

D`Ui YbYf`J c [Y`gWk]Y» Yb. '5`YI U`k]fX`X]Y
YfghY`F i a a Y`_Öb][]b`°

9f`VYb`G]Y`XUg`D`Ui YbYf`J c [Y`gWk]Y» Yb`&\$&) °`5`YI U`FY []m
VY [Y]ghYfh`U`g`YfghY`F i a a Y`_Öb][]b`Ui ZX]YgYa
hfUX]h]cbgfY]Wk Yb`J c`_gZYgh"



D`Ui Ybž`8Yi hgWk`UbX`!`8Ug`D`Ui YbYf`J c [Y`gWk]Y» Yb`]gh`]b
j c`Ya` ; Ub [Y`6Y`X]YgYa`HfUX]h]cbgZYgh`UbXY`h`Yg`g]Wk`i a`X]Y
*%-`"5i`g [UVYž`X]Y`j ca`' & *`"A U]`V]g` (" ' † b] & \$ & ' `Ui ZX]Ya
: Yghd`Um`j cf`XYf` : Ygh`U`Y`]b`D`Ui Yb` [YZY]Yfh`k]fX`"6YgcbXYfg
`YfUi`gfU [YbX`]gh`]b`X]YgYa``X`f`X]Y`Yfgha`U`][Y`5i`gfi`Z`b [`XYg
H]hY`g`F i a a Y`_Öb][]b`cXYf`F i a a Y`_Öb][ž`VY]`XYa`X]Y`K`U`U`Ui`Z
X]Y`&&!`Å`f][Y`5`YI`U`FY []m`Z]Y`"G]`nY][hY`g]Wk`ØVYf [`ØW`_`Wk`i`bX
ØVYffUgWk`h`ØVYf`]\fYb` ; Yk`]bb`i`bX`Yf`_`ÅfhYž`XUgg`Yg`Y]b`k`Yb][
; `ØW`_`k`Ufž`XUg`]\f`ni`a`9fZc`[`j`Yf`U`Z`I`a`g]Wk`Ui`ZX]YgYb
K`YhhVYk`YfV`j`cfni`VYfY]hYbž`UhhY`g]Y`]a`J`cfZY`X`hfU]b]Yfh"

8Ug`D`Ui YbYf`J c [Y`gWk]Y» Yb`nY]Wk`bYh]g]Wk`b]Wk`h`bi`f`Xi`fWk`X]Y
K`U`U`XYf`F i a a Y`_Öb][]b`Ui`gž`gcbXYfb`V]YhYh`Ui`Wk`nU`fY]Wk`Y

5hhfU_h]cbYb`i bX`5_hj]hÅhYb`ZØf`X]Y`6Ygi WXYf`Ni`XYb`<][\`][\hg
[Y\ÖfYb`XUg`F]YgYbfUX`<Uddmi:Ua`]miK`YY`ž`X]Y`5]f`c:cfWY
GWXUi`_Y`ž`XUg`=i`g]cbg!`?]bc`I`\$\$\$`ž`gck]Y`gdUbbYbXY
:U\`f[YgWÅZhi`k]Y`XUg`9i`hfYa`!:U\`f[YgWÅZhi`Dfc`YWh`L`"
?`Ugg]_Yf`k]Y`XYf`5i`hc!GW`chYf`i`bX`?YhhYbZ]Y[Yf`ZY`Yb`VYbZU`g
b]W`h`Ni`XYa`ghY`Yb`Gd]Y`Vi`XYb`a`]hj]Y`Yb
;Yk]bba`Ö[`]W`_Y]hYb`i`bX`j`YfgW]YXYbY`?]bXYf`_Ufi`ggY`g`VYfY]h`

J YfUbghU`hi b[gXYhU]`g`i bX`; Ughfcbca]Y

8Ug`Ygh`cW`h`a`]hj]Y`Z`Å`h][Yb`i[Ughfcbca]gWYb`5b[YVchYb`
;ÅghY`_ÖbbYb`]b`XYf`<Uj`UbU`6Uf`7cW`hU]`g`[Yb]Y»Yb`cXYf`g]W`]b
XYb`6]Yf[ÅfhYb`Yb`hg`dUbbYb`Ni`XYb`GdY]gYb`nÅ`Yb`VY`]YVhY`?cgh
ni`a`6Y]gd]Y`7i`ffmk`i`fghž`@/b[cgž`<UbXVfchi`bX`j`YfgW]YXYbY
GØ»][_Y]hYb`6YgcbXYfY`5_h]cbYb`k]Y`XUg

8cddY`XYW`_Yf`!5b[YVch`Ua`YfghYb`J YfUbghU`hi b[ghU[`VchYb
Y]bYb`[fc»Yb`5bfY]n`8UVY]`_cbbhYb`6Ygi WXYf`j`cb`%,`V]g`%-`I`f`
Y]ba`U`nU`Yb`i`bX`nk`Y]a`U`ZU`fYb`"

8Ug`Dfc[fUa`a`i`a`ZUggh`ni`XYa`Y]b`5fa`Vfi`ghgW]Y»Yb`i`bX`XYb
GhYfbei`Y`!:`fY]V]Yf!5bgh]W`ž`XYf`Ua`i`&+`"A`U]i`a`i`%(`I`f`ghUhhZUbX`
:Ua`j]Yb`_cbbhYb`Ua`i`Ua`j]Yb`hU[`Ua`i`%"`A`U]j`cb`Yfa`Å»][hYb
DfY]gYb`dfcZ]h]YfYbž`k`Å`fYbX`Ua`i`&`ž`b]Y]b`<Ö`YbZYi`Yfk`Yf`_ZØf
VYgcbXYfY`Gh]a`a`i`b[`gcf[hY`"

2 ZZbi b[gnY]hYb`i bX`=bZcfa Uh]cbYb

8]Y`2`ZZbi b[gnY]hYb`XYf`J YfUbghU`hi b[`k`UfYb`VfY]h[YZÅWYfhi`bX
fY]W`hYb`j`cb`%,`.\$`\$`I`f`Ua`i`YfghYb`HU[`V]g`&\$.`.\$`\$`I`f`Ua`i`YhnhYb
HU[`Ni`a`5VgW`i`gg`XYg`YghYg`ZUbXYb`Ub`j]Y`Yb`HU[Yb
VYgcbXYfY`J YfUbghU`hi b[Yb`ghUhh`i`Øf`k`Y]hYfZØ`fYbXY
=bZcfa`Uh]cbYb`_ÖbbYb`=bhYfYgg]YfhY`X]Y`K`YVgY]hY`J`c`_gZYghY!
D`Ui`Yb`XY`VYgi`WXYb`"

J`c`_gZYghY`k]Y`XUg`D`Ui`YbYf`J`c[Y`gW]Y»Yb`n]Y`Yb`b]W`h`b`i`f
Y]b`Y]a`]gWY`6Ygi WXYf`Ubž`gcbXYfb`YfZfYi`Yb`g]W`Ui`W
ØVYffY[]cbU`i`[fc»Yf`6Y`]YVh`Y]h`"A`Ub`_Ubb`gU[Ybž`g]Y`g]bX`Y]b
ZYghYf`6YghUbXhY]`XYf`XYi`hgWYb`?i`hi`f`i`bX`gcf[Yb`ZØf[i`hY`

@Ui bY`VY]`A]``]cbYb`j cb`A YbgWXYb``5i Za Yf_gUa _Y]hYf`Ub[h
 Ui W`XUg`A ØbWXYbYf`C _hcVYfZYghžXUg`&\$&) `gY]b`%- \$"`đ V]`Ài a
 ZY]Yfhi bX`A]``]cbYb`6Ygi WXYf`Ubn]Y\h``5i W`k Yb][Yf`VY_UbbhY
 Jc`_gZYghYž`k]Y`XYf`6fYa Yf`fY]a Uf_hcXYf`X]Y`[fÒ» hY`?]fa Yg`Ua
 F\Y]b`]b`8ØggY`XcfZž`V]YhYb`hc``Y`9f`YVb]ggY"

8]Y`[fc» Ub[Y`Y[hY`J]Y`ZU`h`Ub`5hhfU_h]cbYb`i bX`J YfUbghU`hi b[Yb
 VY]a `D`Ui YbYf`Jc[Y`gWXY]Y» Yb`k]fX`c`bY`Nk Y]ZY``Ui W`]b`XYb
 _ca a YbXYb`đ\Yb`VY[Y]ghYfb`i bX`ni `Y]bYa `k Y]hYfYb
 <Ò\Ydi b_h]a `J YfUbghU`hi b[g_U`YbXYf`XYf`FY[]cb`k YfXYbž`k]Y
 Ui W`X]Y`đZcfa Uh]cbYb`j cb`A Y]b`FY[]cbU``? ca dUgg`i bX`
 5857`VYghÀh][Yb"

8YhU]`g	
J c f Z U ``	Gcbgh][Yg
C fh	D`Ui Ybž`8Yi hgWXY`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "ZfY]YdfYggY"XY • a Y]bfY[]cbU`_ca dUgg"WŁa • k k k "UXUWXY

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