

9fZc`[fY]W\Y`ϕ`]bY!?! fgY`]b`GUbX]nY``.
G_UhYb`a UW\h`GdU» °

8Yf`G_]Wi V`GUbX]nY``V]YhYh`YfZc`[fY]W\Y`ϕ`]bY!?! fgY`ZØf
5bZÄb[Yf`i bX`i: cfh[YgW\ f]hhYbY`]b`BYi Vi f[!
GW\fcVYb\Ui gYb`Ub"



BYi Vi f[!GW\fcVYb\Ui gYbž`8Yi hgW\`UbX`!`6i bh`i bX`YVYbX][
[Y\h`Yg`]a`G_]Wi V`GUbX]nY``ni`°8Yf`JYfY]b`\Uh`j cf`_i fnYa
[`Y]W\`gYW\g`ϕ`]bY!?! fgY`j YfUbghU`hYhž`Ub`XYbYb`fi bX`&&)
HY]`bY\`a Yf.]bbYb`j c`Yf`9]ZYf`hY]`bU\`a Yb"5`Y`?i fgY`YfZFYi hYb
g]W\`XUb`_XYg`Ub[YbY\`a Yb`K YhhYfg`[fc»Yf`6Y`]YVh\Y]hi bX
k i fXYb`Xi fW\k Y[`U`g`YfZc`[fY]W\`VYk YfhYh"6YgcbXYfg`YfZFYi `]W\
k Uf`X]Y`HY]`bU\`a Y`j cb`XfY]`9fk UW\gYbYb`Ua`Y`hnhYb`?i fghU[ž
k Ug`nY][hž`XUgg`ϕ`]bYg_UhYb`b]W\h`bi f`ZØf`?]bXYf`Y]b`hc`Yg`<cVVm
XUfghY``h"

ϕ`]bYhYUa`!@Y]hYf`GYVUgh]Ub`; fi VYf`nY][h`g]W\`VY[Y]ghYfh`j cb`XYf
9b`hk]W`_i b[`XYf`bYi Yb`G_UhYf.]bbYb"9f`VYhcbhž`XUgg`X]Y`?i fgY
b]W\h`bi f`; fi bX`U[Yb`i bX`Hf]W`g`XYg`ϕ`]bYg_UhYbg`j Yfa`]hh`hYbž

gcbXYfb`Ui W`j]Y`GdU» `a UW`hYb`"8]Y`b`]bY!GU]gcb`Uh'gcYVYb
VY[cbbYbž`i bX`X]Y`G_]ZUbg`UVYb`bcW`YXY`A Yb[Y`5_hj]]h`hYb
j cf`g]W`"

6Yj c fghY\ YbXY`J YfUbg hU`hi b[Yb

: Øf`U`Yž`X]Y`g]W`g]W`Yf`Ui Z`XYb`F c`Yb`VYk Y[Yb`_ØbbYbž`ghY`h
Ua`&+`"ž`]`Y]bY`gdUbbYbXY`b`]bY!Hci f`Ui Z`XYa`Dfc[fUa`a`"8]Y
F ci hY`k]fX`fi bX`%)`?`]`ca`YhYf`i`a`ZUggYb`i`bX`ZØ`fh`Xi`fW`X]Y
a`U`Yf]gW`Y`@UbXgW`UZh`XYf`F Y[]cb`"5i`»`YfXYa`k`]fX`XYf`G_]Wi`V`]b
XYb`Gca`a`YfZYf]Yb`U_hj`Ub`j`YfgW`]YXYbYb`i`Yf]Ybdfc[fUa`a`Yb
hY]`bY`a`Ybž`i`a`bcW`a`Y`f`b`hYfYgg]YfhY`ZØf`X]YgYb`Gdcfh`ni
VY[Y]ghYfb`"

9]b`bYi`Yf`b`]bY`_i fgž`XYf`Ui W`9fk UW`gYbY`Yfn`]W`k`j`_ca`a`Yb
Y]»`hž`]gh`ZØf`XYb`&\$`"GYdhYa`VYf`Ub[YgYmh`"i`bX`XUg[fc»`Y`i`]bU`Y
XYf`GU]gcb`Z]bXYh`Ua`%,`"C`_hcVYf`ghUhh`9]bY`b`]bY!8]gW`c`]b`XYf
5`hYb`GW`k`Y]»`YfY]`k`]fX`g]W`Yf`Y]b`<`][`\\`[`h`ZØf`U`Y
HY]`bY`a`Yf.]bbYb`"5ba`Y`Xi`b[Yb`ni`XYb`?`i`fgYb`g]bX`ØVYf`X]Y
J`YfY]bgk`YVgY]hY`k`k`k`"g_]Wi`V!gUbX]nY`""XY`a`Ø[`]W`ž`k`À`fYbX
5bZfU[Yb`[Yn]Y`h`dYf`9!A`U]`Ub`]b`]bY`4`g_]Wi`V!gUbX]nY`""XY
[Yf]W`hY`h`k`YfXYb`_ØbbYb`"

≠b`]bYg_Uh]b[`]a`HfYbX

≠b`]bYg_Uh]b[`Yf`YVh`XYfnY]hY]b`7ca`YVUW`_i`bX`YfZfYi`h]g]W`Ui`W
]b`XYf`F Y[]cb`]a`a`Yf`[fØ»`YfYf`6Y`]YVh`Y]h`"@Ui`h`YfX]b[Yf!UWh]j`Y!
hYUa`"XY`V]YhYh`X]YgYf`Gdcfh`b]W`h`bi`f`Y]b`YZZY`_hj`Yg`K`cf`_ci`hž
gcbXYfb`Ui W`Y]bY`A`Yb[Y`GdU»`"8]Y`J`cfhY]Y`Y]Y[Yb`Ui`Z`XYf
<`UbX.`≠b`]bYg_UhYb`ghfUZZh`XYb`?`ØfdYfž`j`cf`U`Ya`X]Y`6Y]bY`i`bX
XYb`Dcž`i`bX`j`YfY]bh`?`fUZh`i`bX`5i`gXUi`YfhfU]b]b[`]b`Y]bYa`.

- : ØfXYfh`X]Y`5i`ggW`Øhhi`b[`j`cb`i`;`ØW`g`cfa`cbYb`k`]Y`
GYfchcb]b`i`bX`8cdUa`]b`"
- J`YfVYggYfh`X]Y`@`b[Yb`_UdUn]h`h`h`"
- ;`Yf]b[YfYf`9bYf[]Yj`YfVfUi`W`]a`J`Yf[`Y]W`ni`a`@Ui`ZYb`"

I`a`g]W`Yf`i`bX`YZZY`_hj`_g_UhYb`ni`YfbYbž`g]bX`X]Y`H]ddg`j`cb`

DfcZ]g'i bVYnU\`VUF"5bZÅb[Yf'gc`hYb'g]W\`a]h'XYf'f]W\`h][Yb'G_UhY!
 HYW\`b]_j YfhfUi h'a UW\`Yb'`Ub[YZUb[Yb'VY]'XYf'J!Dcg]h]cb'XYf
 : Ø»Y`V]g`\]b'ni`Y]bYf'ghUV]'Yb'; Yk]W\`hgj Yf'U[Yfi b["G]W\`Yf\`Y]h
 k]fX'[fc» [YgW\`f]YVYbžXU\`Yf'g]bX'<Y`a Y'gck]Y'<UbX!ž
 9`YbVc[Yb!`i bX'?b]YgW\`ØhnYf'DZ]W\`hž'i a`F]g]_Yb'ni`a]b]a]YfYb"

I bX'ZØf'U`Yž`X]Y'[YfbY`Y]b`V]ggW\`Yb`Zf]gW\`Y`@ Zh'gW\`bUddYb
 a ØW\`hYbž'g]bX'[`UhhY`K Y[Y`b'DUF_g`cXYf'Yb`h`Ub[`j`cb`; Yk ÅggYfb
]XYU`Y`5i gZi [gn]Y`Y`ZØf'Y]bYb'G_UhY!5i gZi ["9]bY'[i h'[YdUW_hY
 HUgW\`Y`a]h'K UggYfž'GbUW_g'i bX'GcbbYbWfYa Y`XUfZ'bUhØf`]W\`
 Ui W\`b]W\`h`ZY`\`Yb`°

CV`bi b`ja`F U\`a Yb'XYf'?i fgY`XYg'G_]Wi Vg'cXYf'VY]'Y]bYa
 [Ya Øh]W\`Yb'5i gZi [`a]h': fYi bXYb'``ϕ`]bYg_Uh]b[`U`h'XYZ]b]h]j
 gY]bYb'D`Uhn'ni fØW_YfcVYfh'i bX'gcf[h'ZØf'6Yk Y[i b[`i bX'[i hY
 @Ui bY`b'XYf'GhUXh"K Y]hYfY`ϕZcfa Uh]cbYb'i bX'H]ddg'fi bX'i a g
 G_UhYb`Z]bXYb`g]W\`Ui W\`Ui Z`f]W\`h][g_UhYb"XY"

8YhU]`g	
C fh	BYi Vi f[!GW\`fcVYb\`Ui gYbž'8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "XcbUi `i f]Yf"XY • k k k "f]W\`h][g_UhYb"XY • YfX]b[Yf!UW]j Y!hYUa "XY

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