

:]bXY`XY]bY`]bbYfY`6U`UbW. `GY`Yb`fUZh
]a `D\`]]ddghc``Yb`°

9bhXYW`Yb`G]Y`X]Y`JYfUbgH`hi b[/ ei ch/GY`Yb`fUZh ei ch/
Ua ` " %" A U]'&\$&) `]a `D\`]]ddghc``Yb`ž`C`gVYf["'9f`YVYb`G]Y
]bbYfY`Fi` \Y`i bX`GY`VghVYk`i`gghgY]b`"5ba`Y`Xi`b[
YfZcfXYf`]W`"



D\`]]ddghc``Yb`ž`) - - ' - `C`gVYf[ž`8Yi`hgW`UbX`!`5a`GUa`ghU[ž
XYb`" %" A U]'&\$&) ž`Yfk`UfhYh`X]Y`6Ygi`W`Yf`Y]bY`VYgcbXYfY
JYfUbgH`hi b[`]a `D\`]]ddghc``Yb`]b`C`gVYf["'8]Y`JYfUbgH`hi b[`a`]
XYa`H]hY`GYY`Yb`fUZh]a `D\`]]ddghc``Yb`]gh`Y]bY`h]Uh]j`Y`XYg
<Y]a`UhVi`bXYg`C`gVYf[`HYUa`6Yf[VUi`i`bX`k`]fX`j`cb`<`Ubg!
8]YhYf`:`f][[Yf`[Y`Y]hYh`5V`%) . \$ \$ `I` \f`_ÖbbYb`A`U]]a`U`UW`h
HY]`bY`a`Yf`Ub`X]YgYa`VYgcbXYfYb`9f`YVb]g`hY]`bY`a`Yb`ž`XUg`Ui`Z
Y]bY`8Ui`Yf`j`cb`Yhk`U`%ž) `Ghi`bXYb`Ui`g[Y`Y[h]gh`HfYZZdi`b`h`ZØf
U`Y`hYfYgg]YfhYb`]gh`XYf`Ghc``YbY]b[Ub[`XYg`D\`]]ddghc``Yb`gž`XYf
g]W`Ub`XYf`5XfYggY`9]gYbVYf[`%'VYZ]bXYh`"

8]Y`J YfUbgH`hi b[`Uh]g]W`ni a `N]Y`[YgYhnhž`XYb`HY]`bY\`a Yfb`ni
\Y`ZYbž`Yb[ghY`i bX`Gcf[Yb`cgni `UggYb`i bX`J YfhfUi Yb`ni
[Yk]bbYb" `K Y]hYfY`GW`k Yfdi b`_hY`g]bX`XUg`6Yk i gghk YfXYb`XYf
Y][YbYb`GY`Vghž`XUg`9fgdØfYb`XYf`? fUZh`XYf`Gh]`Y`gck]Y`X]Y
5_hj]]Yfi b[`XYf`GY`Vgh\Y]i b[g_`f`Å`ZhY" `5i W`XUg`HUb`_Yb`j`cb
@YVYbg! 9bYf[]Y`i bX`XUg` :]bXYb`]bbYfYf`Fi \Y`ghY\Yb`Ui ZXYa
Dfc[fUa`a` "8]Y`J YfUbgH`hi b[`gc``ni XYa` `b`gd]fUh]cb`ZØf` ; Y]gh
i bX`GYY`Y`V]YhYb" ` GYY`Yb? fUZh`ja` `D\`]ddghc``Yb`]gh`HY]`Y]bYf
[fØ`YfYb`5_h]cbž`X]Y`g]W` GUI`Yf`UbX`GYY`Yb`cfhY` `bYbbhž`i bX
ZØfXYfh`X]Y`]bbYfY`6U`UbW`"

DfU_h]gW`Y` `bZcfa` Uh]cbYb`ni`f`HY]`bU\`a`Y`

: Øf`X]Y`HY]`bU\`a`Y`Ub`XYf`J YfUbgH`hi b[`]ghY]bY`5ba`Y`Xi b[`V]g
ni`a` `J`cfhU[`YfZcfXYf`]W`"8Yf`?`cghYbVY]hfU[`VY`Åi`Zh]g]W`Ui`Z`*`ž`\$`
`dfc`DYfgcb" `9g`k`]fX`Ya` dZc`\`Ybž`k`YhhYf[YfYW`hY`?`Y]Xi b[`i`bX
ZYghYg`GW`i` \k`Yf`_`a`]hni`Vf]b[Ybž`XU`X]Y`HYa` dYfUhi`fYb`]a` `Ghc``Yb
Yhk`U` ,` ;` fUX`VYhfU[Yb" `I`a` `g]W`Ubni`a`Y`XYbž`_ØbbYb
`b`hYfYgg]YfhY`X]Y`Hci`f]ga`i`g`6f]`cb`C`gVYf[` ;` a`V`<`_`cbhU_h]YfYb`.

- 5XfYggY. `Fi` \fghf" ` &ž) - - ' - `C`gVYf[
- HY`YZcb. `\$&-` *`&!-` +` +`\$`
- 5`hYfbUh]j . `5a` `A`Uf_h(`ž) - - &-`6f]`cbž`HY`" ` \$&-` *`%&-` *` - -` \$`

: Øf` ;` fi` ddYb`g]bX`Ui`W`]bX]j`]Xi`Y``Y` :` Ø\fi` b[Yb`ni` `UbXYfYb
HYfa`]bYb`bUW`5VgdfUW`Y`a` Ø[`]W`"8]YgY` :` Ø\fi` b[Yb`n]Y`Yb
YVYbZU``g`Ui`Z`X]Y`]bbYfY`6U`UbW`UV`i`bX`V]YhYb`j`Yf[`Y]W`VUFY
`b\U`hY`k`]Y`X]Y`J YfUbgH`hi b[`Ua` ` " ` %" `A`U`"

8 Ug`5b[YVch]a` `D\`]ddghc``Yb`V]YhYh`b]W`h`bi`f`Y]bY`Y]ba`U`][`Y
;`Y`Y[Yb\Y]h`ni`f`GY`VghZ]bXi`b[ž`gcbXYfb`Ui`W`Y]bY`A`Ø[`]W`_Y]hž
X]Y`fi` \][`Y`i`bX`VYg]bb`]W`Y`5ha`cgd`\`ÅfY`XYg`Ghc``Ybg`ni
[Yb]Y»`Yb" `8]YgY`J YfUbgH`hi b[`]gh`gca`]h`b]W`h`bi`f`ZØf`X]Y`Yb][`Yb
[YY][`bYhž`X]Y`bUW`]bbYfYf`Fi` \Y`gi`W`Ybž`gcbXYfb`V]YhYh`Ui`W`
Y]bYb`]bhYfYggUbhY`9]bV`]W`_Y`]b`X]Y`HfUX]h]cb`i`bX` ;` YgW`]W`hY`XYg
GUI`Yf`UbXYg`"

K`Y]hYfY` `bZcfa` Uh]cbYb`g]bX`Ui`Z`XYb`K`YVgY]hYb`j`cb`6f]`cb`

Hc hU``c_U`i bX`C`gVYf[`A]hhYbXf]b`ni `Z]bXYb"

8YhU]`g	
C fh	D\`]ddghe``Ybž') - - ' - `C`gVYf[ž`8Yi hgWk`UbX
E i Y``Yb	<ul style="list-style-type: none">• Vf]`c b!hc hU``c_U`"XY• k k k "c`gVYf[!a]hhYbXf]b"XY

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