

GhYZUb '@i]hn'j YfUVgWk]YXYh'g]Wk 'bUWk '%'
>U\ fYb 'Ui g'XYa 'K Y`hW' d°

GhYZUb '@i]hn'VYYbXYh'bUWk '%' ' >U\ fYb 'gY]bY '? Uff]YfY 'ja 'G_]!
K Y`hW' d'fYZY_h]Yfh'ØVYf'9fZc` [Y'i bX'< YfUi gZcfXYfi b [Yb"



GWk UVYbž'8Yi hgWk `UbX'!'GhYZUb '@i]hnž'XYf' ' '!Å\ f][Y
G_]fYbbZU\ fYf'Ui g'GWk UVYbž'VYYbXYh'bUWk '%' ' >U\ fYb 'gY]bY
'? Uff]YfY 'ja 'G_]! K Y`hW' d''8]Y'6Y_Ubbh[UVY'gY]bYg'F ØW_hf]hng
YfZc` [hY'ØVYf' ðghU[fUa ž'k c '@i]hn'VYgWk fY]Vhž'XUgg'X]YgY
9bhgWk Y]Xi b ['ZØf']\ b'gWk Yf'i bX'Ya ch]cbU`k Uf'' ð'gY]bYa
6Y]hfU['fYZY_h]Yfh'Yf'ØVYf'X]Y'dfÅ [YbXYb'9fZU\ fi b [Ybž'X]Y'XYf
'@Y]ghi b [ggdcfh]b'gY]bYa '@VYb'\]bhYf'UggYb'\Uh'' 8]YgY'FY]gY
'\Uh'a]Wk [YdfÅ [h ž'Åi » Yfh'XYf'5h\ 'Yh'i bX'gdf]Wk'h'gck c'\`j cb'XYb
'< Ø\Yb'U'g'Ui Wk'XYb'H]YZb'gY]bYf'@Ui ZU\`b"

K Å\ fYbX'gY]bYf'? Uff]YfY '_cbbhY '@i]hn']bg[YgUa h'nY\`b
DcXYghd`ÅhmY 'ja 'K Y`hW' d'YffY]Wk Ybž'XUfi bhYf'Y]bYb'K Y`hW' dg]Y ["
Ni 'gY]bYb'VYgcbXYfYb'9fZc` [Yb'nÅ\`Yb'Ui Wk'nk Y]'K A !
6fcbnYa YXU]'`Yb'a]h'XYf'A UbbgWk UZh'gck]Y'X]Y'HY]'bU\`a Y'Ub
XYb'C`ma d]gWk Yb'Gd]Y'Yb'&\$%("'6YgcbXYfg]ja 'F]YgYbg'U`ca

YffY]W hY`Yf`YfUi gfU[YbXY`@Y]ghi b[Ybž`XcW`gY]bY`? Uff]YfY`k Uf
b]W h`c`bY`F`ØW`gW`À[Y``<`ÀfhYghY`J`Yf`Yhni b[Ybž`XUfi bhYf
a`Y`fYfY`?fYi nVUbXf]ggYž`Y]b`Xi fW`hfYb`bhYf`A`i`g`Y`i`bX
6ÅbXYff]ggYž`ghY`hYb`gY]bY`a`YbhU`Y`GhÅf`_Y`]b`:`fU[Y``8]Y
6UbXgW`Y]VYbcdYfUh]cbž`X]Y`]`b`ni`f`5VgU[Y`XYf`C`ma`d]gW`Yb
Gd]Y`Y`&`&`nk`Ub[ž`a`Uf_]YfhY]bYb`k`Y]hYfYb`H]YZdi`b`h`igY]bYf
gdcfh]W`Yb`@Ui`ZU`b`"

DYfgØb`_]W`Y`<`YfUi`gZcfXYfi`b[`Yb`]a
@Y]ghi`b[`ggdcfh

⊕`gY]bYf`F`ØW`gW`Ui`VYhc`bh`@`]hnž`k`]Y`k`]W`h][`a`YbhU`Y`GhÅf`_Y`]b
XYb`gW`k`]Yf][`Yb`NY]hYb`XYg`@Y]ghi`b[`ggdcfhg`]gh``8Yf`ghÅbX][`Y
8fi`W`ž`F`ØW`gW`À[`Y`ni`ØVYfk`]bXYb`i`bX`Nk`Y]ZY`ni`VYg]Y[`Ybž
[`Y`Øfh`ni`a`5`hU[`Y]bYg`Gd]hnYbUh`YhYb``9g`k`UfYb`b]W`h`bi`f`X]Y
J`Yf`Yhni`b[`Ybž`X]Y`a`]W`Y`YfUi`gZcfXYfhYbž`gcbXYfb`Ui`W`XYf
ghÅbX][`Y`8fi`W`ž`XYf`a`]h`X]YgYf`?`Uff]YfY`j`YfVi`bXYb`]gh`ž`Yf`_`Àfh`Yf
i`bX`[`]Vh`9]bV`]W`_Y`]b`X]Y`k`Yb][`Yf`VY`Yi`W`hYhYb`GW`UhYb`gY]hYb
XYg`Gdcfhg`"

@`]hn`U`h`Ub[`Y`_ØbX][`hž`Y]b`bYi`Yg`?`Ud]hY`c`bY`GhUfhbi`a`a`Yf`ni
VY[`]bbYb``K`À`fYbX`Yf`X]Y`<`YfUi`gZcfXYfi`b[`Ybž`X]Y`Yf`k`À`fYbX
gY]bYf`?`Uff]YfY`Xi`fW`Y`Vh`U`hž`]bhYf`g]W`h`À`gghž`V`]W`h`Yf`a`]h
8Ub`_VUf`_Y]h`Ui`ZX]Y`j`]Y`Yb`9f]bbYfi`b[`Yb`ni`fØW`ž`X]Y`]b`k`À`fYbX
X]YgYf`]bhYbg]j`Yb`F`Y]gY`VY[`Y]hYh`UVYb``GY]b`F`ØW`hf]h`a`Uf_]Yfh
b]W`h`bi`f`XUg`9bXYg`Y]bYf`VYY]bXfi`W`_YbXYb`@Ui`ZU`b`ž`gcbXYfb
Ui`W`XYb`6Y[`]bb`Y]bYf`bYi`Yb`@YVYbgd`UgY`ZØf`XYb`Y`Ya`U][`Yb
G_]fYbbZU`fYf`"

:`Øf`j`]Y`Y`:`Ubg`i`bX`K`Y[`VY[`Y]hYf`V`Y]Vh`GhY`ZUb`@`]hn`U`g`6Y]gd]Y`
ZØf`8`i`fW`U`h`Y`j`Yfa`Ø[`Yb`i`bX`@Y]XYbgW`UZh]a`:`YX`ÅW`hb]gž
k`À`fYbX`Yf`g]W`_Ui`Z`bYi`Y`<`YfUi`gZcfXYfi`b[`Yb`YbgY]hg`XYg
GW`]Ui`Zg`j`cfVYfY]hYh`"

K`Y]hYfY`⊕Zcfa`Uh]cbYb`Z]bXYb`G]Y`Ui`Z`_]W`_Yf`"Uh`i`bX`Vf`"XY`"

8YhU]`g	
C fh	GWk UVYbž`8Yi hgWk`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "_]W_Yf"Uh • k k k "Vf"XY

6Ygi WkYb`G]Y`i bg`Ui Z.`Y]bY!fY]gY"XY