

? fYi nZU\ fhYb`i bhYf`XYf`@i dY.`? cbZ`]_hY
ØVYf`8 fYggWtXY`]a`F YghUi fUbh`

8]g_i gg]cb`ØVYf`XYb`8 fYggWtXY`Ui Z? fYi nZU\ fhYb.`F Y]gYbXY
Äi » Yfb`l ba`i h`ØVYf`i bdUggYbXY`?`Y]Xi b[`]b`F YghUi fUbhg
i bX`ZcfXYfb`a`Y\`f`Gh]`"



? fYi nZU\ fhž`8 Yi hgW\`UbX`!`8]Y`8]g_i gg]cb`ØVYf`XYb`8 fYggWtXY
Ui Z? fYi nZU\ fhgW\]ZYb`\Uh]b`XYb`YhnhYb`HU[Yb`Ub`6YXYi hi b[
[Yk`cbbYb`" `ægVYgcbXYfY`]b`XYb`F YghUi fUbhg`XYf`GW\]ZY`Äi » Yfb
j]Y`Y`DUggU[]YfY`\fYb`l ba`i h`ØVYf`X]Y`?`Y]Xi b[`gk`U\`UbXYfYf
; ÄghY`" `æ a`Yf`k]YXYf`ghØ» h`a`Ub`XUVY`]Ui Z`C`i hZ]hgž`X]Y`b]W\h`XYb
9fk`Ufhi b[Yb`Ub`Y]bY`[`Ub`nj`c`Y`F Y]gY`Yb`hgd`fYW`Yb`"
6UXY`_`Ua`chhYbž: `]d!:` `cdg`i bX`i b[YdZY[hY`?`Y]Xi b[`]g]bX`ZØf
j]Y`Y`F Y]gYbXY`b]W\h`U`nYd`hUVY`" `Gc`VYf]W\hYh`Y]b`Bi`hnyfž`XUgg
X]Y`?`Y]Xi b[ž`X]Y`a`Ub`]b`Y]bYa`F YghUi fUbh`Ub`6cfX`g]Y\`hž`c`Zh
b]W\h`XYa`Yb`hgd]W\hž`k`Ug`a`Ub`Yfk`UfhYh`"8]Yg`ZØ\`fh`ini`Y]bYa
VfY]hYfYb`8]U`c[`ØVYf`Gh]`i bX`XUg`Ub[Ya`YggYbY`J`Yf\`U`hYb`VY]a
9ggYb`Ui Z`GW\]ZYb`"

9]b][Y`Bi`hnyf`i`bhYfghØ`hnyb`X]YgY`?`f]h]_`i`bX`hY]`Yb`Ä`b`]W`Y

9fZU\fi b[Yb'j cb']\fYb'Y][YbYb'?fYi nZU\fhYb"8]Y'Yi »Yfi b[Yb
 ØVYf'XYb'JYf'i gh'XYf'9gg_i`hi fž'Gh]'i bX'H]gWka Ub]YfYb'g]bX
 nU\`fY]Wk"5bXYfY`\]b[Y[Yb'Uf[i a Ybh]YfYbž'XUgg'Yg
 ; YgWka UW_ggUWkY'gY]ž'i bX'j YfhY]X][Yb'X]Y'j YfgWk]YXYbYb
 ?`Y]Xi b[ggh]Y"8]YgY'A Y]bi b[gj YfgWk]YXYb\Y]h'gd]Y[Y'h'X]Y
 i bhYfgWk]YX`]WkYb'5bg]Wk hYb'XUfØVYf'k]XYfž'k Ug'Ub[Ya YggYbY
 ?`Y]Xi b[`Ui Z'Y]bYf'?fYi nZU\fh']gh'i bX'k]Y'k]Wk]h[`j]Y'Yb
 FY]gYbXYb'XYf'8fYggWkXY'gh"

8fYggWkXYg'Ui Z'?fYi nZU\fhYb

Jcf'Y]bYf'?fYi nZU\fh'ghY`h'g]Wk'ZØf'j]Y'Y'X]Y': fU[Yž'k Y`WkY
 ?`Y]Xi b[`g]Y'Y]bdUW_Yb'gc`Yb"@Ui h'8fYUa`]bYg'V]YhYb
 8fYggWkXYg'Y]bY'Cf]Ybh]Yfi b[ž'YXcWk'k YfXYb'X]YgY
 i bhYfgWk]YX`]Wk']bhYfd'fYh]Yfh'`HU[gØVYf']gh'a Y]gh`Y[YfY'?`Y]Xi b[
 Yf`Ui Vhž'k Å\`fYbX'UVYbXg'Y]b'Zcfa Y`YfYg'5i ZhfYhYb'Yfk UfhYh
 k]fX"5V`%`i \f' []h'cZh'XYf'8fYggWkXY'`Y[Yf!Y'Y[Ubh" `b'X]YgYb
 NY]hYb']gh'VUXY`Y]Xi b[`]b'FYghUi fUbhg'i bYfk ØbgWk'h"5i Wk`Ub[Y
 <cgYb'ZØf'A ÅbbYf'g]bX'\Åi Z][`YfZcfXYf']Wk"

5i Z@ | i g! ?fYi nZU\fhYb'k]fX'gdcfh']Wk!`Y[YfY'i bX
 ; YgY`gWkUZhg`Y]Xi b[`Ya dZc\`Yb"; U`UUVYbXY'i bX'VYgcbXYfY
 5b`ÄggY`YfZcfXYfb'Y'Y[UbhY'5VYbXa cXY"8]Y'j YfgWk]YXYbYb
 ?UhY[cf]Yb'XYf'8fYggWkXYg'_ØbbYb'k]Y'Zc`[hi bhYfhY]h'k YfXYb.

?UhY[cf]Y

6YgWkFY]Vi b[

@Y[Yf	5`hU[g`Y]Xi b[ž`Y]bY æ[[]b[\cgYb'cXYf'gY\`f'_i fnYb F ØW_Y"
Gdcfh']Wk!`Y[Yf	; Y\cVYbYfY': fY]nY]ha cXYž <Ya XYb'i bX`Ub[Y'<cgYb'ZØf A ÅbbYf"
@Y[Yf!Y'Y[Ubh	9`Y[UbhY'; UfXYfcVYž Gca a YfUbnØ[Y'i bX 7cW_hU]`_Y]XYf"
: cfa Y`	9`Y[UbhY'?`Y]Xi b[ž'5bnØ[Y'ZØf A ÅbbYfž'5VYbX`Y]XYf'ZØf : fUi Yb"

8]Y'?'cbhfc`Y'XYg'8fYggWcXYg'Xi fW'X]Y'7fYk'j Uf]]Yfhž'XcW'cZh
k YfXYb'<]bk Y]gY'[Y[YVYbž'i a'X]Y'9]b\U`hi b['ni '[Yk Å\`f'Y]ghYb"
9g']gh'fUhgUa ž'g]W'ja'J cfZY'X'XYf'F Y]gY'ØVYf'X]Y'8fYggWcXY!
F]W'h]b]Yb'XYf'Yk Y]`[Yb'FYYXYfY]Yb'ni']bZcfa]YfYbž'XU'X]YgY
b]W'h'Y]b\Y]h]W'g]bX'i bX'i bhYfgW]YX`WXY'5bZcfXYfi b[Yb'ghY`Yb
_ÒbbYb"8]Y'8]g_i gg]cb'ØVYf'Ub[Ya YggYbY'?`Y]Xi b['Ub'6cfX
V`Y]Vh'gca]h'Y]b'fY`Yj UbhYg'H\Ya U'ZØf'?fYi nZU\fhVY[Y]ghYfhY'i bX
nY][h'X]Y'j YfgW]YXYbYb': UW'hYb'XYf'?fYi nZU\fhYfZU\fi b["

8YhU]`g	
C fh	?fYi nZU\fhž'8Yi hgW'UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "XYfk YghYb"XY • k k k "XfYUa `]bYg"XY

6Ygi WXYb'G]Y'i bg'Ui Z.'Y]bY!fY]gY"XY