

Nc``_f]Y[.:7\]bU`VYgWÅ fÅb_h`F UfY`9fXYb`
K Ug`VYXYi hYh`XUg`ZØf`8Yi hgWÅ`UbX3

=a`<UbXY`g_cbZ]_h`gYhnYb`i G5`i bX`7\]bU`Ui ZNØ`Y`i bX
9l dcfh_cbhfc``Ybž`k Å\fybX`8Yi hgWÅ`UbX`j cb`GY`hYbYb
9fXYb`UV\Åb[][`V`Y]Vh"



6UmUb`C Vcž`=bbYfY`A cb[c`Y]ž`7\]bU`!`8]Y`GdUbbi b[Yb`ja
<UbXY`g_cbZ]_h`nk]gWÅYb`XYb`i G5`i bX`7\]bU`j YfgWÅÅfZYb`g]WÅ`
8]Y`i G5`gYhnYb`k Y]hYf\]b`Ui ZY]bY`GhfUhY[]Y`Yf\Ø`hYf`NØ`Yž`i a
8fi W`Ui Z7\]bU`Ui gni ØVYb``; `Y]WÅnY]h][`UVYb`X]Y`WÅ]bYg]gWÅYb
6Y\ØfXYb`fUgWÅY; Y[Yba U»bU`a Yb`Yf[f]ZZYb``Ni`XYb`Øb[ghYb
GWÅf]hhYb`[Y\ØfYb`j YfgWÅÅfZhY`9l dcfh_cbhfc``Yb`ZØf`GY`hYbY
9fXYbž`X]Y`ZØf`nU`\fy]WÅY`<cWÅhYWÅbc`c[]Yb`j cb`nYbhfU`Yf
6YXYi hi b[`g]bX``7\]bUž`XUg`Yhk U`+\$i`XYf`k`Y`hk`Y]h`UV[YVUi`hYb
GY`hYbYb`9fXYb`dfcXi`n]Yfhž`\Uh]b`Y]b][Yb`6YfY]WÅYb`Y]b
ZU_h]gWÅYg`A`cbcd`c`ž`k`Ug`X]Y`[Yc`dc`]h]gWÅYb`A`UWÅ`hj`Yf\`Å`hb]ggY
Yf\YV`]WÅ`VYY]bZi`ggh`<ÅbX`Yf`VYf]WÅ`hYb`j`cb`Y]bYa`5bgh]Y[`XYf
6YghY`i`b[Yb`Ui`g`XYb`i`G5`ž`k`Ug`Y`XcWÅ`j`cb`6YXYb`_Yb`ØVYf
a`Ø[`]WÅY`i`a`gUmj`Yf`i`ghY`Ui`Z[fi`bX`XYf`Nc``dc`]h]_`VY[`Y]hYh`k`]fX"

Ni XYa 'gWÅhnh'XUg' ðgh]hi h'ZØf'K Y'hk]fhgWÅ UZh]b'?']Y'ž'XUgg'X]Y'I G!
K]fhgWÅ UZh'i a '%ž* i 'g]b_Yb'_ÒbbhYž'gc''hY'XYf'?cbZ]_h'Àb[Yf
UbXUi Yfb"

ð'XYf' ðbYfYb'A cb[c'Y]'VYZ]bXYh'g]WÅ '6UmUb'C Vcž'Y]bYg'XYf
[fÒ» hYb'5VVUi [YV]YhY'ZØf'GY'hYbY'9fXYb"'8Yi hgWÅ'UbX']gh
YVYbZU'g'VYhf'cZYbž'XU'Yg']a 'j Yf[Ub[YbYb' ð\ f'fi bX'nk Y]'8f]hY'
gY]bYf'GY'hYbYb'9fXYb'Ui g'7\]bU']a dcfh]YfhY"'J cf'XYa
<]bhYf[fi bX'X]YgYf'bUh]cbU'Yb' ðhYfYggYb'\UVYb'X]Y'I G5'i bX
7\]bU'Y]bY'j cf'Ài Z][Y'9]b][i b['ja 'A U]'Yfn]Y'h'8]Y'NÒ''Y'Ui ZI G!
K UfYb'bUWÅ'7\]bU'k i fXYb'Ui Z'%\$! 'i bX'Ui ZWÅ]bYg]gWÅY'K UfYb
]b'X]Y'I G5'Ui Z' \$! 'ZØf'- \$'HU[Y'[YgYb_h''8]Y'J Yf\UbX'i b[Yb
nk]gWÅYb'XYb'VY]XYb'B Uh]cbYb'g]bX'V]g'A]hY'5i [i gh'Ub[YgYhnh"

HYWÅ bc`c []gWÅ Yf'K Yhh`Ui Z

9]b'nybhfU'Yf'GhfY]hdi b_h]a ' < UbXY'g_cbZ]_h]gh'X]Y'FY [i ']Yfi b[
j cb' < cWÅhYWÅbc`c []Y!7\]dg"'8]Y'I G5'j Yfgi WÅYbž'7\]bU'j cb'XYb
bYi YghYb' < U'V'Y]hYfb'UVni gWÅbY]XYbž'k Ug'XYb'Ni [Ub['ni
_f]h]gWÅYb'HYWÅbc`c []Yb'k Y]hYf'Y]bgWÅfÅb_h"'8]YgY'dc`h]h]gWÅYb
A U» bU\ a Yb'gd]Y[Y'b'Y]b'XYn]X]YfhYg' ðhYfYggY'k]XYfž'X]Y
hYWÅbc`c []gWÅY'J cf\YffgWÅ UZh]b'XYf'K Y'hk]fhgWÅ UZh'ni 'g]WÅYfbž
k Ug'X]Y'Z]bUbn]Y''Yb'i bX'ghfUhY []gWÅYb'GdUbbi b[Yb'nk]gWÅYb
XYb'VY]XYb'@ÀbXYfb'k Y]hYf'j YfgWÅÅfZh"

; Ycdc`h]gWÅ Y' ða d`]_Uh]cbYb

8]Y'J Yf\UbX'i b[Yb'Ua 'F UbXY'XYg'?cbZ]_hg'_ÒbbhYb'Xi fWÅ
7\]bUg'9]bZi gg'Ui Z'Fi gg'UbX']a 'i _fU]bY!?'cbZ]_h'[YghÅf_h
k YfXYb"'K Ub[' < i]mUcž; fØbXYf'Y]bYg'H\]b_hUb_gž'XYi hYh'Ubž
XUgg'7\]bU'a Ò[']WÅYfk Y]gY'U'g'J Yfa]hYf'Ui ZhfYhYb'_ÒbbhYž'k Ug
XUg'J Yf\UbX'i b[g[YgWÅ]W'_XYg'@UbXYg']b'Y]bYa ' [Ycdc`h]h]gWÅ
\Y]_Y'' [YZÅfvhYb' i a ZY'X'i bhYfghfY]WÅh''Gck c\`X]Y'I G5'U'g'Ui WÅ
7\]bU'ghY\Yb'j cf'XYf' < YfUi gZcfXYfi b[ž'bUh]cbU'Y' ðhYfYggYb'a]h
]bhYfbUh]cbU'Yb'6Yn]Y\i b[Yb']b'9]b'_Ub['ni 'Vf]b[Ybž'k À\fybX'g]Y
['Y]WÅnY]h]['X]Y'k]fhgWÅ UZh]WÅYb'5i gk]f_i b[Yb']\fYf'A U» bU\ a Yb
]a '6']W'_VY\U'hYb'a ØggYb"

8Yf`<UbXY`g_cbZ]_h`nk]gW\Yb`VY]XYb`B UH]cbYb`V`Y]Vh`U`gc`b]W\h
 bi`f`Y]b`k]fhgW\UZh`W\Ygž`gcbXYfb`Ui`W`Y]b`[`Ycdc`]h]gW\Yg
 GdUbbi`b[`gZY`Xž`XUg`k`Y]hfY]W\YbXY`?`cbgYei`YbnYb`ZØf`X]Y`[`cVU`Y
 K]fhgW\UZh`\UVYb`_ÖbbhY"K`Ä`fYbX`<`ÄbX`Yf`XYf`]bhYfbUH]cbU`Yb
 A`Äf`hY`J`YfÄbXYfi`b[`Yb`VYcVUW\hYb`i`bX`g]W`Ui`Zj`YfÄbXYfhY
 F`U`a`YbVYX]b[`i`b[`Yb`Y]bghY`Ybž`V`Y]Vh`UVni`k`UfhYbž`k`]Y`g]W`X]Y
 @U[`Y`V]g`5i`[`i`gh`Yb`hk`]W`Y`b`k`]fX" `b`YXYa` `:`U``nY][`h`g]W`ž`XUgg
 X]Y`8`mb`Ua`_]`Yb`XYf`K`Y`hk`]fhgW\UZh`ni`bY`a`YbX`j`cb`dc`]h]gW\Yb
 9bhgW\Y]Xi`b[`Yb`[`YdfÄ[`hk`YfXYbž`X]Y`ØVYf`XYb`_i`fnZf]gh][`Yb
 <UbXY``\]bUi`g[`Y`Yb"

8YhU]`g	
J`c`f`ZU``	<UbXY`g_cbZ]_h`
I`f`g`UW\Y	NÖ``Yž`9l`dcfh_cbhfc``Yb
C`f`h`	6UmJb`C`Vcž`bYfY`A`cb[`c`Y]ž`7`\]bU
E`i`Y``Yb`	<ul style="list-style-type: none"> • k k k "hU[YggW\Ui "XY • k k k "a UbU[Yf!a U[Un]b "XY

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