

9j U '@mg'gWx Y]hYfh']b'DUf]g.'8Yi hgWx Y HYbb]g! < c ZZbi b['ci h°

9j U '@mg'gWx Y]hYfh']b'XYf'nk Y]hYb'Fi bXY'XYf': fYbWx'CdYb
&\$&) '[Y[Yb'J]Wfcf]U'A Vc_c"'5`Yi UbXYf'Nj YfYj 'i bX'8Ub]Y`
5`ha U]Yf'k Y]hYf\]b'ja 'K YhhVYk YfV"

DUf]gž: fUb_fY]Wx '!5a '&, "A U] &\$&) 'gcf[hY'XUg'; fUbX!G`Ua !
Hi fb]Yf']b'DUf]g'Z0f'Y]b][Y'VYk Y[YbXY'A ca YbhY"'HcfVYb'6Y`hnž
XYf'bYi Y'6i bXYghfU]bYf'XYg'8Yi hgWxYb'HYbb]g'6i bXYg'fB H6Łž
a i gghY'XUg'5i ggWxY]XYb'j cb'9j U '@mg']b'XYf'nk Y]hYb'Fi bXY'XYf
: fYbWx'CdYb'a]hYf'VYb"'8]Y'&' !Å\ f][Y'j Yf'cf'[Y[Yb'X]Y
% !Å\ f][Y'_UbUX]gWxY'E i U']Z'_Ubh]b'J]Wfcf]U'A Vc_c'a]h'(. * ž (. * "
A]h'X]YgYf'B]YXYf'U[Y']gh'bi b'_Y]bY'XYi hgWxY'Gd]Y'Yf]b'a Y\ f]a
9]bnY'k YhhVYk YfV'XYf': fUi Yb'j YfhfYhYb"'8]Yg']gh'VYgcbXYfg
VYXUi Yf']Wx'žXU'X]Y'G]hi Uh]cb'ja 'J cf'U\ f'Å\ b']Wx'j Yf']Yž'i bX'Yg
ni XYa '6Y`hn'YfghY'9fZU\fi b[]b'gY]bYf'bYi Yb': i b_h]cb'XUfghY`h"

@mgž'X]Y']b'X]YgYa 'š\ f'VYfY]hg'XUg'5Wx'hY'Z]bU'Y'VY]'XYb
5i ghfU]Ub'CdYb'YffY]Wx'h\UhYž'_Åa dZhY'a]h']\fYf': cfa 'i bX`]YZ
gWx bY`Y]bYa '\$.&!F ØW_ghUbX'\]bhYf\Yf"'Àf'; Y[bYfž'J]Wfcf]U
A Vc_c'ž'\Uh]b'XYf'GU]gcb'&\$&) 'VYY]bXfi W_YbXY' + 'A UhWxYg
[Ygd]Y'hi bX'bi f'Z0bZXUj cb'j Yf'cfYbžXUfi bhYf'a Y\ fYfY
7\U`Yb[Yf!Hi fb]YfYž'X]Y'g]Y'[Yk Ubb"'8]YgY'ghUf'_Y'6]'Ubn
gd]Y[Y'hY'g]Wx'Ui Wx'ja 'A UhWx'k]XYfž']b'XYa '@mg']b'j]Y'Yb'D\UgYb
ØVYfZcfXYfh'k]f_hYž']bgVYgcbXYfY'VY]']\fYb'nk Y]hYb'5i ZgWx'Å[Ybž
k Ug'ni 'XYf'_UfYb'B]YXYf'U[Y'Z0\fhY"

K Y]hYfY'9f[YVb]ggY'XYf': fYbWx'CdYb

8]Y'nk Y]hY'Fi bXY'VfUWx'hY'bcWx'k Y]hYfY'VYa Yf_Ybgk YfhY
6Y[Y[bi b[Yb"'8Ub]Y`5`ha U]Yf'_cbbhY'g]Wx'[Y[Yb'J]h'?cdf]j U

Xi fW\gYhmYb'i bX'[Yk Ubb'a]h*.&ž(. *ž*.' ž+.) "'5`ha U]Yf'k]fX
bi b']b'XYf'Xf]hYb'F i bXY'Ui ZXYb'GYfVYb'<Ua UX'A YX'YXcj]W
hfYZZYb"'5`YI UbXYf'Nj YfYj ž'Y]bYf'XYf': Uj cf]hYbž'ghY\h'YVYbZU`g
]a ' : c_i gž'XU'Yf'Ua '8 cbbYfghU['[Y[Yb'XYb'B]YXYf'ÀbXYf'→gdYf
XY'æb['UbhfYhYb'k]fX"

→XYf'8Ua Yb!?'cb_i ffYbn'gYhnhYb'g]W\@Ui fU'G]Y[Ya i bX'i bX
6YUhf]n'<UXXUX'A U]U'gci j YfÀb']a '8 cddY`a]h*.' ž*.' \$[Y[Yb
→Ub'YUb#DcbW\Yh'Xi fW' i bX'nY][hYb'ghUf_Y'@Y]ghi b[Yb"'Ni XYa
[Yk UbbYb'G]Y[Ya i bX'i bX'9Xci UfX'Fc[Yf!J UggY`b']a 'A]I YX!
8 cddY`a]h*.' ž+.' *'fl+.(Łž'k Ug'XYb'6Y[]bb']\fYf'H]hY'j YfhY]X][i b[
a Uf_]Yfh"

8]Y'8ca]bUbn'j cb'=[U'Gk]UhY_

9]b'k Y]hYfYg'<][\'] [\h'XYg'Hi fb]Yfg'k Uf'X]Y'VYY]bXfi W_YbXY
J c fghY`i b['j cb'=[U'Gk]UhY_"'8]Y'dc`b]gW\Y'Gd]Y'Yf]b'gYhnhY'g]W\
a]h*.'%ž*.'&[Y[Yb'9a a U'FUXi W\bi 'Xi fW' i bX'V'Y]Vh'XUa]h'a]h
&' 'G]Y[Yb']b': c'[Y']b'DUf]g'i b[YgW\`U[Yb"'Gk]UhY_`Uh'g]W\]b
XYb'j Yf[Ub[YbYb'→\fYb'U'g'ZYghY'; f0»Y']a '8Ua YbhYbb]g
YhUV`Yfh"G]Y[Yk Ubb']bg[YgUa h'&&'9]bnY'h]hY`ž'XUfi bhYf'a Y\fYfY
; fUbX'G`Ua gž'i bX'\Uh_Øfn`]W\X]Y'VfcbnY'A YXU]`Y'VY]`XYb
C`ma d]gW\Yb'Gd]Y'Yb']b'DUf]g'&\$&(' j YfhfYhYb"

Gk]UhY_ž'X]Y'Ua ' ' %"A U]'&\$%)b'K UfgW\Ui '[YVcfYb'k i fXYž'\Uh
g]W\`b]W\h'bi f'gd]Y'Yf]gW\ž'gcbXYfb'Ui W\ '[YgY`gW\UZh]W\
Yb[U[]Yfh"G]Y'cf[Ub]g]YfhY'Y]b'6YbYZ]na UhW\ '=[U'Gk]UhY_'UbX
Zf]YbXg'Zcf'I _fU]bY ']a 'Gca a Yf'&\$&ž'XUg'ØVYf'Y]bY'\U'VY
A]`cb'9i fc'ZØf'i _fU]b]gW\Y'?]bXYf'Y]bVfUW\hY"'→5bVYhfUW\h
]\fYf'9fZc`[Y'i bX']\fYg'9b[U[Ya Ybhg'V'Y]Vh'Gk]UhY_'Y]bY
]bgd]f]YfYbXY':][i f']a 'Gdcfh"

8]Y': fYbW\`CdYb'gYhmYb']\fY'HfUX]h]cb'Zcfhž'gck c\`Ui Z'XYf
<YffYb!'U'g'Ui W\`Ui Z'XYf'8Ua Yb!GY]hY'gdUbbYbXY'A UhW\Yg'i bX
; YgW\]W\hYb'ni 'dfÀgYbh]YfYb"A]h'XYb'j cfUb[Y[Ub[YbYb
F Ygi `hUhYb'nY][h'g]W\ž'XUgg'XUg'Hi fb]Yf'Ui W\`k Y]hYf\]b']a ' : c_i g
XYf'HYbb]gk Y'h'ghY'h"

8YhU]`g	
J c f Z U ``	Gcbgh][Yg
C fh	DUf]gž: fUb_fY]W
E i Y ``Yb	<ul style="list-style-type: none"> • k k k "gi YXXYi hgW Y"XY • k k k "gd c fhgW Ui "XY • k k k "k hUhYbb]g"Wca

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