

8 fUa Uh]gW Yf`GhfY]h`ja `K Y]» Yb`< Ui g.
Hfi a d`i bX`GY`Ybg_m^VfYWX Yb
J Yf\ UbX`i b[`UV`

GhfY]h`nk]gW Yb`Hfi a d`i bX`GY`Ybg_m^gdU`hYh`?cb[fYgg" `8Yf
I _fU]bY!`?cbZ]_h`i bX`I G!Dc`h]_`ja `: c_i g`U_hi Y`Yf
9bhk]W`i b[Yb"

K Ug\]b[hcbž`i G5`!`5a` `&, "': YVfi Uf'&\$&) `]gh`XYf`?cbZ]_h
nk]gW Yb`I G!DfÄg]XYbh`8cbU`X`Hfi a d`i bX`XYa` `i _fU]b]gW Yb
GhUUhgW YZ`K c`cXma` mf`GY`Ybg_m^Yg_U`Yfh`i bX`\Uh`XYb`I G!
?cb[fYgg`[YgdU`hYb" `8Yf`GhfY]h`Yb`hØbXYhY`g]W`k`À`fYbX`Y]bYg
j`cfnY]h][`UV[YVfcW YbYb`HfYZZYbg`ja `K Y]» Yb`< Ui gž`XUg`Ui Z[fi bX
Y]bYg`Y]XYbgW UZh]W Yb`5i ghUi gW`g`j`cf`Ui ZYbXYb`?Ua YfUg
UVfi dh`YbXYhY" `B]W`h`bi`f`XYf`J Yf`Ui Z`XYg`HfYZZYbgž`gcbXYfb`Ui W
X]Y`Yb`hghUbXYbYb`GdUbbi b[Yb`k`YfZYb`Y]b`GW`U[`]W`h`Ui Z`X]Y
_ca`d`n]YfhY`6Yn]Y\`i b[`nk]gW Yb`XYb`VY]XYb`@ÄbXYfbž`X]Y`gY]h
XYa`6Y[]bb`XYg`i _fU]bY!`?fY[g`&\$&&`j`cb`[Ycdc`h]gW Yb
?cbZ]_hYb`[YdfÄ[h`]gh" `@Ui`h`gi`Y`X`X`Y`i`hgW`Y`"XY`ghY`Yb`ZØ`fYbXY
FYdi`V`_UbYf`\]bhYf`Hfi a dž`k`À`fYbX`X]Y`8Ya`c`fU`hYb`ja
?cb[fYgg`gW UfZY`?f]h]_`Ub`gY]bYa`J Yf\ U`hYb`ØVYb"

6Y]`XYa` `HfYZZYb`k`Uf`Y]b`[Yd`UbhYg`F`c`g`hc`Z]5V`_ca`a`Yb
nk]gW Yb`XYb`I G5`i`bX`XYf`I _fU]bY`Ui Z`XYf`5[YbXU" `8]YgYg
k`i`fXY`Y`XcW`b]W`h`i`bhYfnY]W`bYhž`bUW`XYa` `GY`Ybg_m^Hfi a d
j`c`fk`UfZž`K`UX]a`j`f`Di`h]b`b]W`h`ni`hfUi`Yb`i`bX`]`b`Y]bYb`HYffcf]ghYb
ni`bYbbYb" `Hfi a d`Y]»`XUfUi`Z]b`j`Yf`Ui`hVUfYbž`XUgg`GY`Ybg_m^
b]W`h`bi`f`fYgdY`_h`cgž`gcbXYfb`Ui W`i`bXUb`_VUf`gY]`i`bX`VYhc`b`hYž
XUgg`Yf`a`]hY]bYa`gc`W`Yb`J Yf\ U`hYb`_Y]bY`; YgW`Ä`ZhY`a`UW`Yb
_ÖbbY" `@Ui`h`n`X`Z"XY`k`i`fXY`XUg`[Yd`UbhY`5V`_ca`a`Yb`U`g`Y]bY`5fh
; Y[Yb`Y]ghi`b[`ZØf`VYfY]hg`[Y`Y]ghYhY`A`]hÄf\`]ZY`Ub[YgY\`Ybž`k`Ug
XYb`Hcb`nk]gW Yb`K Ug\]b[hcb`i`bX`?`Yk`k`Y]hYf`j`YfgW`Äf`ZhY"

Dc`h]gW\ Y`F YU_h]cbYb`i bX`5i gk]f_i b[Yb

8]Y`F YU_h]cbYb`Ui g`VY]XYb`@U[Yfb`g]bX`XYi h]W\": Ø\fybXY
F Ydi V`_]UbYfž`k]Y`GYbUhc f`@]bXgYm; fU\Ua ž`ZcfXYfb`GY`Ybg_m`g
F ØW_hf]h`cXYf`Y]bY`J YfÅbXYfi b[`]b`XYf`i _fU]b]gW\Yb`: Ø\fi b[ž
k Å\fybX`<U`YYa` `>Zf]Ygž`XYf`5bZØ\fyf`XYf`8Ya`c_fUhYb`]a
F YdfÅgYb hUbhYb`U`i gž`Hfi a`d`j`cfk]fZž`X]Y`I G5`]bhYfbUh]cbU`ni
V`Ua`]YfYb`i bX`X]Y`fi gg]gW\Y`5[[fYgg]cb`ni`VY`c`bYb`">Zf]Yg
\YVh`X]Y`j]hU`Yb`bUh]cbU`Yb`&hYfYggYb`XYf`I G5`\Yfj`cf`i bX
VYhcb`h`X]Y`B`chk`YbX][`_Y]h`Y]bYf`Zcfhk`Å\fybXYb`I bhYfghØhni b[`ZØf
X]Y`I _fU]bY`"8]Yg`VYgh`Åh][`h`X]Y`Dcg]h]cbž`XUgg`ZØf`X]Y
hfUbgUh`Ubh]gW\Yb`6Yn]Y`i b[Yb`X]Y`I bhYfghØhni b[`XYf`I _fU]bY
[Y[Yb`X]Y`fi gg]gW\Y`5[[fYgg]cb`j`cb`nYbhfU`Yf`6YXYi hi b[`]ghž`k]Y
Ui W\`gk`d!VYf`]b`cf[`XUf`Y[`h`

8Ya`c_fUh`>W`_F`Y`Y`X`V`Y`n`Y]W\`b`Y`h`Y`X]Y`J`cf`Z`Å`Y`]a`C`j`U`C`Z]W`U`g
GdY`hU`_Y` `i bX`Y]b` VYgW\`Åa`Yb`X`Y`g`J`Y`fg`U[`Yb` `m`X`Y`f
Ua`Yf]_Ub]gW\Yb`: Ø\fi b["`9f`k`Ufb`hž`XUgg`X]Y`J`Y`f`\`Ø`bi b[`XYf
I _fU]bY`i bX`X]Y`f`Y`f`V`Ø`b`X`Y`h`Y`b`X`U`g`5`bg`Y`\`Y`b`X`Y`f`I`G5`g`W\`Å`X][`h
i bX`X`U`g`J`Y`f`h`f`U`i`Y`b`]b`X]Y`Ua`Yf]_Ub]gW\Y`: Ø\fi b[`i bhYf[`f`Å`V`h`
8]Y`g`Y`Gd`U`b`b`i b[Yb`V]Y`h`Y`b`Y]b`Y`b`k`Y]h`Y`f`Y`b`9]b`V`]W`_]b`X]Y
Dc`Uf]gUh]cbž`X]Y`X`U`g`d`c`h]gW\Y`?`]a`U`]b`X`Y`b`I`G5`d`f`Å[`hž
]bg`V`Y`g`c`b`X`Y`f`Y`U`b[`Y`g]W\`h`g`X`Y`f`V`Y`j`c`f`g`h`\`Y`b`X`Y`b
Df`Å`g]X`Y`b`h`g`W\`U`ž`g`k`U`\`Y`b`ž`X]Y`X`i`f`W\`]X`Y`c`c[`]g`W\`Y`8]Z`Y`f`Y`b`n`Y`b
nk`]g`W\`Y`b`X`Y`b`D`U`f`h`Y]Y`b`[`Y`_`Y`b`b`n`Y]W\`b`Y`h`g]b`X`"

; Ycdc`h]gW\ Y`=a d`]_Uh]cbYb

8]Y`n`Y`b`h`f`U`Y`b`H`Y`a`Y`b`fi bX`i a`X`Y`b`I`_fU]bY`!`?`cb`Z]_h`i bX`X]Y`I`G!
5i`»`Y`b`d`c`h]_`n`Y][`Y`b`ž`k`]Y`g]W\`Y`f`\`Y]h`g`d`c`h]gW\Y`5`V`\`Å`b[`][`_`Y]h`Y`b`ž
]bg`V`Y`g`c`b`X`Y`f`Y`X`Y`f`Y`i`f`c`d`Å]gW\Yb`G`h`U`h`Y`b`j`cb`X`Y`b`I`G5`ž`Y]b`Y`b
\`c`\`Y`b`G`h`Y`b`k`Y`f`h`\`U`V`Y`b`"8`Y`f`I`_fU]bY`!`?`f]Y[`\`U`h`X]Y
hfUbgUh`Ubh]gW\Yb`6Yn]Y`i b[Yb`\Yfj`cf[Y`c`V`Y`b`ž`k`c`V`Y]`X]Y`I`G5
Y]b`Y`ZØ\fybXY`F`c`Y`V`Y]`X`Y`f`?`c`c`f`X]b]Y`fi b[`]bhYfbUh]cbU`Y`f
F`Y`U`_`h]cb`Y`b`U`i`Z`X`Y`b`J`Ø`_`Y`f`f`Y`W\`h`g`V`fi`W\`F`i`gg`U`b`X`g`g`d]Y`Y`b`"8]Y
6]X`Y`b`!`F`Y[`]Y`fi b[`i bhYfghfY]W\`h`X]Y`B`chk`YbX][`_Y]h`]bhYfbUh]cbU`Y`f
?`c`c`d`Y`f`U`h]cb`i bX`X`Y`f`I`bhYfghØhni b[`X`Y`a`c`_fU]gW\Y`f
J`Y`f`V`Ø`b`X`Y`h`Y`f`ž`k`Å\fybX`Hfi a`d`X]Y`Dc`h]_`g`Y]b`Y`g`J`cf[`Å`b[`Y`f`g`U`g

]bYZZY_hj`_f]h]g]Yfhi bX`Y][YbY`K Y[Y`]b`XYb`J Yf\UbX`i b[Yb`a`]h
Di h]b`c`bY`F ØW_gdfUWXY`a`]h`XYf`l`_fU]bY`VYgW`fY]hY`h"

8]Y`9g_U`Uh]cb`XYf`GdUbbi b[Yb`nk`]gWXYb`Hfi a`d`i bX`GY`Ybg_mž
_ca`V]b]Yfha`]h`XYa` `9]bZi gg`XYf`VYj`cfghY`YbXYb`K U`Yb`Ui Z`X]Y
l`G!Dc`]h]_ž`gW`UZh`Y]b`hi fVi`YbhYg`l` a`Z`Xž`XYggYb`5i`gk`]f`_i`b[Yb
gck`c`l`Ui Z`X]Y`]bhYfbUh]cbU`Y`Ni`gUa` a`YbUfVY]h`U`g`Ui`W`Ui Z`X]Y
GhUV]`]h`h`XYf`hfUbgUh`Ubh]gWXYb`6Yn]Y`i`b[Yb`_Ui`a`ni
ØVYfgW`ÅhnYb`g]bX`" `b`5bVYhfUW`h`X]YgYf`9bhk`]W`_i`b[Yb`V`Y]Vh`X]Y
k`Y]hYfY`l`bhYfghØhni`b[`XYf`l`_fU]bY`Y]bY`YfUi`gfU[YbXY
<YfUi`gZc`fXYfi`b[`ZØf`X]Y`Ua`Yf]_Ub]gWXY`5i`»Ybdc`]h]_i`bX`X]Y
6Yn]Y`i`b[Yb`ni`XYb`Yi`fcd`Å]gWXYb`DUf`hbYfb"

8YhU]`g	
J`c`f`ZU``	GhfY]h
C`f`h	K`Ug`\]b[`h`c`b`ž`l`G5
E`i`Y``Yb	<ul style="list-style-type: none">• k`k`k`"gi`YXXYi`hgW`Y`"XY• k`k`k`"nXZ"XY• k`k`k`"gk`d!VYf`]b"cf[

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