

9b hXYW_Y '8 Y [[YbXcfZ. 'GdUbbYbXY GhUXh! ž'D]`n! 'i bX '? fÀi hYfZØ\ fi b [Yb °

9b hXYW_Yb 'G]Y '8 Y [[YbXcfZ 'GhUXhZØ\ fi b [Yb ž'D]`n! 'i bX
'? fÀi hYfZØ\ fi b [Yb 'UV '< YfVgh'&\$&' "' † Zcfa]YfYb 'G]Y 'g]W
^Yhnh°



8 Y [[YbXcfZž'8 Yi hgW `UbX '! † '8 Y [[YbXcfZ'hi h'g]W `k Ug° `>XYb
YfghYb 'GUa ghU ['ja 'A cbUh'XØfZYb 'g]W `gck c`'9]b\Y]a]gWY 'U`g
Ui W `; ÀghY 'Ui ZgdUbbYbXY 'GhUXhZØ\ fi b [Yb 'ZfYi Yb''8]YgY
i bhYf\U`hgUa Yb '9f_i bXi b [ghci fYb 'Xi fW `X]Y '8cbUi ghUXh'V]YhYb
b]W h'bi f'Y]bYb '6`]W `Ui ZX]Y 'VYY]bXfi W_YbXY 'GhUXh [YgW]W hYž
gcbXYfb 'Ui W `Ui Z [Y\Y]a b]gj c`Y 'C fhY''K Yf'gWcb 'ja a Yf'XYb
\]ghcf]gWYb 'F Uh\Ui ghi fa 'Yf_'ja a Yb'k c`hYž'_Ubb 'X]Yg'YVYbZU`g
]a 'FUa Yb'X]YgYf': Ø\fi b [Yb'hi b'i bX'XUVY]'Y]bYb'k i bXYfVUFYb
5i gV`]W [Yb]Y»Yb''K]Y'X]Y 'GhUXh'8 Y [[YbXcfZ]bZcfa]Yfhž'g]bX'X]Y
bÀW ghYb 'HYfa]bY'Ua ') "' † 'ž&'5i [i ghi bX '*''GYdhYa VYfž
^k Y]`g'i a '%%.\$ \$! \fž'HfYZZdi b_h]gh'XUg'5'hY 'F Uh\Ui g''8 Yf'DfY]g3
9]b'ZU]fYf'C Vc'i g'j cb'bi f') ' 'dfc'DYfgcb"

B]W h'bi f'X]Y`GhUXhZØ\ fi b[Yb'g]bX`Y]b`<]h`5V`<YfVgh'&\$&'`k]fX
XUg`5b[YVchXi fW`gdUbbYbXY`D]`n!`i bX`?fÅi hYfZØ\ fi b[Yb
VYfY]W`Yfh" `<]Yf`_ØbbYb` ðhYfYgg]YfhY`U`Yg`ØVYf`YggVUfY`D]`nY
YfZU\ fYbž`j cb`Gi W`h]ddg`V]g`\]b`ni` `XYb`VYghYb`GUa` a`Y`d`ÅhnYb"
8]Y`?fÅi hYfZØ\ fi b[`j Yfgdf]W`hž`X]Y`\Y]a`]gW`Yb` ; Yk`ÅW`gY`i bX
]\fY`<Y]`_fÅZhY`b`Å\Yfni Vf]b[Yb" `9]b`Ui ZfY[YbXYf`I` a` [Ub[`a`]hXYf
BUhi fž`XYf`gck`c`\`Y`ffY]W`U`g`Ui W`[Ybi`ggj`c``]gh`

5ba Y`Xi b[``Y]W`h`[Ya UW`h

K`Ybb`G]Y`Ub`Y]bYf`XYf` : Ø\ fi b[Yb`]bhYfYgg]Yfh`g]bXž`_ØbbYb`G]Y
g]W`[Ub`n`Y]bZUW`]b`XYf`Hci`f]gh` ðZcfa` Uh]cb`Uba` Y`XYb" `8]Y
5ba Y`Xi b[`_Ubb`dYfgØb`]W`]a` `5`hYb`F`Uh\Ui`g`YfZc`[Ybž`dYf`9!
A`U]`Ub`Hci`f]ga`i`g4`XY`[[YbXcfZ`"XY`cXYf`hY`YZcb]gW`i`bhYf
\$`-`-%&`-`*`\$)` `)"`Gc`ghY`\hY]bYa` `i`bhYf\U`hgUa` Yb`HU[`]b`XYf`GhUXhž
XYf`ZØf`9]b\Y]a`]gW`Y`i`bX` ; ÅghY`[`Y]W`Yfa` U»`Yb`[YY][`bYh`]ghž
b]W`hg`]a` `K`Y`[Y"

8YhU]`g`ni` `XYb` : Ø\ fi b[Yb

8]Y`UbghY`YbXYb`HYfa`]bY`ZØf`X]Y`D]`nZØ\ fi b[Yb`g]bX`V]g\Yf`ZØf
XYb`&%"`GYdhYa` VYf`i`bX`XYb`%&%"`C`_hcVYf`Ub[YgYhnhž`k`Å\YfYbX`X]Y
?fÅi hYfZØ\ fi b[Yb`Ua` `%&%"`GYdhYa` VYf`i`bX`%*"`C`_hcVYf`
ghUhhZ]bXYb`k`YfXYb" `8]Y`[YbUi`Yb`NY]hYb`i`bX`C`fhY`g]bX`bcW`
VY`_Ubbh`ni` [YVYbž`XcW`X]Y`J`cfZfYi`XY`ghY][`h`VYfY]hg`Y`hnh`

C`V`GhUXhZØ\ fi b[ž`D]`n!`cXYf`?fÅi hYfZØ\ fi b[` `X]Y`5b[YVchY`g]bX
b]W`h'bi`f`i`bhYf\U`hgUa` ž`gcbXYfb`Ui`W`Y]bY`hc``Y`A`Ö[`]W`_Y]hž`X]Y
Y][`YbY`I`a` [YVi`b[`VYggYf`_YbbYbni`YfbYb" `8Y`[[YbXcfZ`\Uh]gc
j`]Y`ni` `V]YhYbž`i`bX`X]Y`j`YfgW`]YXYbYb` : Ø\ fi b[Yb`g]bX`Y]bY
\Yf]`cffU`[YbXY` ; Y`Y`[Yb\Y]hž`U``X]YgY`GW`ÅhnY`ni` `YbhXYW`_Yb"
 ðZcfa` Uh]cbYb`ni` `XYb` : Ø\ fi b[Yb`Z]bXYb`G]Y`Ui`W``Ui`Z`XYf`**F`Y]gY!**
K`YVg]hY`j`cb`8Y`[[YbXcfZ`"

8YhU]`g	
C`fh	8Y`[[YbXcfZ`8Yi`hgW`_UbX

8YhU]`g	
E i Y`Yb	<ul style="list-style-type: none">• k k k "XY[[YbXcfZ"XY• XY[[YbXcfZ"hfUj Y`

6Ygi W\Yb`G]Y`i bg`Ui Z.`bU[!VUmYfb"XY