

9I d`cg]cb`]b`K Y]ZUb[.`A]bXYghYbg`ZØbZ
HchY`VY]`7\Ya]Yk Yf_!`? UhUghfc d\Y`°

9]bY`[fc»Y`9I d`cg]cb`]b`Y]bYa`7\Ya]Yk Yf_]b`G\UbXcb[ž
7\]bUž`ZcfXYfhY`ZØbZ`HchY`i bX`%-`J Yf`YhnhY`"9]bgUhn_fÄZhY
fYU[]YfYb"



K Y]ZUb[ž`G\UbXcb[ž`7\]bU`!`#`Y]bYa`7\Ya]Yk Yf_]b
K Y]ZUb[ž`Dfcj]bn`G\UbXcb[ž`7\]bUž`_Ua`Yg`Ua`8]YbghU[`ni`Y]bYf
j Yf\YYfYbXYb`9I d`cg]cbž`X]Y`Ui h`XYb`6Y\ÖfXYb`a]bXYghYbg`ZØbZ
A YbgWYb`XUg`@VYb`_cghYhY`i bX`%-`k Y]hYfY`j Yf`YhnhY`", VYf`&\$\$
9]bgUhn_fÄZhY`k i fXYb`YbhgUbXhž`i a`XYb`6fUbX`ni`VY`_Äa`dZYb
i bX`bUW`J Yfa]gghYb`ni`gi`WYb`"GYW`g`DYfgcbYb`_cbbhYb
V]g`Ub[`b]W`h[YZi`bXYb`k YfXYb`"8]Y`9I d`cg]cb`hfUh]a`K Yf`_XYf
G\UbXcb[`Mci`XUc`7\Ya]WU`Ui`Zž`Y]bYa`I bhYfbY`a Ybž`XUg
WYa]gWY`?ca`dcbYbhYb`ZØf`DYgh]n]XY`i bX`D\Ufa`UnYi`h]_U
\YfghY`"h`6YfY]hg`_i`fn`bUW`XYf`9I d`cg]cb`VYf]W`hYhYb`5bk`c\bYf
j`cb`ghUf`_Yb`9fgW`ØhYfi`b[Yb`i bX`c\Yb`F`Ui`W`k`c`_Ybž`X]Y`V]g`ni
g]YVYb`?]`ca`YhYf`]b`X]Y`<`Ö\Y`gh]Y[Yb"

J]XYcg'i bX'8fc\bYbUi ZbU\ a Yb'nY][Yb'X]Y'5i ga U»Y'XYf
NYfghØfi b[žX]Y'b]W\h'bi f'XUg'7\Ya]Yk Yf_ž'gcbXYfb'Ui W
i a `]Y[YbXY'; YVÀi XY'VYhfUZ": YbghYf'j cb'YbhZYfbhYb
@U[Yf\Ài gYfb'i bX'UbXYfYb'9]bf]W\hi b[Yb'k i fXYb'Xi fW\X]Y
8fi W_k Y`Y'nYfhfØa a Yfh"@Ui h'6Y\ØfXYb'XYg'K Y]ZUb['9W\c[]WU`
9bj]fcb a Ybh'6i fYUi 'k i fXYb'VYfY]hg'l bhYfgi W\i b[Yb'Ua
9l d`cg]cbgcfh'Y]b[Y'Y]hYhž'9f[YVb]ggY'ghY\Yb'YXcW\bcW'Ui g"
5i W\]b'i a `]Y[YbXYb'6Yhf]YVYbž'XUfi bhYf'Y]bY'HYI h]'i bX'Y]bY
A UgW\]bYbVUi Z]fa Už'k i fXYb'5i gk]f_i b[Yb'XYf'9l d`cg]cb
VYcVUW\hYh"

B chZU``a U» bU\ a Yb' i bX

G]W\ Yf\Y]hgj cf_Y\fi b[Yb

8]Y`c_U'Y' BchZU``VY\ØfXY\Uh'X]Y'9]bgUhn_fÀZhY'Ub[Yk]YgYbž'XUg
: Yi Yf'gW\ bY`ni ``ØgW\Yb'i bX'X]Y'NU\`X'Yf'VYhfcZZYbYb'DYfgcbYb
ni 'Yfa]hhY'b"5bk c\bYf'k i fXYb'[YfUhYbž'5hYa gW\i hna Ug_Yb'ni
hfU[Ybž'i a `g]W\ j cf'[]Zh[Yb'8Àa dZYb'ni 'gW\ØhnYb"<]ghcf]gW\
[YgY\Yb'Zc'[h'X]YgY'9l d`cg]cb'Ui ZY]bYb'VYgcf[b]gYffY[YbXYb
HfYbX'XYf'G]W\Yf\Y]hgj cfZÀ`Y']b'7\]bUg_U]bg'W\Ya]gW\Yb
5b'U[Yb" ð'XYb'YhnhYb' ð\ fYb' [UV'Yg'a Y\ fYfY'_UhUghfcd\U'Y
J cfZÀ`Yž'XUfi bhYf'X]Y'HcXYgZÀ`Y'VY]'9l d`cg]cbYb']b' ð]Ub[|]&\$&
i bX'Y]bYa '7\Ya]Yk Yf_]b'B]b[|]U'&\$&(" ðgVYgcbXYfY'X]Y
j Yf\YfYbXYb'9l d`cg]cbYb']b'H]Ub']b']a ' ð\ f'&\$%) ž'X]Y'ØVYf'+\$
HcXYgcdZYf'ZcfXYfhYbž'\UVYb'ni 'Y]bYa '5bgh]Y['XYf
G]W\Yf\Y]hga U» bU\ a Yb']b'XYf'6fUbW\Y' [YZØ\fh"

G\UbXcb['M'i XUc'7\Ya]WU`k i fXY'Yfghi&\$%- ']a ' ; Uca]'F Yb\Y
7\Ya]YdUf_[Y[fØbXYh'i bX'YfghfYW_hg]W\ ØVYf'Y]bY': `ÀW\Y'j cb
Yhk U'(+<Y_hUf"8Ug'l bhYfbY\ a Yb'VYgW\ÀZh][h'a Y\ f'U`g" \$\$
A YbgW\Yb'i bX'\Uh'g]W\ 'Ui ZX]Y'<YfghY`i b['j cb'W\Ya]gW\Yb
Ni hUhYb'ZØf'X]Y '@UbXk]fhgW\UZh'i bX'X]Y'd\Ufa UnYi h]gW\Y
ðXi ghf]Y'gdYn]U'g]Yfh" Hfchn'XYf'Øb[ghYb
G]W\Yf\Y]hgj cf_Y\fi b[Yb'V'Y]Vh'X]Y'6fUbW\Y'j cf
<YfUi gZcfXYfi b[Ybž'XU'X]Y'5bnU\`X'Yf'J cfZÀ`Y']b'XYf
W\Ya]gW\Yb' ðXi ghf]Y'k Y'hk Y]h'\cW\ 'V'Y]Vh" ð'8Yi hgW\ 'UbX'[UV
Yg'Yhk U'%) '[fc» Y'GW\UXYbgYfY][b]ggY'dfc' ð\ f']b'XYf
W\Ya]gW\Yb' ðXi ghf]Yž'k À\ fYbX'X]Y'5bnU\`X'Yf'5fVY]hgi bZÀ`Y

UbghY][hžUVYf`X]Y`NU\`XYf`HcXYgZĀ`Y`ni fØW_[Y\hž`k]Y`8UhYb`XYf
 6Yfi Zg[YbcggYbgWUZhYb`nY][Yb"8]YgY`HfYbXg`j YfXYi h]WYb`X]Y
 Ub\U`hYbXYb`F]g]_Ybž`X]Y`a]h`XYf`7\Ya]YdfcXi _h]cb`j YfVi bXYb
 g]bX"

8]Y`GWk YfY`XYf`9I d`cg]cb`]b`K Y]ZUb[`fi Zh`9f]bbYfi b[Yb`Ub
 ZfØYfY`?UhUghfcd\Yb`]b`XYf`WYa]gWYb`ϕXi ghf]Y`\Yfj cf`i bX
 _ØbbhY`XYb`8fi W`ni f`J YfVYggYfi b[`XYf
 G]WYf\Y]hgj cf_Y\fi b[Yb`]b`XYb`VYhfcZYbYb`6YfY]WYb`Yf\Ø\Yb"
 8]Y`c`[Yb`X]YgYg`J cfZU`g`k YfXYb`gck c\`ZØf`X]Y`c_U`Y
 ; Ya Y]bgWUZh`U`g`Ui W`ZØf`X]Y`ϕXi ghf]Y`]bg[YgUa h`k Y]hfY]WYbX
 gY]b"

5`>UnYYfU`VYf]W hYh`ØVYf`X]Y`hfU[]gWYb`9fY][b]ggYž`k Å\fybX`
 5D`BYk g`ni gÅhn`]WY`8YhU]`g`ni `XYb`5i gk]f_i b[Yb`i bX`XYb
 FYU_h]cbYb`XYf`@_U`VY\ØfXYb`]YZYfh`K Y]hYfY`<]bhYf[fØbXY`ni
 G]WYf\Y]hgj cfZĀ`Yb`]b`XYf`WYa]gWYb`ϕXi ghf]Y`Z]bXYb`g]W`]b
 Y]bYa `5fh]_Y`j cb`? Ò`bYf`GhUXh!5bnY][Yf"

8YhU]`g	
J cfZU``	9I d`cg]cb
C fh	K Y]ZUb[ž`G\UbXcb[ž`7\]bU
J Yf`Y hnhY	%-
E i Y`Yb	<ul style="list-style-type: none"> • k k k "U`^UnYYfU"WŁa • UdbYk g"WŁa • k k k "_ghU"XY

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