

8]YhYf' < U`Yfj cfXYb. 'GhfY]h'i a ' DU`]a
DU`]a !G_YhW`i bX'F Ugg]ga i gj cfk ØfZY°

8]YhYf' < U`Yfj cfXYb`ghY\h'k Y[Yb'gY]bYg'5F 8!G_YhW`Yg]a
F Ua dYb`]W`h'F Ugg]ga i g!J cfk ØfZY' i bX'XYVUhh]YfhY
GdfUW`j Yfk YbXi b["

8Yi hgW`UbX'!8Yf'fYbca a]YfhY'GW`Ui gd]Y`Yf'i bX'?ca]_Yf
8]YhYf' < U`Yfj cfXYb'g]Y\h'g]W`XYfnY]h'a Ugg]j Yb'F Ugg]ga i g!
J cfk ØfZYb'Ui g[YgYhnh"5b`Ugg']gh'gY]b' bYi Yf'G_YhW`žXYf']a
F U\ a Yb'XYf'5F 8!ž V`Ài a g!G\ck' dfÀgYbh]Yfh'k i fXY"8]YgY
BYi Ui ZU[Y'gY]bYg'%- ++'YbhghUbXYbYb' DU`]a 'DU`]a !G_YhW`Yg
nY][h' < U`Yfj cfXYb'U`g'; YZ`Ab[b]g]bgUggYbžXYf'g]W`ØVYf'X]Y
J Yfk YbXi b['j cb'K cfhYb'k]Y' BY[Yf_i gg' i bX
N][Yi bYfgW`b]hnY`'k i bXYfh"8]YgY'6Y[f]ZY'k YfXYb']a 'G_YhW`
b]W`h'VY`Y]X][YbX'Y]b[YgYhnhž'gcbXYfb'X]YbYb'U`g'HY]'Y]bYg
_Øbgh'Yf]gW`Yb'6Ø\ bYb'_cbnYdHg"8Yb'bcW` \UVYb'X]Y
j Yfk YbXYhYb'6Y[f]ZY'Y]bY'YffY[hY'8YVUhhY']b'XYb'gcn]U`Yb
A YX]Yb'Ui g[Y`Øghž']b'XYf' < U`Yfj cfXYb'j cb'?f]h]_Yfb'XYg
F Ugg]ga i g'VYgW`i`X][h'k]fX"

K]Y'K Y'h'VYf]W`hYhž']gh'XYf'G_YhW`U`g'GUh]fY'_c'bn]d]Yfhž'X]Y'X]Y
J Yfk]ffi b['Y]bYg'À'hYfYb'A UbbYg']b'Y]bYf'g]W`'j Yf`AbXYfbXYb
; YgY`gW`UZh'h\Ya Uh]g]Yfh" < U`Yfj cfXYb'gY`Vgh'k Y]gh'X]Y'J cfk ØfZY
ni fØW`_i bX'Uf[i a Ybh]Yfhž'XUgg'XYf'Y]'8YVUhhYb'j cb'YW`hYb
[YgY`gW`UZh']W`Yb'A]gggh`AbXYb'UV`Yb'_Yb"'GY]bY'J YfhY]X][i b[
k]fX'j cb'XYf'5F 8' i bhYfghØhnhž'X]Y'VYhcbhž'X]Y'j Yfk YbXYhYb
6Y[f]ZY']a 'gUh]f]gW`Yb'?cbhYI h'U`g'Dfcj c_Uh]cb'ni 'j YfghY\Yb' i bX
F Ugg]ga i g'YbhgW`]YXYb'UVni `Y\ bYb"8Yf'GYbXYf'VY_f`AZh][h'gY]bY
< U`hi b['ZØf'J]Y`ZU`hi bX'?i bghžfY]\Y]h"

8Yf'? cbhYI h'XYf'8YVUhhY

⊕·XYf'U_hi Y`Yb' [YgY`gWk UZh]WkYb'8]g_i gg]cb'ØVYf'F Ugg]ga i g]gh
XUg'6Yk i ggHgY]b'ZØf'X]g_f]a]b]YfYbXY'6Y[f]ZZY' [Ygh]Y [Yb'"@Ui h
XYa '8]g_f]a]b]Yfi b[g!'i bX'F Ugg]ga i ga cb]hc fž'XYf']b'XYf'
6i bXYghU[j YfØZYbh]Wk h'k i fXYž\UVYb') (i'XYf'A YbgWkYb']b
8Yi hgWk`UbXž'X]Y'g]Wk`U'g'A]h[`]YXYf'j cb'A]bXYf\Y]hYb
]XYb]h]Zn]YfYbž'a]bXYghYbg'Y]ba U`]a 'A cbUh'F Ugg]ga i g'Yf'YVh"
8Yf'6Y[f]ZZ' BY[Yf_i gg' k]fX'U'g'j YfU'hYhY'fUgg]gh]gWkY
6YnY]Wk bi b['ZØf'Y]bY'GØ»][_Y]h'_f]h]gWk`VYhfUWk hYhž'k Å\ fYbX
N][Yi bYfgWk b]hY` 'Y]bY'dUi gWk U`]g]YfYbXY'i bX'UVk YfhYbXY
6YnY]Wk bi b['ZØf'A YbgWkYb'Ui g'XYf'G]bh]!'i bX'F ca U!?'i `hi f
XUfghY`h"

8]Y'8]g_i gg]cb'fi bX'i a' <U`Yfj cfXYbg'G_YhWk'j YfXYi h]Wk h'X]Y
<YfUi gZcfXYfi b[ž'X]Y'g]Wk`Ui g'XYa' K UbXY`XYf
[YgY`gWk UZh]WkYb'K YfhY'i bX'BCfa Yb'Yf[]Vh'`a'@Ui ZY'XYf'NY]h
\UVYb'g]Wk`X]Y'6YXYi hi b[Yb'i bX'X]Y'5_nYdhUn'VYgh]a a hYf
K cfhY'j YfgWk cVYb'"<U`Yfj cfXYb'gY`Vgh'Åi » YfhY'X]Y'5bg]Wk hž'XUgg
j]Y'Y'A YbgWkYb'GUh]fY'b]Wk h'a Y\fbUWk j c`n]Y\Yb'_ØbbYb'i bX
Ui g'5b[gh]j cf'A]ggj YfghÅbXb]ggYb'_Ui a'bcWk'gUh]f]gWk`UfVY]hYb"
8]Yg'k]fZi: fU[Yb'XUfØVYf'Ui Zz']bk]YZYfb'GdfUWkY'Xi fWk`XYfYb
B]Wk hj Yfk YbXi b['Ui g'XYa' ØZYbh]WkYb'8]g_i fg'YbhZYfbh'k YfXYb
_Ubb"

8]Y'F YU_h]cbYb'XYf'^2 ZZYbh]Wk _Y]h

8]Y'F YU_h]cbYb'Ui Z'<U`Yfj cfXYbg'5i Zhf]hh'nY][Yb'Y]b' [Ya]gWk hYg
6]X'"K Å\ fYbX'j]Y'Y']b'XYb'gcn]U'Yb'A YX]Yb'j Y\Ya Ybh[Y[Yb'X]Y
J Yfk YbXi b['XYf'i a ghf]hhYbYb'6Y[f]ZZY'GhY`i b['VYn]Y\Ybž' []Vh'Yg
Ui Wk`Gh]a a Ybž'X]Y'gY]bY'_Øbgh'Yf]gWkY': fY]\Y]h]j YfhY]X][Yb'"⊕
Y]bYa'`a di`g'ni f'8]g_i gg]cb'h\Ya Uh]g]Yfh'A Uhh\]Ug'<Y]bY']b
gY]bYa'6i Wk` ?Udi hhY'K ØfhYf3'X]Y'J Yfk YbXi b['i a ghf]hhYbYf
6Y[f]ZZY'i bX'X]Y'XUa]hj YfVi bXYbYb'8YVUhYb'i a'GdfUWkY'i bX
≠Ybh]hÅh"

8]YhYf'<U`Yfj cfXYb'ghY'h'gca]h]a 'A]hhY'di b_h'Y]bYf
VYXYi hYbXYb'8YVUhY'ØVYf'F Ugg]ga i gž'GUh]fY'i bX'X]Y
J YfUbhk cfhi b['j cb'?Øbgh'Yfb']b'XYf'; YgY`gWk UZh'"CV'gY]bY
FØW__Y\ f'ni a'6Ø\ bYba YX]i a'U'g'a i h]['cXYf'U'g'dfcV`Ya Uh]gWk

[YgY\Yb`k]fXž`V`Y]Vh`UVni k UfhYb": Ygh`ghY\hž`XUgg`X]Y`8]g_i gg]c b
i a `GdfUWY`i bX`XYfYb`J Yfk YbXi b[`]b`XYf`GUh]fY`Ui W`]b
Ni _i bZh`Y]b`nYbhfU`Yg`H\Ya U`V`Y]VYb`k]fX"

8YhU]`g	
J c fZU``	F Ugg]ga i g
C fh	8 Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "k Y`h"XY • k k k "nXZ"XY • k k k "Vi bXYghU["XY

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