

6YghY][i b['XYg'7UffUi bhcc\]'.'≠`UbXg
\ ÒW ghYf'6Yf[

8]Y'6YghY][i b['j cb'7UffUi bhcc\]']gh'Y]bY'\Yfj cffU[YbXY
9]bZØ\fi b[']b'XYb'FYY_g'8]ghf]Wž'≠`UbXg
5VYbhYi Yfgd]Y'd`Uhn'8]Y'A UW]`mW XXm' Ua d/ , &%+/g
FYY_g]b'?Yffmig]bX'≠`UbXg'\ ÒW ghY'6Yf[_YhhY'i bX'X]Y
≠gd]fUh]cb'\]bhYf'XYa'ibYi'ia VYbUbbhYb'FYY_g'8]ghf]Wh'XYf
FY[]cbž'<Y]a Uh]j cb'7UffUi bhcc\]'ž'XYf'a]h'%"\$' , 'a'fl "(\$*
: i » Ł'≠`UbXg'\ ÒW ghYf'6Yf[']gh" <c\Y'?`]ddYbž'6Yf[gYYb'i bX
gW bY``Z]Y»YbXY':`ØggY'XYZ]b]YfYb'XUg'%- '_a'`Ub[Y
; YV]f[Y'Ybh`Ub['XYf'Ògh]WYb'; fYbnY'XYf'≠`YfU[\!
<U`V]bgY``'8]Y'GUbXghY]bVYf[Yž'X]Y'U`g'XUg'F ØW_[fUh'XYg
? Òb][fY]W g'?Yffm'VY_Ubbh'g]bXž'k i fXYb'ØVYf
<i bXYfhhUi gYbXY'j cb'≠\fYb'Xi fW'; `YhgWYfYfcg]cb'i bX
YI hfYa Y'K YhhYfVYX]b[i b[Yb'[Y\Ui Yb"?'Yffm']gh'fY]W'Ub
A mh\Yb'i bX'; YgW]W hY'i bX'V]YhYh'Y]b][Y'XYf'gW ÒbghYb
/ Ua d^Y``]d/

8]Y'6YghY][i b['j cb'7UffUi bhcc\]']gh'Y]bY'\Yfj cffU[YbXY
9]bZØ\fi b[']b'XYb'FYY_g'8]ghf]Wž'≠`UbXg'5VYbhYi Yfgd]Y'd`Uhn

8]Y'A UW]`mW XXmg'FYY_g]b'?Yffmig]bX'≠`UbXg'\ ÒW ghY
6Yf[_YhhY'i bX'X]Y'≠gd]fUh]cb'\]bhYf'XYa'ibYi'ia VYbUbbhYb
FYY_g'8]ghf]Wh'XYf'FY[]cbž'<Y]a Uh]j cb'7UffUi bhcc\]'ž'XYf'a]h
%"\$' , 'a'fl "(\$*': i » Ł'≠`UbXg'\ ÒW ghYf'6Yf[']gh"

<c\Y'?`]ddYbž'6Yf[gYYb'i bX'gW bY``Z]Y»YbXY':`ØggY'XYZ]b]YfYb
XUg'%- '_a'`Ub[Y; YV]f[Y'Ybh`Ub['XYf'Ògh]WYb'; fYbnY'XYf
≠`YfU[\!<U`V]bgY``'8]Y'GUbXghY]bVYf[Yž'X]Y'U`g'XUg'F ØW_[fUh'XYg
? Òb][fY]W g'?Yffm'VY_Ubbh'g]bXž'k i fXYb'ØVYf'<i bXYfhhUi gYbXY
j cb'≠\fYb'Xi fW'; `YhgWYfYfcg]cb'i bX'YI hfYa Y
K YhhYfVYX]b[i b[Yb'[Y\Ui Yb"

?Yffm]gh'fY]W\`Ub`A mh\Yb`i bX`; YgW]W\hY`i bX`V]YhYh`Y]b][`Y`XYf
gW`ObghYb`5i gg]W\hYb`]b`f`UbX`"B UhØf`]W`k Uf`]W`bi f`U`ni`gW`UfZ
XUfUi Z`X]Y`@UbXgW`UZh`VY]a`6YghY][`Yb`j cb`7UffUi bhcc\`]ni
Yf_i bXYb"

HUgW\Y`f`UbXg`XfY]`Gd]hnYb

8]Y`A UW`]`mW`XXmg`FYY_g`VY\YfVYf[`Yb`X]Y`XfY]\`ØW`ghYb`6Yf[`Y
f`UbXg.`7UffUi bhcc\`]a`]h`%"\$'`,`a`fl`"(\$*`ZhŁ`6YYb`_YfU[`\`a`]h
%`\$`\$`a`fl`" `%"\$`ZhŁ`i bX`7U\Yf`a`]h`%"`\$`\$`a`fl`"&`,`(`ZhŁ`"

`U`h1`6YghY][`i b[`j cb`f`UbXg`\`ØW`ghYa`6Yf[`7UffUi bhcc\`]
*`2`J`U`Yf]Y`C`Gi`]]`Ub`8]Y`A UW`]`mW`XXmg`FYY_g`g]bX`f`UbXg
\`ØW`ghY`6Yf[`_YhhY`

K`]f`\`UVYb`i bg`ZØf`XYb`7cca``ci`[`\fU`<cfgYg\cY`YbhgW]YXYbž`XYf
U`Y`XfY];`]dZY`i`a`ZUggh`ni`Yfgh`6YYb`_YfU[`\`ž`XUbb`7UffUi bhcc\`]
i bX`XUbb`7U\Yf`"8]Y`%'`_a`f`Ub[`Y`K`UbXYfi b[`ž`X]Y`U`g`Y]bY`XYf
gW`ObghYb`K`UbXYfi b[`Yb`f`UbXg`Ub[`Ydf]YgYb`k`]fXž`nY][`h`XUg
6YghY`XYf`6Yf[`\`UbXgW`UZh`XYf`F`Y`][`cb`a`]h`DUbcfUa`UV`]W`_`Ui`Z`XYb
;`]dZY`i`Y`XYg;`]dZY`g"

8Yf`K`Y[`]gh[`i`h`Ui`g[`YhfYhYbž`UVYf`XYbbcW`\`YfUi`gZc`fXYfbX`"8]Y
gW`fc`ZY`F`ci`hY`ghY][`h`]bg[`YgUa`h`Yhk`U`%"&)`\$`a`fl`("%%`\$`ZhŁ`Ub`i`bX
\`Uh`Y]b][`Y`Ui`ZfY[`YbXY`?`YhhYfUVgW`b]hhY`Ybh`Ub[`]Y]b][`Yf`\`Y]_`Yfž
a`YggYfgW`UfZYf;`fUhy`" <`]Yf`Z]bXYb`G]Y`Ui`»`Yf[`Yk`Ø`b`]W`Y
5i`gg]W\hYb`a`]h`Y]b][`Yb`UhYa`VYfUi`VYbXYb`GhY]`\`Àb[`Yb`V]g
\`]bi`bhYf`ni`ghY]`Yb`GW`i`W\hYb`a`]h`j`YfghY`W`hYb`A`cf`ÀbYbVY`W`Yb"

8Yf`7cca``ci`[`\fU`<cfgYg\cY`]ghj`]Y`i`Àb[`Yf`i`bX`gW`k`]Yf][`Yf`U`g
X]Y`a`Y]ghYb`7UffUi bhcc\`]!`?`YhhYffci`hYb`i`bX`gc`hY`bi`f`j`cb
DYfgcbYb`a`]h`K`UbXYfYfZU\fi b[`]i`bX`YbhgdYfW`YbXYf`?`Y]Xi`b[
i`bX`5i`gfØghi`b[`]b`6YhfUW`h[`]Ync[`Yb`k`YfXYb"

K`UbXYfb`Ui`Z`XYa``<`i`ZY]gYb`j`cb

7cca``ci`[`\fU`

K]f`VY[UbbYb`i bgYfYb`5i Zgh]Y[`Ua` < mXfc`HfUW`DUf_d`Uhnž`%\$
_a`gØX`]W`j cb`?]`cf[`]b``8Yf`5bZUb[gdZUX`]gh`Y]b`ghY`]Yf
6YhcbdZUXž`XYf`gW`bY``ni a`9]b[Ub[`XYg`<i ZY]gYb`_YggY`g
UbghY][h``<]Yf`]gh`Yg`a`Ò[`]W`ž`X]Y`n]Ya` `]W`VY`Àb[gh][YbXY
<YfUi`gZc`fXYfi`b[`XYg`K`UbXYfhU[Yg`j`cf`g]W`ni`gY`Yb`"

K]f`ØVYfei`YfhYb`XYb`7chhcbYfg`F`j`Yfž`XYf`Ui`g`XYb`Ub[fYbnYbXYb
GYYb`@ci [`7cca`ci [`fUi`bX`@ci [`9U[`Yf`Z]Y»hž`i`bX
VY[UbbYb`i bgYfYb`5i Zk`Āfhga`UfgW`"K`]f`n]Y`hYb`i`b[YZ`Ā`f`Ui`Z
XYb`;`]dZY`j`cb`G`fY[a`cfY`fGWfY][`A`Ā`f`Ui`Z;`Ā`]gW`ž`k`Ug`_`Y]bYf
ZY`g][Yf`<Ø[Y`VYXYi`hYh`Ā`Ui`Z,`(`,`a`f&"+,`&`i`»Łž`VYj`cf`k`]f
Ybh`Ub[`XYg`?Ua`a`g`b`UW`GØXcghYb`ni`a`;`]dZY`j`cb`6YYb`_YfU[`ž
f`UbXg`nk`Y]h`Ā`W`ghYa`;`]dZY`ž`UVVc[Yb`"

6YYb`_YfU[`]gh`b]W`h`XYf`U`d]bghY`;`]dZY`ž`UVYf`Yf`V]YhY`h`X]Y
YfghYb`5i`gV`]W`_`Ui`Z`X]Y`Zfi`W`h`UfYb`K`Y]XYb`Ògh]W`XYg
7cca`ci [`fU`<cf`gYg`cY`gck`]Y`Ui`Z`X]Y`;`fUhfØW`_Yb`ž`X]Y`b`UW
7UffUi`bhcc`\\`i`bX`k`Y]hYf`b`UW`7U`Yf`ZØ`fYb`"

`U`h1`6YghY][i`b[`j`cb`f`UbXg`Ā`W`ghYa`6Yf[`7UffUi`bhcc`\\`
+`2`J`U`Yf]Y`C`Gi`j]`Ub`8Yf`6`]W`_`j`ca`<i`ZY]gYb`k`Y[`Ui`Z
6YYb`_YfU[`\\`

B`UW`Y]bYf`_i`fnYb`F`Ugh`Z`\\fYb`k`]f`k`Y]hYf`ni`i`bgYfYa`b`Ā`W`ghYb
N]Y`f`f`UbXg`Ā`W`ghYa`6Yf[``J`ca`;`]dZY`XYg`6YYb`_YfU[`ZØ`f`h
XYf`K`Y[`b`UW`GØXk`YghYb`ni`a`6YYb`_YfU[`#7`UffUi`bhcc`\\`]`F`]X[`Yž
Ui`W`VY`_Ubbh`U`g`<U[`g`Hcch`f`]X[`Y``8]Yg`]gh`j`]Y``Y]W`h`XYf
VYY]bXfi`W`_YbXghY`5VgW`b]hh`XYg`5i`Zgh]Y[gž`XU`XYf`;`]dZY`XYg
7UffUi`bhcc`\\`c`W`ØVYf`Y]bYa`a`YggYfgW`UfZYb`DZUX`Ui`ZfU[`h`

8Ug`]a`a`Yf`Ui`b]gW`Y`K`Y`hYf`Y`b`h`Āi`gW`hY`b]W`h``a`@Ui`ZY`XYg
5i`Zgh]Y[g`k`YW`gY`hY`Yg`j`cb`VYk`Ā`_hž`b]YgY][`i`bX`fY[`Y`fYW`h
bYV`][`ni`V`Ui`Ya`<]a`a`Y`i`bX`GcbbYbgW`Y]b`i`bX`bc`W`Y]b`!`c`XYf
nk`Y]a`U`ni`fØW`"Ni`f`G]W`Yf`Y]h`k`i`fXY`gc[`Uf`Y]b`V]ggW`Yb`G`W`b`YY
\\bY]b[`Yk`cfZYb``9g`gd]Y`hY`_Ui`a`Y]bY`F`c``Y.`8]Y`i`bb`UW`[`]YV][`Y
GnYbYf]Y`hUi`W`hY`\\Uf`h`Ā`W`_][`]a`a`Yf`k`]YXYf`Xi`f`W`X]Y
K`c`_Yb`ØW`_Yb`Ui`Z`

6Y]a ' , VYfei YfYb`XYg?Ua a g`UhhYb`k]f`Y]b][Y`XYf`VYghYb
5i gg]W`hYb`Ui ZX]Y`K UbXYfi b[`a]highY`Yb`5V`Ab[Yb`ni
ga UfU[X[f0bYb`GYb`Ui ZX]Yf`Y]bYb`GY]hY`i bX`gUbZhYfYb`<Ab[Yb
ni`XYb`i ZYfb`j cb`@ci [\`7cca`ci [\fU`i bX`@ci [\`9U[\Yf`Ui ZX]Yf
UbXYfYb`GY]hY"

`U`h1` 6YghY][i b[`j cb`f`UbXg`\0W`ghYa`6Yf[`7UffUi bhcc\`
'` 2JU`Yf]Y`C Gi``]j Ub`6`]W`_YbhUb[`XYf`; fUhY`]b`F]W`hi b[
7UffUi bhcc\`]i bX`7U`Yf

B UW`Y]bYa`Ub[Yb`gW`fcZYb`5VgW`b]h`ia`]hgdY`_hU`i` `AfYa
?`YhhYfb`Ybh`Ub[`XYg?Ua a g`YbhgdUbb`hg]W`XUg`; Y`AbXY`Yhk Ugž
VYj cf`Yg`ni a`Y`hnhYb`A U``\]bUi Z`ni a` ;]dZY`XYg`7UffUi bhcc\`]
i bX`XYa` \0W`ghYb`Di b`_h`f`UbXg`[Y`h"5i ZXYa` ;]dZY`k`i fXY`Y]b
)`a`f%*`Zh`c`Yg`GhU`_fYi`n`Yff]W`hYhž`XUg`XYb`5b`Ugg`a`Uf_]Yfh
i bX`Y]bY`i bj`Yfk`YW`gY`VUfY`Gh0hnY`Z0f`;]dZY`Ui`ZbU`a`Yb`V]YhYh"

5b`XYf`K`Ygh_0ghY`f`UbXg`[Y`Y[Ybž]gh`Yg`a`0[`]W`ž`ca` ;]dZY`XYg
7UffUi bhcc\`]X]Y`8]b[`Y!<U`V]bgY`i bX`X]Y`?Yba`UfY`6Umi`bX
gc[Uf`X]Y`6Yf[Y`j cb`B`cfh`\`7cf`_ni`gY`Yb"6Y]`XYa`K`YhhYf
_cbbhYb`k`]f`nk`Uf`b]W`h`gc`k`Y]h`gY`Ybž`UVYf`X]Y`GnYbYf]Y`k`Uf
hfchnXYa` \Yfj`cffU[YbX"

J cb`\]Yf`Ui`g`a`UfgW`]YfhYb`k`]f`k`Y]hYf`0VYf`XYb`7U`Yf`F`]X[Yž`XYf
b]W`h`gc`i`bg]W`Yf`c`XYf`nYf`_0ZhYh]gh`k`]Y`XYf`6Yb`_YfU[\`F`]X[Yž
UVYf`hfchnXYa`XUg`<Yfn`\0Yf`gW`U[Yb`Āggh"9g`VY[]bb`h`fY`Uh]
ZUW`ž`VYj`cf`Yg`]b`XYf`B`A`Y`XYg`;]dZY`g`j`cb`7U`Yf`ž`f`UbXg
Xf]hh\0W`ghYa`6Yf[`i`bX`i`bgYfYa`Y`hnhYb`;]dZY`XYg`HU[Ygž`ghUf`_
UbghY][h"

`U`h1` 6YghY][i b[`j cb`f`UbXg`\0W`ghYa`6Yf[`7UffUi bhcc\`
& 2JU`Yf]Y`C Gi``]j Ub` , VYfei Yfi b[`XYg
6Yb`_YfU[\`#7UffUi bhcc\`]F`]X[Y

8]Yg`k`Uf`i`bgYfY`Y`hnhY`; Y`Y[Yb`Y]hž`i`bg`ni`YbhgdUbb`Yb`i`bX`XYb
DUbcfUa`UV`]W`_ni`[Yb]Y»Ybž`VYj`cf`k`]f`a`]h`XYa`5Vgh]Y[`j`ca
; fUh`VY[]bb`Yb"J`cb`\]Yf`Ui`g`k`Uf`Yg`n]Ya`]W`[Ya`0h]W`. VYf[UV
0VYf`gi`a`dZ[Yž`a`]h: Y`gVfc`W`_Yb`0VYfg`ĀhY`5i`g`Āi`ZYfž`XUbb`ni`f0W`_

ni a '@ci [\ '9U[\ Yf"

8cfhZUbXYb'k]f'i bg'Ub'XYf'[\`Y]WXYb':`i ggØVYfei Yfi b[`k]YXYfž
Ub'XYf'k]f'Ub'X]YgYa`A cf[Yb'[YghUfhYh'k UfYbž'i bX'V`]W_hYb
X]Yga U`ni fØW_ž'i a`ni`gY\Ybž'k]Y'X]Y`<YfUi gZcfXYfi b[`XYg
K UbXYfhU[Yg'bi b'hf]i a`d\U`\]bhYf'i bg`U["'8 UbUW`k Uf'Yg'bi f
bcW`Y]b`_i fnYf': i » k Y[`XYb'K Y[` \]bi bhYf'ni a`Duf_d`Um"

9]b[Y\Ø`h]b`Y]b][Y`XYf'UhYa VYfUi VYbXghYb`@UbXgW`UZhYb
≠`UbXg`j YfgdfYWXYb'X]Y`A UW`]`mW`XXmg`FYY_g`X]Y`gW`ØbghYb
5i gg]W`hYb`]a`?Øb][fY]W`?Yffm`i`i bX`Yg`[]Vh`_Y]bYb`VYggYfYb
K Y[ž'g]Y`ni`gY\Ybž`U`g`XYb`7UffUi bhcc\`ž`≠`UbXg`\ØW`ghYb`6Yf[ž
ni`VYghY][Yb"

- `U`h1` 2
- `U`h1` 5_h]j]h`hYb`]a`FYY_g!J]YfhY``7UffUi bhcc\` 2
- `U`h1` 2
- `U`h1` 6YghY][i b[`j cb`7UffUi bhcc\`ž`≠`UbXg`\ØW`ghYa`6Yf[
7UffUi bhcc\`]& 2
- `U`h1` 2
- `U`h1` 2
- `U`h1` 2
- `U`h1` 2

JU`Yf]Y`C Gi`j] Ub

< i ZY]gYb_UfhY`j cb`7cca`ci [\ fU

9bhZYfbi b[.`%' ž&`_a 8Ui Yf.`) !+`Ghi bXYb

6YghY][i b[`j cb`7UffUi bhcc\`].`XUg
K YgYbh`]W`Y

K Ug.`6YghY][i b[`XYg`7UffUi bhcc\`ž`≠`UbXg`\ØW`ghYa`6Yf[ž]a

FYY_g'8]ghf]Whi]b'Yffm"

K c. 'ÆX 'ØVYfbUWXhYHY'ja '7Uff]['7ci bhfm'<ci gY / 'FYghUi fUbhž
Y]bYa 'WXUfa UbhYb'j]_hcf]Ub]gWXYb '@UbXg]hnž'XYf'a U'Yf]gW'Ua
I ZYf'XYg'7UfU[\ '@U_Y']b'XYf'BÅ\Y'XYf'_Y]bYb'GhUXh'?'`cf[`]b
'Y[h''8Ug'; Y'ÀbXY'j YfZØ[h'ØVYf'a Y\fyfy'<Y_hUf'[fØbYf'; ÅfhYbž
X]Y'V]g'ni a 'I ZYf'XYg'GYyg'a U_Y`cg[YdZY[h'g]bX"

æa 'æbYfyb'Yfk UfhYb'G]Y'Y]bY'FY]\Y'j cb'GW'Uzn]a a Yfb'ja
\]ghcf]gWYb'Gh]ž'a Y\fyfy'GU`cbg'i bX'Y]b'Ui g[YnY]WbYhYg
FYghUi fUbh'Ua 'GYYž'X]Y'U`Y'a]h'Ubh]_Yb'A ØVY'b'Ui g[YghUhhYh
g]bX''8Ug'<YffYb\Ui g]gh]a '6Yg]hn'i bX'i bhYf'XYf'@Y]hi b['j cb
: fUb_'i bX'A Ufmini gUa a Yb'a]h']\fYa 'ZfYi bX']WYb'HYUa ž'XUg
]a a Yf'ni f'GHY`Y']ghž'i a 'ni '\Y'ZYb'cXYf'ØVYf'X]Y'fY]WY
; YgW]W'hY'XYf'FY[]cb'ni 'd'Ui XYfb"

- 'U'h1 6YghY][i b['j cb'7UffUi bhcc\]'`Æ'UbXg'\ØW ghYa
6Yf[\chY`% 2
- 'U'h1 2
- 'U'h1 2
- 'U'h1 6YghY][i b['j cb'7UffUi bhcc\]'`Æ'UbXg'\ØW ghYa
6Yf[\chY`) 2
- 'U'h1 6YghY][i b['j cb'7UffUi bhcc\]'`Æ'UbXg'\ØW ghYa
6Yf[\chY`* 2
- 'U'h1 6YghY][i b['j cb'7UffUi bhcc\]'`Æ'UbXg'\ØW ghYa
6Yf[\chY`+ 2
- 'U'h1 2
- 'U'h1 6YghY][i b['j cb'7UffUi bhcc\]'`Æ'UbXg'\ØW ghYa
6Yf[\chY`- 2

'7Uff]['@UbX\Ui g/ 'FYghUi fUbh

8Yf'7UfU[\ '@U_Y`]Y[h'Ua 'i i »'XYf'i bhYfyb' bØfX`]WYb'<Àb[Y'XYf
A UW]`mW XXmg'FYY_g'Ua '?cdZ'XYg'7UfU[\ 'J U`Ymž]b'FY]Wk Y]hY
XYf'5_h]j]hÅhYb'XYf'FY[]cb''Ni 'XYb'hmd]gWYb'9f'YVb]ggYb
[Y\Øfyb'K UbXYfbž'FUXZU\fybž'Gi fZYb'i bX'?U'U_ZU\fyb"

K Ubb. '8]Y'VYghY'NY]h'ni a '?`YhhYfb'Ui Z'7UffUi bhcc\]'`]gh'k Å\fybX
XYf'Gca a Yfa cbUhY'j cb'ž b]V]g'5i [i gh''8]Yg']gh'YXcW'Ui W

<cWgU]gcb'i bX'ZÀ`h'a]h'XYb'GW'i `ZYf]Yb'j cb'9bXY'ž `]V]g'5i [i gh
ni gUa a Yb"

8]Y'BYVYbgU]gcb'j cb'5df]'V]g'A U]'i bX'GYdhYa VYf'V]g'C_hcVYf
Y][bYh'g]W'YVYbZU`g`Yfj cffU[YbX'ni a 'K UbXYfbž'UVYf'XUg
K YhhYf'gh'i bj cf\YfgY\VUfYf"K À\fybX'XYf'K]bhYfa cbUhY
k YfXYb'X]Y'D]ghYb'k U\fgW'Y]b`]W'gW'bYVYXYW_h'gY]bž'XU\Yf
g]bX'k]bhYf'W'Y'6Yf[ghY][YfZÀ\][_Y]hYb'i bX'!Ui gfØghi b[
i bYf`Àgg`]W"

K]Y.'`W'`UVY'7UffUi bhcc\`]'ja 'FU\ a Yb'Y]bYf'[YZØ\fhYb
6YghY][i b['a]h'?Yffm'7`ja V]b['VYgh]Y[Ybž'X]Y'U\fy'Ub[Y
9fZU\fi b['U'g'6Yf[ZØ\fyf']b'XYf'FY []cb'?Yffm'\UVYb" G]Y'ZØ\fyb
Y]bY'FY]\Y'j cb[YZØ\fhYb'Fci hYb'ZØf'j YfgW]YXYbY'9fZU\fi b[g!
i bX':]hbYggghi ZYb'gck]Y'?`YhhYf!'i bX'?`YhhYf_i fgY'Xi fW"

K Y]hYfY'`Zcfa Uh]cbYb'Z]bXYb'G]Y'Ui Z]\fyf'K YVg]hY'cXYf
_cbhU_h]YfYb'G]Y'g]Y'i bhYf']bZc4 _YffmW]a V]b["]Yž'Ž')' ' , +'+((
\$) &' `cXYf'Ž')' ' , +'- ' &') &+"`Zcfa Uh]cbYb'XUfØVYfž'k Ug'G]Y']b
XYf'FY []cb'i bhYfbY\ a Yb'_ØbbYbž'Z]bXYb'G]Y'Ui ZXYf'K YVg]hY'XYg
FYY_'8]ghf]W"

8Yf'FYY_g'8]ghf]W`Y[h']b'XYf'A]hY'j cb'?Yffm'a]h'?]'`cf[`]bž'XYf
nYbhfU`ghYb'GhUXh'XYf'FY []cb"'?'`cf[`]b']gh'Y]bY'&\$!a]bØh][Y': U\fh
j ca ': `i [\UZyb'?Yffm'YbhZYfbh'i bX'k]fX'j cb': `Ø[Yb'Ui g'8i V`]b
f5Yf'@]b[i g'FY []cbU`Ł'i bX'@cbXcb'@ hcb'i bX'GhUbghYXž: fUb_Zi fh!
<U\ bž'6Yf']b!GW'ØbYZ'Xž'5`]WUbhY'i bX': Ufc'fU`Y'F mUbU]fŁ
Ub[YZc[Yb'"6i W'Yb'G]Y': `Ø[Y'ni `XYb'VYghYb'DfY]gYb'ØVYf
G_mgWUbbYf"

'U'h1 2

8]Y': chc[fUZ]b'J U`Yf]Y'C Gi ``]j Ub'ZAb[h'XUg'fY]W'Y'9fVY'i bX'X]Y
HfUX]h]cbYb'XYf'FY []cb']b'H\Y'A UW]`mW'XXmg'FYY_g.'DYcd'Y
UbX'D'UW'g'cZ'fY'UbX'g'<][\Ygh'A ci bhU]b'FUb[Y'Y]b' `Y]bY
\Yfj cffU[YbXY'9f[Àbni b['ZØf'XYb'?UZZYh]gW"

CZYb'Y[i b[.`W'`V]b'a]h'i bhYfghØhni b['XYg'A]X'?Yffm'Hci f]ga

7`i ghYf`bUWk`f`UbX`[YfY]gh"5`Y`Di V`[_Uh]cbYb`gU[Yb`XUgž`UVYf
k]f`[UfUbh]YfYb`k]f`_]Wk`_Y]bY`d cg]hj] Y`6Yf]Wk`hYfghUhi b["K]f
gU[Ybž`k Ug`k]f`XYb`_Yb` [i`h`i`bX`gWk`YWk`h`XUa]h`G]Y`a]h
Y\`f`]Wk`Yf`6YfUhi b[`Z`bX]YfhY`9bhgWk`Y]Xi b[Yb`hfYZZYb`_ÖbbYb"

<Ui dhV]`X`J`U`Yf]Y`C`Gi`j`Ub

.

8YhU]`g

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