

DUhf]W_`B Ui a Ubb`Vf]W\ h'gY]b`GW\ k Y][Yb.
A Y[U`]b`HcXYg_Ua dZ`[YZ]`a h°

DUhf]W_`B Ui a Ubb`j cb`/ ei ch/; ccXVmY`8Yi hgW\`UbX/ ei ch/
gdf]W\ h'c ZYb`ØVYf`X]Y`XfUa Uh]gW\Yb`YnhYb`HU[Y`gY]bYf
: fUi`A Y[Už`X]Y`_Øfn`]W\`j Yfghc fVYb`]gh"



6U`ž`≠XcbYg]Yb`!`DUhf]W_`B Ui a Ubbž`XYf`DfchU[cb]gh`XYf
VY`]YVhYb`J CL!GYbXi b[`"; ccXVmY`8Yi hgW\`UbX`ž`Uhg]W\`Ynh
Ui gZØ`f`]W\`ni`XYb`_f]h]gW\`VYÄi [hYb`5i ZbU\`a Yb`gY]bYf
gW\k Yf_fUb_Yb`9\YZfUi`A Y[U`[YÄi »Yfh"5i ZXYa`cZZ]n]Y`Yb
≠ghU[fUa`!`UbU`XYf`GYbXi b[` [Y\h`Yf`Ui ZX]Y`6YXYb_Yb`j]Y`Yf
Ni gW\Ui Yf`Y]b`i bX`Yf`_Äfh`X]Y`<]bhYf[fØbXY`XYf`8fY\UfVY]hYb"
8]YgY`Zc`[Yb`Y]bYf`Ya`ch]cbU`]bhYbg]j Yb`NY]hž`]b`XYf`DUhf]W_`i bX
A Y[Už`X]Y`Ui Z6U`]`YVYbž`a`]h`A Y[Ug`XfUa Uh]gW\Yb
; Ygi bX\Y]hgni ghUbX`_cbZfcbh]Yfh`k`i fXYb`"HJ`Gd]Y`Z]`a
VYf]W\ hYhž`XUgg`A Y[U`k`Yb][`gdÄhYf`bUW\`XYb`5i ZbU\`a Ybž`]b
XYbYb`g]Y`Ui ZX`Yf`≠hYbg]j ghU]cb`i a`]`f`@YVYb`_Äa`dZhYž
j YfghUfV"

8 Ug'DUUF'k Uf'VYfY]hg'ni j cf'j cb'?Ua YfUg'VY['Y]hYh'k cfXYbž
 \Ui dhgÀW\]W\ZØf'Y]bY'9d]gcXY'ØVYf'A Y[Ug'5i [Yb!CD'i bX'\f
 : Ua]'Yb'VYb"?'Y]bYf'XYf'6YhY']][hYb'Yfk UfhYhY'YXcWžXUgg
 A Y[U'Ub'Hi VYf_i`cgY'Yf_fUb_hYž'k Ug'ni]\fYa 'XfUa Uh]gWYb
 Ni ghUbX'ZØ\fhY''DUhf]W_`Ài » YfhYž'XUgg'X]Y'G]hi Uh]cb'gY\ f
 Ya ch]cbU'k Uf'i bX'X]Y'7\UbWb'ZØf'A Y[Ug', VYf'YVYb'ni bÀWgh
 VY]') \$'DfcnYbh'U[Yb''9f'VUh'XUg':]'a hYUa 'i a]\fY'6Y['Y]hi b[ž
 i a 'XYb'hfUi f][Yb'K Y['b]W'h'U''Y]b'[Y\Yb'ni 'a ØggYb' 'Y]bY
 9bhgWY]Xi b[ž'X]Y'_cbhfcj Yfg'X]g_i h]Yfh'k]fX''9]b][Y'Ni gWUi Yf
 nY][Yb'j]Y'A]h[YZØ\ž'k À\YbX'UbXYfY'X]Y'8fY\UfVY]hYb'U'g
 d]YhÀ'h'cg'Ya dZ]bXYb"J c`_ggh]a a Y\YVh\Yfj cfž'k]Y'X]Y'U_hi Y''Y
 : c'[Y'VYfY]hg'j cf'XYf'5i gghfU\`i b['Ua '%') "ž]'ZØf'Yf\]hnhY
 8YVUhYb'gcf[hY"

DUhf]W_`j YfhY]X][h'gY]b'< UbXY'b'i bX'VYhcbh'Ui Z`bghU[fUa ž'XUgg
 Yg']\a 'b]W'h'i a 'GYbgUh]cbg'i ghž'gcbXYfb'i a 'X]Y'Ui h\Ybh]gWY
 9fnÀ\`i b[]\fYf'; YgW]W'hY'[Y\Y''9f'UddY''Yfh'Ub'X]Y'Ni gWUi Yfž
 fYgdY_hj c''i bX'j YfghÀbXb]gj c''ni 'gY]b" J Yf'YhYbXY'5b[f]ZY
 \Y'Zb'b]Ya UbXYa ž'gc'gY]bY'_UfY'6chgWUZh"DUhf]W_`cVhini XYa
 XUg':]'a hYUa 'ZØf']\fY'A YbgW\]W_Y]hi bX'! bhYfghØhni b[]b
 X]YgYf'gW'k YfYb'NY]h"

9h\]gWY : fU[Yb'Ub'F YU`]hml HJ

8]Y'8YVUhY'ØVYf'X]Y'8fY\UfVY]hYb'k]fZh'Ui W\Yh\]gWY : fU[Yb
 Ui Z'X]Y']b'XYf'K Y'h'XYg'F YU`]hml HJ g']a a Yf'k]YXYf'Ui Z_Y]a Yb"
 8]Y'6Yf]W'hYfghUhi b['ØVYf'gc`WY : cfa UhY']gh'\Ài Z]['j cb'?f]h_
 [YdfÀ[hž]bgVYgcbXYfY'k Ybb'Yg'i a 'X]Y'8UfghY''i b['j cb
 dYfgØb`]WYb'?f]gYb'[Y\h"@Ui h'K i bXYfghi X]cg'VYgWÀZh][Yb
 g]W']a a Yf'a Y\ f'A YbgWYb'a]h'XYb'Yh\]gWYb': fYbnYb'j cb
 F YU`]hml G\c k g" 9g'k YfXYb'6YXYb_Yb''Ui hž'XUgg'X]Y'\i a Ub]hÀfYb
 5gdY_hY']b'XYb'<]bhYf[fi bX'[YXfÀb[h'k YfXYbž'k À\YbX'XUg
 l bhYf\U'hi b[g[YgWÀZh]a 'J cfXYf[fi bX'ghY\h"

DUhf]W_`]gh'b]W'h'XYf'9]bn][Yž'XYf'i a 'gY]bY'gW'k Yf_fUb_Y
 DUfhbYf]b_`Àa dZh"5i W''; ccXVmY'8Yi hgW'UbX"!GhUf'H\ca a m
 GWA Y'n'VYZ]bXYh'g]W']b'Y]bYf'YfbghYb'[Ygi bX\Y]h]WYb

G]hi Uh]cb" `Gc`WXY ; YgW]W hYb`nY][Ybž`k]Y`ghUf_`X]Y`FYU`]hÀh] cb
 XYb`[`Ua`ci`f`ÒgYb`6`]`XYfb`UVk Y]W hž`X]Y`cZi]b`XYb`A`YX]Yb
 j`Yfa`]hY`h`k`YfXYb" `8Yf`gW`a`U`Y` ; fU`h`k`]gW`Yb`5i`h`Yb`h]n]hÀhi`bX
 GYbgUh]cbg[]Yf`]gh`gW`k`Yf`ni`V`YgW`fY]hYb`i`bX`gcf[h`ZØf`Y]b
 \]h][Yg`Di`V`_i`a`"

5VgW`i`ggYbX`]W`V`Y]Vh`UVni`k`UfhYbž`k`]Y`X]Y`Ni`gW`Ui`Yf`Ui`Z`X]Y
 `Y`h`h`Y`9d]gc`XY`f`YU[]YfYb`k`YfXYb`i`bX`c`V`g]W`X]Y`Y`h\]gW`Yb
 8]g`_i`gg]cbYb`Ui`W`Ui`Z`X]Y`DfcXi`_]cbgZ]fa`Yb`Ui`gk`]f`_Yb
 _ÒbbhYb" `ϕ`Y]bYf`NY]hž`]b`XYf`FYU`]hml`HJ`c`W`]a`?`i`fg`ghY`hž`]gh
 Yg`k`]W`h][Yf`XYbb`Y`ž`Ub`X]Y`J`YfUbhk`cfh`]W`_Y]h`XYf`9fn`À`k`Y]gY
 ni`Yf]bbYfb"

8YhU]`g	
C`fh	6U`]ž`ϕ`X`c`b`Y`g]Y`b
E`i`Y``Y`b	<ul style="list-style-type: none"> • k k k "hj`gd]Y`Z]`a`"XY • k k k "j`c`_`ggh]a`a`Y"XY • k k k "k`i`b`XYfghi`X]cg"W`a

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