

: `]Y[YfVca VY`]b`A ØbWYb`YbhXYW_hY.
(\$\$`A YbgWYb`a ØggYb`Yj U_i]Yfh
k YfXYb`°

þ`A ØbWYb`k i fXY`Y]bY: `]Y[YfVca VY`Ui g`XYa`Nk Y]hYb
K Y`h_f]Y[`YbhXYW_h`9j U_i]Yfi b[Yb`]b`GWk UV]b[`ZØf`X]Y
9bhgWÅfZi b[`] Yd`Ubh"



A ØbWYbž`8Yi hgW`UbX`!`5a`'&"'†`]'&\$&) `gcf[hY`Y]b
6ca VYbZi bX`]b`A ØbWYb!GWk UV]b[`ZØf`5i ZFY[i b[`5i ZY]bYf
6Ui ghY`Y`]b`XYf`B`À`Y`XYf`9W`Yb`?`fUYdY`]b!ž`Ja Yg!`@`YV!`i bX
6i a a ghfU»Y`k i fXY`Y]bY: `]Y[YfVca VY`Ui g`XYa`Nk Y]hYb
K Y`h_f]Y[`YbhXYW_h`8]YgY`\\UhY]b`cfXYbh]WYg; Yk]W`hj`cb`&) \$
?]`c[fUa a ž`k`cVY]`XYf`_f]hgWY`HY]`a]h`XYa`Zi b_h]cbgZÅ`][Yb
NØbXYf`Yhk U`%&) `?]`c[fUa a `k]Y[hi bX`X]Y: Yi Yfk Y`f`VYfY]hg
ni f`9bhgWÅfZi b[`]gY]h`XYb`ZfØ`Yb`A cf[Ybghi bXYb`j cf`C`fh]gh`8]Y
9bhgWÅfZi b[`]gh`ZØf`\\Yi hY`5VYbX`[Y[Yb`%+.` \$`I`\\f`Ub[YgYmhž
XcW`ni j cf`a ØggYb`fi bX`(\$`\$`5bk`c`bYf`Yj U_i]Yfh`k YfXYb`ži a
X]Y`G]WYf`\\Y]h`ni`[Yk`À`f`Y]ghYb`ž`k]Y`6F`"XY`VYf]W`hYh"

8]Y'9j U_i]Yfi b[ga U» bU\ a Yb`VYhfYZZYb`b]W\h`bi f`5bk c\`bYf
X]j YfgYg`K c\`b\`Ài gYf`]b`i ba]hhY`VUFYf`B`À\`Yž`gcbXYfb`Ui W\
DUh]YbhYb`XYg`A UI !D`UbW_!`≠gh]hi hg`ZØf`DgmW\]Uhf]Yž`XUg`]a
9j U_i]Yfi b[gfUX]i g`]Y[h" `≠`XYf`9]bf]W\hi b[`]Vh`Yg`Ui W\`Y]bY
K c\`b[fi ddY`ZØf`A YbgW\Yb`a]h`_ØfdYf`]W\Yf`9]bgW\f`Àb_i b[ž
k Yg\U`V`VYgcbXYfY`J cf`_Y\`fi b[Yb`[YhfcZZYb`k YfXYb`a ØggYb`
K `À\`fYbX`X]Y`6Øf[Yf]bbYb`i bX`6Øf[Yf`g]W\Yf`bUW\`<Ui gY
[YgW\]W`h`k YfXYbž`k i fXY`]b`Y]bYa`bU\`Y[Y`Y[YbYb`; ma bUg]i a
Y]bY` 5_i hVYhfYi i b[gghY`Y`Y]b[Yf]W\hYhž`XUa]h`b]Ya UbX`Ui Z`XYf
GhfYW`Y`V`Y]Vh"

B c h k Y b X] [Y ` A U » b U \ a Y b ` i b X
G] W \ Y f \ Y] h g j c f _ Y \ f i b [Y b

K]Y`X]Y`GØXXYi hgW\Y`NY]hi b[`]bZcfa]Yfhž`g]bX`Ui W\`X]Y
B UW\ VUfb`XYf`VYbUW\ VUfhYb`Gh]Zhi b[`DZYbb][dUFUXY`i bX
a Y\`fYfY`?]bXYf[`ÀfhYb`VYhfcZZYbž`XUfi bhYf`XUg`?]bXYf\`Ui g
GhYfbghi bXYbž`k Y`W\Yg`Yhk U` , \$`?]bXYf`VY\`YfVYf[h"8]YgY
k i fXYb`fYW\hY]h[`ØVYf`X]Y`G]hi Uh]cb`i bX`X]Y`YfZcfXYf`]W\Yb
A U» bU\ a Yb`]bZcfa]Yfh`i bX`ni`]\`fYb`i: Ua `]Yb`bUW\`<Ui gY
[YVfUW\h"

8cW\`b]W\h`bi f`X]Y`A YbgW\Yb`a ØggYb`]bZcfa]Yfh`k YfXYb`/`Ui W\
XYf`ÒZZYbh]W\Y`B U\j Yf`_Y\`f`]ghj`cb`XYb`9j U_i]Yfi b[Yb`VYhfcZZYb`
8Yf`GW\Y]Xd`Uhnž`Y]b`k]W\h[Yf`l`a`ghY][Ydi b`_h`]b`XYf`FY[]cbž`\Uh
Ui Z`5bcfXbi b[`XYf`Dc`nY]`VYfY]hg`XfY]!`!6U\`b!5i g[`Àb[Y
[YgdYffh"5i W\`6i ggY`XYf`@]b]Y`%(`&k YfXYb`i a [Y`Y]hYhž`i a`X]Y
G]W\Yf\`Y]h`U`Yf`ni`] [UfUbh]YfYb"

9]b`U`h`À[`]W\Yg`F]g]_c

8Yf`i: i bX`j`cb`i: `]Y[YfVca`VYb`]gh`]b`A`ØbW\Yb`nk`Uf`b]W\h`bYi`ž
UVYf`a`]h`YXYa`9bhXYW`Yb`k`YfXYb`9f]bbYfi b[Yb`Ub`X]Y
[YZ\`f`]W\Yb`<]bhYf`UggYbgW\UZhYb`XYg`Nk`Y]hYb`K`Y`h`_f]Y[g
k`UW\ [Yfi`ZYb`"GW\`Àmi b[Yb`ni`Zc`[Y`Y]Y[Yb`]b`8Yi`hgW\`UbX`bcW\
nk`]gW\Yb`%\$`\$`\$`\$`\$`i bX`i` \$`\$`\$`\$`HcbbYb`6`]bX[`Àb[Yf`]a`6cXYbž
i bX`À\`f`]W\`a`ØggYb`Yhk`U`) "\$`\$`\$`X]YgYf`NY]hVca`VYb`VYgY]h[h

k YfXYbžk]Y`5F8`5`d\U`VYf]W\hYh"8i fW\X]Y`5bU`mgY`j cb
 @ ZhUi ZbU\ a Yb`k YfXYb`[YZ\`f`]W\Y` ; YV]YhY`]XYbh]Z]h]Yfhž`i bX`VY]
 6Ui UfVY]hYb`_ÖbbYb`X]YgY`F Y`_hY`[Ubni`bj cf\Yf[YgY\Yb
 YbhXYW`h`k YfXYb"

8]Y`9bhgW\ÄfZi b[`YfZcfXYfh[fc»Y`Gcf[ZU`hž`XU`Ui W\`]b`X]Y`>\fY
 [Y_ca a YbYb`NØbXa YW\Ub]ga Yb`k]Y`5i ZgW\`U[nØbXYf`cXYf
 W\Ya]gW\!a YW\Ub]gW\Y`@Ub[nY]hnØbXYf`[fc»Y` ; YZU\`fYb`a]h`g]W\
 Vf]b[Yb"9g`_ca a hb]W\hgY`hYb`ni`i b[Yk c`hYb`9i d`cg]cbYbžk Ug
 X]Y`K]W\h][_Y]h]j cb`G]W\Yf\Y]hgj cf_Y\fi b[Yb`bcW\`Y]ba U`
 i bhYfghfY]W\h" Hfchn`U`Yf`J cfg]W\h`i`]a`j Yf[Ub[YbYb`>\f`k`i`fXY
 A ØbW\Yb`a]h`ØVYf`+\$`@ ZhUb[f]ZYb`ØVYfnc[Ybž`i bX`Yg`k]fX
 Yfk UfhYhž`XUgg`gc`W\Y` : i bXY`Ui W\`]b`Ni`_i bZh`Y]b`H\Ya U`V`Y]VYb"

8]Y`J YfUbhk cfh]W\Yb`g]bX`cdh]a]gh]gW\`B UW\`XYf`[Yd`UbhYb
 9bhgW\ÄfZi b[`gc`Yb`X]Y`Yj U_i]YfhYb`6Yk c\`bYf`bcW\`Ua`igY`VYb
 5VYbX`]b`]\fY`K c\`bi b[Yb`ni fØW`_Y\`fYb`_ÖbbYb`i`j cfUi`g[YgYhnh
 U`Yg`j Yf`Äi Zh`d`Uba`Ä»]["6]g`XU\]b`V`Y]Vh`UVni`k UfhYbžk]Y`g]W\
 X]Y`G]hi Uh]cb`Ybhk]W`Y`hi bX`k Y`W\Y`k Y]hYfYb`A U»bU\ a Yb
 bchk YbX][`g]bXž`i a`X]Y`G]W\Yf\Y]h`gÄa`h]W\Yf`6Øf[Yf`ni
 [Yk`Ä\`f`Y]ghYb"

8YhU]`g	
C fh	A ØbW\Ybž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "Vf"XY • k k k "gi YXXYi hgW\Y"XY • k k k "UfXU`d\U"XY

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