

6UmYfb`Yf\`Ä`h`%(`A]``]UfXYb.` <]ghcf]gWk Y 7\ UbWk`ZØf`GWk i`Yb`i`bX`?]hUg`°

6UmYfb`Yf\`Ä`h`%(`A]``]UfXYb`9i`fc`ZØf`GWk i`Ybž`?]hUg`i`bX`
K`c\`bi`b[`Yb`" `þj`Ygh]h]cbYb`gWk Y]bYb`\`]ghcf]gWk`k`]Wk h][`ZØf`
X]Y`Ni`_i`bZh`"



6Yf`]bž`8Yi`hgWk`UbX`!`6UmYfb`k`]fX`]b`XYb`_ca`a`YbXYb`!`U\`fYb`
j`cb`Y]bYa`ni`gÄhn`]Wk Yb`:`]bUbndU`Yhd`fcZ]h]Yfybž`XUg`]a`f`U\`a`Yb`
Y]bYg`Vi`bXYgk`Y]hYb`þZfUghfi`_hi`fd`fc[`fUa`a`g`VYfY]h[`YghY`h`k`]fX`
þg[`YgUa`h`gc`Yb`ØVYf`Y]bYb`NY]hfUi`a`j`cb`nY\`b`!`U\`fYb`fi`bX`%(
A]``]UfXYb`9i`fc`ni`f`J`YfZØ[`i`b[`ghY\`Yb`" `8]Y`
@UbXhU[`gZfU`_h]cbgWk YZ]b`XYf`:`fØbYbž`?`Uh\`Uf]bU`GWk i`nYž`
VYnY]Wk`bYh`X]YgY`þj`Ygh]h]cb`U`g` \`]ghcf]gWk Y`þj`Ygh]h]cbgWk`UbWk`"
8]Y`GWk`k`Yfdi`b`_hY`Y[`Yb`j`cf`U`Ya`]b`XYb`6YfY]Wk Yb`GWk i`Ybž`
?]hUg`i`bX`VYnU\`VUfYf`K`c\`bfUi`a`gck`]Y`XYf`GUb]Yfi`b[`j`cb`
ÖZYbh]Wk Yb`9]bf]Wk hi`b[`Yb`"

J`cb`XYb`[`Yd`UbhYb`A`]hY`Z]Y»`Yb`)`ž`A]``]UfXYb`9i`fc`]b`X]Y`
A`cXYfb]g]Yfi`b[`i`bX`XYb`5i`gVUi`j`cb`?]hUgž`GWk i`Yb`i`bX`

ØVYfVYhf]YV`jWYb`5i`gV]Xi`b[`gghÀhhYb"6YgcbXYfg`k`jW`h][`]gh
GW`i`nYž`XUgg`X]YgY`;`Y`XYf`Ui`ggW`jY»`jW`ZØf`
≠ZfUghfi`_hi`fj`cf`UVYb`j`Yfk`YbXYh`k`YfXYb`i`bX`b]W`h`ZØf`
dUfhY]hU`_h]gW`a`ch]j`]YfhY`Dfc`Y`_hY"Ni`XYa`g]bX`)`\$\$`A`j`]cbYb`
9i`fc`ZØf`X]Y`GUb]Yfi`b[`j`cb`GW`k`ja`a`VÀXYfb`Y]b[`Yd`Ubhž`j`cb`
XYbYb`ØVYf`X]Y`<`À`ZhY`]b`6UmYfb`U`g`gUb]Yfi`b[`gVYXØfZh][`[`]h`

B UW \ U`h][Y`≠ZfUghfi`_hi`fYb`hk`]W`_`i`b`[

9]b`k`Y]hYfYf`nYbhfU`Yf`Di`b`_h]gh`X]Y`5bdUggi`b[`XYf`GW`i`[`YVÀi`XY`
Ub`X]Y`:`c`[`Yb`XYg`?`]a`Uk`UbXY`g"Y`d`UbhY`A`U»`bU`a`Yb`
VY]b`U`hYb`VY[`fØbhY`8`ÀW`Yfž`GW`UhhYb`d`ÀhnY`gck`]Y`X]Y`
≠ghU`U`h]cb`j`cb`D`c`hc`j`c`hU`_Ub`U[`Yb"5i`W`XYf`K`c`bi`b[`gVUi`
ghY`h]a`:`c`_i`g`F`i`bX`XfY]`A`j`]UfXYb`9i`fc`gc`Yb`]b`XYb`
VYnU`U`VUfYb`i`bX`Ò`c`c[`]gW`Yb`K`c`bi`b[`gVUi`]bj`Ygh]Yfh`k`YfXYbž`
k`Ug`X]Y`GW`UZZ`b[`j`cb`%`*`\$\$\$`V]g`%+`\$\$\$`[`YZØfXYfhYb`
K`c`bi`b[`Yb`Yfa`Ò[`]W`Yb`_ØbbhY`"

Ni`gÀhn`]W`g]bX`nk`Y]`A`j`]UfXYb`9i`fc`ZØf`_]a`UUb[`Yd`UgghYb`
GhÀXhYVUi`j`cf[`YgY`Yb" <]YfVY]`gc`Yb`_Ø`Yž`VY[`fØbhY`D`ÀhnY`i`bX`
Hf]b`_Vfi`bbYb`[`YgW`UZZYb`k`YfXYbž`i`a`XYb`i`fVUbYb`F`Ui`a`
bUW`U`h][`ni`[`YghU`hYb"5i`W`ja`j`Yf`Y`fggY`_hcf`k`]fX`]bj`Ygh]Yfh`
8fY]`A`j`]UfXYb`9i`fc`Z]Y»`Yb`]b`X]Y`GW`]YbYž`6fØW`Yb`i`bX`9!
@UXY]bZfUghfi`_hi`fž`k`cVY]`Ui`W`X]Y`FYU`_h]j`]Yfi`b[`i`bX`
9`Y`_hf]Z]n]Yfi`b[`j`cb`GW`]YbYbghfYW`Yb`]a`A`]hY`di`b`_h]ghY`Yb`"

6i`bXYgk`Y]hY`≠bj`Ygh]h]cbYb`ZØf`X]Y`Ni`_i`bZh

6i`bXYgk`Y]h`d`Ub`hXYf`XYi`hgW`Y`GhUUhž`V]g`ni`f`A`]hY`XYf`&\$`\$Yf`
≠U`fY`Yhk`U`*`\$\$\$`A`j`]UfXYb`9i`fc`]b`X]Y`≠ZfUghfi`_hi`f`ni`
]bj`Ygh]YfYb"À`f`]W`gc`Yb`ØVYf`X]Y`_ca`a`YbXYb`nY`b`≠U`fY`
ni`gÀhn`]W`Y`*`\$`A`j`]UfXYb`9i`fc`VYfY]h[`YghY`h`k`YfXYb"8]YgY`
≠j`Ygh]h]cbYb`g]bX`XUfUi`Z`Ui`g[`Yf]W`hYhž`XYb`≠j`Ygh]h]cb`gghUi`]b`
XYb`?`ca`a`i`bYb`Ui`Zni`Ò`gYb`i`bX`:`cfhgW`f]hY`]b`XYb`6YfY]W`Yb`
6]Xi`b[`g]bZfUghfi`_hi`fž`9bYf[`]Y!`i`bX`j`Yf`Y`fgbYhnY`gck`]Y`VY]`XYf`
8Y`_UfVcb]g]Yfi`b[`ni`Yfn]Y`Yb"8]Y`Xf]b[`YbXY`B`chk`YbX][`_Y]h`ZØf`
X]YgY`≠j`Ygh]h]cbYb`]gh`Xi`fW`X]Y`a`i`h]d`Yb`?`f]gYb`gY]h`&\$\$`\$`
[`Ygh]Y[`Ybž`X]Y`X]Y`[`YgUa`hk`]fhgW`UZh]W`Y`@U[`Y`VY`UghY`h`UVYb`"

9]b`6Yf]W\h`XYf`< Ubgl;6ÖW`Yf!Gh]Zi b[`]XYbh]Z]n]Yfh`k]W\h][Y
 ðj Ygh]h]cbgVYXUfZYž`X]Y`Ui Z(* \$`A `]`UfXYb`9i fc`[YgW\Ành
 k YfXYb`/XUfi bhYf`ZU`Yb`%++`A `]`UfXYb`9i fc`ZØf`_ca a i bU`Y
 ðZfUghfi _hi fž`&\$`\$`A `]`UfXYb`9i fc`ZØf`XYb`?`]a UgW\i hm`i bX`(&
 A `]`UfXYb`9i fc`ZØf`6`]Xi b[g]bZfUghfi _hi f`"l a `X]YgY`Z]bUbn]Y`Yb
 A]hY`ni `a cV`]g]YfYbž`k YfXYb`J cfgW\`À[Y`ni f`:]bUbn]Yfi b[
 Xi fW`?fYX]hY`i bX`ni f`FYZcfa `XYf`GW\i `XYbVfYa gY`X]g_i h]Yfh"

8]Y`5i g[YghU`hi b[`XYf`[YbUi Yb`:]bUbn]Yfi b[`k]fX`nk Uf`U`g
 k Yb][Yf`k]W\h][`YfUW\hYhž`YbhgW\Y]XYbX`]gh`YXcW\`X]Y`nY]hbU\Y
 l a gYhni b[`XYf`[Yd`UbhYb`ðj Ygh]h]cbYb`"8]Y`Ui ZYbXYb
 6Yhf]YVg_cghYb`a ØggYb`ni XYa `]b`XYf`Å\`f`]W\Yb`:]bUbnd`Ubi b[
 VYfØW_g]W\h][h`k YfXYb`"8]YgY`i a ZUggYbXYb
 ðj Ygh]h]cbgUbghfYb[i b[Yb`gc`Yb`XUni `VY]hfU[Ybž`X]Y
 Ni _i bZhgZÅ\][_Y]h`XYf`XYi hgW\Yb`ðZfUghfi _hi fž`K]fhgW\UZh`i bX
 ; YgY`gW\UZh`ni `[Yk Å\`f`Y]ghYb`i bX`X]Y`<YfUi gZcfXYfi b[Yb`XYg
 ?`]a Uk UbXY`g`U_h]j`ni `a Y]ghYfb"

8YhU]`g	
J c fZU`	G]Y\Y`Gci fW`%ž`Gci fW`&ž`Gci fW`"
C fh	6Yf`]bž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "dbd"XY • k k k "]a _!VcYW`Yf"XY • i bhYfbY`a Yb"i b]cb!]bj Ygha Ybh"XY

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