

F UddYf'A c'7\UfU'j cb'? bYYWUd'k Y[Yb
l bhYfghØhni b['XYf'<]gVc``U\ 'Ub[Y_`U[h°

8Yf'bcfX]f]gWY'F UddYf'A c'7\UfU'j cb'? bYYWUd'ghY\h
k Y[Yb'l bhYfghØhni b['XYf'<]gVc``U\ 'j cf'; Yf]Wxh"
5i Zhf]hggUVgU[Yb'Zc`[Yb"



@cbXcbž'; fc» Vf]hUbb]Yb'!'8Yf'F UddYf'A c'7\UfUžVØf[Yf]Wx
VY_Ubbh'U'g@]Ua 'C <UbbU'cXYf'@]Ua ' [' ' \5bbU]X\žXYf
bcfX]f]gWYb'; fi ddY'? bYYWUdž'g]Y\h'g]Wx 'Yfbgh\UZhYb'J cfk ØfZYb
[Y[YbØVYf.'9f'k i fXY'k Y[Yb'Y]bYf'hYffcf]gh]gWYb'GhfUZhU
Ub[Y_`U[h''8Yf'5b_`U[Y''Y[h'XYf'J cfk i fZ'ni [fi bXYž'k Å\fybX
Y]bYg'?cbnYfhg']b'@cbXcb'Y]bY': `U[[Y'XYf'<]gVc``U\ [YnY][h'ni
\UVYb"'? bYYWUd'k]fX'U'g'l bhYfghØhnyf'X]YgYf'XYf
HYffcfcf[Ub]gUh]cb'ni [YgWx]YVYbYb'DUfhY]'VYhfUWxhYh''C <UbbU
a i gg'g]Wx'Ua '%, "ž b]j cf'; Yf]Wx'hj YfUbhk cfhYb''8]YgY
9bhk]W_i b[Yb'k i fXYb'Yfgha U'g]a '5df]'&\$&('ÖZYbh]Wxž'U'g
9fa]hni b[Yb'[Y[Yb'X]Y'6UbX'Ui Z[fi bX'j cb'Ÿi »Yfi b[Yb'VY]
]\fyb'?cbnYfhYb]a 'Bcj Ya VYf'&\$&&'Y]b[Y'Y]hYh'k i fXYbž'X]Y
i bhYf'UbXYfYa 'ni f'J Yf\Yff'Wx i b['j cb'<]gVc``U\ i bX'<Ua Ug

ZØ\fhYb"

8]Y'Dc`nY]Yfa]hY`hYž`bUWXYa`J]XYcg`jYfÖZZYbh`]W`h`k`i`fXYbž`]b
XYbYb`C`<UbbU`U`g`Y]b`5i`Zk`]Y[`Yf`Ui`ZhFUh`"b`Y]bYa`VYgcbXYfg
Vf]gUbhYb`7`d`Ui`g`Bcj`Ya`VYf`&\$&`"Äi`»YfhY`Yf.`8Yf`Y]bn][`Y`[`i`hY
Hcfm]gh`Y]b`hchYf`Hcfm`HÖhYh`Yi`fYb`c`_`U`Yb`A`D`" `Gc`W`Y`
5i`ggU[`Yb`gcf[`hYb`ZØf`9a`dÖfi`b[`i`bX`ZØ\fhYb`ni`f`5VgU[`Y`
a`Y`fYfYf`?`cbnYfhY`XYf`;`fi`ddYž`i`bhYf`UbXYfYa`]b`?`Ö`bž`6Yf`]b
i`bX`<`Ua`Vi`f["`?`Ya`]`6UXYbcW`ž`X]Y`C`ddcg]h]cbgW`Y`Z]bž`Zc`fXYfhY
Y]b`j`c`gh`Ä`b`X][`Yg`j`YfVch`XYf`;`fi`ddY`i`bX`j`Yfgi`W`hYž`\`fY`5i`Zh]`hY
VY]a`";`UghcbVi`fm:`Ygh]j`U`ni`i`bhYfgU[`Yb`"8]YgY`i`cfXYfi`b[`Yb
k`YfXYb`j`cb`j`]Y`Ybž`XUfi`bhYf`Ui`W`j`cb`dfca`]bYbhYb`A`i`g]_`Yfb
k`]Y`Di`d`i`bX`DUi`"K`Y`Yfž`_`f]h]g]Yfhž`k`Y`W`Y`g]W`gc`]XUf]gW`a`]h
?`bYYWUd`Yf`_`Ä`fhYb"

F Y U _ h] c b Y b ` U i Z ` X] Y ` J c f k Ø f Z Y

?`bYYWUd`k`]Yg`X]Y`J`cfk`ØfZY`]b`Y]bYf`c`ZZ]n]Y`Yb`GhY`i`b[`bU`a`Y
ni`fØW`_`"8]Y`6UbX`VYhcbhYž`b]Ya`U`g`ni`";`Yk`U`h`Ui`Z[`Yfi`ZYb`ni
\`UVYb`i`bX`Yb`hgW`i`X][`hY`g]W`gc[`Uf`VY]`XYb`i`Ua`]`Yb`XYf
Yfa`cfXYhYb`5V[`YcfXbYhYb`G]f`8Uj`]X`5a`Ygg`i`bX`æ`7cl`ž`k`Ä`fYb`X
g]Y`[`Y]W`nY]h][`Yf`_`Ä`fhYž`X]Y`j`YfÖZZYbh`]W`hYb`J]XYcg`gY]Yb
`Ui`g[`Ybi`hhi`bX`k`YUdcb]nYX`k`cfXYb`"6fYbXUb`7cl`ž`æ`7cl`g
9\`Ya`Ubbž`VYnY]W`bYhY`X]Y`9bhgW`i`X][`i`b[`U`g`bi`f`\`U`V`Yfn][
i`bX`Ui`W`X]Y`HcW`hYf`j`cb`G]f`8Uj`]X`5a`Ygg`Äi`»YfhYž`?`bYYWUd`gY]
gW`Y`W`h`VYfUH`Yb`k`cfXYb"

8]Y`A`Yhfc`dc`]hUb`Dc`]W`"\`Uh`Ua`" &&"`5df]`&\$&(`Y]bY`i`bhYfgi`W`i`b[
Y]b[`Y`Y]hYh`"8]YgY`9bhk`]W`_i`b[`k`]fZh`b]W`h`bi`f`i`fU[`Yb`ni`f
F`Y`W`ha`Ä`»][`_Y]h`XYf`Y`i`»Yfi`b[`Yb`]b`XYb`J]XYcg`Ui`Zž`gcb`XYfb
Ui`W`ØVYf`XYb`i`a`[`Ub[`a`]h`gc`W`Yb`?`cbZ]_`hYb`]a`F`U`a`Yb`XYf
VYghY`Yb`XYb`5bh]hYffc`f!;`YgY`hnY`]b`;`fc`»`Vf]h`Ubb]Yb`"8]YgY`gc`Yb
]b`bU`Yf`Ni`_i`b`Zi`Xi`f`W`Y]b`bYi`Yg;`YgY`hn`j`YfgW`Ä`f`Zh`k`YfXYbž`XUg
X]Y`F`ØW`_Y`f`j`cb`Vf]h]gW`Yb`9i`hfYa`]ghYb`Ui`g`XYa`5i`g`Ub`X
fY[`Y`b`gc`""`6Øf[`YffY`W`hg[`fi`ddYb`nY][`Yb`g]W`VYgcf[`h`ØVYf`X]Y
a`Ö[`]W`Yb`i`c`[`Yb`X]YgYf`A`U`»`bU`a`Yb"

Dc`]h]gW`Yg`i`a`ZY`X`i`bX

G]W\ Yf\ Y]hg[YgYhn[YVi b[

8]Y'8]g_i gg]cb'i a`X]Y`G]W\Yf\Y]h'i bX`X]Y': fY]\Y]h]bbYf\U`V
 ; fc» Vf]hUbb]Ybg]gh`Y]b`XUi Yf\UZh'i a ghf]hhYbYg`H\Ya U"8 Ug
 [Yd`UbhY`5bh]!HYffcfl; YgYhn`n]Y`h`XUfUi ZUVž`Vf]h]gW\Y`6Øf[Yfž`X]Y
 g]W\`a`Ò[`]W\Yfk Y]gY`XYa`9I hfYa`]ga`i`g`Ub[YgW\`cggYb`\UVYbž
 ghfYb[Yb`?`cbhfc`Yb`ni`i`bhYfn]Y\Ybž`i`a`X]Y`G]W\Yf\Y]h`i`a`@UbX
 ni`i`[Yk`À`f`Y]ghYb`" `?`f]h]_Yf`VYZØfW\hYbž`XUgg`X]YgY'; YgYhnY`ni
 k Y]hfY]W\YbXYb`6YgW\`fAb_i b[Yb`XYf`dYfgØb`]W\Yb': fY]\Y]h
 ZØ\Yb`_ØbbhYbž]bgVYgcbXYfY`Ub[Yg]W\hg`XYf`j`Yfa`Y`fhYb
 , VYfk UW`i b[ga`U»`bU\`a`Ybž`X]Y`ja`Ni`[Y`XYf`bYi`Yb
 ; YgYhn[YVi b[`j`cf[YgY\Yb`g]bX" `Gc`W\Y`9b`hk`]W`i b[Yb`_ØbbhYb
 b]W\`h`bi`f`Ui`Z`dfca`]bYbhY`DYfgØb`]W\`_Y]hYb`k`]Y`A`c`7`\UfU`9]bZi`gg
 \UVYbž`gcbXYfb`Ui`W\`Ui`ZY]bY`VfY]hYfY`6Ug]g`XYf'; YgY`gW\UZhž
 k Ug`X]Y`8YVUhY`ØVYf`G]W\Yf\Y]h'i bX`6Øf[YffYW\hY`bYi`Ub\Y]nh"

8]Y`G]hi`Uh]cb`fi`bX`i`a`?`bYYWUd`i`bX`A`c`7`\UfU`]gh`Y]b`6Y]gd]Y`ZØf
 X]Y`GdUbbi`b[Yb`nk`]gW\Yb`_Øbgh`Yf]gW\Yb`5i`gXfi`W_gZcfa`Yb`i`bX
 [YgY`gW\UZh`]W\Yb`Bcfa`Yb`]b`Y]bYa`g]W\`gh`AbX][`j`Yf`AbXYfbXYb
 dc`]h]gW\Yb`?`]a`U"8]Y`_ca`a`YbXYb`; Yf]W\hg`hYfa`]bY`i`bX
 dc`]h]gW\Yb`9bhgW\Y]Xi`b[Yb`k`YfXYb`YbhgW\Y]XYbX`gY]bž`i`a`XYb
 k Y]hYfYb`J`Yf`Ui`Z`X]YgYf`5b[Y`Y[Yb\Y]h`ni`VYgh]a`a`Yb"

: Øf`XYhU]`YfhYfY`Zcfa`Uh]cbYb`ni`a`H\Ya`U`_ØbbYb`X]Y`6Yf]W\hY
 j`cb`_b!cb`]bYž]bXYdYbXYbh`i`bX`XYi`hgW\`UbXZi`b`_
 _cbgi`h]Yfh`k`YfXYb"

8YhU]`g	
J`c`f`ZU``	HYffcfl]ga`i`g
C`f`h	@cbXcbž; fc» Vf]hUbb]Yb
E`i`Y``Yb	<ul style="list-style-type: none"> • k k k "_b!cb`]bY"XY • k k k "]bXYdYbXYbh"Ť"i`_ • k k k "XYi`hgW\`UbXZi`b`_XY

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