

DZY[Yj Yfg]WXYfi b[']b '6fUbXYbVi f[. 5`Ufa ghi ZY`F ch`ZØf`6Yhfc ZZYbY°

6fUbXYbVi f[g; Ygi bX\Y]hga]b]ghYf]b`k Ufbh`j cf
DZY[Yj Yfg]WXYfi b[gXYZ]n]h`i bX`ZcfXYfh`F YZcfa Yb`ZØf`X]Y
VYhfc ZZYbYb`GYb]cfYb"



6fUbXYbVi f[ž`8 Yi hgW`Ub X`!`#a]hYb`XYf`Ub\U`hYbXYb
8YVUhhY`i a`X]Y`Z]bUbn]Y`Y`Ni`_i bZh`XYf`DZY[Yj Yfg]WXYfi b[
a`Y`XYh]g]W`6fUbXYbVi f[g; Ygi bX\Y]hga]b]ghYf]b`6f]hhU`A`Ø`Yf
ni`K`cfh`G]Y`k Ufbh`j cf`Y]bYa`Xfc\YbXYb`8YZ]n]hž`XUg`X]Y
I bhYfghØhni b[`ZØf`dZY[YVYXØfZh][Y`A`YbgWXYb`[YZÀ\`fXYb`_`ÖbbhY`
A`Y`f`U`g`&%("\$\$\$`A`YbgWXYb`]b`6fUbXYbVi f[`g]bX`VYfY]hg`Ui`Z
DZY[Y`Ub[Yk`]YgYbž`i bX`a`Y`f`U`g`X]Y`<`Ä`ZhY`j`cb`]bYb`]gh`ØVYf
,`\$`>\`fY`U`h`@Ui`h`GhYfb`U`h`X]Y`DZY[Yj Yfg]WXYfi b[ž`X]Y`%-`-`)
Y]b[Yf]W`hYh`k`i`fXYž`XUg`N]Y`ž`ghUf`_`dZY[YVYXØfZh][Y`A`YbgWXYb
j`cf`Z]bUbn]Y`Y`f`,`VYfZcfXYfi b[`ni`gW`ØhnYb`"8`cW`Ub[Yg]W`hg`XYf
ghY][YbXYb`?`cghYb`g]Y`h`A`Ø`Yf`X]Y`B`chk`YbX][`_Y]hž`g]W`Ui`Z
VYgcbXYfg`VYXØfZh][Y`DYfgcbYb`ni`_`cbnYbhf]YfYbž`i a`X]Y
J`Yfg]WXYfi b[``Ub[Zf]gh][`Z]bUbn]YfVUf`ni`U`hYb"

8 Ug`H\Ya U`DZY[Y`]gh`U`YfX]b[g`b]W`h`bi`f`]b`6fUbXYbVi`f[`Y]b
 \Y]» Yg`9]gYb" `#` [Ub`n`8Yi`hgW`U`bX`k`]fX`Y]bY`fUd]XY`ni`bY`a`YbXY
 NU\`j`cb`DZY[YVYXØfZh][Yb`d`fc[bcgh]n]Yfh" `@Ui`h`GhUh]ghU`[]Vh`Yg
 U`hi`Y`Y`hk`U`)`ž+`A`j`]cbYb`DZY[YVYXØfZh][Y`]a` `@UbXž`i`bX`X]Y`NU\`
 _ØbbhY`V]g`&\$) `) `Ui`Z`fi`bX`*`ž` `A`j`]cbYb`UbghY][Yb" `#`XYf
 V]g\Yf][Yb`8Y`_UXY`U`h]g]W`X]Y`5bnU\`XYf`DZY[YVYXØfZh][Yb
 gc[Uf`j`YfXcddY`h`8]YgY`9bhk`]W`_`i`b[`ghY`h`b]W`h`bi`f`
 <YfUi`gZcfXYfi`b[Yb`ZØf`X]Y`6YhfcZYbYb`XUfž`gcbXYfb`ZcfXYfh`Ui`W`
 i`a`ZUggYbXY`5bdUggi`b[Yb`]b`XYf`GmghYa`Uh]_`XYf
 DZY[Yj`Yfg]W`Yfi`b[`i`bX`!j`Yfgcf[i`b["

:]bUb`n]Y`Y`<`YfUi`gZcfXYfi`b[Yb`i`bX
 @Øgi`b[gUb`g`ÄhnY

8]Y`U`Ufa`]YfYbXYb`NU\`Yb`ni`f`Z]bUb`n]Y`Yb`G]hi`Uh]cb`XYf
 DZY[Yj`Yfg]W`Yfi`b[`g]bX`i`bØVYfgY\`VUf" `@Ui`h`85?!;`Ygi`bX\Y]h
 ghYi`Yfh`X]Y`DZY[Yj`Yfg]W`Yfi`b[`]b`X]YgYa` `š\`f`Ui`Z`Y]b`8Y]n]hj`cb
 %ž* `) `A`j`]UfXYb`9i`fc`i`bX`_ØbbhY`V]g`&\$&*`Ui`Z`ž) `A`j`]UfXYb`9i`fc
 Ubk`UW`gYb" `8]Yg`k`]fZi`X]Y`: `fU[Y`Ui`Z`k`]Y`X]Y`b`chk`YbX][Y
 I`bhYfghØhni`b[`ZØf`DZY[YVYXØfZh][Y`Ui`ZfYW`hYf\`U`hYb`k`YfXYb
 _Ubbž`k`Ä\`fYbX`X]Y`:]bUb`na`]hY`gW`k`]bXYb" `A`Ø`Yf`ZcfXYfh`XU\`Yf
 Y]bY`i`a`ZUggYbXY` ,`VYfd`fØZ`b[`XYf`#ghfi`a`YbhY`ni`f`:`YghghY`i`b[
 XYf`DZY[YVYXØfZh][_Y]h"

I`a`XYf`k`UW`gYbXYb`<`YfUi`gZcfXYfi`b[`ni`VY[Y[bYbž`g]Y\`h`A`Ø`Yf
 XYb`DU`h`ZØf`DZY[Y`U`g`Y]b`j`]Y`j`Yfgd`fYW`YbXYg`A`cXY`ž`XUg
 Vi`bXYgk`Y]h`_cb`fYhj`cf`C`fh]b`XYb`?`ca`a`i`bYb`[`fY]ZYb`gc`hY"
 ,`VYfX]Yg`d`Ub`h`X]Y`6i`bXYg[Ygi`bX\Y]hga`]b]ghYf]b`B]bU`K`Uf`_Ybž
 Y]bY`:]bUb`ngdf]hnY`ni`f`I`bhYfghØhni`b[`XYf`DZY[Yj`Yfg]W`Yfi`b[
 VYfY]hni`ghY`Ybž`i`a`X]Y`Xfc\`YbXY`I`bhYfZ]bUb`n]Yfi`b[
 UVni`a`]XYfb"

9bhk`]W`_`i`b[Yb`]a`DZY[YVYfY]W`

8]Y`Øb[ghYb`9f\YVi`b[Yb`nY][Yb`Ui`W`ž`XUgg`X]Y`B`chk`YbX][_Y]h
 Y]bYf`i`a`ZUggYbXYb`8UhYb`VUg]g`ØVYf`X]Y`\`Äi`g`]W`Y`DZY[Y
 Xf]b[`]W`]gh`N]Y`]gh`Ygž`9bhk`]W`_`i`b[Yb`]b`XYf`dZY[Yf]gW`Yb

J Yfgcf[i b['VYggYf'Yf_YbbYb'ni ' _ØbbYb"'8]YgY'8 UhYb'X]YbYb
 b]W h'bi f'XYf'D`Ubi b[ž'gcbXYfb'Ui W X'XYf': cfhYbhk]W`i b['XYg
 Gcn]U`[YgYhnVi W X'Yg"' ðZcfa Uh]cbYb'ni 'DZY[YY]bf]W h' b[Ybž
 XYfYb'DYfgcbU`i bX'XYb'VYhfYi hYb'DZY[YVYXØfZh][Yb'g]bX'ZØf'X]Y
 D`Ubi b['XYf'J Yfgcf[i b[gghfi _hi fYb'i bYf`Àgg`]W "'8 Yf'5i gVUi 'XYf
 DZY[Y]bZfUghfi _hi fž']bgVYgcbXYfY'ja 'df]j UhYb'GY_hcfž'gd]Y'h
 \]YfVY]Y]bY'YbhgW X]XYbXY'F c`Y"

8]Y'DZY[Yei chYž'X]Y'VYgU[hž'k]Y'j]Y'Y'A YbgW X'Yb']b'VYgh]a a hYb
 5'hYfg[fi ddYb']b'DZY[YVYXØfZh][_Y]h[YfUhYbž'j YfXYi h]W h
 ni XYa 'X]Y'8f]b[`]W _Y]h'XYg'H\Ya Ug.'6Y]'A YbgW X'Yb'ØVYf'+)
 ð\fyb`]Y[h'X]Y'E i chY'VY]'%- i ž'VY]'ØVYf' - \$! ð\][Yb'gc[Uf'ØVYf
 , (i "'8 Ug'VYXYi hYhž'XUgg'X]Y'; YgY`gW UZh'j YfghÀf_h[YZcfXYfh']ghž
 @Øgi b[Yb'ZØf'X]YgY'<YfUi gZcfXYfi b[Yb'ni 'Z]bXYb'i bX
 Ubni dUW_Yb"

ðg[YgUa h' []h'Yg'U`gcž'XUg'5i [Yba Yf_'Ui Z'X]Y'6YXØfZb]ggY'XYf
 DZY[YVYXØfZh][Yb'ni 'f]W hYb"'J cb'XYf'G]W X'Yfi b['XYf'Z]bUbn]Y`Yb
 A]hY`V]g'ni f'J YfVYggYfi b['XYf'J Yfgcf[i b[g]bZfUghfi _hi f'[]Vh'Yg
 fY]W `]W < UbX'i b[gVYXUfZ"'8]Y'NY]h'XfÀb[hž'i a 'Y]b'GmghYa 'Ui Z
 X]Y'6Y]bY'ni 'ghY`Ybž'XUg'Ui W 'ni _ØbZh][Yb'; YbYfUh]cbYb'[YfYW X
 k]fX"

8 YhU]`g	
C fh	6fUbXYbVi f[ž'8Yi hgW `UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "ghYfb"XY • k k k "XYghUh]g"XY • XY"ghUh]ghU"Wč a

6Ygi W X'Yb'G]Y'i bg'Ui Z.'b!U["bYh