

<]`XYg\Y]a Yf': cfgW\Yf'[Yk]bbYb
dfYgh][YhfÀW\h][Yb`K YV!HYW\bc`c[]Y!
DfY]g°

K]ggYbgW UZh`Yf`XYf`I b]`<]`XYg\Y]a `Yf\U`hYb`XYb`GYci`
HYghicZH]a Y`5k UfX`ZØf`]bbcj Uh]j Y': cfgW\i b[`Ub
9a dZY\`i b[ggmghYa Yb`]b`GmXbYm"



GmXbYmž`5i ghfU`]Yb`!`5a`8cbbYfghU[žXYb`%&"'† b]`&\$&) ž
k i fXYb`]a`F U\`a Yb`XYf`†hYfbUh]cbU`K cf`X`K]XY`K YV
7cbZYfYbW`]b`GmXbYmž`5i ghfU`]Ybž': cfgW\Yf`XYf`I b]j Yfg]hÀh
<]`XYg\Y]a`a]h`XYa`fYbca`a]YfhYb`GYci`HYghicZH]a Y`5k UfX
Ui g[YnY]W\`bYh`8]Y`DfY]ghfÀ[Yfž`XUfi bhYf`DfcZ`8f`8f`@Ufg
GW\`a]Xh`H\]Ya Y`gck]Y`X]Y`Y\Ya U`][Yb`8c`hc fUbXYb`8f`GhYZZYb
FYbX`Y`i bX`8f`7\`f]ghcd\`: fYi XYbh\U`Yfž`k i fXYb`ZØf`\fY
k Y[k Y]gYbXY': cfgW\i b[`]a`6YfY]W\`XYf`gYei Ybh]Y`Yb
9a dZY\`i b[ggmghYa Y`[YY\fh`≠fY`5fVY]hYb`\UVYb`gY]h`&\$%\$`ØVYf
&"-`\$\$`N]hUh]cbYb`YffY]W\`hž`k Ug`X]Y`]bhYfbUh]cbU`Y`FY`Yj`Ubni`\fYf
9f_Ybbhb]ggY`i bhYfghfY]W\`h`8]YgY`5i gnY]W\`bi b[`k]fX`gY]h`&\$%(

j cb`XYf`≠hYfbUh]cbU`K cf`X`K]XY`K YV`7cbZYfYbW`7ca a]hhY
i bX`XYf`5ggcW]Uh]cb`Zcf`7ca di h]b[`A UW]bYfmif57A Łj Yf`Y\Ybž
XYfYb`N]Y`Yg`]ghž`@Y\YbXY`i bX` : cfgW]YbXY`ni `j YfbYhnYb`i bX
XYb`8]U`c[`gck]Y`XUg`YVYbg`Ub[Y`@YfbYb`ni `ZOfXYfb"

8]Y` : cfgW]i b[`XYf`<`]XYg`Y]a Yf`K]ggYbgW]UZh`Yf`VYgW]ÅZh][`h`g]W]
a]h`XYf`A cXY`Y]fi b[`j cb`FY]\YbZc`[YbYZZY`_hYb`i bX`U`hYbhYb
9][YbgW]UZhYb`j cb`Bi`hnYf]]bbYb`i bX`≠Ya`g`8UVY]`k]fX
]bgVYgcbXYfY`X]Y`5bk YbXi b[`]\fYf`9f[YVb]ggY`]b`XYb`6YfY]W]Yb
9!7ca a YfW`i bX`HYW]bc`c[m`9b\UbW]X`@YUfb]b[
\Yfj cf[Y\cVYb`9]b`VYgcbXYfYg`A Yf`_a U`]\fYf`Ghi`X]Yb`]gh`X]Y
J Yfk YbXi b[`j cb`8UhYb`Ui`g`Y]bYa`8f]hha]hhY`dfc`Y`_h]b
Ni`gUa a YbUfVY]h`a]h`XYf`8fc[Yf]Y`_YhhY`Fcgga`Ubb"

≠bbcj Uh]cbYb`]b`9a dZY`\`i b[ggmghYa`Yb

8]Y` : cfgW]i b[`j cb`GW]a]Xh!H\]Ya`Y`i bX`gY]bYa`HYUa`n]Y`h
XUfUi`ZUVž`VYghY\YbXY`9a dZY`\`i b[ggmghYa`Y`ni`j YfVYggYfb"
HfUX]h]cbY`Y`5bg]h`mY`_cbnYbhf]YfYb`g]W]\`Åi`Z][`Ui`ZX]Y
J cf\YfgU[Y`Y]bYg`Y]bnY`bYb`5fh]_Y`g`≠`]\fYb`Ghi`X]Yb`\]b[Y[Yb
k]fX`XYf` : c`_i`g`Ui`Zgc[YbUbbhY`Hcd!`9a dZY`\`i b[Yb`[Y`Y[h`8]Yg
VYXYi`hYhž`XUgg`a`Y\YfY`5fh]_Y`[`Y]W]nY]h][`j cf\Yf[YgU[h
k YfXYbž`a]h`XYbYb`Bi`hnYf`j cfUi`gg]W]h]W]`]bhYfU[]YfYb`_ÖbbhYb"
8]Y`<`YfUi`gZcfXYfi b[`]\YfVY]`VYghY\h`XUf]bž`A cXY`Y`ni
Yb`h`]W`_Y`bž`X]Y`b]W]h`bi`f`Y]b`Y]bnY`bYg`9`Ya`Yb`hž`gcbXYfb`Ui`W]
Y]bY`[Ub`nYž`fUb[]YfhY`@]ghY`j cb`5fh]_Y`b`YfnYi`[Yb"

9]b`VYk`Å\fhYf`5bgUhnž`XYf`j Yfk`YbXYh`k]fXž`]gh`X]Y`A cX]Z]_Uh]cb
VYghY\YbXYf`A cXY`Yž`i`a`X]YgY`A`Y\fZUW]j cf\YfgU[Yb`ni
Yfa`Ö[`]W]Yb`6Y]gd]Y`gk`Y]gY`k]fX`XUg`A cXY` ; DH!&`Y]b[YgYhnž
XUg`gdYn]Y`ZOf`X]Y`J cf\YfgU[Y`XYg`bÅW]ghYb`9`Ya`Ybhg`]b`Y]bYf
Bi`hnYfgYei`Ybn`hfU]b]Yfh`k`i`fXY`G]W]f]hh!`ZOf!`G]W]f]hh! ; YbYf]Yfi b[
VYfØW]_g]W]h][`h`VYfY]hg`Ya`dZc`\`YbY`5fh]_Y`i bX`Vf]b[h]b]bbcj`Uh]j`Y
 ; YbYf]Yfi b[gghfUhY[]Yb`k`]Y` ;]Yf[Yg`8YW]X]b[ž`6YUa`GYUfW]
i bX`HYa`dYfUhi`fgUa`d`]b[`]\Yfj`cfž`Ybh`Ub[`a]h`bYi`Yb`A`Yh\cXYb
k]Y`FY`_i`fg]j`Yf`F`Ub[U[[fY[Uh]cb"

A Yggi b[`i bX`9f[YVb]ggY`XYf` : cfgW]i b[

8]Y`J U`X]Yfi b[`X]YgYf`A Yh\cXYb`YfZc`[hY`Ub\UbX`X]j YfgYf
 8 UhYbgÅhnYž`XUfi bhYf`A cj]Y@Ybg!&\$A`i bX`M`d"8]Y
 Xi fW [YZ\fhYb`9I dYf]a YbhY`ghY`hYb`g]WYfž`XUgg`bi f`Bi hnYf`a]h
 Ui gfY]WYbXYb`ϕbhYfU_h]cbYb`ni f`5bU`mgY`YfUb[Ync[Yb`k i fXYb"
 5`g`GhUbXUfXa Yhf_]Yb`ni f`@Y]ghi b[gVYk Yfhi b[`XYf
 9a dZY\`i b[ggmghYa Y`k i fXYb`B87; ž`FYWU``i bX`A YUb`5j YfU[Y
 DfYW]g]cb`j Yfk YbXYh"

8]Y`9f[YVb]ggY`nY][Ybž`XUgg`X]Y`Ui hc fY[fYgg]j Yb
 ; YbYf]Yfi b[gghfUhY[]Yb`g][b]Z_]UbhY`J cfhY]`Y`]b`XYf`E i U`]hÅh`XYf
 `Ub[Zf]gh][Yb`J cf\YfgU[Yb`V]YhYb" ϕgVYgcbXYfY`X]Y
 FY`Yj Ubnu[[fY[Uh]cbggghfUhY[]Y`Yfk]Yg`g]WY`U`g`ØVYf`Y[YbY
 A Yh\cXY`ja `J Yf[`Y]WY`ni `hfUX]h]cbY`Yb`5bgÅhnYb" `CVk c\`X]Y
 ; YbYf]Yfi b[`a Y\fyfYf`GYei YbnYb`ni gÅhn`]WY`FYWYb`_cghYb
 j Yfi fgUW hž`_Ubb`X]YgYf`DfcnYgg`dUfU`Y`]g]Yfh`k YfXYbž`i a`X]Y
 @JhYbn`ni `a UbU[Yb`i bX`X]Y`E i U`]hÅh`XYf`9a dZY\`i b[Yb`k Y]hYf
 ni `ghY][Yfb"

Ni gUa a YbZUggYbX`Åggh`g]WY`ZYgh\U`hYbž`XUgg`X]Y
 Ui » Yf[Yk Ò\ b`]WYb`5fVY]hYb`XYf`K]ggYbgWUZh`Yf`Ui g`<`]XYg\Y]a
 b]WYh`bi f`X]Y` ; fYbnYb`XYg`U_hi Y`Yb`K]ggYbg`ja `6YfY]WY`XYf
 K YVhYWYbc`c[]Yb`Yfk Y]hYfbž`gcbXYfb`Ui WY`Ui ZXYa
]bhYfbUh]cbU`Yb`DUf_Yh`Y]bY`VYXYi hYbXY`5bYf_Yb`bi b[`YfZU\fyb"
 5b[Yg]WYhg`XYf`9ffi b[YbgWUZhYb`]b`XYf`gYei Ybh]Y`Yb
 9a dZY\`i b[gZcfWYi b[`V]`XYh`X]YgY`5i gnY]WYbi b[`XYb
 ; fi bXghY]b`ZØf`ni _ØbZh[Y`9bhk]W_`i b[Yb`i bX`hfÅ[h`XUni`VY]ž`XUg
 J YfhfUi Yb`]b`X]Y`A Ò[`]WY_Y]hYb`_Y]bYfYf`i b]j Yfg]hÅhYb`ni
 ghÅf_Yb" `A Y\f`ϕZcfa Uh]cbYb`ni `X]YgYf`VYXYi hYbXYb
 5i gnY]WYbi b[`i bX`XYb` : cfgWYi b[gU_h]j]hÅhYb`Z]bXYb`g]WY`Ui Z
 XYb`GY]hYb`j cb`i b]!\`XYg\Y]a "XY`gck]Y`gW]g]a d`Y"WŁa "

8 YhU]`g	
J c fZU``	Gcbgh][Yg
C fh	GmXbYmž`5i ghfU`]Yb
E i Y`Yb	<ul style="list-style-type: none"> • k k k "i b]!\`XYg\Y]a "XY • gW]g]a d`Y"WŁa "

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