

A Yf`Y`?]fgW ghY]b`_Y\ fh`ni`Hi fV]bY
DchgXUa` `Y]b`Ya ch]cbU`Yg`7ca YVUW_°

A Yf`Y`?]fgW ghY]b`_Y\ fh`&\$&) `ni`Hi fV]bY`DchgXUa` `ni fØW`
Y]bY`F ØW__Y\ f`a`]hgdcfh]W Yf`i bX`Ya ch]cbU`Yf`6YXYi hi b["



DchgXUa ž`8Yi hgW`UbX`!`8Yf`%": : 7`Hi fV]bY`DchgXUa` \Uh
Y]bYb`BYi ni [Ub[ž`XYf`ZØf`Zf]gW Yb`K`]bX`gcf[Yb`_ØbbhY`. `A Yf`Y
?]fgW ghY]b`_Y\ fh`ni a` J YfY]b`ni fØW`" `8]Y`&&!`À\ f][Yž`X]Y`Ua` `%' "`
8YnYa VYf`&\$ \$&`]b`< Ua Vi f[` [YVcfYb`k`i fXYž`gW`]Y» h`g]W`ZØf`X]Y
GU]gcb`&\$&) #&`*`XYb`DchgXUa` Yf]bbYb`Ub`"?]fgW ghY]b`_ØbbhY`X]Y
XYZYbg]j`Y`GhUV]`]h`hž`X]Y`XUg`HYUa` `]b`XYf`j`Yf[Ub[YbYb
6i bXYg][U!GU]gcb`j`Yfa`]ggYb` `]Y» ž`Yb hgW`Y]XYb`X`gh`Åf`_Yb`"
; YgW`ÅZh`gZØ`fYf`GhYd`Ub`GW`a`]Xh`ZFYi`h`g]W`ØVYf`X]Y`F ØW__Y\ f
XYf`hU`Yb`h]Yf`hYb`5V`k`Y\fgd]Y`Yf]b`i bX`\YVh]`fY`A`Yb`hU`]h`h`i bX
9]bgU`hV`YfY]hgW`UZh`\Yfj`cf`" `À`fY`F ØW__Y\ f`\Uh`gck`c`\`gdcfh]W`Y
U`g`Ui`W`Ya`ch]cbU`Y`6YXYi`hi`b[`ZØf`XYb`J`YfY]b`i bX`X]Y`Gd]Y`Yf]b
gY`Vgh`"

K]Y'?']fgW\ ghY]b'ni f'9`hY`XYg': fUi YbZi » VU`g`Ui Zgh]Y[ž']gh`Y]bY
VYa Yf_Ybgk YfhY`F Y]gY""8]Y`[YVØfh][Y`< Ua Vi f[Yf]b`VY[Ubb`]\fY
? Uff]YfY`&\$\$+`VY"ja`K U`XXØfZYf`GJ`i bX`k YW\gY`hY`&\$%&`ni a
< Ua Vi f[Yf`GJ`""&\$%(`hfUh`g]Y`XUbb`Hi fV]bY`DchgXUa`VY]ž`k c`g]Y
V]g`&\$%`gd]Y`hY`"K Å`fYbX`]\fYf`NY]h`VY]`Hi fV]bY`Xi fW`]\YZ`g]Y
j]Y`Y`@Y]ghi b[gghi ZYbž`XUfi bhYf`X]Y`l %) žl`%+`i bX`X]Y`&"
: fUi Yba UbbgW\ UZh]b`XYf`&": fUi Yb!6i bXYg`][U`"À`fY`b`Å`W\ghYb
GW\f]hhY`ZØ`fhYb`g]Y`bUW\`#U`]Yb`ni a`57`A U]`UbXž`k c`g]Y`g]W\`ZØf
X]Y`l 9: 5`K ca Yb`g`7`Ua`d]cbg`@YU[i Y`ei U`]Zh]YfhY`"Gd`Å`hYf`k Uf
g]Y`Ui W\`ZØf`Ghi fa`; fUn`U`_hj`i bX`k Uf`nk Y]`#`]\fY`Ub`[`Y]bY
GhØhnY`XYg`HYUa`g"

9]b`6`]W_`Ui Z`X]Y` ; YgW\]W\hY`j`c`b`Hi fV]bY DchgXUa

8 Yf`%": : 7`Hi fV]bY`DchgXUa`_`Ubb`Ui Z`Y]bY`VYY]bXfi W_YbXY
; YgW\]W\hY`ni fØW_V`]W_Yb"; Y[fØbXYh`k i fXY`XYf`J`YfY]b`%-`))`U`g
6Yhf]YVggdcfh[Ya`Y]bgW\ UZhž`XcW\`X]Y`YfZc`[fY]W\Y` : fUi YbZi » VU`!
5VhY]i b[`k i fXY`Yfgh`%-`+%`]bg`@YVYb`[Yfi ZYb""8]Y`YfghY`DUfh]Y
ZUbX`Ua`&)"`A U]`%-`+%`ghUhh`i bX`YbXYhY`a`]hY]bYa`'`.\$!G]Y["
GY]hXYa`_`Uh`g]W\`Hi fV]bY`Y]bYb`B Ua`Yb`ja`XYi hgW\Yb`i bX
]bhYfbUh]cbU`Yb` : i » VU`"[Ya`UW\h""8]Y`A`UbbgW\ UZh[Yk`Ubb
nU`fY]W\Y`H]hY`i bX`_`Ubb`Ui Z`9fZc`[Y`]b`6i bXYg`][U`i bX
7`Ua`d]cbg`@YU[i Y`ni fØW_V`]W_Yb"

- %-`+%` : fØbXi b[`XYg': fUi YbZi » VU`g`VY]`Hi fV]bY`DchgXUa
- %-` ,` %`9fghYg`A`Y]ghYfgW\ UZhgg]Y[Y`XYf`8`8`F
- &\$%)` .`Nk`Y]hYf`A`Y]ghYfh]hY`bUW\`XYf`K`YbXY
- &\$%&.`B`ca`]b]Yfi b[`ZØf`X]Y`7`Ua`d]cbg`@YU[i Y`i bX
k`Y]hYfY`bUh]cbU`Y`9fZc`[`Y`
- &\$&&.`9ffY]W\i b[`XYg`8: 6!Dc`_`U`!:`]bU`Yg

8]Y`F`ØW__Y`f`j`c`b`A`Yf`Y`?']fgW\ ghY]b`]gh`Ui W\`Y]b`NY]W\Yb`XUZØfž
XUgg`Hi fV]bY`k`]YXYf`Ub`ZfØ`YfY`9fZc`[Y`Ub`_bØdZYb`a`ØW\hY`"B`UW\
Y]bYf`gW\k`]Yf][Yb`D`UgY]b`XYf`6i bXYg`][Už`k c`X]Y`A`UbbgW\ UZh
ni`Yhh]b`XYf`nk`Y]hYb`@[U`gd]Y`hY`i bX`]b`XYf`GU]gc`b`&\$&`#&(`X]Y
A`Y]ghYfgW\ UZh`c`hYž`ghY`Yb`bi`b`Ua`V]h]cb]YfhY`N]Y`Y`ja`f`Ui`a`"

9]b`bYi Yf`5 bZUb [`ZØf`?]fgWł ghY]b`i bX
 Hi fV]bY

A]h`XYf`9fZU\ fi b [ž`X]Y`?]fgWł ghY]b`Ui g`XYb`]bhYfbUh]cbU`Yb
 K YhhVYk YfVYb`a]hVf]b [hž`i bX`]\fYa`h]YZYb`K]ggYb`ØVYf`X]Y
 D\`cgcd\]Y`j cb`Hi fV]bYž`_ØbbhY`g]Y`Y]bY`GWł`ØggY`fc``Y`]b`XYf
 _ca`a`YbXYb`GU]gcb`gd]Y`Yb``K`À\fYbX`]\fYf``YhhYb`GU]gcb`VY]a
 <GJ`YffY]WłhY`g]Y`XUg`<U`VZ]bU`Y`]a`8: 6!Dc_U`ž`k Ug`]\fY
 :`À\][`_Y]hi`bhYfghfY]Włhž`]b`8 fi W_g]hi Uh]cbYb`ni`VYghY\Yb`i bX`Hcd!
 @Y]ghi b [Yb`UVni`]YZYfb``≠f`K YfXY [Ub [`nY][hž`XUgg`g]Y`g]Wł`]b
 Y]bYf`J]Y`nU\`j cb`K YhhVYk YfVYb`VYk Y]gYb`_cbbhYž`i bX`bi b`k]`
 g]Yž`ni gUa`a`Yb`a]h`]\fYb`bYi Yb`HYUa`_c``Y []bbYbž`k]YXYf`Ub`XYf
 Gd]hnY`XYg: fUi YbZi »VU``g]b`8Yi hgWł`UbX`a]hgd]Y`Yb"

A]h`XYf`F ØW`_Y`f`j cb`A Yf`Y`?]fgWł ghY]b`g]Y`h`Hi fV]bY`DchgXUa
 _`UfYb`5i Zk]bX`i bX`Y]bYb`a`Ø [`]WłYb`BYi UbZUb [``8]Y: Ubg`g]bX
 [YgdUbbhž`k Ug`X]Y`bYi Y`GU]gcb`Vf]b [h`i bX`k]Y`g]Wł`X]Y
 A UbbgWł UZ`h`k Y]hYfYbhk]W`_Y`b`k]fX"

8YhU]`g	
Cfh	DchgXUa ž`8Yi hgWł`UbX
Ei Y``Yb	<ul style="list-style-type: none"> • k k k "hi fV]bY!dchgXUa "XY • Yb"k]_]dYX]U"c f[• k k k "hU[Yggd]Y[Y``XY

6Ygi WłYb`G]Y`i bg`Ui Z.`b!U["bYh