

5 Zf]_U`]a `GW\ UhhYb `XYf`A YX]Yb.`=[bcf]Yfh
i bX`i bhYffYdfÄgYbh]Yfh°

8 Yf`5fh]_Y`VY`Yi W\hYh`X]Y`a YX]U`Y`A Uf[]bU`]g]Yfi b[`5Zf]_Ug
]b`@Y]ha YX]Ybž`_f]h]g]Yfh`bY[Uh]j Y`6Yf]W\hYfghUhi b[`i bX
ZcfXYfh`a Y\`f`5i Za Yf_gUa _Y]h`ZØf`XYb`?cbh]bYbh"



7Y`Yž`8Yi hgW\`UbX`!`8]Y`a YX]U`Y`A Uf[]bU`]g]Yfi b[`5Zf]_Ug`]gh
Y]b`H\Ya Už`XUg`]a a Yf`XfÄb[YbXYf`k]fX"``b`XYb`YhnhYb`↘\fYb
\Uh]g]W\`XYf`5bhY`]j cb`Uzf]_Ub]gW\Yb`H\Ya Yb`]b`XYb`@Y]ha YX]Yb
XfUa Uh]gW\`j Yff]b[Yfh`5 Zf]WU`@]j Y`]bZcfa]Yfhi bgž`XUgg`bi f`Yhk U
`ž+`i`XYf`6Yf]W\hY`]b`XYf` HU[YggW\Ui`g]W\`a]h`5Zf]_UZfU[Yb
VYgW\ÄZh[Yb``8]Yg`]gh`Y]b`U`Ufa]YfYbXYf`l a ghUbXž`k Ybb`a Ub
VYXYb_hž`k]Y`j]Y`Y`VYXYi hYbXY`9fY][b]ggY`Ui Z`XYa`?cbh]bYbh
ghUhz]bXYb"``?cbZ]_hY`k]Y`XYf`6Øf[Yf_f]Y[`]b`H][fUmicXYf`X]Y
\i a Ub]hÄfY`?f]gY`]a`Gi XUb`k YfXYb`cZi][bcf]Yfh`cXYf`bi f
gdÄf`]W\`VY\UbXY`h"

8]Y`6Yf]W\hYfghUhi b[`ØVYf`5Zf]_U`_cbnYbhf]Yfh]g]W\`a Y]gh`Ui Z
?f]gYbž`?f]Y[Y`i bX`?UhUghfcd\Yb"``8]Yg`ZØ\fh`XUni ž`XUgg`Y]b

j YfnYffhYg'6]X'XYg'?cbh]bYbhg]b'XYf'2 ZZYbh]W_]h'Yb'ghY\h"Bi f
]b'XYb'XYi hgW\Yb'A YX]Yb'gW\UZZhY'Yg'VY]gd]Y`gk Y]gY'XYf
6Øf[Yf_]Y[]b'H][fUmž'XYf'U'g'Y]bYf'XYf'hØX`]W\ghYb'XYg'&%"
\f\i bXYfhg[]hž'a]h'- (\$'GY_i bXYb']bg'F Ua dYb`]W\h"a
J Yf[`Y]W\XUni `Yf\Y'hX]Y' [fØ» hY` \i a Ub]hÅfY'?f]gY'XYf'K Y'h'a
Gi XUb' [YfUXY'Y]ba U`%" *) `GY_i bXYb'6Yf]W\hYfghUhi b[]a `\f
&\$&' "`\dX'[Y\h'gc [Uf'gc'k Y]h'ni `gU[Ybž'XUgg'XYf'5bhY`]XYf
6Yf]W\hYfghUhi b[`ØVYf'UZF]_Ub]gW\Y`H\Ya Yb']b'XYb`YhnhYb
\fYb'k Y]hYf'ni fØW_[Y[Ub[Yb']gh']]bgVYgc bXYfY'Xi fW\X]Y
7cfc bU!DUbXYa]Y'i bX' [Ycdc'h]gW\Y'?f]gYb'k]Y'XYb'I _fU]bY!
?f]Y["

B]W\h'bi f'Y]b'BY[Uh]j V]`X

5Zf]_U'k]fX'cZhi]b'Y]bYa `Y]bgY]h][Yb'@]W\h'XUf[YghY`hž'k cVY]
d cg]hj Y'9bhk]W`i b[Yb'_Ui a `6YUW\hi b[`Z]bXYb"9]b
UbgW\Ui `]W\Yg'6Y]gd]Y`V]YhYb'X]Y'i bhYfVYf]W\hYfYb'\i a Ub]hÅfYb
?f]gYb'k]Y'X]Y'Ub\U'hYbXY'8ØffY']b'5b[c`Už'X]Y'X]Y'gW\]a a ghY
gY]h' (\$'\fYb']gh"8Ybb cW\`V'Y]VYb'X]YgY`H\Ya Yb'cZhi bhYf'XYa
F UXUf'XYf']bhYfbUh]cbU'Yb'A YX]Yb"Y'f[Yf`]W\]gh'Ui W\ž'XUgg'gY`Vgh
X]Y'k Yb][Yb'9fZc` [g[YgW\]W\hYb'Ui g'5Zf]_U'a `J Yf[`Y]W\`ni `XYb
?f]gYb'h\Ya Yb'Ub'G]W\hVUf_Y]hj Yf']YfYb"8Yi hgW\`UbXZi b_`YVh
\Yfj cfž'XUgg'hfch'ia Ubb][ZU'h][Yf'_cbghfi _hj Yf'5bgÅhnY'i bX
@Øgi b[Yb'Ui g'5Zf]_U'_Ui a `XUfØVYf'VYf]W\hY'h'k]fX"

8]Y'A YX]U`g]Yfi b[`XYg'?cbh]bYbhg]gh'b]W\h'bi f'Y]bY': fU[Y'XYf
E i chYž'gcbXYfb'\Uh'Ui W\`h]YZ[fY]ZYbXY'5i gk]f_i b[Yb'Ui Z'X]Y
K U\fbY\ a i b[`j cb'5Zf]_U'a i [`cVU'Yb'?cbhYI h"Gc'ghY`h'XUg
7YbhYf'Zcf'5Zf]W\Ub'Ghi X]Yg'Ub'XYf'GhUbZcfX'I b]j Yfg]hÅh'ZYghž'XUgg
5Zf]_U`\Ài Z][`U'g'\ca c [YbY'A UggY'k U\ f[Ybca a Yb'k]fX"8]Yg
ZØ\fh'ni `GhYfYchmdYb'i bX'Y]bYf'Y]bgY]h][Yb'6YhfUW\hi b[gk Y]gYž
X]Y'XYf'J]Y`ZU'h'i bX'XYb'<YfUi gZcfXYfi b[Yb'XYg'?cbh]bYbhg'b]W\h
[YfYW\h'k]fX"

?f]h]_`Ub'XYb'A YX]Yb\Ai gYfb

8]Y`æi fbU`]gh]b'6Yhh]bU'F Ø\`Vf]b[h'Ui Z'XYb'Di b_hž'k Ug'j]Y`Y
XYb_Yb.'8Yf'[`cVU'Y`BcfXYb'\Uh'XYfnY]h'Y][YbY'DfcV`Ya Yž'k Ug

XUg' ðhYfYggY'Ub'XYf'6Yf]W\hYfghUhi b['ØVYf'5Zf]_U'XÅa dZh"
 K Yb][Yf'F Yggci fW'b'ZØf'F YW\YfW\Y!F Y]gYb'i bX'ghY][YbXY'?'cghYb
 ZØf'J]gU'i bX'5__fYX]h]Yfi b[Yb'j YfgW\ÅfZYb'X]YgYg'DfcV`Ya "'8 Ug
 ZØ\fh'XUni ž'XUgg'j]Y`Y'A YX]Yb\Åi gYf'b]W\h'X]Y'Z]bUbn]Y`Yb'A]hhY`
 Ui ZVf]b[Yb'_ØbbYbž'i a'Ub[Ya YggYb'ØVYf'XUg'; YgW\Y\Yb']b
 5Zf]_U'ni 'VYf]W\hYb"

9g']gh'Xf]b[YbX'bc h k YbX][ž'XUgg'X]Y'A YX]Yb\Åi gYf']\fY
 6Yf]W\hgdc`h]_ØVYfXYb_Yb'i bX'a Y\ f'9b[U[Ya Ybh'ZØf'X]Y
 6Yf]W\hYfghUhi b['ØVYf'XYb'; `cVU`Yb'GØXYb'nY][Yb"'8]Y'5bhY]Y
 XYf'6Yf]W\hYfghUhi b['ØVYf'XYb'; `cVU`Yb'GØXYb']b'ZØ\ fYbXYb
 XYi hgW\gd fUW][Yb'BUW\ f]W\hYbgYbXi b[Yb``Y[Yb'cZh'bi f'VY]
 Yhk U'%'\$'i ž'cVkc\`',)'i 'XYf'K Y'hVYj Ò`_Yfi b['Xcfh`VYb"' ð
 5bVYhfUW\h'XYf'J]Y'nU\`Ub'< YfUi gZcfXYfi b[Yb'i bX'7\UbW\bž'X]Y
 5Zf]_U'V]YhYhž']gh'Yg'Ub'XYf'NY]hž'XUg'5i [Yba Yf'_Ui Z'XYb
 ?cbh]bYbh'ni 'f]W\hYb'i bX'Ui W\X]Y'dcg]h]j Yb'; YgW\W\hYb'ni
 YfnÅ\`Yb"

9]b' [i h]bZcfa]YfhYf'6Øf[Yf']gh'XYf'GW\`ØggY`ni `]bZcfa]YfhYb
 dc`h]gW\Yb'9bhgW\Y]Xi b[Yb"'8Yg\U'V'k]fX' [YZcfXYfhž'XUgg'X]Y
 A YX]Yb'UbXgW\UZh'b]W\h'bi f'Ui Z'?f]gYb'Z]l]Yfh']ghž'gcbXYfb'Y]b
 i a ZUggYbXYfYg'6]X'5Zf]_Ug'nY]W\hYb'`a'G]bbY'Y]bYf
 X]ZZYfYbn]YfhYb'i bX'ZU]fYb'6Yf]W\hYfghUhi b['gc`hY'XYf': c_i g'Ui Z
 U`Yb': UW\hYb'XYg'@YVYbg']b'5Zf]_U``Y[Yb"

8YhU]`g	
C fh	7Y`Yž'8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "UZf]WU!`]j Y"XY • \dX"XY • k k k "XYi hgW\`UbXZi b_"XY

6Ygi W\Yb'G]Y'i bg'Ui Z'X]Y!bUW\ f]W\hYb"Wča