

≠Ub]gWk Yf`Gd]cb`]b`8ÀbYa Uf_`[YZUggh.
; YZU\ f`ZØf`^ØX]gWk Yg`@YVYb`]b`6Yf`]b`°

≠Ub]gWk Y`Gd]cbU[Y`]b`8Yi hgWk`UbX.`9]b`8ÀbY`k i fXY`k Y[Yb
HYffc fj YfXUWk hg`i bX`D`Ubi b[Yb`[Y[Yb`^ØX]gWk Y`N]Y`Y
ZYgh[Ybca a Yb"



6Yf`]bž`8Yi hgWk`UbX`!`8Ug`A i ``U\!FY[]a Y`]a`≠Ub`nY][`hig]Wk
k]YXYf\c`h`U`g`6YXfc\i b[`ZØf`8Ya c_fUh]Y`i bX`G]Wk Yf\Y]h]b
9i fcdU``6YgcbXYfY`5`Ufa [`cW_Yb`^Ai hYbž`bUWkXYa`Ua`&*"`ð`b]
Y]b`8ÀbY`a`]h`UZ[\Ub]gWk Yb`K i fnY`bž`5`]`G`ž]b`8ÀbYa Uf_
ZYgh[Ybca a Yb`k i fXY``8]YgYf`A Ubb`ghY\hi bhYf`J YfXUWk hž`]a
5i ZhfU[`Y]bYg`]fUb]gWk Yb`; Y\Y]a X]YbghYg`bZcfa Uh]cbYb`ØVYf
^ØX]gWk Y`6Øf[Yf`i bX`9]bf]Wk hi b[Yb`]b`6Yf`]b`[YgUa a Y`hni
\UVYb``@Ui hi **A YbU!K UhWk** `k i fXY`5`]`G``5bZUb[`&\$&` `a`]h`X]YgYf
5i Z[UVY`VYhfUi hi bX`gc``]a`ð`b]`&\$&` `XfY`]a`Ò[`]Wk Y`N]Y`Y`]b`XYf
<Ui dhghUXh`Ui g[YgdÅ\h`\UVYbž`k Ug`Ui Z`J`c`fVYfY]hi b[Yb`ZØf`Y]bYb
5bgWk`U[`]bXYi hYh"

8Yf`: U``k i fXY`Xi fWk`<]bk Y]gY`Y]bYg`VYZfYi bXYhYb

Ui g`ÀbX]gWYb`B UWf]W hYbX]YbghYgž`Ub[YV`]W`XYg`A cggUXž
Ui Z[YXYW`h`8 Yf`6i bXYg]bbYba`]b]ghYf`5`YI UbXYf`8 cVf]bXh
VYhc b hYž`XUgg`gc`W`Y`5_h]j`]h`hYb`i bYf\`Öfh`g]bX`i bX`X]Y`G]W`Yf\`Y]h
`ØX]gW`Yf`@YVYbgf`Ài`a`Y`c`VYfghY`Df]c]f]h`h`h`U`h`8 Yf`J`YfX`ÀW`h][`Y
k`]fX`XYa`9fa`]h`i`b[`gf]W`hYf`XYg`6i bXYg[`Yf]W`hg\`c`Zg`j`c`f[`YZ\`fhž
k`c`k`Y]hYfY`@]W`h]bg`8i`b`_Y`XYf`]fUb]gW`Yb`Gd]cbU[`Yh`Àh][`_Y]hYb
[`YVfUW`h`k`YfXYb`_`Òb`bhY`"8`Ug`6i bXYgUa`h`Z\`f`J`YfZUggi`b[`ggW`i`hn
\`Uh`X]Y`9fa`]h`i`b[`Ybž`i`bhYfgh`Ø`h`h`j`ca`6i bXYg`_f]a`]bU`Ua`hž
Y]b[`Y`Y]hYhž`i`a`X]Y`Yfbghni`bY\`a`YbXYb`6YXfc\`i`b[`Yb`Xi`fW
]fUb]gW`Y`;`Y\`Y]a`X]YbghY`ni`UbU`mg]YfYb"

N]Y`[`Yf]W`hYhY`HYffcfU`_hY`i`bX`Y]b`B`Yhn`j`cb
;`Y\`Y]a`X]YbghYb

8]Y`5_h]j`]h`hYb`XYg`]fUb]gW`Yb`;`Y\`Y]a`X]YbghY`g`g]bX`_Y]bYgk`Y[`g
bYi`"à`a`Yf`k`]YXYf`k`UfbYb`G]W`Yf\`Y]hgVY\`ÖfXYb`j`c`f`Y]bYf
a`Ò[`\]W`Yb`dc`]h]gW`Yb`8YghUV`]g]Yfi`b[`Xi`fW`X]Y`9]bZ\`ggY
HY\`YfUbg`]b`k`Ygh]W`Yb`8Ya`c`_fUh]Ybž`]bgVYgcbXYfY`]b
8Yi`hgW`UbX`i`bX`2`ghYffY]W`"@Ui`h`8]Y`HU[`Ygd`c`ghž`U[`]YfYb
gck`c`\`XYf`A`C`€`U`g`Ui`W`X]Y`F`Y`j`c`i`h]cbg[`UfXY`f`F`;`7`É`U`_h]j`]a
Yi`fcd`À]gW`Yb`F`Ui`a`i`bX`VYhfY]VYb`Y]b`k`Y]h]Yfnk`Y][`hYg`B`Yhn`ni`f
6Y]bZi`ggi`b[`i`bX`?`cbhfc`Y`j`cb`8]gg]XYb`hYb"

8]Y`;`YZU\`fYb`YfghfYW`_Yb`g]W`XUVY`]b]W`h`bi`f`Ui`Z`dc`]h]gW`Y
C`ddcg]h]cbY`Y`"5i`W`ØX]gW`Y`i`bX`dfc]gfUY`]gW`Y`DYfgcbYb`gck`]Y
`bgh]hi`h]cbYb`g]bX`Ui`Z[`fi`bX`XYf`Ubh]g]gfUY`]gW`Yb`GhUUhgXc`_hf]b
XYg`f`Ub`]a`J`]g]Yf`"6fUbXUbgW`À[`Y`Ui`Z`GmbU[`c[`Yb`k`i`fXYb
VYfY]hg`j`YfØVhž`i`bX`;`Yf]W`hY`\`UVYb`X]Y`c`ZYbg]W`h]W`Yb
J`YfV]bXi`b[`Yb`]fUb]gW`Yf`GhY`Yb`ni`X]YgYb`J`YfVfYW`Yb`VYgh`Àh][`h`
`à`8YnYa`VYf`&\$&`ghY`hY`XUg`C`VYf`UbXYg[`Yf]W`h`8`ØggY`XcfZ
ZYghž`XUgg`]fUb]gW`Y`;`Y\`Y]a`X]YbghY`Y]b`B`Yhnk`Yf`_`ni`f
8i`fW`Z\`fi`b[`j`cb`5bgW`À[`Yb`Ui`Z`ØX]gW`Y`N]Y`Y`]b`B`cfXf\`Y]b!
K`YghZU`Yb`Ui`ZV`Ui`hYb"

9]bY`j`YfUb`hk`c`f`hi`b[`gj`c`Y`F`YU`_h]c`b`]gh
[`YZfU[`h

8 Ug'5i gk Åfh][Y'5a h\Uh'Ui ZX]Y'6YXfc\i b['fYU[]Yfhi bX'XYb
]fUb]gWYb'6chgW UZhYf'Y]bVYghY`hž'i a 'XYi h]W'ni 'a UWYbž'XUgg
 _Y]bYf'Y]; YZU\ f'ZØf'ØX]gWYg'@YVYb'j]b'8Yi hgW'UbX'hc'Yf]Yfh
 k]fX''8Yf'DfÅg]XYbh'XYg'NYbh'fU'fUhg'XYf'đ XYbž'εgYZ'GWi ghYfž
 ZcfXYfhY'i a [Y\YbXY'dc`h]gWY'A U» bU\ a Yb'[Y[Yb'XUg]fUb]gWY
 FY[]a Yž'XUg]b'XYf'J Yf[Ub[Yb\Y]h'b]W'h'bi f'X]Y'G]WYf\Y]h'XYf
 'ØX]gWYb'; Ya Y]bXY'[YZÅ\ fXYhYž'gcbXYfb'Ui W'X]Y
 [fi bX'Y[YbXYb'Df]bn]d]Yb'XYf': fY]\Y]h'i bX'XYf'8Ya c_fUh]Y
 i bhYf[fÅVh"

8]Y'8f]b[`]W_Y]h'Y]bYg'YbhgW`cggYbYb'J cf[Y\Ybg'[Y[Yb'XYb
]fUb]gWYb'9]bZi gg'j]b'9i fcdU'gh'a Y\ f'U'g'cZZYbg]W'h]W''8 Ug'
HU[YggW Ui 'VYf]W'hYhž'XUgg'A]b]ghYf]bbYb'i bX'A]b]ghYf'Ui g
 j YfgW]YXYbYb'F Yggcfhg'[fc» Y'6Ygcf[b]g'ØVYf'X]Y'G]hi Uh]cb
 Åi » Yfb''8]Y'; YZU\ fYbž'X]Y'≠Ub'ZØf'X]Y'GhUV']hÅh'j]b'8Yi hgW'UbX
 i bX'9i fcdU'XUfghY`hž'_ØbbYb'b]W'h'Åb[Yf'] [bcf]Yfh'k YfXYb''9g
]gh'Ub'XYf'NY]hž'j YfghÅf_h'ni gUa a Ybni UfVY]hYb'i bX'X]Y
 G]WYf\Y]hgVY\ ØfXYb'j]bhYfbUh]cbU'VYggYf'ni 'j YfbYhnYbž'i a 'XYf
 6YXfc\i b['Xi fW'XUg'A i ``U\!FY[]a Y'YbhgW`cggYb'ni 'VY[Y[bYb"

8YhU]`g	
C fh	6Yf`]bž'8Yi hgW'UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "a YbU!k UhW "WŁ a • k k k "hU[YggW Ui "XY • k k k "X]Y!hU[Ygd cgh"XY

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