

↓ [YbX[Yk U`h`Ub `GWX i `Yb. .9I dYfhYb
k UfbYb `j cf `U`Ufa]YfYbXYb `HfYbXg°

9I dYfhY `5`VfYWX h`@ØhYf`gdF]WX h`ØVYf`ghY][YbXY ; Yk U`h`Ub
GWX i `Yb `]b `6Yf`]b `i bX `VYhbh`X]Y `Bch`YbX][_Y]h`dfÀj Ybh]j Yf
A U» bU\ a Yb"



6Yf`]bž`8Yi hgWX`UbX !`8]Y `ni bY\ a YbXY ; Yk U`h`Ub `GWX i `Yb `]b
8Yi hgWX`UbX `]gh`Y]b `H\ Ya Už`XUg`gck c\ ``@Y\ fYf`U`g`Ui WX `GWX Ø`Yf
VYhf]Zzh`5`VfYWX h`@ØhYfž`XYf`@Y]hYf`XYf`5fVY]hgghY ``Y
; Yk U`hdFÀj Ybh]cb `VY]`XYf`Gh]Zhi b[`7Ua]bc `]b `6Yf`]bž`Ài » Yfh`]b
Y]bYa `U_hi Y``Yb `bhYfj]Yk `gY]bY `6YXYb_Yb `\\]bg]WX h`]WX `XYf
ghY][YbXYb `↓ [YbX[Yk U`h`i bX `XYf`6YXfc\i b[Ybž`XYbYb
@Y\ f_fÀZhY `ni bY\ a YbX `Ui g[YgYhnh`g]bX ``9f`ghY ``h`ZYghž`XUgg
j Yf[Ub[YbY `Gh` X]Yb` [YnY][h\ UVYbž`XUgg`X]Y `K U\fbY\ a i b[`j cb
6YXfc\i b[Yb `Xi fWX `GWX Ø`Yf`Ub `GWX i `Yb `ni [Ybca a Yb `\\Uh"
Dc`]nY]ghUh]gh`_Yb `VY`Y[Yb `YVYbZU`g`Y]bYb `_`UfYb `5bgh]Y[`j cb
; Yk U`hXY`]be i YbnYb `Ub `GWX i `Ybž`k Ug`X]Y `8f]b[`]WX _Y]h`XYf
G]hi Uh]cb `i bhYfghfY]WX h`@ØhYf`VYhbh`ZUgg`ni j Yf`Àgg][Y `Ghi X]Yb
]b `6Yf`]b `fUF`g]bX `i bX `U_hi Y``Y `8UhYb `ZY\ `Ybž`k Ug`Y]bY `YZZY_h]j Y

DfÀj Ybh]cb 'YfgWk Yfh"

B UWXYb'BUWk]f_i b[Yb'XYf'7cfcbU!DUbXYa]Y'\UVYb'?cbZ]_hY
i bX'; Yk U'hj cfZA''Y'ni [Ybca a Yb"8]Yg'VYhf]Zh'gck c\ ``GWØYf
U'g'Ui Wk '@Y\fYfzX]Yžk]Y '@ØhYf'\Yfj cf\YVhž]b'XYb'`YhnhYb'`U\fYb
j YfghÀf_h'CdZYf'j cb', VYf[f]ZZYb'[Yk cfXYb'g]bX" `bgVYgcbXYfY'X]Y
GWk i `_i `hi f'gd]Y'h'Y]bY'YbhgWk Y]XYbXY'Fc``Yži bX'GWk i `Yb'gc``hYb
]b'XYf'@U[Y'gY]bž?cbZ]_hY']b hYfb'ni ``ØgYbžVYj cf'g]Y'Ub'X]Y
^ ZZYbh]Wk_Y]h[Y'Ub[Yb"1 a 'X]Yg'ni 'YffY]Wk Ybžg]bX'ni gÀhn]Wk Y
FYggci fWk b'i bX'DYfgcbU'`bchk YbX][ži a 'Ui Z?cbZ]_hY'gWk bY''
fYU[]YfYb'ni '_ØbbYb"

GWk i `]gWk Y'; Yk U'hd fÀj Ybh]cb 'i bX'X]Y'Fc``Y
XYf'Dc`]nY]

I a 'XYf'; Yk U'h'Ub'GWk i `Yb'Ybh[Ybni k]f_YbžgYhnh'X]Y'Dc`]nY]
Ui ZVi bXYgk Y]hY'Dfc[fUa a Y'k]Y'XUg' 5bh!6i ``m]b[!Dfc[fUa a ž
XUg'i bYf'XYa 'A chhc' ?Y]bY'7\UbWk a Y\ f'ZØf'6i ``]Yg'ZØf'X]Y
DfÀj Ybh]cb 'j cb'; Yk U'h'Ub'GWk i `Yb'k]fVh"8]YgYg'Dfc[fUa a 'n]Y'h
XUfUi Z'UVžgmghY a Uh]gWk Y'GWk]_UbYb'Xi fWk'ghÀf_YfY'GWk Ø'Yfž
gc[YbUbbhY' 6i ``]Yg'žni 'VY_Aa dZYb'`J YfVU'Yb'5hhUW_Ybž
8Ya Øh][i b[Yb'i bX'_ØfdYf']Wk Yb', VYf[f]ZZYb'k]fX'Xi fWk'[Yn]Y'hY
A U»bU\ a Yb'Ub'GWk i `!i bX'?`UggYbYVYbY'VY[Y[bYh'Gc'k YfXYb
FY[Y'b'[Y[Yb'U[[fYgg]j Yg'J Yf\U'hYb'Ui Z[YghY``h'i bX
GhfY]hgWk`]Wk hi b[Yb'[YZØfXYfh"

8Ug'C'k Yi g!Dfc[fUa a ž'XUg']b'Bcfk Y[Yb'YbhghUbXž'V]`XYh'X]Y
; fi bX'U[Y'ZØf'X]YgY'5bgÀhnY'9g'VYhcbh'X]Y'Bch'k YbX][_Y]h'Y]bYg
dcg]hjj Yb'GWk i `_)a'Ug'i bX'XUg'9b[U[Ya Ybhj cb'9fk UWk gYbYb']b
XYf'GWk i `Y"8UVY]`k YfXYb'`_UfY'; fYbnYb'ZØf']bU_nYdhUV`Yg
J Yf\U'hYb'XYZ]b]Yfh'i bX'X]Y'FYU_h]cbYb'Ui ZFY[Y'j Yf'Yhni b[Yb
_cbgYe i Ybhž'UVYf'b]Wk h'ZY]bXgY`][' [YghU'hYh': fØ\ nY]h][Y
=hYfj Ybh]cb'jgh'YbhgWk Y]XYbXži a ' ; Yk U'h'bUWk\U'h][
Y]bni XÀa a Yb"5_hi Y``Y'9fZc'[Y'XYg'Dfc[fUa a g']b'8Yi hgWk'UbX
nY][Ybž'XUgg'g'Wk Y'GhfUhY[]Yb'k]f_Yb'`_ØbbYb"

; YgY``gWk UZh']Wk Y'8]a'Ybg]cbYb'XYf

; Yk U`hd fÀj Yb h]c b

8]Y`I fgUWX Yb`XYf`[YbX[Yk U`h`g]bX`j]Y`ZÀ`h][`i bX`fY]WX Yb`j cb
; Yk U`h`b`XYf` Ua]]Y`ØVYf` fi ddYbnk Àb[Y`V]g`\]b`ni
A YX]Yb`cbgi a ``@ØhYf`j Yfk Y]gh`Ui Z`X]Y`[YgY``gWX UZh`]WX Yb
9bhk]W`i b[Yb`X]Y`a Ø[`]WX Yfk Y]gY`ni`XYa`5bgh]Y`j cb`; Yk U`h
ZØ\ fYb`]bgVYgcbXYfY`X]Y`B UWk]f_i b[Yb`XYf`7cfcbU!DUbXYa`]Y
i bX`X]Y`?]bXYfUfa i h``NU\`fY]WX Y`b]h]Uh]j Yb`n]Y`Yb`XUfUi Z`UVž`X]Y
gcn]U`Yb`i bX`dgmWX c`c[]gWX Yb`6YX]b[i b[Yb`ni`j YfVYggYfb`i b`hYf
XYb`Yb`1 b[Y`A YbgWX Yb`Ui Zk UWgYb``8Yf` U``Y]bYg`ei YYfYb
@Y`fYfg`]b`A cUV]h`XYf`A cVV]b[`Yf`YVhY`i bX`XYggYb`G]hi Uh]cb
ØZZYbh`]WX`X]g_i h]Yfh`k i fXYž`j YfXYi h]WX h`X]Y`B chk YbX][_Y]h`j cb
GWX i`Yb`gYI i Y``Y`i bX`[YgWX`YWX h]WX Y`J]Y`ZU`h`ni`ZØfXYfb`

``b`6Yf`]b`k`]fX`ni`XYa`Y]bY`@UbXYgghfUhY`[]Y`ZØf`ei YYfY`G]WX Yf\Y]h
Ybhk]W`Y`h`i a`XYa`5bgh]Y`e`i YYfZY]bX`]WX Yf` VYf[f]ZZY
Ybh`[Y`[Ybni k`]f`Yb``8]Yg`]gh`Y]bY`FYU_h]cb`Ui Z`X]Y`ghY`[Yb`XYb
. VYf[f]ZZY`[Y`[Yb`5b[Y\Øf`[Y`XYf`@`6HE ž`!; Ya`Y]bgWX UZh`X]Y`Y]b
ni gÀhn`]WX Yg`5i`[Yba`Yf_`Ui Z`X]Y`bch`k YbX][Y`G]WX Yf\Y]h`b`XYb
GWX i`VYfY]WX Yb`YfZcfXYfh`

``b`g`[YgUa`h`]gh`Yg`bch`k YbX][ž`Y]bY`j`]Y`gWX]WX h`[Y`GhfUhY`[]Y`ni`f
; Yk U`hd fÀj`Ybh]cb`ni`Ybhk`]W`Y`b`X]Y`U``Y`6YhY`][h`Yb`j`cb`
@Y`f_fÀZhYb`ØVYf`9`hYfb`V]g`\]b`ni`XYb`GWX Ø`Yfb`gY`Vgh`
Y]bVYn]Y\h`6]Xi`b[ž`5i`za`Yf_gUa`_Y]h`i`bX`[Yn]Y`hY`<UbX`i`b[Yb
g]bX`XYf`GWX`ØggY`ž`i`a`X]Y`GWX i`g]hi`Uh]cb`ni`j`YfVYggYfb`i`bX`
; Yk U`h`b`UWX\U`h`[`ni`fYXi`n]YfYb``8Ug`nY`[h`Ui`WX`XYf`
A`YX]YbdU`Yh`5VgY]hg3`ž`XUg`U`hi`Y``Y`H`Y`Ya`Yb`k`]Y`A`cVV]b[`i`bX`
5`[fYgg]cb`ZØf`GWX Ø`Yf`UV`bYi`b`U\`fYb`VY\UbXY`h`i`bX`]b`U``Yb`
; fi`bXgWX i`Yb`j`YfVfY]h`Y`k`i`fXY``; Yk U`hd fÀj`Ybh]cb`V`Y]Vh`Y]bY`
nYb`hfU`Y`<YfUi`gZcfXYfi`b[ž`X]Y`U``Y`[YgY``gWX UZh`]WX Yb`5`_hYi`fY`
[Ya`Y]bgUa`Ub`[Y\Yb`a`ØggYb`

fVV&(`VYf]WX hYhž`Dc`]nY`!6YfUhi`b[`ghY``h`A`U»`bU\`a`Yb`j`cfž`
i`bX`: `UWX dcfhU`DÀXU[c[`]_``]YZYfh`ni`gÀhn`]WX Y`
=bZcf`a`Uh]cb`Yb`

8 Y hU]`g	
Cfh	6Yf`]bž`8Yi hgWX `UbX
E i Y ``Yb	<ul style="list-style-type: none"> • k k k "fVV&("XY • k k k "dc`]nY]!VYfUh b["XY • k k k "ZUWX dcfhU`!dUYXU[c[]_ "XY

6Ygi WX Yb 'G]Y 'i bg 'Ui Z. 'a Y]b !VYf`]b "b Yh