

A YggYfUhhUW_Y`]b`F Ua YfgXcfZ. J YfXÅW h][Yf`]b`I !< UZh`bUW`V`i h][Ya GhfY]h°

A YggYfUhhUW_Y`]b`F Ua YfgXcfZ`' +!>Å\ f][Yf`]b`I !< UZh`bUW`
gW`k Yfj Yf`YhhYb`C dZYfb`"5`_c\c`i bX`6Yn]Y\i b[ga chj
i bhYfgi W`h"



5XUa !6Yf[!GhfU» Yž`A ØbW`Ybž`8Yi hgW``UbX`!`†`XYf`BUW`h
ni a`GcbbhU[`_Ua`Yg`]b`F Ua YfgXcfZž`A ØbW`Ybž`ni`Y]bYf
XfUa Uh]gW`Yb`A YggYfUhhUW_Yž`VY]`XYf`nk Y]`DYfgcbYb`gW`k Yf
j Yf`Yhh`k i fXYb`"@Ui h`†Zcfa Uh]cbYb`j cb`**H!C b`]**bY`k i fXY`XYf
` +!>Å\ f][Y`HUh] YfXÅW h][Y`_i fn`bUW`XYf`HUh`ZYgh[Ybca`a Yb`i bX
VYZ]bXYh]g]W`a`]hhYfk Y]`Y`]b`I bhYfgi W`i b[g\UZh`"9]b`< UZh`VYZ\`
k Y[Yb`j Yfgi W`hYb`HchgW`U[g`k i fXY`Ua`A cbhU[`j cb`Y]bYa
< UZh]W`hYf`Yf`UggYb`"8]Y`Dc`]nY]`U`h`X]Y`9fa`]hh`i b[Yb
ØVYfbca`a Yb`i bX`g]W`Yfh`6Yk Y]gY`Ua`HUhcfh"

8]Y`HUh`YfY][bYhY`g]W`[Y[Yb`%`%\$`I` \f`]b`XYf`5XUa !6Yf[!GhfU» Yž`

U`g`XYf`J YfXÅW`h][Y`gY]bY` (! Å\`f][Y`9! !DUf`hbYf]b`i` bX`Y]bYb
` * ! Å\`f][Yb`A Ubb`a`]h`Y]bYa` A YggYf`Ub[f]Z`"6Y]XY`C dZYf`k i fXYb
Ua`C VYf`_ÖfdYf`a`]h`a` Y\`fYfYb`Gh]W`X`Yb`j` Yf`Ymh`i` bX`a` i` gghYb
i`a` [Y\`YbX`]b`Y]b`? fUb`_Yb`U`i` g`Y]b[Y`]YZYf`h`k` YfXYb`ž`k` c`g]Y
c dYf]Yf`h`k` i` fXYb`";` `ØW`_]W`X`Yf`k` Y]gY`g]bX`X]Y`J`Yf`YmhYb`b]W`h]b
@YVYbg[YZU\`fž`VYf]W`h`Y`h`X]Y` **GØXXYi` hgW`X`Y`NY]hi` b["**

8 YhU]`g`ni` f`HUh`i` bX`A`c`h]j` Yb

9g`k`]fX`j` Yfa` i` hYhž`XUgg`X]Y`5i` gY]bUbXYfgYhni` b[`Ui` ZY]bY`ZfØ`YfY
6Yn]Y\`i` b[`nk`]gW`X`Yb`XYa` `HUh]`YfXÅW`h][Yb`i` bX`XYf`j` Yf`YmhYb`
: fUi` `ni` fØW`_ni` ZØ\`fYb`]gh`"8]Y` [YbUi` Yb` <]bhYf[fØbXY`g]bX`Y`XcW`
bcW`i` b`_Ufž`]bgVYgc`bXYfY`]bk`]YZYf`b`g]W`X]Y`VY]XYb`C`d`ZYf`
_Ubb`hYb`"6Y]`XYf`": YghbU`a` Y`XYg`J`YfXÅW`h][Yb`ghY`h`Y`X]Y`Dc`]nY]
Ui`W`X`Y]bY`a` i` ha`U`>]W`X`Y`HUh`k` UZZY`g]W`X`Yf`ž`k` Å\`fYbX`YfghY`HYghg
Yf[UVYbž`XUgg`Yf`k` Å\`fYbX`XYf`HUh`U`_c`c`]g]Yf`h`k` Uf"

8]Y`6Y\`ÖfXYb`_UVYb`ZYgh[YghY`hž`XUgg`XYf`J`YfXÅW`h][Y`VYfY]hg`]b
XYf`J`Yf[Ub[Yb\`Y]h`k` Y[Yb`[Yf]b[ZØ[] [Yf`8Y`]_hY`VY`_Ubb`h`k` Uf"
8YhU]`]bZcfa` Uh]cbYb`ØVYf`X]Y`;` fØ»`Y`XYg`A`YggYfg`k` i` fXYb`V]g\`Yf`
b]W`h]j`Yf`ÖZYb`h]W`h`i` a`X]Y`@U[Y`j`c`f`C`fh`VYgha` Ö[`]W`X`ni`
_cb`h`f`c`]YfYbž`k` i` fXYb`Ua` `HUh`c`f`h`G`d`i` fYb`[Yg]W`X`Yf`h`i` bX`Y]b
i`a` ZUggYbXYg`9fa`]h`i` b[gj`YfZU\`fYb`Y]b[Y`Y]h`Y`h"

; YgY`g`W`X`UZh`]W`X`Yf`?`c`b`h`Y`I`h`j`c`b`

; Yk`U`h`_f]a`]b`U`]h`Å`h`

8]Y`J`c`f`Z`Å`Y`]b`F`Ua` YfgXc`f`Z`f`Y]»`Yb`Y]b`G`W`X`U[`]W`X`h`Ui`Z`X]Y`
[Y[Ybk`Å`f`h][Y`G]h` Uh]cb`XYf`;` Yk`U`h`_f]a`]b`U`]h`Å`h`]b`8`Y`i` hgW`X`Ub`X`"
@Ui`h`Y]bYf`G`h`U`h]gh]_ž`X]Y`Ui`Z`**G`h`U`h]g`h`U`j`Yf`ÖZYb`h]W`X`h`k` i` fXYž`\`UVYb`
; Yk`U`h`j`YfV`fYW`X`Ybž`c`V`k`c`\`g]Y`k`Yb][Yf`U`g`(`i` `U`Yf`dc`]nY])`W`X`
YfZUgg`hYb`G`h`f`U`Z`h`U`h`Yb`Ui`ga`U`W`X`Ybž`Y]bYb`Yf`Y`V`]W`X`Yb`9]bZ`i`gg`Ui`Z`
XUg`G]W`X`Yf`Y]hg[YZØ\`XYf`6Yj`Ö`_Yfi`b[" `a` `:`X`f`&`\$`&(`k`i`fXYb`
ØVYf`&%+`"\$`\$`\$`;` Yk`U`h`j`YfV`fYW`X`Yb`f`Y[]ghf]Yf`hž`XYf`\`Ö`W`ghY`K`Yf`h`
gY]h`&`\$`\$`+`"**

9g`k`]fX`Ub[Ybca`a` Ybž`XUgg`k`]fhgW`X`UZh`]W`X`Y`i` bg]W`X`Yf`Y]hYb`i` bX`

gcn]U`Y`6Y`Ughi b[Yb`X]Y`NU\`XYf; Yk U`hUhYb`gY]h`&\$&%
k YgYbh]W\`Yf\`O\`h`\UVYb"i bhYf`XYb`HUhj YfXÅW h][Yb`Z]bXYb`g]W
]a a Yf`\Äi Z][Yf`DYfgcbYb`i bhYf`&%`J\`fYbž`k Ug`Ui Z`Y]b
VYgcf[b]gYffY[YbXYg`[YgY`gW UZh]W Yg`D\`Åbca Yb`\]bXYi hYh`i`b
5bVYhfUW h`X]YgYf`<]bhYf[fØbXY`g]bX`X]Y`9fY][b]ggY`]b
F Ua YfgXcfZHY]`Y]bYg`[fØ» YfYb`HfYbXgž`XYf`Yg`YfZcfXYf`]W
a UW hž`ØVYf`i fgUW Yb`i bX`@Øgi b[Yb`ZØf; Yk U`h]b`XYf
; YgY`gW UZh`bUW ni XYb`_Yb"

8YhU]`g	
J c fZU``	A YggYfUb[f]ZZ
I fgUW Y	ZfØ\`YfY`6Yn]Y\`i b[
C fh	5XUa`!6Yf[`!GhfU» Yž`A`ØbW Ybž`8Yi hgW`UbX
J Yf`Y hnhY	&
: YghbU\`a Yb	%
E i Y`Yb	<ul style="list-style-type: none"> • a i YbW Yb`h!`c b`]bY`XY • k k k "gi YXXYi hgW Y`XY • XY`ghUh]ghU"Wč a

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