

< Ua Vi f['dfÄgYbh]Yfh'Ui ZfY[YbXY
C`ma d]U!D`ÄbY. '9]b`K YhhVYk YfV`XYf
_i fnYb`K Y[Y°

< Ua Vi f['dfÄgYbh]Yfh'gY]bY`D`ÄbY`ZØf`X]Y`C`ma d]gWXYb
Gd]Y`Y`&\$' *!&\$ ((žgYhh'Ui ZBUW\U`h][_Y]hi bX`_i fnY
K Y[Y"



< Ua Vi f[ž'8Yi hgW\`UbX`!'5a`%'› b]`&\$&) `Uh`X]Y`< UbgYghUXh
< Ua Vi f[]\fY`D`ÄbY`ZØf`Y]bY`a`Ö[`]WXY`6Yk YfVi b[`i a`X]Y
C`ma d]gWXYb`i bX`DUfU`ma d]gWXYb`Gd]Y`Y`&\$' *ž&\$ (\$`cXYf`&\$ ((j
cf[YghY`h`'8]YgY`i a`ZUggYbXY`≠]h]Uh]j`Y`gc`< Ua Vi f[`U`g
UhhfU`_h]j`Y`Gdcfha`Yhfc`dc`Y`dfÄgYbh]YfYb`i bX`[`Y]W\`nY]h][`XYb
; YXUb`_Yb`XYf`BUW\U`h][_Y]hi bX`_i fnYb`K Y[Y`]b`XYb
A]hhY`di b`_h'ghY`Yb`< Ua Vi f[`VYk]fVh'g]W\`[Ya`Y]bgUa`'a`]h
GW\`Ygk][`!< c`ghY]b`i bX`j`YfZc`[h`XUa`]h`XUg`?`cbnYdh
< 5A`6l`F; Ž`ž`XUg`UbghfYVhž`X]Y`C`ma d]gWXYb`Gd]Y`Y`]b`X]Y`GhUXh
ni`]bhY[f]YfYb`i bX`[`Y]W\`nY]h][`X]Y`[fØbY`A`Yhfc`dc`fY[]cb`Ua
K`UggYf`ni`ZØfXYfb`'6Øf[Yfa`Y]ghYf`8`f`DYhYf`HgW\`Yb`hgW\`Yf

ØVYf[UV`Ua ` " %" A U] &\$&) `X]Y`6Yk YfVi b[gi bhYf`U[Yb`cZZ]n]Y``Ub
XYb`8Yi hgWYb`C`ma`d]gWYb`GdcfhVi bX`fB`C`G6Ł`VYf]W hY`h`X]Y
HU[YggW U i "

8]Y`D`AbY`i a`ZUggYb`Y]bY`J`J]Y`nU`\\`j`cb`Gdcfhgh`hYb`ž`X]Y
[fØ» hYbhY]`g`]b`Y]bYa`l`a`_fY]g`j`cb`g]YVYb`?]`ca`YhYfb`ni`Y]bUbXYf
`]Y[Yb``;`Yd`Ubh`g]bX`i bhYf`UbXYfYa`GhfUbXj`c`YmVU`Ui`ZXYa
<Y]][Yb[Y]ghZ`X`ž`G`W`k`ja`a`Yb`]a`J`c`_gdUf`ghUX]cb`i`bX`<c`W`Ym
]a`A`J`Yfb`hcfghUX]cb``9]b`bYi`Yg`@Y]W`hU`h`Yh]_ghUX]cb`ž`XUg
k`À`fYbX`XYf`Gd]Y`Y`V]g`ni`*`\$`\$`\$`\$`A`YbgWYb`ZUggYb`_Ubb`ž`k`]fX
YVYbZU`g`]b`XYf`B`À`Y`XYg`J`c`_gdUf`ghUX]cb`g`Yff]W`hY`hi`bX`bUW
XYb`C`ma`d]gWYb`Gd]Y`Yb`]b`Y]b`fY]b`Yg`i`»`VU`ghUX]cb`i`a`[`YVUi`hž
k`Y`W`Yg`XUbb`Ui`W`ZØf`]bhYfbUh]cb`U`Y`i`»`VU`gd]Y`Y`ž`?`cbnYfhY
i`bX`c`_U`Y`GdcfhY]`Ybhg`[`Ybi`hnh`k`YfXYb`gc``]bZcfa`]Yfh`X]Y
<Ua`Vi`f[`"XY"

Gdcfhgh`hYb`i`bX`XUg`C`ma`d]gWY`8cfZ

9]bY`k`Y]hYfY`VYXYi`hYbXY`9bhk`]W`i`b[`]gh`X]Y`[`Yd`UbhY`Bi`hni`b[
XYf`G`W]YbW`7]hm`6U`fYbZY`X`U`g`C`ma`d]gWYg`8cfZ`8]YgY
]bbcj`Uh]j`Y`J`YfV]bXi`b[`nk`]gWYb`K`]ggYbgW`UZh`i`bX`Gdcfh`gc``XUg
9f`YVb]g`XYf`Gd]Y`Y`i`bhYfa`U`Yb``8UfØVYf`\\]bUi`g`k`]fX`Y]b
i`a`ZUggYbXYg`i`Ugh[`YVYfdfc[`fUa`a`]a`d`Ya`Ybh]Yfhž`XUg`5_h]j`Y
bUW`K`Yhh`_A`a`dZYb`]b`X]Y`<`Ui`g`U`hY`j`cb`<Ua`Vi`f[`Yf`i`Ua`]`Yb
Y]b`_X`h`i`bX`gca`]h`Y]b`Y`h]YZYfY`J`Yf`_bØdZ`b[`j`cb`Gdcfh`i`bX
;`YgY`gW`UZh`ZØfXYfh"

8]Y`6Yk`YfVi`b[`k`]fX`j`cb`dcg]h]j`Yb`k`]fhgW`UZh`]W`Yb`5i`gg]W`hYb
VY[`Y]hYhž`X]Y`Y]bY`a`cXYfbY`GhUXhYbhk`]W`i`b[`UbghfYVYb`"
9i`dYfh]bbYb`i`bX`9i`dYfhYbž`XUfi`bhYf`GdcfhØ`_cbca`K`c`Z]`Ub[
A`UYbb][`ž`\\YVYb`\\Yfj`cfž`XUgg`<Ua`Vi`f[`g`7`\\UbW`b`ZØf`X]Y
6Yk`YfVi`b[`j`Yf[`Y]W`gk`Y]gY`[`i`highY`Ybž`]bgVYgcbXYfY`Ui`Z[`fi`bX
XYf`Bi`hni`b[`hYa`dcf`_fYf`Gdcfhgh`hYb`i`bX`XYf`dchYbn]Y`Yb
Z]bUb]n]Y`Yb`i`bhYfghØ`hni`b[`Xi`fW`XYb`6i`bX``_b`XYf`?`cb`_i`ffYbn
a`]h`UbXYfYb`XYi`hgWYb`Gh`X`hYbž`k`]Y`A`ØbWYb`i`bX`6Yf`]bž`X]Y
YVYbZU`g`i`fcV`_cbnYdhY`ZØf`Y]bY`C`ma`d]UVYk`YfVi`b[`Y]b[`YfY]W`h
\\UVYbž`_ØbbhY`<Ua`Vi`f[`g`GhfUhY[`]Y`YbhgWY]XYbX`gY]bž`i`a`VY]a
8`C`G6`]b`X]Y`Yb[`YfY`K`U`\\`ni`_ca`a`Yb`k`]Y`Ui`W`]b`5b[`UVYb

j cb`6Yf`]b`VYgWk f]YVYb"

5i gV`]W_`Ui Z`X]Y`9bhgWk Y]Xi b[

8]Y` : f]gh`Z0f`X]Y`9]b fY]Wk i b[`XYf`6Yk YfVi b[g_cbnYdhY`YbXYhY
Ua`%"`> b]`&\$&)"`8Yf`8C G6`k`]fX`U`Y`Y]b[YfY]Wk hYb`?`cbnYdhY
df0ZYb`i bX`d`Ubhž`]a`<`YfVgh`&\$&`*`X]Y`9bhgWk Y]Xi b[`0VYf`XYb
: Uj`cf]hYb`ni`hfY`ZYbž`XYf`UbgWk`]Y»`YbX`VY]a`<`bhYfbUh]cbU`Yb
C`ma`d]gWk Yb`?`ca`]hY`f€`7`E`Y]b[YfY]Wk h`k`]fX``9]b`ni`gÅ`h`Wk Yg
FYZYfYbXi`a`ž`XUg`X]Y`<`Ua`Vi`f[Yf`Ni`gh]a`a`i`b[`ni`f`6Yk YfVi b[
UVZfU[Yb`gc`ž`]gh`Z0f`9bXY`A`U]`&\$&`*`Ub[YXUWk h``8`]Yg`]gh
VYgcbXYfg`fY`Yj`Ubhž`XU`VY]`Y]bYa`Zf0\YfYb`FYZYfYbXi`a`]a`>\f
&\$%)`Y]bY`6Yk YfVi b[`Z0f`X]Y`C`ma`d]gWk Yb`Gd]Y`Y`&\$&(`c`XYf
&\$&`,`UV[Y`Y`b`h`k`i`fXY"

I`a`X]Y`Ni`gUa`a`YbUfVY]h`i`bX`XYb`F`0W_\`U`h`Z0f`X]Y`6Yk YfVi b[`ni
ghÅ`f`_Ybž`VYhc`b`h`Gk`Ygk`][`!`<`c`ghY]bg`A`]b]ghYfd`fÅ`g]XYb`h`8`Ub]Y`
;`0bh\Yf`X]Y`ghUf`_Y`DUf`hb`YfgWk`U`Zh`nk`]gWk Yb`<`Ua`Vi`f[`i`bX
Gk`Ygk`][`!`<`c`ghY]b``Gca`]h`nY][`h`X]Y`<]h]Uh]j`Y`b]Wk h`bi`f`Y]bYb
_`UfYb`D`Ub`Z0f`X]Y`5i`ghfU[`i`b[`XYf`Gd]Y`Y`ž`gcbXYfb`Ui`Wk`XYb
K`]`Yb`XYf`VYhY]][`hYb`@`Å`b`XYfž`g]Wk`[`Ya`Y]bgUa`Z0f`Y]b`d`cg]h]j`Yg
C`ma`d]Udfc`Y`_h`Y]bni`gY`h`Yb``8]Y`<`Ua`Vi`f[Yf`5ba`Y`Xi`b[
a`Uf_]Yf`h`XYb`6Y`[]bb`Y]bYg`\YfUi`gZcfXYfbXYbž`UVYf
j`]Y`j`Yfgd`fYWk YbXYb`Dfc`nYggYg`Ui`Z`XYa`K`Y[`ni`a`0[`]Wk Yb
C`ma`d]gWk Yb`Gd]Y`Yb`]b`XYf`Ni`_i`b`Zh"

8YhU]`g	
J`c`f`ZU``	Gcbgh][`Yg
C`f`h	<`Ua`Vi`f[`ž`8Yi`hgWk`UbX
E`i`Y``Yb	<ul style="list-style-type: none"> • k k k "hU[YggWk Ui "XY • k k k "\Ua Vi f["XY • k k k "VYf`]b"XY

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