

8 mbUa c`8 fYgXYb. `5i Zgh]Y[`Vf]b[h`\ c\Y
? cghYb`hfc hn`HJ !; Y`XYf!6cca °

8 mbUa c`8 fYgXYb/ , \$' - /g`5i Zgh]Y[`]b`X]Y`&""6i bXYg`][U
Vf]b[h`Z]bUbn]Y``Y`<YfUi gZcfXYfi b[Yb`a]h'g]Wł`žhfc hn`\Ò\YfYf
HJ !; Y`XYf"



8 fYgXYbž`8 Yi hgWł`UbX`!`8Yf`5i Zgh]Y[`] cb`8 mbUa c`8 fYgXYb`]b
X]Y`&""6i bXYg`][U`Vf]b[h`j]Y`Y`<YfUi gZcfXYfi b[Yb`a]h'g]Wł`ž`X]Y
b]Wł`h`bi f`dcg]h]j Y`5gdY`_hY`a]h'g]Wł`Vf]b[Yb`"@Ui h`GÅWł`g]gWł`Y
a`i`gg`XYf`J`YfY]b`]b`Y]b][Yb`6YfY]Wł`Yb`\Ò\YfY`5i`g[UVYb`hÅh][Ybž
hfc hn`XYf`Yf`\Ò\hYb`HJ !; Y`XYfž`X]Y`j`cb`fi`bX`%ž(`A`j``cbYb`9i`fc`]b
XYf`'``@[U`Ui`Z`Y`k`U`,`A`j``cbYb`9i`fc`]b`XYf`&""6i bXYg`][U
Ubg hY][Yb`8 UVY]`g]b`X`X]Y`gY`HJ !; Y`XYf`ja`J`Yf[`Y]Wł`ni`f
?cb`_i`ffYbn`fY`Uh]j`i`[Yf]b["

⊖`XYf`&""6i bXYg`][U`[]Vh`Y`g`Y]bY`J]Y`n`U`\`j`cb`A`UbbgWł`UZhYb`Ui`g
XYa`GØXk`YghYbž`k`Å\`fYbX`XYf`B`cfXcghYb`j`]Y`Y`k`Y}Y`Y`Y`W`_Yb
Ui`Zk`Y]gh``: Øf`X]Y`: Ubg`j`cb`8 mbUa c`8 fYgXYb`VYgWł`fÅb`_Yb`g]Wł
X]Y`C`gh]8i`Y``Y`XYfnY]h`\Ui`dhgÅWł`Wł`Ui`Z`X]Y`6Y[Y[bi`b[Yb`a]h

XYa`%": 7`A U[XYVi f["8]Y`k Y]hYghY`F Y]gY`Z0\fh`XUg`HYUa`ni a
GJ`9]YfgVYf[`]a`GUUf`UbXžk Ug`ØVYf`* \$\$`?]`ca`YhYf`]b`5bgdfi W
bY\`a`Yb`_ÖbbhY"

:]bUbn]Y`Y`5i gk]f`_i b[Yb

8]Y`Z]bUbn]Y`Yb`5i gk]f`_i b[Yb`XYg`5i Zgh]Y[g`g]bX`cZZYbg]W`h`W`"
8mbUa`c`8fYgXYb`ghY`h`bUW`XfY]`Gd]Y`nY]hYb`]b`XYf`" "@[U`Ua
9bXY`XYf`HUVY`Y"8]YgY`G]hi`Uh]cb`k]fX`Xi`fW`X]Y`J`YfhY]i b[`XYf
bUh]cbU`Yb`9f`ØgYžX]Y`Z0f`X]Y`GU]gcb`&\$&(`#&) `Ui`Zfi`bX`%ž&%&
A]`]UfXYb`9i`fc`[YgW`Àmh`k YfXYbž`bcW`j`YfgW`ÀfZh": i ggVU`!
; Y`X`VYf]W`hYhž`XUgg`X]Y`J`YfhY]i b[`XYf`HJ!; Y`XYf`bUW`Y]bYa
J]Yf!GÀi`Yb!A`cXY`YfZc`[hž`k Y`W`Yg`gck`c`\`; `Y]W]j`YfhY]i b[
U`g`Ui`W`@Y]ghi`b[`VYfØW_g]W`h][`h"

⊖`X]YgYf`GU]gcb`g]bX`X]Y`bUh]cbU`Yb`YfbgY\ [Y`XYf`Ui`ZYhk`U
%ž&%&`A]`]UfXYb`9i`fc`Ub[Yk`UW`gYbž`k Ug`Y]bY`GhY][Yfi`b[`]a
J`Yf[`Y]W`ni`XYb`J`cf`U`fYb`XUfghY`h"8]Y`[`Y]W`a`À`][Y
J`YfhY]i b[`XYf`9f`ØgY`g]Y`h`j`cfž`XUgg`) \$i`XYf`; Y`XYf
[`Y]W]j`YfhY]`h`k`YfXYbž`k`Ug`Z0f`YXYb`J`YfY]b`]b`XYf`&"6i`bXYg`][U
fi`bX`+ž(`A]`]cbYb`9i`fc`VYXYi`hYh": Øf`8mbUa`c`8fYgXYb`k]fX`X]Yg
YXcW`bi`f`Y]bY`HY]`Øgi`b[`Z0f`X]Y`[fØ» YfYb`Z]bUbn]Y`Yb
<YfUi`gZc`fXYfi`b[Yb`gY]bž`a]h`XYbYb`XYf`J`YfY]b`_cbZfc`bh]Yfh]`gh"

A Uf`_hUbU`mgY`i`bX`Gd`c`b`g`c`f]b[

8]Y`8: @\`Uh`Ui`W`X]Y`bUh]cbU`Yb`9f`ØgY`Ui`g`XYa`857<`!F`Ui`a
UbU`mg]Yfhž`X]Y`(`ž) +&`A]`]UfXYb`9i`fc`VYhfU[Yb"8]Y`9]bbU`a`Yb
Ui`g`Gd`c`b`g`c`f]b[`i`bX`; fi`ddYbj`Yfa`Uf`_hi`b[``U[Yb`]b`XYb`Y`hnhYb
⋈\`fYb`YVYbZU`g]a`i`c`_i`g"BUW`YfbgY\ [Y`X`Yf`YffY]W`hYb`X]Y
9]bbU`a`Yb`Ui`g`Gd`c`b`g`c`f]b[`]b`XYf`&\$&`#&(`!GU]gcb`Yhk`U`) \$
A]`]cbYb`9i`fcž`Y]b`Y]W`h`fØW`_`Ài`Z[Yf`HfYbX`nY][`h`g]W`]a
J`Yf[`Y]W`ni`XYb`&\$%-`#&\$!GU]gcbž`k`c`X]Y`9]bbU`a`Yb`VY](`&
A]`]cbYb`9i`fc``U[Yb"

Ni`gUa`a`Yb[YZUggh`ghY`h`8mbUa`c`8fYgXYb`j`cf`Y]bYa`_ca`d`Yi`Yb
Z]bUbn]Y`Yb`6]X"K`À\`fYbX`X]Y`HJ!; Y`XYf`]b`XYf`&"6i`bXYg`][U]b
XYf`F Y[Y`\`Ø\`Yf`g]bX`U`g]b`XYf`" "@[Už`VY`UghYb`ghY][YbXY

5i g[UVYb`i bX`X]Y`_cb_i ffYbnZÀ\][Y`@UbXgWUZh`X]Y`? UggYb`XYg
 J YfY]bg"8Yf`K Y[`]b`X]Y`&"6i bXYg`][U`]gh`ZØf`8mbUa c`8fYgXYb
 b]W`h`bi f`Y]b`gdcfh`]W`Yf`9fZc`[ž`gcbXYfb`Ui W`Y]bY`Z]bUbn]Y`Y
 <YfUi gZcfXYfi b["

8YhU]`g	
C fh	8fYgXYbž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "gUYW`g]gW`Y"XY • Zi ggVU``![Y`X"XY • k k k "ZYfbgY\[Y`XYf"XY

6Ygi W`Yb`G]Y`i bg`Ui Z.`b!U["bYh