

9fghYg`GYY[fUgd fc ^Y_h]b`8 Yi hgW\`Ub X.
I a k Y`hgW\ ØhnYf`ZY]Yfb`[fc» Yb`9fZc`[°

@Y]Vb]n`I b]j Yfg]hÅh`< Ubbcj Yf`Yf\Å`h`5i gnY]W\bi b[`ZØf`XUg
GYUGhc fY!Dfc`Y_h`ni f`K]YXYfUbg]YX`i b[`j cb`GYY[fUg`]b`XYf
CghgYY"



< Ubbcj Yf`8 Yi hgW\`Ub X`!`8 Ug`YfghY`Dfc`Y_h`ni f
GYY[fUgk]YXYfUbg]YX`i b[`]b`8 Yi hgW\`Ub X`ž`VY`_Ubbh`U`g`GYUGhc fY`ž
k i fXY`Øb[gh]j ca`i`6i bXYgi a k Y`ha`]b]ghYf]i a`i bX`XYa
6i bXYgUa h`ZØf`B Uhi fgW\i hn`f`B ZB`Ł`Ui g[YnY]W\ bYh`"8]Y`@Y]Vb]n
I b]j Yfg]hÅh`< Ubbcj Yf`f@ <Ł`_ccfX]b]Yfh`X]YgYg`k Y[k Y]gYbXY
J cf\UVYb`ž`XUg`X]Y`K]YXYfUbg]YX`i b[`j cb`GYY[fUgk]YgYb`]b`XYf
XYi hgW\Yb`CghgYY`ni a`N]Y`"Uh`"GYY[fUgk]YgYb`gd]Y`Yb`Y]bY
YbhgW\Y]XYbXY`F c`"Y`ZØf`XYb`?`]a U!`i bX`?ØghYbgW\i hn`ž`XU`g]Y
7C`&gdY]W\Yfb`ž`?ØghYb`j cf`9fcg]cb`ghUV]`]g]YfYb`i bX`Y]bY`J]Y`nU\`
j cb`@YVYbgf`Åi a Yb`V]YhYb`"8f`"A U]_Y`DUi`"j ca`i`@ Xk][`!`: fUbn]i g!
=gh]hi h`bU\`a`X]Y`5i gnY]W\bi b[`]a`A U]`]b`< Ua Vi f[`Ybh[Y[Yb
i bX`i bhYfghf]W\`X]Y`6YXYi hi b[`XYg`Dfc`Y_hg`ZØf`XYb`GW\i hn
a Uf]bYf`²`_cgmghYa`Y"

GYUGhc fY`gh`Y]bYg`j cb`XfY`Ui g[YnY]W\ bYhYb`Dfc`Y`_hYb`ja`i`B!
8Y`_UXY!K`YhhVYk`Yfvž`XYf`g]W`Ui`ZXYb`GW`i`hn`i`bX`X]Y
K`]YXYf\`YfghY`i`b[`VYXfc\`hYf`²`_cgmg]Ya`Y`_cbnYbhf]Yfh`":`Øf`XUg
Dfc`Y`_h`]gh`X]Y`9bhk`]W`_i`b[`i`bX`9fdfcVi`b[`j`cb`A`Yh\`cXYb`ni`f
[`fc`»`ZÄW`][`Yb`K`]YXYfUbg]YX`i`b[`j`cb`GYY[`fUg`j`cf[`YgY\`Yb`"9]b
<Ui`dhn]Y`VYghY\`h`Ui`»`YfXYa`i`]b`XYf`9fghY`i`b[`Y]bYg
i`a`ZUggYbXYb`@Y]hZUXYbgž`XYf`6Y\`ØfXYb`i`bX`c`_U`Yb`5`_hYi`fYb`VY]
XYf`i`a`gYhni`b[`j`cb`K`]YXYfUbg]YX`i`b[`ga`U`»`bU\`a`Yb`i`bhYfghØhnYb
gc`ž`k`]Y`i`bXY`_UXY!fYghc`fUh]cb`"XY`VYf]W\`hYh"

:`c`f`g`W\`i`b[`i`bX`A`Yh\`c`X]_`

8`Ug`GYUGhc`fY!`Dfc`Y`_h`Zc`_i`gg]Yfh`g]W`Ui`Z`XUg`gi`Vh]XU`Y`GYY[`fUg
fNc`ghY`fU`a`Uf]bUŁ]b`gØXVU`h]gW\`Yb`;`Yk`ÄggYfb`"i`a`Y]bY`fcVi`ghY
K`]YXYfUbg]YX`i`b[`ni`i`[`Yk`Ä`f`Y]ghYbž`k`YfXYb`k`]ggYbgW\`UZh]W\`Y
;`fi`bX`U[`Yb`YfZc`fgW\`h`8`Uni`i`[`Y\`Øfh`X]Y`6Yk`Yfhi`b[`XYf
5i`gk`]f`_i`b[`Yb`j`cb`GYY[`fUgk`]YgYb`Ui`Z`GYX]a`Yb`hg`hUV`]g]Yfi`b[`ž
?`c\`Yb`ghc`ZgdY]W\`Yfi`b[`i`bX`V]c`c`[`]gW\`Y`J`]Y`ZU`h`"9f`_Yb`b`hb]ggY
k`YfXYb`Xi`fW\`Y]b`X][`]hU`Yg`9bhgW\`Y]Xi`b[`g\`]ZY`hc`c`fB`GHŁ
VYfY]h[`YghY`hž`XUg`nYbhfU`Y`9`Ya`Yb`hY`k`]Y`:``ÄW\`Yb`Ui`gk`U\`ž
a`Yh\`c`X]gW\`Y`i`a`gYhni`b[`i`bX`U`b[`Zf]gh[`Yg`A`cb]hcf]b[`XYf
:``ÄW\`Yb`i`a`ZUggh"

G]a`i`U`h]cbga`cXY`Y`i`bhYfghØhnYb`X]Y`GhU`b`Xc`fhY`fa`]h`i`b[`i`bX`X]Y
hYW\`b]gW\`Yb`A`U`»`bU\`a`Yb`ni`f`K`]YXYfUbg]YX`i`b[`"8Yg`K`Y]hYfYb
k`]fX`X]Y`F`c`Y`XYg`6cXYb!`i`bX`GYY[`fUg]A`_]fcV]ca`g`\]bg]W\`h]W\`
XYg`K`]YXYfUbg]YX`i`b[`gYfZc`[`g`i`bhYf`gi`W\`h`9]b`]bbcj`Uh]j`Yf`5gdY`_h
XYg`Dfc`Y`_hg`]gh`X]Y`9bhk`]W`_i`b[`j`cb
6Øf[`YfVYhY]]][`i`b[`ga`Ö[`]W\`_Y]hYbž`X]Y`U`g`7]h]nYb`GW]YbW
?`cbnYdhY`VYnY]W\`bYh`k`YfXYb`"8]YgY`gc`Yb`X]Y`5`_nYdhUbn`i`bX
XUg`J`YfghÄbXb]g`ZØf`X]Y`[`Yd`U`b`hYb`A`U`»`bU\`a`Yb`]b`XYf
²`ZYb`h]W\`_Y]h`ZØfXYfb"

@Y]hZUXYb`i`bX`Ni`_i`bZhgdYfgdY`_h]j`Yb`

9]b`nYbhfU`Yg`N]Y`XYg`GYUGhc`fY!`J`YfVi`bXYg`VYghY\`h]b`XYf
9bhk`]W`_i`b[`Y]bYg`k`]ggYbgW\`UZh`VUg]YfhYb
F`Yb`Uhi`f]Yfi`b[`g`_cbnYdhg`ZØf`X]Y`GYY[`fUgk`]YgYb`]b`XYf`C`ghgYYž`

k]Y`gYY[fUgk]YgYb"XY`\\Yfj cf\\YVh"8Yf`@Y]hZUXYb`k]fX
 6Y\\ÒfXYb`i bX`≠hYfYggYb[fi ddYb`XUVY]`i bhYfghØhnYbžX]Y
 f]W\\h][Yb`GhUbXcfhY`Ui gni k Å`\\Ybž[YY][bYhY`GUa Yb`cXYf
 GdfÒgg`b[Y`ni `VYgh]a a Yb`i bX`_cb_fYhY`J cf[UVYb`ZØf`XUg
 5i gdZUbnyb`ni `Zcfa i `]YfYb"9VYbgc`k]fX`XYf`9fZc`[`XYf
 K]YXYfUbg]YX`i b[ga U» bU\\a Yb`_cbhfc``]Yfh"

9]b`k]W\\h][Yf`5gdY`h`XYg`Dfc`Y`hg`]gh`X]Y`9]bV]bXi b[`XYf
 ?ØghYbVYj Ò`_Yfi b[`gck]Y`j cb`Hci f]ghYb`i bX`UbXYfYb
 ≠hYfYggYb[fi ddYb"8]YgYg`9b[U[Ya Ybh`gc``X]Y
 9fZc`[gUi gg]W\\hYb`XYf`K]YXYfUbg]YX`i b[`Yf\\Ò\\Yb`i bX`X]Y
 ÒZYbh]W\\Y`5_nYdhUn`ghÅf`_Yb"BYVYb`XYf`i a ZUb[fY]W\\Yb
 : cfgW\\i b[`i bX`XYb`HYghi b[Yb`XYf`fYghUi fUh]j Yb`A U» bU\\a Yb
 k]fX`Ui W\\`X]Y`J]Y`ZU`h`XYf`A]_fccf[Ub]ga Yb`Ui Z`GYY[fÅgYfb`i bX
]a `A YfYgVcXYb`Ui gfY]W\\YbX`i bhYfgi W\\hž`i a `U`Y`fY`Yj UbhYb
 9]bZi ggZU`hc`fYb`ni `VYfØW_g]W\\h][Yb"

≠g[YgUa h`a Uf_]Yfh`XUg`GYUGhcfY!Dfc`Y`h`Y]bYb`VYXYi hYbXYb
 GW\\f]h`i]b`F]W\\hi b[`9f\\U`h`i bX`K]YXYf\\YfghY``i b[`a Uf]bYf
 @VYb`g`f`Å`i a Y`i bX`gY`hnh`bYi Y`A U» gh`ÅVY`]a
 I bhYfk UggYfbUhi fgW\\i hn"8]Y`<YfUb[Y\\Yb`gk Y]gY`k]fX`XUVY]
 b]W\\h`bi f`Xi fW\\`k]ggYbgW\\UZh]W\\Y`9f`_Yb`b`hb]ggYž`gc`bXYfb`Ui W\\
 Xi fW\\`X]Y`U`_h]j Y`HY]`bU\\a Y`XYf`; Ya Y]bgW\\UZh[Ydf`Å[hž`k Ug`X]Y
 9fZc`[gW\\UbW\\b`XYf`K]YXYfUbg]YX`i b[`Yf\\YV`]W\\`ghY][Yfh"

8YhU]`g	
J cfZU``	I a k Y`h
C fh	< Ubbcj Yfž`8Yi hgW\\`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "i b]!\Ubbcj Yf"XY • k k k "i bXY_UXY!fYghcfUh]cb"XY • k k k "gYY[fUgk]YgYb"XY

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