

9fghYf'5VgW]YVYZi ['bUW '5Z[\Ub]ghUb.
8cVf]bXh'j Yfgdf]W h'G]W Yf\Y]h°

5a '%, "\$+ "&\$&) 'k i fXYb', %'UZ[\Ub]gWY'GhfUZhÀhYf'Ui g
8Yi hgW 'UbX'UV[YgWcVYb" '6i bXYg]bbYba]b]ghYf'8cVf]bXh
VYhcbh'Bchk YbX][_Y]h"



A Y» Ybž'8Yi hgW 'UbX'!5a '%, " ' & \$ &) 'ZUbX'Y]b'VYXYi hgUa Yf
5VgW]YVYZi ['bUW '5Z[\Ub]ghUb'ghUhh"l a '\$, .) , 'l \f'ghUfhYhY
Y]bY'A UgW]bY'j cb'E UhUf'5]fk Umg]a ' : 'i [\UZYb'@Y]dn][#< U`Y'a]h
, %5Z[\UbYb'Ub'6cfX"8]Y'A YbgWYbž'X]Y'Ui ZX]Y'F ØW_ZØ\fi b[
k UfhYhYbž'[Y'hYb'U'g' gWk YfY'i bX'gWk YfghY'GhfUZhÀhYf 'i bX
g]bXž'gc'XYf'6i bXYg]bbYba]b]ghYf'5'YI UbXYf'8cVf]bXhž
j c`n]Y\VUf'Ui gfY]gYdZ]W h][' "8cVf]bXh'VYhcbhž'XUgg'gc`WY
5VgW]YVi b[Yb' bchk YbX]['ZØ'X]Y'G]W Yf\Y]h'XYf'6Øf[Yf 'g]bX"

⊕ XYb`YhnhYb`š\fyb'k Uf'X]Y'H\Ya Uh]_XYf'F ØW_ZØ\fi b[Yb'bUW
5Z[\Ub]ghUb'ghUf_'i a ghf]hhYbž']bgVYgcbXYfY'gY]h'XYf
A UW hØVYfbU\ a Y'XYf'HU]VUb']a '5i [i gh'&\$&%ž'U'g
5VgW]YVi b[Yb'ni bÅW ghj c`ghÅbX]['Ui g[YgYhnh'k i fXYb"8Yf

YfghY': 'i ['bUW'X]YgYf'I bhYfVfYW'i b['YfZc`[hY`YfghUa ' ' \$"
5i [i gh'&\$&('a]h'&, 'A AbbYfb`Ub`6cfX""<Yi hY`a Uf_]Yfh`YXcW
XYb`YfghYb`[fO»YfYb`5VgW]YVYZi ['gY]h`ZUgh`Y]bYa `»\fž`i bX`X]Y
Bchk`YbX][_Y]hž`X]Y`VYhfYZYbXYb`DYfgcbYb`j`cb`XYi hgWYa
6cXYb`ni `\'c`Ybž`V`Y]Vh`Y]b`\'Y]»Yg`9]gYb`]b`XYf`8YVUhhY`i a`X]Y
A][fUh]cbgdc`]h]_`]b`8Yi hgW`UbX"

< YfUi gZcfXYfi b [Yb`i bX`]bhYfbUh]cbU`Y 6Yn]Y\i b [Yb

9]bY`VYgcbXYfY`<YfUi gZcfXYfi b['ghY`h`X]Y`J`Yf\UbX`i b[g`U[Y
XUfž`XU`8Yi hgW`UbX`[Y[Ybk`Àfh]['_Y]bY`X]d`ca`Uh]gWYb
6Yn]Y\i b[Yb`ni`XYb`HU`]VUb`i`bhYf\`À`h`'5i »Yba`]b]ghYf`»\Ubb
K`UXYd\i`Yf`_`ÀfhYž`XUgg`XUg`FY[]a`Y`]b`?`UVi`b`]W`h`U`g
fYW`ha`À»][Y`FY[]Yfi b[`UbYf`_Ubb`h`k`]fX""8U`Yf`]gh`i`b`_`Ufž`cV`ZØf
XYb`U`_`hi`Y`Yb`5VgW]YVYZi [`X]fY`_`h`a`]h`XYb`HU`]VUb`j`Yf\UbXY`h
k`i`fXY`c`XYf`ØVYf`Y]bYb`J`Yfa`]h`Yfž`i`bhYf`I`a`gh`Ab`XYb`i`bhYf
9]bVYn]Y\i b[`XYg`;`c`ZYa`]fUhg`?`UhUfž`XUg`U`g`ghfUHY`[]gWYf
DUfhbYf`Ub`XYf`J`cfVYfY]hi b[`XYg`;`i [Yg`VYhY]`][`h`k`Uf"

8]Y`K`Y`h[Ya`Y]bgW`UZh`gW`Ui`h`_`f]h]gW`Ui`Z`X]Y`G]hi`Uh]cb`]b
5Z[\Ub]ghUb""8]Y`HU`]VUb`g]bX`]bhYfbUh]cbU`U`g`i`ba`YbgW`]W`i`bX
a`YbgW`Yb`fYW`hgj`Yf`YhnYbX`VY`_Ubb`hž`j`cf`U`Ya`]b`6Yni [`Ui`Z
:`fUi`Yb`fYW`hY""8]YgY`HUhgUW`Yb`k`YfZYb`Y]bYb`GW`UhhYb`Ui`Z`X]Y
@Y[]h]a`]h`À`h`XYf`5VgW]YVi b[Ybž`X]Y`j`cb`C`f[Ub]gUh]cbYb`k`]Y`XYa
8Yi hgW`Yb``b`gh]hi`h`ZØf`A`YbgW`Yb`fYW`hY`i`bX`DF`C`5GM`@`gW`UfZ
_`f]h]g]Yfh`k`YfXYb""@YhnhYfY`gY`Yb`X]Y`A`U»`bU`a`Yb`U`g
i`bj`YfY]bVUf`a`]h`XYf`9i`fcd`À]gW`Yb`A`YbgW`Yb`fYW`hg`_`cbj`Yb]cb
gck`]Y`XYa`XYi`hgW`Yb`;`fi`bX[YgYhn"

F YZcfa VYXUfZ`]b`XYf`A] [fUh]cbgdc`]h]_

»a`F`U`a`Yb`XYg`A] [fUh]cbg[]dZY`gž`ni`XYa`8cVf]bXh`gY]bY
Yi`fcd`À]gW`Yb`?`c`Y[Yb`Y]b[Y`UXYb`UhhYž`Zc`fXYfh`XYf`A`]b]ghYf
Y]bY`U`[Ya`Y]bY`J`YfgW`ÀfZ`b[`XYf`A] [fUh]cbgdc`]h]_`]b`9i`fcdU""b
gY]bYb`9f`_`Àfi b[Yb`i`bhYfghfY]W`h`8cVf]bXh`b]W`h`bi`f`X]Y
8f]b[`]W`_Y]hž`a`]h`XYb`HU`]VUb`ni`gdfYW`Ybž`gcbXYfb`Ui`W`X]Y

Bchk YbX][_Y]hž_`UfY`J YfZU`fYb`ZØf`X]Y`F ØW_ZØ\fi b[`j cb
ghfUZZÀ``][` [Yk cfXYbYb`DYfgcbYb`ni `YhUV`YfYb"

K]Y`X]Y`U_hi Y``Y`9bhk]W_`i b[`nY][hž`V`Y]Vh`XUg`H\Ya U`YVYbgc
_ca d`n]Yfh`k]Y`bchk YbX][``8]Y`Bchk YbX][_Y]h`j cb
5VgW`X]YVi b[Yb`k]fX`j cb`XYb`Y]bYb`U`g`g]W`Yf\Y]hgfY`Yj Ubh
YfUW`hYhž`X]Y`UbXYfYb`k UfbYb`j cf`XYb`dchYbn]Y``Yb
A YbgW`YbfYW`hgj Yf`Yhni b[Yb``8]YgY`X]ZZYfYbn]YfhYb`5bg]W`hYb
`UXYb`ni `Y]bYf`i a ZUggYbXYb`8]g_`i gg]cb`ØVYf`X]Y`Ni _`i bZh`XYf
A][fUh]cbgdc`h]_`]b`8Yi hgW`UbX`i bX`9i fcdU`Y]b"

: Øf`k`Y]hYfY`ϑZcfa Uh]cbYb`i bX`<]bhYf[fØbXY`ni `X]YgYa `H\Ya U
g]bX`X]Y`6Yf]W`hY`j cb`X]YgUW`gYb`"XYž`gd]Y[Y`"XY`i bX`
hU[YggW`Ui "XY`\]`ZfY]W`"

8YhU]`g	
Cfh	A Y]»Ybž`8Yi hgW`UbX
Ei Y``Yb	<ul style="list-style-type: none">• k k k "X]YgUW`gYb`"XY• k k k "gd]Y[Y`"XY• k k k "hU[YggW`Ui "XY

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