

=6A 'dfÄgYbh]Yfh'E]g_]h'&"%. 'F Yj c`i h]cbÄfY
B Yi Yfi b[Yb`ZØf`E i UbhYbYbhk]W_`Yf°

=6A '\Uh'Ua ') "' ð '] & \$ &) 'E]g_]h'j &"%j YfÖZZYbh]W hž'XUg
k]W h][Y`J YfVYggYfi b[Yb`i bX`bYi Y`i b_h]cbYb`ZØf
E i UbhYbYbhk]W_`Yf`V]YhYh"



9g`[]Vh`_Y]bYb`gdYn]Z]gW Yb`C fh`cXYf`5XfYggYž`X]Y`Ui g
XYa`VYfY]h[YghY`hYb`HYI h`YI hfU\]Yfh`k YfXYb`_Ubb"'!`8]Y
K Y`hXYf`E i UbhYbWca`di`hYf`Ybhk]W_Y`h'g]W`fUgUbh`k Y]hYf"'9]b
bYi Yf`A Y]YbghY]b`]gh`X]Y`J YfÖZZYbh]W i b[`j cb`E]g_]h'G8?`J Yfg]cb
&"%" =6A '\Uh`XUVY]`Y]b`bYi Yg`A]bcf!F Y`YUgY`YfUi`g[YVfUW hž`XUg
Zf]gW Yb`K]bX`]b`X]Y`E i UbhYbdfc[fUa`a]Yfi b[`Vf]b[h`K]Y`
**E i Ubhi a`7ca`di`h]b[`FYdcfh`VYf]W hYhž`V`Y]Vh`X]Y`GcZk UfY
ni [Äb[`]W`i bX`VYbi`mYfZFYi bX`]W ž`XYbb`a]h`XYb`A]bcf!I dXUhYg
k]fX`X]Y`?ca`dUh]V`]hÄ`h`ni`Ä`hYfYb`J Yfg]cbYb`[Yk U\`fh"**

8 Ug`I dXUhY`]gh`HY]`XYf`_cb]bi]Yf`]W Yb`K Y]hYfYbhk]W_`i b[`j cb
E]g_]hž`i a`X]Y`i b_h]cbU`]hÄ`h`i bX`X]Y`@Y]ghi b[`ni`ghY][Yfb`"A]h
XYf`J Yfg]cb`&"%ghY`h`Y]bY`Yfk Y]hYfY`I bhYfghØhni b[`XYf`7`5D`=]a

: c_i g"Bi hnYf\UVYb`Yhnh`X]Y`A Ò[`]W_X_Y]hž`E i UbhYb!GWU`hi b[Yb
i bX`!N]Y`Y`X]fY`_h]b`7`ni`_fY]YfYbž`k Ug`X]Y`÷hY[fUh]cb`]b
<cW`Y]ghi b[gfYW`bYf`Ybcfa`Yf`Y]W`hYfh`Ni XYa`_ÖbbYb`g]Y
GWU`hi b[Yb`]b`7`Ub`Y[Yb`i bX`ØVYf`X]Y`i b_h]cb
e_SW]fW`]hShcSdmh\cbfE`ni fØW`Ub`Dmh\cb`ØVYf[YVYbž`k Ug`X]Y
Dfc[fUa`a`]Yfi b[`ZYI]V`Yf`a`UW`h"

J YfVYggYfi b[Yb`i bX`bYi Y`i b_h]cbYb

8Yf`HfUbgd]`Yf`j`cb`E`]g_]h`\Uh`YVYbZU``g`Y]b][Y`ni`_i`bZh`k`Y]gYbXY
5bdUggi b[Yb`YfZU`fYb``9f`k`i`fXY`gc`cdh]a`]Yfhž`XUgg`Yf
GWU`hi b[Ybž`X]Y`bi`f`Ui`g`7`]Zc`fX`Ž`H!; UhhYfb`VYghY`Ybž`Yf`_Ybbh
i bX`Ui`hca`Uh]gW`Yb`hgd`fYW`YbXY`DÄggY`\]bni`ZØ[h`8]Yg`gc`f[h
XUZØfž`XUgg`X]Y`GWU`h`_fY]gY`YZZ[n]YbhYf`k`YfXYbž`XU`X]Y`5bnU`X`Yf
VYbØh][hYb`; UhhYf`i`bX`X]Y`GWU`hi b[gh]YZ`Yf`YV`]W`j`Yff]b[Yfh
k`YfXYb``8]YgY`J`Yf`ÄbXYfi b[Yb`i`a`ZUggYb`j`YfVYggYfhY
Gmbh`YgYhcc`g`ZØf`a`i`h]!_cbhfc``]YfhY`; UhhYfž`X]Y`bi`b`a`]h
ni`gÄm`]W`Yf`@Y]ghi b[gZÄ`] [_Y]h`Ui`Zk`UfhYb"

9]b`VYgcbXYfg`VYa`Yf`_Ybgk`YfhYf`GW`f]hh]gh`X]Y`i`a`[YghU`hi b[
Y]bYg`HfUbgd]`Yf!DUggYgž`XYf`bi`b`]b`X]Y`Dfc[fUa`a`]Yfgd`fUW`Y
F`i`gh`i`a`[YgW`f]YVYb`k`i`fXY``8Ug`gc`f[h`b]W`h`bi`f`ZØf
; YgW`k`]bX][_Y]hgj`c`fhY]`Yž`gcbXYfb`Yfa`Ò[`]W`h`Yg`9bhk`]W`_Yfbž
bcW`YZZ[n]YbhYf`a`]h`XYb`E`i`UbhYb`fYggci`fW`b`i`a`ni`[Y`Yb``-6A
`YVh`\Yfj`cfž`XUgg`E`]g_]h`j`&`%`ni`XYa`bYi`Y`6cl`Cd!5bk`Y]gi b[Yb
a`]h`5bbchUh]cbYb`i`bX`nY]h]W`Yb`GhYi`Yfi b[gcdh]cbYb`Y]bZØ`fhž
X]Y`ZØf`X]Y`Dfc[fUa`a`]YfYf`Ybcfa`k`Yfhj`c``g]bX"

8]Y`Ni`_i`bZh`j`cb`E`]g_]h

A`]h`X]YgYb`C`dh]a`]Yfi b[Yb`n]Y`h`-6A`XUfUi`Z`UVž`dfU`_h]gW`Y
J`c`fhY]`Y`XYf`E`i`UbhYba`YW`Ub]_`V]g`9bXY`&\$`*`bUW`ni`k`Y]gYb``8]Y
Dfc[bcgY`_]b[h`j`]Y`j`Yfgd`fYW`YbXž`i`bX`X]Y`÷`d`Ya`Ybh]Yfi b[`j`cb
bYi`Yb`5`[cf]h`a`Yb`gck`]Y`D`i`[]bg`k`]fX`X]Y`A`Ò[`]W`_Y]hYb`j`cb
E`]g_]h`Yf`YV`]W`Yfk`Y]hYfb``Bi`hnYf`XYf`j`cf`Yf][Yb`J`Yfg]cbYb`j`cb
E`]g_]h`G8?`j`%`l`k`YfXYb`Xf]b[YbX`Ya`dZc`\Ybž`Ui`Z`j`%(`ni
U`hi`U`]g]YfYbž`i`a`k`Y]hYf`\b`6i`[Z]l`Yg`i`bX`G]W`Yf`Y]hgi`dXUhYg`ni
Yf`U`hYbž`X]Y`V]g`a`]bXYghYbg`A`Äfn`&\$`*`VYfY]h[YghY``h`k`YfXYb"

8Yf'C dYb!Gci fW!7\UfU_hYf'j cb'E]g_]h]gh'Y]b'k Y]hYfYf'J cfhY]"
 8i fW'X]Y'i a ZUggYbXY'8c_i a YbhUh]cb'i bX'X]Y'l bhYfghØhni b[
 Xi fW'Y]bY'VfY]hY'9bhk]W_'Yf!7ca a i b]hm'g]bX'Bi hnYf']b'XYf'@U[Yž
 E i UbhYb!GWU'h_fY]gY'YZZY_h]j 'ni 'fYU']g]YfYb'i bX'ni 'cdh]a]YfYb"
 K]Y'Ui Z;]h<i V'Yf'Ài hYfhk]fXž_ØbbYb'E i UbhYbdfc[fUa a Y
 Xi fW'Y]bZUWY'GWf]hYžk]Y'X]Y'8YZ]b]h]cb'j cb'GWU'hi b[Yb'i bX
 X]Y'8i fW ZØ\fi b['j cb'A Yggi b[YbžYfghY'h'k YfXYb"

E]g_]h'Yfa Ø[']W'h'Ygž'GWU'hi b[Yb'Ui Z< UfXk UfY
 i bhYfgW]YX']W ghYf'5bV]YhYf'Ui gni ZØ\ fYbžk Ug'ZØf'X]Y
 7ca a i b]hm'j cb'J cfhY]' 'gh"8 Ug'gW UZh'F Ui a 'ZØf' ðbcj Uh]cbYb
 i bX'V]YhYh'Y]bY'D'Uhhžcfa ž'Ui Z'XYf'9bhk]W_'Yf']\fY' ðYYb']b'X]Y
 F YU']hÅhi a gYhnYb'_ØbbYb"

Ni gUa a Yb[YZUggh'Vf]b[h'XUg'l dXUhY'Ui Z'E]g_]h'&"%nU\`fY]WY
 J YfVYggYfi b[Yb'a]h'g]Wž'X]Y'gck c\`X]Y'6Ybi hnYfZfYi bX']W_Y]h
 U'g'Ui W'X]Y'@Y]ghi b['ghY][Yfb"8]Y'E i UbhYbWca di h]b[!
 7ca a i b]hm'XUfZ[YgdUbbh'gY]bžk Ug'X]Y'Ni _i bZh'VYfY]h\Å'h°

8YhU]`g	
Cfh	9g'[]Vh'_Y]bYb'gdYn]Z]gWYb'Cfh'cXYf 5XfYggYž'X]Y'Ui g'XYa 'VYfY]h[YghY'hYb'HYI h YI hfU\]Yfh'k YfXYb'_Ubb"
Ei Y`Yb	<ul style="list-style-type: none"> • ei Ubhi a Wca di h]b[fYdcfh"Wca • k k k "]Va "Wca • []h\i V"Wca

6Ygi WXYb'G]Y'i bg'Ui Z.'k ca , +"XY