

5F8`ghcddh` FchY`FcgYb`i bX` Ghi fa
XYf`@]YVY`ZØf`A`][fUh]cbgXYVUhhY`°

5F8`ÀbXYfh`HJ!Dfc[fUa a`Ua`&- " ' \ } bi Uf ' & \$ &) .` FchY`
FcgYb`i bX` Ghi fa`XYf`@]YVY`ZU`Yb`Ui g`ZØf`
GcbXYfgYbXi b[`ni f`A`][fUh]cbgdc`h]_"

5gWUZZYbVi f[ž`8Yi hgW`UbX`!`8]Y`5F8` \ Uh`Ub[Y_ØbX][hž`XUgg
X]Y`VY`]YVhYb`HY`Ybcj`Y`Ug` FchY`FcgYb`i bX` Ghi fa`XYf`@]YVY`
Ua`&- " ' \ } bi Uf ' & \$ &)`Ui g`XYa`Dfc[fUa a`[Ybca a`Yb`k`YfXYb`"
; fi bX`ZØf`X]YgY`_i`fnZf]gh][Y`Dfc[fUa a`ÀbXYfi b[`]gh`Y]bY`
GcbXYfgYbXi b[`ni f`A`][fUh]cbgdc`h]_`]a`8Yi hgW`Yb`6i bXYghU["
8]Y`5F8`k`]fX`X]Y`G]hni b[`i`bhYf`XYa`H]hY``6i bXYghU[``]j`Y`K`]Y`
k`Y]hYf`]b`XYf`A`][fUh]cbgdc`h]_3`UV`%(`I` \ f`j`Y`ØVYfhfU[Ybž`k`]Y`
**fi` \ f`&`("XY`VYf]W`hYh`8]YgY`9bhgW`Y]Xi b[`Z`h]a`?`cbhYI`hY]bYf`
]bhYbg]j`Yb`8YVUhhY`ØVYf`A`][fUh]cb`i`bX`]bbYfY`G]W`Yf` \ Y]hž`X]Y`
Xi`fW`Y]bY`A`YggYfUhhUW`Y`]b`5gWUZZYbVi f[`Ub[Yghc`»`Yb`k`i`fXY`"**

9]bY`FY[]Yfi b[gYf`_`Àfi b[`j`cb`6i bXYg`_Ubn`Yf`C`UZ`GW`c`n`ni`f`
U`_hi`Y`Yb`]bbYbdc`h]gW`Yb`@U[Y`k`]fX`Yfk`UfhYh`"J`YfhfYhYf`
j`YfgW`]YXYbYf`DUfhY]Yb`k`YfXYb`]a`5bgW`i`gg`ni`K`cfh`_ca`a`Ybž`
XUfi`bhYf`Ui`W`i`b]cbgZfU`_h]cbgW`YZ`f]YXf]W`A`Yfnž`XYf`5bhfÀ[Y`
ZØf`Y]bY`ghfYb[YfY`A`][fUh]cbgdc`h]_`Ub[Y_ØbX][h` \ Uh`8]Y`5F8`
ØVYfhfÀ[h`X]Y`8]g`_i`gg]cbYb`j`]Y`Ui`g`XYa`8Yi hgW`Yb`6i bXYghU[ž`
k`c`Y]bY`_cbhfcj`YfgY`8YVUhhY`ØVYf`X]Y`A`][fUh]cbgZfU[Yb`ni`
Yfk`UfhYb`]gh`8]Y`Dc`h]_k`]ggYbgW`UZh`Yf]b`GUV]bY`?`fcdd`k`]fX`U`g`
9l`dYfh]b`]b`XYf`GcbXYfgYbXi b[`Ui`ZhYhYbž`X]Y`j`cb`5`YI`UbXYf`
6i`Xk`Y[`a`cXYf]Yfh`k`]fX`"

Dfc[fUa a`ÀbXYfi b[Yb

8]Y`5i`gghfU`i`b[`j`cb` FchY`FcgYb`i bX` Ghi fa`XYf`@]YVY`

j YfgWk]YVh'g]Wk'i a 'Y]bYb'HU[/Gca]h'k]fX' FchY'FcgYb 'Ua ' '\$"
>Ubi Uf'&\$&) 'U'g': c'[Y'(\$- - i bX' Ghi fa 'XYf@]YVY 'U'g': c'[Y
(') + '[YnY][h"6Y]XY'GYf]Yb'k ÅFYb'fY[i 'Åf'i a '%("%\$'i \f'i bX
) "%\$'i \f'Ui g[YghfU\`h'k cfXYb": Øf'XYb'&- "'>Ubi Uf'V'Y]Vh'YXcWk
Y]bY'8cddY'Zc'[Y'XYf'GYf]Y' 8U\cUa ']'g'8U\cUa '[Yd'Ubh'z'X]Y
i a '%* 'i \f'Ui g[YghfU\`h'k]fX"

8]Y'8]g_i gg]cbYb'ja '6i bXYghU['k YfXYb'ib]Wk'h'bi f'j cb'XYf
GcbXYfgYbXi b['VY['Y]hYh'z'gcbXYfb'Ui Wk'Xi fWk'_Øfn`]Wk
VYgWk`cggYbY'; YgYhnYbhk ØfZY'ni f'A][fUh]cbg!'i bX
G]WkYf\Y]hgd c`h]_ "'5a '%, "C_hcVYf'&\$&(' \UhhY'XYf'6i bXYghU[
nk Y]; YgYhnYbhk ØfZY'ni f'i a gYhni b['Y]bYg'G]WkYf\Y]hgdU_Yhg'a]h
') + i bX'' * + >U!Gh]a a Yb'Ub[Ybca a Yb"8]YgY'; YgYhnYbhk ØfZY
VY]b\U'hYb'Y'YbXYfi b[Yb'ja '5gm!'i bX'5i ZYbh\U'hgfYWk'h'gck]Y'ja
K UZZYbFYWk'h'i bX'g]bX'HY]'Y]bYf'VfY]hYfYb'8]g_i gg]cb'i a 'X]Y
]bbYfY'G]WkYf\Y]h]b'8Yi hgWk`UbX"8]Y'9fY][b]ggY'ib
5gWk UZZYbVi f[ž'A Ubb\Y]a ž'Gc`b[Yb'i bX'A U[XYVi f['ghY\Yb'\]Yf
]a 'A]hY'di b_h'XYf'dc`h]gWkYb'8YVUhhY'ž'gc'VYf]Wk'hYh'
ZYfbgY\gYf]Yb"XY"

≠X]YgYf'Ub[YgdUbbhYb'i bX'_cbhfcj YfgYb'dc`h]gWkYb
5ha cgd\ÅFY'k Ufbh'?Ubn'Yf'GWk'c'n'X]Y'l b]cb'j cf'Y]bYf
Ni gUa a YbUfVY]h'a]h'XYf'5Z8ž'X]Y'ib'XYb''YhnhYb'A cbUhYb'Ub
9]bZi gg'[Yk cbbYb'\Uh"8]YgY'dc`h]gWkYb'GdUbbi b[Yb
i bhYfghfY]WkYb'X]Y'?ca d'Yi]hÅh'XYf'A][fUh]cbgXYVUhhY'ib
8Yi hgWk`UbXž]b'XYf'Ui Wk'X]Y'A Y]bi b[Yb'ØVYf']bbYfY'G]WkYf\Y]h
i bX'bchk YbX][Y'fYWk'h]WkY'5bdUggi b[Yb'j Y\Ya Ybh'X]g_i h]Yfh
k YfXYb"

8]Y'9f[YVb]ggY'XYf'6i bXYghU[gg]hni b['i bX'XYfYb'a Ø[`]WkY
5i gk]f_i b[Yb'Ui Z'X]Y'A][fUh]cbgdc`h]_g]bX'ZØf'X]Y'bÅWkghYb
HU[Y'j cb'[fc»Yf'6YXYi hi b['i bX'k YfXYb'Ui Wk'X]Y'ØZZYbh]WkY
8]g_i gg]cb'dfÅ[Yb"'≠XYf'GcbXYfgYbXi b['k]fX'XUg'; YgWkY\Yb
]a 'D'YbUfgUU'j cb'?c'ffYgdc'cbXYbh]b'≠]g'GUmfUa '_ca a Ybh]Yfh'ž'i a
XYb'Ni gWkUi Yfb'X]Y'a Ø[`]WkYb': c'[Yb'XYf'9bhgWkY]Xi b[Yb'ni
Yf'Åi hYfb"'K Y]hYfY'≠Zc'fa Uh]cbYb'ni 'XYb'UV[YgWk`cggYbYb
; YgYhnYbhk ØfZY'b]g]bX'ja '6i bXYghU['Xc_i a Ybh]Yfh"

8YhU]`g	
J c fZU``	A YggYfUb[f]ZZ
I fgUWXY	8YVUhhY`ØVYf`A][fUh]cb`i bX`]bbYfY G]WXYf\Y]h
C fh	5gWUZZYbVi f[ž8Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "fi \f&("XY • k k k "ZYfbgY\gYf]Yb"XY • k k k "Vi bXYghU["XY

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