

K U\ bg]b bg!G]Y[']b 'XYf' B UW\ gd]Y`nY]h.
< Y]XYb\Y]a 'V`Y]Vh'i]b 'XYf'6i bXYg`][U°

F Y`Y[Uh]cb`ni f`6i bXYg`][U. '<Y]XYb\Y]a 'g]Y[h'i]b`9`j YfgVYf[
Xi fW\ `gd`hYb`HfYZZYf" `Gd]Y`VYf]W\h'i bX`5bU`mgY`j ca
&* "\$) "&\$&) "



9`j YfgVYf[ž`8 Yi hgW\ `UbX`!`a `F ØW_gd]Y`XYf`F Y`Y[Uh]cb`ni f
: i »VU`!6i bXYg`][U`Uh`XYf`%": 7`<Y]XYb\Y]a `Ua` '&*"'A U]`&\$&)
[Y[Yb`X]Y`GJ`9`j YfgVYf[`bUW\ `Y]bYa` XfUa` Uh]gW\Yb` :]b]g\`a`]h
&.%[Yk`cbbYb" `8 Ug`Gd]Y`ZUbX`]b`9`j YfgVYf[`ghUh'i bX`YbXYhY
bUW\ `Y]bYf`gdUbbYbXYb`B UW\ gd]Y`nY]h" '<Y]XYb\Y]a `g]W\Yfh`g]W\
gca`]h`XYb`J`YfV`Y]V`]b`XYf`6i bXYg`][Už`bUW\XYa` `VYfY]hg`XUg
<]bgd]Y`i bYb`hgW\]YXYb`Ui`g[Y[Ub[Yb`k`Uf"

8]Y`YfghYb`A`]bi`hYb`XYg`Gd]Y`g`nY][`hYb`Y]bY`c`ZZYbg]j`XYb`_YbXY
< Y]XYb\Y]a`Yf`A`UbbgW\Už`ž`X]Y`]b`XYf`-`"A`]bi`hY`Xi`fW\`Y]bYb
HfYZZYf`j`cb`<`cbgU`_`]b` :`Ø`fi`b[`[`]b[`"9`j`YfgVYf[`]Y`»`g]W\`Y`XcW\
b]W\h`VY]ffYb`i`bX`[`]W\`]b`XYf`" `%"A`]bi`hY`Xi`fW\` :`Y`\\`Ui`Yf`Ui`g`
8]YgY`D\`UgY`k`Uf`[`Ydf`Ä[`h]j`cb`]bhYbg]j`Yb`Nk`Y]_`Äa`dZYb`i`bX`

7\UbWb'Ui ZVY]XYb'GY]hYbž'YXcW'c\by'_'UfYb'JcfhY]'ZØf'Y]bYg
 XYf'HYUa'g'"8Ug'Gd]Y'V'YV'V]g'ni f'-') "'A]bi hY'gdUbbYbXž'U'g
 <Y]XYb\Y]a']b'XYf'B UWg]Y'nY]h'Xi fW'GW]YbnU'XYb
 YbhgWY]XYbXYb'G]Y[hfYZZf'Yfn]Y'hY"

8 Yf'Gd]Y'j Yf'Ui Z'ja' 8 YhU]'

8 Yf'Gd]Y'j Yf'Ui Z'j YfXYi h]W hYž'k]Y'Ui g[Y[]WYb'X]Y'DUfh]Y'k Uf"
 ð'XYf'YfghYb'<U'VnY]h'\UhhY'<Y]XYb\Y]a' ni bÅWgh'a Y\ f
 Gd]Y'UbhY]Yž'k Å\ fYbX'9'j YfgVYf['UV'XYf' ' %'A]bi hY'VYggYf']bg
 Gd]Y'ZUbX''Nk Y]j Yf'Yhni b[gVYX]b[hY'K YWgY'Ui Z'GY]hYb'XYf
 <Y]XYb\Y]a' Yf' '?YfVYf'i bX'GU\]b' 'gcf[hYb'ZØf'ni gÅh'n]WY
 l bg]WYf\Y]hYbž'YXcW'nY][hY'X]Y'A UbbgWUZh]j cb'HfU]bYf': fUb_
 GWa]XhY]bY'ghUf_Y'A cfU'' ð'XYf'GW' i ggd\UgY'k Uf'9'j YfgVYf[
 bÅ\Yf'Ua' 5i g[]Wž'_cbbhY'YXcW'X]Y'YbhgWY]XYbXYb'7\UbWb
 b]W h'bi hnYb"

8]Y'5i ZghY''i b[Yb'VY]XYf'HYUa'g'k UfYb'k]Y'Zc'[h

A UbbgWUZh

5i ZghY''i b[

GJ'9'j YfgVYf[?f]ghcZ' '6Ui a ž'D]bW_Yfhž'@Y æbWci fž'BYi VUi Yf' : Y''\Ui Yfž G''GU\]bž'DYh_cj ž'8Ua Ufž N]a a YfgW]YX' '5g'Ub]
%": 7'<Y]XYb\Y]a	A Ø''Yf' '6i gWž'D''A U]b_Už G]Yfg'YVYb' 'HfUcfÅž'?YfVYfž GW'ØddbYfž'?fÅh][ž'<cbgU_ž GW]YbnU' 'D]Yf]b[Yf

5i gk]f_i b[Yb'i bX'F Y`Y[Uh]cb'ja' ? cbhYI h

8]Y'6YXYi hi b['XYg'Gd]Y'g'k Uf'Ybcfa ž'XU'XYf'J Yf'YfYf'X]Y
 A Ø[]W_Y]h'\UhhYž'X]Y'_ca a YbXY'6i bXYg'][U!GU]gcb'Ui Z'XYa
 'YhnhYb'D'Uhn'ni 'j YfVf]b[Yb''8]Y'F Y`Y[Uh]cb'ni f'6i bXYg'][Už'X]Y
 gY]h'%- , &'YI]gh]Yfhž'\Uh]b'XYf'J Yf[Ub[Yb\Y]h'ZØf'j]Y'5i ZFY[i b[
 [Ygcf[h' ðgVYgcbXYfY'X]Y'5VgWUZZi b['XYf'5i gk Åfhghc ffY[Y'i b[
 j cf'XYf'GU]gcb'&\$%#&&ž'X]Y'VY]Y]bYa' l bYbhgW]YXYb'ni f
 J Yf'Åb[Yfi b['ZØ\fhž'gd]Y'hY']b'X]YgYa' ?cbhYI h'Y]bY

YbhgWXY]XYbXY`F c`Y" <]ghcf]gW`VYhfUW`hYh`UVYb`9fgh`[]ghYb`]a
> \f`&\$&) `]b`%*`j`cb`%-`F`Y`Y[Uh]cbgfi`bXYb`[Yg]Y[h"

?f]h]_Yf`XYf`F`Y`Y[Uh]cb`j`Yfk`Y]gYb`Ui`Z`XYb`\c`Yb`8fi`W`ž`XYb`g]Y
Ui`Z`Gd]Y`Yf`i`b`X`HfU]bYf`Ui`gØVhž`i`b`X`Ui`Z`a`Ò[`]W`Y`i`b[`Y]W`Y`hYb
nk`]gW`Yb`9fgh`i`b`X`Nk`Y]h`[]ghYb`" `&`X]YgYf`GU]gcb`[]Vh`Yg
J`c`fgW`À[Y`ni`f`F`Y`Zc`fa`X`Yf`@[Už`i`a`X]Y
K`Y`hhVYk`YfVgVYX]b[i`b[Yb`ni`j`YfVYggYfb"

<Y]XYb`Y]a`g`HfU]bYfž`fUb`_`GW`a`]Xhž`XYf`gY]h`ZUgh`%` `> \f`Yb`]a
5a`h`]ghž`VYhcbhY`bUW`X`Ya`Gd]Y`X]Y`B`chk`YbX`[_Y]hž`X]Y`7`U`b`W`b
YZZ]n]Yb`h`ni`bi`h`nYb`"A`]h`X]YgYa`G]Y[`Uh`g]W`X`Ug`HY`Ua`b]W`h`bi`f
XYb`J`YfV`Y]V`]b`XYf`6i`b`XYg`[U`[Yg]W`Yf`hž`gcb`XYfb`Ui`W`X`Ug
J`Yf`hf`Ui`Yb`]`f`Yf`5b`&`b[Yf`ni`fØW`[Yk`cbbYb"

8`Ug`>]b`fY]»`Yb`XY`:]b`U`Y`X`Yf`F`Y`Y[Uh]cb`ghY`h`Y]ba`U`a`Y`f`i`b`hYf
6`Yk`Y]gž`k`]Y`i`bj`c`f`Y`fg`Y`V`Uf`i`b`X`Ui`Z`fY[Yb`X`X`Yf`:]i`»`V`U`g`Y]b
`Ubb`"A`]h`X]YgYf`X`f`Ua`Uh]gW`Yb`K`Yb`XY``Ö`bbhY`<Y]XYb`Y]a`X]Y
K`Y]W`Yb`ZØf`Y]b`Y`Yf`Zc`[fY]W`Y`GU]gcb`[YghY`h`UVYb"

cd!cb`]bY"XY`VYf]W`hYhž`X`Ugg`<Y]XYb`Y]a`X`Ug`F`Ø`W`gd]Y`a`]h`&.`%
[Yk`cbbYb`>`Uh`:]Øf`k`Y]hYfY`8`Y`hU]`g`ni`f`F`Y`Y[Uh]cb`ni`f`X`Yi`hgW`Yb
:]i`»`V`U`!`6i`b`XYg`[Už`V`Ygi`W`Yb`G]Y`K`_]`d`Y`X]U`c`X`Yf`Y`g`Yb`G]Y
U`_`hi`Y`Y`&`Zc`fa`Uh]cb`Yb`Ui`Z`_]`W`_`Yf`"XY"

8`Y`hU]`g`	
J`c`f`ZU`^`	Gd`c`f`h`
C`f`h`	9`j`Y`f`g`V`Y`f`[ž`8`Yi`hgW`Y`Ub`X`
J`Y`f`Y`h`h`Y`	'`
E`i`Y`Y`Y`b`	<ul style="list-style-type: none">• k k k "cd!cb`]bY"XY• k k k "_]W`_`Yf`"XY• XY"k`_]`d`Y`X]U`c`f`[

6`Y`gi`W`Yb`G]Y`i`bg`Ui`Z`b`!`U["b`Y`h`