

: Un ``GUm `? `Ub [VfØW_Yb`nk]gWYb`K Ygh
i bX`C gh`VY]a `G< A : `&\$&) °

: Un ``GUm`dfÄgYbh]Yfh`VY]a `GW`Ygk][!<c`ghY]b`A i g]_
: Ygh]j U`&\$&) `Y]b`j]Y`gY]h][Yg`Dfc [fUa a ž`XUg`k Ygh]WY
?`Ugg]_`a]h`hØf_]gWYf` : c`_`cfY`j YfV]bXYh"



GW`Ygk][!<c`ghY]bž`8Yi hgW`UbX`!`a `FU`a Yb`XYg
X]Yg`Ä`f][Yb`GW`Ygk][!<c`ghY]b`A i g]_ : Ygh]j U`g`ghY`h`XYf
]bhYfbUh]cbU` [YZY]YfhY`hØf_]gWY`D]Ub]gh`i bX`?ca`dcb]gh` : Un ``GUm
]a `A]hY`di b`h`K]Y`XUg`**B 8 F**`VYf]WYhYhž`j YfV]bXYh`GUm`Ui Z
ZUgn]b]YfYbXY`K Y]gY`k Ygh]WY`?`Ugg]_`a]h`XYb` : UW`hhYb`XYf
hØf_]gWYb` : c`_`cfYž`X]Y`Yf`U`g`j]Y`gY]h][`i bX`f`mh`a]gW
VYgW`fY]Vh``ffY [i`ÄfY`HU`hUfhYb`i bX`Y]b`fY]WYg`a i g]_U`]gWYg
9fVY`g]bX`X]Y`GW`ØggY`ZU`hcfYbž`X]Y`gY]bY`A i g]_`dfÄ [Yb"

GUmž`XYf`%- +\$`]b`5b`_ufU` [YVcfYb`k i fXYž`k]fX`U`g`DcfhfÄ`h`Øbgh`Yf
XYg` : Ygh]j U`g`a]h`Y]bYa` [fc»Yb`Dfc [fUa a `j cb`%+`?`cbnYfhYb`ni
Yf`YVYb`gY]b`"8UVY]`g]bX`j YfgW]YXYbY`CfWYghYf`Y]b [Y`UXYbž
gY]bY`G]bZcb]Yb`ni `dfÄgYbh]YfYbž`i bX`XUg` : Ygh]j U`hYUa` `Uh]j cf

nk Y] ð\ fYb'gc[Uf'gY]bY'K Yf_Y]b' ðghUbVi `Ui g[Yk Å\ hž'k Ug'X]Y
Yb[Y'J YfV]bXi b['XYg'? ØbghYfg'ni 'gY]bYf'<Y]a UhghUXh
i bhYfghfY]Wk h"5b'XYf'? Ua a Yfa i g]_Zfcbh'k]fX'GUm'a]h
bUa \UZhYb'A i g]_Yfb'k]Y'XYf'?`Uf]bYhh]gh]b'GUV]bY'A YmYf'i bX
XYa '7Y`]ghYb'B]Wc`Ug'5`hghUYXh'Ui ZhfYhYb"

9]b'a i g]_U`]gWk Yg'9f`YVb]g'XYf'9I hfU_`UggY

6YgcbXYfg'Yfk Å\bh'k YfXYb'gc`hY'XUg'A UbXc`]bYb_cbnYfhž'XUg
ZØf'XYb'j]fhi cgYb'A UbXc`]b]ghYb'5j]'5j]hU`_ca dcb]Yfh'k i fXY'i bX
Ua '% "' ð`]'gY]bY'l fUi ZØ\fi b['Yf'YVYb'k]fX"'BYVYb'X]YgYa
<][\][\h'Vf]b[h'GUm'Ui Wk '@]YXYf'j cb'GWk i VYfhi bX'F Uj Y`Ui ZX]Y
6Ø\ bYž'ni gUa a Yb'a]h'XYf'hØf_]gWk Yb'GcdfUb]gh]b'; Øf_Ya '9n[]
M'X f a "' ; Ubni'a 'G]bbY'gY]bYf'D\]'cgcd\]Yž'XUgg'A i g]_U'g
i b]j YfgY`Yg'A YX]i a '6fØW_Yb'nk]gWk Yb'?i 'hi fYb'gWk`Å[hž'V]YhYh
Yf'gY]bYa 'Di V`_i a 'Y]bY'fY]Wk Y'A]gWk i b['Ui g'Øgh]Wk Yb'i bX
k Ygh]Wk Yb'?`Åb[Yb"

GY]b'a i g]_U`]gWk Yg'GWk UZZYb'i a ZUggh'bYVYb'XYb'G]bZcb]Yb'Ui Wk
K Yf_Yž'X]Y'j cb'gY]bYb'_i 'hi fY`Yb'K i fnY'b'j cf'U`Ya ']'b' ðghUbVi `
]bgd]f]Yfh'g]bX"'K]Y'XUg'G<A : 'VYf]Wk hYhž'k YfXYb'X]Y'K Yf_Y
hfUX]h]cbY`Yf'hØf_]gWk Yf'A i g]_ž'Y]bgWk`Y»`]Wk`HÅbnYb'Ui g'XYa
GWk k UfnYb'A Yfž'a YgcdchUa]gWk Yf'i bX'_i fX]gWk Yf'A i g]_gck]Y
Gi Z]!A i g]_ž'Y]bYb'k]Wk h][Yb'6YghUbXhY]'gY]bYg'Dfc[fUa a g
XUfghY`Yb"

9]b'6`]W_`ni fØW_`Ui Z': Un ``GUm'g'K YfXY[Ub[

: Un ``GUm]gh'gY]h'gY]bYf'ZfØ\Yb'?]bX\Y]h'U'g'a i g]_U`]gWk Yg
K i bXYf_]bX'VY_Ubbhi bX'VY[Ubb'VYfY]hg'a]h'XfY]'ð\ fYb'?`Uj]Yf
ni 'gd]Y`Yb"'GY]bY'YfghY'?ca dcb]h]cbž'X]Y'?`Uj]YfgcbUhYž'Yb'ghUbX
a]h'%'('ð\ fYb"' ða 'ð\ f'&\$%\$ '[UV'Yf'gY]bY'YfghY'G]bZcb]Yž'X]Y
 ðghUbVi `!G]bZcb]Y ž'ni a '6YghYbž'X]Y'a]h'hYfk Y]'Y'cZi]b
8Yi hgWk`UbX'Ui Z[YZØ\fh'k]fX"'9]b'YWk hYg'<][\][\h'gY]bYf'?Uff]YfY
k Uf'X]Y'l fUi ZØ\fi b['XYg'J]c`]b_cbnYfhg' %\$\$%B][\hg']b'h\Y
<UfYa ž'XUg'j cb'DUhf]W]U'?cdUhWk]bg_U'U'dfÅgYbh]Yfh'k i fXY"

8cWk`b]Wk hibi f'a i g]_U`]gWk`VYY]bXfi W_h'GUm'gY]bY'Ni \ØfYf"'9f

\Uh'g]W\`Ui W`dc`Uf]g]Yfh'a]h'gY]bYb`dc`h]gW\Yb`Yi » Yfi b[Ybž`X]Y
]\b`]b`X]Y`GW\`U[nY]`Yb`VfUW\hYbž`k]Y`VY]`gY]bYf`5b`_U[Y`]b
 =ghUbVi ``&\$%&k Y[Yb`j Yfa Y]bh]W\Yf`6Y`Y]X][i b[`fY`][]ÒgYf
 K YfhY"Ni `Yhnh'gcf[hY`Y]b`[Yd`UbhYf`5i Zhf]hh'a]h`XYa `7]hmicZ
 6]fa]b[\Ua `Gma d\cbm`CfW\YghfU`ZØf`5i ZgY\Ybž`XYf`Ui Z[fi bX
 _cbhfcj YfgYf`Yi » Yfi b[Yb`UV[YgU[h`k i fXY"8YbbcW\`V`Y]Vh`GUm
 Y]bY`GW\`ØggY`Z][i fž`X]Y`gck c`\`]a `6YfY]W\`XYf`A i g]_`U`g`Ui W\`XYf
 gcn]U`Yb`8]g_i gg]cbYb`Y]bYb`VfY]hYb`9]bZi gg`\Uh"

8 Ug`X]Yg`Å\`f][Y`: Ygh]j U`ž`XUg`: Un``GUm]bg`NYbhfi a`fØW_hž`k]fX
 i bhYf`XYa `A chhc`ghY\Ybž`X]Y`_i `hi fY`Y`J]Y`ZU`hi bX`X]Y`6fØW_Ybž
 X]Y`Xi fW\`A i g]_`[YgW\`U[Yb`k YfXYbž`ni `ZY]Yfb" `A]h`%+ `Dfc`Y`_hYbž
 X]Y`XUg`Di V`_i a`]b`\fYb`6Ubb`n]Y\Ybž`i bX`Y]bYf`_`UfYb
 5i gf]W\hi b[`Ui ZX]Y`≠hY[fUh]cb`i bX`XUg`J Yfgh`ÅbXb]g`j cb
 Ògh]W\Yf`i bX`k Ygh`]W\Yf`A i g]_`ž`ghY``h`XUg`GW\`Ygk][!<c`ghY]b
 A i g]_`: Ygh]j U`Y]bY`\cZb`i b[gj c``Y`C UgY`XYf`? fYUh]j]h`Åh`XUf"

8YhU]`g	
C fh	GW\`Ygk][!<c`ghY]bž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "bXf"XY • k k k "g\`a Z"XY • Yb"k]_]dYX]U"c f[

6Ygi W\Yb`G]Y`i bg`Ui Z.`X]Y!bUW\ f]W\ hYb`Wča