

8 F < J 'ZY]Yfh'k]W h][Yb 'G]Y['i bX 'g]W Yfh
D`Uhn`]a '8 < 6!Dc_U`°

8YggUi !F c» `Ui 'g]W Yfh'a]h'Y]bYa ' ' \$.&(!G]Y['[Y[Yb`Hi G9A
9ggYb`XYb`%\$" D`Uhn`]b`XYf`< UbXVU`!6i bXYg`][U`i bX`8 < 6!
Dc_U`!HY]`bU\ a Y"



8YggUi !F c» `Ui ž'8Yi hgW`UbX`!'5a`'&-`"† b]`&\$&) `VYk]Yg`XYf
8YggUi !F c» `Ui Yf`<J`fB F < J Ł`]a`K]XYf\c`i b[ggd]Y`[Y[Yb
Hi G9A`9ggYb`BYfj`Ybgh`Äf`_Y`i bX`Y]bYb`_Ø`Yb`?cdZ`'†b`XYf
Gdcfh\U`Y`'5a`'<U`c`'gYhnhYb`g]W`X]Y`6]VYf`a`]h` '\$.&(`Xi fW`'i bX
g]W YfhYb`g]W`XUa`]h`XYb`nY`b`hYb`F`Ub[`]b`XYf`5VgW`'i`gghUVY`Y
XYf`&`'< UbXVU`!6i bXYg`][U`'8]YgYg`9f[YVb]g`VYXYi`hYh`ni`g`Äh`]W
X]Y`HY]`bU\ a`Y`Ua`'8 < 6!Dc_U`ž`k`Ug`ZØf`XYb`J`YfY]b`j`cb`[`fc»`Yf
6YXYi`hi`b[`]gh`'J`cf`%`-`&`*`ZFYbYh]gW`Yb`Ni`gW`Ui`Yfb`Xca`]b]YfhYb
X]Y`8YggUi`Yf`XUg`Gd]Y`UV`XYf`YfghYb`A`]bi`hY`'i`bX`nY][`hYb`XUVY]
Y]bY`VYY]bXfi`W`YbXY`HYUa`Y`]ghi`b[`"'8Yf`?Ud]h`Äb`J`]bW`bh`6Ø`ck
i`bX`gY]bY`A`UbbgW`UZh`X`_h]YfhYb`XUg`;`YgW`Y`Yb`Ui`Z`XYa
Gd]Y`ZY`Xž`i`bhYfghØ`hnh`j`cb`HfY`ZYfb`k`]Y`XYa`',`.'`Xi`fW`'8`Uj`]X
A`]`cj`ÜW`]b`XYf`%\$`"A`]bi`hY"

8]Y`Bchk YbX)[_Y]h`Z0f`XUg`K]YXYf\c`i b[ggd]Y`_Ua `b]W\h`j`cb
i b[YZÅ\`f`" `a `5df]`\\UhhY`XYf`8F < J `]b`Y]bYf`i a ghf]hhYbYb`DUfh]Y
[Y[Yb`9ggYb`[Yk`cbbYbž`XcW\`Ui Z[fi bX`Y]bYg
gd]Y`Yb`hgW\Y]XYbXYb`F`Y[Y`j`Yfghc»Yg`k`i`fXY`XUg`UW\h`A`cbUHy
gdÅ`hYf`k`]YXYf\c`h`"J`]Y`Y`XYf`GhUa`a`gd]Y`Yf`XYg`Hi`G9A`k`UfYb`]a
l`f`Ui`V`i`bX`gc`hfUHyb`g]Y`a`]h`Y]bYf`j`YfÅ`bXYfhYb`A`UbbgW\UZh`Ubž
VYj`c`f`g]Y`g]W\`]b`X]YgYf`Yb`hgW\Y]XYbXYb`6Y[Y[bi b[`Y]bYa` `i`h
Ui Z[YghY`h`Yb`8F < J`ghY`Y`b`a`i`gghYb`"8Ug`K]YXYf\c`i b[ggd]Y`
ZUbX`b]W\h`bi`f`Ui`Z`XYa`Gd]Y`ZY`X`ghUhhž`gcbXYfb`k`Uf`Ui`W\`a`]h
[fc»Yb`9fk`Ufhi`b[Yb`i`bX`Y`b[ghYb`j`YfVi`bXYbž`XU`VY]`Y]bYf
B]YXYf`U[Y`XYf`8F < J`]b`X]Y`" `"@[U`\\ÅhhY`UVghY][Yb`a`ØggYbž`k`]Y`
gd`c`fhgW\`Ui`"XY`VYf]W\`hY`hY`"

G]Y[`i`bX`GU]gcbUVgW\`i`gg

⊖`XYf`nk`Y]hYb`<U`VnY]h`V`]YVYb`X]Y`8YggUi`Yf`i`bUb[YZcW\hYb`i`bX
VUi`hYb`]\fYb`J`c`fgd`fi`b[`ni`Y]bYa`&).%+`]b`XYf`(`)"`A`]bi`hY`Ui`gž
k`Ug`X]Y`[`i`hY`Gh]a`a`i`b[`]b`XYf`<U`Y`k`Y]hYf`Ub[Y\Y]nhY`"8F < J`!
HfU]bYf`l`k`Y`ž`b[UbXfYUg`Åi`»YfhY`g]W\`bUW\`XYa`Gd]Y`Yf`Y]W\`hY`fh
i`bX`\c`V`X]Y`7`UfU`_hYfghÅf`_Y`gY]bYf`A`UbbgW\UZh`\Yfj`c`f`"A`]h
X]YgYa`G]Y[`VYYbXYhY`XYf`8F < J`X]Y`GU]gcb`Ui`Z`F`Ub[`nY`\bž
k`Å`f`YbX`Hi`G9A`9ggYb`k`Y]hYf\]b`Ui`Z`XYa`Yb`hhÅi`gW\YbXYb`%*`"
D`Uhn`V`Y]Vh`"8Yf`5Vgh]Y[`Z0f`XYb`5GJ`<Ua`a`!K`YghZU`Yb`]b`X]Y`" `"
@[U`]gh`gca`]h`VYg]Y[Y`hž`i`bX`X]Y`J`YfUb`hk`cfh]W\Yb`XYg`8F < J
d`UbYb`Y]bYb`[Ya`Y]bgUa`Yb`5bhfU[`a`]h`<Ua`a`Z0f`Y]bY
5i`ZghcW`_i`b[`XYf`&`"<6@Ui`Z`%-`HYUa`g`]b`XYf`_ca`a`YbXYb`GU]gcb`"

8]Y`GhUh]gh]_Yb`XYf`DUfh]Y`i`bhYfghfY]W\Yb`X]Y`8ca`]bUbn`XYg
8F < J.`D\`]d`5a`Vfcg]i`g`k`Uf`Y]b`g]W\YfYf`F`ØW`\U`h`a`]h`%\$`DUfUXYž
k`Å`f`YbX`M`Ubb]W`_8UbbYVYf[`a`]h`,`HcfYb`U`g`HcdgW\cfYf`[`ÅbnhY`"
5i`W\`A`UfW\`Bck`U`_i`bX`J`]bW\`bh`6Ø`ck`hfi`[Yb`a`]h`]\fYb`HfY`ZYfb
ni`a`k`]W\`h][Yb`9fZc`[`VY]ž`c`Zh`i`bhYfghØ`mh`j`cb`Y]bYf`gc`]XYb
5V`k`Y`f`Y]ghi`b["`⊖`XYf`;`YgUa`hk`ØfX][`i`b[`XYf`GU]gcb`nY][`h`g]W\`ž
XUgg`X]Y`6]VYf`bUW\`Y]bYf`\Y`_h]gW\Yb`NY]h`bi`b`a`]h`Y]bYf`d`c`g]h]`Yb
;`fi`bXgh]a`a`i`b[`]b`X]Y`C`Z]GYUgcb`[Y\Yb`_ØbbYb`"A`]h`X]YgYf
@]ghi`b[`i`bX`XYa`Dc`_U`Y]bni`[`_ØbbhYb`X]Y`_ca`a`YbXYb`A`cbUHy
Yb`hgW\Y]XYbX`Z0f`XYb`k`Y]hYfYb`k`Y[`XYg`J`YfY]bg`k`YfXYbž`XYf`]b
XYb`Y`h`hYb`⊖\fYb`]b`XYf`&`"6i`bXYg][U`\cW\`]a`?`i`fg`ghY`\hi`bX

g]W\`ja a Yf`k]YXYf`k UW_Yf`gW`À[hž`k]Y`X]Y`ϕZcfa Uh]cbYb`Ui Z`
h\Y!gdcfhg"cf[`VYghÀh][Yb"

ϕg[YgUa h`nY][h`X]Y`U_hi Y`Y`GU]gcbž`XUgg`ja `<UbXVU``U``Yg
a Ò[`]W\`]ghi bX`XYf`8F <J`XUg`DchYbh]U``\Uhž`g]W\`Ui W\`]b`XYf`
bÀW\ghYb`GU]gcb`k`Y]hYfni Ybhk]W_Y`b``A]h`Y]bYa ` _`UfYb`N]Y``j`cf
5i [Yb` `XYa `8<6!Dc_U`` `g]bX`X]Y`6]VYf`VYfY]hž`ni a `5b[f]Z
ØVYfni [Y\Yb`i bX`X]Y`_ca a YbXYb`<YfUi gZcfXYfi b[Yb
Ubni bY\`a Yb"

<]Yf`Z]bXYb`G]Y`a Y\`f`ϕZcfa Uh]cbYb`ni `XYa `; YgW\Y\Yb.`
Xf\j \$* "XYž`gdcfhgW\Ui "XYž`h\Y!gdcfhg"cf["

8YhU]`g	
Cfh	8YggUi !Fc» `Ui ž`8Yi hgW\`UbX
Ei Y`Yb	<ul style="list-style-type: none">• k k k "Xf\j \$* "XY• k k k "gdcfhgW\Ui "XY• k k k "h\Y!gdcfhg"cf[

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