

NcYž'%%' ðU\ fY. 'A i h][Y 'F Y]hYf]b 'hfc hnh
A cVV]b['VY]a ' < cVVm' < c fg]b[°

%%! 'Ä\ f][Y 'NcY 'Ui g'6f]YgY`Ub['nY][h']\ f`HU`Ybh`VY]a ' < cVVm
< c fg]b[!9j Ybh" 'J Yf`Yhni b[Yb`Xi fW`A cVV]b['k YfZYb
GW`UhhYb`Ui ZXYb`K YhhVYk YfV"



6f]YgY`Ub[ž'8 Yi hgW`UbX`!`8]Y`GcbbY`VfUbbhY`j ca ' <]a a Y`ž
U`g` \ Yi hYž`Ua ' &' " ' ð b]' & \$ &) ž`XUg`hfUX]h]cbY`Y`F Y]h`i bX
Gdf]b[hi fb]Yf`XYg`F Y]h`i bX` : U\ fj YfY]bg`6f]YgY`Ub[']b`j c`Y a
; Ub[Y`k Uf" 'I bhYf`XYb`HY`bY\ a YbXYb`VYZUbX`g]W`X]Y`Y`Z`Ä\ f][Y
NcYž`X]Y`a]h`]\ fYa ' GhYW`YbdZYfX`ØVYf`X]Y` <]bXYfb]ggY`gdf]bhYhY
i bX`XUVY]`X]Y`VY[Y]ghYfhYb`Ni gW`Ui Yf`a]h`]\ fYf`@Y]XYbgW`UZh`ZØf
XUg` < cVVm' < c fg]b['UbghYW`hY" ' ð f` ð hYfYggY`Ub`XYf`GdcfhUfh
YbhZUW`hY`g]W`Xi fW`a]hfY]» YbXY`J]XYcg]a ' ð hYfbYh`i bX`ZØ\ fh
g]Y` \ Yi hY`]b`X]Y`gdcfh]W`Y`5fYbU"

NcYž`X]Y`]a 'F Y]hgdcfhUf`_`8U``[ck`hfU]b]Yfhž`\ Uh`g]W`a]h`j]Y`
9]bgUm`Ui ZX]YgYb`K Yhh`Ua dZhU['j cfVYfY]hYh" `5i g[YfØghYh`a]h
]\ fYa ' GhYW`YbdZYfX`ž`XUg`g]Y`ni `K Y]\ bUW`hYb`[YgW`Yb`_h`VY`_Ua ž

Xi fW`jYZ'g]Y'j cf']\fYa`5i Zhf]hh'8Y\b!`i bX`5i Zk Åfa ØVi b[Yb
gck]Y`GdfØb[Y"" <cVVm<c fg]b[`]gh`Y]b`UbghfYb[YbXYf`Gdcfhž`Yf
YfZcfXYfhj]Y`5i gXUi Yf`i bX`?fUZhž`Yf_`Åfh'g]Y""A]hh`Yfk Y]`Y
VYg]hnh'g]Y`gc[Uf`XfY]`GhYW_YbdZYfXYž`b`X]Y`g]Y`]\f`HUGW`Yb[Y`X
i bX` ; YgW`Yb_Y`]bj Ygh]Yfh`\Uh`i bX`i bhYf`XYf`5b`Y]hi b[`j cb
HfU]bYf]b`H]bU`Hk Y`_a YmYf`hfU]b]Yfhž`X]Y`Ui W`U`g` † [YbXk Ufh]b
]a`F Y]hgdcfhdUf`_U_hj]`]gh"

K Yhh_Ua dZ'i bX`HYUa [Y]gh

5a`K Yhh_Ua dZhU[`j cb`6f]YgY`Ub[`k Uf`Yg`\Y]»ž`X]Y`HYa dYfUhi fYb
YffY]W`hYb`ghc`nY` (; fUX""NcY`bU\`a`a`]h`]\fYb`HYUa`_c`Y[]bbYb
Fcl mi bX`5j U`Ub`XYf`<cVVm<c fg]b[!A UbbgW`UZh`XfYggi f`i bX
Ua`<cVVm<c fg]b[!Gdf]b[fY]h!K Yhh_Ua dZhY]""8cW`g]Y`hfUhYb
`Yhh]W`a`]h`bi f`XfY]`HY]`bY\`a`Yfb`Ubž`k Ug`ni`Y]bYf
B]W`hVYk Yfhi b[`]b`XYf`8fYggi f`ZØ\fhYž`XU`ZØf`Y]bY`A UbbgW`UZh
j]Yf`GhUfhYf`YfZcfXYf`]W`g]bX""8Ug`j]YfhY`A`ÅXW`Ybž`XUg`g]W`b]W`h
hfUi hY`ni`ghUfhYbž`k Uf`]b`XYf`GW`i`Y`k Y[Yb`]fYg`<cVVmg
[Ya`cVVh`k`cfXYbž`k Ug`X]Y`[YgUa`hY`G]hi Uh]cb`bcW`XfUa`Uh]gW`Yf
a`UW`hY"

Hfchn`X]YgYf`<YfUi`gZcfXYfi b[Yb`_cbbhY`Fcl`mVY]a`<cVVm
<c fg]b[`Gdf]b[fY]hYb`XYb`ZØbZhYb`D`Uhn`VY`Y[Yb`i bX`nY][hY`ghc`n
]\fY`K`Yhh_Ua`dZgW`Y]ZY""HfU]bYf]b`i bX`Di`b_hf]W`hYf`H\ca`Ug
?f]k`Ybg`a`UW`hY`XYi`h]W`ž`k]Y`k]W`h][`_fYUh]j`Y`6YhÅh][i b[`i bX
6Yk Y[i b[`ZØf`?]bXYf`g]bX"

K UW`gYbXYg`=bhYfYggY`ZØf`<cVVm<c fg]b[

<cVVm<c fg]b[ž`XUg`Ui`g`:]bb`UbX`ghUa`a`h`i bX`ni bÅW`gh`U`g
?]bXYfgd]Y`nYi [`]a` `‡\f`%) (\$`VY[Ubbž`\Uh'g]W`ØVYf`X]Y`‡\fY`ni
Y]bYa`Yfbghni bY\`a`YbXYb`Gdcfh`Ybhk]W`Y`h""5i`g`Y]bZUW`Yb
GhYW_YbdZYfXYb`YbhghUbXYb`gY]h`XYb`&\$\$Yf!‡\fYb
\UbX[YZYfh][hY`A`cXY`Yž`X]Y`j`cf`U`Y`a` `ØVYf`gcn]U`Y`A`YX]Yb`Ub
6Y`_Ubbh`Y]h[Yk`UbbYb""8Yf`8Yi`hgW`Y`<cVVm<c fg]b[`]YfVU`bX`Y"
J""k`i`fXY`&\$\$`'`[Y[fØbXYh`i bX`]gh`a`]hh`Yfk Y]`Y`Y]b`k]W`h][Yf
6YghUbXhY]`XYf`GnYbYž`k`cVY]`]a` `‡\f`&\$\$&(`X]Y`YfghYb`cZZ]n]Y`Y`b
F Y[Y`k`Yf`_Y`ZØf`8fYggi f`i bX`Gdf]b[Yb`j`YfØZYbh]W`h`k`i`fXYb"

8]Y'6Y`YVh\Y]h'XYg'<cVVm'<cfg]b[g'b]a a highYh]['ni ži bX`X]Y
 YfghY'8Yi hgW\Y`A Y]ghYfgW\UZh'a ' <cVVm'<cfg]b['ZUbX`]a
 GydhYa VYf'&\$&('ghUhhž'a]h'VYY]bXfi W_YbXYb'' \$\$'HY]'bY\`a Yfb
 i bX'ØVYf'&"\$\$\$'6Ygi W\Yfb"'8Ug'FY[Y`k Yf_`XYg'8Yi hgW\Yb
 <cVVm'<cfg]b['J YfVUbXg'XYZ]b]Yfh'X]Y`bchk YbX][Yb`GhUbXUfXg
 ZØf'g]W\YfY'i bX`ZU]fY`K Yhh_`Aa dZY'i bX`nY]W\byh'g]W\`Xi fW\`_`UfY
 F]W\h`b]Yb`ni `Hi fb]Yfcf[Ub]gUh]cbž'5i gfØghi b[`i bX`Y]bYa
 fYgdY_hj c`Yb`l`a [Ub[`i bhYf`XYb`HY]'bY\`a Yfb`Ui g`'Gc'g]bX`Ui W\
 bYi Y'6U\`bZ][i fYbž`k]Y`X]Y`9]bZØ\fi b[`Y]bYf`GW\`Ub[Yb`]b]Y`]b`XYf
 8fYggi fž'HY]'`X]YgYf`FY[Y`b`[Yk cfXYb
 fXYi hgW\Yf!\`cVVm!\`cfg]b[!j YfVUbX`"

8]Y'ghY][YbXYb`HY]'bY\`a YfnU\`Yb`i bX`XUg`k UW\gYbXY` ðhYfYggY
 a UW\Yb`XYi h]W\ž`XUgg'<cVVm'<cfg]b[`g]W\`ZYgh'a ' <YfnYb`XYf
 ?]bXYf`i bX`ž [YbX`]W\Yb`]b`8Yi hgW\`UbX`j YfUb_Yfh`\Uh"8Yf`Gdcfh
 V]YhYh`b]W\h`bi f`Y]bY`D`Uhhžcfa `ZØf'6Yk Y[i b[ž`gcbXYfb`ZØfXYfh
 Ui W\`XYb`HYUa [Y]gh`i bX`XUg`_fYUh]j Y`DchYbn]U`XYf`↑ b[Yb
 5h\`Yh.]bbYb`f\`cVVm!\`cfg]b[![Yfa Ubm`"

9g]gh'gW\Øb`ni `gY\Ybž`k]Y`NcY`i bX`]\fY`: fYi bX]bbYb`]\fYb`D`Uhn
]b`X]YgYf`YVYbX][Yb`7ca a i b]hm]Z]bXYb`i bX`a]h`]\fYa
 9b[U[Ya Ybh`ZØf`XUg'<cVVm'<cfg]b[`ghYhg`bYi Y`K Y[Y
 VYgW\fY]hYb`"A Y\`f`ØVYf`NcY`g'5VYbhYi Yf`i bX`X]Y`_ca a YbXY
 9bhk]W_`i b[Yb`]b`X]YgYa `Y]bn][Ufh][Yb`GdcfhZY`X`YfZU\fh`]\f`VY]a
 bÅW\ghYb`9j Ybh`

8YhU]`g	
C fh	6f]YgY`Ub[ž'8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "a Un!cb`]bY"XY • XYi hgW\Yf!\`cVVm!\`cfg]b[! j YfVUbX"XY • \`cVVm!\`cfg]b[![Yfa Ubm"XY

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