

HYghgd]Y`Y`XYg`GJ`F]a VUW. `B]YXYf`U[Y
j`cf`Di`b_hgd]Y`ghUfh°

5a`%(`\$+`&\$&)`ZUbXYb`]a`i`»VU`!HY]`_fY]g`7\Ua`Y`YhnhY
HYghgd]Y`Y`ghUhh`GJ`F]a VUW`j`Yf`cf`[Y[Yb`GJ`K`]`h]b["



7\Ua`ž`8Yi`hgW`UbX`!`a`i`»VU`!HY]`_fY]g`7\Ua`Y`YhnhY
K`Yh_Ua`dZl`:]YVYf`k`]YXYf`9]bni`[`[Y\U`hYb`"5a`j`Yf`[Ub`[YbYb
K`cW`YbYbXY`k`i`fXYb`X]Y`YhnhYb`HYghgd]Y`Y`UVgc`j`]Yf`ž`VYj`cf`X]Y
bYi`Y`Di`b_hgd]Y`!F`i`bXY`VY`[]bbh`8]Y`Gd]Y`Y`nY][`hYb`gW`cb`a`U`
_fÄZh][`X]Y`?`fÄZh]j`Yf`\`Ä`hb]ggY`ž`XcW`ZØf`XYb`GJ`F]a VUW`[UV`Yg
_Y]bYb`;`fi`bX`ni`a`i`ž`VY`bž`XYbb`XUg`HYUa`i`bhYf`U`[]a`8i`Y`
[Y[Yb`XYb`GJ`K`]`h]b[`a`]h`.(`"8Yf`HfU]bYf`j`cb`GJ`K`]`h]b[ž
6Yfb`UfX`G]f`ž`_cbbhY`a`]higY]bYf`A`UbbgW`UZh]b`X]YgYf
;`YbYfU`dfcVY`cfXYbh]W`di`b_hYb`i`bX`gc`XYb`G]Y[`Y]bZU`fYb`"

J`cb`XYb`YfghYb`A`]bi`hYb`Ub`k`Uf`XUg`Gd]Y`j`cb`Y]bYf`_`UfYb
8ca`]bUb`n`XYf`;`ÄghY`[YdfÄ`[h`A`]hY]bYa`ZfØ`Yb`HfYZZYf`]b`XYf`%`"
A`]bi`hY`Xi`fW`i`æ`bUg`<`ØdZ`Y`[hY`GJ`K`]`h]b[`XYb`;`fi`bXghY]b`ZØf`

XYb`gdÅhYfYb`9fZc`["':`cf]Ub`@ [Yf`gYmnhY`a]h`Y]bYa`k`Y]hYfYb`Hcf
ni`a`\$.&`]b`XYf`&&"`A]bi`hY`bcW`X`Y]bYb`XfUi`Z`8Yf`GJ`F]a`VUW`[UV
g]W`YXcW`b]W`h`Ui`Zi`bX`_cbbhY`]b`XYf`" +`"A]bi`hY`Xi`fW`X`Yb
5bgW`i`gghfYZZYf`j`cb`H]a`B`Yi`a`Y]Yf`bUW`X`Y]bYf`9W`Y`YfbYi`h
<cZ]bi`b[Yb`gW`OdZYb`ž`gcXUgg`Yg`a`]h`Y]bYa`%.&`]b`X]Y`<U`VnY]h
[]b["

8 Ug`@]W`h`XYg`K` UbXY`g`

8cW`b]W`h`bi`f`Ui`ZXYa`D`Uhm`[]Vh`Yg`J`Yf`ÅbXYfi`b[Yb`VY]`GJ
F]a`VUW`"8Yf`J`YfY]b`U`h`j`cf`?`i`fnYa`gY]bY`:`i`h]W`h`U`b`U[Y`Ui`Z
Y]bY`a`cXYfbY`@98!6Y`Yi`W`h`i`b[`i`a`[YghY`h`"8]YgY`A`U»`bU`a`Y
fYXi`n]Yfh`XYb`Ghfca`j`YfVfUi`W`i`a`VYY]bXfi`W`YbXY`*`\$`DfcnYbž
Y]b`GW`f]hž`XYf`b]W`h`bi`f`XYa`J`YfY]bg`cbhc`ni`[i`hY`_ca`a`hž
gcbXYfb`Ui`W`X`Y]b`U`_hj`Yg`NY]W`Yb`]a`F`U`a`Yb`XYf`B`Uh]cb`U`Yb
?`]a`UgW`i`hn]b]h]Uh]j`Y`g`Y`hnh`N]Y`X]YgYf`b]h]Uh]j`Y`ž`X]Y`g`Y]h`&\$\$,
Dfc`Y`_hY`ni`f`GYb`_i`b[`XYf`HfY]V`U`i`g[UgYa`]gg]cbYb`Z`DfXYf`hž`]gh
Ygž`XYb`?`]a`UgW`i`hn]j`cf`C`fh`ni`j`YfUb`_Yfb`"

8Yf`:`ÖfXYf`_YbbnY]W`Yb`Z`Df`XUg`Dfc`Y`_h`Ui`hYh`*`+`?`&\$`-`(`ž`i`bX`XYf
6Yk`j`)[i`b[gnY]hfUi`a`YfghfYW`_hg]W`X`j`ca`%"`5df]`&\$\$`V]g`ni`a
'`%"`A`Åfn`&\$\$`("DUfhbYf`XYf`i`a`gYhni`b[`]gh`XUg`i`bhYfbY`a`Yb
@98gdcfhgž`j`cb`XYggYb`9fZU`fi`b[`X]Y`;`Ya`Y]bXY`YVYbZU`g
dfcZ]h]Yfh`"8]YgY`b]j`Ygh]h]cb`]b`X]Y`Ni`_i`b`Z`h`nY][hž`XUgg`gY`Vgh
5a`UhYi`fj`YfY]bY`Y]bYb`VYXYi`hYbXYb`6Y]hfU[`ni`f`B`UW`X`U`h][`_Y]h
`Y]ghYb`_`ÖbbYb`"

B UW`X`U`h][`_Y]h`]a`:`i`»`VU`

8]Y`H`Y`a`Uh]`_`XYf`B`UW`X`U`h][`_Y]h`k`]fX`]a`:`i`»`VU`]]a`a`Yf
k`]W`h][Yfž`b]W`h`bi`f`Ui`Z`5a`UhYi`f!`gcbXYfb`Ui`W`X`Ui`Z`DfcZ]!9VYbY`
8]Y`6i`bXYg`][U`i`bhYfgi`W`h`XYfnY]h`XYb`7C`&!`:`i`»`UVXfi`W`_`XYf
J`YfY]bY`ž`nk`Y]8f]hY`X`Yf`%"`i`bX`&`"6i`bXYg`][U!`?`i`Vg`g]bX`g]W`
YXcW`i`bg]W`Yf`ØVYf`]\fYb`hUhg`ÅW`X`W`Yb`5i`gghc`»`"8]Y`8Yi`hgW`Y
:`i`»`VU`]]@][U`f`B`:`@`L`U`h`_`Øfn`]W`X`-`B`UW`X`U`h][`_Y]hg`_]hYf]Yb
j`YfUVgW`]YXYhž`i`bhYf`XYbYb`Ui`W`X`Y]bY`7C`&!9a`]gg]cbga`Yggi`b[
Z`Å`hž`X]Y`V]g`A`Åfn`&\$\$`(`i`a`[YgYhnh`k`YfXYb`a`i`gg`"

8 Yf: 7'6UmYfb'A ØbWYb'\Uh]b'X]YgYa'Ni gUa a Yb\Ub['Yf_`Äfhž
 XUgg'g]Y'\fY'6Y'Yi W\hi b['b'XYf'5''Ubn!5fYbU'fYXi n]YfYb'i bX'jb
 Gc`UfnY''Yb'bj Ygh]YfYb'a ØW\hYbž'i a'XYb'Y][YbYb'Ø_c`c[]gWYb
 : i » UVXfi W`ni 'j Yff]b[Yfb"J cfV]'XYf'k]Y'X]Y': cfYgh; fYb'F cj Yfg
]b'9b['UbX'nY][Ybž'XUgg'BUW\U'h][_Y]h'a : i » VU''b]W'h'bi f
 k ØbgWYb'gk Yfhž'gcbXYfb'Ui W'a Ø['W']gh''?ca dcgh]YfVUfY
 J YfdUW_i b[Yb'i bX'Y]b'fY]b'j Y[UbYf'GdY]gYd`Ub'g]bX'bi f'Y]b][Y
 XYf'A U» bU\ a Ybž'X]Y'XYb'F cj Yfg'XYb'H]hY''XYg'YfghYb
 _]a UbYi hfU`Yb': i » VU''!7'i Vg'Y]b[YVfUW'h'\UVYb"

8]YgY'dcg]hj] Yb'GWf]hY'ni f'B UW\U'h][_Y]h'_ØbbhYb'ZØf'j]Y'Y
 J YfY]bY'gck c\`J cfV]'X'U'g'Ui W'5bgdcfb'gY]bž'g]W'ib]W'h'bi f'i a
 9f[YVb]ggY'Ui Z'XYa' D'Uhnž'gcbXYfb'Ui W'i a'X]Y'5i gk]f_i b[Yb
 Ui Zi bgYfY'l a k Y'hini '_Øa a Yfb"@UggYb'k]f'i bg'U'gc
 ØVYffUgWYbž'k Ug'X]Y'_ca a YbXY'Di b_hgd]Y`!Fi bXY'i bX'X]Y
 k Y]hYfYb'9bhk]W_i b[Yb'VY]'GJ'F]a VUW'ibX'ja'XYi hgWYb
 : i » VU''U''[Ya Y]b'a]hg]W'Vf]b[Yb'k YfXYb"

K Y]hYfY' ðZcfa Uh]cbYb'ni'XYb''YhnhYb'HYghgd]Y`Yb'i bX
 9bhk]W_i b[Yb'ja : i » VU''!HY]_fY]g'7\Ua'Z]bXYb'G]Y'\]Yf'i bX
 k Y]hYfY'8YhU]`g'ni a'GJ'F]a VUW '\]Yf''9]b'h]YZf'[Y\YbXYf
 9]bV']W_]b'XYb'BUW\U'h][_Y]hgX]g_i fg]a : i » VU'']gh'\]Yf'
 j YfZØ[VUf"

8 YhU]`g	
C fh	7\Ua ž8Yi hgW`UbX
E i Y''Yb	<ul style="list-style-type: none"> • k k k "a]hhY`VUmYf]gWY"XY • k k k "gj !f]a VUW "XY • k k k "Vf"XY

6Ygi WYb'G]Y'i bg'Ui Z.'bU[!VUmYfb"XY