

: Yi Yfk Y\ f`ZÄb[h`GWX`Ub[Y`]b` ; Y]g`b[Yb.
GWX`]b[bUhhYf`gc f[h`ZØf`5i ZfY[i b[°

5a`&- "\$) "&\$&) `YbhXYW`hY`X]Y` : Yi Yfk Y\ f`]b` ; Y]g`b[Yb`Y]bY
GWX`]b[bUhhYf`z`X]Y`g]WXYf`]b`]\fYa` @YVYbgfUi a` ZfY][Y`UggYb
k i fXY"



; Y]g`b[Yb`Ub`XYf`GhY][Yž`8Yi hgWX`UbX`!`5a` `8]YbghU[`k i fXY
]b` ; Y]g`b[Yb`Ub`XYf`GhY][Y`f@UbX`_fY]g` ; Ödd]b[Yb`E`Y]bY`GWX`Ub[Y
YbhXYW`hž`X]Y`ZØf`5i ZfY[i b[`gcf[hY`"8]Y`Yhk U`) \$`NYbh]a` YhYf
`Ub[Y`GWX`Ub[Y`k Uf`j`cb`Y]bYf`VYgcf[hYb`NYi []b`]b`Y]bYa
K`c\b[YV]Yh`[YZ] bXYb`k`cfXYb`"8U`i b`_Uf`k Ufž`i a` `k`Y`WX`Y`5fh`Yg
g]WX` \UbXY`hYž`fØW`hY`X]Y` : Yi Yfk Y\ f`Ui gž`i a` XUg`H]Yf
Y]bni ZUb[Yb`"J`YfUbhk`cfhi`b[gVYk`i`ggh`_cb`hU`_h]YfhYb`X]Y
: Yi Yfk Y\ f`Yi hY`X]Y`K`]\Y`a`U`]b`Ghi`hh[Ufhž`i a` X]Y
5fhVYgh]a` a`i`b[`j`cfbY`a`Yb`ni` ``UggYb`"GWX`bY`"ghY`"hY`g]WX
\YfUi`gž`XUgg`Yg`g]WX`i`a` `Y]bY` \Y]a`]gWX`Y`GWX`]b[bUhhYf
\UbXY`hY"

8]Y`GWX`]b[bUhhYf`z`X]Y`]b`8Yi hgWX`UbX`U`g`i`b[]Zh[[`]`hž`k`i`fXY

bUW`XYf'6Ygh]a a i b[`k]YXYf']b`X]Y`BUhi f`Ybh`UggYb"8]YgY`5fh
]gh]b`9i fcdU`k Y]h]j YfVfY]hYhž`]bgVYgcbXYfY`]b`XYb`k`Àfa`YfYb
; YV]YhYb`GØXXYi hgW`UbXg"9g`]gh`YXcW`VYgcf[b]gYffY[YbXž
XUgg`GW`]b[bUhhYfb`Ui Z[fi bX`]\fYf`[i hYb`HUfbi b[`i bX`XYf
À\b`]W`Yb`9fgW`Y]bi b[`ni f`]Z]h[Yb`?fYi nchhYf`cZ`h`a`]h`X]YgYf
j Yfk W`W`gY`h`i bX`Ui g`5b[gh[YhØhY`h`k YfXYb"GW`]b[bUhhYfb`g]bX
Xi fW`XUg`6i bXYgbUhi fgW`i hn[YgYhn`[YgW`Øhnhž`YVYbgc`k]Y`X]Y
?fYi nchhYfž`i bX`ghY`Yb`Ui ZXYf`bUh]cbU`Yb` F chYb`@]ghY` `U`g
[YZÀ`fXYh` "

@YVYbgk Y]gY`i bX` : cfhdZ`Ubni b[

8]Y`GW`]b[bUhhYf`]gh`bUW`XYf`F]b[Y`bUhhYf`X]Y`Ua` `k Y]hYghYb
j YfVfY]hYhY`GW`Ub[Y`]b`8Yi hgW`UbX`i bX` [Y`Øfh`ni`XYb`Ua
k Yb][ghYb`VY`Ub`bhYb` \Y]a`]gW`Yb`F`Ydh`]Yb" `G]Y` \Uh`Y]bY
dYfZY`_hY`HUfbi b[`a`]h`Y]bYa` [fUi`!VfUi`bYb`F`ØW`_Yb`i bX`Xi b`_Yb
: `YW`_Yb" `æ` ; Y[YbgUhn`ni`UbXYfYb`GW`Ub[Yb`gYhnh`X]Y
GW`]b[bUhhYf`VY]; YZU`f`Ui Z: `i W`h`i bX`k`]fX`b]W`h`U[[fYgg]j` "
HU[gØVYf`j`YfghYW`_h`g]Y`g]W`]b: Y`ggdU`hYb`cXYf`A`Ài`gY`ØW`Yfbž
VYj`cf`g]Y`g]W` `ni`f`B`U`fi`b[ggi`W`Y`]bg: fY]Y`k`U[h` "

æ` `5df]`VY[]bbh`X]Y`DUUfi`b[gnY]hž`VY]`XYf`X]Y`A`ÀbbW`Yb`i`a` `X]Y
K Y]VW`Yb`_`Àa`dZYbž`k`Ug`Xi`fW`Ui`g`ni` `6]ggYb`ZØ`fYb`_`Ubb" `B`UW`
Y]bYf`HFU[nY]h]j`cb`j`]Yf`V]g`ZØb`Z`A`cbUhYb`Vf]b[h`XUg`K`Y]VW`Yb
nk`]gW`Yb`XfY]i`bX`%)` `YVYbXY`ž`b[Y`ni`f`K`Y`h" `ž`b[gW`Ub[Yb
Yfb`À`fYb`g]W` \Ui`dhg`ÀW`]W`]cb`æ`gY`_hYbž`k`À`fYb`X
Ui`g[Yk`UW`gYbY`GW`Ub[Yb`A`Ài`gYž`9]XYW`gYb`i`bX`5a`d` \]V]Yb
`U[Yb" `GW`]b[bUhhYfb`g]bX`K`Øf[YgW`Ub[Ybž`X]Y`]\fY`6Yi`hY
i`a`gW`]b[Yb`i`bX`Yfgh]W`_Yb` "

; YZU`fYb`i`bX`GW`i`hna`U»`bU`a`Yb

8]Y`GW`]b[bUhhYf`]gh`X]Y`_`Y]bghY` \Y]a`]gW`Y`GW`Ub[YbUfh]b
8Yi hgW`UbX`i bX`YffY]W`h`bcfa`U`Yfk`Y]gY`Y]bY`@`Àb[Y`j`cb`*`\$`V]g
,`\$`NYbh]a`YhYfb"8]Y`[fØ»`hY`6YXfc` \i`b[`ZØf`] \fYb`6YghUbX`]gh`X]Y
NYfghØfi`b[`i`bX`NYfgW`bY]Xi`b[`]\fYf`@YVYbgf`Ài`a`Y`Xi`fW`
a`YbgW`]W`Y`5`_h]j`]h`hYbž`k`Y] : `i`fVYfY]b][i`b[Yb`i`bX
; Yk`ÀggYfj`YfgW`a`i`hni`b["8]YgY` ; YZÀ`fXi`b[`k`]fX`Xi`fW`X]Y

i b[Yk c`hY`J YfZc`[i b[`i bX`HÒhi b[`Xi fW`A YbgW`Yb`ni gÀh`]W`
j YfghÀf`h`8 U\Yf`]gh`Yg`k]W`h][žØVYf`X]YgY`H]YfUfh`i bX`]fY
@VYb`gk Y]gY`Ui Zni _`ÀfYbž`i a `A]ggj YfghÀbXb]ggY`ni `j Yfa Y]XYb
i bX`]fYa `GW`i hn`FYW`bi b[`ni `hfU[Yb"

Ni gUa a YbZUggYbX`Àggh`g]W`gU[Ybž`XUgg`X]Y`Yhk`U`) \$
NYbh]a YhYf`Ub[Y`GW`]b[bUhhYfž`X]Y`]b` ; Y]g`]b[Yb`YbhXYW`h
k i fXYž`Ybh[Y[Yb`XYf`Yb[ghY`XYf`5bk`c\bYf`Y]b`\Ufa `cgYg`H]Yf
]ghž`XUg`Y]bY`k]W`h][Y`F`c`Y`]a `2 _cgmg`hYa `gd]Y`h` Æf`GW`i hn`]gh
YbhgW`Y]XYbXž`i a `X]Y`6]cX]j Yfgh`h`h`]b`8Yi hgW`UbX`ni `Yf`U`hYb`"
: Øf`k Y]hYfY` ðZcfa`Uh]cbYb`ØVYf`\Y]a]gW`Y`GW`Ub[YbUfhYb`i bX
XYfYb`GW`i hna`U»bU`a`Yb`_ØbbYb` ðhYfYgg]YfhY`X]Y`GY]hYb`j`cb`
B 5 6 I`cXYf`XYb`H]YfgW`i`hnj`YfY]b`5`\`Yb`VYgi`W`Yb`"

8 YhU]`g	
J`c`f`ZU``	B`c`h`ZU``
C`f`h	; Y]g`]b[Yb`Ub`XYf`GhY][Yž`8Yi`hgW`UbX
E`i`Y``Yb	<ul style="list-style-type: none"> • k k k "gW`k`UYV]gW`Y`"XY • k k k "bUVi`"XY • h]YfgW`i`hnj`YfY]b`!U`\`Yb`"XY

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