

6Yf`]b`hfÀi a hij cb`C`ma d]U. 7\ UbWb`i bX
K]XYfghÀbXY`]a `6`]W_di b_h°

6Yf`]b`d`UbhY]bY`6Yk YfVi b[`ZØf`X]Y`C`ma d]gWYb`Gd]Y`Y
&\$' *`cXYf`&\$(\$ž`i bhYfghØhnhj cb`i a `]Y[YbXYb
6i bXYg`ÀbXYfbž`hfchn`k UWgYbXYf`?f]h]_"



6Yf`]bž`8Yi hgW`UbX`!`6Yf`]b`d`Ubhž`bUW`bU`Yni`-`\$`ž\`fYbž
YfbYi h`X]Y`5i gf]W`hi b[`XYf`C`ma d]gWYb`Gd]Y`Y``8]Y`6Yk YfVi b[ž
X]Y`i bhYf`XYa`?`c`bnYdh`6Yf`]bž` `]Z]fa`]Yfhž`VYn]Y`\`hj`]Yf`k`Y]hYfY
6i bXYg`ÀbXYf`Y]b. `6fUbXYbVi f[ž`A`YW`YbVi f[!]J`cfdca`a`Yfbž
GUWgYb`i bX`GW`Ygk`][`!<`c`ghY]b``F`Y[]YfYbXYf`6Øf[Yfa`Y]ghYf`?`U]
K`Y[bYf`f7`8]`Ł`\`YVh`X]Y`nYbhU`Y`F`c``Y`6Yf`]bg`]b`X]YgYa
J`c`f\`UVYb`\`Yfj`cf``8Yf`[YbUi`Y`NY]hdi b_h`XYf`6Yk YfVi b[`ghY`\`h
U`Y`fX]b[g`bcW`b]W`h`ZYgh`VYfØW_g]W`h][`h`k`YfXYb`X]Y`ž\`fY`&\$' *`ž
&\$(`\$`cXYf`&\$(`(`"

8]Y`C`ma d]gWYb`K`Y`h`_`À`a`d`ZY`gc``Yb`Ub`]`_`cb]gWYb`C`fhYb
ghU`hž]bXYbž`XUfi`bhYf`XUg`6YUW`j`c``Y`mVU``!`Hi`fb]Yf`Ua
6fUbXYbVi f[Yf`Hc`fi`bX`XYf`A`UfU`\`cb`Yb`h`Ub[`XYf`VYfØ`a`hYb

A i gYi a g]bgY""8Yf'9bhk i fZ'g]Y\hY]b`C`ma`d]gW\Yg'8cfZ'ZØf
%*"\$\$\$'5h\`YhYb`k Ygh]W\`XYf`A YggY`j cfz`i a`X]Y`bZfUghfi`_hi`f
bUW\`U`h][`ni`i`[`YghU`hYb""5bXfYUg`GW\i`nYž: fU_h]cbgj`cfj]hnYbXYf
XYf`@]b`_Ybž`VYhc`b`h`YXcW\`X]Y`6YXYb`_Yb`j`j]Y`Yf`6Yf`]bYfž`X]Y`X]Y
l a`gYhni`b[`ZØf`i`bFYU`]gh]gW\`U`hYb`"

? f]h]_`i`bX`i`b`hYfghØhni`b`[

K`À\`fYbX`XYf`6Yf`]bYf`GYbUh`j`cb`XYb`C`ma`d]U!D`ÀbYb`VY[`Y]ghYfh
]ghž`fY[`hig]W\`K`j]XYfghUbX`]b`XYf`GhUXh""? f]h]_Yfž`XUfi`b`hYf`X]Y
;`fØbYb`i`bX`XYf`6i`bX`ZØf`l`a`k`Y`h`i`bX`B`Uhi`fgW\i`hn`8Yi`hgW\`UbX
f6l`B`8`Łž`Ài`»`Yfb`6YXYb`_Yb`_`]bg]W\h`]W\`XYf`\`c`\Yb`?`cghYb`i`bX
ZY\`YbXYf`B`UW\`U`h][`_Y]h""8]Y`b]h]Uh]j`Y`B`C`ma`d]U`6Yf`]b`d`Ubh
Y]b`j`c`_gVY[`Y\`fYb`[`Y[`Yb`X]Y`Gd]Y`Yž`À\`b`]W\`k`j]Y`VYfY]hg`]b`XYb
%-`-`\$Yf!`Δ\`fYbž`U`g`Y]bY`6Yk`YfVi`b[`i`[`Y[`Yb`GmXbYm`gW\Y]hYfhY"
:`fU_h]cbgj`cfj]hnYbXYf`HcV]Ug`GW\i`nY`f@]b`_Y`i`bX`UbXYfY
C`ddc]h]cbga`]h[`]YXYf`Zc`fXYfb`Y]bY`hf`Ub`gd`UfYb`hY`?`cghYb!`Bi`hnYb!
5V`k`À[`i`b[`"

5i`Z`GY]hYb`XYf`l`b`hYfghØ`hnYf`ghY\`Yb`X]Y`i`fU_h]cbYb`]a
6f`UbXYbVi`f[`Yf`@]bXhU[`ž`X]Y`g]W\`Y]b][`ZØf`XYb
6Yk`YfVi`b[`gj`Yfgi`W\`nY][`Yb""?`f]ghmi`5i`[`i`gh]b`j`cb`XYf`78l
j`Yf`Ub[`h`U`Y`fX]b[`g`?`Uf\Y]h`ØVYf`X]Y`[`Yd`Ub`hY`Z]b`Ub`n]Y`Y`Y
l`b`hYfghØ`hni`b[`Xi`fW\`XUg`@]bX""`a`6Yf`]bYf`<`Ui`g\`U`h`g]bX`VYfY]hg
)`\$\$\$`\$\$\$`9i`fc`ZØf`8]U`c[`j`Yf`Ub`ghU`hi`b[`Yb`Y]b[`Yd`Ub`hž`k`cVY]Y]bY
Z]b`Ub`n]Y`Y`<`j`ZY`XYg`6i`bXYg`Yfk`UfhY`h`k`]fX"

≠bZfUghfi`_hi`f`i`bX`Gd`c`f`hgh`À`hhY`b`

5i`Z`X]Y`VYghY\`YbXY`≠bZfUghfi`_hi`f`k`]fX`VY]`XYf`6Yk`YfVi`b[`i`[`fc`»`Yf
K`Yfh[`Y`Y[`h""A`Y\`fYfY`Gd`c`f`hgh`À`hhYb`]b`6Yf`]b`gc``Yb`a`cXYfb]g]Yfh
cXYf`]bghUbX[`YgYhnh`k`YfXYb""8`Uni`i`[`Y\`ØfYb`i`b`hYf`UbXYfYa`XUg
C`ma`d]UghUX]cbž`XUg`U`hi`Y``ZØf`X]Y`i`i`»`VU``!`9A`j`cfVYfY]hYh`k`]fX"
:`Øf`X]Y`A`cXYfb]g]Yfi`b[`g]bX`i`b]j`Ygh]h]cbYb`]b`<`Ø\`Y`j`cb`%
A`j``]cbYb`9i`fc`Y]b[`Yd`Ub`h""8`Ug`C`ma`d]UghUX]cbž`YfVUi`h`i`%`-`*`ž
_`Øb`b`hY`XUVY]`U`g`nYb`hf`U`Yf`j`Yf`Ub`ghU`hi`b[`gc`f`h`X]YbYbž`VYb`Øh][`h
YXcW\`Xf]b[`YbX`GUb]Yfi`b[`Yb""@G6!Df`Àg]XYb`h`H\`ca`Ug`<`À`fhY`
gW\`À`hnh`\]YfZØf`?`cghYb`j`cb`fi`bX`%)`\$`A`j``]cbYb`9i`fc`"

8]Y`@]ghY`XYf`a`Ò[`]W\Yb`5i`ghfU[`i`b[`gc`fhY`i`a`ZUggh`Ui`W\`XYb`
 :`f]YXf]W\!`@`Xk`][`!`!`!`b!`Gdc`fhd`Uf`_`ž`k`c`'`Ø`VYf`'`%`%`\$`'`A`]'`cb`Yb`'9i`fc`'ZØf`
 Y]b`Yb`'BYi`VUi`'a`]h`&`\$`"\$`\$`\$`D`À`h`Yb`'Y]b[`Yd`'Ub`h`g]b`X`"Ni`XYa`'`]gh`XYf`
 l`a`VUi`'XYg`Gdc`fh`Zc`fi`a`g`<`c`\\`Y`bg`W\`Òb`\\`Ui`g`Yb`'VYfY]`hg`]b`D`'Ubi`b["`
 8`YfnY]`h`bi`hnh`'6`Yf`]b`'Y`hk`U`'+`\$`i`'XYf`'VYb`Òh][`hYb`'Gdc`fh`gh`À`h`Yb`'i`b`X`
 k`]f`X`i`b`hYf`gh`Ø`hmi`b[`]`j`cb`'XYb`'i`a`'Y[`Yb`XYb`'FY[`]cb`Yb`'VYb`Òh][`Yb`ž`
 i`a`'Yf`Zc`[`fY]W\`]a`'FYb`b`Yb`'i`a`'X]Y`C`'ma`d]g`W\Yb`'Gd]Y`Y`ni`
 VYghY`\\`Yb`"

K`Y]hYfY`'A`]hVYk`YfVYf`'i`bX`'NY]hd`'Ub`

6Yf`]b`g]Y`\\`h`g]W\`]b`'XYf`'6`Yk`YfVi`b[`]b]W\`h`U`''Y]b`"K`Y]hYfY`
 A`]hVYk`YfVYf`g]b`X`'A`Øb`W\Yb`ž`<`Ua`Vi`f[`]i`b`X`'B`c`f`X`f`\\`Y]b`!`K`Y`gh`ZU`Yb`
 f`F`\\`Y]b`!`Fi`'\\`f`FY[`]cb`£`"8`Yf`'8`Yi`hg`W\Y`'C`'ma`d]g`W\Y`'Gdc`fh`Vi`b`X`'k`]f`X`
 X]Y`'6`Yk`YfVi`b[`g`_`cbn`Y`dhY`'V]g`'9`b`XY`'GY`dhY`a`VYf`'&`\$`&)`'df`Ø`ZYb`"8`Y`
 Z]b`U`Y`'9`b`hg`W\Y]X`i`b[`Ø`VYf`'XYb`'XYi`hg`W\Yb`'6`Yk`YfVYf`'gc`''`V]g`
 <`Yf`V`gh`'&`\$`&`*`'ZU`''Yb`"8`Yf`'6`f`Ub`XYb`Vi`f[`Yf`'A`]b]ghY`fd`f`À`g]XYb`h`
 8]Y`ha`Uf`'K`c]X`_`Y`f`GD8`£`g`W\`À[`h`ni`XYa`'ni`g`À`h`]W\Y`
 K`Y`hh`_`Ua`d`Z`gh`À`h`Yb`]b`'6`f`Ub`XYb`Vi`f[`]`j`c`f`ž`i`b`hYf`'Ub`XYf`Ya`'XYb`
 6`YY`hg`YY`'ZØf`'X`Ug`'Fi`XYfb`'i`b`X`?`Ubi`'g`ck`]Y`Y]b`Y`';`c`'ZU`b`'U[`Y`]b`'6`UX`
 GUUf`ck`"

8Yf`K`Y[`ni`f`'6`Yk`YfVi`b[`]gh`'gca`]h[`Ygd]W`_`h`a`]h`
 <`Yf`Ui`g`Zc`f`XYfi`b[`Yb`'i`b`X`'A`Ò[`]W\`_`Y]hYb`"K`À`\\`fYb`X`'X]Y`'7`\\`Ub`W\`b`'ZØf`
 Gdc`fhi`b`X`'b`Z`f`Ughfi`_`hi`f`[`Y`c`V`h`i`k`Yf`XYb`ž`'V`Y]V`h`X]Y`?`f]h]_`gY]hY`bg`
 XYf`'6`Yj`Ò`_`Yfi`b[`]b]W\`h`Ui`g`"9]b`'Yf`Zc`[`fY]W\Y`g`?`cbn`Y`dh`k`]f`X`
 Yb`hg`W\Y]XYb`X`'gY]b`ž`i`a`'X]Y`C`d`dc`g]h]cb`'ni`Ø`VYfn`Yi`[`Yb`'i`b`X`']a`
 b`Uh]cb`U`Yb`'g`ck`]Y`]b`hYfb`Uh]cb`U`Yb`'K`Y`hh`VYk`YfV`'VYghY`\\`Yb`'ni`
 _`Ò`bb`Yb`"

8YhU]`g`	
J`c`f`ZU`''`	K`U`\\`Yb`
C`f`h`	6Yf`]b`ž`8Yi`hg`W\`'Ub`X`
E`i`Y`''`Yb`	<ul style="list-style-type: none"> • k k k "fVV&("XY • k k k "hU[Yggd]Y[Y`"XY • k k k "fVV&("XY

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