

9fghY`GY`Vgh\]`ZY[fi ddY`ZØf`GUF_ca ! DUh]YbhYb`]b`9f`Ub[Yb`ghUfhYh°

⊕`9f`Ub[Yb`ghUfhYh`Ua`&`"':&`&\$&)`Y]bY`bYi`Y
GY`Vgh\]`ZY[fi ddY`ZØf`GUF_ca !DUh]YbhYb`ni`f`l`bhYfghØhni`b[
i`bX`ni`a`5i`ghUi`gW`"



< Yb_YghfU» Y`+, ž`- %\$) &`9f`Ub[Yb`ž`8Yi`hgW`UbX`!`⊕
9f`Ub[Yb`hi`h`g]W`Yhk`Ugž`XUg`ZØf`j`]Y`Y`6Yhfc`ZY`b`Y`j`cb`[`fc»`Yf`
6YXYi`hi`b`[`]gh`"9]bY`bYi`Y`GY`Vgh\]`ZY[fi ddY`ZØf`DUh]Ybh]bbYb`i`bX`
DUh]YbhYb`a`]h`GUF_ca`Yb`k`]fX`[`Y`[`fØbXYhž`i`a`XYb`6Yhfc`ZY`b`Yb`
i`bX`]\fYb`5b[`Y\Øf][`Yb`Y]bY`D`UhhZcfa`ZØf`5i`ghUi`gW`i`bX`
l`bhYfghØhni`b[`ni`V]YhYb`"GUF_ca`Yž`YbY`gY`hYbYb`VØgUfh][`Yb`
Hi`a`cfYb`XYg`K`Y]W`[`Yk`YVYgž`gcf[`Yb`VY]`XYb`Yb][`Yb`ž`X]Y`a`]h`
X]YgYf`8]U[`bcgY`_cbZfcbh]Yfh`k`YfXYb`ž`c`Zh`ZØf`J`Yfi`bg]W`Yfi`b[`i`bX`
Ÿb[`ghY`";`YfUXY`]b`gc`W`YfUi`gZcfXYfbXYb`NY]hYb`k`]fX`XYf`
5i`ghUi`gW`a`]h`;`Y]W`[`Yg]bbhYb`ni`Y]bYa`k`]W`h][`Yb`5b`_Yf`"

8]Y`; fi ddYž`X]Y`Ua`&`&"':&`&\$&)`j`cb`%+`" `\$V]g`%-`"\$`\$`i` \f`]\f`
YfghYg`HfY`ZY`b`]a`?`-GG`fP`cbhU`_hi`bX`⊕`Zcfa`Uh]cbgghY`Y`

GY`Vgh\]ZY[fi ddYbŁž<Yb_YghfU»Y'+, ž- %\$) &'9f`Ub[Yb`UV\U`hYb
k]fXž'gc``Y]b [YgW\ØhnhYf`F Ui a `gY]bž]b`XYa `a Ub`g]W
[Y[YbgY]h][`ni \Øfhi bX`Yfa i h][h`i bhYfghØhnh`k]fX`X]Y'; fi ddY
j ca `Guf_ca nYbhfi a `XYg`i b]_`b]_i a g`9f`Ub[Yb`i bhYf`XYf
GW]fa \YffgWUZhi cb`DfcZ`8f`F cVYfh'; fØhna Ubb`gck]Y`XYf
8Yi hgWYb`Guf_ca !Gh]Zhi b[`i bX`XYb`GY`Vgh\]ZY_cbhU_hghY``Yb
?]gg`A]hhY`ZfUb_Yb`Y``J "

9]b`bYi Yg`Ni \Ui gY`ZØf`6Yhfc ZZYbY

Gc`Y]b`HfYZYb`]gh`XYf`YfghY`GWf]hž`i a `XUg'; YZØ\``XYf`g`c`Uh]cb
ni `j Yff]b[Yfbž`XUg`cZ`h`a]h`Y]bYf`Guf_ca !8]U[bcgY`Y]b\Yf[Y`h"
8]Y`bYi Y`GY`Vgh\]ZY[fi ddY`gc``XYb`HY]`bY`a Yfb`b]W`h`bi f`Y]bYb
Cfh`XYg`5i ghUi gWYg`V]YhYbž`gcbXYfb`Ui W\`Y`ZYbž? fUZ`hi
gW`ØdZYb`i bX`g]W` [Y[YbgY]h][`ni `i bhYfghØhnhYb``@bhYfYgg]YfhY
g]bX`Y]b[Y`UXYbž`g]W`ØVYf`Y]b`?cbhU_hžcfa i `Uf`Ubni a Y`XYb`i bX
XUVY]`ja `?ca a YbhUfZY`X` Guf_ca !GY`Vgh\]ZY[fi ddY`9f`Ub[Yb
Ubni [YVYb"

9f`Ub[Yb`]gh`XUa]h`b]W`h`bi f`Y]b`Cfh`ZØf`a YX]n]b]gWY
: cfhgWf]hhYž`k]Y`g]Y`ja `@Y]h`]b]Ybdfc[fUa a `Cb_c`c[]Y`XYf
8Yi hgWYb`?fYVg[YgY``gWUZhiFYZY_h]Yfh`k YfXYbž`gcbXYfb`Ui W
Y]b`Ni \Ui gY`ZØf`A YbgWYbž`X]Y`]b`]fYf`@YVYbgg]hi Uh]cb
I bhYfghØhni b[`VYbØh][Yb``8]Y`gY`Vgh\]ZYcf]Ybh]YfhY`5fVY]h`n]Y`h
XUfUi Z`UVž`6Yhfc ZZYbYb`i bX`5b[Y\Øf][Yb`Ui Z`X]Y`6Y]bY`ni `Y`ZYbž
XUa]h]g]Y`g]W`b]W`h`U`Y]bY`ZØ\`Yb"

K]ggYb`]gh`A UW`h

8U`Guf_ca Y`hfc`hn`a YX]n]b]gWYf`: cfhgWf]hhY`bUW`k]Y`j cf`k Yb][
YfZcf`gW`h]g]bXž`VYXUfZ`Yg`Y]bYf`J]Y`nU\`j cb`@Zcfa Uh]cbYb`i bX
FYggci fW`bž`i a `g]W`VYgha Ø[`]W`Ui Z`X]Y`<YfUi gZcfXYfi b[Yb
X]YgYf`9f`fUb`i b[`Y]bni ghY``Yb``8Yf`?fYVg]bZcfa Uh]cbgX]Ybgh
V]YhYh`nU`fY]WY`@Zcfa Uh]cbYb`ni `@YVYb`a]h
K Y]W`hY]`gUf_ca Ybž`j cb`8]U[bcgYghY``i b[`V]g`\]b`ni
I bhYfghØhni b[gUb[YVchYb``F`Y`Yj UbhY`@Y]h`]b]Ybž`k]Y`X]Y
G`!@Y]h`]b]Y`ZØf`9fk UW`gYbY`a]h`K Y]W` [Yk YVYgUf_ca Ybž`\Y`ZYb
XUVY]ž`X]Y`VYgha Ø[`]W`Y`J Yfgcf[i b[`g]W`Yfni ghY``Yb"

8]Y`bYi Y`GY`Vgh\]`ZY[fi ddY`]b`9f`Ub[Yb`]gh`Y]b`@]W`hV`]W_`Z0f`U``Yž
 X]Y`VYhfcZYb`g]bX"J cb`A YbgW`Ybž`X]Y`À\b`]W`Y`?Àa dZY
 Xi fW`ghY`Ybž`ni` \`0fYb`i bX`g]W`i[Y[YbgY]h][`ni`i bhYfgh0hYbž
 _Ubb`Y]b`i bgW`ÀhnVUfYf`K Yfh`gY]b` `Z0f`XYb`9]bnY`bYb`YVYbgc
 k]Y`Z0f`X]Y`; Ya Y]bgW`UZh`Bi hnYb`G]Y`X]Y`7\UbW`i bX`k YfXYb`G]Y
 HY]`X]YgYf`k Yfhj`c``Yb`ð]h]Uhj] Y`

8YhU]`g	
C fh	<Yb_YghfU»Y`+, ž`- %\$) &`9f`Ub[Ybž 8Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "i`_!Yf`Ub[Yb"XY • k k k "gUf`_ca Y"XY • k k k "_fYVg]bZcfa Uh]cbgX]Ybgh"X Y

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