

6i gj YfV]bXi b['ni a ': Ø\`]b[Yf'GY. 'Gdcfh
i bX'9f\c`i b['ZØf'U`Y°

7\cfk Y]Yf'd`Ubh'VYggYfY'5bV]bXi b['Ub'XYb': Ø\`]b[Yf'GY
a]h'bYi Yf'6i g\U'hYghY`Yž'i a 'A cV]'hÅh'ni 'ZØfXYfb'i bX
6Ygi WXYfb'ni '\Y'ZYb"



: Ø\`]b[Yf'GYŽ? Ò`bž'8 Yi hgW`UbX'!5a ': Ø\`]b[Yf'GY'j]b'? Ò`b
\Uh'g]W\`_Øfn`]W`Y]bY'gdUbbYbXY'9bhk]W`i b['ZØf'U`Y
9f\c`i b[ggi WXYbXYb'i bX'K UggYfgdcfh'Yf'Yf[YVYb"'GY]h'X]YgYa
»\f'k]fX'XUfØVYf'X]g_i h]Yfhž'k]Y'X]Y'5bV]bXi b['Ub'XYb'VY']YVhYb
: fY]nY]hc fhž'XYf'U'g'_Øbgh]W`Ub[Y`Y[hYg'; Yk ÅggYf'gck c\
9f\c`i b[gcfh'U'g'Ui W`GdcfhghÅhhY'[]'hž'j YfVYggYfh'k YfXYb'_Ubb"
K]Y'_ghU"XY'VYf]W`hYhž'g]Y\`h'Y]b'5bhU['XYf'GD8!: fU_h]cb'j]b'XYf
6Yn]f_gj YfhfYhi b['7\cfk Y]Yf'j cfžY]bY'bYi Y'6i g\U'hYghY`Y
X]fY_h'VY]a 'DUf_d`Uhn'D%`Ub'XYf'F Y[UhhUghfYW_Y'ni 'Yff]W`hYb"'8Yf
DUf_d`Uhn'k]fX'j]b'XYb'k Ufa Yb'A cbUHYb'ghUf_'[Ybi hnh'i bX'b]W`h
gY'hYb'k]fX'XYf'K Y['Xcfh\]b'ni f'<YfUi gZcfXYfi b['']bgVYgcbXYfY
ZØf'A YbgWXYb'a]h'Y]b[YgW`fÅb_hYf'A cV]'hÅh"

5_hi Y`YffY]WYb'6Ygi WYf'XYb': Ø\`b[Yf'GY`U`i dHgAW`]W
ØVYf'X]Y'<U`hYghY`Yb' C fUb'Y\cZghfU»Y`i bX' GYYVYf[žX]Y`Yhk U
)`V]g'&\$`A`]bi hYb': i »k Y[`j cb'XYb'K UggYfZ`AWYb`YbhZYfbh
`]Y[Yb"9]bY`i a`ZfU[Y`\Uh[YnY][hžXUgg'X]YgY`8]ghUbn`ZØf`j`Y`Y
Y]bY`i bbØh[Y'<ØfXY`XUfghY`h"8Yf`J cfgW`U[`ni f'GW`UZZ`b[`Y]bYf
<U`hYghY`Y`\Uh]b'XYf'6Yn]f_gj YfhfYhi b[`[fc»Y`Ni gh]a`a`i`b[
[YZ`bXYbž`Ui W`k`Ybb`Yg`_f]h]gWYfY`Gh]a`a`Yb[`]Vh"@"c'<Y]bf]W`ž
dUfhY]`cgž`Ài »YfhYž`XUgg`Y]bY`9fk`Y]hYfi b[`bi f'VY]`[fØ»YfYb
J YfUbghU`hi b[Yb`g]bbj`c`gY]"`BcfVYfh'GW`c`h`j`cb`XYf'78I`k`Yg
YXcW`XUfUi`Z`]bžXUgg'XYf'5bhfU[`ni b`AW`gh`bi f'Y]bY`DfØZ`b[`gY]
i bX`_Y]bY`gcZcfh[Y`i a`gYhni b[`j`cfUi`ggYhnh"

2 ZZYbh`]WY Y`J Yf`_Y`fgUbV]bXi b[`]a`':`c`_i`g

8]Y`5bZU`fhni a`':`Ø\`]b[Yf'GY`Y`[YghU`hYh'g]W`j`YfVUbXghYW`b]gW`
j`]Y`Z`h[`"@"Ui`h'XYb`bZcfa`Uh]cbYb`Ui`Z`_cY`b!Zi`Y`\`]b[Yf!gYY"XY
ž`_Ubb'a`Ub`XYb`GY`VYei`Ya`'a`]h'6i`g'cXYf'6U`b`YffY]WYb"8Uni
b]a`a`h'a`Ub`X]Y`@]b]Yb`%&'cXYf'%)`F`]W`hi`b[`7`\cfk`Y]Yf'V]g`ni`f
<U`hYghY`Y`K`j`\Y`a`!Gc`a`Ubb!GhfU»Y`i`bX`ghY][`h'Xcfh]b`XYb'6i`g
@]b]Y`%&&'i`a`"5`hYfbUh]j`_Ubb'a`Ub`Ui`W`ØVYf'X]Y'<U`hYghY`Y
<Y]a`YfgXcfZi`bX`XUbb`XYb'6i`g`%&&'ni`f'<U`hYghY`Y`GY`VYf[
i`a`ghY][`Yb"8]Yg`nY][`hžXUgg'a`Ub`Xi`fW`Ui`g`ZYI`]VY`gY]b`_Ubbž
k`Ybb`Yg'i`a`XYb`Ni`[`Ub[`ni`a`GY`Y`[`Y\hžUi`W`k`Ybb`XYf'GYfj`]W
[`Y`Y[`Ybh]W`Y]b[`YgW`f`Ab`_h`gY]b`_Ubbž`VYgc`bXYfg`ni`VYgh]a`a`hYb
I`\fnY]hYb"

:`Øf'5i`hcZU`fYf'ghY`Yb`X]j`YfgY`DUf`_a`Ò[`]W`_Y]hYb`ni`f`J`YfzØ[`i`b[`ž
XUfi`bhYf'X]Y`DUf`_d`Àhny`Ub`XYf'F`Y[`UhhUghfYW`_Y`gck`]Y`k`Y]hYfY
C`dh]cbYb`Ybh`Ub[`XYf'B`Yi`ggYf`@UbXghfU»Y"8]Y`5bZU`fh'a`]h`XYa
5i`hc`]ghY]bZUW`i`bX`[`i`h'VYgW`j`XYfh"A`]h`Y]b`k`Yb][`D`Ubi`b[`]gh
XYf':`Ø\`]b[Yf'GY`Y`XU`Yf'[`i`h'YffY]W`VUf`'cV`ni`':`i`»`ž'a`]h`XYa`'6i`g
cXYf'XYa`'5i`hc"

6 Uff]YfY ZfY]\`Y]h`ZØf`U`Y

9]b`k`Y]hYfYf`k`]W`h[Yf'5gdY`_h]gh`X]Y`6Uff]YfY ZfY]\`Y]h]a
ÖZYbh]WYb`J`Yf`_Y`f`"K`]Y`Ui`Z`XYi`hgW`UbX!VUff]YfY ZfY]"XY
XUf[Y`Y[`h`k`]fXž`VYa`Ø`h`g]W`X]Y`6i`bXYgfY[`]Yfi`b[`ž]a

ÖZZbh]WYb`BU\j Yf_Y\fv]g`&\$&*`j c`ghAbX][Y`6Uff]YfYZfY]\Y]hni
 YffY]WYb"8]YgY`9bhk]W_i b[`]gh`VYgcbXYfg`Zøf`A YbgWYb`a]h
 A cV]`hÄhgY]bgWfÄb_i b[Yb`j cb`6YXYi hi b[ž`XU`i a ZUggYbXY
 A U» bU\`a Yb`k]Y`FUa dYbž`U_i gh]gWY`G][bU`Y`i bX`hU`h`Y
 @Y]hgmghYa Y`[Yd`Ub`h`g]bX"9]b`VYggYfYf`Ni [Ub[`ni a `BU\j Yf_Y\fv
 _ÖbbhY`X]Y`5bZU\fhni a `: Ø\`]b[Yf`GY`Y`Yf\YV`]WY`Yf`Y]WY`hYfbž
]bgVYgcbXYfY`Zøf`A YbgWYb`a]h`6Y\]bXYfi b[Yb"

8]Y`8]g_i gg]cb`i a `Y]bY`bYi Y`6i g\U`hYghY`Y`Ua `: Ø\`]b[Yf`GY`Y
 nY][hž`XUgg`a Ub`\]Yf`a]h`Y]bYa `[i hYb`<`ÄbXWYb`Ub`X]Y
 JYfVYggYfi b[`XYf`9ffY]WY`VUf`_Y]h`XYb`_h` `XUa]h`Gca a Yfž`GcbbY
 i bX`Gdcfh`Y]b`GhØW`_bÄ\Yf`fØW`_Yb`Zøf`U`Y`?`Ö`bYf`i bX`\`fY
 6Ygi WYf`"8Yf`5bhU[`k i fXY`c`bY`Y`bXYfi b[Yb`Ub[Ybca a Yb
 i bX`XYf`bÄW`ghY`GW`f]h`h`k]fX`bi b`X]Y`DfØZ b[`XYf`I a gYhnVUf`_Y]h
 gY]b"8]Y`5bghfYb[i b[Ybž`XUg`: fY]nY]hUb[YVch`Ua `: Ø\`]b[Yf`GY`Y
 k Y]hYf`ni `cdh]a]YfYbž`V`Y]VYb`gdUbbYbX`

8YhU]`g	
C fh	: Ø\`]b[Yf`GY`Y`ž?`Ö`bž`8Yi hgWY`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "_ghU"XY • _cY`b!Zi Y`\`]b[Yf!gYY"XY • k k k "XYi hgWY`UbX! VUff]YfYZfY]"XY

6Ygi WYb`G]Y`i bg`Ui Z.`a Y]b!_cY`b"bYh