

8 fUa U`Ua `5i hcVU\b_fYi n`6cbb!BcfX.
5i hcZU\ fYf]b`]b` ; fØbghfY]ZYb
j Yfi b[`ØW_h°

5a `%"'A U] &\$&) ` _Ua `Y]bY`5i hcZU\ fYf]b`Ua `5i hcVU\b_fYi n`
6cbb!BcfX`j`cb`XYf`5))) `UV`i`bX`j`Yf`YhnhY`g]W`gW`k`Yf`



5i hcVU\b_fYi n`6cbb!BcfX`ž`6cbb`ž`8Yi hgW`UbX`!`č`XYf`
BUW`h`ni`a``%"'A U]`YfY][`bYhY`g]W`Ua `5i hcVU\b_fYi n`6cbb!BcfX`
Y]b`gW`k`YfYf`!`bZU`""`9]bY`5i hcZU\ fYf]b`_Ua `i`a``%"`-`!`f`j`cb`XYf`
5i hcVU\b`))`UV`i`bX`UbXYhY`ja` ; fØbghfY]ZYb`"8U`X]Y` : U\ fYf]b`
]`fYb`GhUbXcfh`b]W`h`[`YbUi`VYgW`fY]VYb`_cbbhY`ž`k`i`fXYb`a`Y\ fYfY`
: Yi Yf!`i`bX`FYhhi`b[`gk`UW`Yb`ni`f`!`bZU`ghY`Y`Yb`hgUbX`hž`i`a`
gW`bY`Y`<`]Z`ni`Y]ghYb`"Hf`c`h`X`Y`g`ghUf`_`VYgW`ÅX][`hYb` : U\ fnYi [g`
[`Y`Ub[`Y`g`XYf` : U\ fYf]bž`g]W`gY`Vgh`ni`VY`ZFY]Ybž`VY`j`cf`g]Y`j`cb`XYf`
5i hcVU\bdc`nY]`VYhfYi`hi`bX`]b`Y]b`6cbbYf`?fUb`_Yb`U`i`g`
hfUb`gdc`fh]Yf`h`k`i`fXY`"G]Y`Yf`h`h`gW`k`YfY`J`Yf`Yhni`b[`Yb`"

8U`X`Ug` : U\ fnYi [`ghUf`_`XYZcfa`]Yf`h`k`Uf`ž`a`i`gghY`Y`g`a`]h`Y]b`Yf`

?YhhYbgÅ[Y'ZFY][YgWk b]hhYb'i bX'UbgWk`Y»YbX'a]h'Y]bYf'GY'k]bXY
XYf': Yi Yfk Y\ f'[YVcf[Yb'k YfXYb": Øf'X]Y'8Ui Yf'XYg'9]bgUhnYg
a i gghYb'X]Y'5VZU\fh'HUbbYbVi gWk'Ui Z'XYf'656') *) 'gck]Y'X]Y
5VZU\fh']b'F]Wk hi b['6Yi Y'Ui Z'XYf'656'))) [YgdYffh'k YfXYb"
Æg[YgUa h'k UfYb'&* '9]bgUhn_fÅZhY'j cb': Yi Yfk Y\ f'i bX
FYhi b[gX]YbghYhk U'Y]bY'Ghi bXY'Ub['ja '9]bgUhnž'i a'X]Y
G]hi Uh]cb'ni 'VYk Å'h][Yb'i bX'X]Y': U\ fYf]b'ni 'fYhhYb"@Ui hi_ghU"XY
k Uf'XYf'i bZU''Y]bY'YfbghY'5b[Y'Y[Yb\Y]hž'X]Y'gWk bY''Yg'< UbXY'b
YfZcfXYfhY"

: `i Wk h'bUWk 'Y]bYa 'k Y]hYfYb' l bZU''

6YfY]hg'Ua 'ZfØ\Yb'GUa ghU[UVYbX'_Ua 'Yg']b'6cbb'ni 'Y]bYa
k Y]hYfYb'gWk k Yfk]Y[YbXYb'J cfZU''8fY]'ÆgUggYb'Y]bYg'g]VYfbYb
: U\ fnYi [g'\UVYb'bUWk 'Y]bYa 'l bZU''X]Y'?YbbnY]Wk Yb'UVa cbh]Yfh
i bX'g]bX'ni 'i »]b'F]Wk hi b['F\Y]b['YZØWk hYh'8]Y'ÆgUggYb
k UfYb'Ui Z'XYf'Gi Wk Y'bUWk 'Y]bYa '5VV]Y[Ydi b'_i bX'_c''X]YfhYb
XUVY]a]h'Y]bYa 'UbXYfYb': U\ fnYi [ž'XUg'VY][fØbYa '@]Wk h'ØVYf
X]Y'?fYi ni b['Z \f"8Yf'5i ZdFU''k Uf\YZh][ž'gcXUgg'XUg'nk Y]hY
: U\ fnYi ['gcZcfh': Yi Yf'Z]b["'8Yf') &! Å\ f][Y': U\ fYf'X]YgYg
: U\ fnYi [g'k i fXY''Y]Wk hj Yf'Yhnh'i bX']bg'?fUb_Yb\Ui g[YVfUWk h"

8]Y': `i Wk h'XYf'i bZU''j Yfi fgUWk Yf']gh'ZØf'X]Y'Dc`nY]'j cb'[fc» Yf
6YXYi hi b["'8]Y': U\ bXi b['f]Wk hYh'g]Wk 'bUWk 'XfY]'A ÅbbYfbž'X]Y
Yhk U' \$'U\ fY'U'h'i bX'a]bXYghYbg'%ž, \$'A YhYf'[fc» 'g]bX"'9]bY
6YgWk fY]Vi b['XYf': 'ØWk h][Yb'k i fXY'YVYbZU''g'j YfØZZYb'h]Wk h'9]b
A Ubb'\Uh'Y]bY'; 'UhnYž'Y]b'UbXYfYf'hfi ['Y]bY'\Y''Y'A ØhnYž
k Å\ fYbX'XYf'Xf]hhY'gWk k UfnY'< UUFY'i bX'Y]bYb'gWk k UfnYb'6Ufh
\UhhY"'5''Y'J YfXÅWk h][Yb'k UfYb'gWk k Ufn['Y'_Y]XYhž'i bX'X]Y
Dc`nY]'gYhnhY'gcZcfh'A U» bU\ a Yb'ni f': U\ bXi b['Y]bž'XU'X]Y
A ÅbbYf'k Y]hYf\]b'Ui Z'XYf': `i Wk h'g]bX"'8]Y'?fYi ni b['a i gghY'ZØf
X]Y '@ØgWk UfVY]hYb'gck]Y'X]Y' l bZU''Ui ZbU\ a Y' [YgdYffh'k YfXYbž
k]Y'K 8F 'VYf]Wk hYhY"

J Yf_Y\ fgi bZÅ''Y]b'8Yi hgWk 'UbX

8]Y'J cfZÅ''Y]b'6cbb'fYZY_h]YfYb'Y]b['fØ» YfYg'DfcV'Ya 'ja
GhfU» Ybj Yf_Y\ f"@Ui hi'8YghUh]g'k]fX'X]Y'GhUh]gh'_ni

J Yf_Y\fgi bZÄ`Yb`fY[Y`a Ä»][`U_hi U`g]Yfhž`i a `Y]b`_`UfYg`6]`X`XYf
 J Yf_Y\fgg]WXYf\Y]h`ni `j Yfa `]hhY`b``8]YgY`GhUh]gh]_Yb`g]bX
 YggYbn]Y``ZØf`X]Y` ; YgYhn[YVi b[žJ Yf_Y\fgYfn]Y\i b[`i bX`X]Y
 D`Ubi b[`j cb`J Yf_Y\fg]bZfUghfi _hi f``G]Y` \Y`ZYb`XUVY]ž
 I bZU`i fgUWYb`ni `UbU`mg]YfYb`i bX`A U» bU\`a Yb`ni f
 J YfVYggYfi b[`XYf`J Yf_Y\fgg]WXYf\Y]h`ni `Ybhk `]W_Y`b``6YgcbXYfg
]a `<]bV`]W_`Ui Z`X]Y`I bZU`ghUh]gh]_Yb`k YfXYb`I bZÄ`Y`YfZUgghž`X]Y
 Yf\YV`]WXY`GWÄXYb`j Yfi fgUWYb`žgck]Y`J Yf`YhnhY`i bX`X]Y`5fh`XYf
 VYhY`][hYb` : U\fnYi [Y`"

8]Y`[YbUbbhYb`J cfZÄ`Y`]b`6cbb`j YfXYi h`]WXYbžk]Y`k]W]h][`Yg`]ghž
 g]W]`ja `GhfU» Ybj Yf_Y\f`j YfUbhk cfhi b[gVYk i ggh`ni `j Yf\U`hYb
 i bX`X]Y`[Y`hYbXYb`J c f g W X f]ZhYb`ni `VYZc`[Yb``Bi f`Xi fW
 dfÄj Ybh]j Y`A U» bU\`a Yb`i bX`Y]b`<ÖWgha U» `Ub`5i Za Yf_gUa _Y]h
 _ÖbbYb`X]Y` ; YZU\fYb`ja `GhfU» Ybj Yf_Y\f`a]b]a]Yfh`k YfXYb`"

8YhU]`g	
J cfZU`	J Yf_Y\fgi bZU`
C fh	5i hcVU\`b`_fYi n`6cbb!BcfXž`6cbbž 8Yi hgW`UbX
J Yf`YhnhY	&
E i Y`Yb	<ul style="list-style-type: none"> • k k k "_ghU"XY • k k k %"k Xf"XY • k k k "XYghUh]g"XY

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