

I bk YhhYfk Ufbi b['ZØf'6Yf`]b.; Yk]hhYf
i bX'GhUf_fY[Yb'Xfc\Yb°

9fZU\ fYb'G]Y'U`Yg'ØVYf'X]Y'U_hi Y`Yb'9bhk]W_i b[Yb']b'XYf
Df][b]hn'i bX'K YhhYfk Ufbi b[Yb'ZØf'6Yf`]b'i bX'6fUbXYbVi f[
Ua`'%"\$*"&\$&)"



Df][b]hnž'8Yi hgWk`UbX'!'↳'6Yf`]b'i bX'6fUbXYbVi f['Yfk UfhYh
X]Y'6Yj Ø`_Yfi b['Y]bYb'XfUgh]gWkYb'K YhhYfi a gWk i b["'5a
A]hk cWk a cf[Yb'nY][hg]Wk`XUg'K YhhYf'ni bÅWk ghj cb'gY]bYf
VYghYb'GY]hYž'a]h'HYa dYfUhi fYb'nk]gWkYb'&) 'i bX'&, ; fUXž
]bgVYgcbXYfY`]b'XYf'B]YXYf'Ui g]hn"'8cWk`XYf'GWkY]b'hfØ[hž'XYbb
UV'XYa`A]hhU['n]Y\Yb'X]Wk hY`K c`_Yb'Ui Zž'X]Y'GWk ØY'Vf]b[h
; Yk]hhYf'i bX'GhUf_fY[Yb'a]hg]Wk"'8]Y'i fgUWkY`Y[h]b'XYb
5i g`Ài ZYfb'XYg'BcfXa YYfh]YZg'H]a ž'XUg'ZYi Wk hUfa Y
Gi Vhfcd]_i Zh'\YfUbZØ\fhž'k]Y'fVV&('VYf]Wk hYh"

8]Y'K Ufbi b[Yb'g]bX'Yfbgh'ni`bY\`a Yb.'Jcf'U`Ya`X]Y'; YZU\ f
Xi fWk`GhUf_fY[Yb']gh`c_U`VY[fYbnhž'UVYf'Xi fWkUi g'\YZh]["'6]g'ni
(\$@]hYf'K UggYf'dfc`E i UXfUha YhYf'_ØbbhYb']b'_ØfnYghYf'NY]hj ca

<ja a Y`ZU`Ybž`VY[`Y]hYhij cb`Ghi fa VÖYbž`X]Y'; YgWk]bX][_Y]hYb
j cb`V]g`ni` - \$`_a #`YffY]WkYb"8]YgY`K YhhYf`U[Y`k]fX`U`g
i bVYfYWkYbVUf`Y]b[Yghi Zhž`k Ug`X]Y`J cf`YfgU[Y`j cb`i bk YhhYfb
b]Wk h`Y]Wk hYf`a UWk h": Øf`X]Y': c`[YhU[Y`k YfXYb`X]Y
HYa dYfUhi fYb`VY]fi bX`&&; fUX`Y]Y[Ybž`i bX`XUg`K YhhYf
k YWk gY`UZh`a]h`GWkUi Yfb`i bX`Y]bnY`bYb'; Yk]hhYfbž`c`bY`U_i hY
l bk YhhYf[YZU`fž`gc`fVV&("

5_hi Y`Y`B UWk f]Wk hYb`i bX`gd Ub bYbXY ; YgWk]Wk hYb

⊕`XYf`F Y[]cb`[]Vh`Yg`YXcWk`b]Wk h`bi f`K YhhYfbUWk f]Wk hYb"
8Ygk Y[Yb`ZfYi h`g]Wk`X]Y`F YXU_h]cb`j cb` 89F`H5; `]b`6Yf`b`/
6fUbXYbVi f[`Ui ZX]Y`hÄ[`]Wk Y`5i gghfU`i b[ž`X]Y`i a`%`.\$`I` \f
VY[]bbh`<]Yfa]h`Vf]b[h`XUg`fVV': YfbgY`Yb`XYb`Ni gWkUi Yf.]bbYb
Y]bY`- \$!a]bØh[Y`GYbXi b[ž`X]Y`U_hi Y`Y`B UWk f]Wk hYbž`Gdcfhž
5`hU[g[YgWk]Wk hYb`i bX`K]ggYbgk YfhYg`j cb`XYf`@Ui g]h`V]g`ni`f
Df][b]h`]b`X]Y`K c`bn]a`a`Yf"8]Y`DfÄgYbhUh]cb`YfZc`[h`]j Yž`gck c`\
Ui g`XYa`Ghi X]c`U`g`Ui Wk`j cf`Cfhž`VYf]Wk hYh`fVV"

; YfUXY`ni`f`NY]h`j cb`i bVYgh`ÄbX][Ya`K YhhYf`nY][h`g]Wk ž`k]Y
k]Wk h][`j Yf`Ägg`]Wk Y`⊕Zcfa`Uh]cbYb`g]bX"K YhhYfk`Ufbi b[Yb`g]bX
ØVYf`X]Y`l bk YhhYfnYbhfU`Y`ghYhg`UVfi ZVUfž`X]Y`⊕Zcfa`Uh]cbYb
ØVYf`VYj cfghY`YbXY`l bk YhhYf`k]Y`GhØfa`Yž`GhUf`fY[Yb`i bX`a`Y`\
VYfY]hghY`h"8]Y'; fi bX`U[Y`g]bX`dfcZYgg]cbY`Y`A`YhYcfc`c[Ybž`X]Y
X]Y`Dfc[bcgYb`Ui ZYbX`UbdUggYb`i bX`X]Y`6Yj`Ö`_Yfi b[`ØVYf
a`Ö[`]Wk Y'; YZU`fYb`k`UfbYb" <]Yfni`k`YfXYb`nk`Y]`5fhYb`j`cb
l`bk`YhhYfk`Ufbi`b[`Yb`i`Y[`YVYb.`J`cfk`Ufbi`b[`Yb`]b';`Y`Vž`X]Y
_ØbX][`Yb`i`bk`YhhYf`Ubž`i`bX`5_i`hk`Ufbi`b[`Ybž`X]Y`XUg`9]bhfYZZYb
VYgh`Äh][`Yb"

: Øf`X]Y`6Øf[Yf`]b`6Yf`]b`i bX`6fUbXYbVi f[`Y]h`Yg`U`gcž`]b`XYb
b`ÄWk`ghYb`HU[Yb`[i`h]bZcfa`]Yfh`ni`gY]b`i bX`]b`XYf`fi`b`LY`Y[`UbhYb
GWk`Ø`Y`XYf`J`cf`YfgU[Yb`j`cfVYfY]hYh`ni`V`Y]VYb";`Ubn`g]Wk`Yf`[]`h
Ygž`Ui`Wk`VY]`gWk`ÖbYa`K`YhhYf`Y]b`k`UWk`gUa`Yg`5i`[Y`Ui`ZX]Y
B`UWk`f]Wk`hYb`ni``UVYb`°

8YhU]`g	
C fh	Df][b]hnž'8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "fVV!cb`]bY"XY • k k k "fVV&("XY • k k k "i bk YhhYfnYbhfU`Y"XY

6Ygi W`Yb`G]Y`i bg`Ui Z.`bU[!VfUbXYbVi f["XY