

GY`Ybg_m^ZcfXYfh`F Yhhi b[. `GhUf_Y
: `i [UVk Y\ f`ZØf`XYb `: f]YXYb °

GY`Ybg_m^ZcfXYfh`YZZY_hj] Y` : `i [UVk Y\ f`ni f
: f]YXYb]WXYfi b[`nk]gWXYb`l _fU]bY`i bX`Fi gg`UbXž
k Å\ fYbX`]bhYfbUh]cbU`Y`l bhYfghØhni b[`UbghY][h"

Dc`hUk Už`l _fU]bY`!`8]Y`l _fU]bY`ghY\`h] cf`Y]bYf`YbhgWXY]XYbXYb
D\UgY`ja `?Ua dZi a `GhUV`]hÅhi bX` : f]YXYbž`k cVY]`X]Y`@ ZhUVk Y\ f
Y]bY`nYbhfU`Y`Fc`Y`gd]Y`h`DfÅg]XYbhiK c`cXma mf`GY`Ybg_m^`Uhi]b
Y]bYf`U`_hi Y`Yb`J]XYcUbgdFUWXY`YfbYi hiX]Y`8f]b[`]WXY]h
i bhYfghf]WXYbž`ghÅf`YfY` : `i [UVk Y\ fgmghYa Y`ni `VYgWUZZYbž`i a
X]Y`6Yj Ò`_Yfi b[`k]f_gUa `j cf`fi gg]gWXYb`@ ZhUb[f]ZZYb`ni
gWØhnYb`"9f`VYhc`bž`XUgg`fYU`Y` : f]YXYbg[UfUbh]Yb`b]W`hibi f`Ui Z
K cfhY`cXYf`DUd]YfY` `VUg]YfYb`_ØbbYb`"9ZZY_hj] Y
GW`i hna U» bU`a Ybž`gc`GY`Ybg_m`ž`gY]Yb`i bYf`Àgg`]W`ž
]bgVYgcbXYfY`ja `?cbhYl hi`Øb[ghYf`fi gg]gWXYf`F U`YhYbUb[f]ZZYž
X]Y`ni `nU`\fY]WXYb`HcXYgcdZYfb`ZØ\fhYbž`XUfi bhYf`&\$`A YbgWXYb
Ua `j Yf[Ub[YbYb`K cWXYbYbXY`]b`j YfgW]YXYbYb`i _fU]b]gWXYb
GhÅXhYb`k]Y`Dc`hUk Už`Gi a mi bX`7\Uf_]k "

≠`gY]bYf`F YXY`UddY``]Yfh`GY`Ybg_m^`Ub`]bhYfbUh]cbU`Y`DUfhbYfž`XYf
l _fU]bY`YbhgWXY]XYbXY`F Øghi b[gi bhYfghØhni b[`ni _ca a Yb`ni
`UggYb`"9g`k]fX`Y]bY`J]Y`nU`\`j cb`GmghYa Yb`[YZcfXYfhž`XUfi bhYf
X]Y`DUhf]ch]GmghYa Y`i bX`XUg`XYi hgWXY`≠`G!Hž`gck]Y`X]Y
9bhk]W`_i b[`Y][YbYf`8fc`bYb`i bX`≠j Ygh]h]cbYb`]b`X]Y
F Øghi b[gdfcXi _h]cb`ja `@UbX`"8]YgY` : cfXYfi b[Yb`Yf`Ub[Yb
ni gÅh`n]WXY`6YXYi hi b[`ja `@]WXYh`Y]bYg`%ž`*`A]``UfXYb`9i fc
gW`k YfYb`l bhYfghØhni b[gdU`_Yhg`Ui g`GW`k YXYb`i bX`k Y]hYfYb
G]WXYf\Y]hgj cfgcf[Y`Y]ghi b[Yb`Ui g` :]bb`UbX`i bX`?fcUh]Ybž`X]Y`X]Y
l _fU]bY`Yf`U`hYb`l`Uh"

5_hi Y`Y`9b hk]W_`i b[Yb`]b`XYf`@i ZhUVk Y\ f

Ni`XYb`Øb[ghYb`9b hk]W_`i b[Yb`[Y\ Òfh`X]Y`@]YZYfi b[`XYg`YfghYb
j cb`nk Y]`G_mbYI !: `i [UVk Y\ fgmghYa Yb`Ub`X]Y`i _fU]b]gWXYb
GhfY]h_fÀZhY" `DfÀg]XYbh`GY`Ybg_m^XUb_hY`Ui ZL`fY\Ya U`g`Hk]hhYfŁ
ZØf`X]Y`fYW`hnY]h[Y`5i g`]YZYfi b["8]YgYg`GmghYa ž`XUg`VYgcbXYfg
ZØf`XYb`B`ÀW`ghVYfY]W`ggW`i hn`[YY][bYh`]ghž`]gh`HY]`Y]bYg
i a ZUggYbXYb`J`YfhfU[g`a]h`Y]bYa`5i ZhfU[gk`Yfhj`cb`%, &
A]`]cbYb`9i fcž`XYf`V]g\Yf`Ui W`i b[Yb`UbbhY`A`Yb[Yb`j`cb`≠`€!H
G@a`:`i [_ÒfdYfb`i bX`nk Y]`HFA`@(`8
@i ZhfUi a ØVYfk UW`i b[gfUXUfYb`i a ZUggh"8 Ug`a cXi`UfY`G_mbYI !
GmghYa`_Ubb`Xi fW`i`≠hY[fUh]cbYb`k`Y]hYfYf`?ca`dcbYbhYb`ni
Y]bYa`i a ZUggYbXYb`GW`i`hngW`i`X`[Y[Yb`@i`ZhUb[f]ZZY`k`Y]hYf
Ui g[YVUi`h`k`YfXYb"

8]Y`6f]hYb`\UVYb`]f`9b[U[Ya`Ybh`VYbZU`g`j`YfghÀf`hž`]bXYa`g]Y
XYf`i`_fU]bY`Y]b`bYi`Yg`;`fUj`Y\Uk`_!GmghYa`ni`f`J`YfghÀf`i`b[`XYf`
@i`ZhUVk`Y\`f`VYfY]hghY`Yb" `DfYa`]Yfa`]b]ghYf`?Y]f`GhUfa`Yf`\Uh]g]W
ni`XYa`ZØf`Y]bY`[YgW`cggYbY`<`U`hi`b[`XYf`9i`[Y[YbØVYf
Fi`gg`UbX`Ui`g[Ygd`fcW`Yb`i`bX`VYhc`b`hž`XUgg`XYf`8fi`W`Ui`Z`Di`h]b
Yf\Ò`h`k`YfXYb`a`i`gg"8]YgY`_c`Y`_h]j`Yb`5bghfYb[i`b[Yb`g]bX`HY]`
Y]bYf`VfY]hYb`[Ycdc`h]gW`Yb`GhfU`hY[]Yž`i`a`X]Y`i`_fU]bY]a`?`Ua`dZ
[Y[Yb`X]Y`5[[fYgg]cb`ni`i`bhYfghØ`hnYb"

GW`k`YfY`?`Àa`dZY`i`bX`XYfYb`<`i`a`Ub]hÀfY
:`c`[`Yb

8]Y`G]hi`Uh]cb`Ub`XYf`:`fcbh`V`Y]Vh`Ub[Ygd`Ubbh"≠`XYf`C`ghi`_fU]bY
g]bX`X]Y`?`Àa`dZY`b`UW`k`]Y`j`cf`]bhYbg]j`ž`a`]h`]bg[YgUa`h`)`&
fY[]ghf]YfhYb`?`Ua`dZ`UbX`i`b[Yb"6YgcbXYfg`gW`k`Yf`]gh`X]Y`@U[Y
]b`XYf`F`Y[]cb`Dc`_fck`g`ž`k`c`i`_fU]b]gW`Y`i`bX`fi`gg]gW`Y
GhfY]h_fÀZhY`k`Y]hYf\]b`Ui`ZY]b`Ub`XYfhfY`ZZYb"8]Y`Ub`\U`hYb`XYb
5b[f]ZZY`\]bhYf`UggYb`Y]bY`\c`Y`NU`\`Ub`N]j`]`cdZYfb`ž`k`]Y`X]Y
`Y`mhYb`K`c`W`Yb`a`]h`ØVYf`&\$`Hc`hYb`nY][Yb"≠`Y]bYa`hfU[]gW`Yb
J`cfZU`]]b`XYf`fi`gg]gW`Yb`GhUX`h`Gi`XgW`U`ghUfVYb`j`]Yf`A`YbgW`Yb
Xi`fW`Y]bY`fi`gg]gW`Y;`Y]hVca`VY`]b`Y]bYf`B`chi`bhYf`_i`bZh`X]Y
5b[UVYb`X`Uni`g]bX`Y`XcW`b]W`h`i`bUV`\Àb[][ØVYfd`fØZVUf"

Ni gUa a Yb[YZUggh;k]fX' _`Ufz'XUgg'X]Y' l _fU]bY' b]W\h'bi' f']b' Y]bYa
a]]hÅf]gW\Yb' ?cbZ]_highY\ hž'gcbXYfb'g]W\ 'Ui W\ 'Ui Z
]bhYfbUh]cbU`Yf`9VYbY' i a `X]Y' bØh][Y' l bhYfghØhni b[`VYa Ø\h" `8Yf
: c_ i g'Ui Z'X]Y' @ ZhUVk Y\ f'gd]Y[Y' h'X]Y' XfÅb[YbXYb
G]W\ Yf\ Y]hgVYXYb_ Yb' k]XYfž'X]Y' XYf': fcgh'XYg' ?cbZ]_hg'a]h
F i gg`UbX' [YdfÅ[h' \Uhž'k Å\ fYbX' X]Y' <cZbi b[`Ui ZY]bYb' ghUV]' Yb
: f]YXYb' k Y]hYf'Ui Z'XYa `Gd]Y' `ghY\h"

| 8YhU]`g | |
|----------------|---|
| J c fZU`` | HYffcf]ga i gž'J Yf_Y\ fgi bZU`` |
| I fgUW\Y | F i gg]gW\Y' 5b[f]ZZYž'Dfc'hYghY |
| C fh | Dc`hUk Už' l _fU]bY |
| J Yf`Y hnhY | %* |
| : YghbU\ a Yb | & |
| GW\ UX Yb']b' | %%* \$\$\$\$\$\$ |
| E i Y`Yb | <ul style="list-style-type: none"> • k k k "a Yf_i f"XY • k k k "b!hj "XY • gc`XUh!i bX!hYW\ b]_ "XY |

6Ygi W\ Yb' G]Y' i bg'Ui Z. 'b!U["XY