

D]bY`Ug`7ci bhm' , \$' - /g`~ %&) A `6YUW
Dfc ^YWh': UWg`9UgYa Ybh'6Uhh`Y`5\YUX°

D]bY`Ug`7ci bhm'UXXfYggYg`VYUW`Yfcg]cb`UbX`ZccX]b[`k`h\
U`~ %&) A `fYbci f]g\`a Ybh'dfc ^YWh'Ua`]X`YUgYa Ybh'WU`Yb[Yg
Zfca`dfcdYfhmick bYfg"



HfYUgi fY`÷g`UbXž`D]bY`Ug`7ci bhmž': @ž`I G5`!`5g`h\Y`gi a a Yf
gi b`g\]bYg`Vf][`h`micj Yf`h\Y`WcUghU`dUfUX]gY`cZ`D]bY`Ug`7ci bhmž
h\Y`cca`]b[`h`fYUh`cZ`\i`ff]WUbYg`UbX`VYUW`Yfcg]cb`]g`gh]ff]b[
Wc`bj YfgUh]cbg`Ua`cb[`fYg]XYbhg`UbX`cZZ]W]U`g`U`]_Y`"H\]g
j`i`bYfUV`]`hm]g`bch`†`gh`U`a`UhhYf`cZ`cWU`Wc`bW`fb`/`]hg`U`dfYgg]b[
]ggi`Y`Zc`f`VYUW`Zfcb`h`d`fcdYfhmick bYfg`h`fci`[`\ci`h`D]bY`Ugž`Zfca
Gh`"DYhYfgVi`f[`hc`7`YUfk`UhYf`UbX`HfYUgi`fY`÷g`UbX`"8i`f]b[`h\]g
\i`ff]WUbY`gYUgcbž`h\Y`ZUhY`cZ`h\YgY`VYUW`Yg`\Ub[`g`]b`h\Y
VU`UbW`Ug`g][`b]Z]WUb`h`WU`Yb[`Yg`Uf]gY`]b`h\Y`ZUW`cZ`bYW`ggUfm
fYbci`f]g\`a`Ybh`Y`Zc`fhg"

H\Y`fYWbh`Uddfcj`U`cZ`U`\Y`Zhmi`~ %&) `a`]]`cb`dfc ^YWh`hc`fYd`Yb]g\
VYUW`Yg`U`cb[`dcdi`Uf`gd`chg`]`_Y`GUbX`?Ymž`@cb[`?YmI`d`Ua

6YUWŁŻ'UbX'HfYUgi fY'ǧ'UbX'\Ug'fU]gYX'Vch\'\cdYg'UbX
YmYVfck g"H\Y'HUa dU'6Um'HJa Yg'fYdcfhg'h\Uh'XYgd]hY'h\Y
gYYa]b['midfc[fYgg] Y'ghYdž'U'g][b]Z]WUbh'i fX'Y'fYa U]bg.'cj Yf
'% \$'dfcdYfhmick bYfg'\Uj Y'bch[fUbhYX'h\Y'bYWŁggUfm'YUgYa Ybhg
Zcf'gUbX'fYghcfUh]cb'UWŁgg'"<]ghcf]WU''mž'YUgYa Ybhg'k YfY
YggYbh]U'h'gYW fY'Zi bX]b['Zfca 'h\Y'5fa m'7cfdg'cZ'9b[]bYYfgž
k \]WŁ'hmd]WU''m'WŁj YfYX'a cfY'h\Ub'*\$i 'cZ'h\Y'dfc'YWh'WŁghg"
<ck Yj Yfž'h\Y'7cfdg'fYei]fYX'dYfa UbYbh'UWŁggž'k \]WŁ'\Ug
fYgi 'hYX']b'di g\VUW'Zfca 'j Uf]ci g'dfcdYfhmick bYfg"

B Yk '5ddfcUWŁYg'UbX'C b[c]b['7\U''Yb[Yg

ǧ''[\h'cZ'h\Y'WŁa d'YI]h]Yg'gi ffc i bX]b['h\YgY'dYfa UbYbh
YUgYa Ybh'bYYXgž'h\Y'WŁi bhm'\Ug'd]j chYX'h'c'U'd'Ub'h\Uh'cb'm
fYei]fYg'hYa dcfUfm'WŁbghfi Wh]cb'YUgYa Ybhg'Zcf'bYWŁggUfm
fYghcfUh]cb'k cf_'H\]g'WŁUb['Y'U]a g'h'c'YbWŁi fU['Y'dUfh]W]dUh]cb
Ua cb['dfcdYfhmick bYfg'k \]'Y'UXXfYgg]b['WŁbWŁfbg'cj Yf
dchYbh]U'di V']WUWŁgg'h'c'df]j UhY''UbXg"7ci bhm'5Xa]b]ghfUhc f
6Uffm'6i fhcb'fYUggi fYX'h\Uh'h\]g'bYk 'UddfcUWŁ']g'hU]'cfYX'h
dfcj]XY'VYhhYf'dfchYWh]cb'Zcf'dfcdYfh]Yg'UbX']bhYbXg'h'c'a]h[UhY
XUa U['Y'Zfca 'Zi hi fY'ghcfa g"

H\Y'5fa m'7cfdg'cZ'9b[]bYYfg']g'U'gc'WŁbg]XYf]b['fYj]g]cbg'h'c'h\Y
YUgYa Ybh'Ub[i U['Y'Zcf'VYUWŁ'dfc'YWhg"5WŁfX]b['h'c'7c UghU'
C VgYfj Yfž'6f]["'; Yb"'8Ub]Y'<]VbYf'\Ug']bX]WUhYX'h\Uh'WŁUb[Yg
UfY'Zcf'h\WŁa]b['Vi h'k]''bch'\UddYb'VYZcfY'cb[c]b['dfc'YWhgž
gi WŁ'Ug'h\Y'gUbX'fYd'UWŁa Ybh']b]h]Uh]j Y'cb'DUk 'Ymg
ǧ'UbX' k \]WŁ'k Ug'XYj UghUhYX'Vm'<i ff]WUby'ǧUb']b'&\$&& UfY
WŁa d'YhYX"'<]VbYf'ghfYggYX'h\Y'bYWŁgg]hm'Zcf'YUgYa Ybhg'h'c'VY
hYa dcfUfmž'U'a cj Y'h\Uh'WŁi 'X'YUgY'hYbg]cbg'VYhk YYb'di V']W
]bhYfYghg'UbX'df]j UhY'dfcdYfhm'f][\hg"

@cWU'9b[U[Ya Ybh'UbX': i hi fY'C i h'cc_

Hc'Yb\UbWŁ'WŁa a i b]WU]cb'UbX'WUf]hmž'D]bY''Ug'7ci bhm]g
[YUf]b['i d'h'c'\cgh'h\fYY'h'ck b'a YYh]b[g'U]a YX'Uh'YXi WU]b[
dfcdYfhmick bYfg'UVci h'h\Y'bYk 'd'UbG"H\YgY[Uh\Yf]b[g'k]''
YI d'U]b'h\Y'X]ZYfYbWŁg'Zfca 'h\Y'dfYj]ci g'7cfdg'fYei]fYa Ybhg

UbX`\'cdYZi`\'midUj`Y`h\Y`k`Um`Zcf`Vfc`UXYf`d`Ufh]WjdUh]cb`]b`h\Y`
fYbci`f]g\`a`Ybh`dfc`YWh`"H\Y`Wci`bhm`g`[`cU`"]g`hc`U`Yj`]UhY`ZYUfg`
k`\]Y`g]a`i`hUbYci`g`midfYj`Ybh]b[`Z`fh\Yf`VYUW\`Yfcg]cb`h\Uh`
Wci`X`gdY`X]gUghYf`Zcf`cWU`YWcbca`]Yg`UbX`hci`f]ga`"

@cc_]b[`U\YUXž`h\Y`YghUV`]g\`a`Ybh`cZ`h\Y`DfcdcgYX`9fcg]cb`
7cbhfc`@]bY`f97@Ł]b`HfYUgi`fY`g`UbX`k`j`d`Um`U`Wfi`WjU`fc`Y`]b`
gYhh]b[`h\Y`[`i`]XY`]bYg`Zcf`h\YgY`VYUW\`fYghcfUh]cb`dfc`YWhg`"5g`
XYhU]`YX`Vm`D]bY`Ug`7ci`bhm`g`cZZ]WjU`g]hY`ž`h\]g`97@]g`VUgYX`
cb`cVgYfj`Uh]cbg`cZ`h\Y`A`YUb`<][`\`K`UhYf`@]bY`UbX`]g`YggYbh]U`Zcf`
XY`]bYUh]b[`dfj]`UhY`UbX`di`V`]WdfcdYfhmicb`bci`f]g\YX`VYUW\Yg`"
A`Uf`_YX`hc`Yi`hYbX`cj`Yf`&`%`a`]Yg`U`cb[`h\Y`;`i`Z`cZ`A`Yi`]Wc`ž`h\]g`
]bY`XY`]bYUhYg`gdUW`k`\YfY`i`d`UbX`dfcdYfhmick`bYfg`a`U]bhU]b`
Wfhu]b`f][`hg`Vi`hU`gc`i`bXYfgWc`fYg`h\Y`bYXX`Zcf`Wc`cdYfUh]cb`]b`
VYUW\`a`U]bhYbUbW`"

H\Y`Wci`bhm`g`Wca`a`]ha`Ybh`hc`gUZY`[`i`UfX]b[`]hg`VYUW\Yg`\Ug`
fYgi`hYX`]b`h\Y`UXX]h]cb`cZ`cj`Yf`%`\$`a`]`]cb`W`V]WmUfXg`cZ`gUbX`
Zfca`dUgh`bci`f]g\`a`Ybh`]b]h]Uh]j`Yg`"H\]g`Wfi`WjU`k`cf`_`gi`ddcfhg`bch`
cb`m`h\Y`cWU`YWcbca`mVi`hU`gc`k`]X`]ZY`\UV]hUhg`UbX`ghcfa`
dfchYWh]cb`a`YUgi`fYg`"5g`h\Y`Wca`a`]b]hmidig`Yg`Zcfk`UfX`]b`h\YgY`
X]gW`gg]cbgž`]hg`UddUfYbh`h\Uh`Wc`YWh]j`Y`UWh]cb`UbX`U`k`]`]b[`bYgg`
hc`Wca`dfca`]gY`Wci`X`VY`h\Y`_Ymg`hc`cj`YfWca`]b[`h\Y`\i`fX`Yg`cZ`
VYUW\`fYbci`f]g\`a`Ybh`"

8YhU]`g	
Cfh	HfYUgi`fY`g`UbXž`D]bY`Ug`7ci`bhmž`:@ž`I`G5
EiY`Yb	<ul style="list-style-type: none">• k k k "hUa`dUVUm`Wca`• WcUghU`cVgYfj`Yf`Wca`• d]bY`Ug"[`cj`

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