

GWX`UZ`cg3`Gc`VYg]Y[Yb`G]Y`≠ fY
bÀWX`h`]WX`Yb`5`VhfÀi`a`Y`]b`8Yi`hgWX`UbX`°

9fZU`fYb`G]Y`ž`k`]Y`GWX`UZghÒfi`b[`Yb`]b`8Yi`hgWX`UbX`
j`YfVfY]hYh`g]bXž`\fY`l`fgUWX`Yb`i`bX`YZZY`_h]j`Y`
6Y`U`bX`i`b[`ga`Ò[`]WX`_Y]hYb`"

8Yi`hgWX`UbX`!`Fi`bX`(``\$`Dfc`nY`bh`XYf`8Yi`hgWX`Yb`U`UVYb`
GWX`k`]Yf][`_Y]hYb`ž`b`UWX`hg`Y]b`ni`gWX`UZ`Yb`c`XYf`Xi`fWX`ni`gWX`UZ`Yb`"
8]Y`gY`k`Y]h]`YfVfY]hYhYb`GWX`UZ`dfc`V`Ya`Y`_`Òbb`Yb`Yf`YV`]WX`Y`
5i`gk`]f`_i`b[`Yb`Ui`ZX]Y`@Y`VY`bgei`U`]h`À`ž`@Y]ghi`b[`gZ`À`][`_Y]hi`bX`X`Ug`
dgmWX`]gWX`Y`K`c`\`VY`Z]b`XYb`XYf`6Y`hfc`ZZY`bYb`U`UVYb`"HI`C`b`]b`Y`
VYf]WX`hY`hž`X`Ugg`VY]`9]b`gWX`UZ`ghÒfi`b[`Yb`ž`Ui`WX``ϕ`gca`b]Y`[`Yb`U`bb`hž`
6Y`hfc`ZZY`bY`]b`a`]b`XY`ghY`bg`X`fY]`B`À`WX`hYb`d`fc`K`c`WX`Y`Ø`VYf`Y]b`Yb`
NY]hf`Ui`a`j`cb`a`Y`f`U`g`Y]b`Ya`A`cb`Uh`Ub[`Y`k`UWX`Y]Y[`Yb`i`b`X`
hU[`gØ`VYf`i`bhYf`A`ØX][`_Y]h`Y`X`Yb`"8]Y`bc`fa`U`Y`9]b`gWX`UZ`hY]h`
VY`hf`À[`h`V]g`ni`"``\$`A`]bi`hYb`"

6Y`gcb`XY`fg`\`Ài`Z][`VY`hfc`ZZY`b`g]b`X`:`f`Ui`Yb`ž`X]Y`]b`gd`Yn]Y`Y`Yb`
@Y`VY`bgd`Ug`Yb`k`]Y`XYf`A`Yb`ghfi`Uh]cb`ž`GWX`k`Ub[`Y`fg`WX`UZ`h`c`XYf`XYb`
K`Y`WX`gY`U`f`Yb`j`Y`fa`Y`f`h`i`bhYf`GWX`UZ`ghÒfi`b[`Yb`Y]X`Yb`"@`Ui`h`
6`U`fa`Y`f`_`Òbb`Yb`Ui`WX`[`Yb`Y`h]g`WX`Y`:`U`_`hcf`Yb`g`ck`]Y`Ài`»`Y`f`]WX`Y`
l`a`gh`À`b`X`Y`k`]Y`G`hf`Y`gg`c`XYf`Y]b`i`bfY[`Y`a`À»][`Y`f`GWX`UZ`f`m`h`a`i`g`
ni`GWX`UZ`dfc`V`Ya`Yb`ZØ`f`Yb`"

I`fg`UWX`Yb`i`b`X`G`ma`d`h`c`a`Y`j`c`b`
GWX`UZ`ghÒfi`b[`Yb`

GWX`UZ`ghÒfi`b[`Yb`U`UVYb`j`]Y`Z`À`h][`Y`l`fg`UWX`Yb`ž`X]Y`g`ck`c`\`
dgmWX`]gWX`Y`U`g`Ui`WX`d`\`mg]gWX`Y`:`U`_`hcf`Yb`i`a`Z`Ugg`Yb`_`Òbb`Yb`"Ni`
XYb`\`Ài`Z][`ghYb`5i`g`Ò`gY`fb`n`À`\`Yb`G`hf`Y`gg]a`6Y`fi`Z`z`d`Y`fg`Òb`]WX`Y`
G`cf[`Yb`ž`U`VYf`Ui`WX`l`a`k`Y`h`Z`U`_`hcf`Yb`k`]Y`@`À`fa`c`XYf`@]WX`h]a`

GW`UZn]a a Yf"GW`UZk]ggYb` \YVhXUfØVYf`\]bUi g`Yfj cfžXUgg
Ui W`_ØfdYf`]WY`?fUb_\Y]hYbžk]Y`W fcb]gWY`GWa YfnYb`cXYf
5hYa k Y[gYf_fUb_i b[Ybž`gck]Y`XYf`?cbgi a` j cb`?cZZ]b`i bX
5`_c`c`X]Y`GW`UZei U`]hÀh`bY[Uh]j`VYY]bZi ggYb`_ØbbYb"

8]Y`Gma dhca Y`fY]WYb`j cb`Y]bYf`i bni Zf]YXYb`Y]h`a`]h`XYf
GW`UZXi Yf`cXYf`!ei U`]hÀh`ØVYf`GWk]Yf][_Y]hYb`VY]a`9]b`!`i bX
8i fW`gW`UZyb`V]g`\]b`ni`ZfØ`nY]h][Ya`9fk UW`Yb`i bX`ghÀbX][Yf
A ØX][_Y]h`Ua`HU["6YgcbXYfg`VYgcf[b]gYffY[YbX`]ghž`k Ybb`g]W
ØVYfa`À»][Y`; YXUb`Yb`ØVYf`XYb`GW`UZYb`hk]W`Y`bž`k Ug`c`Zhini
Y]bYf`bY[Uh]j`Yb`Gd]fU`Y`ZØ`fh"

: c`[Yb`i bX`6Y`UbX`i b[ga`Ò[`]W`_Y]hYb`

8]Y`i`c`[Yb`i bVY`UbXY`hYf`GW`UZghØfi b[Yb`g]bX`[fUj]YfYbX`i bX
_ØbbYb`X]Y`_ØfdYf`]WY`gck]Y`gYY`]gWY`; Ygi bX`Y]h
VYY]bhf`W`h][Yb`"?c`bnYbhfUh]c`bggW`k]Yf][_Y]hYb`ž`Yf`Ø`hY
F Y]nVUf`_Y]h`i bX`Y]b`Ø`YfYg`F]g]_c`ZØf`<Yfn!`?fY]g`Ui`Z
9f_fUb_i b[Yb`g]bX`bi`f`Y]b][Y`XYf`a`Ò[`]W`Yb`5i`gk]f`_i b[Yb`"
6Ufa Yf`Ya`dZ]Y`hž`VY]`GW`UZdfcV`Ya`Ybž`X]Y`"Àb[Yf`U`g`j]Yf
K`c`W`Yb`UbXUi`Yfbž`Àfnh]W`Yb`F`Uh`ni`gi`W`Yb`"

8]Y`6Y`UbX`i b[`j`cb`GW`UZghØfi b[Yb`i a`ZUggh`]b`XYf`FY[Y`Y]bY
J`YfVYggYfi b[`XYf`GW`UZ`m[]YbYž`k]Y`ZYghY`GW`UZYbgnY]hYb`i bX
Y]bY`fYXi`n]YfhY`A`YX]Yb`bi`hni b[ž`gck]Y`[Y[YVYbYbZU`g`XYb
9]bgUhn`j`cb`_c[b]h]j`Yf`J`Yf`U`hYbgh`YfUd]Y`"A`YX]_Ua`Yb`hY`gc`hYb
bi`f`bUW`F`ØW`gd`fUW`Y`a`]h`Y]bYa`5fnh`Y]b[YgYhnh`k`YfXYbž`XU`g]Y
B`VYb`k]f`_i b[Yb`Ø`UVYb`_ØbbYbž`]bgVYgcbXYfY`VY]`À`hYfYb
A`YbgW`Yb`"

Ni`gUa`a`YbZUggYbX`]gh`Yg`k]W`h][ž`X]Y`]bX]j]Xi`Y`Yb
GW`UZ[Yk`c`b`Y]hYb`ni`VYcVUW`hYb`i bX`[Y[YVYbYbZU`g
J`Yf`Àb`XYfi b[Yb`]a`@YVYb`gg]`j`cfni`bY`a`Yb`gck]Y
GhfYggVYk`À`h][i b[gghfUhY[]Yb`ni`Yb`hk]W`Y`bž`i`a`X]Y
GW`UZei U`]hÀh`bUW`U`h][`ni`j`YfVYggYfb`"9]bY`[i`hY`GW`UZ`m[]YbY
i bX`XUg`J`Yfa`Y]XYb`j`cb`gW`ÀX`]W`Yb`; Yk`c`b`Y]hYb`g]bX
Yb`hgW`Y]XYbXY`GW`f]hYž`i`a`k]YXYf`ni`Y]bYa`Yf`c`gUa`Yb`GW`UZ
ni`Z]bXYb`"

8YhU]`g	
J c f Z U ``	Gcbgh][Yg
C fh	8Yi hgW`UbX
E i Y ``Yb	<ul style="list-style-type: none"> • k k k "h!c b `]bY"XY • k k k "VUfa Yf"XY • gW`UZk]ggYb"Wta

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