

: 7`6UmYfb`j`Yfgh`Åf`_h`i`&%`i` `a`!HU`Ybh`
5fhi`f`8Y[`fUZ`k`YWX`gY`h`b`UWX`A`Øb`WX`Yb`°

: 7`6UmYfb`j`YfdZ]WX`hY`h`GhØfa`Yf`5fhi`f`8Y[`fUZ`UV`ÒgYZfY]`Ui`g`
XYf`i`%`-`XYg`GGJ`i` `a`ž`J`YfhfU[`V]g`&\$&,"`HU`Ybhg]WX`hi`b[`ZØf`
i`&%!Ni`_i`b`Zh"



A`Øb`WX`Yb`ž`8Yi`hgWX`Ub`X`!`8Yf`i`7`6UmYfb`A`Øb`WX`Yb`U`h`i`Y]b`Yb`
b`Yi`Yb`B`Yi`ni`[`Ub[`ZØf`X]Y`i`&%`XYf`F`Y[`]cb`U`][`U`VY`_`Ubb`h`
[`Y[`YVYb`"5fhi`f`8Y[`fUZ`Y]b`h`U`Ybh]Y`fhY`f`GhØfa`Yf`ž`k`YWX`gY`h`
UV`ÒgYZfY]j`cb`XYf`i`%`-`XYg`GGJ`i` `a` `%,`(`*`b`UWX`A`Øb`WX`Yb`"8Y]g`
VYf]WX`hY`h`A`Yf`_i`f`"

8Y[`fUZ`U`h`i`Y]b`Yb`J`Y`fhfU[`V]g`ħ`b]'&\$&,"`i`bhYfnY]WX`b`Y`h`i`b`X`k`]fX`]b`
XYf`_ca`a`Yb`XYb`GU]gcb`X]Y`A`Ò[`]WX`_Y]h`U`VYb`ž`YfghY`
9fZU`fi`b[`Yb`]a` `A`Àbb`YfZi`»`VU`VY]`XYb`6UmYfb!5a`U`h`i`f`Yb`ni`
gUa`a`Y`b`"8Yf`Gd]Y`Yf`ghUa`a`h`Ui`g`6]VYfUWX`i`b`X`]gh`gY]h`&\$&%`HY]`
XYf`5`_UXYa`]Y`XYg`GGJ`i` `a` " `ħ`XYf`j`Yf[`Ub[`Yb`Yb`GU]gcb`_cbb`hY`
Yf`]b`XYf`i`%`-`VYY]b`Xfi`W`_Yb`XY`%(`HcfY`Yfn]Y`Yb`i`b`X`UWX`h`
J`cf`U[`Yb`[`YVYb`"6Ygcb`XYfg`VYa`Yf`_Yb`gk`Y`fh`]gh`ž`X`Ugg`Y`f`nk`Y`]

HcfY [Y[Yb`X]Y`I %-`XYg: 7`6UmYfb`]b`Y]bYa`&.&! bYbhgW`]YXYb
VY]ghYi YfhY"

Dcg]hj Y`9]bgW`Àhni b [`i bX`J cfZfYi XY

A Uf_i g`K Y]bn]Yf`ž`XYf`gdcfh]W`Y`@Y]hYf`Ua` : 7`6UmYfb`7Ua` di gž
Ài » YfhY`g]W`gY`f`dcg]hj`ØVYf`X]Y`9bhk`]W`i b [`i bX`XUg`DchYbn]U`
j cb`8Y [fUZ`5i W`X]YgYf`gY`Vgh`nY][`h`g]W`XUb`_VUf`ZØf`X]Y`7`UbW`
i bX`]gh`a`ch]j`]Yfh`ž`g]W`]a`HfU]b]b [`Y]bni Vf]b [Yb`"8]Y`I &%`XYg: 7
6UmYfb`k`]fX`]b`XYf`_ca`a`YbXYb`F`Y []cbU`][`U!GU]gcb`Ui`Z`ghUf`_Y
?cb`_i`ffYbn`hfY`ZZYb`ž`k`Ug`X]Y`<`YfUi`gZcfXYfi`b [`ZØf`XYb`↑`b [Yb
Gd]Y`Yf`bcW`j`Yf [fØ»`Yfh"

K]Y`Yg`]b`Y]bYa`6Yf]W`hj`cb`?]W`_Yf`Yf] cf [Y`h`ž`k`i`fXY`X]Y
9bhgW`Y]Xi`b [ž`8Y [fUZ`ni`j`YfdZ]W`hYb`ž`U`g`Y]b`ghfUHY []gW`Yf
GW`f]hh`XYg`J`YfY]bg`Ub [YgY`Yb`ž`i`a`X]Y`B`UW`k`i`W`gUV`hY]i`b [k`Y]hYf`ni`gh`À`f`_Yb"

8 Yf`?`cbhYI`h`XYf`B`UW`k`i`W`gUi`gV]`Xi`b [`]a
: i » VU`

8]Y`9bhk`]W`i b [`hU`Ybh]YfhYf`Gd]Y`Yf`]gh`Y]b`nYbhfU`Yg`H`Y`a`U`]a
DfcZ]ž`»`VU`"9]b`6Y]gd]Y`ZØf`j`cfV]`X`]W`Y`ž` [YbXUfVY]h]gh`X]Y`5`U
5`_UX`Ya`]Yž`X]Y`ZØf`]fY`c`Y`5i`gV]`Xi`b [gei`U`]h`À`h`VY`_Ubbh]gh`"ž`
Y]bYa`6Y]hfU [`Ui`Z`HfUb`gZY`fa`Uf`_h`nY][`Yb`g]W`X]Y`A`Yh`c`XYb`j`cb
5`U`i`ž`XUg`ZØf`gY]bY`YfUi`gfU [YbXY`HU`Ybh`ZØf`XYfi`b [`]`YgW`À`h`h
k`]fX`"A`]h`Y]bYa`c`ZZYbg]j`Yb`(!`!`!Gd]Y`gmghYa`i`bX`i`a`ZUggYbXYb
5i`gk`U`j`YfZU`fYb`ZØf`↑`b [Y`HU`YbhY]`gh`5`U`i`Y]b`A`U»`ghUV`ZØf
j`]Y`Y`J`YfY]bY"

8]Y`J`YfdZ]W`hi`b [`j`cb`5fhi`f`8Y [fUZ]YfXYi`h]W`h`X]Y`5a`V]h]cbYb
XYg: 7`6UmYfb`]b`6Yni [`Ui`Z`X]Y`9bhk`]W`i b [`↑`b [Yf`Gd]Y`Yf`i`bX
X]Y`Gh`À`f`_i`b [`]`fYf`B`UW`k`i`W`gUV`hY]i`b ["`K`À`f`Yb`X`X]Y`I`&%]b`XYf
b`À`W`ghYb`GU]gcb`Ui`Z`ghUf`_Y`;`Y [bYf`hf]Z`h`ž`k`]fX`Yg`gd`Ubb`Yb`X`ni
gY`Yb`gY]b`ž`k`]Y`g]W`8Y [fUZ]b`XYf`bYi`Yb`<`YfUi`gZcfXYfi`b [gW`À [h"

8YhU]`g	
J c f Z U ``	Gcbgh][Yg
C fh	A ØbWXYbž'8Yi hgW`UbX
E i Y ``Yb	<ul style="list-style-type: none"> • k k k "a Yf_i f"XY • k k k "_]W_Yf"Uh • k k k "hfUbgZYfa Uf_h"Wca

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