

?`]a UU_hj]]gh`j Yfi fhY]`h. `&%\$\$`9i fc`ZØf
: UfVUbgW`U[`Ui Z`F Uh\Ui g`

9]b`?`]a UU_hj]]gh`k i fXY`bUW`Y]bYa `: UfVUbgW`U[`Ui Z`XUg
<Ua Vi f[Yf`F Uh\Ui g`&\$&` `ni `&%\$\$`9i fc`; Y`XghfUZY
j Yfi fhY]`hi bX`nY][h`Nk Y]ZY``Ub`gY]bYf`DfchYghU_h]cb"



<Ua Vi f[Yf`F Uh\Ui gž`<Ua Vi f[ž`8Yi hgW`UbX`!`9]b
?`]a UU_hj]]gh`k i fXY`Ua `A cbhU[`k Y[Yb`Y]bYg`: UfVUbgW`U[g`Ui Z
XUg`<Ua Vi f[Yf`F Uh\Ui g`j Yfi fhY]`h`8 Ug`5a hg[Yf]W`hgdFUX`XYb
&*!`&f][Yb`XYf`[Ya Y]bgW`AX`]W`Yb`GUW`VYgW`AX][i b[`gW`i`X][
i bX`j Yf`Àb[hY`Y]bY`; Y`XghfUZY`j cb`&%\$\$`9i fc``8Yf`: UfVUbgW`U[
YfY][bYhY`g]W`]a `A`Àfn`&\$&` ž`Y]bYb`HU[`j cf`XYa `6Ygi W`j cb
?`Øb][`7`Uf`Yg`==``8]Y`5_h]cbž`VY]`XYf`XUg`F Uh\Ui g`a]h
cfUb[YfchYf`: UfVY`VYgdfØ`h`k i fXY`ž`gcf[hY`ZØf`?`cghYb`]b`<`Ø`Y
j cb`ØVYf`%+`\$\$\$`9i fc`ZØf`X]Y`GhUXhž`X]Y`bi b`XYb`5_hj]]ghYb`Ui Z
GW`UXYbYfgUhn`j Yf`_U[h`\Uh"

8Yf`5b[Y`_U[hY`[UV`ni ž`X]Y`HUh[Ya Y]bgUa `a]hY]bYa `?`ca`d`]nYb
Xi fW`[YZØ`fh`ni `UVYbž`Ài » YfhY`YXcW`Nk Y]ZY``Ub`XYf

F]W h][_Y]h'XYf'Dfc hYghU_h]cb" " ð'XYf' < Ui dhj Yf\UbX'i b[
YbhgW i`X][hY`Yf'g]W`gc[Uf'VY]'Y]bYf'DUggUbh]bž'X]Y`j cb'XYb
: UfVgdf]hnYfb'[YhfcZZYb'k i fXYž'cVk c\`Yf'XUZØf'b]W h'VY`Ub[h
k i fXY"Ni XYa `UhhY`Yf'[Y[Yb`Y]bYb`j cf\Yf[Y\YbXYb`GhfUZVYZ\`
a]h'Y]bYf'b]YXf][YfYb` ; Y`XghfUZ'9]bgdfi W`Y]b[Y`Y[hž'XU`Yf'VY]a
YfghYb`Dfc nYgg'b]W h'YfgW]YbYb'k Uf"

F YU_h]cbYb`i bX`'f]gh]gW Y`? cb hYI h

8Yf`J c f g]hnYbXY`F]W hYf`nY][hY`J Yfgh`AbXb]g`ZØf`X]Y`6Yk Y[[fØbXY
XYf`5_h]j]ghYbž`VYhcbhY`YXcW ž`XUgg`X]Y`[Yk `A\`hY`A Yh\cXY`b]W h
Ub[Ya YggYb`gY]"8Yf`5b[Y`_U[hY`\Uh'VYfY]hg`J c f ghfUZb`k Y[Yb
GUW VYgW`ÅX][i b[`]a`Ni gUa`a Yb\Ub[`a]h'?`]a UdfchYghYbž`k Ug
a Ò[`]W Yfk Y]gY`gY]bY`J Yfi fhY]i b[`VYY]bZi ggh`\Uh" " ð'XYf
dc`h]gW Yb`8]g_i gg]cb`i a`XYb`J c f ZU`" []Vh`Yg`i bhYfgW]YX`]W Y
5bg]W hYb`ØVYf`X]Y`? cbgYei YbnYb`gc`W Yf`Dfc hYghU_h]cbYb"
<Ua Vi f[g` ðbYbgYbUhc`fi bX`XYf`78I !7\YZj YfhfYhYb
j YfgW]YXYbY`G]W h`k Y]gYb`ni`XYb`A Yh\cXYb`XYf` @YhnhYb
; YbYfUh]cb "

8]Y` @YhnhY` ; YbYfUh]cb ž`X]Y`g]W`U`g`FYU_h]cb`Ui Z
[YgY`gW UZh]W Y`i bX`'f]gh]gW Y`GdUbbi b[Yb`]a` : fØ`U\`f`&\$&)
]b` BYi Y` ; YbYfUh]cb` i a VYbUbbhYž`\Uh'g]W`XUg`N]Y`[YgYhnhž
Y]bY`[YfYW hYfY`i bX`XYa`c_fUh]gW YfY` ; YgY`gW UZh`ni`gW UZZYb"
8]YgY`6Yk Y[i b[`X]ghUbn]Yfh'g]W`YXcW`b]W h`j c`gh`AbX][`j cb
ZfØ`YfYb`5_h]cbYb"5a`j Yf[Ub[YbYb`K`cW`YbYbXY`j Yfgi W hYb
A]h[`]YXYfž`Y]bY`8fi W_YfY]'XYg`J Yf`U[g\Ui`gYg`Gdf]b[Yf`]b`6Yf`]b!
GdUbXUi`ni`V`c_W_YfYbž`k Ug`nY][hž`XUgg`X]Y`Dfc hYghU_h]cbYb`]b
XYf` ; YgY`gW UZh`k Y]hYf\]b`ZØf`5i ZgY\Yb`gcf[Yb"

? cb hYI h'XYf`? `]a Udfc hYghY

5_h]j]ga`i g`ZØf`XYb`?`]a UgW`i hn`\Uh]b`XYb`YhnhYb` ð\`fYb`ghUf_
ni [Ybca`a Yb"8]Y` @YhnhY` ; YbYfUh]cb` [`]h'gY]h`\fYf` ; fØbXi b[
]a` ð\`f`&\$&%`U`g`Y]bY`XYf`Y]bZi ggy]W ghYb`6Yk Y[i b[Yb`]b
8Yi hgW`UbXž`X]Y`Xi fW`n]j]Yb`i b[Y\c f gUa`Ui Z`X]Y`8f]b[`]W`_Y]h
XYg`?`]a UgW`i hnYg`Ui Za Yf_gUa`ni`a UW`Yb`j Yfgi W h"5i W
UbXYfY` ; fi ddYbž`k]Y` : f]XUmg`Zcf` : i hi fY`i bX`9I h]bW]cb

F YVY``]cb ž'g]bX`X]YgYg`š\`f`U_h]j " `@Ui h'5F 8!| a ZfU[Yb`g]bX`nk Uf
 ((i `XYf`6YZfU[hYb`XYf`A Y]bi b[ž`XUgg`gW`bY``YfYf`?`]a UgW`i hn
 bchk YbX][`]ghž`YXcW`Y`Y\`bh`Y]bY`A Y`f`Y]h`f|) i Ł`X]Y`A Yh`cXYb
 XYf` @Y`hnhYb` ; YbYfUh]cb `UV"

šØb[ghY` : cfgW`i b[gYf[YVb]ggY`XYi hYb`XUfUi Z`\]bž`XUgg`fUX]_U`Y
 5_h]cbYb`_Y]bYb`bY[Uh]j Yb`6UW_Z]fY!9ZZY_h`\UVYb`i bX`gc[Uf`X]Y
 6YfY]hgW`UZh`ini f`i bhYfghØhni b[`j cb`?`]a Ua U» bU`a Yb`Yf`Ø`Yb
 _ØbbYb`"8Yb`bcW`g]bX`X]Y`_cb_fYhYb`9fZc`[Y`i bX`dc`]h]gW`Yb
 J Yf`ÅbXYfi b[Yb`gW`k]Yf][`bUW`ni j YfZc`[Ybž`k Ug`ni `Y]bYf
 GdU`hi b[`]bbYf`U`V`XYf`6Yk Y[i b[`ZØ`fh`"J]hU``]gh`Ygž`XUgg`X]Y
 l a k Y`h`i bX`?`]a UVYk Y[i b[`XUg`H`Y`a U`?`]a UgW`i hn`U`hi Y``]a
 dc`]h]gW`Yb`8]g_i fg`\`Å`h`i bX`X]Y`5i Za Yf_gUa _Y]h`XYf
 ² ZZYbh]W`_Y]h`Ui ZfYW`hYf`\`Å`h"

8]Y`8]g_i gg]cb`i a `X]Y`9ZZY_h]j]h`Å`h`gc`W`Yf`DfchYghžcfa Yb`k]fX
 k Y]hYf`\]b`Ub`U`hYbž`YVYb`gc`k]Y`X]Y`8YVUhhYb`ØVYf`XYfYb`Y[U`Y
 i bX`a cfU`]gW`Y`æ d`_Uh]cbYb`"

- K Y`h`VYf]W`hYh
- B 8 F `VYf]W`hYh
- HU[YggW`Ui `VYf]W`hYh

8YhU]`g	
J cfZU``	J UbXU`]ga i g
I fgUW`Y	[Ya Y]bgW`ÅX`]W`Y`GUW`VYgW`ÅX][i b[
C fh	< Ua Vi f[Yf`F Uh`Ui gž`< Ua Vi f[ž`8Yi hgW`U`bX
J Yf`Y`hnhY	%
: YghbU`a Yb	%
GW`UXYb`]b`	%+\$\$\$
E i Y``Yb	<ul style="list-style-type: none"> • k k k "k Y`h"XY • k k k "bXf"XY • k k k "hU[YggW`Ui "XY

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