

8 f " ' A c b] _ U ' @ U V Y g . ' B Y i Y
B U h i f g W X i h n k Å W X h Y f] b ' Z Ø f ' 5] W X U W X !
: f] Y X V Y f [°

8 f " ' A c b] _ U ' @ U V Y g ' k i f X Y ' n i f ' b Y i Y b ' B U h i f g W X i h n k Å W X h Y f] b
] a ' @ U b X _ f Y] g ' 5] W X U W X ! : f] Y X V Y f [' Y f b U b b h ž ' i a ' X Y b
B U h i f g W X i h n ' n i ' g h Å f _ Y b "



5] W X U W X ! : f] Y X V Y f [ž ' 8 Y i h g W X ` U b X ' ! ' ð ' X Y f ' a U ' Y f] g W X Y b ' F Y [] c b
5] W X U W X ! : f] Y X V Y f [' [] V h ' Y g ' Z f] g W X Y ' B Y i] [_ Y] h Y b ' U i g ' X Y a ' 6 Y f Y] W X
B U h i f g W X i h n ' @ U b X f U h ' 8 f " ? ' U i g ' A Y h n [Y f ' \ U h ' 8 f " ' A c b] _ U ' @ U V Y g ' n i f
b Y i Y b ' B U h i f g W X i h n k Å W X h Y f] b ' X Y g ' @ U b X _ f Y] g Y g ' Y f b U b b h " ' 8 Y f
Z Y] Y f '] W X Y ' 5 _ h ' Z U b X '] b ' 5 b k Y g Y b \ Y] h j c b ' U b [Å \ f] [Y b
B U h i f g W X i h n k Å W X h Y f b ' g h U h ž ' Y] b Y ' g W X Ø b Y ' ; Y g h Y ' X Y f
; Y a Y] b g W X U Z h ž ' X] Y ' 8 f " ' @ U V Y g ' U i W X ' Z Ø f ' \ f ' n i _ Ø b Z h] [Y g
9 b [U [Y a Y b h j] Y ' 9 f Z c ` [' k Ø b g W X h ' G] Y ' h f] h h ' X] Y ' B U W X Z c ` [Y j c b
A U b Z f Y X ' G W X c ' n ' U b ž ' X Y f ' g Y] b Y ' 5 i Z [U V Y ' 9 b X Y ' & \$ & (' b] Y X Y f ' Y [h Y "

8 f " ' @ U V Y g ' k] f X ' _ Ø b Z h] [' X] Y ' b U h i f g W X i h n Z U W X `] W X Y ' 6 Y h f Y i i b [' X Y f

; Ya Y]bXYb'?']gg]b['i bX'F]YX'gck]Y'XYf'A Uf_h[Ya Y]bXY'A Yf]b[
ØVYfbY\ a Yb" ' ð]\fYa 'bYi Yb'5a h'k]fX'g]Y'Yhk U'&\$'Ghi bXYb'dfc
A cbUh'Ui Zk YbXYbž'i a 'g]W\ 'ZØf'X]Y'6Y'Ub[Y'XYg'B Uhi fgW\i hnYg
ghUf_'ni 'a UW\Yb"'8]Y'5i Z[UVYb'XYf'B Uhi fgW\i hnk ÅW\hYf'g]bX
j]Y'ZÅ'h]['i bX'fY]W\Yb'j cb'XYf'j cfVYi [YbXYb'5i Z_Åfi b['ØVYf
B Uhi fgW\i hn!'i bX'@UbXgW\UZhgdZY[Y'V]g'\]b'ni f' , VYfk UW\i b[
XYf'9]b\U'hi b['j cb'F YW\hgj c'fgW\f]ZhYb"

J]Y'ZÅ'h][Y'5i Z[UVYb']a 'B Uhi fgW\i hn

K Ug[YbUi 'a UW\h'Y]bY'B Uhi fgW\i hnk ÅW\hYf]b3'8f"@UVYg'k]fX
g]W\i bhYf'UbXYfYa 'i a 'X]Y'?ca a i b[_Uh]cb'a]h'6Øf[Yfb
_Øa a Yfbž'i a 'Y]b'VYggYfYg'J YfghÅbXb]g'ZØf'b Uhi fgW\i mZUW\]W\Y
6Y'Ub[Y'ni 'ZØfXYfb'i bX'i a 'gY'hYbYfYb'H]Yf!'i bX'DZUbnybUfhYb
gck]Y'XYfYb'@VYVbgfÅi a Yb'GW\i hn'ni 'V]YhYb"'8UfØVYf'\]bUi g
k YfXYb'5i Z_Åfi b['ØVYf'6YhfYhi b[gj YfvchY'i bX'5b'Y]bdZ]W\hYb
ZØf'<i bXY'gck]Y'X]Y'8i fW\ZØ\fi b['j cb': Ø\fi b[Yb'i bX
J c'fhfÅ[Ybž'Yhk U'ZØf'GW\i 'Yb'i bX'?]bXYf[ÅfhYbž'ni ']\fYb
5i Z[UVYb'nÅ\Yb"

8]Y'@UbXfUhgÅa hYf']b'6UmYfb'g]bX'Ui Z'XYf'Gi W\Y'bUW\k Y]hYfYb
Yb[U[]YfhYb'A YbgW\Ybž'X]Y'g]W\i]a 'F U\ a Yb'XYf
B Uhi fgW\i hnk UW\h'Y]bVf]b[Yb'a ØW\hYb"'K Yf' ð hYfYggY '\Uhž'_Ubb
g]W\X]fY_h'Ub': fUbn'F]YVYf'i bhYf'XYf'HY'YZcbbi a a Yf
\$, &) %# &!%* + 'cXYf'dYf'9!A U]'Ub'ZfUbn" f]YVYf4 'fU!U]WZXV"XY
k YbXYb'i bX']b'X]Y': i » ghUdZYb'j cb'8f"@UVYg'hfYhYb"

9\ fYbUa h']a 'B Uhi fgW\i hn'k]fX' [YY\ fh

9\ fYbUa h']W\Yg'9b[U[Ya Ybh']a 'B Uhi fgW\i hn']gh'\cW\i]a ' ?i fgž
k]Y'Ui W\X]Y'U_hi Y''Y'9\fi b['j cb') ('DYfgcbYb']b'CVYfZfUb_Yb
nY][h''6UmYf]gW\Yf'i a k Y'ha]b]ghYf'H\c'fghYb'; 'Ui VYf'ØVYffY]W\hY
]a 'GW\c'gg'H\i fbUi '5i gnY]W\bi b[Yb'ZØf'U\ fY'Ub[Yg
9b[U[Ya Ybh"'8UVY]'k i fXY']b'; c'Xž'G]VYf'i bX'6fcbnY'ZØf
a]bXYghYbg'&) ž&\$'Vnk "'%\$' ð \fY'9]bgUhn']a 'B Uhi fgW\i hnX]Ybgh
[YY\ fhž'k Ug'X]Y']a a YbgY'6YXYi hi b['XYf'B Uhi fgW\i hnk UW\h
i bhYfghfY]W\h"

⊕`Y]bYf`VYgcbXYfYb`NYfYa`cb]Y`k`i`fXYb`i`bhYf`UbXYfYa`Ua`%`"
GYdhYa`VYf`&\$&(`X]Y`BUhi`fgW`i`hmk`ÅW`hYf`Ui`g`XYa`@UbX`fY]g
@]W`hYbZY`g`ZØf`j`\fYb`i`bYfa`ØX`]W`Yb`9]bgUhn`Ui`g[`YnY]W`bYh"
<Y`a`i`h`i`]gW`Yfz`XYf`ghY`j`YfhfYhYbXY`@UbXfUhz`\cV`\Yfj`cfž`k`]Y
k`]W`h[(`XUg`Y`fYbUa`h]W`Y`9b[`U[`Ya`Ybh`ZØf`XYb`BUhi`fgW`i`h`]gh"
8Yf`:`c`_`i`g`]Y[`h`b]W`h`bi`f`Ui`Z`XYa`G`W`i`h`m`XYf`l`a`k`Y`hž`gcbXYfb
Ui`W`Ui`Z`XYf`GYbg]V`]g]Yfi`b[`X`Yf`6Yj`Ø`_Yfi`b[`ZØf`Y]bYb
fYgdY`_hj`c`Yb`l`a`[`Ub[`a`]h`XYf`BUhi`f"

Gc`]gh`Yg`YfZfYi`]W`ni`gY`Ybž`XUgg`a`]h`YXYf`bYi`Yb`9fbYbbi`b[
k`]Y`X]Y`j`cb`8f`@UVYgž`XUg`6Yk`i`gghgY]b`ZØf`XYb`BUhi`fgW`i`h
k`Y]hYf`[`YZØfXYfh`k`]fX`@UggYb`G]Y`i`bg`U`Y`[`Ya`Y]bgUa`XUfUi`Z
UW`hYbž`X]Y`bUhØf`]W`Yb`F`Yggci`fW`b`i`bgYfYf`F`Y[`]cb`ni`gW`ØhnYb
i`bX`ni`Yf`U`hYb`°

8YhU]`g	
Cfh	5]W`UW`!:`f]YXVYf[`ž`8Yi`hgW`U`b`X
EiY`Yb	<ul style="list-style-type: none">• `fU!U]WZXV"XY• k k k "`_f!`]"XY

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