

%%\$`bYi Y`HYW!HU`YbhY. `< Y]fg
HYW bc`c []Yg`a UW h`XYb`l bhYfgW]YX`°

< Y]fg`HYW bc`c []Yg`\ Uh`%%\$`HU`YbhY`]b`@U[cg`Ui g[YV`XYh"
8]Y`]!5WUXYa m`ZØfXYfh: Å\][_Y]hYb`]b`7`ci X`7ca di h]b[`i bX
7mVYfgYW f]hm"



@U[cgž`B][Yf]U`!`; YghYfb`k Uf`Yg`gc`k Y]h`< Y]fg`HYW bc`c []Yg`\ Uh
Y]bY`; fi ddY`j cb`ØVYf`%%\$`bYi Yb`HU`YbhYb`Ui g`gY]bYa
YfZc`[fY]WYb`]!5WUXYa m`Gi dd`Ya YbhUfm`HYW b]WU`9b[]bYYf]b[
Dfc[fUa`a Y`fGH9DŁ[fUXi]YfYb`UggYb`"8]YgY`XfY]a cbUh][Yž
dfUI]gcf]Ybh]YfhY`GW i`i b[`_cbnYbhf]Yfhg]W`Ui Z`nk Y]`XYf
\Y]» YghYb`H\Ya Yb`]b`XYf`hYW b]gWYb`K Y`h`7`ci X`7ca di h]b[
i bX`7mVYfgYW f]hm`8]Y`ZY]Yf`]WY`NYfYa cb]Y`ZUbX`]a
GW i`i b[gnYbhfi a`XYg`l bhYfbY`a Ybg`]b`@U[cg`ghUhh`k c`X]Y
5Vgc`j YbhYb`ghfU\`YbX`]\fY`NYfh]Z_UhY`Ybh[Y[YbbU`a Yb`"i`@Ui h`
**DfYa]i a`H]a Yg`k i fXY`X]Y`]!5WUXYa m`Yfgh`&\$&'`]bg`@YVYb
[Yfi ZYb`i bX`Vf]b[h`Zf]gWYb`K]bX`]b`X]Y`5i gV]`Xi b[`]b
GW`ØggY`VYfY]WYb`k]Y`BYh`nk Yf`!`bZfUghfi`_hi fž`#!6Yhf]YVž
GcZk UfYYb`hk]W`i b[`i bX`YVYb`Ui W`7mVYfgYW f]hm"**

8]Y'5Vgc'j YbhYb'\UVYb'b]W'h'bi f'hYWk b]gW'Yg'K]ggYb'Yf'Ub[hž
gcbXYfb'Ui W'k Yfhj c''Y'GcZiG_]`g'Yb'k]W_Y'hž'X]Y'\bYb'\Y'ZYb
k YfXYbž'b'XYf' bXi ghf]Y': i »'ni 'ZUggYb''A UbU[]b['8]fYWhcf
C Vcb['ž]cb['VYnY]W'bYh'X]Y'5Vgc'j YbhYb'U'g'ni _ØbZh[Y
HYW'bc'c[]YØ\Yf'5Zf]_Ug''6YgcbXYfg'J D'j m'=_dYa Y!A VU_k Ya
VYhcbhY'VY']\fYf'5bgdfUW'Y'X]Y'k]W'hj[Yb'A Ø['W'Y]hYbž'X]Y']b
XYb'6YfY]W'Yb'7mVYfgYW'f]hmi bX'7'ci X'7ca di h]b['Ui Z'X]Y
; fUXi]YfYbXYb'k UfhYbž'i bX'Yfa i h][hY'g]Yž'8]gn'd']b'Ui Z'\fYa
?Uff]YfYk Y['ni 'nY][Yb''

7mVYfgYW'f]hm'U'g'Xf]b[YbXYg'H\Ya U

A]h'XYa '\Ai Z[Yb'5i ZhfYhYb'j cb'7mVYfUb[f]ZYb']b'5Zf]_U']a
nk Y]hYb'E i UfhU' &\$&' 'k i fXYb'Xi fW'gW'k]h]W' &ž%* ('5b[f]ZY' d'fc
C f[Ub]gUh]cb' i bX'K cW'Y'j YfnY]W'bYh' 'k]fX'XYi h]W'ž'XUgg'X]Y
B'chk YbX][_Y]h'ZØf'ei U']Zn]YfhY': UW'f'ÄZhY']b'X]YgYa '6YfY]W'
i bUVX]b[VUf']gh''@Ui h'Y]bYf'5bU'mgY'j cb' **7cbbYWh]b['5Zf]WU**
Xfc\h'XYf'?cbh]bYbž'Ui Z[fi bX'XYf'k UW'gYbXYb'6YXfc\i b[Yb
Ui g'XYa '7mVYfgdUW'ž'X]Y'gcn]cØ_c'bca]gW'Y'9bhk]W'_i b['ni
\bXYfb''8]Y'Dfc'Y_h]cbgnU\ 'Yb'g]bX'U'Ufa]YfYbX.
7mVYf_f]a]bU']hÄh_cghYhY'&\$&%ØVYf'%\$i 'XYg'6=Ð'5Zf]_Ug']Y]bY
Gi a a Y'j cb'fi bX' (ž%&'A]''UfXYb'i G!8c''Uf''

9]b'VYgcbXYfYf'GW'k Yfdi b_h''Y[h'XUVY]Ui Z'XYf'fY[]cbU'Yb
8]g_fYdUbn'XYf'j YfZØ[VUfYb': UW'f'ÄZhY.'K Ä\fybX'n"6" B][Yf]U']a
»\f'&\$&' 'bi f', ž) &'7mVYfgYW'f]hm'DfcZ]g'\UhYž'k UfYb'Yg']b
GØXUzf]_U'VYfY]hg') +ž&* - žk Ä\fybX'X]Y'l G5'a]h(, &ž- ,) 'i bX
6fUg]']Yb'a]h'&' %ž- &%bcW'\Ø\YfY'NU\ 'Yb'Ui Zk Y]gYb''8]Yg'nY][h
Y]bYb'_UfYb'A Ub[Y''Ub': UW'f'ÄZhYb']b'XYf'F Y[]cb' i bX''Äggh
VYgcf[b]gYffY[YbXY'BUW'k i W'gnU\ 'Yb'YfU\ bYb''8]Y
l bg]W'Yfi b[]gh'VYgcbXYfg']b''ÄbX']W'Yb'; YV]YhYb' i bX'VY]
: fUi Yb'ni 'VYcVUW'hYbž'k c'X][]hU'Y'?ca dYhYbnYb'cZiZY\ 'Yb''

8]Y'Ni _i bZh'XYf'7mVYfgYW'f]hm

8]Y'U_hi Y''Yb'HfYbXg'nY][Yb'Ui W'ž'XUgg'l bhYfbY\ a Yb'k Y'hk Y]h
a]h'GW'k]Yf][_Y]hYb']a '7mVYfgYW'f]hm'6YfY]W' _cbZfcbh]Yfh'g]bX''
@Ui h'XYa ' =G7&'7mVYfgYW'f]hm'K cf_ZcfW'Ghi Xm'\UVYb'* \$i 'XYf

VYzFU[hYb': UW\`Yi hY`b]W\h[YbØ[YbX`DYfgcbU`ži a`]\fY`N]Y`Y`ja
 6YfY]W\`XYf`7mVYfg]W\Yf\Y]h`ni`YffY]W\Yb"8]Yg`_ÖbbhY
 _UhUghfcd\U`Y': c`[Yb`\UVYbž`XU`*, i`XYf': UW\`fÄZhY`XYf
 , VYfnYi [i b[`g]bXž`XUgg`_Øbgh]W\Y`ϕhY``[Ybn`fP`≠]b`]\fYb
 hÄ[`]W\Yb`5i Z[UVYb`]b`XYb`bÄW\ghYb`nk`Y]`>\fYb`Y]bY
 VYXYi hYbXY`F`c`Y`gd]Y`Yb`k`]fX"8]Y`5b[gh]`cf`XYf`ni`_ØbZh][Yb
 9bhk]W`i b[`j`cb`?`≠\Uh`ni`f': c`[Yž`XUgg`C`f[Ub]gUh]cbYb`Xf]b[YbX
 l bhYfghØhni b[`VYbØh][Ybž`i a`X]YgY`HYW\bc`c[]Y`g]W\Yf`i bX
 YZZY`_hj`ni`bi`hYb"

8]Y`5i`gV]`Xi b[ž`X]Y`X]Y`5Vgc`j`Yb`hYb`XYf`!5WUXYa`m`Yf\U`hYb
 \UVYbž`_ÖbbhY`XU\Yf`[YbUi`ni`f`f]W\h][Yb`NY]h`_ca`a`Yb" <Y]fg
 HYW\bc`c[]Yg`d`Ub`hž`XUg`5i`gV]`Xi b[gdfc[fUa`a`ni`Yfk`Y]hYfb`i`bX
 k`Y]hYfY`A`cXi`Y`ni`?`Øbgh]W\Yf`ϕhY``[Ybnž`8UhYbUb`U`mgY`i`bX
 hYW\b]gW\Yf`i`bhYfghØhni b[`]\bni`ni`ZØ[Yb" `A`]h`Y]bYf`gc`]XYb
 5i`gV]`Xi b[`g]bX`X]Y`HY]`bY\`a`Yf`VYghYbg`[YfØghYhž`i`a`X]Y
 <YfUi`gZcfXYfi b[Yb`XYf`ghÄbX][`k`UW\gYbXYb`7mVYfVYXfc`\i b[Yb
 ni`VYk`Ä`h][Yb`i`bX`bYi`Y`K`Y[Y`ni`f`5Vg]W\Yfi b[`hYW\b]gW\Yf
 GmghYa`Y`ni`Z]bXYb"

5VgW\`jY»YbX`Äggh`g]W\`gU[Ybž`XUgg`X]Y`5fVY]hj`cb`<Y]fg
 HYW\bc`c[]Yg`b]W\h`bi`f`Y]bY`FYU`_h]cb`Ui`Z`XYb`k`UW\gYbXYb
 6YXUfZ`Ub`ei`U`Z]n]YfhYb': UW\`Yi`hYb`]ghž`gcbXYfb`Ui`W\`Y]bYb
 YbhgW\Y]XYbXYb`GW\`f]hh`XUfghY`hž`i`a`X]Y`hYW\bc`c[]gW\Y
 @UbXgW\UZh`5Zf]_Ug`ni`hfUbgZcfa`]YfYb`i`bX`ni`ghÄf`_Yb" `ϕ
 5bVYhfUW\h`XYf`gW\`k`]bXY`YffY[YbXYb`K`UW\ghi`a`gdfc[bcgYb
 _ÖbbhYb`k`]f]b`XYf`_ca`a`YbXYb`Ni`_i`bZh`Y]bY`bYi`Y`K`Y`Y`j`cb
 ϕbcj`UhcYb`i`bX`HYW\b]_d]cb]YfYb`Yf`YVYbž`X]Y`VYfY]h`g]bXž`X]Y
 <YfUi`gZcfXYfi b[Yb`i`bX`7\UbW\`b`XYg`X][]hU`Yb`NY]hU`hYfg`ni
 a`Y]ghYfb"

8YhU]`g	
Cfh	@U[cgž`B][Yf]U
EiY`Yb	<ul style="list-style-type: none"> • k k k "dfYa`]i`a`h]a`Ygb["Wc`a • k k k "Wc`bbYWh]b[UZf]WU"Wc`a • k k k "]gW&"cf[

6Ygi W\Yb`G]Y`i bg`Ui Z.`k ca , +"XY