

HYghgd]Y`!<][\ `][\ h. '6cfi gg]U`Ya dZÀb[h
GU`a fc \ f`]a '9`YbZY`X°

9fZU\ fYb`G]Y`U`Yg`ØVYf`XUg`_cghYb`cgY`HYghgd]Y`j cb
6cfi gg]U`BYi b_]fWXYb`[Y[Yb` : GJ`GU`a fc \ f`]a '9`YbZY`X`Ua
%%"\$+ "&\$&)"



BYi b_]fWXYbž`8Yi hgWk`UbX`!'9]b`<Ui Wk`j cb`BcghU`[]Y`k Y\h
Xi fWk`XUg`9`YbZY`Xž`XYbb`Ua`_ca`a YbXYb`GUa`ghU[ž`XYa`'%%" ' ě ']
&\$&) ž`ghY\h`Y]b`gdUbbYbXYg`HYghgd]Y`nk`]gWXYb`6cfi`gg]U
BYi b_]fWXYb`i bX`XYa` : GJ`GU`a fc \ f`Ui ZXYa`Dfc[fUa`a`"GdYn]Y`
X]Y`FØW`_Y\ f`XYg` : GJ`ž`XYf`Yfgh]a`Gca`a Yf`Ui`g`XYf
F \ Y]b`UbX`][U`UV[Ygh]Y[Yb`]ghi`bX`bi`b`]b`XYf`6Yn]f`_g][U`gd]Y`hž
gcf[h`ž`f`VYgcbXYfY`J`cfž`fY`XY`"8Yf`9]bhf]h`]gh`_cghYb`cg`i`bX`X]Y
<Ui`dhhf]VØb`Y`k`]fX`ž`Øf`X]Y`Ni`gWk`Ui`Yf`[YØZZbYhž`[`Y]Wk`nY]h][`V]YhYh
XYf`J`Yf`_Ui`Z]a`' ě [YbX!J`Yf`_Ui`ZgfUi`a`Y]bY`\Yf]`c`ffU[YbXY
; Y`Y[Yb\Y]hž`X]Y`6cfi`ggYb! ě [YbX`ni`i`bhYfghØhnYb"

8]Y`VY]XYb`HYUa`g`\UVYb`Y]bY`VYk`Y[hY` ; YgWk`Wk`hY`a`]hY]b`UbXYf`
8]Y`Y`hnhY`DZ]Wk`hgd]Y`VY[Y[bi`b[`ZUbX`Ua`'&\$`"A`U]`&\$%+`ghUhhž`U`g

6c fi gg]U`a]h\$.%[Y[Yb`GU`a fc\ f`j Yf`cf`i bX`]b`X]Y`GUUf`UbX`][U
UVgh]Y[" ðhYfYggUbhYfk Y]gY`k Uf`X]Y`GhUh]gh]_`XYf`[Ya Y]bgUa Yb
C VYf`][U!NY]hYb`V]g`XUhc`Ui g[Y[`]WXYbž`a]h`%(`G]Y[Yb`ZØf`X]Y
6c fi gg]Už`%* `I bYbHgW]YXYb`i bX`&%`9fZc`[Yb`ZØf`GU`a fc\ f`"

J c fVYfY]hi b[`i bX`A Ub bgW UZh gk UbXY`

ð`XYf`Y`hnhYb`GU]gcb`gd]Y`hY`GU`a fc\ f`ghUf_ž`Yfn]Y`hY`* &`Di b`hY
i bX`k Uf`X]Y`nk Y]hVYghY`C ZZYbg]Y ž`a]h`VYY]bXfi W_YbXYb`- (
HcfYb`"8]Y`Hcd!HcfgWØhnYbž`BcU\`K fi gWž`@ci]g`H\i `i bX`žUb
6fUbXgWY]Xž`Yfn]Y`hYb`ni gUa`a Yb`ghc`nY`) +`HcfY`"8Ybb]g`ž b_ž
XYf`bYi Y`YfghY`J c fg]hnYbXY`XYg: GJ ž`\Uh`g]W`a]h`gY]bYa`HYUa
ni a`N]Y`[YgYhnhž`XYb`J YfY]b`]bbYf\U`V`XYf`b`ÅW ghYb`ZØbZ`ž\ fY
ni fØW_]b`X]Y`C VYf`][U`ni`ZØ\ fYb`"I bhYfghØhnh`k]fX`Yf`XUVY]j cb
: fUb_`K U[bYf`U`g`bYi Ya`gdcfh]WXYb`@Y]hYf`i bX`HfU]bYf`: fUb_
H\]Y`h[Ygž`XYf`ni j cf`Hcfk UfhfU]bYf`XYf`i I Ya`Vi f[]gWYb
BUh]cbU`a Ub bgW UZh`k Uf`"

5i Z`GY]hYb`XYf`6c fi gg]U`_Y\ fh`? Ud]h`Åb`A UfWc`8U\`Yf`bUW`Y]bYf
FY[YbYfUh]cbgnY]h`ni fØW_ž`bUWXYa`X]Y`A Ub bgW UZh`ni`Y`hnh`Y]b
HYghgd]Y`a]h`Y]bYa`gW`a Yfn\UZhYb`%.*`[Y[Yb`D]fa UgYbg`j Yf`cf`
8Ug`]gh`XYf`_`UfY`5bgdcfbž`]a`8i Y`[Y[Yb`GU`a fc\ f`X]Y`K YbXY
Y]bni`Y]hYb`"8Ug`Gd]Y`k]fX`j cb`GW]YXgf]W`hYf`F U\]a`Gi`Y]a UbU
[Y`Y]hYhž`k`À\ fYbX`H]a`GW`k YbXYf`i bX`F cV]b`< YmX`h`U`g
5gg]ghYb`hYb`Zi b[]YfYb`"5bghc`»]gh`i a`%+.\$`\$`I \f`"

<]ghc f]gW Y`9]bc fXbi b[

ð`XYf`; YgW]W`hY`XYg: i » VU`g`]b`8Yi hgW`UbX`b]a`a`h`X]Y
C VYf`][U`GØXk Ygh`Y]bY`VYgcbXYfY`F c`Y`Y]b`"G]Y`k i fXY`Ua`i`&\$"
žUb i Uf`%- (*`[Y[fØbXYh`i bX`k Uf`Y]bY`XYf`YfghYb`cVYfYb
Gd]Y`_`UggYb`bUW`XYa`Nk Y]hYb`K Y`h_f]Y["6c fi gg]U`BYi b_]fWYb
i bX`XYf: GJ`GU`a fc\ f`\UVYb`]b`X]YgYa`?cbhYI`h`Y]bY`Ub[Y
HfUX]h]cbž`X]Y`V]g`]b`X]Y`%-, \$Yf`ž\ fY`fY]W`hž`U`g`GU`a fc\ f`i bhYf
HfU]bYf`?`Ui`g`Hcdda`Ø`Yf`A`Y]ghYf`XYf`C VYf`][U`GØXk Ygh`k i fXY
i bX`gck`c`\`[Y[Yb`BYi b_]fWYb`U`g`Ui`W`[Y[Yb`UbXYfY
bUa`UZhY`HYUa`g`k]Y`XYb`%": GJ`A`U]bn`\$)`i bX`9]bhfUW`h`Hf]Yf
gd]Y`hY`"

8]Y`\[ghcf]gWXYb`9fZc`[Y`XYf`C VYf`][U`i bX`X]Y`XUa`]h
 j YfVi bXYbYb`9f]bbYfi b[Yb`k YW_Yb`J cfZFYi XY`i bX`K Y\`a i h
 ni [`Y]W`"9g`V`Y]Vh`UVni k UfhYbž`k]Y`g]W`VY]XY`HYUa`g`]b`X]YgYf
 HYghgd]Y`d\ UgY`df`AgYbh]YfYbž`k `À\`fYbX`gck c\`6cfi gg]U`U`g`Ui W`
 GU`a fc\`f`j Yfgi W`Ybž`X]Y`K Y]W`Yb`ZØf`Y]bY`YfZc`[fY]W`Y`GU]gcb`ni
 ghY``Yb`"

8YhU]`g	
Cfh	BYi b_]fWXYbž`8Yi hgW`UbX
Ei Y``Yb	<ul style="list-style-type: none"> • Vcfi gg]U!bYi b_]fWXYb"XY • k k k "hfUbgZYfa Uf_h"XY • XY"a "k]_]dYX]U"cf[

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