

GUUfdZU`n! ? fY]g. '9]bY`GWX Uhn_Ua a Yf`ZØf Hci f]ghYb`i bX`l bhYfbY`a Yb`°

9bhXYW_Yb`G]Y`Gh" `b[VYfh`i]a `GUUfdZU`n! ? fY]g. `: U_hYb`ni
6Yj Ø`_Yfi b[žK]fhgWX UZh`i bX`GY`Ybgk ØfX][_Y]hYb` `U_hi Y`
i bX`]bZcfa Uh]j "



Gh" `b[VYfhž`8Yi hgWX`UbX`!`8Yf`GUUfdZU`n! ? fY]gž`XYf
Xf]hh`_Y]bghY`@UbX_fY]g`i]a `GUUf`UbXž`gd]Y`hY]bY`k]WX h][Y`F`c`Y`]b
XYf`FY[]cb`i bX`V]YhYhgck c`Ui Z`k]fhgWX UZh]WX Yf`U`g`Ui WX`Ui Z
_i`hi fY`Yf`9VYbY`Y]b][Yg`ni `V]YhYb`"9f`YbhghUbX`&\$\$`\$`Ui g`XYb
Y`Ya U`][Yb`@UbX_fY]gYb`GUb`h`b[VYfh`i bX`<ca Vi f[`i bX`ZØ`fh
]b`gY]bYa`BUa Yb`XYb`6Yni [`ni f[Yc[fUZ]gWX Yb`@U[Y`i bX
; YgWX]WX hY. ` GUUf`ZØf`XUg`GUUf`UbX`i bX` DZU`n`ZØf`X]Y`ZfØ`YfY
Ni [Y`Øf][_Y]h`ni f`6UmYf]gWX Yb`DZU`n`"8]Y`FY[]cb`YfghfYW`h`g]WX
ØVYf`Y]bY: `ÅWX`Y`j`cb`(`%`ž&`,`_a`f`i bX`U`h`Ui`h`U`hi`Y`Yb`NU`Yb
XYf`GhUXh]gh]_`%(`&`(%`-`9]bk c`bYf`fGhUbX. ` "%`%&`&\$\$&&ž`k Ug
Y]bYf`6Yj Ø`_Yfi b[gX]WX hY`j`cb`" ` -`9]bk c`bYfb`dfc
E i UXfUh_]`ca YhYf`Ybhgd]f]WX`h"

8]Y'6Yj Ò`_Yfi b[gYbhk]W_`i b[`nY][h'Y]bYb'5bgh]Y["'Gc`k i fXY
9bXY`&\$&\$`j cb'(%`%*) *`9]bk c`bYfb`VYf]W`hYhž`k À`fYbX`ZØf`&\$&(
VYfY]hg`%(("-\$`-&`9]bk c`bYf`dfc[bcgh]n]Yfh`k YfXYb`"8]Y
[YgW`YW`h]W`Y`J`YfhY]`i b[`]a `@UbX`_fY]g`VYhfÀ[h`* - "%- &`A`ÀbbYf
i bX`+' "&&+`: fUi Ybž`a]h'Y]bYa `8i fW`gW`b]hngU`hYf`j cb`(+ž%
š\`fYb`f(`) ž+`š\`fY`ZØf`A`ÀbbYf`i bX`(`, ž) `š\`fY`ZØf`: fUi YbŁ"

K]fhgW`UZh`i bX`5fVY]hga`Uf`_h

K]fhgW`UZh]W`ghY`h`X`Yf`GUUfdZU`n!`?`fY]g`a`]h`gY]bYa` `bca`]bU`Yb
6fi hhc]b`UbXgd`fcXi`_h]j`cb`Y`hk`U`%ž`%A`j``]UfXYb`9i`fc`fGhUbX.
&\$&%Ł`Y]bY`VYXYi`hYbXY`;`fØ»`Y`XUf`"A`]h)`"+)`(`I`bhYfbY`a`Yb`
*`&)`(`GhUbXc`fhY`]bg[`YgUa`h`i`V]YhYh`X]Y`F`Y[]cb`nU`fY]W`Y
5fVY]hgd`À`hnY`"8]Y`X`fY]`[`fØ»`hYb`5fVY]h[`Y`VYf`]a` `@UbX`_fY]g`g]bX`N`:
;`Yhf]Y`VY`a`]h`Y`hk`U`-`"\$`\$`\$`ž`GUUfghU`a`]h`fi`bX`*`"\$`\$`\$`i`bX`:`cfX`a`]h
Y`hk`U`)"`\$`\$`\$`A`]hUfVY]hYfb"

8]Y`5fVY]hg`cg][`_Y]h`Y[`h]a` `š\`f`&\$&&`Xi`fW`gW`b]h]W`VY]`" ("`ž
k`cVY]`XUj`cb`%`%+) `U`g`@Ub[`nY]hUfVY]hg`cgY`[`Y`hYb`"8]YgY`NU`a`Yb
a`UW`Yb`Y]bYb`k`Yfh]c`Y`b`HY]`X`Yf`k`]fhgW`UZh]W`Yb`9b`hk`]W_`i`b[
]a`?`fY]g`Ui`g`"5i`W`X]Y`GhYi`YfY]bbU`a`Yb`g]bX`VY]bXfi`W`_Y`bX
i`bX`VY]YZYb`g]W`]a` `š\`f`&\$&%`Ui`Zfi`bX`%,`%A`j``]cbYb`9i`fc`ž
k`cVY]`X]Y`;`Yk`YfVYghYi`Yf`XYb`[`fØ»`hYb`5bhY]`Ui`ga`UW`hY"

Hci`f]ga`i`g`i`bX`5hhfU`_h]cbYb

8Yf`Hci`f]ga`i`g`]a` `GUUfdZU`n!`?`fY]g`U`h]b`XYb`Y`hnhYb`š\`fYb`Y]bYb
5i`ZgW`k`i`b[`Y`fZU`fYb`"8]Y`F`Y[]cb`]gh`VY`_Ub`bh`ZØf`]\`fY
nU`a`fY]W`Yb`K`UbXYf!`i`bX`F`UXk`Y[`Y`"6Y]YVh`g]bX`]bgVYgcbXYfY
XYf`:`Y`gYbdZUX`]a` `HUi`VYbhU`i`bX`XYf`Fi`bXk`Y[`Ua` `K`ØfnVUW`Yf
K`Y]\`Yf`"Ni`XYa` `Y`Vh`g]W`XUg`6]YXYf`6]chcd`Y`fj`cfž`XUg`b]W`h`bi`f
K`UggYfVØZY`VY`Y`fVYf[`hž`gcbXYfb`Ui`W`Y]bY`GhØfW`Ydcdi`Uh]cb
V]YhYh"

Ni`XYb`k`Y]hYfYb`GY`Y`bgk`ØfX][`_Y]hYb`n`À`Yb`XUg
6]cgd`À`fYb`fYgYfj`Uh`6`]Yg[`Ui`ž`XYf`:`fUi`YbVfi`bbYb`]a`?`]f`_Y`Yf
K`U`X`ž`X]Y`6i`f[`fi`]bY`<`c`Y`bVi`f[`g`ck`]Y`X]Y`VY`_Ub`bhYb
GW`c`ggVYf[`\`Ø`Yb`"8]YgY`5hhfU`_h]cbYb`n]Y`Yb`gck`c`\`9]bk`c`bYf

U`g`Ui W`Hci f]ghYb`Ub`i bX`hfU[Yb`ni f`d cg]hj] Yb`K U\fbY\ a i b[XYg`GUUfdZU`n!`? fY]gYg`VY]"

8 Ya c [fUZ]gWY`9bhk]W`i b [

8]Y`XYa c [fUZ]gWYb`HfYbXg`]a`GUUfdZU`n!`? fY]g`nY][Yb]bhYfYggUbhY` : UW`hhYb`" `&\$&%`nc [Yb`+"\$` %`DYfgcbYb`]b`XYb @UbX_fY]gž`k`À`fYbX`*`"+`-`*`k`Y[nc [Yb`"8]Y` ; YVi fhYbfUhY`ZØf`&\$&&`]Y[h`VY]`%`\$) \$ž`k`cVY]`XUg`8i`fW`gW`b]hngU`hYf`XYf`A`ØhYf`VY] ; YVi fh` %ž+``š`fY`VYhf`À[h`<`cW`nY]hYb`i`bX`GW`Y]Xi`b [Yb`nY][Yb YVYbZU`g`fY`Yj`UbhYb`9]bZi`ggž`a`]h`+(`%`9`Yb`i`bX`&+) GW`Y]Xi`b [Yb``Ui`h`XYb`8`UhYb`XYf`GhUXh]gh]_`"

Ni`gUa`a`YbZUggYbX``Àggh]g]W`gU[Ybž`XUgg`XYf`GUUfdZU`n!`? fY]g`a`]h gY]bYf`Zc`fhgW`fY]hYbXYb`6Yj`Ò`_Yfi`b [gYbhk`]W`i`b [ž`Y]bYf`ghUV]`Yb K`]fhgW`UZh`i`bX`Y]bYa``k`UW`gYbXYb`Hci`f]ga`i`ggY`_`hcf`Y]bY XmbUa`]gW`Y`F`Y []cb`]a``GUUf`UbX`XUfghY`h`"8`Ug`DfcZ]`k`]fX`Xi`fW` Y]bY`Vi`bhY`A`]gW`i`b [`Ui`g`BUhi`fž`?`i`hi`f`i`bX`k`]fhgW`UZh]W`Ya DchYbh]U`[Ydf`À[hž`X]Y`gck`c`\\`ZØf`6Yk`c`\\`bYf`U`g`Ui`W`ZØf` 6Ygi`W`Yf`Ub`gd`fY`W`YbX`]gh`"K`Y]hYfY``š`Zc`fa`Uh]cbYb`ØVYf`XYb @UbX_fY]g`Z]bXYb`g]W``Ui`Z`XYf`K`YVgY]hY`XYf`GUUfVfØW`_Yf` NY]hi`b ["`

8YhU]`g	
Cfh	Gh`" `š [VYfhž`8Yi`hgW`UbX
EiY`Yb	<ul style="list-style-type: none">• k k k "gUUFVfi`YW`Yf!`nY]hi`b ["XY• ghUXh]gh]_`XY

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