

: Yi YfXfUa U`]b`6Yf`]b!H]Yf[UfhYb.`F]Yg][Y
F Ui WX k c`_Y`gcf[h`ZØf`5i ZfY[i b[°

⊕`6Yf`]b!H]Yf[UfhYb`VfUWX`Ua`" "\$*" "&\$&) `Y]b`6fUbX`]b
Y]bYa`<cWX\Ui`g`Ui`g"; fc»Y`F Ui WX k c`_Yb`g]WX hVUfž
: Yi Yfk Y\f`]a`9]bgUhn"



? i fZØfghY bghfU» Yž`%\$+,) `6Yf`]bž`8Yi hgWX`UbX`!`5a
\Yi h][Yb`HU[ž`XYa`" "\$" † b] '&\$&) ž`\Uh`Y]b`\YZh][Yf`6fUbX`]b
Y]bYa`<cWX\Ui`g`bU\Y`XYf`? i fZØfghY bghfU» Y`]b`6Yf`]b!H]Yf[UfhYb
ZØf`5i ZfY[i b[`i bX`6Ygcf[b]g][Ygcf[h`@Ui`h`Y]bYa`6Yf]WX`hj`cb`
hU[YggWX`Ui`"XY`ž`k`i`fXY`XUg`: Yi Yf`i`a`", .&*" `l` \f`Yb`hXYW`_hž`gcZc`fh
U`Ufa`]YfhY`X]Y`:`Yi Yfk Y\f`] \fY`9]bgUhn`f`ÀZhY" `⊕g[YgUa`h`g]bX
a`]h`Yfk`Y]Y`ØVYf`-`\$`:`Yi Yfk Y\f`Yi`hY`j`cf`C`fhž`i`a`X]Y`:`Ua`a`Yb
ni`VY`_Aa`dZYb"

8]Y`l`fgUWX`Y`XYg`:`Yi Yfg`]gh`bUWX`k`]Y`j`cf`i`b`_Uf" `J`cf`C`fh`Z]bXYb
U`_hi`Y`"6Ui`UfVY]hYb`Ua`<cWX\Ui`g`ghUhhž`k`Ug`a`Ò[`]WX`Yfk`Y]gY`a`]h
XYa`5i`gVfi`WX`XYg`:`Yi Yfg`ni`gUa`a`Yb`\Àb[h`6Yf]WX`hYb`ni`Zc`[`Y
k`UfYb`a`Y` \fYfY`_Y]bY`9l`d`cg]cbYb`ni` \`ØfYbž`X]Y`X]Y`G]hi`Uh]cb

ni gÅm`jW`XfUa Uh]g]Yfh`UVYb"9]b`GdfYW`Yf`XYf`Yi Yfk Y`f VYghÅh][hYž`XUgg`XYfnY]h`_Y]bY`≠Zcfa Uh]cbYb`ØVYf`a Ò[`]W`Y J Yf`YmhY`j cf`]Y[Ybž`XYbbcW`V`Y]Vh`X]Y`@U[Y`Ub[YgdUbbh"

F Ui W`k c`_Y`ØVYf`6Yf`]b

6YgcbXYfg`Ui ZÅ`][`]gh`X]Y`[fc»Y`F Ui W`k c`_Yž`X]Y`ØVYf`k Y]hYb HY]`Yb`6Yf`]bg`g]W`hVUf`]gh"8]YgY`VYY]bXfi W`h`b]W`h`bi`f`X]Y 5bk c`bYfž`gcbXYfb`gcf[h`Ui W`ZØf`J Yf`_Y`fgVY`b]bXYfi b[Yb"8]Y ?i fZØfghYbghfU»Y`]gh`nk`]gW`Yb`?Y]h`ghfU»Y`i bX`5b`XYf`I fUb]U`]b VY]XY`F`]W`hi b[Yb`[YgdYffhž`k Ug`XYb`J Yf`_Y`f`]b`XYf`I a [YVi b[Yf`YV`]W`VYY]bhfÅW`h][hž`k`]Y`hU[Yggd]Y[Y`"XY`VYf]W`hYh"

8]Y`Øfh]W`Yb`A YX]Yb`g]bX`j cf`Cfhž`i a`ØVYf`XYb`J Yf`Ui ZXYf @ØgW`UfVY]hYb`i bX`X]Y`9bhk`]W`i b[`XYf`G]hi Uh]cb`ni`VYf]W`hYb" 8]Y`fVV&(`5VYbXgW`Ui`U`h`VYfY]hg`i a``,`(*`I`f`YfghY ≠Zcfa Uh]cbYb`Ui g[YghfU`hž`X]Y`Xi fW`5i [YbnYi [Yb`VYghÅh][h k YfXYb"

; YbYfY`Y`G]W`Yf`Y]h`VY]`6fÅbXYb`]b < cW`Åi gYfb

8]Y`9fY][b]ggY`]b`6Yf`]b`k YfZYb`Ui W`Y]bYb`6`]W`_Ui ZXY U`[Ya`Y]bYb`<YfUi gZcfXYfi b[Ybž`X]Y`VY]`6fÅbXYb`]b < cW`Åi gYfb`VYghY`Ybž`k`]Y`Ui Z`Wh]Z`cf[`Yf`Åi hYfh`k`]fX"8]YgY G]hi Uh]cbYb`YfZcfXYfb`VYgcbXYfY`HU`h]_Yb`i bX`HYW`b]_Yb`]a 9]bgUhnž`i a`gck c`X`X]Y`Yi Yfk Y`f`Yi hY`U`g`Ui W`X]Y`5bk c`bYf ni`gW`ØhnYb"

≠g[YgUa h`V`Y]Vh`X]Y`G]hi Uh]cb`]b`6Yf`]b`Ub[YgdUbbh"8]Y :Yi Yfk Y`f`U`h`X]Y`?cbhfc`Y`ØVYf`XUg`Yi Yfž`XcW`bUW`k`]Y`j cf g]bX`j`]Y`Y`fU[Yb`cZYb"K`]f`U`hYb`G]Y`ØVYf`X]Y`9bhk`]W`i b[Yb Ui ZXYa`@Ui ZYbXYb"

C fh	? i fZØfghY bghfU» Yž'%'\$+,) '6Yf`]bž'8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "hU[YggW\ Ui "XY • k k k "hU[Yggd]Y[Y`"XY • W]Z"cf[

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