F ØW_fi ZU`Ufa . ; YZÄ\ f`]W\ Yf`6]c! < UW_hcd Z
`5`Yf[YbY`i bYfk UfhYh°

F ØW_fi Z`XYg`6-€ `cf]YbhU`]gW\ Yb`< UW\_hcd Zg`k Y[Yb`b]W\ h
XY`\_Uf]YfhYb`5`Yf[ YbYb`]b`Y`Z`6i bXYg`ÄbXYfb"; Ygi bX\Y]h
[YZÄ\ fXYh°

6UXYb!K ØfhY a VYf[ž`8Yi hgW\`UbX`!`9]b`U`hi Y`Yf`F ØW_fi Z
gcf[h`ZØf`l bfi \Y`i bhYf`J YfvfUi W\ Yf]bbYb`i bX`J YfvfUi W\ Yfb`]b
8Yi hgW\`UbX`"HfYbX`A 95@: ccX`GYfj]W\`UhiXYb` 6-€
cf]YbhU`]gW\ Yb`< UW_hcd Z`a ]h`@]bgYb`ni fØW\_[ Yfi ZYb`"8Yf`; fi bX
ZØf`X]YgYb`G\ f]h`g]bX`b]W\ h`XY`_Uf]YfhY`5`Yf[YbYž`b`Äa` `]W\
; `i hYb`i bX`Gi`Z]hž`X]Y`Ui Z`XYf`J YfdUW_i b[`ZY`\`Yb`"8]Yg`_ÖbbhY
]bgVYgcbXYfY`ZØf`DYfgcbYb`a ]h`5`Yf[ ]Yb`[Y[Yb`X]YgY`GhcZZY`Y]b
Yfbgh\UZhYg; Ygi bX\Y]hgf]g]_c`XUfghY`Ybž`k ]Y`A Yf`\_i f`VYf]W\ hYh°

8]Y`8YhU]`g`ni`XYa`VYhfcZZYbYb`DfcXi`\_h`g]bX`k ]Y`Zc`[ h`9g
\UbXY`h`g]W\`i a`Y]bY`J YfdUW\_i b[ g[ fÖ»Y`j cb`" \*\$`; fUa`a`a`]h`XYf
7\Uf[Ybbi`a`a`Yf`&+, , (\$ž`X]Y`Y]b`A ]bXYgh\U`hVUf`\_Y]hgXUhi`a`V]g
ni`a`%"&"C`\_hcVYf`&\$&) `Ui`Zk`Y]gh`"8Yf`F ØW\_fi Z`VYhf]Z]h`Y`Z
6i bXYg`ÄbXYfž`XUfi bhYf`6UXYb!K ØfhY a VYf[ ž`6UmYfbž`6Yf`]bž
6fUbXYbVi f[ž`< Ua`Vi f[ž`< YggYbž`B]YXYfgUW\gYbž`B`cfXf\Y]b!
K YghZU`Ybž`F`Y]b`UbX!DZU`nž`G\`Ygk ][ !<c`ghY]b`i bX`H\Øf]b[Yb`
6]g`Ub[ `]gh`i b`_Ufž`]b`k Y`W\ Yb`gdYn]Z]gW\ Yb`J Yf`_Ui ZgghY`Yb`XUg
DfcXi`\_h`Yf`\Ä`h]W\`k Uf"

; Ygi bX\Y]hgf]g]_Yb`i bX`Gma`dhca`Y

6YgcbXYfg`VYhfcZZYb`g]bX`A YbgW\ Yb`a]h`NÖ`]U_]Y`cXYf`UbXYfYb
: cfa`Yb`XYf`; `i hYbi`bj`YfhfÄ[`]W\`_Y]hž`XU`; `i hYb`VY]`XYfYb
J YfnY`f`ni`gW\k`YfYb`[ Ygi bX\Y]h]W\ Yb`: c`[ Yb`ZØ\`fYb`_Ubb`"8]Y
Gma`dhca`Y`fY]W\ Yb`j`cb`8i`fW`ZU`"i bX`A U[Yb!8Ufa`!6YgW\k`YfXYb

V]g`\\b`ni`<Ui`hUi`ggW`À[`Ybž?`cdZgW`a`YfnYb`i`bX`A`ØX][`\_Y]h`5i`W`
Gi`Z]h`_Ubb`U`Yf[`]gW`Y`F`YU`\_h]cbYb`\\Yfj`c`ffi`ZYb`i`bX`nY][`h`
À`b`]W`Y`Gma`dhca`Y"

?i`bXYbž`X]Y`XYb`VYhfc`ZZYbYb`<UW`hcdZYfk`cfVYb`\\UVYbž`_`ÖbbYb`
XUg`DfcXi`_`h`c`\\bY`?`UggYbVY`Y[`]b`]`\\fYa``?`Ui`Za`Uf`_hni`fØW`_`[`YVYb`
i`bX`Yf`\\`U`hYb`XYb`?`Ui`ZdfY]g`YfghUhhYh`Ni`XYa`k`i`fXYb`]a`
@YVYbga`]hhY`VYfY]W`k`Y]hYfY`F`ØW`\_fi`ZY`VY`_Ubbhž`X]Y`Ui`W`
BU`\\fi`b[`gYf[`Àbni`b[`ga`]hhY`i`bX`GW`c`_c`UXYbdfcXi`_hY`VYhfy`ZZYbž`
k`]Y`Ui`W`Ui`Z`F`i`\\`f`&(`\\`b[`Yk`]YgYb`k`]fX"

F`Y`[`i`_`Uh]cb`i`bX`F`ØW`_fi`ZdfcnYggY

8]Y`F`ØW`\_fi`ZY`j`cb`@YVYbga`]hhY`b`i`bX`UbXYfYb`DfcXi`_hYb`YfZc`[`Yb`
\\`Ai`Z][`Ui`Z][`fi`bX`\_`Y]bYfYf`5V`k`Y]W`i`b[`Yb`j`cb`XYb`\\`c`\\Yb`
GhUbXUfXgž`X]Y`X]Y`9i`ZØf`@YVYbga`]hhY`g]W`Yf`\\Y]h`ZY`gh[`Y`Y[`h`\\`Uh`
8]Y`gY`GhUbXUfXg`g]bX`Ui`h`XYa`i`6i`bXYg]bgh]hi`h`ZØf`
F]g]_cVYk`Yfhi`b[`f6Z`F`L]bhYfbUh]cbU`X]Y`\\`ØW`ghYb`"8]Y`;`fØbXY`ZØf`
F`ØW`_fi`ZY`_`ÖbbYb`i`bhYf`UbXYfYa`XUg`J`c`f`\\`UbXYbgY]b`j`cb`
?`fUb`_`\\Y]hgYffY[`Yfbž`:`fYa`X`_`ØfdYf`c`XYf`ZU`gW`Y`5b[`UVYb`gY]b"

I`bhYfbY`\\`a`Yb`g]bX`[`YgYhn`]W`j`YfdZ]W`hYhž`DfcXi`\_hY`
ni`fØW`_ni`fi`ZYbž`k`Ybb`X]YgY`b]W`h`XYb`G]W`Yf`\\Y]hgghUbXUfXg`
YbhgdYfW`Yb`"F`ØW`_fi`ZY`k`YfXYb`]b`XYf`F`Y[`Y`Xi`fW`
DfYggYa`]hhY]i`b[`Yb`i`bX`5i`g`\\`Àb[`Y]a`9]bnY`\\`UbXY`
_ca`a`i`b]n]Yfh`J`YfVfUi`W`Yf`gc`hYb`XUfUi`Z`UW`hYbž]a`i`U`Y]bYg`
F`ØW`_fi`Zg`XYb`<`YfghY`Yf`c`XYf`J`Yf`_`Ai`ZYf`ni`_`cbhU`_h]YfYbž`XUg`
DfcXi`\_hni`fØW`\_ni`[`YVYb`i`bX`Yj`Ybhi`Y`[`Ygi`bX`\\Y]h]W`Y`DfcV`Ya`Y`
]a`Ni`gUa`a`Yb`\\`Ub[`a`]h`XYa`DfcXi`\_hY]bYa`5fnhni`a`Y`XYb`
;`YbYfY`Y`a`dZ]Y`\\`h`Yg`g]W`ž`J`YfdUW`_i`b[`Yb`c`XYf`F`YghY`ZØf`
a`Ø[`]W`Y`UV`c`fhY`W`b]gW`Y`I`bhYfgi`W`i`b[`Yb`Ui`Zni`VYk`U`fYb"

8]Y`6Z`!`?`ca`a`]gg]cb`ZØf`9fb`À`\\fi`b[`gf]g]_Yb`\\`Uh`X]Y`5i`Z[`UVYž`X]Y`
6i`bXYgfy[`]Yfi`b[`i`bX`X]Y`6Y`\\`ØfXYb`]b`:`fU[`Yb`XYf`
@YVYbga`]hhY`g]W`Yf`\\Y]h`i`bX`XYg`J`YfVfUi`W`YfgW`i`hnYg`ni`VYfUhYb`
8]Y`g`gW`X]Y`»`h`Ui`W`X]Y`F`]g]_cUVgW`Àhni`b[`j`cb`
@YVYbga`]hhY`]b`\\`U`hgghc`ZZYb`Y]bž`X]Y`ZØf`X]Y`;`Ygi`bX`\\Y]h`XYf`
J`YfVfUi`W`Yf`j`cb`6YXYi`hi`b[`g]bXž`k`]Y`]b`Y]bYf`k`Y]hYfYb`

J YfÒZZYbh]Wxi b['XYg'6ZF 'Yf_`Àfhk]fX. '6ZF "

8YhU]`g	
J cfZU``	F ØW_fi Z
I fgUWXY	B]W h`XY_`Uf]YfhY `5``Yf[YbY
C fh	6UXYb!K ØfhYa VYf[ž8Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none">• k k k "a Yf_i f"XY• k k k "fi \f&("XY• k k k "VZf"Vi bX"XY

6Ygi WXYb`G]Y`i bg`Ui Z. `b!U["XY