

: fYXXm'E i]bb`ØZhYh`XØghYfY
: Ua]`Yb[Y\Y]a b]ggY`]b`bYi Yf
5i hcV]c[fUZ]Y

: fYXXm'E i]bb`Ybh\Ø`h`b`gY]bYf`5i hcV]c[fUZ]Y`XfUa Uh]gWXY
: Ua]`YbhfU[ÒX]Ybž`Y]bgWXY]Y»`]W`A cfX`i bX`[Y\Y]a Yb
J Yfk UbXhgWUZhYb"



K]Ybž`² ghYffY]W`!': fYXXm'E i]bbžXYf`VY`]YVhY`GW`U[YfghUfž
j YfÒZZYbh`]W`h`Ua`'&&`"A U]`gY]bY`5i hcV]c[fUZ]Y`a`]h`XYa`'H]hY`` K]Y
Yg`k]f_]W`k Uf`" `ϕ`X]YgYa`'K Yf`_cZZYbVUfh`Yf`Y]b`gWXYi f][Yg
; Y\Y]a b]g`Ui g`gY]bYf': Ua]`Yb[YgWXY]W`hYž`XUg`bcW`b]Y`ni j cf
ÒZZYbh`]W`X]g_i h]Yfh`k i fXY`"K]Y`gW`U[Yf`XY`VYf]W`hYhž`VYhf]Zh
X]Y'; YgWXY]W`hY`Y]bYb`[fUi gUa Yb`?f]a]bU`ZU`ž`XYf`g]W`Ua`'%-`
8YnYa VYf`%-`*)`]b`K]Yb`YfY][bYhY"

ϕ`YbYf`BUW`h`h`ØhYhY`XYf`XUa U`g`%+!`À\f][Y`F U]bYf`K UfW`U`ck g_]`
gY]bY`9`hYfbž`9a]`fl+\$Ł`i bX`DUi`U`f)) Łž`gck]Y`gY]bYb`6fi XYf
K]bž]YX`f&` Ł`K UfW`U`ck g_]`ghY`hY`g]W`UbgWXY]Y»YbX`XYf`Dc`nY]

i bX`VY_UbbhY`X]Y`HUhYb" , VYf`X]Y`š\ fY` \]bk Y[` _cbbhY` : fYXXm
E i]bb`X]Y`J YfV]bXi b[`ni`X]YgYa` : U``b]W`h`][bcf]YfYbž
]bgVYgcbXYfY`k Y]`9a]`K UfW`U`ck g_]`Ui W`U`g`gY]b``Y]V`]W`Yf
J UhYf`]XYbh]Z]n]Yfh`k i fXY`"Gca]h`]gh`F U]bYf`K UfW`U`ck g_]` : fYXXm
E i]bbg`<U`VVfi XYf"

9]b`^U\ fnY\ bhY`Ub[Yg` : Ua]`]Yb[Y\ Y]a b]g

8]Y`9bh\Ø`i b[Yb`]b`gY]bYf`5i hcV]c[fUZ]Y`_ca` a Yb`bUW`Y]bYa
`Ub[Yb`i bX`j Yfk cffYbYb`DfcnYgg`XYf`GY`VghZ]bXi b["E i]bb
Yf`_`Äfhž`XUgg`Yf`]a` a Yf`[Yk`i ggh`\UVYž`XUgg`gY]b``Y]V`]W`Yf`J UhYf
b]W`h`š\Ubb`k Ufž`XYf`%- (`VY]`Y]bYa` `5i hci bZU``i a g`@YVYb
_Ua` " `b`gY]bYf`@YVYbg[YgW`]W`hY`fUb`_Yb`g]W`nU`\fY]W`Y`A mh\Yb
i bX` ; YfØW`hY`i a`gY]bY`<Yf`_i bZhž`cb`XYbYb`E i]bb`]b`gY]bYa
6i W`Ui ZfÄ`i a`h`9f`VYgW`fY]Vhž`XUgg`Y]b`5bfi Z`]b`XYb`%- , \$Yf!
š\ fYbž`j cb`Y]bYa` `A Ubbž`XYf`VY`Ui dhYhYž`gY]b`<U`VVfi XYf`ni
gY]bž`]b`gW`Y]Y»`]W`Ui Z`X]Y`Gdi f`XYg`?f]a`]bU`ZU``g`VfUW`hYž`XYf`
a]h`XYf`9bh`Uggi b[`Y]bYg`A ØfXYfg`Ui g`XYf`<UZh`ni gUa` a YbZ]Y`"

8]YgYf`5bfi Z`ghY``hY`g]W`U`g`K YbXYdi b`_h`ZØf`E i]bb`\YfUi`g`
Ni gUa` a Yb`a]h`6`@8!F YXU`_hY`i f`8 Ub]Y``6ØW_]b[`VYZUgghY`Yf`g]W`
]bhYbg]j`a`]h`XYf`Gi W`Y`bUW`XYf`K U\ f\Y]h`8Yf`U`hY` : U``i bX`X]Y
\]ghcf]gW`Yb`5`_hYbž`X]Y`XYb`BUW`bUa`Yb`K UfW`U`ck g_]`
Ybh\]Y`hYbž`XYi`hYhYb`Ui ZY]bY`a` Õ[`]W`Y`J YfV]bXi b[`nk]gW`Yb
E i]bb`i bX`K UfW`U`ck g_]` \]bž`X]Y`V]g]b`X]Y`%- ` \$Yf! š\ fY
ni fØW`_fY]W`hž`U`g`E i]bbg`A i hYf`9X]h\`ZØf`Y]bY`BUn]!NY]hi b[
gW`f]YV"

: f]YXYb`a]h`XYf`J Yf[Ub[Yb\ Y]h

: fYXXmiE i]bbž`Yhnh`- ` `š\ fY`U`hž`\Uh`bUW`Y][YbYb`5i ggU[Yb
: f]YXYb`a]h`XYf`G]hi Uh]cb`[YgW`cggYb``9f`VYhcbhž`XUgg`Yf`b]W`h
bi f`a]h`XYa` `J Yf`i gh`gY]bYg``Y]V`]W`Yb`J UhYfg`i a [Y\ hž`gcbXYfb
Ui W`XYf`HfU[]_`X]YgYf` ; YgW`]W`hY`]bg`5i [Y`g]Y\`h` `W`VYXUi YfYž
XUgg`]W`a` Y]bYb`YW`hYb`J UhYf`b]W`h`_YbbYb[Y`Yfbh`\UVY`ž
[YghY\`h`Yfž` UVYf`]W`\UVY` : f]YXYb`a]h`a`Y]bYa` `@YVYb
[YZ` bXYb` " `@Ui h`_`Y]bYnY]hi b["Uh`g]Y\`h`E i]bb`X]Y`<]bk Y]gYž`X]Y
g]W`ØVYf`X]Y`š\ fY`j`YfX]W`hYhYbž`U`g`YbhgW`Y]XYbXY`A`cgU]_ghY]bY

]b'gY]bYa ' : Ua]]YbV]'X"

8]Y'5i hcV]c[fUZ]Y'nY][hž'XUgg': fYXXmg': Ua]]Yb[YgW]W hY
XfUa Uh]gWYf']gh'U'g'Y'Ub[Ybca a Yb"'A]h'Y]bYf'A]gW]i b['Ui g
<cZbi b['i bX'HfUi Yf'V']W_h'Yf'Ui Z'gY]b'i b[Yk Ò\b']WYg'9fVY'i bX
Yf_`Àfhž'XUgg'X]Y'; YfØW]hY'ØVYf'gY]bY'<Yf_i bZhž'i bhYf'UbXYfYa
X]Y'Y]bYg'GYYZU\fyfg'cXYf'Y]bYg'jf]gW]Yb'?Ui Za Ubbgž'b]W]hg
k Y]hYf'U'g':]_h]cb'g]bX"' ÆW'k Uf'b]Y'GYYZU\fyf ž'ghY''h'Yf'ZYgh'i bX
VYnY]W]bYhY'ZfØ\YfY'FY]gYb']b'XYb'I G5'ni f'Gi W]Y'bUW'gY]bYa
J UhYf'U'g' 6`ØXg]bb "

8YhU]`g	
Cfh	K]Ybž'² ghYffY]W
E i Y`Yb	<ul style="list-style-type: none">• k k k "gW`U[Yf"XY• k k k "_`Y]bYnY]hi b["Uh

6Ygi W]Yb'G]Y'i bg'Ui Z.'Y]bY!fY]gY"XY