

B c f f]g`ØVY fghfU\ `h`@Y WY fW`A W@UfYb
fÀi a h`VY]a `A c bUWc!E i U`]Zm]b [`UV`

@UbXc`B c f f]g`\c`h`X]Y`Dc`Y!Dcg]h]cb`VY]a `A c bUWc` ; D`&\$&) "
GdUbbYbXY`E i U`]Z[_Uh]cb`a]h]]Y`Yb`F Y_c fXYb`i bX`ghfUZYb
ZØf`@Y WY fW`



A c bUWcž`A c bUWcž`A c bUWc`!`5a` `&("A U] &\$&) `ZUbX`XUg
E i U`]Zm]b [`ni a ` ; fc»Yb`DfY]g]j cb`A c bUWc`ghUhhž`Y]b`<][\`][\h`]a
: cfa`Y`!`%`?`U`YbXYfž`XUg`ZØf`gY]bY`hYW`b]gW`Yb
<YfUi`gZc fXYfi`b [Yb`i`bX`XYb`\]ghc f]gW`Yb` ; `Ua`ci`f`VY`_Ubbh`]gh"
@UbXc`B c f f]g]g]W`YfhY`g]W`XUVY]`X]Y`Dc`Y!Dcg]h]cb`a]h`Y]bYf
VYY]bXfi`W`_YbXYb`F`i`bXYbnY]h]j`cb`%`\$`-`-`) (`A]bi`hYb`"9f`gYhnhY
g]W`i]b`Y]bYa`gdUbbYbXYb`8i`Y`"bUdd`[Y [Yb`7\Uf`Yg`@Y WY fW
Xi`fW`ž`XYf`VY]`gY]bYa`<Y]a`gd]Y`Ui`ZXYb`nk`Y]hYb`D`Uhn`Zi`\f`":`ØbZ
bYi`Y`GhfYW`_YbFY_c fXY`k`i`fXYb`k`À`fYbX`XYg`E i U`]Zm]b [g
Ui`Z [YghY`hž`k`Ug`X]Y`\c`Y`@Y]ghi`b [gZÀ\][_Y]h`XYf` : U`fnYi [Y
i`bhYfghfY]W`h`"B c f f]g`nY][hY`g]W`ghc`n`Ui`Z`gY]b`HYUa`i`bX`XYfYb
@Y]ghi`b [ž]bgVYgcbXYfY`Ub [Yg]W`hg`XYf`j`cf`Yf][Yb`DfcV`Ya`Yž`X]Y
g]Y`VYk`À`h][Yb`a`i`gghYb"

A UI ' J YfghUddYbž'XYf'Ua h]YfYbXY'7\Ua d]cbž'ghUfhYhj cb'D'Uhn') ž
[YZc`[hij cb'gUW_`<UX'Uf'f* "Łž: YfbUbXc'5`cbgc'f+ "Ł'i bX'9ghYVUb
C Wc b'f| "Ł" CgWUf'D]Ughf]ž'YVYbZU`g'j cb'A W@UfYbž'VY'Y[hY'X]Y
Xf]hhY'Dcg]h]cbž'k ca]h'XUg'HYUa 'Ui Z'XYa 'A cbUWc!?!i fg'ghUf_
j YfhfYhYb']gh"7\Uf'Yg'@YWYfWXfc\h'U`YfX]b[g'Y]bY'GhfUZY'k Y[Yb
6Y\]bXYfi b['j cb'J YfghUddYbž'k Ug'gY]b'k Y]hYfYg'F Ybb[`ØW_
VYY]bZi ggYb'_ÖbbhY"

8]Y'Hcd!%\$'i bX'X]Y'< YfUi gZcfXYfi b[Yb'XYf GhfYW_Y

8]Y'fYgh]WYb': U\ fYf']b'XYb'Hcd'%'\$'g]bX'5`YI UbXYf'5`Vcb'i bX
@]Ua ' @Uk gcbž'k Å\ fYbX'7Uf'cg'GU]bn'i bX'M _]'Hgi bcXU'U'g'9`ZhYf
i bX'Nk Ö`ZhYf'XUg'E' 'j YfdUgghYb"'GU]bn'\UhhY'DfcV'Ya Y'a]h'XYa
; f]d'Ui Z'XYb'k Y]WYb'F Y]ZYb']b'gY]bYf`YhnhYb'E &!F i bXY"B]Wc
<Ø`_YbVYf[ž'XYf'a]h'XYa 'Gui VYf!HYUa 'Ubhf]hhž'YffY]WYhY'D'Uhn
%' "'; Ycf[Y'F i ggY`'j cb'A YfW'XYg'ghUfhYhj cb'D'Uhn'%'(ž'bUW'XYa
Yf']a 'nk Y]hYb'GY[a Ybh'XYf'E i U']Z[_Uh]cb']a 'Hi bbY`'Ui gfc`hY"
Fcc_]Y!?'c`Y[Y'?]a]'5bhcbY`'\UhhY'k Yb][Yf'; `ØW_ i bX
j Yfi bZU`hY'Ub'XYf'Bci j Y`Y'7\]WbYž'k Ug']\b'Ui Z'D'Uhn'%)
ni fØW_k UfZ'

8]Y'GhfYW_Y]j cb'A cbUWc']gh' "' ' + '?']ca YhYf`Ub['i bX'j Yf'Ub[h
XYb': U\ fYfb'U`Yg'UV"A]h'Yb[Yb'?i fj Ybž'ghY]'Yb'5bgh]Y[Yb'i bX
UVfi dhYb'5VZU\fhYbž'ghY`h'XYf'?i fg'Y]bY'XYf[fÖ» hYb
<YfUi gZcfXYfi b[Yb']a 'A chc'fgdcfh'XUf"6YgcbXYfg'X]Y'@cYk g!
<UUfbUXY`_i fj Y'[]'h'U'g'X]Y`Ub[gUa ghY'?i fj Y']a '[YgUa hYb
: cfa Y'!%?'U`YbXYf" , VYf\c'a UbÖj Yf'g]bX'Xi fW'X]Y'Yb[Y
GhfYW_YbZØ\fi b['gY'hYbž'k Ug'X]Y'E i U']Z[_Uh]cb'YbhgW'Y]XYbX
a UW'hž'i a 'Y]bY'cdh]a U`Y'GhUfhdcg]h]cb'ni 'g]WYfb"

GhfUZYb'i bX'XUg': U\ fYf`U[Yf

8]Y'GhfUZYb'k Å\ fYbX'XYg'E i U']Zm]b[g'j YfÅbXYfhYb'X]Y
GhUfhUi ZghY`i b["'C`Y'6YUfa Ub'a i gghY'Ui Z[fi bX'Y]bYf'%'\$!D`ÅhnY!
GhfUZYž'X]Y'Yf'k Y[Yb'Y]bYg'j YfghcggYg'[Y[Yb'X]Y'fchY': `U[[Y
k Å\ fYbX'XYg': fY]hU[g!HfU]b]b[g'Yf\]Y'hž'Ua '9bXY'XYg': Y`XYg

ghUfhYb"@UbWV`Ghfc``k]fX`YVYbZU``g`i a `Y]bY`Dcg]h]cb
 ni fØW_j YfgYhnhž`bUWXYa `Yf`]b`XYf`YfghYb`HfU]b]b[ggYgg]cb`a]h
 @YWYfWni gUa a Ybgh]Y»" `b`XYf` ; YgUa hk Yfhi b[`Zc`[Yb` ; UVf]Y`
 6cfhc`Yhc`f%* "Łž`C`]j Yf`6YUfa Ub`f%+ "Łž`D]YffY` ; Ug`mif%, "Łž`@UbWV
 Ghfc``f%- "Ł`i bX` : fUbWc`7c`Ud]bhc`f&\$"Ł`Ui Z`XYb`\\]bhYfYb
 GhUfhd`ÀhnYb"

8 Ug`E i U`]Zm]b[`Vf]b[`h`b]Wk`h`bi f`BYfj Yb_]hnY``ZØf`X]Y`HYUa g`i bX
 : U\`fYfž`gcbXYfb`Ui Wk`ZØf`X]Y` : Ub`gž`X]Y`Ui Z`Y]bY`gdUbbYbXY
 F Ybbj YfUbghU`hi b[`k UfhYb``5a `GcbbhU[`k]fX`g]Wk`nY][Ybž`cV
 Bc`ff]g`gY]bY`Dc`Y!Dcg]h]cb`]b`Y]bYb`G]Y[`i a a ØbnYb`_Ubb`i bX`cV
 7\Uf`Yg`@YWYfWhfch`a Ò[`]Wk`Yf`GhfUZYb`XUg`<Y]a gd]Y``ZØf`g]Wk
 Yb`hgWk`Y]XYb`_Ubb``8Yf`A cbUWc` ; fUbX`Df][`V`Y]Vh`Y]b
 ZUgn]b]YfYbXYg`9fY][b]g`j c``Yf` , VYffUgWk`i b[Yb`i bX
 <YfUi gZcfXYfi b[Yb"

8YhU]`g	
Cfh	AcbUWcž`AcbUWcž`AcbUWc
EiY``Yb	<ul style="list-style-type: none"> • k k k "cd!cb`]bY"XY • k k k "Zcfa i `U%"Wca • k k k "Ui hc!a chc f!i bX!gdcfh"XY

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