

6]gW c Z'GhAV`Y]b. i bhY fghØhni b['ZØf`X]Y
I _fU]bY`a i gg`k Y]hYf[Y\Yb`

8Yf'6]gW c Z'7\ f]gh]Ub`GhAV`Y]b`ZcfXYfh`Ua`'&*"%&"&\$&(`ni f
I bhY fghØhni b[`XYf'I _fU]bY`Ui Zž`hfc`h`XYf`U`hi Y`Yb
? f]gYbg]hi Uh]cb"



⊕`Y]bYa`Y]bXf]b[`]WYb`5ddY`U`h`XYf`6]gW c Z`XYf`Yj Ub[Y`]gWYb
?]fWY`6Yf`b!6fUbXYbVi f[ž`7\ f]gh]Ub`GhAV`Y]bž`X]Y`B`chk`YbX][_Y]h
VYhc`bž`X]Y`I _fU]bY`k`Y]hYf\]b`ni`i`bhY fghØhnyb`"5b[Yg]W`hg`XYf
j`Yf\YYfYbXYb`5b[f]ZY`F`i`gg`UbXg`Ua`YfghYb`K`Y]\bUW`hghU[
k`UbXhY`g]W`GhAV`Y]b[YghYfb`]b`Y]bYa`⊕`hYfj`]Yk`a`]h`fVV&(
6fUbXYbVi f[`U`hi`Y`U`b`X]Y`?`ZY`b`h`]W`_Y]h`i`b`X`f]Y`Z`X`U`ni`U`i`Zž`X]Y
<`]`Z`Y`ZØf`X]Y`I`_fU]bYf]b`b`Yb`i`b`X`I`_fU]bYf`Ui`ZfYW`hni`Yf\`U`h`Yb`"9f
i`bhY fgh]W`ž`X`U`gg`Y`g`b]W`h`bi`f`i`a`a`UhYf]Y`Y`I`bhY fghØhni`b[ž
gcbXYfb`Ui`W`i`a`i`[Y]gh`]W`Y`6Y[`Y]hi`b[`Y\Yž`gck`c`\`ZØf`X]Y
A`YbgW`Yb`]b`XYf`I`_fU]bY`U`g`Ui`W`ZØf`X]Y`;`YZØW`hY`hYb`]b
8Yi`hgW`UbX"

6YgcbXYfg`_f]h]gW`k`Uf`GhAV`Y]b`\]bg]W`h]W`XYf`U`hi`Y`Yb

A UggYbi bhYf_i bZh]a `5b_i bZhgnYbhf i a `]b`HY[Y`ž`XUg`ZØf`X]Y
[YZØW hYhYb`DYfgcbYb`b]W h`U`g`XUi Yf\UZhY`@Øgi b[`VYhfUW hYh
k YfXYb`XØfZY" `8]Y`A YbgWYb`VfUi WYb`K c\bfUi a `i bX`5fVY]h ž
gc`XYf`6]gW cZ`8]YgY`5i ggU[Y`j YfV]bXYh`g]W`X]fY`h`a `]h`XYb
6Ya Ø\i b[Yb`j`cb`D`UhhZcfa Yb`k`jY`6fUbXYbVi f[`<`]Zh`X]Y
dfU`_h]gWY`I bhYfghØhni b[`i bX`GUW gdYbXYb`ZØf`[YZØW hYhY
A YbgWYb`cf[Ub]g]YfYb" `@Ui h`6fUbXYbVi f[`<`]Zh`g]bX
nU\`fY]WY`Y`⊕]h]Uhj Yb`YfZcfXYf`W ž`i a `[Yn]Y`h`5b[YVchY`ZØf
VYXØfZh][Y`DYfgcbYb`ni`VØbXY`b`i bX`XYb`<`]ZgVYXUfZ`hfUb gdUfYbh
ni`a UWYb"

5i ZX]YgYf`D`UhhZcfa ` _ØbbYb`i`fY]k`]] [Y`i bX`Cf[Ub]gUh]cbYb`i`\fY
GdYbXYbUb[YVchY`cXYf`<`]Zg[Ygi WY`Y]bhfU[Ybž`k Ug`Y]bY
[Yn]Y`hY`I bhYfghØhni b[`Yfa Ø[`]W h`9]bY`[Yn]Y`hY`5bZcfXYfi b[`ZØf
Xf]b[YbX`VYbØh][hY`5fh]_Y`ž`k`jY`Yhk U`?]bXYfk U[Yb`ZØf
; Ya`Y]bgWUZhgi bhYf_ØbZhYž`nY][hž`k`jY`YggYbn]Y`gc`WY
⊕]h]Uhj Yb`ZØf`X]Y`Ub[Y`Ui ZYbYb`<`]ZgU`_h]cbYb`g]bX" `>XYf`_Ubb
U`_h]j`k YfXYb`i bX`Y]bYb`k Yfhj c`Yb`6Y]hfU[`Y]ghYb`i`Y]bY
k`]W h][Y`6chgWUZhž`X]Y`gck c\`GhAV`Y]b`U`g`Ui W`X]Y`⊕]h]Uhj Y
i bhYfghØhnyb" `8]Y`5ddY`Y`i bX`A U» bU\`a Yb`g]bX`Yb hgWY]XYbXž
i a`XYb`A YbgWYb`i]b`XYf`I`_fU]bY`i bX`XYb`[YZØW hYhYb`DYfgcbYb
]b`8Yi hgW`UbX`X]Y`bchk YbX][Y`I bhYfghØhni b[`ni`_ca`a Yb`ni
`UggYb"

8YhU]`g	
E i Y`Yb	<ul style="list-style-type: none">• k k k "fVV&("XY• k k k "VfUbXYbVi f[`!\`]Zh"XY

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