

Gcf[Yb`i a`X]Y`Ni`_i bZh`XYf`5`hYbdZY[Y
]a`@UbX_fY]g`< Y]XYb\Y]a`°

8Yf`@UbX_fY]g`< Y]XYb\Y]a`X]g_i h]Yfh`X]Y`Ni`_i bZh`XYf`
5`hYbdZY[Y`i bX`< YfUi gZcfXYfi b[Yb`V]g`&\$` \$` `J Yfgcf[i b[
i bX`DYfgcbU`g]hi Uh]cb`]a` `: c_i g"



< Y]XYb\Y]a`ž`8Yi hgW`UbX`!`@UbX_fY]g`< Y]XYb\Y]a`g]bX`X]Y
5bnY]WYb`_`Uf.`8]Y`5`hYbdZY[Y!G]hi Uh]cb`k`]fX`U_hi Y``U`g`[i h
Y]b[YgW`Änhž`XcW`X]Y`Ni`_i bZh`k`]fZh`j`]Y`Y`: fU[Yb`Ui Z`6Y]`Y]bYf`
G]hi b[`XYg`6]`Xi b[g!`i bX`Gcn]U`Ui ggW`i ggYg`XYg`? fY]ghU[g`Ua
j`Yf[Ub[YbYb`A`cbhU[`ghY`h`G]Vm`Y`GW`i a`Ubb`j`cb`XYf`
5`hYb`\]ZYZUW`VYfUhi b[`]a`@UbXfUhgUa`h`X]Y`YfZcfXYf`]WYb`8`UhYb`
i bX`Dfc[bcgYbž`VYfY]h[YghY`h`j`ca`?`ca`a`i bU`j`YfVUbX`Z0f`ž`[YbX`
i bX`Gcn]U`Yg`6UXYb!K`ØfhYa`VYf[`fP`J`GŁZ`V]g`ni a``J`f`&\$` \$`j`cf`
8`Ug`9f[YVb]g.`K`Ä`fYbX`X]Y`NU`X`XYf`DZY[Yd`ÄhnY`XYfnY]h
ni Zf]YXYbghY`YbX`]ghž`V`Y]VYb`X]Y`< YfUi gZcfXYfi b[Yb`VY]`XYf`
FY_fi h]Yfi b[`ei`U`]Zn]YfhYf`DZY[Y_fÄZhY`VYghY`Yb`"

5_hi Y``V]YhYh`XYf`@UbX_fY]g`< Y]XYb\Y]a` `a`]h`%` -)`DZY[Yd`ÄhnYb

]b'&&<Y]a Yb'Ui gfY]WYbX'5b[YVchY"'Ni a ''%'8YnYa VYf'&\$&(k UfYb'%'&, , 'D'ÀhnY'VY'Y[h''8Uni 'nÀ\`h'Ui W'XUg'?Uf'!?U]dZ<Y]a]b'<YfVfYW'h]b[Ybž'k c'() 'D'ÀhnY'Xi fW'*\$'bYi Y'D'ÀhnY']b'Y]bYa VYj c fghY\YbXYb'BYi VUi 'YfgYhnh'k YfXYb'gc''Yb"' 8Yf'6Ui VY[]bb]gh'ZfØ\YghYbg'ZØf'9bXY'&\$&*' [Yd'Ubh ž'gc'GW'i a Ubb"'æ 6fYbndUf'_!E i Ufh]Yf']b'<Y]XYb\Y]a 'gc''Yb'V]g'A]hhY'&\$&* YVYbZU`g'() 'bYi Y'D'ÀhnY'YbhghY\Yb"

8 Yf'6YXUfZ'Ub'DZ'Y[Y_fÀZhYb'k ÀW gh

8]Y'NU\`Yb'gdfYWYb'Y]bY'Y]bXYi h][Y'GdfUWY.'@Ui h'XYb Dfc[bcgYb'XYg'?J &G'_ÒbbhYb'V]g'&\$' \$'a UI]a U''%&' +DYfgcbYb Ui ZX]Y'i bhYfghØhni b['Y]bYg'DZY[YX]YbghYg'Ub[Yk]YgYb'gY]b"'8] DZY[YVYXØfZh][Yb'k YfXYb'À'hYfž'k Ug'g]W'Ui W']b'XYf'Ghfi _hi f XYf'DZY[Y\Y]a VYk c\bYf'nY][h''6YfY]hg'Yhnh'g]bX'') i 'XYf 6Yk c\bYf',) 'X\Yf'cXYf'À'hYfž'i bX'' -i '\UVYb'DZY[Y[fUX'' ž k À\YbX'' \$i 'gc[Uf'DZY[Y[fUX'('VYg]hnYb"'æ'5bVYhfUW'h'X]YgYf XYa c[fUZ]gWYb'J YfÀbXYfi b[Yb'k]fX'XYf'A Ub[Y'Ub DZY[Y_fÀZhYb'ni 'Y]bYa ']a a Yf'XfÀb[YbXYfYb'H\Ya U"'8] Ni _i bZhgdFc[bcgYb'Ui g'XYghUh]g"XY'nY][Ybž'XUgg'V]g'&\$(- 'XYf 6YXUfZ'Ub'DZY[Y_fÀZhYb']b'8Yi hgW'UbX'i a 'Y]b'8f]hhY'Ui Z'&ž%) A]`]cbYb'ghY][Yb'_ÒbbhYž'k Ug'Y]bY'XfUa Uh]gWY '@ØW_Y'j cb'V]g'ni * - "\$\$\$\$ZY\`YbXYb'?fÀZhYb'VYXYi hYb'_Ubb"

8]Y'XYa c[fUZ]gWYb'9bhk]W'_i b[Ybž'Ub[YZØ\fh'Xi fW'X]Y 6UVmVcca Yf!; YbYfUh]cbž'X]Y']b'XYb'_ca a YbXYb'X\YfYb']b'FYbhY [Y\hž'g]bX'X]Y'<Ui dhhfY]VYf'XYg'ni _ØbZh][Yb'FØW_[Ub[g"'8]Yg k]fX'nU\`fY]WY'9]b]W'hi b[Yb'j cf'<YfUi gZcfXYfi b[Yb'ghY''Yb i bX'X]Y'Dc`h]_XUni 'nk]b[Ybž'@Øgi b[Yb'ni 'Z]bXYb"

J]Y`ZÀ`h][Y'DZ'Y[YUb[YVchY

8]Y'VYghY\YbXYb'5b[YVchY']b'XYf'5'hYbdZY[Y'g]bX'gc'Vi bh'k]Y k]W'h]["'8]Y'fY]gj Yfk U'hi b['\Uh'%* '?i fnnY]hdZY[Yd'ÀhnY']b'XYb &&'DZY[Y\Y]a Yb'i bX'&' 'D'ÀhnY']a ' <Ui g'XYf'DZY[Y 'XYg'8F?']b <Y]XYb\Y]a 'Y]b[Yf]W'hYh"'5i »YfXYa 'ghY\Yb'%'&'k Y]hYfY'D'ÀhnY']b BUh\Y]a 'ni f'J YfZØ[i b["'8]YgY'5fh'XYf'DZY[Y'Yfa Ò[`]W'h'Ygž Y]bYa 'DZY[YVYXØfZh][Yb'ZØf'Y]bYb'VY[fYbnhYb'NY]hfUi a

l bhYfghØhni b['Ubni V]YhYbž'k Ybb'X]Y'\Äi g]WXY'DZY[Y'b]W h
Ui gfY]W hž'VY]gd]Y'gk Y]gY'bUW'Y]bYa '?fUb_Yb\Ui gUi ZYbh\U'h
cXYf'VY]'gWk YfYf'9f_fUb_i b["'5b[Y\YbXY'DZY[YVYXØfZh][Y
_ÖbbYb'ni XYa'Ui Z'a]h'Yfk Y]'Y'%*) 'HU[YgdZY[Yd'ÄhY
ni fØW_[fY]ZYb' 'YXcW'g]bX'X]YgY'b]W h'Ui gfY]W YbX'Ui g[Y'UghYh"
l a'X]Y'5b[YVchY'VY_UbbhYf'ni 'a UWYbž'\Uh'XYf'@UbX_fY]g'Y]bY
6fcgWØfY'i bX'Y]bY'<ca YdU[Yž'k k k "gYb]cfYbnY]h"cf[ž
Y]b[Yf]W hYh"

8]Y'HU[YgdZY[Y']gh'Y]bY'k Yfhj c''Y'FYggci fWž'X]Y'Yg
5b[Y\Öf][Yb'Yfa Ö['W hž'6Yfi Zi bX'DZY[Y'VYggYf'ni
j YfY]bVUfYb''8]YgY'_Ubb'ZØf'Y]bYb'\U'VYb'cXYf'[Ubnyb'HU['V]g
ni 'j]Yf'V]g'ZØb'ZHU[Y']b'XYf'K cWY'Y]b'5bgdfi W' [Ybca a Yb
k YfXYb''8UVY]'gh'Yg'YbhgWY]XYbXž'XUgg'g]W'X]Y
DZY[YVYXØfZh][Yb']b'XYf'HU[YgdZY[YY]bf]W hi b['k c'\ZØ\Yb'i bX
i bhYf'l a ghÄbXYb'gc[Uf'6Y_UbbhY'hfYZYb''8]Y'i bhYfghØhni b[
Xi fW'X]Y'8]U_cbYc': UWghY''Yb'_ca a hj]Y'Yb': Ua]'Yb'ni [i hYž
X]Y'Yb': fU[Yb'XYf'DZY[Y'i bX'6YhfYi i b['Ui ZdfcZYgg]cbY''Y
6YfUhi b['Ub[Yk]YgYb'g]bX"

8cW'XYbbcW'V'Y]VYb'j]Y'Y'5b[Y\Öf][Y'cZi'U''Y]bY'a]h'XYf
<YfUi gZcfXYfi b[ž'DZY[Y'i bX'6Yfi Zi bhYf'Y]bYb'<i h'ni 'Vf]b[Yb"
Gc''hY'Yg'bchk YbX]['gY]bž'\UVYb'6YgW'ÄZh][hY'XUg'FYW hž'g]W'Y]b
U_i hYb'DZY[YZÄ''Yb'V]g'ni 'nY\ b'5fVY]hghU[Y'ZfY]ghY''Yb'ni ''UggYb''
8]U_cbYc'V]YhYh'nU\ fY]WXY'Dfc[fUa a Y'k]Y' 9Xi ?Uh]cb
8Ya Ybn 'Ubž'i a '5b[Y\Öf][Y'ni 'Ybh'UghYb'i bX'ni 'i bhYfghØhYb"

Ni gUa a YbZUggYbX''Äggh'g]W'gU[Ybž'XUgg'XYf'@UbX_fY]g
<Y]XYb\Y]a'Ui ZY]bYa' [i hYb'K Y['ghž'X]Y'<YfUi gZcfXYfi b[Yb']b
XYf'5'hYbdZY[Y'Ubni [Y\Yb''A]h'Y]bYf'ghUV]'Yb'J Yfgcf[i b[g'U[Y
i bX'XYa'9b[U[Ya Ybh'ZØf'bYi Y'Dfc'Y_hY'[]Vh'Yg'@]W'hV']W_Y'
XcW'X]Y'Gi WY'YbUW'Ui gfY]W YbX'ei U']Zn]YfhYb'DZY[Y_fÄZhYb
V'Y]Vh'Y]bY'nYbhfU'Y'6Ui ghY''Y'ZØf'X]Y'Ni _i bZh''8Yf
<UbX'i b[gXfi W_]gh'\cW'Yi bX'U''Y'6YhY']][hYb'g]bX'[YZcfXYfhž
@Øgi b[Yb'ni]Z]bXYbž'i a'Ui W'Y]b'XYb'_ca a YbXYb'Ä\ fYb'Y]bY
[i hY'DZY[Y'ni '[Yk Ä\ f'Y]ghYb"

8YhU]`g	
C fh	<Y]XYb\Y]a ž'8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "gWk UYV]gW Y!dcgh"XY • k k k "X]U_cbYc"XY • k k k "XYghUh]g"XY

6Ygi WYb`G]Y`i bg`Ui Z. `bU[!Vk "XY