

&\$`>J\ fY`6Øf[Yfgh]Zhi b[`? Ò`b. `9]b`5VYbX
j c``Yf`9b[U[Ya Ybh`i bX`≠bgd]fUh]cb`°

8]Y`6Øf[Yfgh]Zhi b[`? Ò`b`ZY]YfhY`Ua`%+`" ð b]`&\$&) `]\fYb`&\$`
; YVi fhghU[`a`]h`Y]bYf`:`Yghj YfUbgH`hi b[`i`bX`Yfa`i`h][YbXYb
8]g_i gg]cbYb`"



? Ò`b`ž`8Yi hgW\`UbX`!`9]b`:`Ygh`XYf`:`Ya`Y]bgW\UZh`i`bX`XYg
9b[U[Ya Ybhg.`8]Y`6Øf[Yfgh]Zhi b[`? Ò`b`\Uh`Ua`%+`" ð b]`X]YgYg
>J\ fYg`]\f`&\$!`Å\ f][Yg`6YghY\Yb`]a`6Øf[YfnYbhf`i`a`9\ fYbZY`X
fbØn9Ł`[YZY]Yfh`F`i`bX`%\$`\$`:`ÀghY`Ui`g`XYf`N]j`][YgY`gW\UZh`Dc`h]_
i`bX`?`i`hi`f`j`YfgUa`a`Y`hYb`g]W\ž`i`a`X]YgYb`VYgcbXYfYb`5b`Ugg
[YVØ\ fYbX`ni`k`ØfX][Yb`"6Øf[Yfa`Y]ghYf`8f`F`U`Z`<Y]bYb`YfØZZbYhY
X]Y`J`YfUbgH`hi`b[`a`]h`Y]bYa`Y`Yfn`]W\Yb`:`fi`»`k`cfhž`[YZc`[`h]j`cb
;`ØW_k`ØbgW\Yb`j`cb`<i`VYfh`GW`fUa`a`ž`J`YfhfYhYf`XYg`6ØbXb]ggYg
XYf`6Øf[Yfgh]Zhi b[Yb`8Yi hgW\`UbXg`"

8Yf`5VYbX`k`Uf`[YdfÅ[`h]j`cb`Ub[YfY[`hYb`8]g_i gg]cbYb`ni`f`F`c``Y
VØf[YfgW\UZh]W\Yb`9b[U[Ya Ybhg`]b`NY]hYb`]a`a`Yf`_bUddYf
k`YfXYbXYf`ÖZYbH]W\Yf`A`]hY`"9]bY`DcX]i`a`gX]g_i gg]cb`a`]h

dfca]bYbhYb`8]g_i hUbhYb`k]Y`Uga]b`7UgdUfmj ca
5`Yfk Y`hg\Ui g`?`Ò`bž`?Ufc`]b`<ØbYf`j cb`XYf`?`Ò`bYf`i: fY]k]``[Yb
5[Ybhi fž`9`]gUVYh\`GUbXck ž`ghY``j YfhfYhYbXY
6Yn]f_gVØf[Yfa Y]ghYf]b`j cb`F cXYb_]fWYbž`i bX`8f``i`f]W
GcÅb]i g`j ca`J YfY]b`?`Ò`bYf`Gh]Zhi b[Yb`VY`Yi W`hYhY`H\Ya Yb`k]Y
_ca a i bU`Y`Ni ghÅbX][_Y]hYb`i bX`X]Y`; Yk]bbi b[`j cb
9\fybUa h]WYb``A cXYf]Yfh`k i fXY`XUg`; YgdfÅW`j cb`G]a cbY
?fcghj cb`XYf`Gh]Zhi b[`F H@` `K]f`\Y`ZYb`?]bXYfb`Y"J "

9]b`6`]W_`Ui Z`X]Y`6Øf[Yfgh]Zhi b[`i bX`] \ fY Dfc`Y`_hY

8]Y`6Øf[Yfgh]Zhi b[`?`Ò`b`gYmh`g]W`j cf`U``Ya`ZØf`c`_U`Y`5b`)Y[Yb
Y]b`i bX`ZØfXYfh`nU\`fY]WY`[Ya Y]bbØh][Y`Dfc`Y`_hY``8Ufi bhYf`g]bX
]bbcj Uh]j Y`ϕ]h]Uh]j Yb`k]Y`9gY`gc`f`i bX`Cd`nUW`ZØf`DÅbn ž`X]Y
g]W`a`h`6`]Xi b[`i bX`ϕhY[fUh]cb`VYgW`ÅZh][Yb``6Øf[Yfgh]Zhi b[Yb
]b`8Yi hgW`UbXž`k]Y`g]Y`Ui W`X]Y`6Øf[Yfgh]Zhi b[`?`Ò`b
fYdfÅgYbh]Yfhž`g]bX`XUfUi Z`Ui g[Y`Y[hž[Ya Y]bgW`UZh]W`Yg
9b[U[Ya Ybh`ni`ZØfXYfb`i bX`Ui Z`X]Y`[YgY``gW`UZh]W`Yb
<YfUi gZcfXYfi b[Yb`ni`fYU[]YfYbž`X]Y`c`Zi`Xi fW`ghUUh]W`Y`A`]hhY`
b]W`h`UV[YXYW`h`k YfXYb`_ØbbYb``9]b`6`]W_`Ui Z`W`_h]j Y!Vi Yf[YfgW
\UZh`XY`Q`hhdg.##k k k "U_h]j Y!
Vi Yf[YfgW`UZh`XY`#Vi Yf[Yfgh]Zhi b[Yb`#a`cXY``!Vi Yf[Yf`Gh]Zhi b[#
nY][hž`XUgg`gc`W`Y`Gh]Zhi b[Yb`Y]b`VfY]hYg`GdY`_hfi a`Ub
: ØfXYfVYfY]W`Yb`UVXYW`_Ybž`XUfi bhYf`6`]Xi b[ž`?`i`hi`fi bX
l a k Y`h"

A]h`a`]hhYfk Y]Y`fi bX`(\$`\$`6Øf[Yfgh]Zhi b[Yb`]b`8Yi hgW`UbXž`X]Y
\fYb`5bZUb[`%-`-`*`]b`; ØhYfg`c`i bX`<Ubbcj Yf`bU`a`ž`nY][Yb
X]YgY`ϕ]h]Uh]j Ybž`k]Y`k]W`h][`VØf[YfgW`UZh]W`Yg`9b[U[Ya Ybh`ZØf
XUg`; Ya Y]bk`c`\``]b`c`_U`Yb`F`Y[]cbYb`]gh``8]Y`6Øf[Yfgh]Zhi b[`?`Ò`b
]gh`Y]b`DUfUXYVY]gd]Y`ž`k]Y`g]W`; Ya Y]bgW`UZhYb`Ui hc`bca
cf[Ub]g]YfYb`i bX`Y][Ybj YfUb`hk`cfh]W`Dfc`Y`_hY`Yb`hk`]W`_Y`b
_ØbbYb``8]Y`Gh]Zhi b[`nY]W`bYh`g]W`X`i fW`j`\fY`i bUV`Åb[][_Y]h
i bX`] \fY`j]Y`Z`h][Yb`i: ØfXYf`nk YW`_Y`Ui gž`k]Y`Vi Yf[Yfgh]Zhi b[!
ZfY]g]b["XY`\Yfj cf`YVh"

9]b`i bj Yf[Ygg`]W\ Yf`5VYbX`i bX`XYf`5i gV`]W_
]b`X]Y`Ni _i bZh

8Yf`ZY]Yf`]W\ Y`5VYbX`k i fXY`Xi fW`a i g]_U`]gW\ Y`6Y]hfÅ[Y`XYg
đ [YbXdcdW\ c f g`XYf` ↑ b[Yb`GhUXh?`Ò`b`i bhYf`XYf`@Y]hi b[`j cb
@]gU`A U]Yf`i bX`Y]bYb`5i ggW\ b]hiUi g`XYa`GhØW` <Y]a Uh`5"H"
j ca`7UgUa Ul`H\YUhYf`VYfY]W\ Yfh`9\Ya U`][Y`J c f g]hnYbXY`k]Y
@i Xk][`5fYbhn`i bX`Gj Yb`æ\UbbgYb`fYZY_h]YfhYb`ØVYf`X]Y
; fØbXi b[`i bX`9bhk]W`i b[`XYf`Gh]Zhi b[`i bX`Yf]bbYfhYb`g]W\ Ub
X]Y`5bZÀb[Y`j c f`&\$`đ\ fYbž`U`g`X]Y`6Øf[Yfgh]Zhi b[`Ua`%+`"đ b]
&\$)\$`Xi fW`?`Ò`b5[YbXU`Y"J ""]bg`@YVYb`[Yfi ZYb`k i fXY"

A Ufh]b`A Ø`Yfž`XYf`J c f g]hnYbXY`XYf`6Øf[Yfgh]Zhi b[ž`VYhcbhY
k Å\ fYbX`gY]bYf`5bgdfUW\ Y`X]Y`YbhgW\ Y]XYbXY`F c`Y`j cb
9\ fYbUa h]W\ Yb`i bX`: ØfXYfdUfhbYfb`"A]h`Y]bYf`dYfgØb`]W\ Yb
9fnÅ\`i b[`ØVYf`Y]bYb`9b[U[Ya Ybh!8YU`a]h`gY]bYf`7\YZ]b
nY][h`Y`Yfž`k]Y`k]W\ h][`Yg`]ghž`i bhYfghØhni b[`ZØf
VØf[YfgW\ UZh]W\ Yg`9b[U[Ya Ybhini`[Yk]bbYb`8Yf`5VYbX`YbXYhY
a]h`Y]bYa`6i ZYhi bX`Ub[YfY[hYb`; Ygd fÅW\ Yb`i bhYf`XYa`A chhc.
&\$`đ\ fY`6Øf[Yfgh]Zhi b[`?`Ò`b`XUg`]gh`Yfgh`XYf`5bZUb[" `8]YgYf
]bgd]f]YfYbXY`5i ghUi gW\`i bhYfghfY]W\ h`XUg`i b[YVfcW\ YbY
9b[U[Ya Ybh`XYf`6Øf[Yfgh]Zhi b[ž`k Y]hYf\]b`U`g`nYbhfU`Y`Gh]a a Y
ZØf`XUg`c`_U`Y`9\ fYbUa h`U_h]j`ni`gY]b`i bX`ni gUa a Yb`a]h`XYf
; Ya Y]bgW\ UZh`Yhk Ug`ni`VYk Y[Yb"

8YhU]`g	
C fh	?`Ò`bž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none">• k k k "f\Y]b]gW\ Y! Ub nY][YbV`UYhhYf"XY• k k k "U_h]j Y!Vi Yf[YfgW\ UZh"XY• Vi Yf[Yfgh]Zhi b[!ZfY]g]b["XY

6Ygi W\ Yb`G]Y`i bg`Ui Z.`a Y]b!_cY`b`bYh