

7Ua d]b[!7\ Ucg'Ua '6cXYbgYY. 'GUgWU
i bX'8Ybb]g'_Àa dZYb'a]h'GcbbYbgY[Y`°

9fZU\fyb'G]Yž'k]Y'GUgWU'i bX'8Ybb]g'VY]a '7Ua d]b[']b
#U`]Yb'a]h'\i a cfj c`Yb'<YfUi gZcfXYfi b[Yb'i bX'D`UhnfY[Y`b
i a [Y\Yb"



A Uf]bU'X]'J YbYn]Už' #U`]Yb '!7Ua d]b[!I f'Ui V'YfZFYi h'g]W' i bhYf
XYi hgWYb': fY]nY]hZFYi bXYb'[fc» Yf'6Y`]YVh\Y]h"9]b'VYgcbXYfg
VY`]YVhYg'N]Y`]gh'XYf'7Ua d]b[d`Uhn'A Uf]bU'X]'J YbYn]Už'XYf
[f0» hY'7Ua d]b[d`Uhn'#U`]Ybg"i bhYf'XYb'6Ygi WYfb'VYZ]bXYb
g]W'Ui W'GUgWU'i bX'8Ybb]g]j ca '6cXYbgYYž'X]Y'VY_Ubbh'Z0f
]\fyb'GWUVYfbUW_ i bX'cf][]bY`Yb'≠YYb'VY]a '7Ua dYb'g]bX"
8]YgYg:J\ f'gYhnhYb'g]Y'Ui Z'Y]bYb'gdYn]Y`Yb'6i f[Yf!; f]`i bX'Y]b
]a d'cgUbhYg'GcbbYbgY[Y`j cb`*³ %\$'A YhYfbž'i a ']\fY'NY]h'Ua
GhfUbX'ni '[Yb]Y» Yb"

6Y]'XYb'J cfVYfY]hi b[Yb'gh]Y» 'GUgWU'YXcW'Ui Z'Y]b
i bYfk UfhYhYg'DfcV`Ya "i fgd f0b[`]W'k c`hY'Yf'XUg[fc» Y
GcbbYbgY[Y`Ub'j]Yf'a Ugg] Y'6Ai a Y'VYZYgh][Yb"5`YfX]b[g

ghY`hY`g]W\`YfUi gžXUgg`X]YgY`ni`_`Y]b`k UfYb"8Ybb]g`bi hnhY`X]Y
; Y`Y[Yb\Y]hž`i a`Y]bYb`GWYfn`ni`a UWYb.`K]`gh`Xi`Y]b`6]YfnY`h
Ui ZVUi Yb3`8]Yg`VfUW`hY`GUgW`U`gW`Y»`Y]W`XUni ž`ni`ni`[YVYbž
XUgg`Yf`g]W`VY]`XYf`; fÖ»Y`XYg`GcbbYbgY[Y`g`j YfgW`Àhnh`\UhhY"
8]Y`Gi`WY`bUW`[Y]Y][bYhYb`Di`b_hYb`ni`f`6YZYgh][i`b`[[YghU`hYhY
g]W`U`g`gW`k`Yf][ž`XU`X]Y`D`UhnfY[Y`b`Yg`j YfV]YhYbž`GcbbYbgY[Y`
Ub`DZUbnybž`@]W`ha`UghYb`cXYf`6Ui`hY]`Yb`j`cb`K`c`ba`cV]`Yb`ni
VYZYgh][Yb"

6Yk Yfhi b[ggmghYa`XYg`7Ua`d]b[d`UhnYg

8Yf`7Ua`d]b[d`Uhm`A`Uf]bU`X]`J`YbYn]U`\`Uh`Y]b`gcf[Z`À`h][
Xi`fW`XUW`hYg`6Yk`Yfhi`b[ggmghYa`ja`d`Ya`Ybh]Yfh"8]Y
Xi`fW`gW`b]h]W`Yb`B`chYb`ZÖf`7Ua`d]b[d`À`hnYž`GhY`d`À`hnYž
A`cV]\`Y]a`Yb`i`bX`;`Ua`d]b[!NY`hYb`k`YfXYb`Ui`ZY]bYf`G`_`U`U`j`cb`%
V]g`Y`Yfa`]hY`h"8]Y`B`chYb`VYfi`Yb`Ui`Z`XYf`Gi`a`a`]Yfi`b[`U`Yf`
6Yk`Yfhi`b[Ybž`X]Y`Ub`gW`Y]Y»`YbX`Xi`fW`X]Y`5bnU`\`XYf`
UV[Y[YVYbYb`6Yk`Yfhi`b[Yb`[YhY]`h`k`YfXYbž`i`a`Y]bY`ZU]fY
8i`fW`gW`b]h]hg`b`chY`ni`Yf`\`U`hYb"8]Y`6Yk`Yfhi`b[gZfU[Yb`g]bX`]b
ZÖbZ?`UhY[c]f]Yb`i`bhYfhY]`h`DYfgcbU`ž`@U[Yž`DfY]g!
@Y]ghi`b[gj`Yf`\`À`hb]gž`K`];`i`bX`æ`\`U`hY"

B`UW`j]\`fYa`5i`ZYb`h`U`h`Yf`\`U`hYb`X]Y];`À`ghY`Y]bY`9!A`U]`a`]h`Y]bYa
@]b`_`ni`Y]bYa`i`fU[YVc[Ybž`X]Y`XfY]`HU[Y`bUW`5Va`Y`Xi`b[`Ui`g
XYf`i`bhYf`_i`bZ`h`j`YfgYbXYh`k`]fX"i`a`X]Y`5i`h`Yb]h]n]h`À`h`XYf`
6Yk`Yfhi`b[Yb`ni`[Yk`À`\`f`Y]ghYbž`XÖfZYb`bi`f`;`À`ghYž`X]Y`hUhg`À`W`]W`
]b`XYf`i`bhYf`_i`bZ`h`k`UfYbž`Y]b`i`YYXVUW`_`UV[YVYb"Ni`g`À`hn`]W`
k`YfXYb`X]Y];`À`ghY`[YVYhYbž]\`fY`Ni`Z]YXYb\`Y]h`a`]h`XYa
6i`W`i`b[gnYbhfi`a`gck`]Y`X]Y`K`U`\fgW`Y]b`]W`_Y]h`Y]bYf`
K`Y]hYfYa`dZY`\`i`b[`Ubni`[YVYb"

E i U`]h`À`hgg]W`Yfi`b[`VY]`6Yk`Yfhi`b[Yb

8]Y`6Yk`Yfhi`b[Yb`i`bhYf`Y[Yb`Y]bYf`gcf[Z`À`h][Yb`i`VYfd`fÖZ`b[
Xi`fW`Y]b`E`i`U`]h`À`hghY`Ua`ž`XUg`g]W`YfghY`hž`XUgg`U`Y`Y]b[YfY]W`hYb
6Yk`Yfhi`b[Yb`XYb`F]W`h]b]Yb`Yb`hgd`fYW`Ybž`VY]`c`f`g]Y
j`YfÖZYb`h]W`h`k`YfXYb"6Yk`Yfhi`b[Ybž`X]Y`VY`Y]X][YbXY`cXYf`
i`bni`À`gg][Y`æ`\`U`hY`Ui`Zk`Y]gYbž`k`]Y`GW`]a`dZk`ÖfhYf`cXYf`

dYfgÒb`jWXY`8UhYbž`k YfXYb`b]W`h] YfÒZZYb`h]W`h"8 UfØVYf` \]bUi g
 VYghY`h`X]Y`A Ò[`]W`_Y]hž`6Yk Yfhi b[Yb`ØVYf`; cc[`Y`HfUbg`UhY`]b
 UbXYfY`GdfUW`Yb`ni `ØVYfgYhnYbž`k cVY]`XUfUi Z` \]b[Yk]YgYb`k]fXž
 XUgg`A UgW`]bYbØVYfgYhni b[Yb` : Y` `Yf`Yb`h`U`hYb`_ÒbbYb"6Y]
 6YgW`k YfXYb`k]fX`Ui ggW` `Y» `]W` `X]Y`C f][]bU`gdfUW`Y`XYf
 6Yk Yfhi b[`VYfØW_g]W`h][h"

8Yf`7Ua d]b[d`Uhm`A Uf]bU`X]`J YbYn]U`V]YhYh`b]W`h`bi f`Y]bY
 k i bXYfgW`ÒbY`I a [YVi b[ž`gcbXYfb`Ui W` `Y]b`Xi fW`XUW`hYg
 GmghYa`ni f`G]W`YfghY`i b[`XYf`; ÅghYni Zf]YXYb`Y]h" Gc`g]bX
 GUgW`U`i bX`8Ybb]g`hfc`h`i` \fYf`_`Y]bYb` < ØfXYb`ni j Yfg]W`h]W`ž
]\fYb`I f`Ui V`]b]j c` `Yb`NØ[Yb` [Yb]Y» Yb`ni ` _ÒbbYb"

8YhU]`g	
C fh	A Uf]bU`X]`J YbYn]Už` hU`]Yb
E i Y` `Yb	<ul style="list-style-type: none"> • k k k "XYfk YghYb"XY • UXf]UWJa dg"Wca

6Ygi W`XYb`G]Y`i bg`Ui Z. `Y]bY!fY]gY"XY