

⊖j YghcfYb'gYhnYb'%) 'A]``]cbYb'9i fc'Ui Z
6Yf`]bg' K i bXYfVUhhYf]Y °

⊖j YghcfYb'i bhYfghØhnYb'XUg'6Yf`]bYf'GhUfh!i d'H\Y]cb'a]h
%) 'A]``]cbYb'9i fc'ZØf'X]Y'9bhk]W_`i b[]bbcj Uh]j Yf
? f]ghU``gWk YZY'!6UhhYf]Yb"

6Yf`]bž'8Yi hgWk`UbX'!9]bY'; fi ddY'j cb'⊖j YghcfYbž'Ub[YZØ\fh
j cb'XYf'<c`X]b['HYUa` ; `cVU`ž`Uh'XUg'6Yf`]bYf
HYWkbc`c[]Yi bhYfbY\`a Yb'H\Y]cb'a]h'Y]bYf'VYXYi hYbXYb
:]bUbn]Yfi b['i bhYfghØhnh''@Ui h'HU[Yggd]Y[Y`k]fX'Ua
8cbbYfghU['X]Y'GYf]Yg!5!:]bUbn]Yfi b[gfi bXY'a]h'Y]bYa`? Ud]hU`
j cb'%) 'A]``]cbYb'9i fc'VY_Ubbh[]Y'YVYb""8]YgY':]bUbn]Yfi b['gc`
X]Y'9bhk]W_`i b['XYf'bÅWkghYb'; YbYfUh]cb'j cb'?f]ghU``gWk YZY'
6UhhYf]Yb'j cfUbhfY]VYbž'X]Y'a Ø[`]WkYfk Y]gY`@]h\]i a`!€bYb!
6UhhYf]Yb'j ca`'A Uf_hj YfXfÅb[Yb'_ØbbYb"

H\Y]cb'k i fXY'j cf'Yhk U'XfY]'Δ\`fYb'U`g'9bhk]W_`Yf'Y]bYf
K i bXYfVUhhYf]Y`VY_Ubbh'i bX`\Uh'fi bX'&\$'K]ggYbgWk UZh'Yfž'X]Y
Ub'X]YgYf`]bbcj Uh]j Yb'HYWkbc`c[]Y'UfVY]hYb""8]Y'?f]ghU``gWk YZY'
6UhhYf]Y'V]YhYh'Y]b][Y'YbhgWkY]XYbXY'J cfhY]'Y.'G]Y'gh'XYi h]Wk
'Y]Wk hYf'i bX`_cghYb[Øbgh][Yfž'XU'; Yk]Wk h'i bX'?cghYb'bi f'Y]b
8f]hY'`ja`'J Yf['Y]Wk`ni` \Yf_Øa`a`]Wk Yb'@]h\]i a`!€bYb!6UhhYf]Yb
VYhfU[Yb""5i » YfXYa`k]fX'X]Y'DfcXi`_h]cb'U`g'i a`k Y'hžfYi bX']Wk Yf
Ub[YgY\Ybž'XU'GWk YZY'`UbghY`Y'j cb'B]W_Y`i bX'?cVU`h
j Yfk YbXYh'k]fX"

J]Y`j YfgdfYWkYbXY'5bk YbXi b[gVYfY]Wk Y

8]Y'5bk YbXi b[gVYfY]Wk Y'ZØf'X]Y'bYi Y'6UhhYf]YhYWkbc`c[]Y'g]bX
j]Y'ZÅ'h]["9_Y_hfcZ\`fnYi [Yž'Ghfc`a`gdY]Wk Yf'ZØf'Gc`UfUb`U[Yb'i bX
gc[Uf':`i [nYi [Y'_ØbbhYb'j cb'XYb'J cfhY]'Yb'XYf'?f]ghU``gWk YZY'

6UhhYf]Yb`dfcZ]h]YfYb"8]Y`#j YghcfYbžni`XYbYb`Ui W`XUg`Gc`Uf!
GmghYa \Ui g`9bdU`i bX`CYh_Yf`6YhY"][i b[Yb`?;`[Y\ÖfYbž`gY\Yb
[fc»Yg`DchYbn]U`]b`XYf`Ui Z_ca a YbXYb`BUW`ZFU[Y`bUW
]bbcj Uh]j Yb`9bYf[]YgdY]W`Yf`Ögi b[Yb" `Dfc[bcgYb`XYi hYb`XUfUi Z
\bž`XUgg`X]Y`k Y`hk Y]hY`BUW`ZFU[Y`bUW`6UhhYf]Yb`V]g`&\$`\$`Ui Z
Yhk U`) \$\$`A`j`]UfXYb`9i fc`Ubk UW`gYb`_ÖbbhY" `H\Y]cb`_ÖbbhY`j cb
X]YgYa`K UW`ghi a`Yf\YV`]W`dfcZ]h]YfYbž`k Ybb`Yg`Y]bYb`HY`
X]YgYg`A Uf_hYg`VYX]YbYb`_Ubb"

9]b`k Y]hYfYf`k]W`h][Yf`5gdY_h`XYf`U_hi Y`Yb`9b`hk]W`_i b[Yb`]b`XYf
6UhhYf]YhYW`bc`c[]Y`g]bX`@]h\]i a`!9]gYbd`c`gd`U`h]6UhhYf]Yb`f@`DŁ"
8]YgY`gd]Y`Yb`Y]bY`Yb`hgW`Y]X`Yb`XY`F`c`Y`]b`XYf
9bYf[]YgdY]W`Yfi b[ž]bgVYgc`bXYfY`]b`9`Y`_hfcZU`fnYi [Yb`i bX`VY]
XYf`GdY]W`Yfi b[`YfbYi YfVUfYf`9bYf[]Yb" `@`D!6UhhYf]Yb`bi`hnYb
@]h\]i a`Y]gYbd`c`gd`U`h`U`g`?U`h`cXYba`UhYf]U`ž`k`Ug`g]Y`ja
JYf[`Y]W`ni` \Yf`_Öa`a`]W`Yb`@]h\]i a`!€bYb!6UhhYf]Ybž`X]Y`?cVU`h
i bX`B]W`Y`j Yfk YbXYbž`_cghYb[Øbgh][Yf`i bX`i a`k`Y`h`ZYi bX`]W`Yf
a`UW`h" `@Ui`h`F`]W`mY`V]YhYb`@`D!6UhhYf]Yb`ni`XYa`Y]bY`\Ö`YfY
G]W`Yf\Y]h`i bX`Y]bY`Ub[Y`@YVYbgXUi Yfž`X]Y`cZ`h`a`Y`f`U`g`("\$\$\$
@UXYnm`_Yb`VYhf`Ä[h"

< YfUi gZcfXYfi b[Yb`i bX
Ni`_i bZhgdYfgdY`_h]j Yb

Hfchn`\fYf`J`cfhY`Y`ghY\Yb`@`D!6UhhYf]Yb`j`cf`<YfUi gZcfXYfi b[Yb"
=fY`[Yf]b[YfY`9bYf[]YX]W`hY`a`UW`h]g]Y`k`Yb][Yf`[YY][bYh`ZØf
_ca`dU`_hY`5bk`YbXi b[Ybž`k`Ä`fYbX`X]Y`@Y]ghi b[`VY`]b]YXF][Yb
HYa`dYfUhi`fYb`UVb]a`a`h"8YbbcW`_ÖbbhY`X]Y`Ni`_i bZh
j]Y`j YfgdYfYW`YbX`gY]bž]bgVYgc`bXYfY`a`]h`i`c`fhgW`f]hYb`]b`XYf
BUbchYW`bc`c[]Y`i bX`]bbcj Uh]j Yb
6UhhYf]Ya`UbU[Ya`Yb`hgmghYa`Ybž`X]Y`X]Y`9Z]n]Ybn`i bX
HYa`dYfUhi`fVYgh`Ä`bX][_Y]h`Yf\Ö`Yb`_ÖbbhYb"

#g[YgUa`h`nY][h]g]W`ž`XUgg`gck`c`\`H\Y]cb`a`]h]gY]bYf
?f]ghU`g`W`k`YZY`!6UhhYf]Y`U`g`Ui`W`X]Y`k`Y]hYfYb`hk`]W`Y`hYb`@`D!
6UhhYf]Yb`VYXYi`hYb`XY`i`c`fhgW`f]hY`]b`XYf`HYW`bc`c[]Y`XYf
9bYf[]YgdY]W`Yfi b[`XUfghY`Yb" `6Y]XY`5bg`Ä`hY`_ÖbbhYb`]b`XYf
Ni`_i bZh`Y]bY`GW`ØggY`fc`Y`VY`]XYf`6Yk`Ä`h][i b[`XYf

<YfUi gZcfXYfi b[Yb`]a `6YfY]W`XYf`YfbYi YfVUfYb`9bYf[]Yb`i bX
XYf`9`Y_hfca cV]`h`hgd]Y`Yb"

8YhU]`g	
J cfZU``	Gcbgh[Yg
C fh	6Yf`]bž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none">• k k k "hU[Yggd]Y[Y`"XY• k k k "f]W mY"Wca

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