

; YZÄ\ f`]WX Y`6`ck !i dg`Ui Z`6UmYfbg
5i hcVU\ bYb.`<]hnYk Y``Y`Vf]b[h
DfcV`Ya Y°

6Y]`YI hfYa Yf`<]hnY`_ca a hYg`Ui Z`VUmYf]gWX Yb`5i hcVU\ bYb
ni / ei ch/6`ck !i dg/ ei ch`"; YgWk]bX][_Y]hgVY[fYbni b[Yb
gc``Yb`F]g]_Yb`a]b]a]YfYb"



6UmYfbž`8Yi hgWX`UbX`!`8]Y`\Y]» Yb`Gca a YfhU[Y`Vf]b[Yb`b]WXh
bi f`: fYi XY`i bX`l f`Ui Vggh]a a i b[ž`gcbXYfb`Ui WX`Yf\YV`]WX Y
< YfUi gZcfXYfi b[Yb`ZØf`X]Y`J Yf`_Y\fgg]WX Yf\Y]h`Ui Zi bgYfYb
GhfU» Yb`"GY]h`Y]b][Yb`HU[Yb`k]fX`VYf]WX hYhž`XUgg`]b`6UmYfb`6`ck !
i dg`Ui ZhfYhYb` ` [YZÄ\ f`]WX Y`GhfU» YbUi ZvfØWX Yž`X]Y`VY]`YI hfYa Yb
HYa dYfUhi fYb`Yb hghY\Yb`"J cf`U``Ya `Ä`hYfY`5i hcVU\ bUVgWX b]hhY
g]bX`VYhfc ZYbž`X]Y`Ui g`XØbbYb`6Yhc b gWX]WX hYb`VYghY\Ybž`XU`g]WX
X]YgY`VY]`<]mY` [Y[YbgY]h][`bUWX`cVYb`XfØW`_Yb`_ØbbYb"

@Ui h`J Yf`_Y\fgYI dYfhYb`_Ubb`Yg`VY]`HYa dYfUhi fYb`ØVYf`" \$`; fUX
Ui ZX]YgYb`GhfU» Yb`ni`5i Zk`Ø`Vi b[Yb`cXYf`5i ZvfØWX Yb`XYf

: U\fvU\bXYW_Y`_ca a Ybžk Ug`Y]bY`YW`hY` ; YZU\ f`ZØf`U`Y
J Yf`_Y\ fghY`]bY\ a Yf`XUfghY`h`6YgcbXYfg`UbZÄ``][`g]bX`X]Y
5i hcVU\bUVgW`b]hhYž`X]Y`VYfY]hg`a Y\ fZUW`fYdUf]Yfh`k`i`fXYb`"8Yf
5857`k`Y]gh`XUfUi`Z`]bž`XUgg`gc`W`Y`J`cfZÄ`Y`]b`8Yi`hgW`UbX`nk`Uf
gY`hYbYf`[`Yk`cfXYb`g]bXž`UVYf`XYbbcW`i`bj`cf\Yf`[`YgY\Yb
Ui`ZhfYhYb`_ÖbbYb`i`bX`ØVYfk`]Y`[`YbX`VYghY\YbXY`GW`ÄXYb`Ub
: i`[`Yb`i`bX`B`U\hghY`Yb`VYhfY`ZYb`"

F]g]_c`Ui`Z`VYgh]a`a`hYb`GhfYW`Yb

⊕`6UmYfb`i`[`]VhYg`a`Y\`fYfY`ghUf`_`[`YZÄ\`fXYhY`6YfY]W`Y`"8Uni
nÄ\`Yb`i`bhYf`UbXYfYa`X]Y`5`nk`]gW`Yb`8Y`[`[`YbXcfZi`bX
<Yb`[`YfgVYf`[`ž`X]Y`5`-`&`nk`]gW`Yb`C`VYfgW`Y`»`Y]a`i`bX`9W`b`[`!
C`gh`gck`]Y`X]Y`5`-`'`j`cb`GUU`\`Ui`dh`V]g`9`gYbXcfZ`5i`ZX]YgYb
5VgW`b]hhYb`[`Y`hYb`gY]h`A`U`];`YgW`k`]bX`][`_Y]hgVY`[`fYbni`b`[`Yb`j`cb
a`Ui`]a`U`%&\$`_a`#`ZØf`U`Y` :`U\`fnYi`[`Y`i`bX` ;`\$`_a`#`ZØf
A`ch`c`ff`UXZU\`fYfž`i`a`X`Ug`F`]g]_c`Ui`Z`i`bYVYbYb` :`U\`fvU\bYb`ni
a`]b]a`]YfYb`"8]Yg`[`YgW`]Y\`h]b`Yb`[`Yf`Ni`gUa`a`YbUfVY]h`a`]h`XYb
GhfU`»`Yba`Y]ghYfY]Ybž`X]Y`VY]`<`]hnY`X]Y`VYhfc`ZYbYb`GhfYW`Yb
fY`[`Y`a`Ä`»`[`[_c`bhfc`]YfYbž`i`a` ;`YZU\`fYb`ZfØ\`nY]h][`ni`Yf`_Yb`bYb`"

6YUW`hYb`gk`Yf`h]ghž`XUgg`a`c`XYfbY`6YhcbXYW`Yb`XYb`6Y`Ughi`b`[`Yb
VYggYf`ghUbX\`U`hYb`"9]b`GdfYW`Yf`XYf`5i`hcVU\b` ;`a`V<`VYhcbhYž
XUgg`VY]`bYi`YfYb` :`U\`fvU\bYb`<`]hnYgW`ÄXYb`Ui`g`[`YgW`c`ggYb
g]bXž`XU`X]YgY`Ui`Z`a`c`XYfbYb`GhUbXUfXg`a`]h`Y]bYf`9]bVUi`X]W`Y
nk`]gW`Yb`&`*`i`bX`" `\$`Wä`V`Ug]YfYb`"a`J`Yf`[`Y]W`X`Uni`_ÖbbYb`X]Y
U`hYb`6YhcbXYW`Ybž`XYfYb`GhÄf`_Y`c`Zi`VY]`bi`f`&\$`V]g`&&`Wä`"Y`[`hž
XYb`\`Yi`h][`Yb`J`Yf`_Y\`fgVY`Ughi`b`[`Yb`b]W`h`[`Yk`UW`gYb`gY]b`i`bX
g]bX`gca`]h`UbZÄ``][`Yf`ZØf`6`ck`!`i`dg`"8]Y` ;`ØhY`[`Ya`Y]b`gW`UZh
J`Yf`_Y\`fgZ`ÄW`Yb`Ui`g`6Yhcb`\`YVh`\`Yfj`cfž`XUgg`i`bgUW`[`Ya`Ä`»`Y
GUb]Yfi`b`[`Yb`Ub`X]YgYb`U`hYb`GhfYW`Yb`YVYbZU`g`ni`GW`ÄXYb
ZØ\`fYb`_ÖbbYb`"

J`Yf`\`U`hYb`Ui`Z`XYf`GhfU`»`Y

:`Øf`5i`hcZU\`fYf`VYXYi`hYh`X]YgY`G]hi`Uh]cbž`XUgg`g]Y`Ub`\`Y`»`Yb
HU`[`Yb`VYgcbXYfg`j`cfUi`ggW`Ui`YbX`ZU\`fYb`gc`hYb`"8Uni`[`Y\`Öfhž
X]Y` ;`YgW`k`]bX`][`_Y]hgVYgW`fÄb`_i`b`[`Yb`ni`VYUW`hYbž`Ui`gfY]W`YbX

5VghUbX'ni a 'j cfUi gZU\fybXYb': U\fnYi ['ni '\U`hYb'i bX'GWÅXYb
 Ub'XYf': U\FVU\bžX]Y'c\`bY'6YgW\]XYfi b['Ui ZhfYhYbž'i a [Y\YbX
 ni 'a Y`XYb"8]YgY'dfÅj Ybh]j Yb'A U» bU\`a Yb'g]bX'b]W\h'bi f'Y]bY
 9a dZY\`i b[ž'gcbXYfb'_ÖbbYb'YbhgW\Y]XYbX'XUVY]'`Y`ZYbž'I bZÅ`Y
 ni 'j Yfa Y]XYb"8Yf'5857'a Yf_h'Ubž'XUgg'X]Y'<UZh' b['XYg'GhUUhYg
 bi f'XUbb' [fY]Zhž'k Ybb'bUW\k Y]g]W\`_Y]bY'?cbhfc`Yb'cXYf
 K UfbgW\]`XYf'Ui Z[YghY`h'k YfXYb"

5`YfX]b[g]gh'X]Y'G]hi Uh]cb']b'8Yi hgW\`UbX'b]W\h]gc`]Yfh'`b
 GØXYi fcdUž']bgVYgcbXYfY']b'`#U']Ybž'k UfYb']b'XYf'J Yf[Ub[Yb\Y]h
 Å\b`]W\Y'DfcV`Ya Y`VY_Ubbhž'k c'6Yf]W\hY'ØVYf' gW\ a Y`nYbXY
 GhfU» Yb' `ZØf'J Yf_Y\fgVY\]bXYfi b[Yb'gcf[hYb"5_hi Y`'[]VhYg
 `YXcW\`_Y]bY'<]bk Y]gY'Ui Z'DfcV`Ya Y']b'2 ghYffY]W\ "

6`ck !i dg'g]bX`Y]b`Yfbghni bY\`a YbXYg'D\Åbca Ybž'XUg'XUg'F]g]_c
 Ui Zi bgYfYb'GhfU» Yb`Yf\Ø\Yb'_Ubb"8i fW\`dfcU_h]j Y`A U» bU\`a Yb
 i bX'5i Za Yf_gUa _Y]h'XYf'J Yf_Y\fgY]'bY\`a Yf'_Ubb'`YXcW\`Y]bYb
 6Y]hfU['ni f'G]W\Yf\Y]h'Ui ZXYb'GhfU» Yb' [Y`Y]ghYh'k YfXYb"

8YhU]`g	
C fh	6UmYfbž'8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "Vf"XY • k k k "UXUWXY • k k k "[i YhY[Ya Y]bgW\ UZh! VYhc b"XY

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