

Gca a YfZYgh'ZØf'5``Y]bYfn]Y\YbXY. 'GdU»
i bX'` b hYfghØhni b[']b 'HfYd hck °

Gca a YfZYgh'ZØf'5``Y]bYfn]Y\YbXY. Ua '%(``& b]&\$&) 'ja
: Ua]`]YbnYbhfi a '?]YnZØWX gYž'6Yf`]b" 'GdU» ž'5i ghUi gWX i bX
I b hYfghØhni b['Yfk UfhYb'6Ygi WX Yf"



F i Xck Yf'GhfU» Y'' +# - ž'%'&)) + '6Yf`]bž'8Yi hgWX 'UbX'! '5a
%(``& b]&\$&) 'k]fX 'ja ' : Ua]`]YbnYbhfi a '?]YnZØWX gY ']b 'XYf
F i Xck Yf'GhfU» Y'' +# - ']b '6Yf`]b 'Y]b 'Gca a YfZYgh'ZØf
U``Y]bYfn]Y\YbXY '9`hYfb 'i bX'`]fY '?]bXYf'ghUhZ]bXYb" '8Yf
J YfUbghU'hYfž'XUg'B Yhmk Yf_ 'ZØf'5``Y]bYfn]Y\YbXY ']b 'HfYd hck !
? OdYb]Wž'ÀXh'U``Y ']b hYfYgg]YfhYb ' : Ua]`]Yb 'j cb '%&V]g '%) 'I 'f'ni
Y]bYa 'UVk YWX g`i b['gfY]WX Yb 'Dfc['fUa a 'Y]b" '8Yf'9]bhf]hh'gck]Y
U``Y '5b['YVchY 'g]bX '_cghYbZfYž'k Ug 'Y]bY 'k]WX h]['Y 'I b hYfghØhni b[
ZØf'X]Y 'hY ']bY\ a 'YbXYb ' : Ua]`]Yb 'XUfghY ``h' 'A Uf]U ' ? cWX ž'X]Y
; 'Y]WX ghY ``i b['gVYui ZhfU['hY 'XYg'6Yn]f_gUa 'hYg 'HfYd hck !? OdYb]Wž
`Uh'X]Y 'J YfUbghU'h 'b['a]h'cf['Ub]g]Yfh 'i bX 'VYhcbhž'XUgg 'X]Y
J YfY]bVUF_Y]h'j cb ' : Ua]`]Y 'i bX '6Yfi Z'ZØf'5``Y]bYfn]Y\YbXY ' &\$&
]a ' : c_i g'XYg'6Yn]f_gUa 'hYg 'ghY \ h"

8 Ug`X]Yg`A\`f][Y`A c`h`c` GhUf_Y`J YfV]bXi b[Yb`'9]b`'U\`f`Z\`f
5``Y]bYfn]Y\`YbXY` i b\hYfghfY]W\`h`XUg`9b[U[Ya`Ybh`XYg
6Yn]f_gUa`hYg\`XUg`B`Yh\`n`Yf`'Z\`f`5``Y]bYfn]Y\`YbXY`g`Yh\`n`g]W\`U_h]j
Z\`f`X]Y`J`YfVYggYfi b[`XYf`@YVYb\gg]hi`Uh]cb`X]YgYf` Ua`]`]Yb`Y]b`'a
FU\`a`Yb`XYg`Gca a`YfZYghYg`Yfk`UfhYh`X]Y`6Ygi`W\`Yf`Y]b
j`]Y`gY]h][Yg`Dfc[fUa a`z`XUg`i`b\hYf`Ub`XYf`Ya`'?]b`XYf\`YU\hYf\`H`G\`]f\`
8 fi`W\`z`A`UggU[YUb[YVchY\`z`Y]b`'`ØW\`gfUX`i`bX`Y]b`Y`GY`Z\`W\`fY!9W\`Y
i`a`ZUggh`8`]Y`J`YfUb\ghU`hi`b[`]gh`Y]b`Y`Yf`c`ffU[Yb`XY`'`Y`Y[Yb\`Y]h
Z\`f`U``Y]bYfn]Y\`YbXY`9`hYfb\`g]W\`Ui`gni`hUi`g\`W\`Yb`i`bX`a`]hY]b`Ub`XYf
ni`'j`Yfb`Yh\`n`Yb`"

5_h]j`]h\`A`hYb`'i`bX`5b[YVchY

Ni`g\`h\`n`]W\`ni`'XYb`VYfY]hg`[Yb`Ub`b\hYb`5b[YVchYb`k`]fX`Yg
j`YfgW\`]YXYb`Y`A`]ha`UW\`gh\`Ab`XY`i`bX`Gd]Y`ghU\`h]cb`Yb`[YVYb\`z`X]Y
gd`Yn]Y```Z\`f`?`]b`XYf`_c`bn]d]Yf\`g]bX``8`]Y`J`Yf`Ub`ghU`hi`b[`gc```b]W\`h
bi`f`XYf`I`b\hYf`U`hi`b[`X]Yb`Yb\`gcb`XYfb`Ui`W\`
=b`Zcfa`Uh]cb`g`Ub[YVchY`VYfY]h\`ghY``Yb\`z`X]Y`U``Y]bYfn]Y\`Yb`XYb`9`hYfb
\`Y`Z`Yb\`z`g]W\`ØVYf`I`b\hYfgh\`hni`b[`g`Ub[YVchY`i`bX`Dfc`Y`_hY`ni
]b`Zcfa`]Yf`Yb``<`[`][`][`h`XYg`HU[Yg`k`]fX`XUg`6YUi`h\`ml` `ØW\`gfUX
gY]b\`z`VY]`XYa`'Yg`UhhfU`_h]j`Y`;`Yk`]bb`Y`k`]Y`@YVYb`ga`]h\`Y`!`i`bX
:`fY]n`Y]h[i`h\`W\`Y]b`Y`g`ck`]Y`_`Y]b`Y`6YUi`h`md`fc`Xi`_hY`ni`[Yk`]bb`Yb
[`]Vh`

=b`6Yf`]b```YVYb`]b`nk`]g\`W\`Yb`]b`'YXYa`'Xf]h\`hYb` Ua`]`]Yb`U`Ui`g\`U`h
?`]b`XYf`a`]h`bi`f`Y]b`Ya`'9`hYfb`hY`"``@Ui`h`XYa`'`Ua`]`]Y`b`d`c`f`hU``6Yf`]b
g]bX`j`cb`X]Yg`Yb`U``Y]b`Yfn]Y\`Yb`XYb`'9`hYfb`ØVYf`-`\$`Dfc`n`Y`bh
:`f`Ui`Yb\`z`X]Y`c`Zh`a`]h`Ø\`Yf`Yb`5`b`Zc`f`XY`fi`b[Yb`_c`b`Z`f`cb]Yf\`g]b`X\`XU
g]Y`J`Yf`Ub`h\`k`cf`hi`b[`Z\`f`<`Ui`g\`U`h\`9`f`n]Y\`i`b[`i`bX`9`b`_ca`a`Yb
U``Y]b`Y`h`f`U[Yb`a`Øgg`Yb``8`UVY]`g]bX`j`]Y`Y`5``Y]b`Yfn]Y\`Yb`XY`j`cb
5`fa`i`h`VY`h`f`c`Z`Yb\`z`k`Ug`Xi`f`W\`g\`W\`Y`h`Y`6`Yn`U`i`b[`z`H`Y`n`Y]h`U`f`V`Y]h
i`bX`'`A`i`Z[Y`Dfc`V`Y`a`Y`V`Y]`XYf`J`YfY]b`V`U`f`_Y]h]j`cb` Ua`]`]Y`i`bX
6`Yfi`Z`V`Y`X]b[h`]gh`

I`a`'X]Yg`Yb`<`Yf`Ui`g`Zc`f`XY`fi`b[Yb`ni`'VY[Y[b`Yb\`z`U`V`Yb`g]W\`'`]b
j`]Y`Yb`6`Yf`]b`Yf`6`Yn]f`_Yb`B`Yh\`n`k`Yf`_Y`Z\`f`5``Y]b`Yfn]Y\`Yb`XY
[Y[f\`Ø`b`XYh``8`]Yg`Y`=b`]h]U`h]j`Yb`'V]Yh`Yb`'b]W\`h`bi`f`6`Yf`U`hi`b[Yb`i`bX
5`i`gh`Ui`g\`W\`a`Ø[`]W\`_Y]h`Yb\`g`cb`XYfb`Ui`W\`j`]Y`Z`A`h][Y`5`_h]j`]h\`A`h`Yb\`z

X]Y': Ua]`]Yb 'Ybh`UghYb 'i bX 'i b hYfghØhnYb 'gc ``Yb"·9]bf]WX hi b[Yb
 k]Y 'X]Y 'GY 'Vgh<]`ZY `b]h]Uh]j Y '5 ``Y]b Yfn]Y\YbXYf 'fG< =5`Y"J "i bX 'XYf
 J YfVUbX 'U ``Y]b Yfn]Y\YbXYf 'A ØhhYf 'i bX 'J `hYf 'fU 5A J `
 @UbXYgj YfVUbX '6Yf`]b 'Y"J "gYhnYb 'g]WX 'ZØf 'X]Y'; `Y]WX ghY ``i b['i bX
 5_nYdhUbn 'j cb '5 ``Y]b Yfn]Y\YbXYb 'Y]b 'i bX 'V]YhYb 'i a ZUggYbXY
 6YfUhi b[gUb[YVchY 'Ub"

8 Ug 'Gca a YfZYgh`a ' : Ua]`]Yb nYb hfi a ' ?]YnZØWX gY 'a Uf_]Yfh 'gca]h
 b]WX h 'bi f 'Y]b Yb 'gc n]U 'Yb < Ø\ Ydi b _h 'ZØf 'U ``Y]b Yfn]Y\YbXY
 : Ua]`]Yb ž gcbXYfb 'hfA[h 'Ui WX 'U _h]j 'XUni 'VY]ž XYfYb '6YX]b[i b[Yb
]b 'XYf'; YgY ``gWX UZh 'ni 'j YfVYggYfb "·8]Y 'J YfUbghU 'hYf 'ZfYi Yb 'g]WX
 Ui Zj]Y ``HY]b Y\ a Yf 'i bX 'XUfUi Zz Y]b Yb 'FUi a 'ZØf '6Y[Y[bi b['i bX
 5i ghUi gWX 'ni 'gWX UZZYb"

8 YhU]`g	
Cfh	Fi Xck Yf 'GhfU» Y " +# - ž ' %&)) + '6Yf`]b ž 8Yi hgWX `UbX
E i Y ``Yb	<ul style="list-style-type: none"> • k k k "VYf`]b "XY • k k k "ghYd \ Ubi g"cf[• ZUa]`]Ybd cfhU "VYf`]b "XY

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