

9b hXYW_i b ['XYf'A Uhf]UfWU UhY. '@Ygi b [
ØVYf': fUi Yb ']'b 'š W]h½b °

5a '% " ' & \$ &) 'i a %- 'l \f'Z]bXYh]'b'XYf'GhUXhVØWYfY]
l Y`nYb'Y]bY '@Ygi b ['j cb': f]YXYf]_Y'CYfhY`'ØVYf
a Yl]_Ub]gWXY'A Uhf]UfWU UhY 'ghUhh"



l Y`nYbž'8Yi hgW`UbX '!`#`XYb`_ca a YbXYb`K cWYb`Yfk UfhYh
X]Y`6Ygi WYf`XYf'l Y`nYbYf'GhUXhVØWYfY]`Y]b`gdUbbYbXYg`9j Ybh
5a `8]YbghU[žXYa '% " ' & \$ &) 'i a %- 'l \f'ž'k]fX`X]Y`æi fbU`]gh]b
: f]YXYf]_Y'CYfhY`'Ui g]\fYa `FY]gYVYf]W'h' l f`Ui V`j`ca
DUhf]UfWUh`'K]Y`]W`Ui gnc [žXUg': fUi gY]b`ni`j YfghY\Yb`'YgYb"
8]YgY`@Ygi b ['j Yfgdf]W'h`YVYbX][Y`9]bV`]W_Y`]b`XUg'a Yl]_Ub]gWXY
A Uhf]UfWU Uh'XYf'GhUXh`š W]h½b"

CYfhY`'\Uh'Ui Z]\fYf`FY]gY`XUg`@VYb`]'b`š W]h½b`Yf_i bXYhžY]bYa
XYf`YhnhYb`a Uhf]UfWU`Yb`CfhY`A Yl]_cg" '<]Yf`g]bX`X]Y` : fUi Yb`XUg
< YfngħØW`XYf`'c_U`Yb`K]fhgWUZh`'g]Y`Xca]b]YfYb` ; YgW`ÅZhY`i bX
Z]bUbn]Y`Y`5b [Y`Y [Yb\Y]hYbž'k Å\fybX`A`ÅbbYf`]a`FUh\Ui`g`X]Y
_ca a i bU`Yb`#gh]hi h]cbYb`'Y]hYb`' `9g`]gh`ZUgn]b]YfYbX`ni`gY\Ybž

k]Y': fUi Yb`XUg`ÖZZYbh]WXY`@VYb`[YghU`hYb`i bX`[`Y]WxnY]h][`ZØf
]\fY': Ua `j]Yb`j YfUbhk`cfh]W`g]bX`žVYf]W`hYh`C`YfhY`"G]Y`YVhY`VY]
Y]bYf'; UghZUa `j]Y`i bX`gdfUW`a`jh`A`YbgW`Yb`j YfgW`]YXYbYf
; YgW`YW`hYfž`Y]bgW`]Y»`]W`XYf` A`i`I`Y`ž`X]Y`U`g`5b[Y\Öf][Y`XYg
Xf]hYb'; YgW`YW`hg`gdYn]Y`Y`<YfUi`gZcfXYfi`b[Yb`]b`XYf
; YgY`gW`UZh`a`Y]ghYfb`a`ØggYb"

8]Y`J`YfUbgHU`hi`b[`i`bX`]\fY`<`]bhYf[fØbXY

8]Y`@Ygi`b[`Z]bXYh`b`?`ccdYfUH]cb`a`]h`XYf
; `Y]W`ghY`i`b[gVYUi`ZhfU[hYb`XYf`<`UbgYghUXh`I`Y`nYbž`GUbXfU
<cZ`a`Ubbž`ghUhh`i`bX`k`]fX`j`cb`?`]fU`<YfZ`a`cX]Yfh`"8Yf`9]bhf]hh]gh
ZfY]ž`UVYf`Ui`Z[fi`bX`VY[fYbnhYf`D`ÄhnY`]gh`Y]bY`5ba`Y`Xi`b[
YfZcfXYf`]W`" `b`hYfYgg]YfhY`_`ÖbbYb`g]W`hY`YZcb]gW`i`bhYf`\$`),`%`#
,`\$\$!`*)`\$\$`cXYf`dYf`A`U`]`Ub`ghUXhVi`YW`YfY]4`ghUXh`i`Y`nYb`XY
Uba`Y`XYb`"9]b`Ugg`]gh`UV`%,`" ` \$`I` \f"

K`Ufi`a`g]bX`X]Y`Gh]a`a`Yb`XYf': fUi`Yb`VYgcbXYfg`]b`ž`W`]h½`b`j`cb
6YXYi`hi`b[`3`b`X]YgYf`GhUXhž`X]Y`g]W`Xi`fW`h]YZj`Yfk`i`fnY`hY
a`Uhf]UfW`U`Y`Ghfi`_`hi`fYb`Ui`gnY]W`bYhž`YfVYb`hfUX]h]cbY`X]Y
HÖW`hYf`bUW`XYa`HcX`XYf`A`Uhf]UfW`]b`XUg`<`Ui`g`i`bX`XUg
J`Yfa`Ö[Yb`"C`YfhY`g`6i`W`ž`XUg`Ua`",`"A`U]`&\$&)`j`YfÖZZYbh]W`h`k`]fXž
[fY]Zh`X]YgY`H\Ya`Yb`Ui`Zi`bX`h\Ya`Uh]g]Yfh`b]W`h`bi`f
; YgW`YW`hYffc`Ybž`gcbXYfb`Ui`W`X]Y`A`UW`hj`Yf\`Ä`hb]ggY`i`bX
gcn]U`Yb`C`fXbi`b[Ybž`X]Y`X]YgY`dfÄ[Yb`"A`]h`]\fYa`dYfgÖb`]W`Yb
9f`YVYb`i`bX`XYb`h\Yc`fYh]gW`Yb`<`]bhYf[fØbXYb`nY]W`bYh`g]Y`Y]b
_ca`d`YI`Yg`6]`X"

?`i`h`fY`Y`5gdY`_`hY`i`bX`a`cXYfbY <`YfUi`gZcfXYfi`b[`Yb`

8]Y`hÄ[`]W`Yb': YghYž`cf[Ub]g]Yfh`j`cb`k`Y]V`]W`Yb`?`ca`]hY`Ygž`V]YhYb
XYb': fUi`Yb`]b`ž`W`]h½`b`Y]bY`VYgcbXYfY`D`UhhZcfa`"8]YgY
: Y]Yf`]W`_Y]hYb`g]bX`b]W`h`bi`f`5i`gXfi`W`_XYf`?`i`h`fž`gcbXYfb`Ui`W`
Y]b`k`]W`h][Yf`5bhf]YV`ZØf`X]Y`c`_U`Y`K`]fhgW`UZh': fUi`Yb`k`]Y
A`Uf]VY`ž`Y]bY`&+!`Ä`]\f][Y`Ui`g`ž`W`]h½`b`ž`gW`ÄhnYb`X]Y`Yb[Y
Ni`gUa`a`YbUfVY]h`i`bhYf`]\fYb'; YgW`YW`hg[YbcggYb`i`bX`X]Y

A Ò[`]Wk_Y]hž`X]Y`HfUX]h]cbYb`k Y]hYfni [YVYbž`Ui Wk`k Ybb
 <YfUi gZcFXfYfi b[Yb`VYghY\Yb"9]b`6Y]gd]Y`XUZØf`]gh`XYf
 † b[ZfUi YbhYghž`XYf`VY]`J Yf`cVi b[gZ]Yfb`Xi fWk [YZØ\fh`k]fX`i bX
 j cb`j]Y`Yb`i: fUi Yb`U`g`GWk i hn`Ub[YgY\Yb`k]fX"

8 YbbcWk`k]fX`Ui Wk`_f]h]gWk`VYhfUWk hYhž`XUgg`X]YgY`HfUX]h]cbYb`]b
 Y]bYa`a cXYfbYb`?cbhYI h`a UbWka U`dfcV`Ya Uh]gWk`gY]b`_ØbbYb"
 CYfhY`gY`Vgh`VYgWk fY]Vhž`k]Y`g]Y`a]h`]\fYf`Y][YbYb`i; YgWk]Wk hYž
 Y]bgWk`]Y»`]Wk`]\fYf`9ggghØfi b[ž`i]b`X]YgYb`?cbhYI hYb`i a [Y\hi bX
 X]Y`6U`UbW`nk]gWk Yb`HfUX]h]cb`i bX`dYfgØb`]Wk Yf`i: fY]\Y]higi Wk h"

K Yf`g]Wk`ZØf`X]YgY`]bgd]f]YfYbXYb`9]bV`]W_Y`i bX`X]Y`YVYbX][Y
 ?i`hi`f`XYf`i: fUi Yb`]b`† Wk]h½b`]bhYfYgg]Yfhž`gc`hY`g]Wk`X]YgYb
 HYfa`]b`]b`XYf`GhUXhVØWk YfY`]b]Wk hYbh[Y\Yb`UggYb"9g`[]Vh`gc
 j]Y`ni`YfbYb`i bX`ni`YbhXYW_Yb`ž`gc`CYfhY`ž`X]Y`]\fYb
 FY]gYVYf]Wk h`a]h`XYa`K i bgWk`j Yfv]bXYhž`bYi Y`DYfgdY`_h]j Yb`Ui Z
 XUg`i: fUi gY]b`]b`i bhYfgWk]YX`]Wk ghYb`?i`hi`fYb`ni`YfØZbYb`i"

K Y]hYfY`†Zcfa Uh]cbYb`ØVYf`X]Y`@gi b[`Z]bXYb`G]Y`Ui Wk`VY`]XYf
 I Y`nYbYf`DfYggY`i bhYf`I Y`nYbYf`DfYggY`ž`gck]Y`VY`]GK F`i bhYf`
GK F`i bX`XYf`NY]hi bhYf`NY]h"

8 YhU]`g	
C fh	I Y`nYbž`8 Yi hgWk`UbX
E i Y`Yb	<ul style="list-style-type: none"> • i Y`nYbYf!dfYggY"XY • k k k "gk f"XY • k k k "nY]h"XY

6Ygi Wk Yb`G]Y`i bg`Ui Z.`X]Y!bUWk f]Wk hYb"Wk a