

J c f g]W\ h'VY]a 'GWUbbYb. 'Gc 'gW\ ØhnYb 'G]Y
g]W\ 'j c f '[YZ\ f']W\ Yb 'E F!7cXYg°

9fZU\ fYb 'G]Y 'U''Yg'ØVYf'E F!7cXYg. 'i b_h]cbž
G]W\ Yf\Y]hgf]g]_Yb 'i bX'5bk YbXi b[gVY]gd]Y'Y' 'U_hi Y''i bX
]bZcfa Uh]j 'ZØf'Bi hnYf"

9f`Ub [Ybž'8Yi hgW\ `UbX '!E F!7cXYg'g]bX'Ui g'XYa 'a cXYfbYb
5`hU['_Ui a 'a Y\ f'k Y[ni XYb_Yb"G]Y'Yfa Ø['']W\ Yb'XYb
V']hngW\ bY''Yb'Ni [f]ZZ'Ui Z`bZcfa Uh]cbYb'i bX'Ni gUhn]b\U'hY'ØVYf
Ga Ufhd\cbYg"8Yf'6Y[f]ZZ'E F!7cXY'ghY\h'ZØf' E i]W_ 'FYgdcbgY
7cXY 'i bX'VYnY]W\ bYh'e i UxfUh]gW\ Y'7cXYg'a]h'[fUZ]gW\ Yb
A i ghYfbž'X]Y''Y]W\ h'gW\ bVUf'g]bX"K]Y': 5I 'VYf]W\ hYhž'_ØbbYb'E F!
7cXYg'V]g'ni '(&\$*'NY]W\ Yb'_cX]YfYb'i bX'k YfXYb'j b
j YfgW\]YXYbYb'6YfY]W\ Yb'Y]b[YgYhnhž' cb'C b']bY!6Ub_]b['V]g'ni f
5i hca cV]`]bXi gh]Y"

8]Y'6Y'YVh\Y]h]j cb'E F!7cXYgž'VYgcbXYfg'VY]'Ga Ufhd\cbY!
6Yg]hnYfbž'nY][h'g]W\ 'b']\fYa 'i a ZUb[fY]W\ Yb'9]bgUhn'Ui Z
D'U_UhYbž': `mYfb'cXYf'H]W_Yhg"G]Y'ZØ\ fYb'cZh'ni 'K YVgY]hYbž'X]Y
k Y]hYfZØ\ fYbXY'`bZcfa Uh]cbYb'VYfY]hghY''Yb"K Å\ fYbX'X]Y'7cXYg
bØhn']W\ Y': i b_h]cbYb'YfZØ''Ybž'V]f[h']\f'9]bgUhn'Ui W\ 'F]g]_Yb"@Ui h
XYa 'HYgh'_ØbbYb'6YhfØ[Yf'E F!7cXYg'bi hnYbž'i a 'Ui Z
gW\ UX\ UZhY'K YVgY]hYb'ni 'j Yfk Y]gYbž'X]Y'Hfc'UbYf'Yb\U'hYb
ØbbYbž'i bX'gc'XUg'D\Åbca Yb'XYg' GcW]U'<UW]b['ZØfXYfb"

G]W\ Yf\Y]hgf]g]_Yb ']a 'l a [Ub['a]h'E F!7cXYg

9]b'nYbhfU'Yg'DfcV'Ya 'jghž'XUgg'Bi hnYf'j c f'XYa 'GWUbbYb'Y]bYg
E F!7cXYg'b]W\ h'Yf_YbbYb'_ØbbYbž'k c\]b'X]YgYf'ZØ\ fh'"8]Yg'V]f[h
Yf\YV'Y]W\ Y'G]W\ Yf\Y]hgf]g]_Ybž'XU'X]Y'7cXYg'h\YcfYh]gW\ '@]b_g'ni
[YZ\ f']W\ Yb'K YVgY]hYb'Yb\U'hYb'_ØbbYb'"8Ug'6i bXYgUa h'ZØf

G]WYf\Y]h]b`XYf`ϕZcfa Uh]cbghYWb]_`f6G±\`Uh`VYfY]hg`j`cf
VYhfØ[Yf]gWYb`E`F!7cXYg`[Yk`Ufbh`J`F!7cXYg`Ub`ÒZYb`h]WYb
C`fhYb`ž`k`jY`]b`XYf`I`!6U\`b`cXYf`Ub`A`YggYb`ž`_`ÒbbYb`a` Ub]di` `]Yfh
k`YfXYb`"

9g`]gh`k`]W`h][`ni`k`]ggYb`ž`XUgg`E`F!7cXYg`gY`Vgh`Ga`Ufhd`\`cbYg
b]W`h`g`W`À`X][`Yb`"8`Ug`F`]g]_`c`Yb`hghY`\`h`Yfgh`ž`k`Ybb`XYf`6Ybi`hnYf`Ui`Z
Y]bYb`g`W`À`X`]W`Yb`@]b`_`_]W`h`6YgcbXYfg`5bXfc]X!Bi`hnYf`ž`XYfYb
;`Yf`À`hY`Gc`Z`k`UfY`Ui`g`VY`]YV][`Yb`E`i`Y`Yb`]bghU`]YfYb`_`ÒbbYb`ž`g]bX
Ub`Z`À`][`Z`Ø`f`X]YgY`;`YZU`\`fYb`"5i`g`X]YgYa` `;`fi`bX`Ya`dZ]Y`\`h`Yg`g]W`ž
Y]bYb`g]W`YfYb`6UfW`cXY!GWUbbYf`ni`j`Yfk`YbXYb`ž`XYf`X]Y
ϕhYfbYhUXfYggY`j`cf`XYa` `5i`Zfi`Z`Ub`nY][`h`";`i`hY`GWUbbYf`_`ÒbbYb
Ui`W`?`i`fn`]b`g`Yb`hgW`ØggY`b`i`bX`X]Y`cf][`]bU`Y`5XfYggY`Ub`nY][`Yb`"

8 UhYbgW i hn i bX`E`F!7cXYg

ϕ6Yni`[`Ui`Z`XYb`8`UhYbgW`i`hn`g]bX`E`F!7cXYg`k`Yb][`Yf
VYXYb`_]W`ž`gc`Ub[`Y`g]Y`_]bY`dYfgcbYbVYnc[`YbYb`8`UhYb
gdY]W`Yfb`"K`jY`8`D`7`8`UhYbgW`i`hn`Yf`_`À`fh`ž`ZU`Yb`E`F!7cXYg`b]W`h
i`bhYf`X]Y`8`UhYbgW`i`hn!`fi`bX`j`YfcfXbi`b[`f`B`G;`J`C`ł`ž`gc`Z`Yfb`g]Y
_]bY`dYfg`Òb`]W`Yb`ϕZcfa`Uh]cbYb`Yb`h`U`hYb`"5`Y`fX]b[`g`gc`hYb
Bi`hnYf`]bZcfa`]Yfhk`YfXYb`ž`k`Ybb`E`F!7cXYg`ni`f`J`YfUfVY]hi`b[
dYfgcbYbVYnc[`YbYf`8`UhYb`[`Ybi`h`h`k`YfXYb`"8]Y`J`YfUb`hk`cfhi`b[
`]Y[`h`X`UVY]`VY]`XYb`5bV]YhYfb`ž`X]Y`X]Y`Bi`hnYf`ØVYf`X]Y
8`UhYbj`YfUfVY]hi`b[`Ui`Z`_`À`fYb`a`ØggYb`"

9]b`k`Y]hYfYf`5gdY`_`h]gh`ž`XUgg`E`F!7cXYg`8`UhYb`j`YfgW`ØggY`b`ž
YXcW`YXYf`a`]hY]bYa` `[YY][`bYhYb`];`Yf`À`h`X]YgY`Yb`hgW`ØggY`b
_`Ubb`"8Yf`9]bgU`hn`j`cb`E`F!7cXYg`]b`gc[`Yb`Ub`bhYb`7`ci`X!
5bk`YbXi`b[`Yb`]gh`YVYb`ZU`g`fY`Yj`Ub`h`ž`XU`\]Yf`XYf`7`ci`X!6YhfY]VYf
X]Y`ϕZcfa`Uh]cbYb`j`YfUfVY]hYh`ž`b]W`h`XYf`5bV]YhYf`XYg`E`F!7cXYg
gY`Vgh`"8]Y`G]W`Yf\Y]h`i`bX`XYf`GW`i`hn`XYf`8`UhYb`\`Àb[`Yb`U`gc
ghUf`_`j`cb`XYb`Yk`Y`][`Yb`5bk`YbXi`b[`Yb`i`bX`XYfYb`6YhfY]VYfb`UV`"

Ni`gUa`a`YbZUggYbX`_`À`ggh`g]W`gU[`Yb`ž`XUgg`E`F!7cXYg`d`fU`_`h]gW`Y
K`Yf`_`nYi`[`Y`]a`X][`]hU`Yb`NY]hU`hYf`g]bX`ž`YXcW`Y]b[`Yk`]ggYg`A`U»
Ub`J`c`fg]W`h`YfZc`fXYfhk`]fX`ž`i`a`X]Y`F`]g]_`Yb`ni`a`]b]a`]YfYb`"8]Y
Bi`hnYf`gc`hYb`]a`a`Yf`k`UW`gUa`gY]b`i`bX`g]W`XYf`d`chYbn]Y`Y`Yb`"

; YZU\fyb`VYk i gghia UWYbž'i a `g]WXYf'a]h'E F!7cXYg'i a [Y\Yb
ni `_ÒbbYb"

8YhU]`g	
Cfh	9f`Ub[Ybž`8Yi hgW`UbX
EiY`Yb	<ul style="list-style-type: none">• k k k "ZUi "XY• k k k "XdWXUhYbgW`i hn"XY• k k k "hYgh"XY

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