

HÖX`]WXYf`I bZU``]a`GdfYY!BY]»Y!?!fY]g.
9fa]hh`i b[Yb``Ui ZYb`°

HÖX`]WXYf`I bZU``]a`GdfYY!BY]»Y!?!fY]g`ZcfXYfh`Y]b`@YVYb"
K Y]hYfY`J c fZÄ``Y`a]h`8]YVghU\``i bX`H]YfgW`i hn`VYgW`ÄZh][Yb
X]Y`Dc`]nY]"



K YfVYbž`8Yi hgW`UbX`!`æa`GdfYY!BY]»Y!?!fY]g`gcf[hY`Y]b
hfU[]gWXYf`I bZU``ZØf`5i ZfY[i b[""9]b`* \$!`Ä\`f][Yf`5i hcZU`fYf`_Ua
Ui ZXYf`@UbXghfU»Y`nk]gWXYb`; i \`fck`i bX`K YfVYb`j cb`XYf
: U\`fVU`b`UV`i bX`dfU`hY`[Y[Yb`Y]bYb`6Ui a ""8Yf`A Ubb`j YfghUfV
bcW`Ua`i bZU``cfhž`k`Ä`fYbX`X]Y`Dc`]nY]`Uba Yf`hYž`XUgg
a Ö[`]WXYfk`Y]gY`Y]b`a YX]n]b]gWXYg`DfcV`Ya`X]Y`i fgUWXY`ZØf`XYb
I bZU``k`Uf``8]YgY`VYgcf[b]gYffY[YbXY`9bhk]W`i b[`fY]\`h]g]W`]b
X]Y`U`hi Y``Y`J Yf`_Y`f`gg]WXYf`Y]h`Y]bž`k`c`X]Y`NU`X`XYf`gW`k`YfYb
I bZÄ``Y`]b`XYf`f`Y[]cb`]b`XYb``Y`h`h`Y`b`ð\`fYb`ghYh][`UbU`mg]Yfh`k`]fX"
@Ui h`8`Y`ghU]g`g]bX`gc`WXY`I bZÄ``Y`b]W`h`bi`f`hfU[]gW`ž`gcbXYfb
Ui W`dfÄ[YbX`ZØf`A`U»bU`a`Yb`]b`XYf`J`Yf`_Y`f`gdc`]h`_"

Bi`f`k`Yb][Y`HU[Y`ni`j`cf`_Ua`Y`g`]b`GdfYa`VYf[`ni`Y]bYa`k`Y]hYfYb

I bZU`"5a`8cbbYfghU[bUWka`]hU[`c`X]YfhYb`Y]b`D?K`8UW]U
i bX`Y]b`J K`HfUbgdcfhYf`Ui Z`XYf`6Yhf]YVgghfU» Y`]b`F`]W h i b[
K c`_YbVYf["K`A`fYbX`ni a` ;`ØW`_Y]bY`DYfgcbYb`Y]b[Y`_Ya a h
k UfYbž`a i gghYb`XYbbcW`j`]Yf`J Yf`YhnhYž`X]Y`a`]h`F`Yhhi b[gk U[Yb
]b`?fUb`_Yb`Åi`gYf`[YVfUW`hik i fXYbž`dUh]Yb`hYb[YfYW`h`VYžFY]h
k YfXYb`"`a` J K`HfUbgdcfhYf`k Uf`Y]b`<i bXž`XYf`j`cb`XYf`
: Yi Yfk Y`f`VYhfYi`h`k i fXYž`k Ug`nY][hž`XUgg`X]Y`9]bgUhn`_`ÅZhY`b`]W`h
bi`f`A`YbgW`Yb`ž`gcbXYfb`Ui`W`H]YfY`]b`gc`W`Yf`G]hi`Uh]cb
VYfØW`g]W`h][Yb`"

J]Y`gY]h][Y`Dc`]nY]a`Y`Xi`b[Yb`

Ni`g`Åhn`]W`ni`X]YgYb`gW`k`Yfk`]Y[YbXYb`J`cfZ`Å`Yb`k`UfYb`X]Y
Dc`]nY]i`bX`: Yi Yfk Y`f`]b`XYf`F`Y[]cb`a`]h] YfgW`]YXYbYb`UbXYfYb
9]bg`ÅhnYb`VYgW`ÅZh][h`"b`F`ch`YbVi`f[`k`i`fXY`Y]b`<i bXž`XYf`b`]W`h
Ufh[YfYW`h[Y`U`hYb`k`i`fXYž`]b`Y]bYa`j`Yfk`U`f`c`ghYb`;`UfhYb`Ub
XYf`: f]YXYbgghfU» Y`Ui`Z[YZ`bXYb`i`bX`j`cb`XYb`6YUa`hYb
a`]h[Ybca`a`Yb`"8Yf`: U`"k`i`fXY`Ub`XUg`J`YhYf]b`ÅfUa`h`ØVYf[YVYb`"
Gc`W`Y`: Å`Y`k`YfZYb`]a`a`Yf`k`]YXYf`: fU[Yb`ni`a`H]YfgW`i`hn`Ui`Z
i`bX`nY][Yb`X]Y`J`YfUbhk`cfhi`b[ž`X]Y`6Y`ØfXYb`]b`gc`W`Yb
G]hi`Uh]cbYb`ØVYfb`Y`a`Yb`a`ØggYb`"

⊕`@ØVUi`k`i`fXY`nk`]gW`YbnY]h`]W`Y]b`9fXVYYfZY`X`[Yd`ØbXYfh`"9]b
A`]hUfVY]hYf`XYf`;`ÅfhbYfY]j`Yfgh`ÅbX][hY`X]Y`Dc`]nY]ž`X]Y`gW`bY`
Y]bYb`a`i`ha`U»`]W`Yb`9fXVYYfX]YV`ZYghbY`a`Yb`_`c`b`b`hY`"Y]bYb
(`+!`Å`f][Yb`5gm`VYk`YfVYf`Ui`g`@]VmYb`"8]YgY`B`UW`f]W`hYb`g]bX
b]W`h`bi`f`ZØf`X]Y`c`_`U`Y`;`Ya`Y]bgW`UZh]j`cb`6Y`Ub[ž`gcbXYfb
j`YfXYi`h`]W`Yb`Ui`W`ž`k`]Y`k`]W`h][`Y]b`k`UW`YbXYg`5i`[Y`Ui`Z`X]Y
5`_h]j`]h`ÅhYb`]b`B`UW`V`UfgW`UZhYb`]gh`"

8]Y`U`_hi`Y`Y`J`Yf`_Y`f`gg]hi`Uh]cb`

8]Y`j`YfgW`]YXYbYb`i`bZ`Å`Y`i`bX`Dc`]nY]a`Y`Xi`b[Yb`nY][Yb
XYi`h`]W`ž`XUgg`Yg`]b`XYf`F`Y[]cb`b`]W`h`bi`f`i`a`X]Y
J`Yf`_Y`f`gg]W`Yf`Y]h[Y`hž`gcbXYfb`Ui`W`i`a`X]Y`U`[Ya`Y]bY
C`f`X`bi`b[`i`bX`X]Y`G]W`Yf`Y]h]a`5`hU["5b[Yg]W`hg`XYf`ghY][YbXYb
NU`Y`b`j`cb`J`Yf`_Y`f`gi`bZ`Å`Yb`]gh`X]Y`GYbg]V`]g]Yfi`b[`ZØf`
G]W`Yf`Y]h]a`G`hfU» Ybj`Yf`_Y`f`i`bYf`Ågg`]W`"5b[Yg]W`hg`U`_hi`Y`Y`f`

GhUh]gh]_Yb`j cb`8 YghUh]g`V`Y]Vh`ni `cZZYbž`XUgg`VU`X`A U» bU\`a Yb
Yf[f]ZZYb`k YfXYbž`i a`X]Y`GhfU» Yb`]b`Ni _i bZhig]WXYfYf`ni
[YghU`hYb`"

8YhU]`g	
C fh	K YfVYbž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none">• k k k "fUX]c`Ui g]hn"XY• k k k "b]YXYf`Ui g]hn!U_hi Y`"XY• k k k "XYghUh]g"XY

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