

9fZi fh[`Àbnh`]a `Gc`Uf!F Ub_]b[. : Ugh
XcddY`h'gc`j]Y`9bYf[]Y`k]Y`&\$%&°

9fZi fh`YffY]W`h`) * \$`K Uhh`Gc`Uf`Y]ghi b[`dfc`9]bk c`bYf`i bX
VY`Y[h`D`Uhn`UW`h`]a `K UhhVYk YfV" : c`fhgW`f]hhY`]a
?`]a UgW`i hn°



9fZi fhž`8 Yi hgW`UbX`!`9fZi fh`nY][hž`k]Y`Yg`[Y`h`A]h`Y]bYf
]bghU`]]YfhYb`Gc`Uf`Y]ghi b[`j cb`) * \$`K Uhh`dfc`9]bk c`bYf`VY`Y[h
X]Y`GhUXh`U`_hi Y`X`Yb`UW`hYb`D`Uhn`]a `gc[YbUbbhYb`K UhhVYk YfV"
8]YgY`VYY]bXfi W`YbXY`NU`]]gh`a Y`f`U`g`bi f`Y]bY`V`c»Y`GhUh]gh]_`
g]Y`]gh`XUg`F`Ygi `hUh`Y]bYg`ghYh][Yb`K UW`ghi a`g`GhUfhYhY`9fZi fh
j cf`Y]b][Yb`Ÿ\`fYb`bcW`a]h`&- \$`K Uhh`dfc`?`cdZž`\Uh`g]W`X]Y
@Y]ghi b[`ZUgh`j YfXcddY`h`8Ua]highY`h`X]Y`GhUXh`gic[Uf`j cf`gc
fYbca`a]YfhYb`C`fhYb`k]Y`<Y]Vfcb`b`i bX` : fY]Vi f[`]a `6fY]g[Ui`"
K]Y`X]Y`GhUXh`j Yfk U`hi b[`j cb`9fZi fh]b`]`fYf`U`_hi Y`Yb
DfYggYa]hhY]i b[`YfZi fh"XY`VYf]W`hYhž`nY][h`X]YgYg`K UW`ghi a`ž
XUgg`XYf`Gc`UfVcca`X`Yf`Y`h`hYb`Ÿ\`fY`gY]bY`K]f`_i b[`]b]W`h
j YfZY`\`h`\UH"

9]b'6`jW_ni fØW_. ða `?'`ja UgWxi hn_cbnYdhj cb'&\$%&`UhhY'g]W`X]Y
GhUXh'XUg'Ua V]h]cb]YfhY`N]Y`[YgYhnhžV]g'&\$&\$`Y]bY`]bghU``]YfhY
@Y]ghi b[`j cb'%%\$`A Y[Uk Uhh'f(*) `K Uhh'dfc`9]bk c`bYfł`ni
YffY]W`Yb"5i W`k Ybb`X]YgYg`N]Y`b]W`h[Ubni`YffY]W`h`k i fXYž
`UVYb`X]Y` : cfhgW`f]hhY`]b`XYb`Y`hnhYb`š\`fYb`ZØf`bYi Yb`GW`k i b[
[Ygcf[h`8Yf`K UhhVYk YfVž`XYf`Ua `&%" : YVfi Uf`&\$&%"]bg`@YVYb
[Yfi ZYb`k i fXYž`k]fX`X]Y`GhUXh`k Y]hYf`UbgdcfbYb"9f`Ài Zh`gc
`Ub[YžV]g`Y]bY` ; fc» ghUXh`]\`fY`]bghU``]YfhY`D\`chcj c`hU]_!@Y]ghi b[
Y`9]bk c`bYf`j YfXcddY`b`_Ubb"

8 Yf`K Yhh`Ui Zi a `X]Y`VYghYb`D`ÀhnY

8 Yf`K YhhVYk YfV`]gh`b`XfY]`? UhY[cf]Yb`i bhYfhY]`h` ; fc» gh`XhY`a]h
ØVYf`%\$`\$`\$`\$`9]bk c`bYfbž`Gh`XhY`i bX` ; Ya Y]bXYb"8 Ug`F Ub_]b[
YfZc`[h`k ØW`Ybh]W`i bX`]gh`Ui ZXYf`D`UhhZcfa `k UhhVYk YfV`"XY
Y]bgY`VUf"9fZi fh]gh]b`XYf`VYY]bXfi W`YbXYb` ; YgY`gW`UZhj cb
DUXYfVcfbž`XUg`a]hZUgh`%"\$`\$`\$`K Uhh'dfc`9]bk c`bYf`X]Y
Gd]hnYbdcg]h]cb`]bbY`Uh"8]Y`8UhYb`X]YgYg`K YhhVYk YfVg`VUg]YfYb
Ui ZXYa`A Uf`_ghUa`a XUHybYf[]ghYf`fA UGhf`ł`XYf
6i bXYgbYhnU[Ybhi fž`XUg`g]W`YfghY`hž`XUgg`YXY`]bghU``]YfhY
D\`chcj c`hU]_Ub`U[Y`]b`8Yi hgW`UbX`_cffY`_h`Ub[Ya Y`XYh`k]fX"

8]YgY`9bhk]W`i b[Yb`g]bX`b]W`h`bi f`ZØf`9fZi fhj cb`6YXYi hi b[ž
gcbXYfb`Ui W`ZØf`X]Y`[YgUa`hY`9bYf[]Yk YbXY`]b`8Yi hgW`UbX`
K]Y`XUg`i a k Y`hVi bXYgUa`h`i a k Y`hVi bXYgUa`h`"XY`ZYghghY`hž
XYW`hYb`X]Y`YfbYi YfVUfYb`9bYf[]Yb`]a`š\`f`&\$&(`&ž(i`XYg
6fi hhc!9bXYbYf[]Yj YfVfUi W`g"9]b`_UfYf`5bgh]Y[`i a`\$ž
DfcniYbhd i b`hY`]a`J Yf[`Y]W`ni a`J cf`U`f`"N]Y`]gh`Ygž`V]g`&\$` \$
X]YgYb`5bhY`Ui Z(%i`ni`ghY][Yfb"8]Y`K]bXYbYf[]Y`Y]ghYh`XUVY]
XYb`[fØ» hYb`6Y]hfU[ž[YZc`[hij cb`6]ca UggY`i bX`D\`chcj c`hU]_"

8]Y`F c``Y`XYf`D\`chcj c`hU]_

D\`chcj c`hU]_Ub`U[Ybž`X]Y`GcbbYbYbYf[]Y`]b`Y`Y`_hf]gW`Y`9bYf[]Y
i a k UbXY`bž`g]bX`XUVY]`Y]b`k YgYbh]W`Yf`6YghUbXhY]"8]YgY
5b`U[Yb`gdY]gYb`X]Y`YfnYi [hY`9bYf[]Y`]b`XUg`@Y]hi b[gbYhn`Y]b
i bX`hfU[Yb`gc`ni f`8YW`i b[`XYg`9bYf[]YVYXUfZg`VY]"8cW`
D\`chcj c`hU]_]gh`k YhhYfUV`Àb[][`i bX`_Ubb`bi f`hU[gØVYf`UfVY]hYb"

8 U\Yf'k]fX']b'9fZi fh'Yf[ÅbnYbX'Ui W\K]bX_fUZi[Ybi hnhž'i a 'XUg
 BYhn'ni 'ghUV']g]YfYb''6Y]'ghU[b]YfYbXYb'9]bgdY]gi b[Ybž'k]Y'Yhk U
]b'k]bXgh]'Yb'NY]hYbž'_ca a h'Y]bY'; i 8!5b'U[Y'ni a '9]bgUhnž'X]Y
 XUg'i bhYfUb[YVch'Ui g['Y]W\h"

9]b'k Y]hYfYf''bhYfYggUbhYf': U_h'i8i fW\X]Y'i a k UbX'i b['j cb
 6]cUVZÅ''Yb']b'Ghfca 'i bX'6]c[Ugž'X]Y']b
 HfcW_YbZYfa YbhUh]cbgUb'U[Yb'a Ø['W\]ghž'_ØbbYb'Å\ f'W\ V]g'ni
 &\$"\$\$\$\$HcbbYb'5VZÅ''Y']b'9bYf[]Y'j Yfk UbXY'h'k YfXYbž'X]Y
 YVYbZU''g']bg'Øfh]W\Y'BYhn'Y]b[YgdY]gh'k]fX''8]YgY'9bhk]W'_i b[Yb
 nY][Ybž'k]Y'j]Y'ZÅ'h]['XUg'9b[U[Ya Ybh'ZØf'YfbYi YfVUfY'9bYf[]Yb
]b'9fZi fh']gh"

8]Y': cfhgW\ f]hhYž'X]Y'9fZi fh']b'XYf'Gc'UfYbYf[]Y'Yfn]Y'h'\Uhž'g]bX
 Y]b'Yfa i h][YbXYg'NY]W\Yb'XUZØfž'XUgg'Ui W\ 'UbXYfY'GhÅXhY']\fY
 9bYf[]Yn]Y'Y'YffY]W\Yb'_ØbbYbž'k Ybb'g]Y'X]Y'f]W\h][Yb'GW\ f]hhY
 i bhYfbY\ a Yb''9g']gh'_Ufž'XUgg'XYf'K Y['ni f'9bYf[]Yk YbXY'bcW\
 'Ub[Y']ghž'XcW\ 'XYf'GW\ f]hh'\]b'ni 'Y]bYf'bUW\ \U'h][YfYb'Ni _i bZh
]gh']b'9fZi fh'VYfY]hg'XYi h']W\ 'gdØfVUf"

8YhU]`g	
C fh	9fZi fhž'8Yi hgW\ `UbX
E i Y''Yb	<ul style="list-style-type: none"> • k k k "YfZi fh"XY • k k k "gk Y!YbYf[]Y"XY • k k k "i a k Y'hVi bXYgUa h"XY

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