

K U`XVfUbX`bU\Y`DcbbgXcfZ.`) \$\$\$ E i UXfUha YhfYf`]b`:`Ua a Yb`°

K U`XVfUbX`VY]`DcbbgXcfZ`]a`@UbX_fY]g`9`VY!9`ghYf`Ua`%"`
†`]'&\$&).`) \$\$\$`a`†`VYhfcZZYbž`:`Yi Yfk Y\`f`gW`bY``]a`'9]bgUhn"



DcbbgXcfZž`8Yi hgW`UbX`!`5a`%"`†`]'&\$&)`_Ua`Yg`ni`Y]bYa
[fÖ»YfYb`6fUbX`]b`Y]bYa`K U`XghØW`VY]`DcbbgXcfZž`]a`@UbX_fY]g
9`VY!9`ghYf`@Ui`h`@F`!`C`b`]bY`YfghfYW`hY`g]W`X]Y`VYhfcZZYbY`:`ÅW`Y
Ui`ZYhk`U`) \$\$\$`E`i`UXfUha`YhfYfž`k`Ug`ZØf`X]Y`9]bgUhn_fÅZhY`Y]bYb
Ybcfa`Yb`l`a`ZUb[`XUfghY``h"

I`a`%'`.,`I`f`k`i`fXYb`X]Y`:`Yi`Yfk`Y\`fYb`U`Ufa`]Yfh``8]Y`X]W`hY
F`Ui`W`Y`bhk`]W`_`i`b[`k`Uf`VYfY]hg`j`cb`k`Y]hYa`g]W`hVUf`i`b`X`gc`f[`hY
XU`ZØfž`XUgg`k`Y]hYfY`9]bgUhn_fÅZhY`Ui`g`XYb`i`a`]Y[`Yb`XYb
;`Ya`Y]b`XYb`k`]Y`5a`h`9`ghYf`Ub`Xž`GhUXh`GcbbYk`U`XY`i`b`X`?`]fW`X`U]b
bUW`U`Ufa`]Yfh`k`i`fXYb``†`bg[`YgUa`h`k`UfYb`ØVYf`,`\$
:`Yi`Yfk`Y\`f_fÅZhYž`i`bhYfghØhnhj`cb`Yhk`U`&\$`:`U\`fnYi`[`Ybž`]a
9]bgUhn``6YgcbXYfg`]bbcj`Uhj`k`Uf`XYf`9]bgUhn`Y]bYf`8fc`bY`Xi`fW`

X]Y': Yi Yfk Y\ f':]bghYfk U`XY'ni f'@U[YY]bgWk`Åhni b['i bX
?ccfX]bUh]cb'j cf`Cfh"

9ZZ]n]YbhY`9]bgUhhU_h]_

8Ug': Yi Yf`_cbbhY`gWk`bY`i bhYf`?cbhfc`Y`[YVfUWk`h`k YfXYbž
XYbbcWk`k UfYb`]bhYbg]j Y`B`UWk`ÒgWk`UfVY]hYb`YfZcfXYf`]Wk`ž`i a
g]Wk`Yfni ghY`Ybž`XUgg`_Y]bY'; `i hbYghYf`ni fØW`V`]YVYb``8]Y
K`UggYfj Yfgcf[i b[`k`i fXY`Xi fWk`HUb`_`ÒgWk`ZU`fnYi [Y`]a
DYbXY`j Yf`_Y`f`g]Wk`Yf[YghY`hž`k Ug`X]Y`9ZZ]n]Ybn`XYf`@ÒgWk`UfVY]hYb
Yf`YV`]Wk`ghY][YfhY"

8]Y`6fUbXi fgUWk`Y`]gh`XYfnY]h`bcWk`i b`_Uf``8]Y`Dc`nY]`\Uh
9fa`]hni b[Yb`Ui Z[Ybca`a Ybž`Yg`[]Vh`YXcWk`_Y]bY`<]bk`Y]gY`Ui Z
6fUbXgh]Zhi b[``8]YgY`i b[Yk`]gg`Y]h`Yf]bbYfh`Ub`X]Y`ni bY`a`YbXYb
K`U`XVf`Åb`XY`ž`X]Y`8Yi hgWk`UbX`]b`XYb`Y`hnhYb`š`fYb`VYhfc`ZZYb
\UVYb"

?`]a Uk UbXY`U`g`5i g`ÒgYf3

8]Y`i fgUWk`Yb`j cb`K`U`XVf`Åb`XYb`g]bX`j]Y`Z`Å`h][`i bX`ghY`Yb`Åi Z[
]a`Ni`gUa`a Yb`Ub[`a`]h`XYa`?`]a Uk UbXY`Gc`VYf]Wk`hYh`GhUh]ghU
ž`XUgg`VYgcbXYfg`hfc`W`_Y`i bX`Y]»Y`DYf]cXYb`XUg`F`]g]_c`Yf`YV`]Wk`
Yf`Å`Yb``5i Wk`]b`8Yi hgWk`UbX`]gh`X]Y`G]hi Uh]cb`U`Ufa`]YfYbX.
&\$&&`k`i fXYb`ØVYf``"\$\$\$`<Y`_hUf`K`U`XZ`ÅWk`Y`Xi fWk`6f`Åb`XY
nYfgh`Øfhž`k`Å`fYbX`]a`š`f`&\$&'`X]Y`NU`XYf`VYhfc`ZZYbYb`:`ÅWk`Yb
Ui Z`ØVYf`%`&\$`<Y`_hUf`gUb``8]Y`Åi Z[ghYb`i fgUWk`Yb`ZØf`X]YgY
6f`Åb`XY`g]bX`6fUbXgh]Zhi b[`i bX`: U`f`Ågg][`_Y]hž`gc`XUgg`bUWk`k`]Y
j`cf`[fc»Y`J`cfg]Wk`h`[YV`chYb`]gh"

: Øf`X]Y': Yi Yfk Y\ f`]gh`Yg`XU`Yf`i bYf`Ågg`]Wk`ž`fY[Y`a`Å»][Y
, Vi b[Yb`Xi fWk`ni ZØ`fYbž`i a`Ui Z`gc`Wk`Y`9]bg`Åhny`j`cfVYfY]hYh`ni
gY]b``9]b`6Y]gd]Y``\]YfZØf`]gh`Y]bY`5`Ufa`ØVi b[`ni f
K`U`XVf`Ub`XVY`_`Åa`dZ`b[ž`X]Y`Ua`i`&-`"C`_hc`VYf`&\$&&`ghUhhZUbX"
<]YfVY][`]b[`Yg`i bhYf`UbXYfYa`XUfi`a`ž`X]Y
@ÒgWk`k`UggYfj Yfgcf[i b[`ni`j`YfVYggYfb`i bX`9]bgUhhU_h]_Yb`ni
cdh]a`]YfYbž`i a`]a`9fbghZU``bcWk`VYggYf[Yk`UddbYh`ni`gY]b``š`
X]YgYf`, Vi b[`k`UfYb`nU`fY]Wk`Y': Yi Yfk Y\ fYb`Ui g`XYf`i a`[YVi b[

VYhY`][h'i bX`X]Y`9f_Ybhb]ggY`Ui g`XYb`, Vi b[Yb`k YfXYb`ghYh][`]b
 XYb`9]bgUhhU_h]_Yb`VYfØW_g]W`h][hž`k]Y`X]Y` : Yi Yfk Y\ f
 GW`Ub [YbVUX`VYf]W`hYh"

5VgW`]Y» YbX``Äggh`g]W`gU[Ybž`XUgg`XYf`6fUbX`VY]`DcbbgXcfZ
 b]W`h`bi f`ZØf`X]Y` : Yi Yfk Y\ f`Y]bY`< YfUi gZcfXYfi b[`XUfghY`hž
 gcbXYfb`Ui W`Ui Z`X]Y`YfbghYb` ; YZU\fYb`Ui Z[fi bX`XYg
 ?`]a Uk UbXY`g`Ui Za Yf_gUa `a UW`h`9g`]gh`k]W`h][ž`\]Yf`dfÄj Ybh]j
 ni `UbXY`b`i bX`X]Y`Ni gUa a YbUfVY]h`nk]gW`Yb`XYb
 j YfgW`]YXYbYb`9]bgUhn_fÄZhYb`k Y]hYf`ni `ZØfXYfbž`i a `ni _ØbZh][Yb
 6fÄbXYb`k]f_gUa `ni `VY[Y[bYb"

8YhU]`g	
Cfh	DcbbgXcfZ`8Yi hgW`UbX
Ei Y`Yb	<ul style="list-style-type: none"> • k k k "`f!cb`]bY"XY • k k k "ZYi Yfk Y\ f! gW`Ub [YbVUX"XY • XY"ghUh]ghU"Wca

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