

? fYi nZU\ fh!J Yf[`Y]W\ '\$&) . '5 =8 5 '[Y[Yb
A Y]b 'GW\]ZZ' 'K Yf'[Yk]bbh3

9bhXYW_Yb 'G]Y 'X]Y 'VY`Y]VhYb '? fYi nZU\ fhYb 'j cb '5 =8 5 'i bX
A Y]b 'GW\]ZZ' a 'Ĥ\ f' '\$&) . 'F ci hYbž'DfY]gYž'? UV]bYb 'i bX
I bhYf\ U'hi b['ja ' , VYfv`]W"



F c ghc W_ž'8 Yi hgW\ `UbX '! '8]Y`Gi W\Y`bUW\ `XYf`dYfZY_hYb
? fYi nZU\ fh'fY]nh'ja a Yf'a Y\ f' l f'Ui VYfž'i bX`X]Y`VY]XYb '5bV]YhYf
5 =8 5 '7 fi]gYg'i bX`HI =7 fi]gYg'fA Y]b 'GW\]ZZ' g]bX`XUVY]'X]Y
[fÖ» hYb`GhUfg`Ua ' ? fYi nZU\ fh\ ja a Y`''@Ui h]b: fUb_Yb '\ UVYb`g]W\
VY]XY`FYYXYfY]Yb`gY]h'\ fYf'; fÖbXi b[']b`XYb`%- - \$Yf'i bX`&\$ \$Yf
Ĥ\ fYb`YfZc`[fY]W\ 'ja 'A Uf_h`YhUV`Yfh"'5 =8 5 ž'[Y[fÖbXYh`%- - * ž'\ Uh
\ fYb`<Ui dhg]hn']b`F c ghc W_ i bX`VYhfY]Vh`U_hi Y`''%'GW\]ZZ' ž
XUfi bhYf`XUg'[fÖ» hY`GW\]ZZ'5 =8 5 Wcga Už`XUg`D`Uhn`ŽÖf`V]g'ni ' '* '\$ \$
DUggU[]YfY`V]YhYh`A Y]b`GW\]ZZ'[Y[fÖbXYh`&\$ \$, 'i bX`a]h
<Ui dhg]hn']b`<Ua Vi f[ž'\ Uh`%'\$`GW\]ZZ']b`XYf': `chhYž`k cVY]'XUg
[fÖ» hY`GW\]ZZ' A Y]b`GW\]ZZ' F Y`UI ž`V]g'ni '("\$ \$ \$`DUggU[]YfY
Ui ZbY\ a Yb`_Ubb"

6Y]XY`?fYi nZU\fhUbV]YhYf`V]YhYb`Y]b`j]Y`gY]h][Yg`F ci h]b[!
DcfhZc`]cžXUg`K Y`ha YYfY`j cb`XYf`CghgYY`V]g`ni f`?Uf]V]_`i a ZUggh"
5VZU\fhg\ÀZYb`]b`8Yi hgW\`UbX`g]bX`i bhYf`UbXYfYa` <Ua Vi f[ž?]Y`
i bX`6fYa`Yf\Uj Yb`"5-85`V]YhYh`ni XYa`K Y`hfY]gYb`Ubž`k À\fybX
A Y]b`GW\]ZZ?fYi nZU\fhYb`bUW\`BcfXUa`Yf]_U`]a`Dfc[fUa`a` \Uhž
YXcW\`_Y]bY`K Y`hfY]gYb`UbV]YhYh"

HUf]ZY`i bX`-b`_`i g]j`Y]ghi b[Yb

8]Y`HUf]ZY`XYf`VY]XYb`5bV]YhYf`i bhYfgW\Y]XYb`g]W\`Yf\YV`]W\`"
5-85`V]YhYh] YfgW\]YXYbY`DfY]g_UhY[cf]Yb`UbžXUfi bhYf`X]Y
; fi bXhUf]ZY`5-85`J 5F`€`i bX`5-85`DF 9A`+ A žX]Y`J cfhY]`Y`k]Y
Y]bY`K i bgW\`UV]bY`cXYf`I a Vi W\i b[ga`Ö[`]W\`_Y]hYb`V]YhYb`"8]Y
5`!]bWi g]j Y!HUf]ZY`J 5F`€`5@@`-B 7@ G-9`i bX`DF 9A`+ A`5@@
-B 7@ G-9`VY]b\U`hYb`Y]b`i a ZUggYbXYg`; YhfÀb`_YdU`_Yh`"6Y]`5-85
]gh`X]Y`5bfY]gYž`]b`_`i g]j Y`F U] / :`mž`]a`HUf]Z`5-85`DF 9A`+ A`c\bY
5i ZdfY]g`i bX`]a`HUf]Z`J 5F`€`i [Y[Yb`5i ZdfY]g`Vi W\VUf`" -a
; Y[YbgUhn`XUni`V]YhYh`A Y]b`GW\]ZZ]b`XYb`HUf]ZYb`DI F ž`D@ Gž`DF C
i bX`J`-D`DF C`i a ZUggYbXYfY`DfYa`]i a`!-b`_`i g]j`Y]ghi b[Ybž
XUfi bhYf`Y]b`[fc»Yg`5b[YVch`Ub`™!`U!WUfhY`!`i bX`6i ZYh!
F YghUi fUbhg`gck]Y`A Uf`_Yb[YhfÀb`_Y`c\bY`ni gÀhn`]W\Y`?cghYb"

6Y]XY`5bV]YhYf`j YfZØ[Yb`ØVYf`G\i hh`Y!GYfj]W`g`j ca`6U\b\cZ
ni a`<UZybž`k Ug`X]Y`5bfY]gY`k Y]hYf`Yf`Y]W\hYfh`"8]Y
?UV]bYbUb[YVchY`g]bX`YVYbZU`g`i bhYfgW\]YX`]W\`[Yghf]W`h
K À\fybX`5-85`Y]bY`J]Y`nU\`j cb`?UV]bYb`hmdYb`i bX`nU\`fY]W\Y
: Ua`j]Yb`!`i bX`9]bnY`_UV]bYb`V]YhYhž`hf`i a dZi`A Y]b`GW\]ZZ`a`]h
[fc»nØ[] [Ybž`_ca`ZcfhUV`Yb`?UV]bYbž`]b`XYbYb`]b`U`Yb
?UhY[cf]Yb`Y]bY`9gdFYggc!A UgW\]bY`VYfY]hghY`h"

: fY]nY]hUb[YVchY`i bX`N]Y`[fi ddYb

8Yf`: fY]nY]h`i bX`I bhYf\U`hi b[gUbguhn`]gh`VY]`VY]XYb`FYYXYfY]Yb
X]ZZYfYbn]Yfh`"5-85`Y[h`Y]bYb`ghUf`_Yb`: c`_i g`Ui ZY]b`U`_h]j Yg
: fY]nY]hdfc[fUa`a`i bX`V]YhYhY]b`YVYbX][Yg`5VYbXdfc[fUa`a`ž
k À\fybX`A Y]b`GW\]ZZ`Y]bY`Yb`hgdUbbYbXYfY`i bX`_`Ugg]gW\YfY
?fYi nZU\fhYfZU\fi b[`a`]hY]bYa`GW\k Yfdi b`_h`Ui Z`K Y`bYgg`i bX
9f\c`i b[`V]YhYh`"F Y]gYbXY`Ui Z`5-85`g]bX`hYbXYbn]Y`"Øb[Yf`i bX

U_hj] Yfžk Å\fybX'A Y]b'GWX]ZZ'g]W\ ghÅf_Yf'Ub'DUUfY'i bX'Å'hYfY
9]bnY'fY]gYbXY'f]W\hYh"

6Y]XY'GWX]ZZ' dfÅgYbh]YfYb'g]W\ 'a]h'Y]bYa 'j]Y'ZÅ'h][Yb
_i]bUf]gWYb'5b[YVchi bX'A Ò[]W\ _Y]hYbž'@UbXUi gZØ[Y'ni
Vi W\Ybžk cVY]'DfY]gi bhYfgW\]YXY'UV\Åb[]['j cb'FY]gYn]Y''i bX
HUF]Z'j Uf]]YfYb"': Øf'; ÅghYž'X]Y'Y]bYb'fi \][Ybž'Yf\c`gUa Yb'i f'Ui V
]b'Y]bYa '_ca ZcfhUV'Yb'5a V]YbhY'gi W\Ybžk]fX'A Y]b'GWX]ZZ'Y]bY
UhfU_hj] Y'K U\`XUfghY`Ybžk Å\fybX'F Y]gYbXYž'X]Y': `YI]V]`]hÅh
i bX'Y]b'gdcfh]W\!U_hj] Yg'Dfc[fUa a 'gW\ÅhYbž'VY]'5=85'[i h
Ui Z[Y\cVYb'g]bX"

: Øf'X]Y'f]W\h][Y'5i gk U\`nk]gW\Yb'5=85'i bX'A Y]b'GWX]ZZ']gh'Yg
k]W\h][ž'X]Y'dYfgØb`]W\Yb'DfÅZYfYbnYb'i bX'9fk Ufhi b[Yb'Ub'Y]bY
?fYi nZU\fhini `VYfØW_g]W\h][Yb"6Y]XY'5bV]YhYf'\UVYb`]fY
GhÅf_Ybž'i bX`YhnhYbX`]W\Yb'hgW\Y]XYb`]bX]j]Xi Y`Y'Jcf`]YVYbž'cV
Yg'X]Y`YV\UZhY'5ha cgd\ÅfY'j cb'5=85'cXYf'XYf'?ca Zcfhj cb'A Y]b
GWX]ZZ'gY]b'gc`""`

8YhU]`g	
Cfh	FcghcW_ž'8Yi hgW\`UbX
EiY`Yb	<ul style="list-style-type: none">• k k k "]bZfUb_Yb"XY• k k k "_fYi nZU\fhk Y`Y"XY

6Ygi W\Yb'G]Y'i bg'Ui Z.'Y]bY!fY]gY"XY