

8!A Uf_!:]YVYf. '@Y]dn]['ZY]Yfh'a]h
GUa a Y`U_h]cb'i bX`[fUh]g`9]bhf]hh°

@Y]dn]['ZY]Yfh'Ua '%" ' ħ ']' &\$&) 'X]Y`8!A Uf_'a]h'Y]bYf
GUa a Y`U_h]cb'i bX`Y]bYf`5i gghY`i b['ØVYf`X]Y`- \$Yf`& \ fY
i bX`k]fhgW\UZh]W\Y`I a VfØW\Y"



@Y]dn][ž`8Yi hgW\`UbX`!`5a '%" ' ħ ']' &\$&) `k]fX`XUg
GhUXh[YgW\]W\h`]W\Y`A i gYi a '@Y]dn]['Y]b`9fY][b]g`Ui gf]W\hYbž`XUg
h]YZ]b`X]Y`Øb[YfY`; YgW\]W\hY`XYf`XYi hgW\Yb`9]b\Y]h`Y]b]hUi W\h`
8Ybb`Ub`X]YgYa`HU['Ä\fh]g]W\`X]Y`9]bZØ\fi b['XYf`8!A Uf_]b`XYf
88F`ni a `) "'A U`"8Yf`VYgcbXYfY`5b`Ugg`k]fX`b]W\h`bi f`a]h`Y]bYf
h\Ya Uh]gW\Yb` : Ø\fi b['Xi fW\`X]Y`GcbXYfUi gghY`i b[' Nk]gW\Yb
5i ZVfi W\`i bX`5Vk]W_`i b["'8]Y`- \$Yf`]b`@Y]dn][' [YZ]Yfhž`gcbXYfb
Ui W\`a]h`Y]bYf`GUa a Y`U_h]cbž`X]Y`XUni `Ui Zfi Zhž`8!A Uf_!GW\Y]bY
i bX`!A ØbnYb`UVni [YVYb`"8]Y`@ N`VYf]W\hYhž`XUgg`Yg`j cf`U`Ya
XYf`%\$!8!A Uf_!GW\Y]b`a]h`XYf`?ca dcb]gh]b`7`UfU`GW\i a Ubb`]ghž
XYf`Y]bY`VYgcbXYfY`\]ghcf]gW\Y`6YXYi hi b['\Uhž`XU`X]YgYf`Ua` '&
C_hcVYf`%- - \$`Ub`XYb`@Y]dn][Yf`C VYfVØf[Yfa`Y]ghYf`ØVYffY]W\h
k i fXY"

K Ufi a `ZÀ`h`X]YgY`GUa a Y`U_h]cb`gc`]bg; Yk]W`h3`GW`Àhni b[Yb
ni Zc`[Y`gW`i a a Yfb`bcW`Yhk U`%&ž&`A]`]UfXYb`8!A Uf_`]b
XYi hgW`Yb`<Ui g`U`hYb` `XUg`g]bX`fi bX`*ž&(`A]`]UfXYb`9i fc`"9]bY
k]`_ca a YbY; Y`Y[Yb`Y]h`ZØf`YbYž`X]Y`]\fY`U`hYb`GW`Y]bY
`cgk YfXYb`a ØW`hYb`"K Yf`Ua` `%`"ž`]`&\$&) `Y]bYb`8!A Uf_!GW`Y]b`]a
A i gYi a `UV[]Vhž`Yf`À`h`b]W`h`bi f`ZfY]Yb`9]bhf]h`ni f
BYi bn][Yf`U`fY!5i gghY`i b[ž`gcbXYfb`_Ubb`Ui W` `U`i hbU`
Yf`YVYbž`k]Y`X]Y`9]bZØ`fi b[`XYg`k Ygh]W`Yb; Y`XYg`X]Y
@YVYbgfYU`]h`h`j]Y`Yf`A YbgW`Yb`j Yf`ÀbXYfh`U`h"

9]b`6`]W`_`ni fØW`_`Ui Z`X]Y`K`À`fi b[gi b]cb

8]Y`9]bZØ`fi b[`XYf`8!A Uf_`]b`X]Y`88F`k Uf`Y]b`Yb`hgW`Y]XYbXYf
GW`f]h`bUW`X`Ya`A`Ui`YfZU`""5a`%"`ž`]`%`-`\$`hfU`h`X]Y`K`]fhgW`UZhg!
i bX`K`À`fi b[gi b]cb`]b`?fUZhž`k Ug`j]Y`Y`C`ghXYi hgW`Y
`YfUi gZc`fXYfhY`"8Ya`X`Ua`U`][Yb`6i bXYgVUb`_!Df`Àg]XYbhYb`<Ubg
H]Yha`YmYfž`X`Yf`a`U» [YV`]W`_`Ub`X`Yb`J`Yf`U`b`X`i b[Yb`V`Y`h`Y`][`h`k`Ufž
Z]Y`Y`g`g`W`k`Yfž`X`Ug`g`W`b`Y`Y`H`Ya`dc`X`Y`g`K`Ub`X`Y`g`ni`V`Y`[`f`Y]Z`Yb`"ž
Y]bYa`ž`h`Y`f`j`]Yk`Yf`_`À`fhY`Yfž`X`Ugg`X]Y`C`ghXYi hgW`Yb`a`Y`f`8`fi`W`_`
Ui`Z`X]Y`Dc`]h]_`Ui`g[YØV`h`À`h`h`Ybž`U`g`i`fgd`fØb[`]W`_`j`cf[YgY`Yb`"8Yf
I`a`h`Ui`g`W`_`i`fg`j`cb`%ž`'`.%`k`i`f`XY`Z`Y`gh[Y`Y[hž`i`a`X]Y; Y`X`a`Yb[Y
ni`ghYi`Yfb`i`b`X`Y]b`Y`5V`k`Ub`X`Y`fi`b[`j`cb`5fV`Y]hg`f`À`ž`h`Yb`ni
j`Yf`]\`b`X`Y`fb` `Y]b`Y`9b`hg`W`Y]Xi`b[`a`]h`k`Y]hfY]W`Yb`X`Yb`i`c`[Yb`"8]Y
**K`Y`h`V`Y`Yi`W`h`h`h`H]Yha`YmYfg`6Y`X`Yb`_`Yb`i`b`X`X]Y
F`Y]Vi`b[g`cg][`_`Y]h`X`Y`f`K`À`fi`b[gi`a`ghY`i`b[ž`X]Y`X`c`W`_`]b`j`]Y`Yb
5gdY`h`Yb`U`g`9fZc`[`]`U`h"**

J`cf`X`Y`f`9]bZØ`fi b[`XYf`8!A Uf_`Zc`fXYfhYb`j]Y`Y`6Øf[Yf`]b`X`Y`f`88F
Y]bY` `U`fhY` `K`À`fi b["G`c[Ub`g`k`]Y` `?ca`a`h`X]Y`8!A Uf_ž`V`Y]VYb
k`]f` `ca`a`hg]Y`b]W`hž`[Y`Y`b`k`]f`ni` `]\f` `k`UfYb`]b`X`Y`f`@`Z`h`b`Y`V`Y`b
X`Y`f`6Y`gc`f[b]g`ØV`Y`f`a`Ø[`]W`_`Y`k`]fhgW`UZh]W`_`Y`B`U`W`h`Y]Y`"C`V`k`c`\
Dc`]h]_`Y`f`i`b`X`K`]fhgW`UZh`gYi`d`Y`fh`Yb`j`cf`Y]b`Ya`ni`g`W`_`b`Y`Y`b
I`a`gh]Y[`k`Ufb`h`Ybž`k`i`f`XY`Y`h`h`h]W`_`X]Y`9b`hg`W`Y]Xi`b[`ZØf`X`Y`b`9]bg!
ni`!Y]bg!I`a`h`Ui`g`W`_`[Y`h`fc`Z`Y`b`"8Yf`8`fi`W`_`k`Uf`Y]b`Z`U`W`_`ni` `]`fc`»`"
**B`8`F`Yf`_`À`fhž`X`Ugg`X]Y`<Ø`Y`b`ZØ[Y`X`Y`f`D`f`Y]gY`b`U`W`_`X`Y`f
K`À`fi`b[gi`a`ghY`i`b[`j`]Y`Y`6Øf[Yf`i`b`Y`fk`U`fh`Y`h`hf`U`Z`Y`b"**

9]b`9fV`Y`X`Y`f`J`Y`f`À`b`X`Y`fi`b[Yb

8]Y'fØW_V`]W_YbXY'6YhfUW\hi b['XYf'8!A Uf_!9]bZØ\fi b['k]fZh'Ui W\ : fU[Yb'Ui Zž'k]Y'g]W\ 'k]fhgW\ UZh]W\ Y'8]ZYfYbnYb'ja 'j YfY]bhYb 8Yi hgW\ `UbX`Ybhk]W_Y`h`\UVYb"H]Yha YmYf`Ài » YfhYž`XUgg`Yg a]bXYghYbg`Y]b`š\fnY\bh`XUi Yfb`_ÖbbhYž`V]g`XYf`K c`\ghUbX nk]gW\Yb`Cghi bX`K Yghj Yf[`Y]W\ VUf`]gh"5i W\ `Yi hY`gW\k]b[h Y]bY`[Yk]ggY`BcghU`[]Y`ZØf`X]Y'8!A Uf_`i bhYf`j]Y`Yb`8Yi hgW\Yb a]hž`k À\fybX`[`Y]W\ nY]h][`XYf`9i fc`U`g`bchk YbX][`YfUW\hYh`k]fX" 8]Y`9f]bbYfi b['k]fX`XU\Yf`b]W\h`bi f`]a `A i gYi a ``YVYbX][[Y\U`hYbž`gcbXYfb`]gh`Ui W\ `HY]`Y]bYg`Zcfhk À\fybXYb`8]U`c[g ØVYf`XUg`9fVY`XYf`K]YXYfj YfY]b][i b[`i bX`X]Y <YfUi gZcfXYfi b[Ybž`X]Y`a]h`k]fhgW\ UZh]W\Yb`I a ghY``i b[Yb Y]b\Yf[Y\Yb"

A]h`XYf`GUa a Y`U_h]cb`i bX`XYf`GcbXYfUi gghY``i b[`Ua `%"`š `]`&\$&) k]fX`]a `GhUXh[YgW\]W\h`]W\Yb`A i gYi a `]b`@Y]dn][`Y]bY`J YfV]bXi b[nk]gW\Yb`J Yf[Ub[Yb\Y]hi bX`; Y[Ybk Ufh`\Yf[YghY``h"6Ygi W\Yf _ÖbbYb`b]W\h`bi f`a Y\f`ØVYf`X]Y`<YfUi gZcfXYfi b[Yb`XYf`- \$Yf š\fy`YfbYbž`gcbXYfb`Ui W\ `X]Y`Y][YbY`; YgW\]W\hY`a]h`XYf`8! A Uf_`\Ui hbU\`Yf`YVYb"

8YhU]`g	
C fh	@Y]dn][ž`8Yi hgW\ `UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "j n"XY • k k k "k Y`h"XY • k k k "bXf"XY

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