

; fc» Yf`GWX f]hh`]bg`X][]hU`Y`NY]hU`hYf.
; `UgZUgYf`ZØf`&&"\$\$\$`< Ui g\U`hY`°

@UbX_fY]g`F c hhU`! ðb`]bj Ygh]Yfh`%, &`A]``cbYb`9i fc`]b
; `UgZUgYfUi gVUi `ZØf`&&"\$\$\$`< Ui g\U`hY`V]g`&\$`%`8][]hU`Y
Ni _i bZhig]WXYfb`°



F c hhU`! ðb ž`8 Yi hgW\`UbX`!`8Yf`@UbX_fY]g`F c hhU`! ðb`gYhnh`Y]b
_fÄZh][Yg`NY]WXYb`]b`XYf`X][]hU`Yb`9bhc]W`_i b["A]h`Y]bYf
i a ZUggYbXYb`ð]h]Uh]j Y`ni f`: ÒfXYfi b[`XYg`; `UgZUgYfUi gVUi g
gc``Yb`]b`XYb`_ca a YbXYb`>\fYb`fi bX`&&"\$\$\$`< Ui g\U`hY`i bX
6Yhf]YVY`Ub`XUg`gW`bY`Y`BYhn`Ub[YgW`cggYb`k YfXYb`"8]YgY
Ua V]h]cb]Yfh`A U» bU`a Y`k]fX`j cb`U``Yb`'`%`?ca a i bYb`XYg
@UbX_fY]gYg`]b`ZØbZ`]bhYf`_ca a i bU`Yb`Dfc`Y`_hYb`[Ya Y]bgUa
j cfUb[Yhf]YVYb`"8Ug`N]Y``]gh`_Uf`Y]bY`ZÄW`YbXYW`_YbXY`X][]hU`Y
9fgW`]Y» i b[`i b`X`X]Y`GW`]Y» i b[`U``Yf`gc[YbUbbhYb`k Y]» Yb
: `YW`_Ybž`X]Y`V]g\Yf`j cb`gW`bY`Ya` ðhYfbYh`Ui g[YgW`cggYb`g]bX`
@Ui hi`**DBD`_Ö**bYb`VYfY]hg`Yhnh`+, i `XYf`5XfYggYb`a]h
a]bXYghYbg`' \$`A V]h#g`j Yfgcf[h`k YfXYbž`k cVY]`&, i `XYf`5XfYggYb
c`bY\]b`gW`cb`a]h; `UgZUgYf`Ui g[YghUhhYh]g]bX`"

Ni gÀhn`jW`ni `XjYgYb`YfZFYi `jW`Yb`9bhk jW`i b[Yb`gcf[h`XjY
VUmYf]gW`Y`GhUUhgfY[]Yfi b[`XUZØfž`XUgg`XYf`5i gVUi `bcW`
gW`bY`Yf`j`cfUb`gW`fY]hYh":]bUbn!`i bX`<Y]a Uha]b]ghYf`5`VYfh
: ØFUW`Yf`ØVYf[UV`Ua` ("`GYdhYa VYf`&\$&(`: ØfXYfVYgW`Y]XY`]b
<Ø\Y`j`cb`) - `A`j`]cbYb`9i fcž`XjY[]Yn]Y`h`ZØf`XYb`; `UgZUgYfUi gVUi
Y]b[YgYhnh`k`YfXYb`gc`Yb`"8Ua`]h`k`YfXYb`&) `?ca`a`i`bYb`]a
@UbX`_fY]g`i`bhYfghØhnh`i`bX`ØVYf`&%"\$`\$`bYi`Y`5bgW`ØggY`gck`]Y
%"\$&) `?`]ca`YhYf`bYi`Y`; `UgZUgYf`Y]hi`b[Yb`[Yd`Ubh`"6UmYfb`YVh
Yfj`cfž`XUgg`Ui`W`Yhk`U` "\$`"\$`\$`\$`9i`fc`]b`XjY`5bV]bXi`b[]`j`cb`UW`h
ÖZYbh]W`Yb`GWi`Yb`Z]Y»Yb`k`YfXYb`ž`k`Ug`XYf`X][]hU`Yb`Ni`_i`bZh
XYf`6]Xi`b[]Y]bYb`XYi`h]W`Yb`GWi`V`[]Vh"

GhfUhY []gW`Y`D`Ubi`b [`ZØf`X]Y`Ni`_i`bZh

I`a`XYb`YfZc`XYf`]W`Yb`5i`gVUi`ni`fYU`]g]YfYbž`g]bX`i`a`ZUggYbXY
A`U»bU`a`Yb`[Yd`Ubh`"9]bY`; YgUa`h]bj`Ygh]h]cb`j`cb`%,`&`A`j`]cbYb
9i`fc`k`]fX`Ub[YghfYVhž`k`cVY])`\$i`XUj`cb`Ui`g`6i`bXYga`]hY`b
ghUa`a`Yb`"8]Y`?ca`a`i`bYb`Y]ghYb`Y]bYb`9][YbUbhY]`j`cb`%\$i`ž
XYf`F`Ygh`k`]fX`Xi`fW`A`]hY`XYg`:`fY]ghUUhYg`[YXYW`h`"5V`&\$&) `gc`
XUg`Yi`fcd`Uk`Y]hY`5i`ggW`fY]Vi`b[gj`YfZU`fYb`ZØf`BYhVYhfY]VYf
VY[]bbYbž`[YZc`[hij`cb`XYf`J`Yf[UVY`XYf`5i`gVUi`fYW`hY`Ub
HY`Y`_ca`a`i`b]_Uh]cbgi`bhYfbY`a`Yb`]a``f`f`&\$&*"8]Y`Y][Ybh]W`Y
6Ui`!`i`bX`FYU`]g]Yfi`b[gd`UgY`]gh`ZØf`&\$&+`V]g`&\$`%`Ub[YgYhnh`

5b[Yg]W`hg`XYf`HUhgUW`Yž`XUgg`j`]Y`Y`ÀbX`W`Y`FY[]cbYb`a`]h
<YfUi`gZc`fXYfi`b[Yb`VY]a`6fY]hVUbXUi`gVUi`_cbZfc`bh]Yfh]g]bXž
ghY`h`XUg`Dfc`Y`h`ZØf`XYb`@UbX`_fY]g`f`chhU`!`b`Y]bYb`A`Y]YbghY]b
XUf`<c`Y``b`j`Ygh]h]cbg`_cghYb`i`bX`Àb[YfY`5i`gVUi`nY]hYb`a`ØggYb
]b`?`Ui`Z[Ybca`a`Yb`k`YfXYb`ž`XcW`XYf`Bi`hnYb`]gh`_`Uf.`Y]bY
Y]ghi`b[gZ`À`][Y`X][]hU`Y``b`ZfUghfi`_hi`f`]gh`Yb`hgW`Y]XYb`X`ZØf`X]Y
`Ub[Zf]gh][Y`9bhk`jW`i`b[`XYf`FY[]cb`"8]Yg`gh`À`f`h`b]W`h`bi`f`X]Y
5bg]YX`i`b[]`j`cb`i`bhYfbY`a`Yb`ž`gcbXYfb`Ui`W`X]Y`5hhfU`_hj`]h`h`XYg
K`c`bc`fhYg`ZØf`f`b[Y`:`Ua`]Yb`i`bX`:`UW`_f`À`ZhY`"6A`9@`Yf`Ai`hYfhž
XUgg`X]Y`Z`À`W`Yb`XYW`_Yb`XY`J`Yf`gcf[i`b[`a`]h`;][UV]h`BYhYb`V]g
&\$`\$`Ui`W`ZØf`8Yi`hgW`UbX`Ubj`]g]Yfh`k`]fX`i`bX`XYf`@UbX`_fY]g`Yf
U`g`J`c`ffY]hYf`Z`b[]YfYb`_Ubb`"

9]b`6`]W`_`Ui`Z`X]Y`NU`Yb`

8]Y`U_hi Y`Y`@J[Y`XYg; `UgZUgYfUi gVUi g`nY][h`VYfY]hg
: cfhgWkf]hhY"6]g`A]hhY`&\$&(`_`ÒbbYb`(` ž&ı `XYf`<Ui g`U`hY`a]h
; `UgZUgYf`j Yfgcf[h`k YfXYbž`k cVY]`YXcW`bi f`&&ž ı `hUhgÀW`jW
Y]bYb` ; `UgZUgYfUbgW`i gg`UVYb"8U`Yf`]gh`Yg`VYgcbXYfg`k]W h][ž
XUgg`a]h`XYa `k Y]hYfYb`5i gVUi `Ui W`X]Y`Bi hni b[`X]YgYf
5bgW`ØggY`[YZ`ØfXYfh`k]fX" <]Yf`g]bX`U`Y`5_hYi fY`[YZfU[hž`i a
[Ya Y]bgUa `X]Y`X][]hU`Y`Ni _i bZhini `[YghU`hYb"

5VgW`jY» YbX`V`Y]Vh`ni `gU[Ybž`XUgg`XYf`@UbX`fY]g`F chhU`!`b`b`Ui Z
Y]bYa `j]Y`j YfgdfYW`YbXYb`K Y[`]ghž`X]Y`X][]hU`Y`?`i Zhini
ØVYfk]bXYb`i bX`g]W`U`g`a cXYfbYg`NYbhfi a `ZØf`X][]hU`Y
`bZfUghfi _hi f`ni `dcg]h]cb]YfYb"A]h`XYa `FØW`Ybk]bX`XYf
: ØfXYfa]hhY`i bX`XYf`Ni gUa a YbUfVY]h`U`Yf`?ca a i bYb`_Ubb
F chhU`!`b`b`gW`jY» `]W`XUg`j YfgdfYW`Yb`Y]bYg`ni _i bZhgcf]Ybh]YfhYb
6fY]hVUbXUi gVUi g`Y]b`ØgYb"

8YhU]`g	
Cfh	FchhU`!`b`b`ž`8Yi hgW`U`bX
Ei Y`Yb	<ul style="list-style-type: none"> • k k k "dbd"XY • k k k "VUmYfb"XY • k k k "Va Y`"XY

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