

A Ugg]j Y`fi gg]gW\Y`5b[f]ZZY`Ui Z`?]Yk .
GY`Ybg_m^ZcfXYfh`bYi Y`GUb_h]cbYb`°

Fi gg`UbX`[fY]Zh`?]Yk `Ub/GY`Ybg_m^ZcfXYfh`GhfUZYb`
JYf`YhnhY`i bX` ; YZUb[YbYbUi ghUi gW\`dfÄ[Yb`X]Y`U_i hY
G]hi Uh]cb`"



?]Yk ž`i _fU]bY`!`#`XYf`BUW\h`ni`GUa ghU[ž`XYa` `&("A U] &\$&) ž`
_Ua`Yg`]b`?]Yk`ni`a`Ugg]j`Yb`5b[f]ZZYb`Xi`fW\`Fi`gg`UbX`ž`VY]`XYbYb`
%(`VU`gh]gW\Y`FU`YhYb`i`bX`&) \$`?`Ua`dZfc`bYb`Y]b[`YgYhnh`
k`i`fXYb`"@Ui`h`K`Y`h`k`i`fXYb`XUVY]`a`]bXYghYbg`%+`A`YbgW\Yb`
j`Yf`Yhnhž`XUfi`bhYf`%)`]b`XYf`i`_fU]b]gW\Yb`<`Ui`dhghUXh`i`bX`nk`Y]`]b`
XYf`FY[]cb`i`a`?]Yk`"8]Y`i`_fU]b]gW\Y`@`ZhUVk`Y`f`_c`b`bhY`*`
=g`_UbXYf!FU`YhYb`i`bX`VYY]bXfi`W`YbXY`&(`) `GW\U`YX!8fc`bYb`
UVZUb[Yb`" `#`a`Y`fYfYb`GHUXhY]`Yb`?]Yk`g`_Ua`Yg`ni`6fÄbXYb`
i`bX`Y`fUV[YghØfnhYb`HfØa`a`Yfb`"

DfÄg]XYbh`K`c`c`Xma`mf`GY`Ybg_m^ZcfXYfhY`]a`5bgW\`i`gg`Ub`X]Y`
5b[f]ZZY`bYi`Y`GUb_h]cbYb`[Y[Yb`Fi`gg`UbX`ž`i`a`8fi`W`Ui`ZA`cg`_Ui`
Ui`gni`ØVYb`i`bX`Y]bY`K`UZZYbfi`Y`ni`Y`ffY]W\Yb`"9f`k`UfbhYž`XUgg`

F i gg`UbX`a]h'gY]bYb`5_h]cbYb`XYb`?f]Y[`j Yf`Ab[YfYž`i bX`XYf
i _fU]b]gW`Y`Df`Ag]X]U`Ua hgW`YZ`5bXf]^`>fa U_`k UfZ`F i gg`UbX`j cfž
Y]bYb`K UZZYbgh]`ghUbX`U_h]j`ni`j Yf`\]bXYfb``5i »Yba`]b]ghYf`5bXf]^`
GmV]\`U`Ai »YfhY`g]W`YVYbZU``g`_f]h]gW`i bX`ghY``hY`ZYghž`XUgg
F i gg`UbX`bUW`J`Yf`UbX`i b[Yb`]b`ghUbVi``_Y]b
: f]YXYbga Ya cfUbXi a`ØVYfa`]hY`h`\UVY``GmV]\`U`VYnY]W`bYhY`X]Y
5b[f]ZY`Ui Z`X]Y`N]j`]VYj`Ò`_Yfi b[`U`g`X]fY`_hY`FYU_h]cb`F i gg`UbXg
Ui Z]bhYfbUh]cbU`Y` : f]YXYbgVYa Ø\i b[Yb`"

; YZUb[YbYbUi ghUi gW`i bX`

: f]YXYbgVYa Ø\i b[Yb`

5a` : fY]hU[`k i fXY`ni XYa`Y]b`i a`ZUggYbXYf`5i ghUi gW`j`cb
?f]Y[g[YZUb[YbYb`Y]b[Y`Y]hYhž`VY]`XYa`Y`k`Y]`g` - \$` ; YZUb[YbY
ni fØW_[Y[YVYb`k i fXYb``i`g[YgUa`h]g]bX`%`\$\$\$` ; YZUb[YbY`Ui g
5i ghUi gW`j`Yf`UbX`i b[Yb`]b`ghUbVi``[Ydf`[hž`i bX`F i gg`UbX`
_ØbX][hY`Ubž`bUW`X]YgYa`5i ghUi gW`gY]bY`6YX]b[i b[Yb`ZØf`Y]bY
K UZZYbfi \Y`a`]hni hY]`Yb`"

Di h]b`\UhY`X]Y`K UZZYbfi \Y`]a`i`_fU]bY]!?f]Y[`Ub`C`ghYfb`VYYbXYhž
k Ug`ni`Y]bYf`Yg`U`Y]fYbXYb` ; Yk`U`h`ZØ\fhY``K`Å`\fYbX`XYf`
Ub[Y_ØbX][hYb`i`\$!ghØbX][Yb`K UZZYbfi \Yž`X]Y`i a`A`]hYfbUW`h
A`cg`_Ui`Yf`NY]h`YbXYhYž`\UVY`F i gg`UbX`HUi`gYbXY`5b[f]ZY`j`YfØVhž
VYf]W`hYh`Zf`"XY``GY`Ybg`_m^ZØ\fhY`Ubž`XUgg`Yg`&`-`'`)`J`Yf`Yhni`b[Yb
XYf`K UZZYbfi \Y`Xi`fW`F i gg`UbX`[Y[YVYb`\UVY``8Ug`fi`gg]gW`Y
J`YfhY]X][i b[ga`]b]ghYf]i a`\]b[Y[Yb`Yf`_`ÅfhYž`X]Y`i`_fU]bY`\UVY
(`-`\$`\$`J`Yfgh`Ø»Y`VY[Ub[Yb``8]Y`fi`gg]gW`Y`5fa`YY`\Uh'gY]h`XYa
9bXY`XYf` : Yi`YfdUi`gY`]\fY`5b[f]ZY`]b`XYf`i`_fU]bY`k`]YXYf
j`Yfgh`Åf`_h`"

: f]YXYbgj Yf`UbX`i b[Yb`i bhYf`8fi W`_

8]Y`?ca`d`Yi`]h`Åh`XYf`G]hi`Uh]cb`k`]fX`Xi`fW`X]Y`Ub`\`UhYbXYb
: f]YXYbgj Yf`UbX`i b[Yb`j`YfXYi`h]W`h`C`V`k`c`\`Yg`ni` ; Ygd`f`ÅW`Yb
nk`]gW`Yb`F i gg`UbX`i bX`XYf`i`_fU]bY`_Ua`ž`Yb`hghUbXYb`b]Y
_cb`_fYhY`9]b][i b[Yb``@Ui`h`HU[YggW`Ui`[UV`Yg`nk`Uf`UbZ`Åb[`]W`Y
J`Yf`UbX`i b[Ybž`X]YgY`gW`Y]hYfhYb`Y`XcW`Ub`XYb`i`bj`YfY]bVUfYb

: cfXYfi b[Yb`VY]XYf`DUfhY]Yb" Fi gg`UbX`j Yf`Ub[hY`X]Y
 VYX]b[i b[g`cgY`?Ud]hi`Uh]cb`XYf`I _fU]bY`i bX`X]Y`5VgYhni b[
 GY`Ybg`mġ"i _fU]b]gW`Y`GY]hYb`ghUbXYb`X]YgYb`i: cfXYfi b[Yb
 [YgW`cggYb`[Y[YbØVYf`i bX`Y`b`hYb`g]Y`UVž`k Ug`ni`Y]bYf
 k Y]hYfYb`9g_U`Uh]cb`ZØ\fhYž`]bgVYgcbXYfY`bUW`XYa`X]Y
 ; fÄi`Y`hUhYb`j cb`6i hgW`U`]a`5df]`&\$&`VY`Ubbh`k i fXYb"

8]Y`j]bhYfbUh]cbU`Yb`J Yf`UbX`i b[Yb`V`Y]VYb`Ub[YgdUbbh"
 K Ä\fybX`X]Y`I G5`Y]bY`J Yf`Äb[Yfi b[`XYf`K UZZYbfi`Y`ZcfXYfbž
 `Y`b`h`Fi gg`UbX`X]Yg`UV"8]Y`[Ycdc`h]gW`Yb`GdUbbi b[Yb`g]bX`]b
 XYf`FY[]cb`k Y]hYf`b`cW`ž`i bX`C`dh]a`]ga`i`g`ØVYf`i: cfhgW`f]hhY`VY]
 Y]bYf`i: f]YXYbg`Øgi b[`]gh`VY[fYb`nh"8]Yg`Äggh`Ui Z`X]Y`HfU[k Y]hY
 XYf`@U[Y`i bX`X]Y`<YfUi`gZcfXYfi b[Yb`gW`Y]Y»Ybž`XYbYb`g]W
 gck`c`X]Y`I _fU]bY`U`g`Ui W`Fi gg`UbX`[Y[YbØVYfgY`Ybž`k Ä\fybX
 g]Y`j`Yfgi`W`Ybž`Y]bYb`5i`gk`Y[`Ui`g`X]YgYa`j`Yf`YYfYbXYb`?cbZ]_h
 ni`Z]bXYb"

8YhU]`g	
J`c`f`ZU``	5b[f]ZZ
C`f`h	?]Yk`ž`i`_fU]bY
J`Y`f`Y`h`h`Y	%+
E`i`Y``Yb	<ul style="list-style-type: none"> • k k k "k`Y`h"XY • k k k "Zf"XY • k k k "hU[YggW`Ui`"XY

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