

%+! >À\ f][Yf'Ui g'CVYfU``[Ài 'gh]fVh'VY] GY[Y`Z]Y[Yfi b[']b`² ghYffY]Wx

9]b`%+! >À\ f][Yf'Ui g'CVYfU``[Ài 'j Yfi b[`ØW_hY'hØX`]Wx`ja
GY[Y`Zi [nYi [']b`² ghYffY]Wx" '8YhU]`g`ni`XYb`l bZÀ`Yb`i bX
9fa]hhi b[Yb` \]Yf"



9`a Ybž`² ghYffY]Wx`!`9]b`hfU[]gWYf`l b[`ØW_gZU``\ Uh`X]Y
: `]Y[Yf[Ya Y]bXY`]b`6UmYfb`YfgWxØhhYfh" `9]b`%+! >À\ f][Yf
8Yi hgWYf`_Ua`VY]`Y]bYa`GY[Y`Zi [nYi [i bZU``]b`² ghYffY]Wx`i a g
@YVYb" `8Yf` † [YbX`]WxY`ghUa a hY`Ui g`XYa`@UbX_fY]g'CVYfU``[Ài
]a`VUmYf]gWYb`FY[]Yfi b[gVYn]f`_GWk UVYb`i bX`k Uf`U`Y]bY`ja
7cW_d]h`XYg`GY[Y`Z]Y[Yfg" `8Yf`l bZU``YfY][bYhY`g]Wx`]b`XYf`BÀ\Y
j cb`9`a Ybž`XUg`Yhk U`nY` \b`?)`ca YhYf`gØXØgh]Wx`XYf`XYi hgWYb
; fYbnY``]Y[h" `8]Yg`k i fXY`j cb`6F`VYf]Wx`hYh"

5a`8`cbbYfghU[UVYbX`a Y`XYhY`X]Y`ØghYffY]Wx]gWY` : `i [g]WYf\Y]h
Y]b`j Yfa]gghYg`GY[Y`Zi [nYi [ž`k Ug`Y]bY`]b`hYbg]j Y`Gi WxU`_h]cb
Ui g`ØghY" `8i fWx`X]Y`C`fhi b[`XYg`< UbXmg`XYg`D]`chYb`_cbbhY`Y]b
Dc`]nY] \i VgW`fUi VYf`gWx`]Y» `]Wx`XUg`K fUW`_Z]bXYb`i bX`X]Y`@Y]WxY

XYg`HYybU[Yfg`Ua `Zc`[YbXYb` : fY]hU[`VYf[Yb" `HfU[]gWXYfk Y]gY
[YgWU\ `nY]h[`Y]W\ `Y]b`k Y]hYfYf`J cfZU``]b`6UXYb!K ØfhYa VYf[ž
VY]`XYa `Y]b`(`, !`Å\`f][Yf`D]`ch`VY]a `5Vghi`fn`gY]bYg`GY[Y`Zi [nYi [g
bU\`Y`Gh]a`dZUW`i`a`g`@VYb`_Ua`"9f`k`Uf`YVYbZU``g`U``Y]bY
[YZc[Yb`i`bX`_cbbhY`bi`f`bcW`hch[YVcf[Yb`k`YfXYb" `5i`W` \`]Yf
k`i`fXY`Y]b`Dc`nY]\i`VgW`fUi`VYf`ni`f`@_U`]g]Yfi`b[`XYg
l`b[`ØW_gc`fhYg`Y]b[YgY`hnh`

< Ài Z][_Y]h`j`cb`GY[Y`Zi [nYi [i bZÀ``Yb

8]Y`VY]XYb`J`cfZÀ``Y`k`YfZYb`Y]b`@]W`h`Ui`Z`X]Y` ; YZU\`fYb`XYg
GY[Y`Zi [g" `@Ui`h`Y]b`Yf`5b`U`mgY`XYf`695`fi`fUn`Øg]gWY` : `i [i bZU``!
l`bhYfgi`W`i`b[gVY\`ØfXYE`[]Vh`Yg`Å\`f]W`nU\`fY]W`Y`l`bZÀ``Y`a`]h
GY[Y`Zi [nYi [Yb" `8]Y`6Yf]W`hY`nY][Ybž`XUgg`&\$&'`]bg[YgUa`h`%)
5b`U`mgYb`ni`l`bZÀ``Yb`]b`X]YgYa`6YfY]W`j`Yf`ØZYb`h]W`h`k`i`fXYbž
k`cVY]`Y]b`Yf`ni`a`h`ØX`]W`Yb`5i`g[Ub[`ZØ\`fhY`i`bX`Y]bY`DYfgcb
gW`k`Yf`j`Yf`Y`h`h`k`i`fXY" `8]Yg`i`bhYfghfY]W`h`X]Y`F`]g]_Ybž`X]Y`a`]h
XYa` : `]Y[Yb`]b` ; YV]f[Yb`i`bX`VY]`i`b[Øbgh][Yb`6YX]b[i`b[Yb
j`YfVi`bXYb`g]bXž`k`]Y` : `]Y[Yf" `bYk`g`VYf]W`hYh`"

9]b`G]W`Yf\`Y]hg`Y]hZUXYb`ZØf` ; YV]f[gZØ[Y`Y`[h[fi`bX`Y[YbXY
9a`dZ\`i`b[Yb`ZØf`X]Y`HYW`b]_`i`bX`G]W`Yf\`Y]h`VY]a` : `]Y[Yb`]b
VYf[] [Yb`F`Y []cbYb`ZYgh" `8`Uni`[Y\`Øfhž`XUgg`D]`chYb`YXYfnY]h
Y]bYb`[YY][bYhYb`@JbXYd`Uhn`]a`6`]W` \`UVYb`gc``hYb`i`bX`XUg
_c`ffY`_hY`Ni`gUa`a`YbVUi`Yb`gck`]Y`X]Y` , VYfdfØZ`b[`j`cb
J`YfV]bXi`b[Yb`bUW`X`Yf`A`cb`hU[Y`XYg`GY[Y`Zi [nYi [g]`j`cb
Yb`hgW`Y]XYbXYf`6YXY`i`hi`b[`g]bX" `Ni`XYa`]gh`XUg`6f]YZ]b[`j`cf`XYa
GhUfh`k`]W`h][ž`i`a`X]Y`F`YU`_h]j`]Yfi`b[`XYg`?`i`fnnY]h[YX`ÅW`hb]ggYg
ni`ZØfXYfb`i`bX`gca`]h`g]W`Yf`]b`X]Y`@ØZ`hY`ni`[Y\`Yb`"

9fa]hh`i`b[Yb`]a` ; Ub[Y

⊕Zc`[Y`XYf`VY]XYb`l`b[`ØW`_Y`k`i`fXYb`9fa`]hh`i`b[Yb`Xi`fW`X]Y
Dc`nY]`j`gck`]Y`X]Y`6i`bXYgghY``Y`ZØf` : `i [i bZU``i`bhYfgi`W`i`b[`]b
6fUi`bgW`k`Y][`Y]b[Y`Y]hYh" `8]Y`l`a`gh`ÅbXY`VY]XYf`l`bZÀ``Y`ghY\`Yb
]a` : `c`_i`g`XYf`6Y\`ØfXYbž`i`a`X]Y`[YbUi`Yb`l`fgUW`Yb`ni`_`ÅfYb`i`bX
k`Y]hYfY`F`]g]_Yb`gck`]Y`G]W`Yf\`Y]hg]cf`_Y\`fi`b[Yb`ni`Y`j`U`i`]YfYb"
8`Ug`6Yk`i`gghgY]b`ZØf`X]Y` ; YZU\`fYb`]a`GY[Y`Zi [`]gh`VYgcbXYfg

k]W h[ži bX`YXYf`J cfZU``Vf]b[h`k Yfhj c``Y`9f_Ybbhb]ggY`Z0f`X]Y
G]W Yf\Y]h`XYf`D]`chYb`i bX`X]Y` ; Ya`Y]bgW UZh`]bg[YgUa`h`

8 Ug` ; UbnY`nY][h`GY[Y`Z]Y[Yb`_Ubb`UhYa` VYfUi`VYbX`i bX
VYZfY]YbX`gY]bž`V]f[h`YXcW`Ui`W`dchYbh]Y``Y` ; YZU\ fYbž`X]Y`b]W h
i bhYfgW`Àmhk`YfXYb`X0fZYb``6`Y]VYb`G]Y`U`gc`k UW`gUa``i bX`[i h
]bZcfa`]Yfhž`XUa`]h`G]Y`G]W Yf\Y]h`i bX` : fYi`XY`Ua` : `]Y[Yb
j`YfV]bXYb`_0bbYb`

8YhU]`g	
C fh	9`a`Ybž`2`ghYffY]W
E i`Y``Yb	<ul style="list-style-type: none">• k k k "Vf"XY• k k k "gd]Y[Y`"XY• k k k "Z]Y[Yf"bYk`g

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