

A < 6!Ghi XYbh]b 'F]hU'6]'U`'ja
6i bXYgj c fghUbX'XYf'NU\ba YX]n]b
[Yk Å\`h°

F]hU'6]'U`'j cb'XYf'A < 6']gh'bYi 'ja 'J c fghUbX'XYg'VXna ž
[Yk Å\`hUi Z'XYf'6i : UHU']b'ŸbU"N]Y'Y. 'VYggYfY
Ghi X]YfYbXYbj YfhfYhi b['i bX'i bhYfghØhni b["



ŸbUž'8Yi hgW\`UbX'! 'F]hU'6]'U`žY]bY'Ghi XYbh]b'XYf
A YX]n]b]gW\Yb'<cW\gW'i`Y'6fUbXYbVi f['H\YcXcf': cbhUbY'fA < 6Łž
\Uh'g]W\`Y]bYb'VYa Yf_Ybgk YfhYb'D`Uhn'ja '6i bXYgj YfVUbX'XYf
NU\ba YX]n]bghi X]YfYbXYb'jb'8Yi hgW\`UbX'Y"J "'fVXna Ł'[Yg]W\Yfh"
5a '&(' "A U] '&\$&)' k i fXY'g]Y'k Å\fybX'XYf
6i bXYgZUW\gW\UZghU[i b['f6i : UHUŁ']b'ŸbU']b'XYb'J c fghUbX
[Yk Å\`hž'k Ug'Y]bYb'k]W\h][Yb'A Y]'YbghY]b'ZØf'X]Y'ghi XYbh]gW\Y
J YfhfYhi b['XYf'NU\ba YX]n]b'XUfghY`h'8]Y'J YfUbghU'hi b[ž'X]Y'j cb
XYf': UW\gW\UZi'XYf'i b]j Yfg]hÅh'ŸbU'Ui g[Yf]W\hY'h'k i fXYž
j YfnY]W\byhY'X]Y'HY]'bU\ a Y'j cb'' %J YfhfYhYfb'i bX'ZUgh'&) \$
HY]'bY\ a Yfb"

8Yf'byi Y'J c fghUbX'XYg'VXna žni 'XYa 'F]hU'6]'U''U`g
F YW bi b[gdfØZYf]b[Y\ ÒfYb'k]fXž'gYhnh'g]W'Ui g'ZØbZ'A]h[`]YXYfb
ni gUa a Yb'i bX'\Uh'g]W'ZØf'Y]bY'nk Y]'À\ f][Y'5a hgnY]h'Zcfa]Yfh"
8Yf'VXna 'Ži b[]Yfh'U'g'8UW'c f[Ub]gUh]cb'XYf'ghi XYbh]gW'Yb
: UW'gW'UZhYb'Ub'' '\$'GhUbXc f hYb']b'8Yi hgW'UbX'ni bX'j Yfhf]hh'X]Y
≠hYfYggYb'j cb'Yhk U'%) "\$\$\$'Ghi X]YfYbXYb']b'XYb'6YfY]W'Yb
NU\b!ž'A i bX!'i bX'?]YZf\Y]_i bXY''8]Y'9\ fYbUa h]W'Yb'XYg
J c fghUbXg'\UVYb'g]W'XUg'N]Y'' [YgYhnhž'X]Y'J YfVUbXgUfVY]h
Zc f hni gYhYb'i bX'X]Y'? ca a i b[_Uh]cb'nk]gW'Yb'XYb': UW'gW'UZhYb
ni 'ZØfXYfb''Ni XYa 'gc''Y]bY'≠Zcfa Uh]cbgd'UhZcfa 'Ui Z[YVUi h
i bX'X]Y']bhYfbUh]cbU'Y'Ni gUa a YbUfVY]h[Ygh'Àf_h'k YfXYbž'k Ug']b
5bVYhfUW'h'XYf'ni bY\ a YbXYb'<YfUi gZc fXYfi b[Yb']a 'Ghi X]i a
j cb'YbhgW'Y]XYbXYf'6YXYi hi b[']gh"

NYb hfU`Y`N]Y`Y`XYg`bYi Yb`J c fghUbXg

Ni 'XYb'nybhfU'Yb'<YfUi gZc fXYfi b[Ybž'XYbYb'g]W'XYf'byi Y
J c fghUbX'ghY''Yb'a ÒW'hYž[Y\ ÒfYb'X]Y'dgmW']gW'Yb'i bX
Z]bUbn]Y''Yb'6Y`Ughi b[Ybž'X]Y'XUg'Ghi X]i a 'a]h'g]W'Vf]b[hž'gck]Y
X]Y' l a gYhni b['XYf'byi Yb'5ddfcVUh]cbgcfXbi b['ZØf'NU\b'ÀfnhY
f5CNŁ'i bX'X]Y'XUa]h'j YfVi bXYbYb'GhUUhgd fØŽi b[Yb''8 Ug
9b[U[Ya Ybh'XYf'byi Yb'J c fghUbXga]h[`]YXYf'k]fX'U'g
YbhgW'Y]XYbX'Ub[YgY\Ybž'i a '@Øgi b[Yb'ZØf'X]YgY'Xf'Àb[YbXYb
H\Ya Yb'ni 'Z]bXYb"

8Yf'6i bXYgj YfVUbX'XYf'NU\b a YX]n]bghi XYbhYb'f6XNA Łž
[Y[fØbXYh'%- - '\$'i bX'gY]h'&\$\$) 'U'g'[Ya Y]bbØh][Yf'J YfY]b
Y]b[YhfU[Ybž'\Uh'Yg'g]W'ni f'5i Z[UVY'[Ya UW'hž'X]Y'≠hYfYggYb
XYf'NU\b a YX]n]bghi X]YfYbXYb']b'8Yi hgW'UbX'ni 'j YfhfYhYb''Ni
XYb'≠Zcfa Uh]cbg_Ub'À'Yb'XYg'6XNA 'n'À'\Yb'X]Y'\U'V'À'\f']W
ghUhhZ]bXYbXY'6i bXYgZUW'gW'UZhghU[i b[ž'X]Y'j]YfhY'À\ f']W
YfgW'Y]bYbXY'J YfVUbXgnY]hgW'f]Zh' 8YbhU': fYg\ 'gck]Y'XYf
fY[Y'a À»]['j YfgYbXYhY'9!A U]!BYk g'YhYf' l d'Hc'8UhY ''8]YgY
: cfa Uh'gc''Yb'X]Y'A]h[`]YXYf'ØVYf'U_hi Y''Y'H\Ya Yb'i bX
9bhk]W'_i b[Yb']bZcfa]YfYb"

GhUhi g'XYf'≠hYfYggYbj YfhfYhi b[

8Yf'6XNA`dZY[h'Yb[Y'JYfV]bXi b[Yb'ni'k]W'h][Yb'`gh]hi h]cbYb
k]Y'XYf'6i bXYgnU\`b`ÄfnhY_Ua a Yf'f6Nÿ?É'i bX'XYa
6i bXYga]b]ghYf]i a`Z0f'; Ygi bX\Y]h'f6A ; É'8]YgY'DUfhbYfgW UZhYb
Yfa Ö[`]WYb`Yg'XYa`JYfVUbXž'YZZY_h]j`X]Y`Gh]a a Y'XYf
Ghi X]YfYbXYb'ni`Yf\YVYb'i bX'XYfYb'5b`Y[Yb`]b'fY`Yj UbhY
8]g_i gg]cbYb`Y]bni Vf]b[Yb"8]Y'9]bV]bXi b[`]cb`F]hU'6]U`]b`XYb
JcfghUbX`]gh]Y]b`k]W'h][Yf'GWf]hž'i a`X]Y`A <6`]b`XYf
Vi bXYgk Y]hYb`ghi XYb]gWYb`JYfhfYhi b[`]ni`dcg]h]cb]YfYbž'i bX
i bhYfghfY]W'hX]Y'6YXYi hi b[`]XYf'ghi XYb]gWYb`A]hk]f_i b[`]b`XYf
NU\`ba YX]n]b"

A]h'XYf'K U\`F]hU'6]U`g'ni a`A]h[`]YX'XYg`JcfghUbXg'XYg`VXna
k]fX`b]W'h]bi f`X]Y`A <6ž'gcbXYfb`Ui W`X]Y`[YgUa hY'; Ya Y]bgW UZh
XYf`NU\`ba YX]n]bghi X]YfYbXYb`[YghÄf_hž]bXYa`g]Y`Ni [Ub[`]ni
fY`Yj UbhYb``Zcfa Uh]cbYb'i bX`FYggci fW`b`Yf\U`hYb`gck]Y
I bhYfghØhni b[`]VY]'<YfUi gZcfXYfi b[Yb`]a`Ghi X]i a`Z]bXYb"8]Y
K U\`]gh]Y]b`dcg]h]j Yg`G][bU`Z0f`X]Y`ni _0bZh][Y'9bhk]W`i b[`]i bX
I bhYfghØhni b[`]XYf`NU\`ba YX]n]b!Ghi X]YfYbXYb`Ui ZVi bXYgk Y]hYf
9VYbY"

: Øf'k Y]hYfY``Zcfa Uh]cbYb`ØVYf`XYbVXna`i bX'XYggYb'5_h]j]hÄhYb
_0bbYb``hYfYgg]YfhY`X]Y`cZZ]n]Y`Y`K YVgY]hY`VYgi WYb`cXYf
X]fY_h'a]h'XYb`JYfUbhk cfh]WYb`]b`?cbhU_h'hfYhYb"

8YhU]`g	
JcfZU`	K U\`Yb
Cfh	→bUž'8Yi hgW`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "a` \V!ZcbhUbY"XY • k k k "ghi X]g!cb`]bY"XY • VXna`]bZc

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