`BchU[Y`g]bX`<i`b[Yfž`bZY`_h]cbg_fUb`_Y]hYb`i`bX`Yi`hfYa`Y
 K YhhYfd\Åbca`YbYž`X]Y`Xi`fW`XYb`?`]a`Uk`UbXY`j`YfghÅf`_h
 k`YfXYb`"

9]b`i`a`ZUggYbXYf`Bch\]`ZYUi`Zfi`Zj`cb`i`B`⇒9: `n]Y`h`XUfUi`Z`UVž`-`)
 A`j`]cbYb`9`hYfb`i`bX`?`]bXYf`]b`B`chg]hi`Uh]cbYb`i`bhYfghØhni`b[`ni
 V]YhYb``8]Y`Ub[YghfYVhYb`Dfc[fUa`a`Y`i`a`ZUggYb`i`bhYf`UbXYfYa`
 X]Y`6YfY]hghY``i`b[`j`cb`gUi`VYfYa``K`UggYfž`B`U\fi`b[ž`6]`Xi`b[`i`bX
 a`YX]n]b]gWXYf`<`]`ZY`ZØf`X]Y`Ua``ghÅf`_ghYb`[YZÅ`fXYhYb`;`fi`ddYb`"
 8`UVY]`g]bX`ZYi`j`V`Y`Z]b`Ubni`Y``Y`A`]hhY``i`bYf`Ågg`]W`ž`i`a``Y`ZY`_h]j``Ui`Z
 X]Y`6YXØfZb]ggY`XYf`A`YbgWXYb`]b`?`f]gYb!`i`bX
 ?`UhUghfcd\Yb[YV]YhYb`fYU[]YfYb`ni``_`ØbbYb`"

8]Y`XYfnY]h[Y`i`a`Ub]hÅfY`@U[Y`nY][h`_`Ufž`XUgg`Y]bY`gW`bY``Y
 i`bX`_ccfX]b]YfhY`F`YU`_h]cb`b`Øh[`]ghž`i`a``XUg`@YVYb`i`bX`X]Y
 @YVYbgei`U`]hÅh`XYf`VYhfcZZYbYb`A`YbgWXYb`ni``fYhhYb`"i`B`<`7`F`ž
 i`B`⇒9: `i`bX`UbXYfY`DUfhbYfcf[Ub]gUh]cbYb`gYhnYb`g]W`XUZØf`Y]bž
 X]Y`;`fi`bXj`Yfgcf[i`b[`g]WXYfni`ghY``Ybž`XcW`X]YgY`6Ya`Ø\i`b[Yb
 _ØbbhYb`c`bY`Ui`gfY]WXYbXY`Z]b`Ubni`Y``Y`i`bhYfghØhni`b[`VU`X`Ub
]\fY`;`fYbnYb`ghc»`Yb`"

8YhU]`g	
J`c`f`ZU``	A`][`fUh]cb
I`f`g`U`W`X`Y	?`f]Y[`gZØ\fi`b[ž`<i`b[Yfgbchž 9fbÅ\fi`b[gi`bg]WXYf\Y]h
C`f`h	Gi`X`U`b
E`i`Y``Yb	<ul style="list-style-type: none"> • k k k "hU[YggW`Ui`"XY • k k k "i`b]W`Z"XY • k k k "i`b]W`Z"W

6Ygi`WXYb`G]Y`i`bg`Ui`Z`b!U["bYh