

7ci bhXck b`ni a `: fY]VUX!ž V]`Ài a .
F UghYbVYf[`VYfY]hYh`g]Wk `j cf°

F UghYbVYf[`gUb]Yfh`gY]b`: fY]VUX`ni a `%\$#!`À\ f][Yb
ž V]`Ài a ``6Øf[Yfa Y]ghYf]b`K]bhYf`d`Ubh`9fØZZbi b[`]a
5i [i gh`&\$&' `a]h`bYi Ya `Gdfi b[hi fa "



F UghYbVYf[ž`8 Yi hgWk `UbX`!`K c\`_Ui a `[]Vh`Yg`Y]bYb`C fhž`Ub
XYa `X]Y`J cfZFi XY`gc`[fY]ZVUf`]ghž`k]Y`Ua `K U`XgWk]a a VUX`]b
F UghYbVYf[``9[VYfh`A Ø`Yf`]gh`gY]h]]Yf`K cWk Yb`Ui ZXYf`6Ui ghY`Y
i bX`\Uh`U`Y`<`ÀbXY`j c``ni `hi b``5a `&``5i [i gh`&\$&' `ZY]Yfh`XUg
: fY]VUX`gY]b`%\$#!`À\ f][Yg`ž V]`Ài a ži bX`X]Y`6Øf[Yfa Y]ghYf]b
6YUhf]I `K]bhYf`]gh`ZYgh`YbhgWk`cggYbž`XYb`NY]hd`Ub`Y]bni `U`hYb`
=a a Yf\]b`a ØggYb`: ØfXYf[Y`XYf]b`<Ø\Y`j cb`&ž) `A]``cbYb`9i fc
nØ[][`i a [YgYmh`k YfXYbž`i a `X]Y`GUb]Yfi b[gUfVY]hYb
UVni gWk`Y»Yb"

8]Y`Yb[U[]YfhY`6Øf[Yfa Y]ghYf]bž`X]Y`gY`Vgh`6Ui]b[Yb]Yi f]b`]ghž
\`À`h`fY[Y`a `À»][`Ui ZXYf`6Ui ghY`Y`bUWk`XYa `FYWk`hYb``=fY
6Y[Y]ghYfi b[`ZØf`XUg`Dfc`Y`_h`]gh`c`ZYbg]Wk`h]Wk`` `8Yf`7\Ufa Y`XYg

K U`XVUXg`j cb`%- &) ž`Y]bgW`X`Y»`]W`XYf`K UbXY`U`Y`i bX`XYf
U`hYb`l a _`Y]XY_UV]bYbž`gc`Yf`U`hYb`V`Y]VYb ž`Yf`À`fh`g]Y`"Ni
XYb`i a ZUggYbXYb`F`Ybcj]Yfi b[ga U» bU`a Yb`[Y`Ò`fh`X]Y
j c`gh`À`bX][Y`9fbYi Yfi b[`XYg`6YW`Ybg`gck]Y`X]Y`@]YZfi b[`Y]bYg
bYi Yb`Gdfi b[hi fa gž`XYf`VU`X`Ui g`B`c`f`X`f`Y]b!K YghZU`Yb`Yfk UfhYh
k]fX"

I a ZUb [fY]W`X`Y`G`U`b]Yfi b[gUfVY]hYb

8cW`X`Ug`]gh`À`b[gh`b]W`h`U`Y`g`5i ZXYf`6Ui ghY`Y`k]fX`ZY]»][
[YUfVY]hYh`8]Y`K UbXY`U`Y`i bX`X]Y`VY`]YVhY`[Y`VY
F`Ò`fYbfi hgW`Y`U`VYb`VYfY]hg`Y]bYb`Zf]gW`Yb`5bghf]W`Yf`U`hYb`"
9]b`bYi Yg`HYW`b]_[YV`À`i XY`k]fX`YVYbZU`g`]bghU`]Yfhž`XUg`a]h`XfY]
[fc»Yb`:]hYfVY`À`hYfb`Ui g[YghUhh`h`]gh`8Yf`Y`h`hY`5VgW`b]h`ja
B]W`hgW`k]a a YfVYfY]W`k UfhYh`bcW`Ui ZgY]bY`Yfh][ghY`i b[`Y`
XcW`X]Y`6Øf[Yfa Y]ghYf]b`]gh`c`d`h]a]gh]gW`ž`XUgg`UV`9bXY`ž`]
K UggYf`]b`X]Y`6YW`Yb`Z]Y»Yb`_Ubb"

8]Y`B`U`W`Z`f`U[Y`b`U`W`Y]bYa`j`c`fnY]h][Yb`2`Z`b`Yb`XYg`6`U`X`Y`g`]gh
VYfY]hg`X`U`H`ci`f]ghYb`i bX`9]b`Y]a]gW`Y`g]bX`bYi []Yf][`i`b`X
Z`f`U[Yb`fY[Y`a`À]»][`b`U`W`"8]Y`;`U`gh`f`c`b`c`a]Y`ja`6`U`X`ž`X]Y`g`Y]h
C`ghYfb`i`b`hYf`X`Yf`b`Yi Yb`D`À`W`h`Yf]b`G`U`b`X`f`U`@]d`d`c`X``À`i`Z`ž`Y`f`Z`f`Y`i`h
g]W`g`W`c`b`Y`h`h`i[fc»Yf`6`Y`]YVh`Y]hž`h`f`c`h`X`Yf`Ui`Z`Y`b`X`Y`b
6Ui`U`f`V`Y]h`Y`b`"9]b`U`X`i`b[Yb`ni`X`Y`b`:]Y]Yf`W`_`Y]h`Y`b`U`b`À`g`g]W`X`Y`g
ž`V]`À`i`a`g`i`b`X`X`Y`f`9`f`Ø`Z`b`i`b[`k`i`f`X`Y`b`V`Y`f`Y]hg`]YfgYbXYh`

9b[U[Ya Ybh`i bX`:]`Ò`f`X`Y`fa]hhY`

8]Y`i`a`ZUggYbXYb`F`Ybcj]Yfi b[ga U» bU`a Yb`Ua`:]fY]VUX`]b
F`U`gh`Y`b`V`Y`f[`g]bX`HY`]Y]bYf[f`Ø»YfYb`æ]h]Uh]Y`ni`f`G`U`b]Yfi b[
_`ca`a`i`b`U`Y`f`9]b]f]W`h`i`b[Yb`"8]Y`:]`Ò`f`X`Y`fi`b[`i`b`X`l`b`h`Y`f`g`h`Ø`h`ni`b[
Z`Ø`f`g`c`W`X`Y`D`f`c`Y`_`h`Y`k`i`f`X`Y`X`i`f`W`X`U`g`6`i`b`X`Y`g`d`f`c[f`U`a`a
G`U`b]Yfi b[`_ca`a`i`b`U`Y`f`9]b]f]W`h`i`b[Yb`]b`X`Y`b`6`Y`f`Y]W`Y`b`G`d`c`f`h`ž
ž`[Yb`X`i`b`X`?`i`h`i`f`Y`fa`Ò[`]W`h`ž`Z`Ø`f`X`U`g]a`ž`U`f`&`\$`&`g`h`c`n`Y`(`\$\$
A`j`)]cbYb`9i`f`c`ni`f`J`Y`f`Z`Ø[i`b[`ghY`Y`b`"8`U`V`Y`]Y[h`Y]b`V`Y`g`c`b`X`Y`f`Y`g
5i [Yba`Yf`_`Ui`Z`X`Y`f`Y`b`Y`f[Yh]gW`Y`b`G`U`b]Yfi b[`i`b`X`X`Y`a
_]`ja`UbYi`hf`U`Y`b`6`Y`hf]YV`g`c`W`X`Y`f`9]b]f]W`h`i`b[Yb`"K]f`a`Ø`g`g`Y`b`b]W`h
bi`f`X]Y`;`YV`À`i`X`Y`f`Y`bcj]YfYbž`gc`b`X`Y`fb`Ui`W`g]W`X`Y`f`ghY`Y`b`ž`X`U`g`g`

g]Y`ni _ØbZh][Yb`GhUbXUfXg`[YbØ[Yb žgc`?`UfU`; Ymk]hnž`X]Y
 6i bXYga]b]ghYf]b`ZØf`K c`bYbž`GhUXhYbhk]W`i b[`i bX`6Ui ž`]b
 Y]bYf`DfYggYa]hhY`i b["

≠`F UghYbVYf[`nY][h`g]W\`Y]bXfi W`gj c``ž`k]Y`a]h`Y]bYf`A]gW\`i b[
 Ui g`HfUX]h]cb`i bX`A cXYfb]h`h`Y]b`bYi Yg`; fY]VUX`YbghY`YbX`k]fX`"
 ≠`k Y]hYfYb`F Y[]cbYbž`XUfi bhYf`Ui W\`]b`<YggYbž`k i fXY`VYfY]hg
 a]h`XYf`GUb]Yfi b[`VY[cbbYb``8]Y`≠] Ygh]h]cbYb`]b`bYi Y
 A Y`fnk YW`VYW`Ybž`VYgcbXYfY`Gd]Y`VYfY]W\`Y`ZØf`?]bXYf`i bX`Y]bY
 VUff]YfYZfY]Y`; YghU`hi b[`ghY`Yb`Y]Yf`]a `A]hhY`di b`h`i [Ubni`gcž
 k]Y`Yg`Ui W\`]b`F UghYbVYf[`XYf`; U``]gh"

9g`V`Y]Vh`gdUbbYbX`ni `VYcVUW\`hYbž`k]Y`XYf`7ci bhXck b`ni a
 [fc»Yb`; Ygh`Ua `&`"5i [i gh`&\$&` `k Y]hYf`j Yf`Ai Zh`9]bYg`]gh`g]W\`Yf.
 F UghYbVYf[`k]fX`Ub`X]YgYa `HU[`Y]b`bYi Ygž`Zf]gW\`Yg`?Ud]hY``]b`XYf
 ; YgW\]W\`hY`gY]bYg`K U`XVUXg`Ui ZgW\`U[Yb``9]b`Dfcg]h`Ui Z`X]Y
 Ni `i bZh`

8 YhU]`g	
C fh	F UghYbVYf[ž`8 Yi hgW\`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "a Xf"XY • k k k "[fcgg!i a ghUXh"XY • k k k "Va k gV"Vi bX"XY

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