

A]`]cbYb`9i fc`Å\`f]Wk`ZØf`X]Y`Gw i`gUb]Yfi b[`U`Y]b`Ub[YdY]`hž
k Ug`j`YfXYi h]Wk`hž`XUgg`VY]`k`Y]hYa` `b]Wk`h`U`Yg`UV[YXYW`h`k`YfXYb
_Ubbž`k`Ug`b`Øh][`]gh`K`Y]hYfY`8`YhU]`g`Y]Yfni` `VYf]Wk`hY`b`!`hj` "

5a` `ca` a` YbXYb`8]YbghU[`k`]fX`Y]b` ðj` Ygh]h]cbg[]dZY`UV[Y`U`hYbž
ni`XYa` `@UbXf`ÅhYž`C`VYfVØf[Yfa`Y]ghYf`gck`]Y`J`YfhfYhYf`XYf
K`]fhgWk`UZh`i` bX` ;` Yk`Yf`_gWk`UZhYb`[Y`UXYb`g]bX`"8`UVY]`gc`Yb
_cb`fYhY` ðj` Ygh]h]cbgj` cf`UVYb`VYgdfc`Wk`Yb`k`YfXYb`" `K`]f`a` ØggYb
[Ya`Y]bgWk`UZh]Wk`XUfUb`UfVY]hYbž`k`]Y`k`]f`X]Y`A`]hY`Ua` `VYghYb
bi`hYb`_ØbbYbž` `ZcfXYfhY`Gw`k`Yg]["

GcbXYfj`Yfa` Ò[Yb`ZØf`nU\`fY]Wk`Y`6`YfY]Wk`Y`

8]Y`[Yd`UbhYb`A`U»`bU\`a` Yb`ni` a` `GcbXYfj`Yfa` Ò[Yb`i` a` ZUggYb`k`Y]h
a`Y`f`U`g`bi`f`X]Y`Gw`i`g`Ub]Yfi`b["`@Ui`h`B`8`F`g]bX`Ui`Wk`
`ðj`Ygh]h]cbYb`]b`X]Y`6]`Xi`b[g]bZfUghfi`_hi`fi`bX`X]Y`?`fUb`_Yb`Åi`gYf
j`cf[YgY\`Yb`"Gw`k`Yg][`nY][`h]g]Wk`c`dh]a`]gh]gWk`ž`XUgg`X]Y`F`Y[]cb
j`cb`XYa` `GcbXYfj`Yfa` Ò[Yb`Xi`fWk`X]Y`6`YfY]hghY`i`b[`j`cb`Y]bYf
A`]`]UfXY`9i`fc`ØVYf`Y]bYb`NY]hfUi`a` `j`cb`nY\`b`Å\`fYb`d`fc`Z]h]YfYb
_Ubb`"

8]Y`9]b][`i`b[`nk`]gWk`Yb`i`b]cb`i`bX`GD8`ž`X]Y`ni`f`9`hUV`Y]Yfi`b[`XYg
GcbXYfj`Yfa` Ò[Ybg`ZØ\`fhYž`VY`_Ua` `j`cb`j`]Y`Yb`GY]hYb`Ni`gd`fi`Wk`"
6`fUbXYbVi`f[g`A`]b]ghYfd`f`Åg]XYb]h]b`a`]h`Å\`b`]Wk`Yb` ;`YXUb`_Yb`\`YVh
X]Y`8`f]b[`]Wk`_Y]h]j`cb` ðj` Ygh]h]cbYb`Ui`Wk`]b`X]Y`X][`]hU`Y`K`]fhgWk`UZh
\`Yf]`cf`"8`Yf`@UbXYgk`]fhgWk`UZhga`]b]ghYf`K`c`Z[Ub[`6`Ub`_g]Y\`h
Xi`fWk`XUg`GcbXYfj`Yfa` Ò[Yb`bYi`Y`Z]bUbn]Y`Y`Gd]Y`f`Åi`a`Y`gd`Yn]Y`
ZØf`X]Y`a`Uf]h]a`Y`K`]fhgWk`UZh`5i`Wk`VY]`XYb`≠`?`g`k`]f`X`X]Y`d`cg]h]j`Y
9]bgWk`Å`hni`b[`XYg`GcbXYfj`Yfa` Ò[Ybg`i`bhYfghf]Wk`Ybž`]bgVYgcbXYfY
\`]bg]Wk`h]Wk`b`chk`YbX][`Yf` ðj` Ygh]h]cbYb`]b`GhfU»`Ybž`6`fØW`_Yb`i`bX
X]Y`X][`]hU`Y` ðZfUghfi`_hi`f`"

æ` `?`cbhYi`h`X]YgYf`A`U»`bU\`a` Yb`]gh`Ui`Wk`X]Y`VYj`cfghY\`YbXY
;`fi`bX[YgYm`ÅbXYfi`b[`ni`VYUW`hYbž`X]Y`b`Øh][`]ghž`i`a` `X]Y`D`ÅbY
ni`f`5i`ZU[Y`XYg`GcbXYfj`Yfa` Ò[Ybg`ni`fYU`g]YfYb`"8]YgY`k`i`fXY
VYfY]hg`]a` `A`Åfn`&\$&) `VYgWk`c`ggYb`"@Ui`h`XYf`6i`bXYgfy[]Yfi`b[
g]bX`X]Y`N]Y`Y`XYg`GcbXYfj`Yfa` Ò[Ybg`Ui`Z`X]Y`A`cXYfb]g]Yfi`b[
8Yi`hgWk`_UbXg`Ui`g[Yf]Wk`hYhž`i`a` `A`Åb[Y`]b`XYf`ÖZYb]h]Wk`Yb

⊕ZfUghfi _hi f'ni 'VY\YVYb'i bX'XUg'K c\`ghUbXgb]j YUi 'ni 'g]WXYfb"

; YgY``gWUZh`]WXY'i bX'k]fhgWUZh`]WXY
< YfUi gZcfXYfi b[Yb

Hfchn'XYf'dcg]h]j Yb'5bgÅhnY' []Vh'Yg'YXcW'Ui W' _f]h]gWXY
Gh]a a Yb""8]Y'@]b_Y'ZcfXYfh'Yhk U'Y]bY'5VgWUZI b['XYf
GWi 'XYbVfYa gYž'i a ' [fÒ» YfY' ⊕j Ygh]h]cbYb'ni 'Yfa Ò[']WXYb""5i Z
XYf'UbXYfYb'GY]hY'nY][Yb'g]W'X]Y': fU_h]cbYb'XYf'5Z8 'g_Ydh]gW
i bX'k UfbYb'j cf'bY[Uh]j Yb': c'[Yb'ZØf'X]Y'GWi 'XYb'U[Y'i bX'X]Y
⊕ZUh]cb""5i W'j cb'XYf'78I ' []Vh'Yg'6YXYb_Ybž'k Ug'X]Y'FYZcfa
XYf'GWi 'XYbVfYa gY'VYhf]Zzh''K]Y'g]W'XUg'GcbXYfj Yfa Ò[Yb'Ui Z
X]Y'FY []cb'Ui gk]f_Yb'k]fXž'V'Y]Vh'UVni k UfhYb"

⊕g[YgUa highY``h'XUg'GcbXYfj Yfa Ò[Yb'Y]bYb'[Yk U'h][Yb'GWf]hh
ZØf'A YW_YbVi f[!J cfdca a Yfb'XUf""8]Y'_ca a YbXY'J YfhY]'i b[
XYf'; Y'XYf'_ØbbhY'b]W'h'bi f'_i fnZf]gh][Y'æ di `gY'gYhnYbž'gcbXYfb
Ui W'Ub[Zf]gh][Y'9fZc` [Y'bUW'g]W'n]Y\Ybž'gc``hY'Yg'XYb
9bhgWY]Xi b[ghfÅ[Yfb'[Y`b[Ybž'X]Y' [YbUbbhYb
< YfUi gZcfXYfi b[Yb'_i ['ni 'VYk Å'h][Yb"

8YhU]`g	
C fh	A YW_YbVi f[!J cfdca a Yfbž'8Yi hgW'UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "b!hj "XY • k k k "bXf"XY • k k k "Vi bXYgfY[]Yfi b["XY

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