

H\YUhYf!@Y[YbXY`7`Ui g`DYma Ubb`a]h', ,
>\fYb`]b`6Yf`]b`[YghcfVYb`°

7`Ui g`DYma Ubbž`Ub[`A\][Yf`8]fY_hcf`XYg`6i f[h\YUhYfgž`]gh
]a`5`hYf`j`cb', , >\fYb`j`YfghcfVYb``gY]b`J`Yfa`Å\hb]g`d`f`Å[h
XUg`XYi`hgW\gd`f`UW\][Y`H\YUhYf`"



6Yf`]bž`8Yi`hgW\`UbX`!`A`]h`h]YZYf`HfUi`Yf`a`ØggYb`k`]f`XYb`HcX
j`cb`7`Ui`g`DYma`Ubbž`XYa`Y\Ya`U`][`Yb`8]fY_hcf`XYg`K`]YbYf
6i`f[`h\YUhYfgž`VY_Ubbh[`YVYb`"8Yf`d`f`Å[`YbXY`H\YUhYfa`UW\Yf
j`YfghUfV`]a`5`hYf`j`cb', , >\fYb`]b`6Yf`]b";`YVcfYb`Ua`"+`>`b]
%-`'+`]b`6fYa`Ybž`\Uh`DYma`Ubb`XUg`XYi`hgW\gd`f`UW\][`Y`H\YUhYf`
a`]h`gY]bYb`ϕgnYb]Yfi`b[`Yb`a`U`[`YV`]W\`VYY]bZi`ggh`6YgcbXYfg
\Yf`j`cfni`\VYb`g]bX`gY]bY`5fVY]hYb`j`cb';`fØ`»`Yb`k`]Y`H\ca`Ug
6Yfb\UfXž`DYhYf`<`UbX`_Y`i`bX`9`Zf]YXY`>`]bY`_"

DYma`Ubb`ØVYfbU\`a`%-`,*`X]Y`8]fY_h]cb`XYg`6i`f[`h\YUhYfg`i`bX
[`UV`Xcfh`XYb`Hcb`Ub`"Ni`gY]bYb`VYXYi`hYbXghYb`5fVY]hYb`nÅ`\h
X]Y`ϕgnYb]Yfi`b[`j`cb`6Yfb\UfXg`<Y`XYbd`Uhn`]a`>\f`%-` , , ž`X]Y
U`g`Y]bYf`XYf`[`fØ`»`hYb`H\YUhYf`!`i`bX`;`YgY`gW`UZhgg_UbXU`Y`]b`XYf`

Nk Y]hYb`F Ydi V`_`2 ghYffY]W` []h`5b`Àgg]W`XYg`%\$!`À\`f][Yb
6YghY\Ybg`XYg`6i f[h\YUhYfg`k i fXY`XUg`GhØW`Ui Z[YZØ\fh` i bX
Z]Y`nY]h`]W`a]h`XYa`)`\$`" `J\`fYghU[`XYg` 5bgW`i ggYg`2 ghYffY]W`g
ni gUa`a Yb`"5i W`k Ybb`X]Y`dc`]h]gW`Y`Gh]a`a i b[`hi fVi` `Ybh`k Ufž
ZØ\fhY`a Ub`X]Y`DfYa`]YfY`Xi fW`ž`X]Y`\`YZh][Y`8YVUhYb`ØVYf`XYb
I`a [Ub[`a]h`XYf`BG!J Yf[Ub[Yb\Y]h`YbhZUW`hY`"Hfch`n`a Ugg]j Yf
DfchYghY`i bX`XYa` J Yfgi W`ž`X]Y`5i ZZØ\fi b[`ni` j Yf\]bXYfbž`k i fXY
<Y`XYbd`Uhm` `ni`a` i` fØ» hYb`9fZc`[]b`DYma` Ubbg`?Uff]YfY`a]h`%&\$
J`cfghY`i b[Yb`i bX`n`À\`hY`ni`XYb`a`Y]gh[Ygd]Y`hYb`GhØW`Yb`gY]bYf
5a`hgnY]h`DYma` Ubb`gY`Vgh`VYnY]W`bYhY`X]Y`DfYa`]YfY`U`g`Y]bYb
G]Y[`Y[Yb`K`Xf][`_Y]hYb` ž`k Ug`Ui W`X]Y`i bhYfghØmi b[`XYg
Di V`_i`a`g]ba`]hYb`j`cb`Nk`]gW`Ybfi`ZYb`V]g`\]b`ni`DZ]ZYb`bi`f
i bhYfa`Ui`YfhY`"

9]b`9fVY`]a`H\YUhYf`

B UW`gY]bYa`F ØW`ni [`Ui`g`K`Yb`Y]hYhY`DYma` Ubb`j`cb`%-`-`-`V]g
&\$%+`XUg`6Yf`]bYf`9bgYa`V`Y`"5i W`bUW`gY]bYf`8]fY`_h]cbgnY]h
V`YV`Yf`U`_h]j`i bX`]bgnYb]YfhY`V]g`ni`Y`hnhž`i bhYf`UbXYfYa` `8Yf
XYi`hgW`Y`A`]hhU[gh]gW` `]a` `J\`f`&\$&\$`i bX` `K`UfhYb`Ui`Z;`cXch
&\$&`'`]a`H\YUhYf`]b`XYf`æ`gY`ZghUXh`GY]bY`Ub[Y`@Ui`ZVU\`b`ZUbX
&\$%&`Y]bY`VYgcbXYfY`5bYf`_Ybbi b[`9f`k`i fXY`9\`fYba`]h[`]YX`XYg
6i f[h\YUhYfg`i bX`\]bhYf`Àggh`XUa`]hY]b`V`Y]VYbXYg`9fVY`"8 Ug
6i f[h\YUhYf`gY`Vghž`[Y[fØbXYh`%+(,`i bX`gY]h`%` , , `Ub`XYf
F]b[ghfU» Y`Ub`g`Àgg][ž`[]h`U`g`Y]bYg`XYf`VYXYi`hYb`XghYb
GdfYW`VØ\`bYb`]a`XYi`hgW`Yb`GdfUW`fUi`a`"DYma` Ubbg`NY]h`Xcfh
k`]fX`U`g`Y]b`[c`XYbYf`5VgW`b]h]b`X]Y`; YgW`]W`hY`XYg`<Ui`gYg
Y]b[Y\Yb`"

K]Y`[YgW`]W`hYk`_]`"k`]Yb`"[j`"Uh`Ui`ZnY][hž`a`i`gghYb`k`À\`fYbX
DYma` Ubbg`8]fY`_h]cb`c`Zi`Ui`W`dc`]h]gW`Y`i bX`[YgY`gW`UZh]W`Y
<YfUi`gZc`fXYfi b[Yb`VYUW`hYh`k`YfXYbž`gc`XUgg`X]Y`5i ZZØ\fi b[`j`cb
<Y`XYbd`Uhm` `b]W`h`bi`f`_Øbgh`Yf]gW`ž`gcbXYfb`Ui`W`
[YgY`gW`UZh]W`j`]Y`Ui`Zk`]fVY`hY`"8]Y`[YgY`gW`UZh]W`Y`G]hi`Uh]cb
]b`2`ghYffY]W`ghUbX`j`cf`XYa`i`[fc»Yb`I`a`Vfi`W`ž`]bgVYgcbXYfY
Ub[Yg]W`hg`XYg`Df`Àg]XYbhgW`UZh`gk`U`\`_Ua`dZYg`j`cb`?i`fh`K`U`X\Y]a
i bX`XYa`5i`Zgh]Y[`j`cb`šØf[`<U]XYfž`i bX`6YfbUfX`g`GhØW`k`Uf`Y]b
Gd]Y[Y`X]YgYf`NY]h`"

8 Ug'J Yfa ÅW hb]g'j cb'7`Ui g'DYma Ubbž'XYf'a]h'Y]bYa '[fc» Ufh][Yb
; YgdØf'ZØf'GhcZY'i bX'j]\fYf'F'Y'Yj Ubn'ja '[YgY`gWÅ UZh'WÅ Yb
?cbhYI h'VYY]bXfi W_hYž'k]fX'i bj Yf[YggYb'V`Y]VYb"9]b'[fc» Yf
A Ubb'XYg'H\YUhYfgž'XYggYb'; YghU`hi bX'J]g]cbYb'ib'XYb'<YfnYb
j]Y`Yf'?i `hi f`]YV\UVYf'k Y]hYf`YVYb'k YfXYb"

8 YhU]`g	
C fh	6Yf`]bž'8Yi hgWÅ`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "a Y]bVYn]f_"Uh • h\ca UgVYfb\UfX"Uh • k k k "[YgWÅ]WÅ hYk]_"k]Yb"[j "Uh

6Ygi WÅ Yb'G]Y'i bg'Ui Z.'a Y]b!k]Yb"bYh