

I f`Ui VYf]b`gh]fVh`bUWk`gWk`YfYa : U\ffUXi`bZU```Ub`XYf`C`ghgYY

I f`Ui VYf]b`gh]fVh`bUWk` : U\ffUXi`bZU```Ub`XYf`C`ghgYY"
Ni`gUa`a`Ybghc»`a`]h`FYbbfUXZU\`fYf`]b`A`YW`YbVi`f`[`!
J`cfdca`a`Yfbž`G]Wk`Yf\`Y]hgZfU[`Yb`Ui`Z[`Yk`cfZYb"



K`c`\`YbVYf[`Yf`K`]Y`ž`8`Yi`hgWk`\`Ub`X`!`9]b`hfU[`]gWk`Yf`J`cfZU``
YfY][`bYhY`g]Wk`Ua`Gua`ghU[`bUWk`a`]hhU[`Ui`ZY]bYa`F`UXk`Y[`Ub`XYf`
a`U`Yf]gWk`Yb`C`ghgYYž`U`g`Y]bY`I`f`Ui`VYf]b`Ui`g`A`Ob`Wk`Yb[`\`UXVUWk`
fB`F`K`L`VY]`Y]bYa`Ni`gUa`a`Ybghc»`a`]h`Y]bYa`F`YbbfUXZU\`fYf`
gWk`Yf`j`Yf`Ymh`k`i`fXY``K`]Y`**B 8 F**`VYf]Wk`hYhž`_`c``]X]YfhY`X]Y`
*`\$!`Ä`\f][`Y`k`Ä`\fYbX`Y]bYg`,`VYf`\`c`a`Ub`Öj`Yfg`Y]bYf`[`fÖ»`YfYb`
;`fi`ddY`F`UXZU\`fYf`a`]h`Y]bYa`(-`!`Ä`\f][`Yb`F`YbbfUXZU\`fYf```b`XYf`
:`c`[`Y`Yf`]hh`g]Y`hf`ch`HfU[`Ybg`Y]bYg`:`U\ffUX\`Y`a`g`Y]b`GWk`ÄXY`!
<]fb!HfUi`a`U"

B`UWk`XYa`Ni`gUa`a`Ybghc»`ž`XYf`]b`Y]bYf`gWk`Yf`Y]bgY\VUfYb`
F`YWk`hg`_i`fj`Y`Yb`h`Ub[`XYf`K`c`\`YbVYf[`Yf`K`]Y`_`ghUhhZUbXž`a`i`gghYb`
VY]XY`F`UXZU\`fYf`gh`ØfnYb``K`Ä`\fYbX`XYf`F`YbbfUXZU\`fYf`g]Wk`bi`f`

`Y]W\h j Yf`YhnhYž`k Uf`X]Y`G]hi Uh]cb`ZØf`X]Y`l f`Ui VYf]b`XYi h`]W
YfbghYf`"G]Y`a i gghY`Ub`XYf`l bZU`ghY`Y`fYUb]a]Yfh`k YfXYb`i bX
k i fXY`UbgW\`Y»YbX`a]h`Y]bYa`fYhhi b[g\i VgW\ fUi VYf`]b`Y]bY
?`]b]_`bUW`@ØVYW`_`[YZc[Yb`"@Y]XYf`a i gghY`X]Y`fUi`gd`ÅhYf`]`fYb
gW\k YfYb`J Yf`Yhni b[Yb`Yf`]Y[Yb`

**GW\`ÅXY`!<]fb!HfUi a U.`9]bY`YfbghY` ; YZU\ f
ZØf`F UXZU\ fYf**

GW\`ÅXY`!<]fb!HfUi a UhU`g]bX`Y]bY`Åi Z[Y`l fgUW\Y`ZØf`V`Y]VYbXY
GW\`ÅXYb`i bX`gc[Uf`HcXYgZÅ`Y`VY]`9fk UW\gYbYb`"9]bY
i a ZUggYbXY`Ghi X]Y`nY][hž`XUgg`X]YgY`J Yf`Yhni b[Yb`j cf`U`Ya
Å`hYfY`A YbgW\Yb`VYhfYZZb`i bX`Åi Z[`Xi fW\`GhØfnY`cXYf
J Yf`_Y\fgi bZÅ`Y`j Yfi fgUW\h`k YfXYb`"@Ui h`NY]hgW\ f]Zh`ZØf
Gdc fha YX]n]b`k UfYb`GhØfnY`]b`) %ž*`i`XYf` : Å`Y`XYf
<Ui dhUi g`ØgYf`ZØf`GW\`ÅXY`!<]fb!J Yf`Yhni b[Yb`ž`k Å`fYbX
J Yf`_Y\fgi bZÅ`Y`ZØf`&%ž) `i`j YfUbhk`cfh]W\`k UfYb`"6YgcbXYfg
Ui ZÅ`][`]gh`X]Y`F`c`Y`j`cb`F`UXZU\`fYfb`c`\bY`<Y`a`ž`X]Y`a`]h`&ž%`i
X]Y`[fØ»hY` ; fi ddY`VY]`J Yf`_Y\fgi bZÅ`Yb`XUfghY`Yb`

8]Y`Ghi X]Y`ž`X]Y`"`) %(`DUh]Yb]h]bbYb`i bX`DUh]Yb]hYb`UV`%, `:»\fYb`]b
g]YVYb`?`]b]_Yb`VY[`Y]hYhYž`nY][hž`XUgg`X]Y`Z]bUbn]Y`Y`6Y`Ughi b[
Xi fW\`gc`W\Y`J Yf`Yhni b[Yb`Yf`YV`]W\`]gh`J]Y`Y`XYf`6Y`hfcZZYbYb
VYbØh][Yb`i a ZUggYbXY`F`Y\UV]`]hUh]cbga U»bU\`a Yb`ž`i bX`XUgž
cV`k c`\`XUg`HfU[Yb`Y]bYg`<Y`a`g`XUg`F`]g]_`c`j`cb`gW\k YfYb
J Yf`Yhni b[Yb`XYi h`]W\`j Yff]b[Yfh`9]b`8f]hY`Y`XYf`DUh]Yb]hYb
VYf]W\hYhY`Ui W\`bUW`%&`A`cbUhYb`k Y]hYf\]b`ØVYf`6Y`gW\k YfXYbž
k Ug`X]Y`Ub[Zf]gh][Yb` : c[Yb`gc`W\Yf`l bZÅ`Y`i bhYfghfY]W`h`

**J c f g]W\ h`Ui Z`F UXk Y[Yb`i bX`df`Åj Yb]h]j Y
A U» bU\`a Yb`[YZc fXYfh**

8]Y`Øb[ghYb`9fY][b]ggY`Ub`XYf`C`ghgYY`gc`hYb`U`Y`F`UXZU\`fYf
XUni`Ub`fY[Yb`ž`ØVYf`X]Y`Y][YbY`G]W\Yf\Y]h`bUW\`ni`XYb`_Yb`
=bgVYgcbXYfY`Å`hYfY`F`UXZU\`fYfž`X]Y`ni`f`j`i`bYfUV`Yb` ; fi ddY
[Y\`ØfYbž`gc`hYb`g]W\`XYf`F`]g]_Yb`VYk`i`ggh`gY]b`"@Ui h`A`YX`gWUdY
g]bX`GhØfnY`]b`XYf`HUh`X]Y`Åi Z[ghY`l bZU`i fgUW\Y`VY]`X]YgYb

5`hYfg[fi ddYbži bX`Yg`VYghY\`h`Y]b`ghY][YbXYf`6YXUfZ`Ub
 j`cfVYi [YbXYb`A`U»bU\`a`Yb"J`c`fgW\`À[Y`k`J]Y`gdYn]Y`Y
 HfU]b]b[`gdfc[`fUa`a`Y`ZØf`g]W\YfYg`F`UXZU\`fYbž`XYf`;`YVfUi`W\`j`cb
 ;`Y\`]\`ZYb`gck`JY`X]Y`9bhZYfbi`b[`j`cb`Ghc`dYfZU`Yb`_ØbbYb`\`Y`ZYbž
 XUg`F`jg]_c`ni`a`]b]a`]YfYb"

8Ug`@UbXYgj`Yf`_Y\`fga`]b]ghYf]i`a``\`Uh`Ub[`Y`_ØbX][`hž`X]Y
 G]W\Yf\`Y]hga`U»bU\`a`Yb`bUW\`5VgW\`i`gg`XYf`9fa`]hhi`b[`Yb`ni`a
 J`cfZU`ni`_ØVYfd`fØZYb"9]b`bUW\`U`h][`Yg`6Yk`i`gghgY]b`ZØf
 G]W\Yf\`Y]hgUgdY`_hY`Ui`Z`XYb`F`UXk`Y[`Yb`_ØbbhY`X`Uni`VY]hfU[`Ybž
 ni`_ØbZh][`Y`hfU[`]gW\Y`i`bZ\`Y`ni`j`Yf\]bXYfb`i`bX`a`Y\`f`A`YbgW\Yb
 Ui`Z`g]W\YfY`K`Y]gY`i]b`X]Y`DYXU`Y`hfYhYb`ni`_UggYb"

| | |
|----------|---|
| 8YhU]`g | |
| C`fh | K`c`\`YbVYf[`Yf`K`J]Y`_ž`8Yi`hgW\`UbX |
| E`i`Y`Yb | <ul style="list-style-type: none"> • k`k`k`"bXf"XY • k`k`k`"nY]hgW\`f]Zh!`gd`c`f`ha`YX]n]b"XY • XYi`hgW\`"a`YXgWUdY"WŁ`a |

6Ygi`W\Yb`G]Y`i`bg`Ui`Z`X]Y!`bUW\`f]W\`hYb"WŁ`a