

5i Zgh]Y[ghfUi a . ' < ; ' GUUf`ci]g'gYhnh`Ui Z l fgUd\Ufa `i bX`HU`YbhY°

9fZU\fyb`G]Y`U`Yg`ØVYf`X]Y`<YfUi gZcfXYfi b[Ybž`N]Y`Y`i bX
XYb`bYi Yb`<Ui dhgdcbgcf`XYf`<; 'GUUf`ci]g`Ui ZXYa `K Y[
ni a `5i Zgh]Y[`]b`X]Y`&`@[U"



GUUf`ci]gž`8Yi hgW\`UbX`!`8]Y`<; 'GUUf`ci]g`\Uh'g]W\`]b`XYb
`YhnhYb`A`cbUhYb`_`Uf`Ui ZY]bY`bYi Y`GhfUhY[]Y`Ui g[Yf]W\hYhž`i a
X]Y`gdcfh]W\Yb`5a`V]h]cbYb`XYg`J`YfY]bg`ni `j`Yfk`]f`_]W\Yb`" `#
Y]bYa `U`_hi`Y`Yb`8`cddY`!`#hYfj`]Yk``Ài`»`YfhYb`g]W`Df`Àg]XYbh
GhYZZYb`:`fY]W\Y`i`bX`GdcfhX]fY`_hcf`A`Uf`_i`g`6Ui`f`ni`XYb`N]Y`Yb
i`bX`<YfUi`gZcfXYfi`b[`Ybž`X]Y`XUg`<UbXVU`hYUa``]b`XYf
_ca`a`YbXYb`GU]gcb`Yfk`UfhYh`9]b`nYbhfU`Yg`H\Ya`U`]gh`XYf
9]bgh]Y[`XYg`bYi`Yb`<Ui`dhgdcbgcf`g`l`fgUd\Ufa`žY]bYa
5fnbY]a`]hhY`\YfghY`Yf`Ui`g`GUUfVfØW`Ybž`XYf`XYa``J`YfY]b`Y]bY
Z]bUbn]Y`Y`B`Yi`VYk`Yfhi`b[`Yfa`Ø[`]W\Yb`gc`""`Gc`k`]fX`Yfk`UfhYhž
XUgg`XYf`9hUh`Xi`fW`X]YgY`DUf`hb`YfgW`UZh`bU\Yni``j`YfX`cdd`Y`h
k`YfXYb`_Ubbž`k`Ug`X]Y`J`cfUi`ggYhni`b[`Yb`ZØf`Y]bY`F`ØW`_Y\`f`]b`X]Y
nk`Y]hY`@[`U`Yf\YV`]W`j`YfVYggYfh"

5_hi Y`VYZ]bXYb`g]W`X]Y`GUUF`AbXYf`Ui Z`XYa`j]YfhYb`D`Uhn`XYf`
Xf]hYb`@[U`i bX`nY][Yb`g]W`cdh]a`]gh]gW`ž`i bhYf`X]Y`VYghYb`nk`Y]
HYUa`g`X]YgYf`@[U`ni`_ca`a`Yb`ž`i`a` `Ub`XYf`5i`Zgh]Y[gfi`bXY`
hY]`ni`bY`a`Yb`"GdcfhgW`Ui` `VYf]W`hYhž`XUgg`XYf`b`chk`Yb`X][Y`9`hUh`
j`cb`a`]bXYghYbg`Y]bYf`A`]`cb`9i`fc`YfZcfXYf`]W`]ghž`i`a` `X]Y`
gdcfh]W`Yb`N]Y`Y`ni` `YffY]W`Yb`i`b`X`X]Y`F`ØW`_Y`f`]b`X]Y`nk`Y]hY`
@[U`ni` `fYU`]g]YfYb`"8Yf`J`YfY]b` \UhhY`j`c`f`gYW`g` \fYb`b`UW`
Y]bYa` ` \fnY`b`h]b`XYf` \Ø`YfYb`@[U`UVghY][Yb`a` ØggYb`i`b`X`
gYmh`bi`b`Ui`Z`Y]bY`dcg]h]j`Y`9`bhk`]W`_i`b[`XYf`g`UUF`Ab`X]gW`Yb`
HU`Yb`hY`]a` `A`AbbYf!<UbXVU`"

Gdcfh`]W`Y`5`b`U`mgY`i`b`X`ni`_Ø`b`Zh][Y`
DYfgdY`_h]j`Yb`

A`Uf`_i`g`6`Ui`f`VY`hcb`h]b`XYb` ;`Ygdf`Å`W`Yb`X]Y`9f[YVb]ggY`XYf`
gdcfh]W`Yb`5`b`U`mgY`XYf`Y`hnhYb` \fY`"9f`k`Y]gh`XUfUi`Z`]bž`XUgg`
GUUF`ci`]g]b`XYf`UV[Y`Ui`Z`Yb`Yb`GU]gcb`%&`Di`b`_hY` \]bhYf`XYa`
Nk`Y]hd`Uhn]YfhYb`g`W`Y]hYfhYž`Y`Xc`W`]b`g`Y`W`g`A`AbbYfb`VY`ggYfY`
F`Ygi`h`U`hY`Yfn]Y`Yb`_Ø`bbhY`"8Yf` :`c`_i`g`]Y[h`XUfUi`Z`X]Y`HU`Yb`hY`]a`
GUUF`Ub`X`ni` `Yb`hk`]W`_Y`b`i`b`X`X]Y`gY`]b`XYb`A`AbbYf!<UbXVU`"ni`
]bhY[f]YfYb`"8Yf`K`i`bg`W`VY`ghY`hž`]b`XYb`_ca`a`Yb`XYb`nk`Y]V]g`
XfY]` \fYb`Y]bYb`Gd]Y`Yf`k`]Y`A`Uf`_c` ;`f[]W`Ub`XYb`J`YfY]b`ni`
V]b`XYb`"

9]b`k`Y]hYfYf`5`gdY`_hž`XYf`]b`XYa` `bhYfj`]Yk` `Ub[Ygdfc`W`Yb`k`]fXž`]gh`
XYf`U`_hi`Y`Y`HfU]bYf`"8]Y` ,`VYfnYi` [i`b[ž`XUgg`X]YgYf`ØVYf`X]Y`
b`Øh][Yb`9fZU`fi`b[Yb`j`YfZØ[hž`i`a` `XYb`5i`Zgh]Y[ga`c`Xi`g`ni`
a`Y]ghYfbž`]gh`ghUf`_`Ui`g[Ydf`Å[h`"8Yf`J`YfY]b`g]Y`h`g]W` `Ui`W` `a`]h`
XYf`<`YfUi`g`ZcfXYfi`b[` _cb`Zfcbh]Yfhž`XUgg`Y]bY`J`]Y`n`U` `j`cb`
HU`Yb`hYb`]a` `GUUF`Ub`X`Y]bY`i`b[Yk`]ggY`9`bhk`]W`_i`b[`j`c`fk`Y]gYbž`
k`Ygk`Y[Yb`Y]bY` [i`hY`5i`gV]Xi`b[`i`b`X` :`ØfXYfi`b[`YggYbn]Y`"gh`"

GhfUhY[]gW`Y`9`b`hgW`Y]Xi`b[Yb`i`b`X`
`b`ZfUghfi`_hi`f`

B`Y`V`Y`b`X`Y`b`g`d`c`f`h]W`Y`b`5`a`V]h]cbYb`[]Vh`Y`g`Ui`W` ,`VYf`Y[i`b[Yb`
ØVYf`Y]bYb`a`Ø[`]W`Y`b`<`U`Y`b`b`Y`i`V`Ui`]b`GUUF`ci`]g`"8]Y` ;`Ygdf`Å`W`Y`

XUni `XYi hYb`XUfUi Z`]bž`XUgg`X]Y` <; `GUUf`ci]g`cZYZbg]j `d`Ubhž
]\fY`ϑZfUghfi _hi f`Ui gni VUi Yb" `8]Yg`]ghj cf`U`Ya `k]W h][ž`i a `X]Y
 bchk YbX][Y`?i `]ggY`ZØf`XYb`< UbXVU`gdcfh`ni `gW UZZYb`i bX`Y]b
 UhhfU_h]j Yg`l a ZY`X`ZØf` : Ubg`i bX`Gd]Y`Yf`ni `V]YhYb"

DfÄg]XYbh`GhYZZYb` : fY]W`Y`i bX`GdcfhX]fY`_hcf`A Uf_i g`6Ui f`g]bX
 g]W`Y]b][ž`XUgg`X]Y` <; `GUUf`ci]g`Ui ZXYa `f]W`h][Yb`K Y[`]ghž`i a
]b`XYf`Xf]hhYb`@[U`k]YXYf`gdcfh]W`Yb`9fZc`[`ni `UVYb`i bX`]b
 bU\Yf`Ni _i bZn]b`X]Y`nk Y]hY`@[U`ni fØW`ni _Y`fYb" < UbXVU`
K cf`X`VYf]W`hYh`Ui » YfXYa `j cb`XYf`dcg]h]j Yb`Gh]a a i b[
]bbYf`U`V`XYg`HYUa g`i bX`XYf`6Ug]gž`k Å`fYbX`U`Y`6YhY]`][hYb`Ui Z
 Y]bYb`YfZc`[fY]W`Yb`GU]gcbj Yf`Ui Z`]bUfVY]hYb"

8YhU]`g	
C fh	GUUf`ci]gž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "\UbXVU`!k cf`X"bYk g • k k k "gdcfhgW`Ui "XY

6Ygi W`Yb`G]Y`i bg`Ui Z.`a Y]b!k]Yb"bYh