

A UZ]U!6cgg;]cj Ubb]'6fi gWU'k]YXYf'ZfY].
9]b'GWX cW_ 'ZØf'X]Y'C dZYfZUa]'Yb°

;]cj Ubb]'6fi gWUž'Y]bgh'Y]b'[YZØfWxhyhyf'A UZ]U!6cggž'gh'bUWx
&) 'š\fyb'< UZh'YbX[Ø'h]['ZfY]žk Ug'9a dØfi b['Ui g'Øgh"



DU`Yfa cž`hU`Y]b'!';]cj Ubb]'6fi gWUž'Y]b'[YZØfWxhyhyf
g]n`]Ub]gWxYf'A UZ]U!6cggž'gh'bi b'YbX[Ø'h]['Y]b'ZfY]Yf'A Ubb"'@Ui h
6Yf]Wxhyb'XYf'@J N'ki fXY'X]Y'[Yf]Wxh]WxY'5i ZU[Yž'i bhYf'XYf'Yf
gY]h'igY]bYf'j cfnY]h][Yb'9bhUggi b['Ui g'XYa
<cWxg]WxYf\Y]hg[YZÅb[b]g'FYV]VV]U'YVhYž'Ui Z[Y\cVYb"'8]YgYf
GWx]h'YbhZU'hYh'Yf\YV']WxY'K Y''Yb']b'XYf'2 ZYbh]Wx_Y]hž
]bgVYgcbXYfY'i bhYf'XYb'5b[Y\Øf][Yb'XYf'C dZYf'gY]bYf
JYfVfYWxYb"

6fi gWUž'Ui Wx'VY_Ubbh'U'g' i'j Yffi 'fXUg'GWxk Y]bž' []h'U'g'fYWxhy
<UbX'XYg'VYfØWxh][hYb'7cgU'BCghfU!6cggYg'Hchc'F]]bU''9f'k]fX
VYgWxi'X][hž'ZØf'a Y\f'U'g'\i bXYfh'A cfXY'j YfUbhk cfh]Wx'ni'gY]bž
XUfi bhYf'X]Y'9fa cfXi b['XYg'Ub[YgY\YbYb'F]Wxhyfg;]cj Ubb]

: U`Wc bY`Ua`&`" `A U]`%- - &ž`XYf`Xi`fW`Y]bY`ZYfb[`YghYi`YfhY`6ca`VY
[`Yh`0hY`h`k`i`fXY`"6fi`gWU`gY`Vgh[`UV`Ubž`XUgg`Yf`g]W
a`0[`]W`Yfk`Y]gY`b]W`h`Ub`U`Y`gY]bY`HUhYb`Yf]bbYfb`_`Ubbž`gW`Åhnh
Y`Xc`W`X]Y`NU`Y`gY]bYf`C`dZYf`Ui`Z`k`Y]h`0VYf`i`bXYfh`

6fi`hU`Y`J`YfVfYW`Yb`i`bX`GhfUZYb`

9]b`k`Y]hYfYg`VY`_`UbbhYg`J`YfVfYW`Yb`j`cb`6fi`gWU`k`Uf`X]Y
9bhZ0\fi`b[`i`bX`9fa`cfXi`b[`XYg`nk`0`Z`Å`f][`Yb`i`j]i`gYddY`8]
A`UhYc`"8Yf`ž`b[`Y`k`i`fXY`0VYf`nk`Y]`š`Y`fY`[`YZUb[`Yb`[`Y`U`hYbž`XU
gY]b`J`UhYf`a`j]h`XYb`6Y`0fXYb`_`ccdYf]Yfh`U`hY`"6fi`gWU`k`i`fXY
%-`-`*`j`Yf`U`ZhY`h`i`bX`ni`b`Å`W`gh`ni`a`Y`fYfYb`i`bXYfh`š`Y`fYb
Ni`W`h`U`i`g`j`Yfi`fhY]`h`8]Yg`k`i`fXY`Y`Xc`W`U`i`Z`&)`š`Y`fY`fYXi`n]Yfhž
bUW`XYa`Yf`a`j]h`XYf`ž`gh]n`_`ccdYf]YfhY`"

8]Y`9bhgW`Y]Xi`b[`ž`6fi`gWU`&\$&%`dfcj`]gcf]gW`ni`Ybh`UggYbž
i`bhYf`U[`ghfYb[`Yb`5i`ZU[`Ybž`X]Y`bi`bž`bUW`XfY]Y]b`U`V`š`Y`fYb
i`bhYf`Dc`n]Y]gW`i`hž`b]W`h`a`Y`f`[`Y`hYb`"8]Yg`U`h`ni`[`fc`»`Yf
9a`d0fi`b[`i`bhYf`XYb`i`Ua`j]YbUb[`Y`0f][`Yb`gY]bYf`C`dZYf`[`YZ0`fh`
H]bU`A`cbh]bUfcž`X]Y`K`j]h`Y`XYg`@Y]Vk`Å`W`hYfg`5bhcb]c`A`cbh]bUfcž
`f]h]g]YfhYž`XUgg`X]Y`ž`gh]n`b]W`h`Ub`X]Y`C`dZYf`XYb``Y`"

2`ZZYbh`]W`Y`F`YU`_`h]cbYb`i`bX`

9I`dYfhYba`Y]bi`b[`Yb`

A`UZ]U!`9I`dYfhY`F`cVYfhc`GUj`]Ubc`j`YfhY]X][`h`XUg`DYbh]h]!;`YgYhn`ž
XUg`j]b`š`U]Yb`a`UW`hdc`]h]gW`Y`Ni`gUa`a`YbUfVY]h`a`j]h`Y`Y`a`U][`Yb
A`UZ]U!`A`j]h[`]Y`XYfb`Yfa`0[`]W`h`9f`VYhcbhž`XUgg`X]Y`š`Zcfa`Uh]cbYbž
X]Y`6fi`gWU`XYb`9fa`j]h`Yfb`]Y`ZYfhYž`Z0f`X]Y`6Y`_`Åa`dZi`b[`XYf`A`UZ]U
j`cb`i`bgW`ÅhVUfYa`K`Yfh]g]bX`"GUj`]Ubc`g]Y`h`X]Y`9bh`Uggi`b[`U`g
Y]bYb`DfY]gž`XYb`XYf`GhUUh`nU`Yb`a`0ggYž`i`a`X]Y`K`U`f`Y]h`0VYf
X]Y`A`UZ]U`ni`YfZU`fYb`"

8]Y`F`YU`_`h]cbYb`Ui`Z`6fi`gWUg`i`fY]`Uggi`b[`g]bX`[`YgdU`hYb`"K`Å`fYbX
Y]b][`Y`XUg`9]b`Yb`_`Yb`XYf`ž`gh]n`UbYf`_`YbbYbž`i`a`X]Y`cf[`Ub]g]YfhY
?f]a`j]bU`]h`Åh`ni`VY`_`Åa`dZYbž`Åi`»`Yfb`UbXYfY`6YXYb`_`Ybž`XUgg`X]Y
A`UZ]U`k`Y]hYf`b]i`b[`YghfUZh`U[`]YfY`"8]Y`j]hU`]Ub]gW`Y`A`UZ]Už`Ui`W`

7cgU`BcgfU`[YbUbbhž`Uh`k Y`hk Y]h`j YfV]bXi b[Yb`ni `UbXYfYb
 _f]a]bY`Yb`Cf[Ub]gUh]cbYb`i bX`gd]Y`h`Ui W`]b`8Yi hgW`UbX`Y]bY
 VYXYi hYbXY`F c`Yž`k cVY]`XYf`bUh]cbU`Y`FØW`ni [gfUi a `U`g`g]WXYf
 []`h`<]Yf`k]fX`Ui W` Yfk Å`bž`XUgg`X]Y`]hU`]Yb]gW`Y`A UZ]U`Y]b
 VYXYi hYbXYf`k]fhgW`UZh]WXYf`U`hc`f`]b`]\fYa `<Y]a Uh`UbX`]ghž`a]h
 Y]bYa ` [YgW`ÅmhYb`ž`]\fYgi a gUhn`j cb`- \$`A]`]UfXYb`9i fc"

DU`Yfa cž`X]Y`<Y]a UhghUXhj cb`6fi gWUž`[]`h`\Yi hY`U`g`Y]bY`XYf
 g]WXYfghYb`GhÅXhY`9i fcdUg`\]bg]W`h]W`XYf`A cfXfUhYž`k Ug`]b
 ghUf_Ya `?cbhfUghni `XYb`Xi b`_Yb`NY]hYb`ghY`hž`]b`XYbYb`6fi gWU
 i bX`gY]bY`?ca`d`]nYb`XUg`; YgW`Y`Yb`VY`YffgW`hYb`"8]Y
 ; YgW`]W`hY`j cb` ;]cj Ub]b`6fi gWU`]gh`XUa]h]b]W`h`bi`f`Y]b
 ?Ud]hY`ØVYf`J YfVfYW`Ybž`gcbXYfb`Ui W`ØVYf`K UbXY`i bX`X]Y
 ghÅbX][Y`5i gY]bUbXYfgYhni b[`a]h`Y]bYf`XYf`[YZÅ`f`]W`ghYb
 Cf[Ub]gUh]cbYb`XYf`K Y`h"

8YhU]`g	
J cfZU``	A cfX#HchgW`U[
C fh	DU`Yfa cž`hU`]Yb
: YghbU`a Yb	%
E i Y`Yb	<ul style="list-style-type: none"> • k k k "j n"XY • Yb"a "k]_]dYX]U"cf[• XY"a "k]_]dYX]U"cf[

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