

@mX]U`GhY]Yf. `>Øb[ghY `=b hY b XU b h]b `XYf
F i \ fhf]YbbU`Y`VY[Y]ghYfh°

@mX]U`GhY]Yf`k]fX`&\$&+`=b hY b XU b h]b `XYf`F i \ fhf]YbbU`Yž`Y]b
VYXYi hYbXYg`?i `hi fZYgh]j U`]b`BFK "`CdYb!5]f!Hci fbYY`j cb
GUfU\`7cbbcf`&\$&*"



6cW\i a ž`8Yi hgW\`UbX`!`8]Y`?i`hi`fk`Y`h]b`B`cf`X`f`\`Y]b`!`K`Y`gh`Z`U`Y`b
ghY`h`j`cf`Y]b`Y`f`U`i`Z`f`Y[`Y`b`X`Y`b`J`Y`f`A`b`X`Y`f`i`b`[`. `@mX]U`GhY]Yf`k`]fX`U`V
XYf`Gd]Y`n`Y]h`&\$&+`X]Y`=b`h`Y`b`X`U`b`n`X`Y`f`f`Y`b`c`a`a`]Y`f`h`Y`b
F i \ fhf]YbbU`Y`ØVYfbY\`a`Y`b`"5a` ;, " ' & \$ &)` `ghY`h`Y
?i`hi`fa`]b]ghYf]b`=b`U`6f`U`b`X`Y`g`X]Y`↑`b[`Y`F`Y[`]ggYi`f]b`]b`6cW\i`a
j`cf`"GhY]Yfž`X]Y`U`g`Y]b`Y`X`Y`f`[`Y`Z`f`U[`h`Y`gh`Y`b`F`Y[`]ggYi`f]b`b`Y`b`]`\`f`Y`f
;`Y`b`Y`f`U`h]c`b`[`]hž`Zc`[`h`i`U`i`Z`j`c`j`U`b`<`c`j`Y`i`b`X`k`]fX`ZØf`X]Y
_ca`a`Y`b`X`Y`b`X`f`Y]Gd]Y`n`Y]h`Y`b`V]g`&\$&-`X]Y`_Øb`gh`Y`f]g`W`X`Y`@]h`i`b`[
X`Y`g`A`i`g]_!`i`b`X`H`Y`U`h`Y`f`Z`Y`gh]j`U`g`]b`b`Y`\`U`V`Y`b`"8]Y`9]b`V`Y`f`i`Z`i`b`[`j`c`b
@mX]U`GhY]Yfž`X]Y`U`g`F`c`W`_gh`U`f`i`b`h`Y`f`X`Y`b`C`d`Y`f`b`f`Y[`]ggYi`f]b`b`Y`b
[`Y`Z`Y]Y`f`h`k`]fX`ž`k`i`f`X`Y`j`c`a`5i`Zg]W`hg`f`U`h`X`Y`f`?i`hi`f`F`i`\`f` ;`a`V`<
Y]b`gh]a`a`][`V`Y`g`W`c`gg`Y`b`"G]Y`k`]fX`]\`f`5a`h`U`a`%"`B`c`j`Y`a`V`Y`f`&\$&`*
U`b`h`f`Y`h`Y`b`ž`b`U`W`X`Y`a`j`U`b`<`c`j`Y`g`Y]b`Y`n`k`Y]h`Y`Gd]Y`n`Y]h`i`d`f`A`g`Y`b`h]Y`f`h`

\Uh"

8]Y'[YVØfh][Y'5a Yf]_UbYf]b']gh'VY_Ubbh'ZØf']\fY']bbcj Uh]j Yb
5bgÅhnY'ja' A i g]_h\YUhYf"'æ'XYb'j Yf[Ub[YbYb'æ\fyb'\Uh'g]Y'Ub
Ub[YgY\YbYb'H\YUhYfb'k Y'hk Y]h'[YUfVY]hYhž'XUfi bhYf'Ui W\']b
?Òbž'k c'g]Y'ghYhg'a]h'V]'XghUf_Yb'ægnYb]Yfi b[Yb'i bX
9b[U[Ya Ybh'ZØf'BYi Y'A i g]_ØVYfnYi [h'\Uh"' 8]Y'Fi \fhf]YbbU`Y
]gh'Y]b'@]VYgVf]YZ'Ub`X]Y'?'i bgh ž'gU[h'GhY]Yfž'X]Y'VY']\fyb
ni _ØbZh][Yb'Dfc[fUa a Yb'K Yfh'Ui Z'6Y[Y[bi b[Yb'i bX'HY]'UVY
'Y[Yb'a ØW.hY"' ; UffY'h'8i]b'j cb'XYf'FY[]cbU`X]fY_h]cb'Fi \f'`cVhY
GhY]Yfg'6YghfYVi b[Ybž'X]Y'j YfV]bXi b['ni f'FY[]cb'ni 'ZØfXYfbž
k Å\fybX'8f"'j YfU'6Uhh]g!FYYgYž'; YgWÅZhgzØ\fyf]b'XYf'?'i 'hi f
Fi \f'; a V<ž'\fy']bhYfbUh]cbU`Y'9fZU\fi b['k ØfX][hY"

9]b'6`]W_`Ui Z'X]Y'Fi \fhf]YbbU`Y

8]Y'Fi \fhf]YbbU`Y'nÅ\`h'U'g'XUg'[fØ»hY'?'i 'hi fZYgh]j U`]b'BcfXf\Y]b!
K YghZU`Yb'i bX'n]Y\h'Å\`f]W\ja' GdÅhgca a Yf'NY\bhUi gYbXY
?'i bgh]YV\UVYf'']b`X]Y'FY[]cb"'8]Y'j YfUbghU`hi b['j Yfk UbXY'h'X]Y
VYY]bXfi W_YbXY'æXi ghf]YUfW\]hY_hi f'XYg'Fi \f[YV]Yhg']b
VYY]bXfi W_YbXY'Gd]Y`cfhY'ZØf'A i g]_h\YUhYfž'GW\Ui gd]Y`i bX
a Y\`f"'æ' j Yf[Ub[YbYb'æ\`f'_Ubb'g]W\X]Y'Fi \fhf]YbbU`Y'ØVYf
W\fw'+'\$\$\$\$6Ygi W\Yf'ZFYi Ybž'X]Y'g]W\j cb'XYf'j]Y'ZU'h'XYg
Dfc[fUa a g'VY[Y]ghYfb`']Y»Yb"'æ' '_ca a YbXYb'æ\`f'k]fX'XUg
: Ygh]j U`j ca '&%'5i [i gh'V]g'ni a '&%'GYdhYa VYf'&\$&) 'a]h')
DfcXi _h]cbYb'Ui Zk UfhYbž'XUfi bhYf'%'9][Yb!'i bX'?cdfcXi _h]cbYb
gck]Y'ZØbZI fUi ZØ\fi b[Yb'i bX'fi bX'*' '\$'?ØbghYf]bbYb'i bX
?ØbghYf'Ui g'ØVYf' , '@AbXYfb"

K Å\fybX'X]Y'j cfVYfY]hi b[Yb'ZØf'X]Y'bÅW ghYb'æ\fy']b'j c`Ya
; Ub[Y'g]bXž'k]fX'VYfY]hg'ØVYf'X]Y'ja' 5i [i gh'&\$&) 'VY[]bbYbXY
Gd]Y`nY]hi bhYf'XYf'@Y]hi b['j cb'ž'c'j Ub'<cj Y'VYf]W\hYh"<]Yf
XØfZYb'g]W\X]Y'Ni gW\Ui Yf'Ui ZY]b'VYVbgc'gdUbbYbXYg'Dfc[fUa a
ZFYi Yb'k]Y'ja' j cf'U\fž'XUg'j cb'XYf'?fUZh'XYf'XUfghY`YbXYb
?ØbghY'[YdfÅ[h]gh"

5_hi Y`Y'9bhk]W_`i b[Yb']b'XYf'A i g]_gnYbY

8YhU]`g	
C fh	6cWxi a ž8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "bXf"XY • k k k "`UbX"bfk • k k k "ZYgh]j U`!U`Ufa "Wca

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