

B Yi _Ö`b`\']ggh: f]YXYb.: :`U[[Y`ZØf bi _`YUfY`5VfØghi b[`Ua` , "'ž`\']°

B Yi _Ö`b`\']ggh`Ua` , "'ž`\']&\$&) `X]Y: `U[[Y`j`cb` A Umcfg`Zcf
DYUW `U`g`NY]WXYb`[Y[Yb`5hca`k UZZYb`i`bX`ZØf`k`Y`hk`Y]hY
5VfØghi b["



B Yi _Ö`b`ž`6Yf`]bž`8Yi hgW`UbX`!`5a` , "'ž`\']&\$&) `Z]bXYh`]b
B Yi _Ö`b`Y]bY`VYXYi`hYbXY`5_h]cb`]a` F U\`a` Yb`XYg: `U[[YbhU[Yg
j`cb` A Umcfg`Zcf`DYUW `ghUhh`'6Yn]f_gVØf[Yfa`Y]ghYf`A`Ufh]b`<`_Y`
k`]fX`i`a``%&`I` \f`X]Y` A Umcfg`Zcf`DYUW`!` :`U[[Y`Ui`ZXYa
F`Uh\`Ui`gj`cfd`Umh`\']ggYb`"8`]YgY`NYfYa`cb`Y`]gh`HY`'Y]bYg`k`Y`hk`Y]h
_ccfX]b]YfhYb`9j`Ybhgž`VY]`XYa``ØVYf`*`\$\$`Gh`XhY`]b`8Yi`hgW`UbXž
XUfi`bhYf`Ui`W`B Yi _Ö`b`ž`Y]b`ghUf`_Yg`6Y`_Ybbhb]g`ni`f`bi`_`YUfYb
5VfØghi`b[`UV`Y[`Yb`"8`Ug`N]Y`X]YgYf`5_h]cb`]gh`Ygž`Y]b`g]W`hUfYg
NY]WXYb`[`Y[`Yb`X]Y`J`YfvfY]hi`b[`j`cb`5hca`k`UZZYb`i`bX`ZØf`XYfYb
k`Y`hk`Y]hY`5VgW`UZZ`b[`ni`gYhnYb`"

A Umcfg`Zcf`DYUW` `k`i`fXY`%`-` ,`&`j`cb`HU`_Yg\`]'5fU`_ž`XYa
XUa`U`][`Yb`6Øf[`Yfa`Y]ghYf`j`cb`<`]fcg\`]a`Už`[`Y[`fØbXYh`"8`Y]

; f0bXi b['X]YgYf' ðh]Uhj Y'ZÀ`h'j]b`Y]bYb`?cbhYI hžXYf'&\$&'`Ub`X]Y
NYfgh0fi b['<]fcg\]a Ug`Xi fW`Y]bY`5hca Vca VY`]a`Nk Y]hYb
K Y`h_f]Y['Yf]bbYfh" ð`X]YgYa` ð\`f`À\`fh`g]W`XUg`j Yf\YYfYbXY
9fY][b]g`ni a` , \$"`A U`"8]Y`60f[Yfa Y]ghYf.]bbYb`k c`Yb`a`]h`X]YgYf
Gma Vc`_]`b]W`h`bi f`Ub`X]Y`J`Yf[Ub[Yb\Y]h`Yf]bbYfbž`gcbXYfb`Ui W`
Ub`X]Y`Xf`Àb[YbXYb` : fU[Yb`XYf` ; Y[Ybk Ufh"

9]b`]b`hYfbUh]cbU`Yf`5ddY`

5a` , " ð`]`Yf]bbYfb`X]Y`60f[Yfa Y]ghYf.]bbYb`Z0f`XYb` : f]YXYb`Ub
Y]b`f`f]gh]gW`Yg` ; i hUW`hYb`XYg` ðhYfbUh]cbU`Yb` ; Yf]W`hg\cZYg`j`cb
%- - *ž`XUg`ZYghghY`hž`XUgg`XYf`9]bgUhn`cXYf`X]Y`5bXfc\i b[`j`cb
5hca k UZZYb`j`Ò`_YffYW`hgk`]Xf][`]gh"8]YgYg` ; i hUW`hYb
i bhYfghfY]W`h`X]Y`J`YfdZ]W`hi b[`ni f`8i fW`Z0\fi b[`Yfbgh\UZhYf
J`Yf\UbX`i b[Yb`0VYf`X]Y`j`c`gh`ÀbX][Y`bi`_`YUfY`5Vf0ghi b[`i`bhYf
]bhYfbUh]cbU`Yf`?cbhfc`Y"8]Y`A U\bi b[ž`X]Y`j`cb`XYb`0VYf` , "(\$ \$
A]h[`]YXggh`ÀXhYb`Ui`g`%`*`*`@`ÀbXYfbž`XUfi bhYf`a`Y`f`U`g`- \$ \$`Ui`g
8Yi hgW`UbXž`Ui`g[Y`hž`k`]fX`Ui`W`X`i`fW`X]Y`j`Yf`ÀbXYfhY
[Ycdc`]h]gW`Y`@U[Y`VYgh`Àf`_h"

5_hi`Y`Y`GW`Àhni b[Yb`XYg`GhcW`\c`a` ðhYfbUh]cbU`DYUW
F YgYUfW` ðgh]hi hY`fG`ÐF`±`VY`Y[Ybž`XUgg`k`Y`hk`Y]h`Yhk`U`%`&`&`(%
5hca`gdYfb[`0dZY`YI`]gh]YfYb" : 0bZ`cZZ]n]Y`Y`5hca`a`ÀW`hYž`X]Y
XYfYb`5fgYbU`Y`ni`f`A`cXYfb]g]Yfi b[`UbYf[Ybž`hfU[Yb`Gcf[Y`ni`f
 ; YZU`f`Y]bYg`bYi`Yb`bi`_`YUfYb`F`0ghi`b[`gk`Y`hh`Ui`Zg" ðgVYgcbXYfY
X]Y`Ni`_i`bZn`XYg`B`Yk`GH5FH!J`YfhfU[Yg`nk`]gW`Yb`XYb`I`G5`i`bX
F`i`gg`UbXž`XYf`5bZUb[`XYg`b`ÀW`ghYb`ð\`fYg`Ui`g`Ài`Zn`nY][`h`X]Y
8f]b[`]W`_Y]hi`bX`X]Y`<`YfUi`gZcfXYfi b[`0bZh][`Yf
5Vf0ghi b[g]b]h]Uh]j`Yb"

8 Yf`5hca`k`UZZYbgdYffj`YfhfU[`i`bX`gY]bY <`YfUi`gZcfXYfi`b[`Yb`

9]b`nYbhfU`Yf`6YghUbXhY]`XYf`]bhYfbUh]cbU`Yb`6Ya`0\i b[Yb`i`a
bi`_`YUfY`5Vf0ghi b[`]gh`XYf`5hca`k`UZZYbgdYffj`YfhfU[`fBJ`J`ž`XYf
%-`*`,`]bg`@VYb`[`Yfi`ZYb`k`i`fXY"8]Y`I`bhYfnY]W`bYfghUUhYbž
XUfi bhYf`X]Y`I`G5ž`X]Y`Gck`Y`hi`b]cbž` ; fc»Vf]hUbb]Ybž`7\]bU`i`bX

: fUb_fY]W žj YfdZ]W hYb'g]W \Yf'ni f'B]W hj YfvfY]hi b['j cb
 ?Yfbk UZZYb'gck]Y'ni f'J Yf\UbX'i b['ØVYf'j c`ghAbX][Y'5VfØghi b["
 ?f]h]_Yf'k UfbYb'YXcW ž'XUgg'XYf'B J J 'Ub[Yg]W hg'XYf
 ZcfhgW fY]hYbXYb'A cXYfb]g]Yfi b['XYf'5hca k UZZYbUfgYbU'Y'XYf
 5hca ghUUhYb'U'g'i bni fY]W YbX'[']h"GY]h'XYb'YhnhYb
 , VYfdfØZ b[g_cbZYfYbnYb'k]fX'ni XYa 'X]Y' l b['Y]W \Y]h'nk]gW Yb
 5hca k UZZYbghUUhYb'i bX'B]W h_Yfbk UZZYbghUUhYb'h\Ya Uh]g]Yfh"

8]Y'_ca a YbXY'5_h]cb'Ua ' , "ž`]'ghY`h'b]W h'bi f'Y]bY'9f]bbYfi b[
 Ub'X]Y'J Yf[Ub[Yb\Y]h'XUfž'gcbXYfb']gh'Ui W'Y]b'k]W h][Yf'GW f]hh
]b'Y]bYa 'Ab[YfYb'?'Ua dZ[Y[Yb'X]Y'6YXfc\i b['Xi fW
 Bi _YUfk UZZYb" A Umcf'g'Zcf'DYUW' 'g]Y\h'g]W 'b]W h'bi f'U'g
 Gh]a a Y'XYf'GhÅXhYž'gcbXYfb'U'g'HY]'Y]bYg['`cVU'Yb'5ddY`g'ZØf
 : f]YXYb'i bX'G]W Yf\Y]h]b'Y]bYf'NY]hž'X]Y'j cb'l bg]W Yf\Y]hYb
 [YdfÅ[h]gh"8 Ug'9b[U[Ya Ybh'XYf'GhÅXhY'Ub'X]YgYa 'HU['k]fX
 Y]ba U'a Y\ f'j YfXYi h]W Ybž'XUgg'XYf'K Y['ni 'Y]bYf
 Uhca k UZZYbžfY]Yb'K Y'h'Y]b['Ya Y]bgUa Yg'5b`Y['Yb'gh"

8YhU]`g	
C fh	BYi _Ö`bž'6Yf']bž'8Yi hgW \UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "VYf`]b"XY • k k k "fcggk Y]b"XY • XY"a "k]_]dYX]U"cf[

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