

8 Yf'9]bghi fn'XYf'7Ufc`UVfØW_Y`]gh'XYfnY]h'XUg'nYbhfU`Y`H\Ya U`]b
8fYgXYb" <i bXYfhY`A YbgWXYb`j YfgUa a Y`b`g]W`Ua `9`Vi ZYf`i bX
VYcVUW`hYb`X]Y`9fa`]h`i b[Yb`a`]h`[Ya`]gW`hYb` ; YZØ`Yb" `8Yf
9`VdY[Y`ghY][h`_cbh]bi`]Yf`]W`ž`k Ug`X]Y`YfghYb`GdfYb[i b[Yb`ni f
G]W`YfghY`i b[`XYf`6fØW_Y`bcW`Xf]b[`]W`Yf`a UW`hY" `8]Y`Dc`nY]
\Uh`X]Y`6YfY]W`Y`k Y]hf`Ai a`][`UV[YgdYffhž`XcW`X]Y`Ni gW`Ui Yf
nY][Yb`g]W`ZUggi b[g`cgž`UVYf`[`Y]W`nY]h][`Yf`Y]W`hYfhž`XUgg`Yg
_Y]bY`J`Yf`Y`h`hYb`[UV" `@Ui h`6`]W`"XY`Yfh`Øbh`GnYbYbUdd`Ui gž`k Ybb
6U[[Yf`bYi Y`GW`Ui ZY`b`UbVf]b[Yb`cXYf`g]W`]b`Dcg]h]cb`Vf]b[Yb"
8]Y`GhUX`h`gW`k Y][h`b]W`hž`g]Y`fYU[]Yfh"

G]W`Yf`Y]hg`_`cb`nY`d`hY`i`b`hYf`8`fi`W`_

8]Y`G]W`Yf`Y]h`\Uh`cVYfghY`Df]cf]h`hž`VYgcbXYfg`VY]
; fc»j YfUbghU`hi b[Yb`k`]Y`XYa`GhUXhZYgh"K`]Y`=A`"B`F`K`
\Yfj`cf`\YVhž`k`i`fXY`ni`gUa`a`Yb`a`]h`XYf`Dc`nY]`i`bX`XYa`
CfXbi b[gUa`h`Y]b`GW`i`hn`_`cb`nY`d`h`Y`b`h`k`]W`_`Y`hž`i`a`XUg`
G]W`Yf`Y]hg`d`Yf`gcbU`c`d`h]a`U`Y]b`ni`gY`h`n`Y`b`"; YfUXY`b`UW`X`Y`b`
Øb[ghYb`9fY][b]ggYb`fi`bX`i`a`X]Y`7Ufc`UVfØW_Y`g]bX`bYi`Y`
HYffc`fgdYffYb`bcW`b]W`h`j`YfZØ[VUfž`i`bX`[YfUXY`Ua`Dcghd`Uhnž`
k`c`j`]Y`Y`J`YfUbghU`hi b[Yb`[Yd`Ub`h`g]bX`ž`k`]fX`_`Y]b`GW`i`hn`
[Yk`Å`\f`Y]ghYh"

9]b`k`Y]hYfYf`D`Ub`g]Y`\h`j`c`fž`XUgg`X]Y`9fØZZbi b[`XYg`GhUXhZYghYg`
Yfgha`U`g`Ui`Z`XYb`5`ha`Uf`_`h`j`Yf`Y[h`k`]fXž`ghU`h`k`]Y`[Yk`c`\b`h`Ui`Z`
XYb`H\YU`hYfd`U`h" `8]YgY`I`a`ghY`i`b[`YfZc`[hž`i`a`X]Y`A`YbgWXYb`]a`
GhUX`h`n`Y`b`h`f`i`a`g]W`Yf`ni`gUa`a`Yb`ni`Vf]b[Yb" `5i`W`X]Y`
GhfU» YbVU`b`Yb`k`YfXYb`Ua` : fY]hU[`V]g`%, `i`f`ØVYf`X]Y`
5i [i`ghi`gVfØW_Y`ZU`fYb`ž`i`a`X`Yb`6Yfi`Zgj`Yf`_`Y`\f`b]W`h`ni`gh`ØfYb`
8Yb`bcW`VY[]b`bh`XUg`GhUXhZYghj`Yfgd`h`hY`h`i`a`&\$`i`\f"

5`h`h`f`U`_`h]c`b`Y`b`i`b`X`<`][` \`][` \`hg`

Hfc`hn`U`Y`f`<`YfUi`gZc`fXYfi`b[Yb`k`YfXYb`X]Y`8fYgXbYf`b]W`h`Ui`Z`
]\fY`HfUX]h]cb`j`Yfn]W`hYb`a`ØggYb" `8Ug`F]YgYb`fUX`K`\YY`c`Z`
J]g]cb`k`]fX`UV`XYa`&+"`ž`b]a`]h`i`U`f`d`fY]gYb`j`cb`-`9i`fc`f`9i`fc`
ZØf`?]bXYf`k`ZØf`fYi`XY`gcf[Ybž`i`bX`Yg[]Vh`YI`_`i`g]Y`Y`fØ`gh`ØW`g!
i`bX`5VYb`XVf`chZU`f`hYb`UV`)&`9i`fc" `8]Y`VY`Y]V`hY`6`Ui`]W`ha`Y]Y`

a]h'XYf'6i bXYgk Y\ f'k]fX'YVYbZU``g'k]YXYf'ghUhhZ]bXYb""Ni XYa
 V`Y]Vh'X]Y`YfZc`[fY]W\`YhUV`]YfhY`GhfYYhZccX!A Y]`Y`j ca ``YhnhYb`:\f
]a `Dfc[fUa a "

8]Y`GhUXh'k]fX'ni gUa a YbfØW_Ybž'i a `X]YgY`hi fVi `YbhY`NY]h'ni
 a Y]ghYfb""8 Ug`GhUXhZYgh`V`Y]Vh'Y]b`gc`W\`k]W\h][Yf'6YghUbXhY]`XYf
 8 fYgXbYf'?i `hi fž`XUgg'g]W\`X]Y`6Øf[Yf'ni gUa a YbZ]bXYb`i bX`XUg
 6YghY`XUfUi g'a UW\Yb`k c``Yb""9]b`[Ya Y]bgUa Yg': Y]Yfb`]a
 5b[Yg]W\h'XYf`<YfUi gZc fXYfi b[Ybž`XUg`]gh`XUgž`k Ug`Yg`VfUi W\hž
 i a `X]Y`GhUXh'ni a `HUbnyb`ni `Vf]b[Yb`i bX`XUg`XYi h]W\`ni
 a UW\Yb.`8 fYgXYb`[]Vh'b]W\h'Ui Z`

8 YhU]`g	
C fh	8 fYgXYbž`8 Yi hgW\`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "gUYW\ g]gW\ Y"XY • k k k "V`]W`"XY • k k k "]a "bfk

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