

9]b hfUW\ h': fUb_Zi fh. '%) 'Gd]Y`Yf`fY]nYb`ZØf
]\fY`B Uh]cbU`hYUa g°

%) 'Gd]Y`Yf`j cb`9]b hfUW\ h': fUb_Zi fh`fY]gYb`a]h`]\fYb
B Uh]cbU`hYUa g`ni`k]W\h][Yb`@AbXYfgd]Y`Yb`]b`XYf`B Uh]cbg
@YU[i Y`i bX`5Zf]_U!7i d"



9gh½X]c`B UW]cbU`XY`7UVc`J YfXYž`DfU]Už`? Ud`J YfXY`!
9]b hfUW\ h': fUb_Zi fh'g]Y\`h'g]W\`]b`XYf`U_hi`Y`Yb`5VghY`i`b[gdYf]cXY
a]h`Y]bYa`VYY]bXfi`W_YbXYb`5i`Z[YVch`Ub`Gd]Y`Yfbž`X]Y`ZØf`]\fY
B Uh]cbU`a`UbbgW\UZhYb`VYfi`ZYb`k`i`fXYb`" `#g[YgUa`hifY]gYb`%)
Gd]Y`Yf`XYg`J`YfY]bg`]b`X]YgYf`NY]h`ni`]\fYb`Yk`Y]][Yb
B Uh]cbU`hYUa`g`BYVYb`XYb`FY[i`Uf]Yb`XYf`6i`bXYg][U`]gh`X]Y
HY]`bU\`a`Y`Ub`]bhYfbUh]cbU`Ya`K`YhVYk`YfV`ZØf`X]Y`Gd]Y`Yf`j`cb
6YXYi`hi`b["

I bhYf`XYb`bca`]b]YfhYb`Gd]Y`Yfb`]gh`F`cV]b`?cW\ž`XYf`a`]h`XYf`8: 6!
9`Z`Ua`':]bU`': ci`f`XYf`I`9: 5`B Uh]cbg`@YU[i`Y`hY]`b]a`a`h`K`Y]hYfY
9]b hfUW\ h!Gd]Y`Yfž`X]Y`ZØf`]\fY`5!B Uh]cbU`a`UbbgW\UZhYb`bca`]b]Yfh
k`i`fXYbž`g]bX`5i`fÄ`Y`5a`YbXU`ZØf`X]Y`GW\k`Y]nž`F`Uga`i`g`?f]ghYbgYb

ZØf'8ÀbYa Uf_ž'5fh\i f'H\YUHy'ZØf'6Y'[]Ybž'7Ub'1 ni b'ZØf'X]Y
HØf_Y]ž'<i [c'@Ufggcb'ZØf'GWk YXYbž'≠ cf'A UhUbcj]WZØf'?'fcUh]Ybž
: UfÄg'7\U]V]'ZØf'5'[Yf]Yb'i bX'9`mYg'G_\]f]'ZØf'Hi bYg]Yb''8]Yg
nY][h'XUg'\c\Y'B]j YUi 'i bX'X]Y'H]YZ'XYg?'UXYfg'XYf'9]bhfUWk'h"

I &%i bX'B UWk i Wk gbUh]cbU`a UbbgWk UZhYb

Ni gÄhn']Wk'ghY\Yb'B Uh\Ub]Y''6fck bž'BbUa X]'7c'']bgž'5bg[Uf
'?bUi ZZ'≠Ub!A UhhÄc'6U\cmUž'<i [c'9_]h]_Ä'i bX'CgWUf'<Ö^i bX']b
XYb'j cf'Äi Z[Yb'?UXYfb']\fYf'@ÄbXYf'ZØf'X]Y
I &%!9i fcdUa Y]ghYfgWk UZh''8]Y'XYi hgWk Yb'I &%!Gd]Y`Yf'\UVYb
VYfY]hg': fYi bXgWk UZhggd]Y`Y [Y[Yb'8ÀbYa Uf_'i bX': fUb_fY]Wk'Ui Z
'\fYa 'D'Ub''8 Ug'YfghY'HfYZZb'Z]bXYh'Ua ' : fY]hU[ž'XYa '%) "
Bcj Ya VYfž'ghUhhž'[YZc'[hj cb'Y]bYa 'k Y]hYfYb'Ua '%-''Bcj Ya VYf"

8]Y'J YfY]bgY`YZ'_Ubb'ghc`n'Ui Z'X]YgY'Bca]b]Yfi b[Yb'gY]bž'XU'g]Y
X]Y'k]Wk'h][Y'F c''Y'XYf'9]bhfUWk'h!Gd]Y`Yf'Ui Z]bhYfbUh]cbU`Yf'9VYbY
k]XYfgd]Y[Y'b''Gc'k]fX'≠ cf'A UhUbcj]WVY]gd]Y`gk Y]gY'a]h
'?fcUh]Yb']b'XYf'I 9: 5'B Uh]cbg'@YU[i Y'UbhfYhYbž'k Ä\ fYbX': UfÄg
7\U]V]'ZØf'5'[Yf]Yb'VY]'XYb'E i U']Z'_Uh]cbggd]Y`Yb'ni a '5Zf'_U!7i d
VYbZU`g'Ui Z'XYa 'D'Uhn'ghY\Yb'k]fX"

Gd]Y`Y']a ']bhYfbUh]cbU`Yb'K YhhVYk Yfv

: Øf'X]Y'Gd]Y`Yf'ghY\Yb'Y]bY'F Y]\Y'j cb'VYXYi hYbXYb'Gd]Y`Yb'Ub"
8Yf') "'Gd]Y`hU['XYf'I 9: 5'B Uh]cbg'@YU[i Y']gh'ZØf'XYb'%'("
Bcj Ya VYf'hYfa]b]Yfhž'a]h'F c'V]b'?cWk ž'XYf'[Y[Yb'I b[Ufb']a
9i fcdU!DUf_'GhUX]cb': fY]Vi f['gd]Y`hi bX'5fh\i f'H\YUHyž'XYggYb
VY` []gWk'Y'B Uh]cbU`a UbbgWk UZh'[Y[Yb'≠gfUY'']b'XYf'6cng]_5fYbU
]b'6i XUdYgh'Ubhf]hh''5i Wk'5i fÄ'Y'5a YbXU'k]fX'a]h'XYf'GWk Y]n
[Y[Yb'GdUb]Yb']a '@Yhn][fi bX'GhUX]cb']b'NØf]Wk'UbhfYhYb"

8]Y'UZf]_Ubg]Wk Yb'Gd]Y`Yf'XYf'9]bhfUWk hž'XUfi bhYf'C a Uf
A Ufa ci g\ 'i bX': UfÄg'7\U]V]ž'VYfY]hYb'g]Wk'XYfk Y]'Ui Z'X]Y
YbhgWk Y]XYbXYb'Gd]Y`Y'ni f'E i U']Z'_Uh]cb'ZØf'XYb'5Zf'_U!7i d'j cf"
A Ufa ci g\ 'gd]Y`hi'Ua '%) "'Bcj Ya VYf'[Y[Yb'6chgk UbU']a '7U]fc
≠bhYfbUh]cbU`GhUX]i a ž'k Ä\ fYbX'7\U]V]'a]h'5'[Yf]Yb'[Y[Yb
'@]VYf]U'Ubhf]hh"

8]Y`9]bhfUW\h'nY][h'g]W\`]b`X]YgYf'5VghY`i b[gdYf]cXY`U`gc`b]W\ h
 bi f`bUh]cbU`ž'gcbXYfb`Ui W\`]bhYfbUh]cbU`ghUf_`Ui Z[YghY`h"8]Y
 Gd]Y`Yf`ZfYi Yb`g]W\`Ui Z`X]Y`<YfUi gZcfXYfi b[Ybž`X]Y`j cf`]bYb
 `]Y[Ybž`i bX`hfU[Yb`X]Y` : UfVYb`]fYg`7`i Vg`i bX`]fYf`B Uh]cb`ghc`n"

K Y]hYfY`ϕZcfa Uh]cbYb`Z]bXYb`G]Y`]b`XYb`6Yf]W\hYb`j cb`
 \YggYbgW\Ui `i bX`9]bhfUW\h': fUb_Zi fh"

8YhU]`g	
C fh	9gh½X]c`B UW]cbU`XY`7UVc`J YfXYž`DfU]Už`? Ud J YfXY
E i Y`Yb	<ul style="list-style-type: none"> • k k k "\YggYbgW\Ui "XY • d f c Z]g"Y]bhfUW\h"XY

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