

6fUX`D]hh`VY[Y]ghYfh`]b`bYi Ya : cfa Y`!%!:]`a .`FY_cfXY`Ua GhUfhk cWXYbYbXY`

6fUX`D]hhg`: cfa Y`!%!:]`a ži bhYf`XYf`FY[]Y`j cb`ægYd\
?cg]bg_]žZY]Yfh`Y]bYb`FY_cfXghUfh`i bX`h\Ya Uh]g]Yfh`X]Y
9a ch]cbYb`]a `A chcfgcdcfh"



K]YXYbž`2 ghYffY]W`!`9]b`YW`hYf`<c`mk ccX!`fUW`Yf`XfY`hig]W`
i a`X]Y`ZUgn]b]YfYbXYb`i bX`Ya ch]cbU`Yb`<]bhYf[fØbXY`XYf`: cfa Y`
%`<Yi hY`ZY]Yfh`XYf`bYi YghYb`:]`a `ØVYf`XYb`A chcfgcdcfh`gY]bY
DfYa]YfYž`i bX`X]Y`YfghYb`NU`Yb`gdFYW`Yb`ZØf`g]W`. `A]h`Y]bYa
k Y`hk Y]hYb`9]bgd]Y`Yf[YVb]g]j cb`%(\$`A`j`cbYb`i G!8c`Uf`Ua
GhUfhk cWXYbYbXY`k]fX` : %`H\Y`A cj]Y`VYfY]hg`U`g`XYf
YfZc`[fY]W`ghY`:]`a `j cb`6fUX`D]hh`Ub[YgY`Yb`"8]Yg`Vf]b[h`XYb`Fi Z
XYg`<Ui dhXUfghY`Yfg`i bX`XYg`FY[]ggYi fg`ægYd`?cg]bg_]`Ui ZY]b
bYi Yg`@j Y`žXU`Yf`XUg`Y`Ya U][Y`FY_cfX!CdYb]b[`j cb` K cf`X
K Uf`N `ØVYfhf]Zh`i bX`X]Y`9fk Ufh`i b[Yb`XYf`?f]h]_Yf`ØVYfghY][h`
Y]b`YW`hYf`?bU`Yf`**HJ`A`YX]U`VYf]W`hYhž`XUgg`XYf`:**]`a `a]h

Y]bYa '6i X[Yh] cb'&\$\$'A]''cbYb'8c''Uf'b]W'h'bi f'Y]b'Z]bUbn]Y''Yf
9fZc`[']ghž'gcbXYfb'Ui W'X]Y'Ni gW'Ui Yf'a]higY]bYf'Ya ch]cbU'Yb
H]YZY'Ubgdf]W'h"

5VYf'k Yf'\ÀhY' [YXUW'hž'XUgg'6fUX'D]h'gY'Vgh]b'X]Y'F UW]b [!
GW'i \Y'gW'ØdZYb'k ØfXY3'č' : %' 'H\Y'A cj]Y' 'gd]Y'h'Yf'Gcbbm
<UmYgž'Y]bYb'Y\Ya U'] [Yb'FYbbZU\fyfž'XYf'Y]bYa
j]Y'j YfgdfYW'YbXYb'F cc_]Yž' [Ygd]Y'h] cb'8Ua gcb'ž'f]gž'XYb'K Y []
]b'X]Y' : cfa Y''%'YVbYh''æ'gYd\ '?cg]bg_]ž'XYf'ZØf'gY]bY' _fYUh]j Yb
J]g]cbYb'VY_Ubbh']ghž'd]hW'hY'X]Y'ž'XY'Ub'D]hž'i bX'X]YgYf'k Uf
]bbYf\U'V'j cb'ZØbZA]bi hYb'ØVYfnYi [h' **Hcfc bhc'Gi b'VYf]W'hYhž**
XUgg'X]Y'Ghcfmi' a 'nk Y]hY'7\UbW'b'i bX'X]Y'<YfUi gZcfXYfi b [Yb
XYg'FYbbgdcfhg'_fY]gh"

9]b' :]'a 'a]h'YW'hYa 'F UW]b [!: YY`]b [

: Øf'X]Y'Ui h\Ybh]gW'Y'8UfghY''i b ['_ca a Yb'i a [YVUi hY' : &!5i hcg
ni a '9]bgUhmž'X]Y'VYfY]hg'nk Y]GU]gcbYb'ja 'YW'hYb' : %!N]f_i g
[YZU\fyb'g]bX''8fY\UfVY]hYb'ZUbXYb'Ub''Y [YbXÅfYb
FYbbghfYW_Yb'k]Y'G]j YfghcbYž'<i b [Ufcf]b ['i bX'5Vi '8\UV]'ghUhh"
8Yf'YfZc` [fY]W'Y'DfcXi nYbh'ž'ffm'6fi W_\Y]a Yfž'XYf'VYfY]hg'a]h
6`cW_Vi ghYfb'k]Y' Hcd' ; i b.'A Uj Yf]W_ 'Vf]''YfhYž'hfi ['ni f
hYW'b]gW'Yb'F UZZ]bYggY'VY]'t ?cg]bg_]t 'i bX't D]h' \UVYb'VY]XY
Y]b'cfXYbh]W'Yg'HfU]b]b ['Xi fW'Ui ZYbž'i a 'b]W'h'bi f
gW'Ui gd]Y'Yf]gW'ž'gcbXYfb'Ui W'ZU\fyf]gW'ni 'ØVYfnYi [Yb'i bX
XUVY] ; YgW'k]bX] [_Y]hYb'j cb'ØVYf'&- \$'_a #'ni 'YffY]W'Yb"

9]b'k Y]hYfYf'UgdYW'hXYf'5i h\Ybh]h'Àh']gh'X]Y'Ni gUa a YbUfVY]h'a]h
YW'hYb' : cfa Y'!%!'HYUa gž'X]Y' ?cg]bg_]VYhcbh'" **A chcfgcdcfh"Wč'a**
VYf]W'hYhž'XUgg'@k]g'<Ua]hcb'XYb' :]'a 'U'g'X]Y'Ui h\Ybh]gW'ghY
F UW]b [!9fZU\fi b ['VYnY]W'bYhž'X]Y'a Ub'Y'ja ' ?]bc'Yf'VYb'_Ubb"
8]Y' ?ca V]bUh]cb'Ui g'D]hž'<Ua]hcb'i bX'ž'f]g'\U3'XUg'č'hYfYggY
Ub'XYa' :]'a 'bcW'k Y]hYf' [YghY] [Yfž'k À\fybX'Y]b] [Y'5bU'mghYb
j cfUV'a]h'bi f') 'V]g'*\$'A]''cbYb'8c''Uf' [YfYW'bYh'\UhhYb' 'Y]bY
YW'hY' , VYffUgW'i b ["

9]b'6`]W_]b'X]Y'Ni _i bZh3

8]Y': fU[Yž'cV'Yg'bUW'X]YgYa '9fZc`['Y]bYb'nk Y]hYb'HY]'[YVYb
k]fXž'ghY'h'ja 'F Ui a "'9]b'k Y]hYfYg'Dfc'Y_h'a]h'6fUX'D]h'i bX'XYf
: cfa Y`%_ÖbbhY'Xi fW'Ui g']b'XYb'GHUfh'ÖW'Yfb'ghY\Ybž'VYgcbXYfg
k Ybb'X]Y'Ni gW'Ui Yf'k Y]hYf\]b'j cb'XYa ':]a 'gc'VY[Y]ghYfh'g]bX"
5dd'Y'd'Ubhž'X]Y'F Y]W'k Y]hY'XYg':]a g'Ui W'ØVYf'\fY'GhfYUa]b[!
D'UhhZcfa 'ni 'bi hnYb'i bX'_ÖbbhY'XUa]h'X]Y'GhfU\`_fUZh'XYg
Dfc'Y_hg'bcW'k Y]hYf'Yf\Ö\Yb"

: YghighY'h'A]h' : %' H\Y'A cj]Y 'k i fXY'b]W'h'bi f'Y]b'ZYggY'bXYg
F YbbgdcfhXfUa U'[YgW'UZYbž'gcbXYfb'Ui W'Y]b':]a ž'XYf'X]Y
< YfnYb'XYf'Ni gW'Ui Yf'YfcVYfh'\Uh' 'i bX'XUg']gh'Yfgh'XYf'5bZUb[°

8YhU]g	
Cfh	K]YXYbž'² ghYffY]W
Ei Y`Yb	<ul style="list-style-type: none"> • k k k "hj !a YX]U"Uh • hcfc bhcgi b"WŁa • XY"a c hc fgd c fh"WŁa

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