

%&) ' >U\ fY ' _Uh\ c`]gW\ Yf '?]fW\ YbW\ c f
7`Ui gYb. '9]b`a i g]_U`]gW\ Yg': Ygh°

9fZU\ fYb`G]Y`U`Yg`ØVYf`XUg`ZYgh]W\ Y`? cbnYfh`ni a
%&) !`Å\ f][Yb`đ V]`Äi`a`'XYg`_Uh\c`]gW\ Yb`?]fW\ YbW\ c f g
7`Ui gYb`Ua`' &*"\$) "&\$&)"



7`Ui gYbž`8Yi hgW\`UbX`!`8]Y': Y]Yf`]W\ _Y]hYb`ni a`' %&) !`Å\ f][Yb
6YghY\ Yb`XYg`_Uh\c`]gW\ Yb`?]fW\ YbW\ c f g`7`Ui gYb`VY[Y]ghYfhYb
X]Y`6Ygi W\ Yf`a`]h`Y]bYa`'ZYgh]W\ Yb`? cbnYfhž`XUg`X]Y`h]YZ
j`Yfk`i`fnY`hY`HfUX]h]cb`XYf`?]fW\ Yba`i`g]_`]b`XYb`A`]hY`di`b`_h
ghY`hY`"8]Y`J`YfUbghU`hi`b[`ZUbX`]b`XYf`Øfh]W\ Yb`?]fW\ Y`ghUhi`bX
Vch`Y]bY`VYY]bXfi`W_YbXY`8UfV]Yhi`b[`j`YfgW\]YXYbYf`@]YXYfž`X]Y
X]Y`Ya`ch]cbU`Y`? fUZi`XYf`A`i`g]_`i`bhYfghf]W\ Yb`"A`i`g]_`]gh
VY`_Ubbh]W\`Y]b`A`YX]i`a`žk`Y`W\ Yg;`YZØ`Y`i`bX;`YXUb`_Yb
hfUbgdcfh]Yfhž`i`bX`[`YbUi`X]Yg`k`i`fXY`]b`XYf`5i`ZZØ`fi`b[
Y]bXfi`W_gj`c``XYa`cbghf]Yfh"

8]Y`8UfV]Yhi`b[`Yb`XYg`7\`c f g`fY]W\ hYb`j`cb`hfUX]h]cbY`Yb`gU`fU`Yb
GhØW`_Yb`V]g`\]b`ni`a`cXYfbYb`? ca`dcg]h]cbYb`"8]YgY`J`]Y`Zu`h

gd]Y[Y`h'XYb`9]bZi gg`k]XYfž`XYb`gU_fU`Y`A i g]_`Ui Z; chhYgX]YbghY
i bX`_]fW`]W`Y: Y]YfhU[Y`\\Uhž`k]Y`Ui W`XUg`@YI]_cb`XYf`A i g]_
Yf`Ai hYfh`8]Y`6YXYi hi b[`j cb`A i g]_`]b`XYf`]hi f[]gW`Yb`DfUI]g
nY][h'g]W`VYgcbXYfg`]b`]fYf: Å`][_Y]hž`@cVž`8Ub`_i bX: fYi XY
[Y[YbØVYf; chh`Ui gni XfØW`Yb"

8]Y`6YXYi hi b[`XYg`7`cf[YgUb[g

æa `?cbhYi h'XYg; `Ui VYbg`\\UVYb`@]YXYf`i bX`[Ygi b[YbY; YVYhY
Y]bY`VYgcbXYfY`8]a Ybg]cb``G]Y`XfØW`Yb`X]Y`H]YZY`XYg; `Ui VYbg
gck]Y`<cZbi b[ž`GW`a Yfnž`HfUi Yf`i bX: fYi XY`Ui gž`k]Y`Ui W`X]Y
K YVgY]hY`XYf`? Uh`c`]gW`Yb`?]fW`Y`Gh``A Ufh]b`VYgW`fY]Vh"
; chhYgX]YbghY`bi hYb`gca]h`A Y`cX]Yb`i bX; YVYhYž`i a `X]Y
A]hZ]YfbXYb`ni `YfZfYi Yb`i bX`]a `; `Ui VYb`ni `i bhYfghØhYb"

8Yf`?]fW`YbW`cf`7`Ui gYb`]gh`b]W`h`bi f`Y]b`9fVY`U`f`i bXYfhYU`hYf
HfUX]h]cbYbž`gcbXYfb`Ui W`Y]b`6Y]gd]Y`ZØf`X]Y`YVYbX][Y
K Y]hYfYbhk]W`_i b[`XYf`?]fW`Yba i g]_``8]YgY`\\Uh`g]W`ØVYf`X]Y
U`fY`\\]bk Y[`Yf`YV`]W`[Yk UbXY`h``K Å`fYbX`XYg`&"
JUh]_Ub]gW`Yb`?cbn]`g`k i fXY`X]Y; fi bX`U[Y`[YgW`UZYbž`i a
HYI hY`Ui W`]b`XYf`@UbXYggdfUW`Y`ni `j Yfk YbXYbž`k Ug`ni `Y]bYf
VfY]hYb`5_nYdhUbn`i bX`Y]bYa `5i ZgW`k i b[`XYg`7`cf[YgUb[g
VY]hfi ["

<]ghcf]gW`Y`K i fnY`b`i bX`9bhk]W`_i b[Yb

8]Y`\\]ghcf]gW`Y`9bhk]W`_i b[`XYf`?]fW`Yba i g]_`nY][h'g]W`]b`]fYb
K i fnY`b`]a `fØa]gW`i bX`ØX]gW`[YdfÅ[hYb`7`f]ghYbhi a ``8]Y
5bZÅb[Y`fY]W`Yb`V]g`ni `XYb; fY[cf]Ub]gW`Yb; YgÅb[Yb`ni fØW`ž
XYfYb`J]Y`gh]a a][_Y]h'g]W`]a `%&``U`f`i bXYfh`k Y]hYfYbhk]W`_Y`hY"
8]Y`F`YbU]ggUbW`VfUW`hY`Y]bYb`5i ZgW`k i b[`ZØf`X]Y`_Uh`c`]gW`Y
?]fW`Yba i g]_`ž`U`g`?ca`dcb]ghYb`k]Y`A`cnUfh`i bX`J]j`U`X]
VYXYi hYbXY`K`Yf`_Y`gW`i ZYb``8Yf`5``[Ya`Y]bY`7`ÅW]Yb!J`YfY]bž`XYf
%, *, [Y[fØbXYh`k i fXYž`\\UhY`g]W`ni a `N]Y``[YgYhnhž`X]Y`k`U`fY
Uh`c`]gW`Y`?]fW`Yba i g]`ni `ZØfXYfb`i bX`ni `VYk`U`fYb"

8]Y`U`_hi`Y`Y: cfa`XYf`?]fW`Yba i g]_`ž`]bgVYgcbXYfY`]b
8Yi hgW`_UbXž`]ghighUf`_`cbZYgg]cbg[YVi`bXYb`cf[Ub]g]Yfh"

K Ä\fybX`_Uh\c`]gWXY?]fWXYba i g]_Xi fW?]fWXYba i g]_Äa hYf
ghfi _hi f]Yfh'k]fXž']gh'X]Y`Yj Ub[Y`]gWXY?]fWXYba i g]_`cZi]b
J YfVÄbXYb`cf[Ub]g]Yfhž'k]Y`XYa `J YfVUbX`9j Ub[Y`]gWXYf
?]fWXYbW`ÖfY" < Ui dhUa h]WXY? Ubhc'fYb`g]bX`ZØf`X]Y`a i g]_U`]gWXY
; YghU`hi b[`]b`XYb`; Ya Y]bXYb`j YfUbhk cfh]W`i bX`hfU[Yb
a U» [YV`]W`ni f`9bhk]W`i b[`XYf`7\ÖfY`VY]"

A]h`XYa `5VgW`i gg`XYg? cbnYfhg`ni a `%&) !Ä\f][Yb`ž V]`Äi a `XYg
?]fWXYbW`cfg`7`Ui gYb`k i fXY`Y]ba U`a Y`f`XYi h]W`ž`k]Y
VYXYi hYbX`X]Y`a i g]_U`]gWXY`HfUX]h]cb`ZØf`X]Y` ; Ya Y]bgW`UZh]gh"
8]Y`J YfV]bXi b[`j cb`a i g]_U`]gWXYf`? i bgh`i bX` ; `Ui VYb`V`Y]Vh`Y]b
nYbhfU`Yf`5gdY`_h`ZØf`j]Y`Y`?]fWXYb[Ya Y]bXYb"

8YhU]`g	
J c fZU``	Gcbgh][Yg
C fh	7`Ui gYbž`8Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "f\Y]bdZU`n"XY • k k k "_Uh`!UfVcb"WX • k k k "`YI]_cb!XYf!a i g]_ "XY

6Ygi WXYb`G]Y`i bg`Ui Z.`b!U["bYh