

GhfU» Yba ca YbhY`]a `A i gYi a `@ Xk][.
A Y]ghYfk Yf_Y`XYf`GhfYYh`D\ chc [fUd\m°

9f`YVYb`G]Y`X]Y`5i gghY`i b[`]a `A i gYi a `@ Xk][ž`X]Y`X]Y
GhfYYh`D\ chc [fUd\mj cb`K]bc [fUbXž: f]YX`UbXYf`i bX
F cXf][i Yn`V]g`%&`C_hcVYf`k ØfX][h"



A i gYi a `@ Xk][ž`? Ò`bž`8Yi hgW\`UbX`!`a`<YfnYb`? Ò`bgž]a
fYbca a]YfhYb`A i gYi a `@ Xk][ž`\Uh`Y]bY`Ui ZfY[YbXY`5i gghY`i b[
]\fY`Dzc fhYb`[YÖZzbYhž`X]Y`b]W\h`bi f`: chc [fUZ]Y!@YV\UVYf
VY[Y]ghYfh`6]g`ni a`%&`C_hcVYf`&\$&) ` _ÖbbYb`X]Y
6Ygi`W\Yf.]bbYb`X]Y`K Yf_Y`XfY]Yf`\YfUi gfU[YbXYf`J YfhfYhYf`XYf
GhfYYh`D\ chc [fUd\m`VYk i bXYfb. ; Uffm`K]bc [fUbXž`@YY
: f]YX`UbXYf`i bX`ægYd`\`F cXf][i Yn`8]YgY`5i gghY`i b[`]gh`X]Y
YfghY`]b`XYb`bYi Yb`: chc f`Ai a Yb`XYg`A i gYi a g`i bX`_i fUh]Yfhj cb
XYf`[YgW`ÄhnhYb`6UfVUfU`9b[Y`VUW"

6YgcbXYfg`ZUgn]b]YfYbX`]gh; Uffm`K]bc [fUbXg`5fVY]h`GY]b`: chc
l bh]hYX`Ui g`XYf`GYf]Y`K ca Yb`UfY`6YUi h]Zi` `j cb`W]fW`%`+ \$
nY][h`Y]bY`GnYbYž`]b`XYf`Y]bY`: fUi`]a`_i fnYb`F cW`_Y]bYa`A Ubb

ja`5bni [`VY[Y[bYh`K]bc[fUbx`j YfghUbX`Yg`a Y]ghYf\ UZh`X]Y
U`hA[`]WXYb`6Y[Y[bi b[Yb`]a`i fVUbYb`FUi a`ZYghni \U`hYb`i bX
X]YgY`a`]h`Y]bYa`_f]h]gWXYb`6`]W`Ui Z`X]Y` ; YgY`gW UZh`ni
fYZY_h]YfYb``8]YgY`5fh`XYf`8c_i a`YbhUh]cb`]gh`XUg`<YfnghØW`XYf
GhfYYh`D\c hc [fUd\mž`X]Y`g]WXY`gY]h`A`]hY`XYg`&\$``\f\i bXYfhg
Ybhk]W`Y`h`\Uhž`VYY]bZi ggh`Xi fW`X]Y`<UbX`]W`_Y]h`j`cb`?Ua`YfUg
k]Y`XYf`@Y]W``A`]h`X]YgYb` ; Yf`hYb`_cbbhYb` : chc [fUZ]bbYb
ZØW`h] [Y`A`ca`YbhY`]b`XYf`²`ZYb`h`]W`_Y]h`Y]bZUb [Ybž`k Ug`Y]b
 ; YZØ`j`cb`5i`h\Ybh]n]h`h`i bX`8mbUa`]_`YfghY`h`

; YgY`gW UZh`]WXY`5gdY`_hY`Xi fW`X]Y`@]bgY

@Y` : f]YX`UbXYfg` : chc`g`Vf]b [Yb`YVYbZU`g`X]Y`gc`n]U`Yb`5gdY`_hY
XYf`%-`*`\$Yf!`i bX`%-`+`\$Yf!`\fY`ni a`5i`gXfi W`"9]b`6Y]gd]Y`nY][h
Y]bYb`6Ui`UfVY]hYf`i bX`Y]bY`gW]W`_ [Y`_Y]XYhY` : fUi`ž`X]Y`g]W
nk]gWXYb` ; `UghØfYb`Y]bYg` ; YV`Ai`XYg`_fYi`nYb``8]YgY
5`hU [gVYc`VUW`hi b [Yb`g]bX`HY]`Y]bYf`h]YZ [fY]ZYbXYb`5bU`mgY`XYf
 ; YgY`gW UZh`i bX`]fYf`8mbUa`]_Yb`` : f]YX`UbXYfg`5bk`YbXi b [`j`cb
Gd]Y [Y`i b [Yb`i bX`GW`UhYb`]b`gY]bYb`?ca`dcg]h]cbYb`ØVYffUgW`h
i bX`fY [h`ni a`B`UW`XYb`_Yb`Ubž`k`À`fYbX`Yf` [`Y]W`nY]h] [`X]Y
_cbj`Ybh]cbY`Yb`6`]XghUbXUfXg]b` : fU [Y`ghY`h`Y`

ægYd\`F`cXf][i`Yn`\]b [Y [Yb`Vf]b [h`Y]bY`UbXYfY`8]a`Ybg]cb`]b`X]Y
5i`gghY`i b [``A`]h`gY]bYa`6`]X`Di`Ug_]`G`mk`Umž`BYk`f`fgYm`j`cb
%- , (`VY`ZfU [h`Yf`X]Y`@YVYb`gfYU`]h`hYb`]b`Å`fa``]WXYb`J`cfc`fhYb`
F`cXf][i`Yn`]bhYfU []Yfh`U`_h]j`a`]h`XYb`A`YbgWXYb`ž`X]Y`Yf
Z`c`hc [fUZ]Yfh`J]Y`Y`gY]bYf`5fVY]hYb`g]bX`a`]h`?ca`a`YbhUfYb
j`YfgY\`Yb`ž`X]Y`XYb`6YhfUW`hYf.]bbYb`X]Y` ; YgW`]W`hYb`XYf
D`c`fhf`h]YfhYb`b`À`YfVf]b [Yb``Gc`j`Yf`Y]\`h`Yf`XYb`c`Zi][b`c`f]YfhYb
Gh]a`a`Yb`]b`XYf` ; YgY`gW UZh`G]W`hVUf`_Y]hž`k`Ug`gY]bY`6`]XYf
VYgcbXYfg`Y]bXfi`W`gj`c``a`UW`h`

9]bV`]W`_Y`]b`XUg` ; Yb`fY`XYf`GhfYYh
D\c`hc [fUd`m`

8]Y`GhfYYh`D\c`hc [fUd`m`U`g` ; Yb`fY`]gh`b]W`h`bi`f`Y]bY
Xc_i`a`YbhUf]gWXY` : chc [fUZ]Yž`gcbXYfb`Ui`W`X]Y]b`_fYUh]j`Yg`Gd]Y`

a]h'XYf'K U\fbY\ a i b['XYg'5''hU[g" 8]Y'≠XY'XYg
 YbhgWXY]XYbXYb'A ca Ybhg 'j cb'<Ybf]'7Ufh]Yf!6fYggcb'\YVh
 \Yfj cfž'k]Y'k]W'h]['Yg']ghž'XYb'ZØW'h][Yb'5i [YbV']W_
 ZYghni \U'hYb"'8]YgY'D\]'cgcd\]Y'n]Y'h'g]W'Xi fW'X]Y'K Yf_Y'U''Yf
 XfY]'?Øbgh'Yf'i bX'a UW'h'X]Y'5i gghY''i b['ni 'Y]bYa 'gdUbbYbXYb
 9f'YVb]g'ZØf'U''Yž'X]Y']b'X]Y'K Y'h'XYf'GhfU» YbZc'hc[fUZ]Y'Y]bhUi W'Yb
 a ØW'hYb"

8]Y': chc[fUZ]Yb'g]bX'\]bhYf'; 'Ug'i bX']b'DUggYdUfhci h'[YfU\ a hž
 k Ug'X]Y'?ca d'cg]h]cbYb'\Yfj cf\YVh'i bX'X]Y'i bhYfgW]YX']W'Yb
 DYfgdY_h]j Yb'X]YgYf'XfY]': chc[fUZ]bbYb'j YfUbgW'Ui ']W'h'A]h
 Y]bYa '[Ubn'VYgcbXYfYb'6']W_ 'Ui Z'X]Y'K Y'h'XYg'ØZYbh']W'Yb
 FUi a g''UXYb'K]bc[fUbXž: f]YX'UbXYf'i bX'F cXf][i Yn'X]Y
 6Ygi W'Yf.]bbYb'Y]bž'X]Y'J]Y'ZU'h'XYf'i fVUbYb'9fZU\ fi b[Yb'ni
 YbhXYW_Yb"'K Yf'a Y\ f'ØVYf'X]Y']bgd]f]YfYbXYb'; YgW]W'hYb'XYf
 : chc[fUZ]bbYb'YfZU\ fYb'a ØW'hYž'_Ubb'Ui Z'7\ c]W'g'gck]Y'
 A i gYi a '@ Xk]['i bX'GhfYYh'D\ chc[fUd\ m' bUW'YgYb"

8 YhU]`g	
C fh	A i gYi a '@ Xk][ž? Ø`bž'8 Yi hgW'`UbX
E i Y''Yb	<ul style="list-style-type: none"> • k k k "W c]W'g"XY • ghfYYhd\ chc[fUd\ m"W'ca • k k k "a i gYi a '!`i Xk]["XY

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