

J YfX]Ybgh_fYi n'ZØf'8]Yha Uf'5 fbc`X. '9]b
6`]W_`Ui Z'6Yf`]bg'j YfVcf[YbY`GWÅÀhnY

5a`%' " ħ b]'&\$&) `k]fX'8]Yha Uf'5 fbc`X`ja`FchYb`F Uh\Ui g
a]h`XYa`J YfX]Ybgh_fYi n'[YY\fhž ZØf'gY]bYb`6Y]hfU[`ni a
8Yb_a U`gWÅi hn`]b`6Yf`]b"



FchYg`F Uh\Ui gž'6Yf`]bž'8Yi hgWÅ`UbX`!`5a`%' " ħ b]'&\$&)
nY]WÅbYh`XYf`FY[]YfYbXY`6Øf[Yfa`Y]ghYf`j`cb`6Yf`]bž'U]`K`Y[bYfž
]a`5a`hgn]a`a`Yf`XYg`FchYb`F Uh\Ui`gYg`Y]bYb`VYgcbXYfYb`6Øf[Yf
Ui`g`8]Yha Uf'5 fbc`Xž`XYf`J`cfg]hnYbXY`XYg`J`YfY]bg`6Yf`]bYf
l`bhYfk`Y`hYb`i`bX`UbYf`_`UbbhYf`GhUXh`i`bX`FY[]`cbU`d`UbYfž`k`]fX
a`]h`XYa`J`YfX]Ybgh_fYi`n`Ua`6`UbXY`XYg`J`YfX]YbghcfXYbg`XYf
6i`bXYgfYdi`V`_`8Yi`hgWÅ`UbX`[`YY\fh`'8]YgY`5i`gnY]WÅbi`b[`k`]fX
]a`5i`ZhFU[`XYg`6i`bXYgdfÅg]XYbhYb`ØVYffY]WÅhi`bX`]gh`Y]bY
5bYf`_`Ybbi`b[`ZØf`5 fbc`Xg`\YfUi`gfU[YbXY`J`YfX]YbghY`i`a`X]Y
6Yk`U\fi`b[`XYf`\]ghcf]gWÅYb`≠Ybh]hÅh`6Yf`]bg`i`bX`gY]bYb
i`bYfa`ØX`]WÅYb`9]bgUhn`]a`8Yb_a`U`gWÅi`hn"

8]Yha Uf'5 fbc`Xg`9b[U[Ya`Ybh`ZØf`XYb`J`YfY]b`6Yf`]bYf

I bhYfk Y`hYb`Yfa Ò[`]Wk`hYg` ðhYfYgg]YfhYbž ZUgn]b]YfYbXY
9]bV`]W_Y`]b`X]Y`i bhYf]fX]gWk`Y`K`Y`h`XYf`<Ui dhghUXh`ni`Yf\U`hYb`
GY]bY`5fVY]h`i a ZUggh`X]Y`F`Y`hhi b[`i bX`Ni [`Àb[`]Wk`a UWk`i b[`j`cb
`@cgh`D`UW`g` `k`]Y`6i b`_YfUb`U[Yb`i bX`:` `i Wk`hhi bbY`b`"9]b
VYXYi hYbXYf`HY`]`gY]bYg`GWk`UZZYbg`]Y[`h`]b`XYf`:` ÒfXYfi b[`XYg
8Yb`_a`U`gWk`i hnYg`i bX`XYf`\]ghcf]gWk`Yb`:` cfgWk`i b[`ž`k`c`ZØf`Yf
VYfY]hg`&\$\$*`XYb`8Yb`_a`U`gWk`i hn!DfY]g` `G`VYfbY`<U`V`_i [Y`
Yf\]Y`hž[`Ya`Y]bgUa` `a`]h`gY]bYa` `6fi XYf` ð[`a`Uf`"GY]h`&\$%, `]gh
5fbc`X`ni`XYa` `HfÀ[Yf`XYg`J`YfX]YbghcfXYbg`XYg`@UbXYg`6Yf`]bž`XYf
j`ca`GYbUhj`Yf`]Y\Yb`k`]fX`i bX`ZØf`\Yfj`c`ffU[YbXY`J`YfX]YbghY`i`a
X]Y`GhUXh`6Yf`]b`ghY`h`"

8 Yf`K` Yfh`j`cb`@cgh`D`UW`g

8]Y`9f`_i`bXi`b[`j`Yf`UggYbYf`C`fhYž`VY`_Ubbh`U`g`i`fVUb`9i`d`c`f]b[`ž
YfZfYi`h`g]Wk` `k`UWk`gYbXYf`6Y`]YVh\Y]h`"8i`fWk`D`UhhZcfa`Yb`k`]Y
Mci`Hi`VYž`F`YXX]h`i`bX`H]_Hc`_`\Uh`X]Y`5`_hj`]h`Àh`Ub`6Y`_Ubbh\Y]h
[Yk`cbbYb`" ð`6Yf`]b`k`YfXYb`nU`\`fY]Wk`Y` `@cgh`D`UW`g` `h`ci`f]gh]gWk`
j`Yfa`Uf`_hYhž`XcWk`X]Y`@Y[`U`]h`Àh`XYg`6YhfYhYbg`gc`Wk`Yf`C`fhY`k`]fZh
:`fU[Yb`Ui`Z`" ð`XYf`F`Y[`Y`]gh`i`fVUb`9i`d`c`f]b[`b]Wk`h`]`Y`Y[`U`ž
U`YfX]b[`g`_Ubb`XUg`6YhfYhYb`j`cb`d`f]j`UhYa`9][`Ybhi`a`c`b`Y
9f`Ui`Vb]g`U`g`<Ui`gZf]YXYbgVfi`Wk`[`Y`hYb`"8Yf`Ni`[`Ub[`ni`"Y[`U`Yb
@cgh`D`UW`g`]b`6Yf`]b[`YghU`hYh`g]Wk`\`YfUi`gZc`fXYfbXž`XU`j`]Y`Y
X]YgYf`C`fhY`Yb`hk`YXYf`fYbcj`]Yfh`c`XYf`UV[Yf]ggYb`k`i`fXYb`ž`k`]Y`
X][`]hU`Wk`ga`cbUi`h`Wk`a` `VYf]Wk`hYh`"

Ni`XYb`k`Yb][`Yb`Y[`U`Yb`@cgh`D`UW`g`]b`6Yf`]b`n`À`\`Yb.

- HYi`ZY`gVYf[`9\Ya`U][`Y`5V\`ÒfghUh]cbž[`Y`ÒZZbYh`ZØf`
Hci`f]ga`i`g`"9]bhf]hh`+` `f)` ` `ZØf`Ghi`XYb`hYb`Ł"
- :`U`_hi`fa` `<`i`a`Vc`Xh\U]b.`: `Ø\fi`b[`Yb`Xi`fWk`X]Y`6Yf`]bYf`
I`bhYfk`Y`hYb`"H]W_Y`hd`fY]gY.`%)` ` `ZØf`_`Y]bY`Hci`fž`)`&` `ZØf`
[`fc»`Y`Hci`f`"
- 7\YW`_dc]bh`6fUj`c.`9\Ya`U][`Yf`:`fYbnØVYf[`Ub[`ž`\Yi`hY`
a`]h`:`YgWk`]Wk`hY`i`bX`,`VYffYghYb`"

ð`XYf`i`a`[`YVi`b[`6Yf`]bg`g]bX`YVYbZU`g`Y]b][`Y`\]ghcf]gWk`Y`C`fhY`
ni`Z]bXYbž`X]Y`Yf`_i`bXYh`k`YfXYb`_ØbbYbž`k`]Y`X]Y`6YY`]hn`"

<Y]`ghÅhhYb`cXYf`XYf`Hfi`ddYbØVi`b[`gd`Uhn`8ÖVYf]hn`Ni`XYa`[`]Vh
 Yg`nU\`fY]WXY`@cgh`D`UW`gž`X]Y`a`]h`Yfk`Y]`Y`b]W`h`a`Y\`f`VYgi`W`h
 k`YfXYb`_`ÖbbYbž`k`]Y`XYf`Gd`fYdUf`_`6Yf`]b`cXYf`X]Y`j`Yf`UggYbY
 ≠U_]gWXY`6chgW`Už`X`YfYb`F`Ybcj`]Yfi`b[`[`Yd`Ubh`]gh"

9\fi b[`i bX`HfUX]h]cb

8Yf`J`YfX]Ybg`hc`fXYb`XYg`@UbXYg`6Yf`]b`k`]fX`]b`Y]bYf`?`UggY
 j`Yf`]Y\`Yb`i`bX`hfÅ[`h`igma`Vc`]gW`ni`f`5bYf`_Ybbi`b[`]j`cb
 6Øf[`Yf]bbYb`i`bX`6Øf[`Yfb`VY]ž`X]Y`g]W`i`a`X]Y`GhUXh]`YfX]Ybh
 [`Ya`UW`h`\`UVYb``8`Ug`J`c`fgW`U[`g`fYW`h`ZØf`X]Y`5i`gnY]W`bi`b[`]Y[`h
 VY]a`F`Y[`]YfYbXYb`6Øf[`Yfa`Y]ghYfž`XcW`Ui`W`A`]h[`]YXYf`XYg
 GYbUhg`i`bX`XYf`DfÅg]XYbh`XYg`5V[`YcfXbYhYb`\`Ui`gYg`_`ÖbbYb
 5bfY[`]i`b[`]Yb[`]YVYb``Å\`f]W`k`]fX`XYf`C`fXYb`Ua`%`C`_`hc`VYfž`XYa
 ÷\`fYghU[`]XYf`6Yf`]bYf`J`YfZUggi`b[`]j`cb`%-)`\$`ž`j`Yf`]Y\`Yb``Ni`XYa
 Yf`\`Å`h`YXYf`5i`g[`YnY]W`bYhY`Y]bY`i`f`_i`bXY`a`]h`XYa`[`fc»`Yb
 8]Ybg`hg]Y[`Y`XYg`@UbXYg`6Yf`]b"

A`]h`XYf`VYj`c`fghY\`YbXYb`J`Yf`Y]\`i`b[`]XYg`J`YfX]Ybg`hc`fXYbg`Ub
 8]Yha`Uf`5fbc`X`k`]fX`Y]b`k`Y]hYfYg`?`Ud]hY``]b`XYf`;`YgW`]W`hY`XYf`
 K`ØfX][`]i`b[`]j`cb`9b[`U[`]Ya`Ybh`ZØf`X]Y`GhUXh`i`bX`]f`Yb
 8Yb`_a`U`gW`i`hn[`]YgW`f]YVYb``GY]bY`DUgg]cb`i`bX`gY]b`9]bgUhn`ZØf
 X]Y`_i`hi`fY``Y`≠XYbh]hÅ`h`6Yf`]bg`g]bX`i`bj`Yfn]W`hVUfY`6Ui`ghY]bY`ZØf
 X]Y`Ni`_i`bZ`h`XYf`GhUXh`i`bX`]f`Yf`\]ghc`f]gW`Yb`GhÅhhYb"

| | |
|------------|---|
| 8YhU]`g | |
| C`f`h | F`c`h`Y`g`F`U`h`\`U`i`g`ž`6`Y`f`]b`ž`8`Y`i`h`g`W`\`U`b`X |
| E`i`Y``Y`b | <ul style="list-style-type: none"> • k k k "VYf`]b"XY • X][`]hU`WŁga`c`b`Ui`h`WŁa • k k k "VYf`]b"XY |

6Ygi`W`XYb`G]Y`i`bg`Ui`Z.`a`Y]b!VYf`]b`b`Yh