

⊖g[YgUa h'VY`Ui ZYb'g]W`X]Y`HfUbgZYfUi g[UVYb`Ui ZgUhhY`- &
A]`]cbYb`9i fcžk À\fybX`X]Y`9]bbU\ a Yb`V]g`Ub[`VY]`+ž) `A]`]cbYb
9i fc`ghY\Yb"8]YgY`gi a a]YfYb`g]W`Xi fW`XYb`J Yf_Ui Zj cb
M ggi Z`Dci `gYb`Ub`XYb`<GJ`ZØf`%ž) `A]`]cbYb`9i fc`i bX`=U]
A cf]VUž`XYf`ZØf`* `A]`]cbYb`9i fc`ni `7Y`hU`J][c`k YW`gY`hY"

⊖`X]YgYa `⋈\f`]gh`F 6`YXcW`b]W`h`VY]`XYf`?`i V!K A `j YfhfYhYb`i bX
k]fX`Ui W`ja `]bhYfbUh]cbU`Yb`K YhhVYk Yfv`ZY`\`Ybž`k Ug`Y]bYb
9]bbU\ a Yj Yf`i gh]`cb`a]bXYghYbg`* \$`A]`]cbYb`9i fc`ni f`i: c`[Y
\Uh"8]YgY`9bhgW`Y]Xi b[ž]b`XYf`HfUbgZYfnY]h`_f`ÄZh][
ni ni gW`U[Ybž`_Ubb`Xi fW`Ui g`U`g`_U`_i `]YfhYg`F]g]_c`Ub[YgY\Yb
k YfXYb"8 Ug`N]Y`gW`Y]bh`_`Uf. `8]Y`K i bgW`gd]Y`Yf`gc`Yb
g]W`Yf[YghY`h`k YfXYbž`k À\fybX`a Ub`g]W`[`Y]W`nY]h][`j cb
; fc>] YfX]YbYfb`k]Y`H]a c`K YfbYf`i bX`5bXf`Ä`G]j U`hfYbbhž`i a `X]Y
; Y\`Ä`hYf`ni `gYb`_Yb"

8]Y`bYi Y`HfUbgZYfghfUhY []Y

8]Y`HfUbgZYf!GhfUhY []Y`\Uh]g]W`ja `J Yf[`Y]W`ni `j Yf[Ub[YbYb
⋈\fyb`XYi h]W`j Yf`ÄbXYfh"6`@Y]dn][`a ÒW`hY`b]W`h`bi f`Ui ZX]Y
U_hi Y`Y`GU]gcbž`gcbXYfb`Ui W`Ui Z`ni _ØbZh][Y`J Yf`Äi ZY`gYmYb"
Gd]Y`Yf`k]Y`6Yb`Ua]b`GYg_cž`L Uj]`G]a cbg`i bX`@c]g`C dYbXU
_ØbbhYb`]b`bU\Yf`Ni _i bZh`Y]bYb`K YW`gY`_UbghfYVYb"6YgcbXYfg
L Uj]`G]a cbg`ghY\h`cW`ja `?i fg` `Y]b`HfUbgZYf`ni `7\Y`gYU`_ØbbhY
]\b`ZØf`a]bXYghYbg`+\$`A]`]cbYb`9i fc`]b`X]Y`Yb[`]gW`Y`DfYa]Yf
@YU[i Y`Vf]b[Yb"6Yb`Ua]b`GYg_c`i bX`@c]g`C dYbXU`_ØbbhYb
YVYbZU`g`ZØf`+\$`i bX`(\$`A]`]cbYb`9i fc`k YW`gY`h`k YfXYb"

8]YgY`9bhk]W`_i b[Yb`_ca a Yb`b]W`h]`cb`i b[YZ`Ä`f" @Ui h
6Yf]W`hYb`\Uh`F 6`@Y]dn][`]b`XYb`Y`hnhYb`⋈\fyb`]bg[YgUa h`fi bX
&(` `A]`]cbYb`9i fc`Ui g`Gd]Y`YfhUbgZYfg`Y]b[Ybca a Ybž`XUfi bhYf
Ui W`bUa \UZhY`J Yf`Äi ZY`k]Y`æg_c`; j UfX]c`Ub`A UbW`YghYf`7]hm
ZØf`- \$`A]`]cbYb`9i fc`i bX`8ca]b]_`GncVcgn`U]`Ub`XYb`i: 7
@j Yfdcc`ZØf`+\$`A]`]cbYb`9i fc`⊖`Y]bYa `[`cVU`Yb`?cbhYI h]gh
X]Yg`_Y]b`9]bnY`ZU` `@Ui hi: = 5`\UVYb`X]Y`DfcZ]_i Vg`k Y`hk Y]h]b
XYf`j Yf[Ub[YbYb`GU]gcb`F Y`_cfXgi a a Yb`ZØf`Gd]Y`YfhfUbgZYfg
Ui g[Y[YVYb" , ž +`A]`]UfXYb`9i fc`k i fXYb`]b`]bhYfbUh]cbU`Y
HfUbgZYfg`]bj Ygh]Yfhž`k Ug`Y]bYa `K UW`ghi a `j cb`(` , ž`%DfcnYbh]a

J Yf[`Y]W\ ni a `J cf`U\ f`Y b h g d f]W\ h" `8]Y `XYi hgW\ Yb `J YfY]b Yž
VYgcbXYfg`X]Y `6i bXYg`][Už`UVYb `XUVY]`U`g`J Yf_`Ài ZYf`_f`ÀZh][
ni [YgW\ `U[Yb `i bX`9]bbU\ a Yb `j cb `]bg[YgUa h`%ž%%`A `]`]UfXYb
9i fc`Yfn]Y`h` `Y]b`XYi h`]W\ Yg`NY]W\ Yb `ZØf`X]Y` ; Ygi bX\Y]h`XYg
XYi hgW\ Yb `: i » VU``g"

9g`]gh`Ubni bY\ a Ybž`XUgg`F 6 `@Y]dn][`a `]h`X]YgYf`c`ZYbg]j Yb
HfUbgZYfdc`]h]_ [i h`Ui Z[YghY``h]ghž`i a `]b`XYf`6i bXYg`][U`k`Y]hYf\]b
Ui Zg]W\ `Ui Za Yf_gUa `ni `a UW\ Yb `i bX`X]Y`K`Y]W\ Yb `ZØf`Y]bY
YfZc`[fY]W\ Y`Ni _i bZh`ni `ghY``Yb" `8 cW\ `k`]Y`g]W\ `X]Y`Z]bUbn]Y``Yb
I a gh`ÅbXY`c`bY`]bhYfbUh]cbU`Y`Gd]Y`Y`Ui`gk`]f`Yb`k`YfXYbž`V`Y]Vh
UVni`k`UfhYb" : Ygh`ghY\`h`YXcW\.`8Yf`?`i`V`nY][h`[fc» Yb`9\ f[Y]n
i bX`ghfUHY[]gW\ Yg` ; YgW\]W_`]b`Y]bYa `A Uf_hž`XYf`g]W\ `fUgUbh
Ybhk]W_Y`h`i bX`gh`ÅbX][`]a `K`UbXY``]gh"

8YhU]`g	
Cfh	@Y]dn][ž`8Yi hgW\ `UbX
EiY``Yb	<ul style="list-style-type: none">• k k k "V]`X"XY• fV`]j Y"XY

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