

K]hhYb 'ZY]Yfh. '8 Ug 'Y]bn][Ufh][Y 'Vcb] 7YbhYf 'V`Y]Vh`Y]b '9]b_Ui Zga U[bYh°

9bhXYW_Yb 'G]Y`XUg`Y]bn][Ufh][Y `Vcb]'7YbhYf`]b`K]hhYbž`XUg
Zf]gWXY`@YVYbga]hhY`ž`VYgcbXYfYb`GYfj]W`i bX
[YgY``gWUZh`]WXYg`9b[U[Ya Ybh`V]YhYh"



K]hhYbž`8Yi hgW `UbX`!`ē`K]hhYbž`nk]gWYb`6cW`i a`i bX
8cfha`i bXž`ghY`h`XUg`Vcb]'7YbhYfž`Y]b`VYa`Yf`_Ybgk`YfhYf
Gi`dYfa`Uf`_hž`XYf`gY]h`ØVYf`)'`\$`ϰ`fYb`]b`XYf`F`Y`[]cb`YhUV`]Yfh`]gh"
8]YgYf`A`Uf`_h`]gh`Y]bn][Ufh][]b`8Yi hgW `UbX`i bX`V]YhYh`Ui`ZY]bYf
JYf`_Ui`ZgZ`ÅWY`j`cb`Yhk`U`&`*`\$`\$`E`i`UXfUha`YhYfb`Y]b`Gcfh]a`Ybh
j`cb`fi`bX`'`)'`\$\$\$`5fh`_Y`bž`XUg`j`cb`Zf]gWYa`C`Vgh`i`bX`:`Ya`ØgY
V]g`\\]b`ni`'8Y`_U`hYggYb`fY]W`h`'8Ug`h`Å[]W`Y`:`f]gW`Y`j`YfgdfYW`Yb
k`]fX`Xi`fW`_cbh]bi`]Yf`]W`Y`6Ygh`ØW`i`b[`XYf`H`Y`_Yb`a`]h`Zf]gW`Yb
K`UfYb`g]W`Yf[YghY`hž`k`Ug`]`a`a`Y`f`ZUW`5i`gnY]W`bi`b[Yb`ZØf
gY]b`9]b_Ui`ZgYf`YVb]g`Y]b[YVfUW`h`\\U`hž`k`]Y`XUg`**Vcb]'7YbhYf**
Yf[Åbnh"

A]h`WU`"`)`\$`Yb[U[]YfhYb`A`]hUfVY]hYfb`Y`_Y[h`XUg`Vcb]'7YbhYf

[fc» Yb`K Yfh`Ui Z`GYfj]W`"8]Y`5b[YghY`hYb`ghY`Yb`b]W`h`bi f
VYfUHYbX`ni f`GY]hYž`gcbXYfb`Y`ZYb`XYb`?i bXYb`Ui W`VY]a
HfU[Yb`Y`fYf`9]b`_Ai ZY`i bX`V]YhYb`]bX]j]Xi Y`Y` ; YgW`Yb`__ÖfVY
gck]Y`DUfhmd`UhhYb`Ub`"6YgcbXYfg`Ä`hYfY`?i bXYb`_ÖbbYb`X]Y
l bhYfghØhni b[`XYf`A]hUfVY]hYf`]b`5bgdfi W`b`Y`a` Ybž`i a` `XYb
9]b`_Ui Zgc`Ub[YbY`a`k]Y`a` Ö[`]W`ni` [YghU`hYb`"BYVYb`XYa
Gi dYfa`Uf`_h` []Vh`Yg`Y]b`BYVYb[YV`Ai XY`a`]h`Y]bYf` [fc» Yb
 ; Yhf`Äb`_Y`U`Y`ž`X]Y`XUg`Gcfh]a` Ybh`g]bbj c`Yf[`Äbnh`

9]b`]b`hY [f]Yf`hYg` :]gW`!F YghUi`f`Ub`h`

8 Ug`Vcb]`7YbhYf`j YfZØ[h`ni XYa` `ØVYf`Y]b` :]gW`!F YghUi`f`Ub`hž`XUg
Zf]gW`Yb` :]gW`i` bX`_Ögh`]W`Y`GU`UhY`UbV]YhYh`"8]YgY`DfcXi`_hY
k YfXYb`hY]`k]YgY`Ui` W`Ub`UbXYfY`A`Äf`_hY` [Y`]YZf`h`
 ; YgW`Ä`ZhgzØ`fYf`i` `f]W`A`Uni`fY`_`VYhcb`h`X]Y`K`]W`h][`_Y]h`XYg
A`Uf`_hYg`ZØf`K`]hhYb`"æ` `<YfVgh`&`\$`%+`ØVYfb`U`a` `X]Y`U`_nYb`hU!
 ; fi`ddY`XUg`Vcb]`7YbhYf`i` bX`gYh`hY`XUa`]h`XYb` : c`_i`g`Ui`Z
BUW`U`h][`_Y]hž`ZU]fY`5fVY]hgVYX]b[i` b[Yb`i` bX` [YgY`gW`UZh]W`Yg
9b[U[Ya` Ybh`Zcfh`"8 Ug`Gcfh]a` Ybh`cf]Ybh]Yfh`g]W`Ub`XYb
5b[YVchYb`j`cb`FYk`Yž` [Y`h`YXcW`]b`j`]Y`Yb`6YfY]W`Yb`XUfØVYf
`]b`Ui`g`

8]Y` ; YgW`]W`hY`XYg`Vcb]`7YbhYfg`fY]W`h`V]g`]bg`U`f`%-`*` , `ni`fØW`ž
U`g`XYf`6Yhf]YV`U`g` ; Ya`]gW`hk`UfYb`Ä`bX`Yf` [Y[fØbXYh`k`i`fXY`"8Yf
 : c`_i`g`Ui`ZZf]gW`Y`@YVYbga`]hhY`k`i`fXY`gY]hXYa` `cbh]bi`]Yf`]W`
k`Y]hYfYbhk`]W`_Y`h`"5b[Yg]W`hg`XYf`i` bg]W`Yf`Y]hYb`Xi`fW`XYb
DYfgcbU`a` Ub[Y`ž`XYf`Ui` W`]b`j`]Y`Yb`UbXYfYb`6YfY]W`Yb`XYg
9]bnY`U`bXY`g`ni`gdØfYb`]ghž`Äi` »Yfh`A`Uni`fY`_`6Ygcf[b]g`ØVYf
_ØbZh][`Y`5i`gk`]f`_i`b[Yb`Ui`Z`XYb`Gi`dYfa`Uf`_h`

A`Uf`_h`Ub`U`mgYb`i`b`X`?`c`bgi`a`j`Yf`U`h`Yb`

8]Y`6YXYi`hi`b[`ghU]cb`ÄfYf`9]bnY`U`bX`Yf`k`]Y`XUg`Vcb]`7YbhYf`
k`]fX`Ui`W`Xi`fW`X]Y`U`_hi`Y`Yb`5bU`mgYb`XYg`GhUh]gh]gW`Yb`
6i`bXYgUa`hYg`i`bhYfghf]W`Yb`"8]YgY`V]YhYb`k`ÖW`Ybh`]W`Y
9]bV`]W`_Y`]b`X]Y`?`c`bgi`a` [Yk`c`b`Y]hYb`VY]`@YVYbga`]hhY`b`
æ`gVYgcbXYfY`k`Ä`fYbX`XYf`DUbXYa`]Y`nY][`hY`g]W`Y]b`_`UfYf
Ni`gUa`a`Yb`U`b[`nk`]gW`Yb`i`a`gUhn`]a`9]bnY`U`bXY`i`bX`XYf`

5bnU\`Ub`DUggUbhYb`]b`bYbghAXhYb"8]Yg`_ObbhY`XUni
VY]hfU[Ybž`bYi Y`9f_Ybbhb]ggY`ØVYf?cbgi a j Yf\U`hYb`]b
B]W\h_f]gYbnY]hYb`ni`[Yk`]bbYb"

8]Y`D`AbY`ZØf`X]Y`Ni`_i`bZh`XYg`Vcb]`7YbhYfg`VY]b\U`hYb`Y]bY
VY\i`hgUa`Y`K`Y]hYfYbhk`]W`_i`b[`XYg`A`Uf`hYgž`k`cVY]`XYf
GhUbXcfhk`YW`gY`b]W\h`Ui`Z`XYf`HU[Ygc`fXbi`b[`ghY`h"8`Ug
9b[U[Ya`Ybh`ZØf`X]Y`FY`Y[]cb`i`bX`X]Y`ghYh][Y`5bdUggi`b[`Ub`X]Y
6YXØfZb]ggY`XYf`?i`bXYb`ghY`Yb`k`Y]hYf\]b`]a`A`]hY`di`b`h`XYf
I`bhYfbY`a`YbgghfUhY[]Y"

8YhU]`g	
Cfh	K`]hYbž`8Yi`hgW\`UbX
EiY`Yb	<ul style="list-style-type: none">• k k k "fi` \f&("XY• Vcb]!W`bhYf"Wca• k k k "XYghUh]g"XY

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