

HfUi a \ Ui g`]a `6Ui \ Ui ggh]`. 9bYf[]YYZZ]n]Ybn`hf]ZZh`@i | i g`YVYb`°

9bhXYW_Yb`G]Y`6Ybg\Y]a .`A cXYfbYgž`YbYf[]YYZZ]n]YbhYg
<Ui g`]a `6Ui \ Ui ggh]`a]h`VYY]bXfi W_YbXYb`FÄi a Yb`i bX
; UfhYb"



6Ybg\Y]a ž`8Yi hgW`UbX`!`a`<YfnYb`j`cb`<YggYb`ghY`h`Y]b`
a`cXYfbYg`A`Y]ghYfk`Yf`_`XYf`5fW`]hY`_`hi`fž`XUg`b]W`h`bi`f`Xi`fW`gY]bY`
6Ui`k`Y]gY`VYgh]W`hž`gc`bXYfb`Ui`W`Xi`fW`gY]bY`Y`fUi`gfU[`YbXYb`
YbYf[`Yh]gW`Yb`9][`YbgW`UZhYb`"8`Ug`]a`>\`f`&`\$`%`+`Y`ff]W`hY`hY`<`Ui`g`
Ybhgd]f]W`h`XYb`_`ÖW`ghYb`GhUbXUfXg`XYf`9bYf[]YYZZ]n]Ybn`i`bX`k`]fX`
U`g`?`ZK`(`\$`D`i`g`i`bX`DUgg]` \`Ui`g`D`i`g`_`Ugg]Z]n]Yfh`"K`c`\VYf]W`hY`hž`XUgg`X]Y`]`bbc`j`Uh]`Y`6Ui`k`Y]gY`XYg`<`Ui`gYg`]a`
Y`Y[`UbhYb`6Ui` \`Ui`ggh]`[`YghU`hYh]`ghž`k`Ug`XUg`;`YVÄi`XY`ni`Y]bYa`
YW`hYb`<]b[`i`W`Yf`a`UW`h"

A]h`ØVYf`%&`N]a`a`Yfb`i`bX`(`6`ÄXYfb`V]YhYh`XUg`5bk`YgYb`
[`YbØ[`YbX`D`Um`ZØf`:`Ua`]]Yb`i`bX`;`ÄghY`"9]bY`VYgcbXYfY`
5hfU`_h]cb`]gh`X]Y`9]b`]Y[`Yfk`c`\

X]Y'g]W\]XYU`Z0f`J Yfa]Yhi b[`cXYf`U`g;` ÅghYVYfY]W\`Y][bYh"
Ni XYa` []Vh`Yg`Y]bY`[Yf`Ài` a`] [Y`8`cddY`[UfU[Yž`X]Y`YVYbZU`g`ni` a`
?ca` Zc`fh`XYg`<`Ui`gYg`VY]hf`À[h`

@YVYbge i U`]h`Àh`XUb`_`DUgg]j` \`Ui`g!`GhUb`XUf`Xg`

9]b`DUgg]j` \`Ui`g`]gh`a` Y`f`U`g`bi`f`Y]b`YbYf[]YYZZ]n]YbhYg;` YV`Ài` XY`"
8Ub`_`\`Yfj`c`ffU[YbXYf`K` Åfa` YX`Àa` a` i` b[`i` bX`]bbcj` Uh]j` Yb`
@0Zi` b[ghYW\`b]_`Yb`gc`f[h`Yg`Z0f`Y]b`[Ygi` bXYg`F`Ui` a` _]`a` U`i` bX`
b]YXf[[Y`<`Y]n`c`ghYb`"9]b`gc`W`Yg`<`Ui`g`VYb`0h][h`_`Y]bY`_`Ugg]gW`Y`
<`Y]ni` b[gUb`U[Yž`XU`X]Y`K` Åfa` Y`Xi` fW`G`c`bbYbY]bghfU`i` b[`i` bX`
5V`k` Åfa` Y`[YXYW`_`h`k`]fX`"@`i` \`U`i`g`Yf`_`Å`fhž`XUgg`DUgg]j` \`Ài`gYf`
gc[Uf`VY]`a` U[]a` U`%)` _`K` \`<`Y]nk` Åfa` YVYXUfZ`d`f`c`a` ‡]`a` `U`f`
Ui`g`_`ca` a` Yb`"8`Ug`\`Uh`b`Uh0f`]W`9]b`Zi`gg`Ui`ZX]Y`Ui`ZYbXYb`?`c`ghYb`
i`bX`gc`f[h`g`ca`]h`Z0f`Y]b`[i`hYg`<`À`bXW`Yb`VY]a` `<`Ui`g`\`U`hYb`a`]h`
XYb`a` c`b`Uh]W`Yb`5i`g[UVYb`"

8`Ug`i`i`i`f]0gY`<`Ui`g`nY]W\`bYh]g]W\`Xi`fW`V`cXYbh]YZY`:`YbghYf`Ui`gž`
X]Y`]b`j`]Y`Yb`K`c`\`b`f`Ài`a`Yb`U`g`H0fYb`Ui`g[YZ0\`fh]g]bX`"G`c`k`]fX`
Y]bY`X]fY`_`hY`J`YfV]bXi`b[`ni`f`B`Uhi`f`[YgW\`UZYb`"8]Y`[f`c`»`Z`À`W\][[Y`
:`YbghYfZ`f`c`b]`a` `K`c`\`bn]`a` a` Yfž`X]Y`VY]bXfi`W`_`YbXY`+`A`Y`hYf`
a`]gghž`Z0\`fh`ni`f`<`Ui`d`hY`ffUggYž`X]Y`Y]bYb`X]fY`_`hYb`6`]W`_]b`XYb`
;`Uf`hYb`V]Y`hYh`"8`UVY]`"À`ggh]g]W\`g`c`k`c`\`X]Y`8`UW`hY`ffUggY`a`]h`0VYf`
+`\$`a` ‡`U`g`Ui`W\`XUg`[f`c`»`n0[] [Y`:`fY]g]h`nUb[YV`c`h]XYU`Z0f`
[YgY`][Y`Ghi`bXYb`]a` `:`fY]Yb`bi`h`nYb`"

5`f`W\`]hY`_`hc`b`]gW\`Y`<`][\`][\`hg`

8]YgY`VY]bXfi`W`_`YbXY`=a`a`cV]`Y]j`YfZ0[h`0VYf`F`Ui`a` \`0\`Yb`j`cb`
&ž+\$`a` `]a` `C`VYf[YgW\`c`ggž`k`Ug`Z0f`Y]bY`i`Zh][Y`5`ha`c`gd`\`À`fY`gc`f[h`
6Y`g`c`b`X`Y`f`g`X`U`g`9`h`Y`f`b`V`Y`f`Y]W\`0`V`Y`f`n`Yi` [h`Xi`f`W\`Y]b`G`W\`U`Zn]a` a` Yf`
a`]h`X]fY`_`hY`a` `Ni` [Ub[`ni`f`8`UW`hY`ffUggYž`Y]bYa` `5b`_`Y]X`Yn]a` a` Yf`
i`bX`Y]bYa` `i`i`f]0gYb`6`U`X`a`]h`Z`fY]ghY`YbXYf`6`U`X`Y`k`U`b`b`Y`i`bX`
[f`c`»`Yf`F`Y[YbXi`gW\`Y`"8]Y`ghi`ZYb`c`gY`J`YfV]bXi`b[`nk`]gW\`Yb`XYb`
=b`Yb`f`Ài`a`Yb`i`bX`XYf`HY`ffUggY`]gh`Y]b`k`Y]hYfYg`D`i`g`Z0f`
V`U`ff]Y`fY`Z`fY]Y`g`K`c`\`b`Yb`"

B`Y`V`Y`b`Y]bYa` `c`Z`Y`b`Yb`K`c`\`b`!`i`bX`9`ggVYfY]W\`a`]h]b`hY[f]Y`f`hYf`

?ØWY'i bX'Y]bYf'UV[YgW`cggYbYb'GdØ`_ØWYž'V]YhYh'XUg
 9fX[YgW`cgg'Ui W'Y]b'_'Y]bYfYg'N]a a Yfž'XUg'U'g'; ÅghYn]a a Yf
 cXYf'6Øfc' [Ybi hnh'k YfXYb'_'Ubb"'5b'ni gÅh'W]WYb'FÅi a 'W`_Y]hYb
 a Ub[Y'h'Yg'b]W`h'`a 'I bhYf[YgW`cgg'Yfk UfhYh'X]Y'6Yk c\`bYf'Y]bY
 i a ZUb[fY]W`Y'9]b'Y] [Yfk c\`bi b['a]h'Y]bYa '[fc»Yb':]hbYggfUi a ž
 XYf'Ui W`hY]'VUf']ghž'Y]bYa '<Ui gk]fhgW`UZhgfUi a 'i bX'k Y]hYfYb
 Bi hnfÅi a Yb"

8 Ug'; YgUa hV]'X'X]YgYf'`a a cV]'Y'k]fX'Xi fW`XYb'Y]b\`Y]h]W`Yb
 9]W`Y!DUf_YhVcXYb']b'XYb'K c\`bfÅi a Yb'UV[Yfi bXYhž'k Å\`fYbX
 XUg'I bhYf[YgW`cgg'a]h'\`cW`k Yfh][Ya '@Ja]bUh'Ui g[YghUhhYh']gh"
 A]h'XYb'Xi fW`XUW`hYb'8YhU]'g'i bX'XYf']bbcj Uh] Yb'6Ui k Y]gY']gh
 X]YgYg'<Ui g'b]W`h'bi f'U'g'K c\`bfUi a '[YXUW`hž'gcbXYfb'V]YhYh
 Y]bYb'bUW`\U'h][Yb'@YVYbggh]ž'XYf']a '9]b_'Ub['a]h'XYf'BUhi f
 ghY`h"

K Yf'Ui ZXYf'Gi W`Y'bUW`Y]bYa 'HfUi a \`Ui g'a]h'Y]bYa '[i hYb
 DfY]g!@Y]ghi b[g!J Yf\`Å'hb]g']ghž'gc``hY'g]W`X]YgY'; Y'Y[Yb\`Y]h'Ui Z
 'YXYb': U``b]W`h'Ybh[Y\`Yb'`UggYb"; Ubn']a 'G]bbY'XYg'DUgg]j \`Ui g!
 Df]bn]dg'V]YhYh'Yg'b]W`h'bi f'Y]b'\`c\`Yg'A U» 'Ub'K c\`b_ca Zc fž
 gcbXYfb'Ui W`X]Y'A Ø['W`_Y]hž'X]Y'a cbUh]W`Yb'5i g[UVYb'Xi fW`
 b]YXf][Y'9bYf[]YdfY]gY']a '; f]ZZ'ni 'VY\`U'hYb"

8YhU]'g	
Cfh	6Ybg\`Y]a ž'8Yi hgW`\`UbX
Ei Y``Yb	<ul style="list-style-type: none"> • k c\`b[`i YW`"XY • k k k "'i I \`Ui g"XY

6Ygi W`Yb'G]Y'i bg'Ui Z.'bU[!\`YggYb"XY