

A]Y hY b ']b 'GWX `Ygk][!< c `ghY]b. '5 Vc 'ZØf
]`Y[U`Y '9f\ Ò\i b[Yb °

5_hi Y`Y '9bhk]W_`i b[Yb ']b 'GWX `Ygk][!< c `ghY]b.
A]Y h d f Y]g U b g h]Y [Y ž H U [i b [']b ' ?]Y `i b X ' j Y f g W X]Y X Y b Y
6]`X i b [g h \ Y a Y b ']a ' : c _ i g "



K Ub [Y `g ž `8 Y i hgW X `Ub X ' ! `9]b `H \ Ya U ž X Ug ' j]Y `Y `A]Y h Y b X Y ']b
GWX `Ygk][!< c `ghY]b i a h f Y]V h ž]g h `X]Y U _ hi Y `Y `A]Y h d f Y]g g]h i U h]c b ž
X]Y `h Y]`g `X f U a U h]g W X Y `N Ø [Y `U b b]a a h ` `8 Y f `@ U b X Y g a]Y h Y f V i b X
Z c f X Y f h `U i h **B 8 F** `Y]b Y `X f]b [`]W X Y ; Y g Y h n Y g Å b X Y f i b [ž X U
k]Y X Y f \ c `h Z Y g h [Y g h Y `h k i f X Y ž X U g g `J Y f a]Y h Y f `c Z h a U `g ` \ Ò \ Y f Y
A]Y h Y b `j Y f `U b [Y b ž `U `g [Y g Y h n `]W X `Y f `U i V h ` `5_hi Y ` `g]b X `a Y \ f Y f Y
< i b X Y f h : Å `Y `V Y _ U b b h ž `k c V Y]`X]Y `8 i b _ Y `n]Z Y f `j Y f a i h]W `k Y]h
\ Ò \ Y f `]Y [h ` `8]Y [Y g Y h n `]W X `C V Y f [f Y b n Y `Z Ø f `A]Y h Y f \ Ò \ i b [Y b `]b
GWX `Ygk][!< c `ghY]b `V Y h f Å [h %) i `Ø V Y f `Y]b Y b `N Y]h f U i a `j c b `X f Y]
š \ f Y b ž `k Å \ f Y b X `j]Y `Y `J Y f a]Y h Y f `Y]b Y `9 f \ Ò \ i b [`j c b `& \$ i `i b X
a Y \ f `Z c f X Y f b "

8 Ug `D f c V `Ya `n Y] [h `g]W X `V Y g c b X Y f g `]b `X Y b `V Y `]Y V h Y b

6ÅXYf[Ya Y]bXYbž'k c`ØVYfhYi YfhY`A]YhYb`XUni`ZØ\fybž'XUgg`X]Y
 Y]b\Y]a]gWXY`6Yj`Ò`Yfi b[`j YfXfÅb[h'k]fX"8]Yg`Uh`Ui W`ni f
 : cfXYfi b[`bUW`Y]bYf`Y][YbghÅbX][Yb`9]bcfXbi b[`X]YgYf
 ; Ya Y]bXYb`]b`X]Y`A]YhdfY]g_UhY[cf]Yb`[YZØ\fh" @Ui h`
**A]YhYfVi bX`GW`Ygk][!<c`ghY]b`g]bX', &ž) i`XYf?ca a i bYb
]b`GW`Ygk][!<c`ghY]b`]b`Ø\Yfyb`A]YhYbghi ZYb`f(`V]g`* Łž'k Ug`X]Y
 A]YhVY`Ughi b[`ZØf`j]Y`Y`U_i h`Yf\Ø\h"**

8]Y`A]YhdfY]gg]hi Uh]c b`Ui Z`Y]bYb`6`]W_

9]b`6`]W_`Ui ZX]Y`A]YhdfY]gY`]b`GW`Ygk][!<c`ghY]b`nY][h`Y]b
 YfgW`fYW_YbXYg`6]`X"8]Y`ØW`ghY`A]YhdfY]gY`Z]bXYb`g]W`Ui Z`Gm`hž
 a]h`K Ybb]b[ghYXh!6fUXYfi dž'k c`A]YhYb`j cb`V]g`ni`&' ž++` `dfc
 E i UXfUha`YhYf`_Y]bY`GY`hYb\Y]h`g]bX"æ` ; Y[YbgUhm`XUni`Y]Y[Yb
 X]Y`[Øbgh][ghYb`A]YhdfY]gY`]b`F Ybh\YbXcfZVY]`YX][`]W`) ž+,`
 dfc`E i UXfUha`YhYf"8]Y`[fc»Y`GdfY]ni b[`a UW`h`Yg`ZØf`j]Y`Y
 gW`k Yfž`VYnU\`VUfYb`K c\bfUi a`ni`Z]bXYb"

HYi YfghY`GhÅXhY

A]YhdfY]g`fl #a Ł

K Ybb]b[ghYXh!6fUXYfi d`fGm`hŁ	&' ž++
Gm`h	&&ž&)
? Ua dYb`fGm`hŁ	&\$ž`
DfcVghY]Yf\U[Yb	&\$ž` -
@]gh`Ui Z`Gm`h	&\$ž&+

5i ZXYf`UbXYfyb`GY]hY`V]`XYb`GhÅXhY`k]Y`F Ybh\YbXcfZ`X]Y
 5i gbU\`a Yž'k c`æ a cV]`Y]bdfY]gY`ZØf`j]Y`Y`YfgW`k]b[`]W`V`Y]VYb"
 8cW`Ui W`\]Yf`VY`_U[h`XYf`A]YhYfVi bXž'XUgg`X]Y`8UhYb`Ui g`XYf
 ; YVÅi XYghUh]gh]_j cb`%- , +`Åb[gh`ØVYf\c`h`g]bX`i bX`_Y]bY
 U__i fUhY`8UfghY`i b[`XYf`U_hi Y`Yb`A]YhfYU`hÅhYb`k]XYfgd]Y[Y`b
 _ØbbYb"

Dc`]h]gWXY` ; Y[Yba U» bU\`a Yb`[YZcfXYfh

I a`XYa`A]Yhk U\bg]bb`9]b\U`h`ni`[YV]YhYbž`ZcfXYfh`X]Y
 A]YhYfcf[Ub]gUh]cb`A U» bU\`a Yb`k]Y`X]Y` : ØfXYfi b[`j cb
 K c\bi b[gVUi [YbcggYbgW`UZhYbž`XYb`5b_Ui Zi bX`HUi gW`j cb
 DfY]g!`i bX`6Y`Y[i b[gV]bXi b[Yb`gck]Y`X]Y`9]bf]W`hi b[`j cb

hfUbgdUfYbHYb`A]Yhgd]Y[Y`b"Bi f`gc`_ÖbbY`a Ub`Y]bY`ZU]fY
 DfY]g[YghU`hi b[`]a `A]Yha Uf_h[Yk Å\`f`Y]ghYb`i bX`XYf
 k UW`gYbXYb`C VXUW`cg][_Y]h`Ybh[Y[YbhfYhYb"

8]Y`[YgYhm`]W`Y`F`Y[Y`i b[`g]Y`h]j cfž`XUgg`J Yfa]YhYf
 a Uf_h[YfYW`hY`i bX`fYW`h]W`hfUbgdUfYbHY`A]YhdfY]gY`UbghfYVYb
 gc`Yb"8]Y`G]hi Uh]cb`V`Y]Vh`YXcW`Ub[YgdUbbhž`k]Y`Ui W`Y]b
 J Yf_`Y\fgi bZU``]b`K Ub[Y`g`nY][hž`VY]`XYa `Y]b`@]b]YbVi g`Ui Z`Y]b
 5i hc`Ui ZI` \f`i bX`a Y`fYfY`DYfgcbYb`ni `GW`UXYb`_Ua Ybž`k Ug`X]Y
 J Yf_`Y\fg`U[Y`ni gÅhm`]W`VY`UghYhY"8]Y`6YdfY]gi b[`XYf
 =a a cV`]Yb`ghY`h`YXcW`UVgc`i h]a `A]hY`di b_h`XYf`8]g_i gg]cbYb
 i bX`Yg`V`Y]Vh`UVni k UfhYbž`k Y`W`Y`A U» bU`a Yb`hUhgÅW`]W`
 i a [YgYhm`k YfXYb"

8]Y`bÅW`ghY`[Ya Y]bgUa Y`HU[i b[`XYf`@UbXYgfY[]Yfi b[`]b`?]Y`
 k]fX`H\Ya Yb`k]Y`K c\bi b[gVUi `i bX`8][]hU`]g]Yfi b[`VY`UbXY`b
 i bX`_ÖbbHY`a Ö[`]W`Yfk Y]gY`5bghc» ZØf`bchk YbX][Y
 J YfÅbXYfi b[Yb`[YVYb"8]Y` : cfXYfi b[`bUW`Y]bYf`J YfVYggYfi b[
 XYf`K c\bg]hi Uh]cb`]gh`Xf]b[YbXž`XYbb`XYf`a]hYfY`A]YhdfY]g`]b
 GW`Ygk][!<c`ghY]b``]Y[h`VYfY]hg`VY]`%%ž* +` #a ž`k Ug`ZØf`j]Y`Y
 <Ui g`U`hY`Y]bY`Yf`YV`]W`Y`6Y`Ughi b[`XUfghY``hž`k]Y`Ui Z`
a]YhdfY]gY"]bZc`ni ``YgYb`]gh"

≠g[YgUa h`Åggh`g]W`ZYgh`U`hYb.`GW`Ygk][!<c`ghY]b`ghY`h]j cf
 Y]bYf`A]YhdfY]gY!`f]gYž`X]Y`gck c\`dc`]h]gW`Yg`<UbXY`b`U`g`Ui W`
 X]Y`Gc`]XUf]g]Yfi b[`]bbYf`U`V`XYf`A]YhYfVYk Y[i b[`YfZcfXYfh"9g
 V`Y]Vh`gdUbbYbXž`k Y`W`Yb`K Y[`X]Y`Dc`]h_]b`XYb`_ca a YbXYb
 A cbUhYb`Y]bgW`U[Yb`k]fXž`i a `X]Y`K c\bi b[gbch`ni ``]bXYfb"

8YhU]`g	
C fh	K Ub[Y`gž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "bXf"XY • k k k "a]YhYfVi bX!gW`Ygk][! \c`ghY]b"XY • k k k "a]YhdfY]gY"]bZc

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