

D\]`]dd ; `Ugg. '9]bY `a i g]_U`]gW\ Y `F Y]gY
Xi fW\ `gY]bY `ZUgn]b]YfYbXYb `9hØXYb °

9f`YVYb`G]Y`D\]`]dd ; `Ugg/ . \$' - /_`Ub[`]W\ Y `A Y]ghYfk Yf_Y.
BYi b`D]Ub]ghYb`dfÅgYbh]YfYb`gY]bY `9hØXYb`j Y `]b : fUb_Zi fh
fC XYfL`Ua `%"`\$*"`&\$&) "



: fUb_Zi fh`fC XYfL`8 Yi hgW\ `UbX `!`K Ug`]Y[h`Ub `]b`XYf`K Y`h`XYf
A i g]_3`9]b`9fY][b]g`XYf`VYgcbXYfYb`5fh`ghY`h`VYj cf. `b`XYf
D\]`\Ufa cb]Y`k]fX`XUg`K Yf`_XYg`fYbca`a]YfhYb`?ca`dcb]ghYb`
**D\]`]d ; `Ugg`]a`NYbhfi`a`ghY`Yb`"5a`%"`> b]`&\$&)`dfÅgYbh]YfYb`
bYi`b`hU`Ybh]YfhY`D]Ub]gh.]bbYb`gY]bY`j`c`ghÅbX][Yb`?`Uj]YfYhØXYbž
X]Y`ØVYf`A YX]hUh]cb`i`bX`F`mh`a`i`g`ni`Y]bYf`h]YZ[fØbX][Yb
?`Ub[k`Y`h`ZØ`fYb`"**

D\]`]d ; `Uggž[YVcfYb`%-`+ž`k]fX`cZ`h`a]h`A]b]a U`]ga`i`g]b
J YfV]bXi`b[`] [YVfUW\hž`XcW\`gY]bY`A`i`g]_`fY]W\`h`k`Y]h`ØVYf`X]YgYg
9h]_Yh`h`]\bUi`g`"8`Yf`\`Yfj`cffU[YbXY`?ca`dcb]gh`\Uh]g]W\`ØVYf
gYW\`g`>]\fnY`b`hY`\]bk`Y[`Y]bYb`BUa`Yb`[Ya`UW\hž]bXYa`Yf
CdYfbž`Gma`d\cb]Yb`i`bX`?`Ua`a`Yfa`i`g]_`gW\`i`Z`"8`fY]a`U`k`i`fXY`Yf`

gc [Uf`Z0f`Y]bYb`CgWUf`bca]b]Yfhž`k Ug`gY]bY`J]Y`gY]h[_Y]h`bcWk
i bhYfghfY]Wk`"8]Y`?`Uj]YfYh0XYbž`X]Y`Yf`]b`XYb`đ\`fYb`%- - (`i`bX
&\$%(`_ca`dcb]YfhYž`g]bX`b]Wk`h`bi`f`hYWk`b]gWk`Y
<YfUi`gZcfXYfi`b[`Ybž`gcbXYfb`Ui`Wk`Y]bY`9f`_i`bXi`b[`bYi`Yf
<Ufa`cb]Yb`i`bX`Ghfi`_hi`fYb`i`A`Y]ghYfk`Yf`_Yž`X]Y`Y]b`VfY]hYg
GdY`_hfi`a`Ub`9a`ch]cbYb`\\`Yfj`cffi`ZYb`"

8]Y`A`]hk`]f`_YbXYb`i`bX`]\`fY`<`]bhYf[`f0bXY

BYi`b`D]Ub]gh.]bbYb`k`YfXYb`a`]h`XYf`A`i`g]_` ;`Ugg`i`b`6Yf0\`fi`b[
_ca`a`Ybž`XUfi`bhYf`VY`_UbbhY`B`Ua`Yb`k`]Y`H]a`c`5bXfYgž`A`U_]`
B`Ua`Y`_Uk`U`i`bX`>Y`b`m`@]b`"8]Y`5`hYfg[`fi`ddY`fY]Wk`h`j`cb`&`i`V]g
*`\$`đ\`fYbž`k`cVY]`X]Y`A`i`g]_Yf.]bbYb`Ui`g`j`YfgWk`]YXYbYb
a`i`g]_U`]gWk`Yb`6YfY]Wk`Yb`k`]Y`Dcdž`đ`nn`i`bX`?`Ugg]_`ghUa`a`Yb`"
8]YgY`J`]Y`ZU`h`gd]Y[`Y`h`X]Y`C`ZZYb`\\`Y]h`j`cb` ;`Ugg`i`Y[`Yb0VYf
i`bhYfgWk`]YX`]Wk`ghYb`A`i`g]_`[`Yb`fYg`k`]XYf`"

A`i`g]_Yf`k`]Y` ;`]Xcb`?`fYa`Yf`i`bX`8Ybb]g`Fi`ggY`8`Uj`]Yg`VYhcbYb
X]Y`ni` [`Àb[``]Wk`Ybž`YbYf[`Yh]gWk`Yb`E`i`U`]h`h`h`b`j`cb` ;`Ugg`i`A`i`g]_`"
8`Uj`]Yg`Yf[`Àbnhž`XUgg`k`]f`i`bg`]bhYbg]j`a`]h`XYf`?`ca`d`YI`]h`h`g`Y]b`Yf
K`Yf`_Y`Ui`gY]b`Ub`XYfgY`m`Yb`a` 0ggYbž`i`a`X`Ug`j`c`Y`D`ch`Y`bh]U`ni
Yf`_Y`bb`Yb`"6Y]`XYf`5i`Z0\`fi`b[`XYf`9h0XYb`k`]fX`X]YgY`?`ca`d`YI`]h`h`
g]Wk`Yf`\\`YfUi`g[`Y`ZcfXYfhž`XU`g]Y`g]Wk`b]Wk`h`bi`f`Xi`fWk`i`]\`fY
A`YX]h`U]h`j`Yb`?`Àb[`Yž`gcbXYfb`Ui`Wk`Xi`fWk`i`]\`fY`hYWk`b]gWk`Yb
5bZcfXYfi`b[`Yb`Ui`gnY]Wk`bYb`"

9]bY`?`Ub[`fY]gY`Xi`fWk`X]Y`NY]h

;`Ug`]gh`VY`_Ubbh`XU`Z0fž`X]Y`k`Ygh]Wk`Y`A`i`g]_`hfUX]h]cb`ni
\\]bhYfZfU[`Yb`i`bX`Y[`hY`a`]h`9]bZi`gg`j`cb`F`Uj`]G`Ub`_Uf`i`bX`XYf
]bX]gWk`Yb`A`i`g]_`Y]bY`bYi`Y`F`]Wk`h`i`b[`Y]b`"8]YgY`9]bZ0ggY`nY][`Yb
g]Wk`i`b`gY]bYa`i`K`Yf`_i`bX`Vf]b[`Yb`Y]bY`Zf]gWk`Y`DYfgdY`_h]j`Y`i`b`X]Y
?`ca`d`cg]h]cb`gY]bYf`9h0XYb`"đ`XYb`K`cfhYb`XYg`?`ca`d`cb]ghYb
gY`Vgh`i`Wk`i`Y`bY`Yg`UVž`a`Y]b`K`Yf`_U`g`A`]b]a`U`A`i`g]Wni
_UhY[`cf]g]YfYb`ž`k`Ug`X]Y`J`]Y`n`U`\\`Ub`đ`hYfd`fY`h`U]cbYb`i`bX`Gh]`Yb
j`YfXYi`h]Wk`h`"

9]b`i`bj`Yfn]Wk`hVUfYg`A`Yf`_a`U`j`cb` ;`Ugg`i`A`i`g]_`]gh`X]Y`A`0[`]Wk`_Y]h

Zøf`X]Y` ðhYfdFYhYb`i bX`XUg`Di V`_]i a žY]bY`dYfgÒb`]WXY
 JYfV]bXi b[`Yfni ghY`Yb"5a mi8]W_gcbž`GUI cd\cb]gh]bž
 VYgW`fY]Vhž`k]Y` ; `Ugg`A i g]_`A YbgWXYb`Ubgdf]W`hž`i bUV\`Ab[]]
 XUj cbž`cV`g]Y`A i g]_`]YV\UVYf`g]bX`cXYf`b]W`h"8]YgY` : Ä\][_Y]hž
 9a ch]cbYb`ni `j Yfa `]hY`bž`k]fX`k Ä`fYbX`XYg`?cbnYfhg`g]WXYf
 gdøfVUf`gY]b"

8]Y`J]Y`ZU`h`gY]bYf`?ca`dcb]h]cbYb` `j cb`nU`\`fY]WXYb`C`dYfb`øVYf
 A i g]_`Zøf` :]a `V]g`\]b`ni`?`Uj]YfYhøXYb` `a UW`h`D\`]]d` ; `Ugg`ni
 Y]bYa `XYf`Y]bZi`ggfY]W`ghYb`?ca`dcb]ghYb`XYg`&\$"i bX`&%"
 ð\`f\i bXYfhg"K]Y`7`Ugg]WU`A i g]WVYf]W`hYhž`\UVYb`A i g]_Yf`k]Y
 DUi ``6UfbYg`i bX`B]W`c`A i`\`m` ; `Ugg`9]bZi`gg`U`g`]bgd]f]YfYbX`i bX
 dfÄ[YbX`VYgW`f]YVYbž`k Ug`b]W`h`ni `Yh`h`Ub`XYf`Y]bn][`Ufh][`Yb
 <Ufa`cb]YgdFUWXY``]Y[hž`X]Y`Y]bY`bYi`Y` ; YbYfUh]cb`j`cb
 ?ca`dcb]ghYb`Yfa`i`h][`h`\Uhž`\fYb`Y][`YbYb`?`Ub[`ni`Z]bXYb"

ð`X]YgYa`G]bbY.`@Uggh`Yi W`X]Y`A`Ò[`]W`_Y]h`b]W`h`Yb`h[Y`Ybž`]b
 X]Y`ZUgn]b]YfYbXY`?`Ub[k`Y`h`j`cb`D\`]]d` ; `Ugg`Y]bni`hUi`W`Yb"8`Ug
 ?cbnYfhj`Yfgdf]W`h`b]W`h`bi`fž`XUg`a`i`g]_U`]gWXY`9fVY`XYg
 ?ca`dcb]ghYb`ni `Y`\fYbž`gcbXYfb`Ui`W`ž`XUg`Di V`_]i a `]b`Y]bY
 a`YX]hUh]j`Y`i bX`f`\`mh\`a`]gWXY`F`Y]gY`ni `Yb`h`Zø`f`Yb"

8YhU]`g	
C`fh	:`fUb`_Z`f`h`fC`XYfłž`8`Yi`hgW`X`Ub`X
E`i`Y`Y`b	<ul style="list-style-type: none"> • k k k "fUX]cY]bg"XY • k k k "WUgg]WU`!a i g]W`W`a • XY"k]_]dYX]U"c f[

6Ygi WXYb`G]Y`i`bg`Ui`Z.`bU[!VfUbXYbVi`f["XY