

GUb]Yfi b['XYg'@U\ a Ubb!GUbUhc f]i a g.
<]ghc f]Y 'hf]ZZh'a cXYfbYb 'K c \ bhfUi a °

GUb]Yfi b['XYg'@U\ a Ubb!5fYU`g`]b`8fYgXYb.`<]ghcf]gWXY
9`Ya YbhY`Yf\U`hYbž`%(`bYi Y`K c\bi b[Yb`UV`† `]'&\$&' "

@U\ a Ubb!5fYU`ž`\$%' &(`8fYgXYbž`8Yi hgW\`UbX`!`8]Y
GUb]Yfi b['XYg`Y\Ya U`][Yb`GdY]gYgUU`g`XYg'@U\ a UbbgWXYb
GUbUhc f]i a g`]b`8fYgXYb`gWfY]hYhid`Uba Å»][`j cfUb" `8Ug
; YVÄi XYžXUg`]a `†\f`%, - , `Yff]W\hYhi bX`%- &&`Yfk Y]hYfh`k i fXYž
\Uh`Y]bY`fY]WXY; YgW\W\hY`U`g`?i fl`i bX`<Y]`ghÄhhY" `6YfØ\ a hY
; ÄghY`k]Y`X]Y`GWUi gd]Y`Yf`<Y]bn`F Ø\ a Ubb`i bX`NUfU\ `@YUbXYf
gck]Y`BG!; i b_h]cbÄfY`k]Y`ægYd\ ; cYVVY`g`\UVYb`XUg
GUbUhc f]i a `VYgi W\h" `<Yi hY`d`Ubh`a Ubž`]b`XYa
XYb_a U`[YgW\ØhnhYb` ; YVÄi XY`]bg[YgUa h`%(`K c\bi b[Yb`ni
gW\UZZYb"

6Ui UfVY]hYb`Ub`X]YgYa ` \]ghcf]gWXYb`5fYU`VY[UbbYb`VYfY]hg
&\$%, " `8Yf`5fW\]hY`_h`Øf[`N]a a Yfa Ubb`j cb`-GH!5fW\]hY`_h`f`Y]hYh
XUg`Dfc`Y`_h" BUW\XYa `X]Y`D`ÄbY`YfghY`h`k UfYbž`k i fXY`X]Y
Y][Ybh`]WXY`5fVY]h`Ui Z[Ybca`a`Yb" `9]b`i bj cf\Yf[YgY\YbYg
9fY][b]g`YfY][bYhY`g]W\`]a `; YVfi Uf`&\$%- ž`U`g`Y]b`_`Y]bYg
9fXVYVYb`]b`Dc`Yb`XUni `ZØ\fhYž`XUgg`g]W\`X]Y`GØXZUggUXY`XYg
; YVÄi XYg`bY][hY" `8Ug`HYW\ b]gWXY`<]`Zgk Yf`_`k Uf`ni f`GhY`Y`i bX
g]WXYfhY`X]Y: UggUXY`a`]h`<c`nghØhnYb" `8]Y`b`c`hk`YbX][Y
B`chg]WXYfi b[`ZØ\fhY`ni`Y]bYa`NY]hj`Yfni [`j`cb`ØVYf`Y]bYa`†\f
i bX`ZØ\fhY`ni`Yf\YV`]WXYb`A`Y\`f`_`cghYb`ZØf`XUg`Dfc`Y`_`h"

8YhU]`g`ni f`GUb]Yfi b[

8]Y: Yfh][ghY`i b[`XYf`6Ui UfVY]hYb`]gh`ZØf`9bXY`† b]`&\$&'
[Yd`Ubhž`[YZc`[hj`cb`XYf`J`Yfa`]Yhi b[`XYf`K`c\bi b[Yb`UV`† `]'

&\$&' "8YfI a VUi i a ZUgghY]bY J]Y`nU\` \]ghcf]gWYf9Ya YbhYž
X]Y`Yf\U`hYb`V`Y]VYbžk]Y`X]Y`<c`n_UggYhhYbXYW_Yž; Yg]a`gY`i`bX
Ghi`W`"8]Y`U`hYb`K`YhhYfZU\`bY`XYg`GdY]gYgUU`g`k`]fX`]a
HfYddYb\Ui`g`g]W\hVuf`gY]bžk`Ug`ni`f`9f\U`hi`b[`XYf`\]ghcf]gWYb
=XYbh]hÀh`XYg; YVÀi`XYg`VY]hfÀ[`h`Ni`XYa`k`i`fXYb`6U`_cbY`i`bX
\U`Vfi`bXY; YbghYf`bYi` \]bni` [YZØ[`hžk`Ug`XUg`i`fgdfØb[`]WXY
9fgWXY]bi`b[`gV]`X`Yf[`Àbnh"

J`cb`XYb`%(` [Yd`UbhYb`K`c`b`i`b[`Yb`g]bX`ZØbZ]a`GdY]gYgUU`
]bhY[`f]YfhžX]Y`U`g`_Y]bY`FY]\Yb\Ài`gYf[`YghU`hYh`k`i`fXYb`"8]Y
K`c`b`f`Ài`a`Y`YfghfYW_Yb`g]W\ØVYf; fØ»Yb`j`cb`(`) `V]g`%\$\$
E`i`UXfUha`YhYfb`"5W\h`K`c`b`i`b[`Yb`g]bX`Ui`Znk`Y]`9hU[`Yb`j`YfhY]`hž
k`À`fYbX`gYW\g`K`c`b`i`b[`Yb`Y]b[`YgW\cgg][`g]bX`"8]YgY`a`cXYfbYb
K`c`b`i`b[`Yb`g]bX`Ui`g[`YghU`hYh`a`]h`9]WYb`dUf`_Yhž
:`i`»VcXYb\Y]ni`b[`ž`a`Y`fZUW`j`Yf[`UghYb; YbghYfb`i`bX`Y]bYf
@ØZhi`b[`a`]h`K`Àfa`YfØW_[`Yk`]bbi`b[`"8]Y`A`]YhdFY]gY`gc`Yb
nk`]gWYb`%*`i`bX`%,`9i`fc`dfc`E`i`UXfUha`YhYf`Y]Y[`Yb"

I`a`k`Y`hgW\i`hn`i`bX`8Yb`_a`U`gW\i`hn

9]b`5gdY`_hž`XYf`X]Y`6Ui`UfVY]hYb`VYY]bZi`gghYžk`Uf`Ui`W\X]Y
5bk`YgYb\Y]h]j`cb`j`]Yf;`YXYfa`Ui`gUfhYb`]a`8UW\ghi`\`XYg
; YVÀi`XYg`"I`a`X]YgY`H]YfUfhYb`ni`gW\ØhnYbžk`i`fXYb`gYW\g`9]b!
i`bX`5i`gZi`[`gØZZbi`b[`Yb`]a`8UW\`[`YgW\UZZYbžX]Y`Y]bY
a`][`fUh]cbgZfYi`bX`]WY`@Øgi`b[`V]YhYb`"8]Y`æj`Ygh]h]cbYb`]b`X]YgYg
i`a`ZUb[`fY]WY`I`a`VUi`dfc`Y`h`VY`Ui`ZYb`g]W\Ui`Zfi`bX`gYW\g
A`j`]cbYb`9i`fc`ž`Y]bgW\`Y»`]W\`%ž)`A`j`]cbYb`9i`fc`Ub;`ØfXYfa`]hY`b
j`cb`XYf`8Yb`_a`U`dZY[`Y"

8Yb`_a`U`dZY[`Y`]gh`Y]b`nYbhfU`Yg`H\Ya`U`]b`X]YgYa`Dfc`Y`_h`G]Y
i`a`ZUggh`A`U»`bU\`a`Yb`ni`f`9f\U`hi`b[`j`cb`?`i`hi`fXYb`_a`U`Yb`i`bX
ghY`h`g]WYfž`XUgg`VY]`FYbcj`]Yfi`b[`Yb`i`bX`I`a`VUi`hYb`X]Y
cf][`]bU`Y`6Ui`gi`VghUbn`i`bX`Bi`hni`b[`ggdi`fYb`gc`[`i`h`k`]Y`a`Ø[`]W
VYk`U`f`h`k`YfXYb`"8]Y`Yb[`Y`Ni`gUa`a`YbUfVY]h`a`]h`XYb
8Yb`_a`U`VY\`ØfXYb`k`Uf`b`ch`k`YbX][`ž`i`a`X]Y`[`YbY][`hY`K`UbX`XYg
; YVÀi`XYg`i`bX`UbXYfY`5i`ZU[`Yb`ni`VYfØW_g]W\h][`Yb`"@Ui`h`XYb
8Yb`_a`U`dZY[`Yb`g]bX`@U[`Yfb`i`bX`@YfghUbX`[`fc`»`Y;`YZU`fYb`ZØf
8Yb`_a`À`Yfž`k`Yg\U`V`X]Y`K`]YXYfVY`YVi`b[`i`bX`Bi`hni`b[

U'hvYk Å\fhYf'; YVÅi XY'j cb'[fc» Yf'K]W\h][_Y]h
]gh"8Yb_a U`dZY[Y']gh'XU\Yf'b]W\h'bi f'Y]bY'fYW\h]W\Y
 J YfUbk cfhi b[ž'gcbXYfb'Ui W\Y]bY'[YgY`gW\UZh]W\Y'DZ]W\h'

≠g[YgUa h'igma Vc`g]Yfh'X]Y'GUb]Yfi b['XYg'@U\ a Ubb!5fYU`g'b]W\h
 bi f'XYb'9f\U'h'Y]bYg'\]ghcf]gW\Yb'; YVÅi XYgž'gcbXYfb'Ui W\X]Y
 6Ya Ø\i b[Ybž'a cXYfbY'K c\bVYXØfZb]ggY'a]h'XYf'K YfhgW\Åhni b[
 ZØf'_i `hi fY`Yg'9fVY']b'9]b'_Ub[`ni `Vf]b[Yb""8 Ug'@U\ a Ubb!
GUbUhc f]i a ži fgdfØb[`]W\ '[Y[fØbXYh'j cb'<Y]bf]W\ '@U\ a Ubbž
 k Uf'Y]bgh'Y]bY'k c\`VY_UbbhY'?i fi' i bX'<Y]`ghÅhYž'X]Y'j cb'j]Y`Yb
 dfca]bYbhYb'DYfgØb`]W_Y]hYb'VYgi W\h'k i fXY"

8]Y' l a [YghU`hi b['XYg'5fYU`g']b'Y]bYb'K c\b fUi a `nY][hž'k]Y
 k Yfhj c`Y`\]ghcf]gW\Y'Ghfi _hi fYb'k Y]hYf'YVYb'_ØbbYbž'k Å\fYbX
 g]Y'[`Y]W\ nY]h][`XYb'a cXYfbYb'5bZcfXYfi b[Yb'F YW\bi b[`hfU[Yb"
 8 Ug'@U\ a Ubb!5fYU`k]fX'gc'Ui W\`_ØbZh][`Y]b'6`]W_ZUb[`]b
 8 fYgXYb'V`Y]VYb"

8YhU]`g	
C fh	@U\ a Ubb!5fYU`ž'\$%' &(`8 fYgXYbž 8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "gUYW\ g]gW\ Y"XY • XY"a "k]_]dYX]U"cf[• XY"a "k]_]dYX]U"cf[

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