

; Y\Y]a h]d dg`ZØf`XYb`6 UXYhY]W<
<]fgW ghYhhYb.`9f\c`i b[`Ua`K UggYf`

9bhXYW_Yb`G]Y`X]Y` ; YgW]W hY`XYg`6 UXYhY]W g<
<]fgW ghYhhYb.`j cb`XYf`GW chhYf[fi VY`ni f`VY`]YVhYb
9f\c`i b[ggh`hY`]b`K`]Yb"



<]fgW ghYhhYbž`² ghYffY]W`!`8Yf`6 UXYhY]W`<]fgW ghYhhYbž`XYf
]a`&&`K`]YbYf` ; Ya`Y]bXYVYn]f`_`8cbUi ghUXh`Y[hž`\Uh]g]W`ni
Y]bYa`VY`]YVhYb`BU\Yf\c`i b[g[YV]Yh`Yb`hk`]W_Y`h`9bhghUbXYb`]gh
XYf`HY]W`Y\Yf`ni`ZÄ`][`8i`fW`XUg`9]bg]W_Yfb`j`cb` ; fi`bXk`UggYf`]b
Y]bY`Y\Ya`U][`Y`GW`chhYf[fi`VYž`X]Y`nk`]gW`Yb`XYb`%-`*`\$Yf`i`bX
%-`-\$Yf`>\fYb`[`Ybi`hnh`k`i`fXYž`Yb`hghUb`X`X]YgY`[`fØbY`C`UgY`"
I`fgdfØb[`]W`k`Uf`[`Yd`Ub`hž`X]Y` ; fi`VY`a`]h`A`Ø`Ui`Zni`ZØ`Ybž`XcW
X]YgY`>XY`k`i`fXY`j`Yfk`cfZYbž`i`bX`gc`_`cbbhY`g]W`Y]b`%&+)`\$\$
E`i`UXfUha`YhYf`[`fc>`Yg` ; Yk`ÄggYf`V`]XYbž`XUg`6Yk`c`bYf`.]bbYbž
]bgVYgcbXYfY`Ui`g`XYb`]b`XYb`%-`+\$Yf`>\fYb`Yff]W`hYhYb
D`UhYb`VUi`hYbž`fUgW`gW`ÄhnYb`YfbhYb`" `>`XYb`%-`+\$Yf`>\fYb
YffY]W`hY`XYf`HY]W`gY]bY`a`Ul`]a`U`Y` ; fØ>`Y`i`bX`k`i`fXY`ni`a`C`fh
XYf`6Y[`Y[`bi`b[`i`bX`9f\c`i`b[`ZØf`j`]Y`Y`K`]YbYbXYž`k`]Y` : **5@H9F**

VYf]W hYh"

8]Y`i ZYf`XYg`6UXYhY]W`g`k`i`fXYb`j`cb`XYb`YfZU`fYbYb`K`]YbYf
GhUXh[`ÅfhbYfb`gck`]Y`Vi`f[`Yb`ÅbX]gW`Yb`GU]gcbUfVY]hg_fÅZhYb`a`]h
`Yff`]W`Ya` `6Ui`a`!`i`bX`6i`gW`k`Yf`_`VYdZUbnh`"8Ug`5b[`YVch`Ua
6UXYhY]W`k`Uf`ZfØ`Yf`fYW`hgdÅf`]W`i`bX`VYgW`fÅb`hY`g]W`Ui`Z
Y]bYb`Gd]Y`d`Uhnž`Y]bY`6UXYVi`W`h`a`]h`Y]bYa` `a`V]ggghUbX`i`bX
Y]bY`K`ØfghY`VUfUW`_Y`Ua` `Cghi`ZYf`"8cW` `&\$&%`Yf`Ø`hY`g]W`XUg
[`Ughfcbca`]gW`Y`5b[`YVchž`]bgVYgcbXYfY`Xi`fW`XYb`6Ui`Y]bYg
bYi`Yb`GhUXhY]`g`]b`XYf`B`Å`Y`"9]bY`XYf`bYi`Yb`hghUbXYbYb
9]b]W`hi`b[`Yb`]gh`XUg`6YUW`dc]bh`6i`ZYhž`XUg`g]W`bYVYb`XYa
6YUW`j`c`YmVU`d`Uhn`VYZ]bXYhi`bX`VYgcbXYfg`ZØf`gY]bY`K`ØfghY`
VY`_Ubbh]gh"

9]b`j`]Y`gY]h][`Yg`:`fY]nY]hUb[`YVch

8Yf`6UXYhY]W`V]YhYh`b]W`h`bi`f`Y]bY`[`fØbY`5i`gnY]h`j`ca
GhUXh`YVYbž`gcbXYfb`Ui`W`Y]bY`J]Y`nU`U`b`:`fY]nY]h`a`Ø[`]W`_Y]hYb`"
8]Y`k`Y]h`Åi`Z[`Y`K`UggYfZ`ÅW`Yž`X]Y`Yhk`U`%\$`A`YhYf`h]YZ`]ghž`ÅXh
ni`a`G`W`k`]a`a`Ybž`:]gW`Yb`i`bX`gc[`Uf`]a`K`]bhYf`ni`a`9]g`Ui`ZYb
Y]b`";`Ubn`Å`f][`i`bX`[`Ubnh`Å[`]gh`XYf`6UXYhY]W`_c`ghYb`ZfY]
ni`[`Åb[`]W`":`Øf`:`Ua`]Yb`[`]Vh`Yg`Y]bYb`?`]bXYfgd]Y`d`Uhn`i`bX`Y]bY
6UVmVi`W`h`a`]h`ZY]bYa`GUbX`"Ni`XYa`k`i`fXYb`gdYn]Y`Y`NcbYb
ZØf`<`i`bXYVYg]hnYf`Y]b[`Yf]W`hYhž`k`c`Ui`W`]`f`j`]YfVY]b][`Yf`:`fYi`bX
bUW`<`YfnYbg`i`gh`d`UbgW`Yb`_Ubb"

- K`UggYfZ`ÅW`Y.`WU`"%&+`)`\$\$`a`‡
- 6fY]hY.`WU`"&`,`\$`a`
- @Åb[`Y.`WU`")`(`\$`a`
- A`U`i`]a`U`Y`H]YZY.`WU`"%\$`a`

8Ug`6UXYb`i`bX`X]Y`K`UggYfei`U`]h`h`Ua` `6UXYhY]W`k`YfXYb
fY[`Y`a`Å»][`ØVYfd`fØZh`8fY]a`U`dfc`GU]gcb`b]a`a`h`Y]b`@UVcf
DfcVYb`i`bX`j`YfØZZYb`h]W`h`X]Y`9f[`YVb]ggY`"8Ua`]h]gh`X]Y
G]W`Yf`Y]h`ZØf`U`Y`6UXY[`ÅghY`[`Yk`Å`f`Y]ghYh`":`Øf`XUg`Y]V`]W`Y
K`c`l`gc`f[`h`XUg`6i`ZYh`ni`f`6UVmVi`W`hž`XUg`]b`XYb`k`Ufa`Yb
Gca`a`Yfa`cbUhYb`ZØf`X]Y`:`ÅghY`[`YØZZb`Yh]ghž`k`Å`f`Yb`X`XUg
F`YghUi`fUbh`@U[`i`bU`Ua`N]Y[`Y`c`ZhY]W` `Ua`Øgh]W`Yb`i`ZYf`Ui`W`

[Ubn^A\ f]['gY]bY`HØfYb`ÒZbYh"

6 UXYhY]W\ Y` ` _`Y]bY`DUfUX]YgY`]b`K]Yb

8 Yf`6 UXYhY]W\`<]fgW\ ghYhhYb`]gh`b]W\ h`bi f`Y]b`C fh`XYf`9f\c`i b[ž
gcbXYfb`fY]\h`g]W\`Ui W\`Y]b`]b`Y]bY`Ub[Y`@]ghY`j cb`6 UXYhY]W\ Ybž
X]Y`K]Yb`ni `V]YhYb`\Uh"i fgd fØb[`]W\`g]bX`X]Y`a Y]ghYb`X]YgYf
6 UXYhY]W\ Yž`X]Y`Xi fW\`B UggVU[[Yfi b[Yb`ni f`GW\ chhYfYbhbU\ a Y
Yb hghUbXYbž`\Yi hY`b]W\ hg`k Yb][Yf`U`g`VY`]YVhY`F ØW`ni [gc fhY`ZØf
š b[`i bX`5`h`5`Y]bY`]b`XYf`GhUXh`Z]bXYb`g]W\`nU\`fY]W\ Y`X]YgYf
_`Y]bYb` A YYfY ž`XUfi bhYf`Yhk U`XUg`GhfUbXVUX`5`hY`8 cbUi`i bX
XUg`; ÅbgY\`Ai Z``8]YgY`HY]W\ Y`V]YhYb`[`Ug`_`UfYg`K UggYfž`Fi \Y
i bX`Y]bY`5b`Y\bi b[`ni f`BUhi fž`X]Y`ZØf`j]Y`Y`K]YbYf.`]bbYb`j cb
[fc»Ya`K Yfh`]ghž`k]Y`8]Y`DfYggY`h\Ya Uh]g]Yfh"

Gc`_Ubb`a Ub`gU[Ybž`XUgg`XYf`6 UXYhY]W\`<]fgW\ ghYhhYb`]b]W\ h`bi f
U`g`gW\`]W\ hYg`9f\c`i b[g[YV]Yh`X]Ybž`gcbXYfb`Ui W\`ja`?cbhYI h
XYf`K]YbYf`6 UXYhY]W\ Y`Y]bY`VYgcbXYfY`GhY``i b[`Y]bb]a a hž`X]Y`Yg
k Yfh`]ghž`YbhXYW`h`ni`k YfXYb"

8 YhU]`g	
C fh	<]fgW\ ghYhhYbž`^2 ghY ffY]W\
E i Y`Yb	<ul style="list-style-type: none"> • k k k "ZU`hYf"Uh • XY"a "k]_]dYX]U"cf[• k k k "X]YdfYggY"WŁa

6 Ygi W\ Yb`G]Y`i bg`Ui Z.`a Y]b`!k]Yb`bYh