

6Ui `XYg`B Uh]cbU`9I \]V]h]cb`7YbhYfg`]b
< Ubc]. `9]b`A Y]`YbghY]b`ZØf`J]YhbUa` °

8Yf`6Ui `XYg`B Uh]cbU`9I \]V]h]cb`7YbhYfg`]b`< Ubc]`gW`fY]hYh
j`cfUbž`gma`Vc`]gW`ZØf`J]YhbUa`g`, `\$`"B Uh]cbU`ZY]YfhU["`
9fÒZZbi b[.`%`-`"5i [i gh`&\$&)" "



6Ynf_`8cb[`5b\ž`< Ubc]ž`J]YhbUa`!`8Yf`6Ui `XYg`B Uh]cbU`
9I \]V]h]cb`7YbhYfg`]b`J]YhbUa` \ Uh]b`_ØfnYghYf`NY]h[`fc»Y
: cfhgW`f]hhY[`Ya`UW`h`"B`UW`XYa`Ua`" `\$`"5i [i gh`&\$&`' `X]Y
; fi`bXghY]b`Y[i b[`]a` `6Ynf_`8cb[`5b\ž`< Ubc]ž`ghUh[`YZ`bXYb` \ Uhž
]gh`XUg`Dfc`Y`_h`VYfY]hg`bUW`bYi`b`A`cbUhYb`]b`gY]bYf`g]W`hVUfYb
D\UgY`Ub[`Y`_ca`a`Yb`"DfYa`]Yfa`]b]ghYf`D\Ua` `A`]b` \ `7` \]b` \
]bgd]n]YfhY`Ua` `%-`"A U]`XYb`U`_hi`Y`Yb`6Ui`Zc`fhgW`f]hh`X]YgYg
VYXYi`hYbXYb`Dfc`Y`_hgž`XUg`Ua` `&`"GYdhYa`VYf`&\$&)`ž`dUggYbX`ni`a
, `\$`"X\`fYghU[`XYg`B Uh]cbU`ZY]YfhU[`gž`YfÒZZbYh`k`YfXYb`gc`""`8Ug
NYbhfi`a`k`]fX`U`g`Y]b`Gma`Vc`ZØf`J]YhbUa` `i`bX`< Ubc]`VYhfUW`hYh"

J]b[`fci`d`7`cfdcfUh]cbž`X]Y`XUg`7YbhYf`Z]bUbn]Yfhž` \ Uh`X]Y
JYfUbhk`cfhi`b[`ZØf`X]Y` :`Yfh[]ghY`i`b[`gck`c` \ `XYf`< Ui`dhUfVY]hYb

U`g`Ui W`XYf`BYVYbh`h][`_Y]hYb`V]g`ni a`" `"\$`>`b]`&\$&)
ØVYfbca`a`Yb`"DfYa`]Yfa`]b]ghYf`7\]b`\fi`ZhiXUni`Ui`Z`X]Y
UbghY`YbXYb`5fVY]hYb`ni`VYgW`Yi`b][`Yb`i`bX`X]Y`HfUbgdUfYbn`ni
k`U`fYb`ži`a`?`cffi`dh]cb`ni`j`Yfa`Y]XYb`"8]Y`9f`ÖZbi`b[`XYg
BUh]cbU`9i`\]V]h]cb`7YbhYfg`]gh`ZØf`XYb`%-`"5i`[`i`gh`&\$&)`[`Yd`Ubhž
[`YZc`[`h]`cb`Y]bYf`5i`gghY`i`b[`ØVYf`gcn]cÖ`cbca`]gW`Y
9ffi`b[`YbgW`UZhYb`j`ca`&`,`"5i`[`i`gh`V]g`*`"GYdhYa`VYf`&\$&)"

Dfc`Y`_hn]Y`Y`i`bX`6YXYi`hi`b[

8`Ug`B`Uh]cbU`9i`\]V]h]cb`7YbhYf`k`]fX`b]W`h`bi`f`Y]b`a`cXYfbYg
J`YfUbgU`hi`b[`gnYbhfi`a`gY]bž`gcbXYfb`Ui`W`X]Y`@Y]ghi`b[`Yb
J]YhbUa`g`XYf`Y`hnhYb`,`\$`>U`fY`df`ÄgYbh]YfYb`"8]Y`Ub[`Zf]gh][`Yb
N]Y`Y`XYg`Dfc`Y`hg`i`a`ZUggYb`X]Y`GW`UZI`b[`Y]bYg`k`Y`h`UggY
5i`gghY`i`b[`gnYbhfi`a`gž`X]Y`:`ÖfXYfi`b[`XYf`?`i`hi`fi`i`bX
I`bhYf`U`hi`b[`g]bXi`ghf]Y`gck`]Y`X]Y`9bhk`]W`i`b[`\`cW`k`Yfh][`Yf
Hci`f]ga`i`gdfcXi`_hY`"Ni`XYa`gc`"XUg`7YbhYf`XUni`VY]hfU[`Ybž`XUgg
X]Y`6Yj`Ö`_Yfi`b[`X]Y`_i`hi`fY`Yb`i`bX`_ØbghYf]gW`Yb
9ffi`b[`YbgW`UZhYb`XYg`@UbXYg`gW`Ähnh"

A`]h`Y]bYf`;`YgUa`hZ`ÄW`Y`j`cb`-`\$`<`Y`_hUf`k`]fX`XUg`bYi`Y`9i`\]V]h]cb
7YbhYf`ni`XYb`nY`b`[`fÖ»`hYb`5i`gghY`i`b[`g`U`Y`b`k`Y`hk`Y]h
[`Y`ÖfYb`"8]Y`j`cfUi`gg]W`h]W`Y`5i`gghY`i`b[`gZ`ÄW`Y`VYhf`Ä[`h`V]g`ni
&*\$`\$\$\$`a`ž`Ui`Z[`YhY]`h]b`%`\$`\$\$\$`a`‡`bYb!`i`bX`%`\$`\$\$\$`a`‡
5i`»`YbZ`ÄW`Yb`"8]Y`b`bYbUfW`]hY`_hi`f`XYg`NYbhfi`a`g`k`]fX`Xi`fW`X]Y
:][`i`f`XYf`;`c`XYbYb`GW`]X`f`Öh`ž`Y]b`VYXYi`hYbXYg`_i`hi`fY`Yg
Gma`Vc`"J]YhbUa`gž]bgd]f]Yfh`"8Yf`b`bYbUi`gghY`i`b[`gVYfY]W`k`]fX
]b`bYi`b`GY`_h]cbYb`i`bhYfhY]`hž`YXY`ØVYf`%`\$`\$\$\$`E`i`UXfUha`YhYf
[`fc`ž`a`]h`Y]bYa`nYbhfU`Yb`GUU`j`cb`a`Y`f`U`g`+"`\$\$\$
E`i`UXfUha`YhYfb"

=b`ZfUghfi`_hi`f`i`bX`ghfUhY[`]gW`Y`@U[`Y

8`Ug`NYbhfi`a`k`]fX`ghfUhY[`]gW`Ub`XYb`<`Ui`dhj`Yf`_Y`fgk`Y[`Yb
<`Ubc]g`Yff]W`hYhž`Y]bgW`]Y»`]W`[`Yd`UbhYf`A`Yhfc`]b]Ybž`i`bX`k`]fX
XUg`U`hY`5i`gghY`i`b[`g[`Y`ÄbXY`]b`XYf`;`]Ub[`]c`GhfU`Y`YfgYhnYb`"
I`a`XUg`7YbhYf`Yfi`a`g]bX`K`UggYfUb`U[`Yb`i`bX`;`fØbZ`ÄW`Yb
[`Yd`Ubhž`X]Y`ni`gUa`a`Yb`a`]h]`]Yf`5i`»`YbUi`gghY`i`b[`gdUf`_g`Y]bY

:`ÀWY`j cb`&\$ž*`<Y_hUf`i a`ZUggYb`gc``Yb``B UW`XYf`:`Yfh][ghY``i b[
 k`]fX`XUg`NYbhf`i a`j`cfUi`gg]W`h]W`XYb`nk`Y]hYb`D`Uhn`k`Y`hk`Y]h`i bX
 XYb`YfghYb`D`Uhn`]b`5g]Yb`ZØf`5i`»`YbUi`gghY``i b[`gZ`ÀWYb
 Y]bbY`a`Yb`"

8 Ug`Dfc`Y`_h]gh`b]W`h`bi`f`Y]bY`VYXYi`hYbXY`9bhk`]W`_i b[`Ui`Z
 `c`_U`Yf`9VYbYž`gcbXYfb`gc``Ui`W`J`]YhbUa`g`[`c`VU`Yg`Dfc`Z`
 gh`À`f`_Yb``A`]b]ghYf`B`[`i`mYb`J`Ub`<`i`b[`À`i`»`YfhY`g]W`ni`j`Yfg]W`h]W`
 ØVYf`X]Y`hYfa`]b[`YfYW`hY`:`Yfh][ghY``i b[`XYg`Dfc`Y`_hg`Xi`fW`
 J]b[`fci`d``8]Y`GhUXh`<`Ubc]d`Ubh`ni`XYa`X]Y`9bhk`]W`_i b[`XYf`
 gh`À`Xh]gW`Yb`J`Yf`_Y`f]g]bZfUghfi`_hi`fž`Y]bgW`X`Y»`]W`6fØW`Yb`ØVYf`
 XYb`F`chYb`:`i`gg`i`bX`F`]b[`ghfU`»`Ybž`i`a`XYb`Ni`[`Ub[`ni`a`7Yb`hYf`
 ni`j`YfVYggYfb`"

8]Y`?`ca`V]bUh]cb`Ui`g`hYW`bc`c[`]gW`Ya`:`c`fhgW`f]hž`k`]Y``8!
 A`Udd]b[`ž`J`]fhi`U`!FYU`]hm!9f`YVb]ggYb`i`bX`X][`]hU`Yf`HYW`bc`c[`]Yž
 k`]fX`XUzØf`gcf[`Ybž`XUgg`XUg`B`Uh]cbU`9i`V]h]cb`7Yb`hYf`Y]b
 <][`\\][`h`XYg`%(``B`Uh]cbU`_cb[`fYggYg`XYf`?`ca`a`i`b]gh]gW`Yb
 DUfhY`]J`]YhbUa`g`k`]fX``5``Y`A`]b]ghYf]Ybž`?`ca`a`i`bYb`i`bX`
 l`bhYfbY`a`Yb`g]bX`Y]b[`Y`UXYbž`Ub`XYf`VYj`c`fghY`YbXYb
 5i`gghY``i b[`hY]ni`bY`a`Yb`i`bX`]fY`9ffi`b[`YbgW`Už`Yb`ni
 df`À`gYbh]YfYb`"

:`Øf`k`Y]hYfY`≠Zcfa`Uh]cbYb`ni`XYb`9bhk`]W`_i b[`Yb`_ØbbYb`X]Y
 6Yf]W`hY`j`cb`J`]YhbUa`"j`b`i`bX`J`]YhbUa`B`Y`h"Y]b[`YgY`Yb
 k`YfXYb`"

| | |
|-----------|--|
| 8YhU]`g | |
| C`fh | 6Yn]f`_8cb[`5b`\\ž`<Ubc]ž`J`]YhbUa |
| E`i`Y``Yb | <ul style="list-style-type: none"> • k`k`k`"j`]YhbUa`"j`b • j`]YhbUa`bYh"j`b |

6Ygi`W`X`Yb`G]Y`i`bg`Ui`Z`Y]bY`!fY]gY`XY