

9]b '@Yi W\ hhi fa 'YfcVYfh'X]Y'Gd]Y`Yk Y`h.
?YYdYf 'j cb'8ci V`Y':]bY`VU`X`XU°

8ci V`Y':]bY`dfÄgYbh]Yfh'XUg'5VYbhYi Yf
/ , \$' - /?YYdYf/ , \$' - /ž]b`XYa `Y]b`k UbXY`bXYf`@Yi W\ hhi fa
j cb`Y]bYa `Jc[Y`[Y`Y]hYh'k]fX" J YfÖZZYbh]W\i b[`Ua `%+"
C_hcVYf"



≠bgY`ž`@UbX`!`8ci V`Y` :]bY`DfcXi W]cbg` \Uh`Ui Z`XYf`LVcl` ; Ua Yg
G\ck WUgY`&\$&) `gY]b`bYi YghYg`5VYbhYi Yf!Gd]Y`` ?YYdYf
j cf[YghY``h``8 Ug`9bhk]W`YfhYUa ž`VY`Ubbh`ZØf`_fYUhj Y`H]hY`k]Y
XUg`YfZc`[fY]W`Y`DgmW`cbUi hg`&ž`nY][h`a]h`X]YgYa `bYi Yb`Dfc`Y`_h
YfbYi h`gY]bY`≠bcj Uh]cbg`_fUZh``Gd]Y`Yf`ØVYfbY`a Yb`X]Y`?`cbhfc``Y
ØVYf`Y]bYb`VYgcbXYfYb`7`UfU`_hf.`Y]bYb`k UbXY`bXYb
@Yi W`hhi fa ž`XYggYb`FY]gY`]b`Y]bY`[Y`Y]a b]gj c``Yž`hfUi a `UZhY
K Y`h`ZØ`fh``8]YgYf`@Yi W`hhi fa `k]fX`XUVY]j cb`Y]bYa `g`_i ff]`Yb

Jc[Y`žY]bYa `bYi []Yf][Yb`GYYa Òk Yž[YghYi Yfhž`k Ug`Y]bYb
i b[Yk Ò\b`]WXYb`5bgUhm`ja `; Ua Yd`Um`XUfghY``h"

8 Ug`Gd]Y`k]fX`ZØf`X]Y`D`Uhhžcfa Yb`LVcl`GYf]Yg`L pGž`LVcl`7`ci Xž
GhYUa `gck]Y`; Ua Y`DUgg`j YfZØ[VUf`gY]b"; Yd`Ubh`]gh`X]Y
J YfÒZZYbh`]Wxi b[`Ua`%+`"C`_hcVYf`&\$&) žk Ug`VYfY]hg`c`Y
9fk Ufhi b[Yb`]bbYf`U`V`XYf`; Ua]b[!7ca a i b]hm`k YW`h`9g`k i fXY
VYf]W`hYhž`XUgg`X]Y`Df`AgYbhUh]cb`XYg`Gd]Y`g`Ui Z`XYa `G`ck WUgY
j]Y`5i ZgY`Yb`YffY[h`\Uh`i bX`?YYdYf`a Ò[`]WXYfk Y]gY`Y]b
k Y]hYfYg`<][\`][\h`b`XYf`; YgW`W`hY`j cb`8ci V`Y`:]bY`k YfXYb
_ØbbhY`"Gck c`X]Y`6Yn]Y`i b[`nk]gW`Yb`XYa `@Yi W`hhi fa`i bX
XYa `Jc[Y`U`g`Ui W`X]Y`A`ch]j Uh]cb`XYg`@Yi W`hhi fa`g`gY`Vgh
V`Y]VYb`XUVY]`ni b`W`gh`i b`_`Uf"

; Ua Yd`Um`i bX`Ghcfm

?YYdYf`]gh`U`g`8f]hhY!DYfgcb!5VYbhYi Yf`c`bY`K`cfhY`_cbn]d]Yfh
i bX`gd]Y`h`b`Y]bYf`dcgh`\i a UbYb`K`Y`h`8]Y`<UbX`i b[`VY[]bbh`Ui Z
Y]bYf`a`mghYf]ÒgYb`≠gY`ž`X]Y`j cb`Y]bYa`j Yf[YggYbYb`@Yi W`hhi fa
[Ydf`À[h`]ghž`XYf`Y]bYg`HU[Yg`ni a`@YVYb`Yfk UW`hhi bX`Y`fbh`ni
[Y`Yb`"Gd]Y`Yf`\UVYb`X]Y`A`Ò[`]W`_Y]hž`X]Y`:`cfU`i bX`:]Ui bU`XYf
I a [YVi b[`ni`VYY]bZi`ggYb`i bX`k`YfXYb`Ui W`a`]h`Y]bYf
VYXfc`\`W`Yb`Df`AgYbn`_cb`Zfcbh]Yfhž`X]Y`Yg`UVni k`YbXYb`[]`h`8]Y
9bhk]W`_i b[`XYg`Gd]Y`gž`i bhYf`XYf`@Y]hi b[`j cb`@Y`DYh`mž`n]Y`h
XUfUi Z`UVž`Y]b`9f`YVb]g`ni`gW`UZZYbž`XUg`b]W`h`Y]W`h`b`Y]b
VYgh]a`a`hYg`; YbfY`Y]b[YhY]`h`k`YfXYb`_Ubb"

@Y`DYh`mž`XYf`ni j`cf`Ub`H]hY`b`k`jY`6fØhU`@Y[YbX`i bX`6fc`_Yb`5[Y
[YUfVY]hYh`\Uhž`Yf`Y]h`X]Y`≠gd]fUh]cb`ZØf`?YYdYf`k`À`fYbX`XYf
7CJ`8!%-!DUbXYa`jYž`U`g`:]fU[Yb`ni`≠gc`Uh]cb`i bX`; Ya`Y]bgW`UZh
Y]bYg`j`Yfgh`Àf`hYb`B`UW`XYb`_Ybg`VYXi`fZhYb`"8]Y`Gd]Y`a`YW`Ub]_Yb
j`YfgdfYW`Yb`Y]bY`FYU`]h`Àh]j`Yf`ÀbXYfbXY`9fZU`\fi b[`ž`X]Y`XYb
Gd]Y`Yf`]b`Y]bY`Uha`cgd`\`Àf]gW`Y`K`Y`h`Y]bhUi W`Yb`_`Àgghž`]b`XYf
9f`_i bXi b[`ž`XUg`@ØgYb`j`cb`F`ÀhgY`b`i bX`i bYfk`UfhYhY
FYU`]h`ÀhgY`Ya`YbhY`Y]bY`k`]W`h][Y`F`c`Y`gd]Y`Yb"

Ni _ØbZh][Y`5i gf]W`hhi b[`j cb`8ci V`Y`:]bY

8 Ug`Gd]Y`_ÖbbhY`b]W`h`bi`f`ZØf`X]Y`Gd]Y`Yfž`gcbXYfb`Ui`W`ZØf`X]Y
 ni`_ØbZh][`Y`5i`gf]W`hi`b[`j`cb`8ci`V`Y`:]bY`j`cb`6YXYi`hi`b[`gY]b`"A`]h
 X]YgYa`i`b`_cbj`Ybh]cbY`Yb`?`cbnYdh`_ÖbbhY`?`YYdYf`XYb
 _fYUh]j`Yb`Gh]`XYg`Ghi`X]cg`k`Y]hYf`ZYgh][`Yb`i`bX`XYggYb`FYdi`hUh]cb
]a`i`;`Ua`]b[`!6YfY]W`ghÅf`_Yb`":`Ubg`j`cb`i`a`cfj`c`Yb`i`bX
 h]YZ[`fØbX][`Yb`i`YgW`]W`hYb`XØfZYb`[`YgdUbbhgY]bž`k`]Y`g]W`X]Y
 DfÅa`]ggY`XYg`[`Y`Y]a`b]gj`c`Yb`@Yi`W`hhi`fa`gi`bX`gY]bYg
 [`YZ]YXYfhYb`6Y[`Y]hYfg`]b`XYf`Z]bU`Yb`J`Yfg]cb`YbhZU`hYb`k`]fX"

≠g[`YgUa`hj`Yf\Y]»`h`?`YYdYf`Y]b`Ui`ZFY[`YbXYg`5VYbhYi`Yfž`XUg`X]Y
 Gd]Y`Yf`]b`Y]bY`ZUgn]b]YfYbXY`i`bX`Y]bn][`Ufh][`Y`K`Y`h`YbhZØ`fYb
 k`]fX`"8]Y`?`ca`V]bUh]cb`Ui`g`]bbcj`Uh]j`Ya`i`;`Ua`Y`8Yg][`bi`bX
 Ya`ch]cbU`Yb`H\Ya`Yb`_ÖbbhY`XUg`Di`V`_i`a`Ui`Z`VYgcbXYfY`K`Y]gY
 UbgdFYW`Yb`i`bX`X]Y`A`Ygg`UhhY`ZØf`ni`_ØbZh][`Y`H]hY`j`cb`8ci`V`Y
 :`]bY`"\`Ø`Yf`Y[`Yb`"

**]h!Vc`hk`]gY`XY`VYf]W`hYhž`XUgg`XUg`Ghi`X]c`ZØf`gY]bY`?`fYUh]j`]hÅh
 VY`_Ubbh]gh"**

**bYk`g`l`Vcl`"Wca`VYghÅh][`h`X]Y`8YhU]`g`ni`f`Gd]Y`Ub`_ØbX][`i`b[`i`bX
 XYb`9bhk`]W`i`b[`g\]bhYf[`fi`bX"**

8YhU]`g	
Cfh	≠gY`ž`@UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "]h!Vc`hk`]gY`XY • bYk`g`l`Vcl`"Wca

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