

7G8`]b`6YfbUi`.:`Y]Yf`ZØf`J`]Y`ZU`h`hfc`hnh`
F`Y[`Yb`i`bX`:`Y[`Ybdfc`hYgh`°

7G8`]b`6YfbUi`Ua``%&"\$+`&\$&)`.`Dc`nY]`gW`Øhnh`X]Y`ei`YYfY`
7ca`a`i`b]hmj`cf`:`Y[`Ybdfc`hYghYb`Hfch`F`Y[`Yb`bU`a`Yb`
`i`bXYfhY`hY]"`



6YfbUi`ž`8Yi`hgW`UbX`!`5a``Yi`h][`Yb`%&"'ž`]'&\$&)``k`]fX`]b`
6YfbUi`X`Yf`7`f]ghcd`Yf`GhfYYh`8`Um`f7`G8`Ł`[`YZY]Yfh`Hfch`k`]Xf][`Yf`
K`YhhYfVYX]b`i`b[`Yb`i`bX`XYf`5b`ØbX][`i`b[`j`cb`:`Y[`Ybdfc`hYghYb`
k`Uf`X]Y`Gh]a`a`i`b[`i`bhYf`XYb`HY]`bY`a`Yfb`ž`X]Y`g]W`ZØf`Y]b`
Vi`bhYgž`gY`VghVYk`i`gghYg`A`]hY]b`Ub`XYf`Y]bgYhnYb`ž`i`b[`YVfc`W`Yb`
K`]Y`ghYfb`"XY`VYf]W`hYhž`bi`hnYb`a`Y`fYfY`i`bXYfh`A`YbgW`Yb`X]Y`
;`Y`Y[`Yb`Y]hž`Y]b`ghUf`_Yg`NY]W`Yb`[`Y[`Yb`FYW`hg`ni`gYhnYb`"i`bhYf`
XYa`A`chhc`E`i`YYf`V`Y]Vh`Y]f";`Ya`Y]bgUa`i`[`Y[`Yb`fYW`hg`
k`YfXYb`_`UfY`6`chgW`UZhYb`XYf`Hc`YfUbn`i`bX`5`_nYdhUbn`
j`YfVfY]hYh`HfUbgdUfYb`hY`a`]h`GW`f]Zh`Ø[`Yb`k`]Y`7G8`ghUhh`5Z8`
i`bX`K`]Y`_Ubb`a`Ub`@]YVY`UggYb`j`YfXYi`h]W`Yb`X]Y`
?YfbUb`]Y[`Yb`XYf`J`YfUbghU`hi`b["`

8]Y'Dc`nY]\UhZ0f'X]Y'G]WXYf\Y]hg`U[Y'[Ygcf[h'i bX'Y]bY'\c\Y
DfÅgYbn'g][bU`g]Yfhž'i a'gck c\`XYb'7G8'U`g'Ui W'X]Y'[Yd`UbhY
; Y[YbXYa cbghfUh]cb'ni'gW0mYb"5i W'X]Y'GhUXh'6YfbUi
i bhYfgh0hnh'X]Y'J YfUbghU`hi b['i bX'\Åb[hY'F Y[YbVc[YbZU\ bYb'ja
GhUXh[YV]Yh'Ui Z'Gc'k]fX'g]W'Ui W'60f[Yfa Y]ghYf'5bXfÅ'GhU\`
fB]Y'@]b_YŁ'U_h]j 'Ua'Ni ['VYhY']][Yb"8]Y'Dc`nY]'VYghÅh][hY'V]g\Yf
_Y]bY'Gh0fi b[Yb'cXYf'GhfUZhUhYb'VY]'XYb'VY]XYb
J YfUbghU`hi b[Ybž'k Ug'X]Y'dcg]h]j Y'FYgcbUbn'Ui Z'XYb'7G8
i bhYfa Ui Yfh"@Ui h'fVV&("XY'k]fX'XYf'7G8!I a ni ['d0b_h]W' i a
X]Y'A]hU[gnY]h'VY[]bbYb'i bX'Yhk U'nk Y]'Ghi bXYb'XUi Yfbž'[YZc`[h
j cb'Y]bYf': Y]Yf"

; Y[YbXYa cg'i bX'F YW hgfUX]_U`]ga i g

Hfchn'U`Yf': Ygh]W_X]hYb'V'Y]Vh'X]Y'G]hi Uh]cb'Ub[YgdUbbh"9]bY
J]Y'nU\`j cb'F YW hYb'\Uh]b'gcn]U`Yb'A YX]Yb'ni f'HY]'bU\ a Y'Ub
XYb'; Y[YbdfchYghYb'Ui Z[Yfi ZYb"8]Y'; fi ddY'8Yi hgWY'ž [YbX
J cfUb ž'X]Y'U'g' [Yg]WXYfh'fYW hgyI hfYa 'Y]b[Yghi Zh'k]fXž'\Uh
YVYbZU`g'a cV]`[Ya UW'h"8]YgY'9bhk]W`i b[Yb'g]bX'VYgcbXYfg
VYgcf[b]gYffY[YbXž'XU'Yg'VY]j Yf[Ub[YbYb'J YfUbghU`hi b[Yb
VYfY]hg'5b[f]ZY'Ui Z'X]Y'ei YYfY'7ca a i b]hm[Y[YVYb'\Uh"8Yf
Dc`nY]gdfYW Yf'F c`UbX'? Ua Ybn'Åi » YfhY'X]Y'9]bgW Åhni b[ž'XUgg
a Y\YfY'\i bXYfhiHY]'bY\ a Yf'VY]'VY]XYb'9fY][b]ggYb'ni 'Yfk UfhYb
g]bX"

8Yf'5bgh]Y['ei YYfZY]bX']WXYf'GhfUZhUhYb']b'8Yi hgW'UbX']gh
U'Ufa]YfYbX'i bX'\Uh]a'j Yf[Ub[YbYb'ž\ f'Yhk U') \$'DfcnYbh
ni [Ybca a Yb' 'j cb'%%', ; : Å`Yb'ja'ž\ f'&\$&&'Ui Z"%+,) 'ja'ž\ f
&\$&' "8]Yg'nY][hž'XUgg'X]Y'; YZU\ fYb'Z0f'X]Y'ei YYfY'7ca a i b]hm
Yfbgh[Ybca a Yb'k YfXYb'a 0ggYb"5i W'hU[YggW U' "XY
VYf]W hYh]j cb'Y]bYf'VYgcf[b]gYffY[YbXYb'Ni bU\ a Y'j cb
6Y'Y]X][i b[Yb'i bX'; Yk U'hUhYb'[Y[Yb'@G6H-Ł !A YbgW Yb'"ž
X]YgYa '?cbhYI h'gW Y]bh'XYf'7G8']b'6YfbUi 'b]W hibi f'Y]b': Ygh'XYf
@]VYVYž'gcbXYfb'Ui W'Y]b'a i h][Yf'5_h'XYg'K]XYfghUbXg'ni'gY]b"

A]h'6`]W`Ui Z'X]Y': Å`Y'XYf'YhnhYb'ž\ fY']gh'Yg'_`Uf.'8Yf'? Ua dZi a
G]W hVUf_Y]h'i bX'; `Y]W VYfYW h][i b[']gh'bcW'`Ub[Y'b]W h
[Yk cbbYb"l a gc'k]W h][Yf']gh'Ygž'XUgg'J YfUbghU`hi b[Yb'k]Y'XYf

7G8`VYghY\Yb`V`Y]VYb`i bX`Y]bY`D`UhhZcfa`ZØf`J]Y`ZU`h`i bX
 Gc`]XUf]h`h`V]YhYb``8]Y`Yb[U[]YfhYb`C f[Ub]gUhc fYb`i bX
 HY]`bY`a`Yf`]b`6YfbUi`nY][Ybž`XUgg`g]Y`g]W`b]W`h`Y]bgW`ØW`hYfb
 `UggYb`i bX`k`Y]hYf`]b`ZØf`Y]bY`Vi b hY`i bX`[YfYW`hY` ; YgY`gW`UZh
 Y]b hfYhYb`"

8YhU]`g	
C fh	6YfbUi ž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "ghYfb"XY • k k k "fVV&("XY • k k k "hU[YggW`Ui "XY

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