

8 < @Yf\ Ò\ h'DfY]gY. 'HYi fYf'J YfgUbX`]bg
5i g`UbX`UV`› `]`&\$&) °

8 < @Yf\ Ò\ h'UV`› `]`&\$&) `X]Y`DfY]gY`ZØf`DU_Yhj`YfgUbX`]bg
5i g`UbX``BYi`YghY`HUf]ZY`i`bX`5i`gk`]f`_i`b[`Yb`\]Yf`]a
,`VYfv`]W`_"



8i]gVi f[ž'8 Yi hgW\`UbX`!`5V`› `]`&\$&) `k`]fX`8 < @X]Y`DfY]gY`ZØf`
XYb`DU_Yhj`YfgUbX`]bg`5i`g`UbX`Yf\ Ò\Yb``@Ui`h`XYb`›`Zcfa`Uh]cbYb
j`cb`F`Ya`gnY]hi`b[`_cghYb`DÄW`W`Yb`V]g`&`_[]`_ØbZh][`*`ž`-`'9i`fc`ž
k`Ug`Y]bYf`9f\ Ò\i`b[`i`a`')`\$`7Ybh`Yb`hgd]f]W`h``: `Øf`DU_YhY`V]g`)`_[]
ghY][`Yb`X]Y`DfY]gY`i`a`%'9i`fc`Ui`Z`&\$`ž(-`'9i`fc`ž`k`Ybb`g]Y`]b`Y]bYf`
:]`U`Y`Zf`Ub_]Yfh`k`Yf`XYb``K`Yf`cb`]bY`Zf`Ub_]Yfh`ž`nU\`h`%`+`ž(-`'9i`fc`ž
YVYbZU`g`%'9i`fc`a`Y`f`"

8]Y`DfY]gYf\ Ò\i`b[`Yb`VYhfY`ZYb`Ui`W\`gdYn]Y``Y`GYbXi`b[`gUfhYb`]b
UbXYfY`K`Y`hfY`[]`cbYb`ž`k`cVY`]X]Y`9f\ Ò\i`b[`ZØf`GYbXi`b[`Yb`bUW
F`i`gg`UbX`VYgcbXYfg`Ui`g[`YdfÄ[`h]`gh``æ`'›`UbX`\]b[`Y[`Yb`V`Y]VYb
X]Y`DfY]gY`k`Y]h[`Y\YbX`ghUV]`ž`a`]h`5i`gbU\`a`Y`j`cb`nk`Y`]DfcXi`_hYb.
9]b`D`i`gdÄW`W`Yb`_cghYh`_ØbZh][`[`,`ž`-`'9i`fc`f`%`ž`&\$`'9i`fc`a`Y`f`ł`ž`

k Å\fybX`XYf`J YfgUbX`Y]bYf`F c`Y`ZØf`DcghYf`Ui Z' ž- - `9i fc`fPž- -
9i fc`a Y\fk`ghY][h"

<]bhYf[fØbXY`XYf`DfY]gUbdUggi b[Yb

K]Y`Fi` \f&(`VYf]W\hYhž`g]bX`X]Y`Yf\`Ò\hYb`DfY]gY`Y]bY`F YU_h]cb
Ui Z[Ygh]Y[YbY`?cghYb`]b`XYf`@c[]gh]_VfUbW\Y" `Hfchn`X]YgYf
5bdUggi b[Yb`V`Y]Vh`8 < @XYf`A Uf_hZØ\fyf`]a` `XYi hgW\Yb
DU_Yha Uf_h" `a` ; Y[YbgUhn`ni` `XYb`]bhYfbUh]cbU`Yb`GYbXi b[Yb
gY\Yb`X]Y`DfY]gY`ZØf`c`_U`Y`GYbXi b[Yb`k`Y]h[Y\YbX`ghUV]`Ui gž
UV[YgY\Yb`j`cb`XYb`[YbUbbhYb`5i`gbU\`a` Yb"

8]Y`@c[]gh]_VfUbW\Y`gY`Vgh`\Uh]b`XYb` `YhnhYb`š\fyb`Xi` fW\Y]bY
WcbghUbhY`K` UW\ghi`a` gfUhY`Ub`6YXYi`hi`b[` [Yk`cbbYb" `8Yf`I`a` gUhn
]a` `XYi`hgW\Yb`@c[]gh]_a` Uf_h`k`]fX`V]g`&\$&) `Ui`Z`fi`bX`' ` %
A]`UfXYb`9i`fc`d`fc[bcgh]n]Yfhž`k` Ug`Y]bYb`5bgh]Y[`j`cb`%-`i` `]a
J`Yf[`Y]W\`ni` `&\$%-`VYXYi`hYh" `@Ui`h`GhUh]ghU`k`Uf`X]Y`8`<`@;`fci`d
]a` `š\`f`&\$&' `a`]hY]bYa` `I`a` gUhn`j`cb`fi`bX`',`%ž` `A]`UfXYb`9i`fc
XUg`[`fÒ»`hY`@c[]gh]_i`bhYfbY\`a` Yb`]b`8Yi`hgW\`UbX"

A Uf_hYb hk]W_`i b[Yb

8]Y`8Yi`hgW\Y`6U\`bž`Ui`Z`D`Uhn`nk`Y]ž`Yfk`]fhgW\UZhYhY` `YX][`]W\`%-`ž%
A]`UfXYb`9i`fc`i`bX`d`Ubhž`]f`HcW\hYfi`bhYfbY\`a` Yb`8`6`GW\Yb`_Yf
ZØf`Yhk`U`%(`ž` `A]`UfXYb`9i`fc`ni` `j`Yf`_Ui`ZYb" `8]YgYf`GW\]fh`gc`
XYf`GUb]Yfi`b[`XYg`GW`]YbYb`bYhnYg`XYf`8Yi`hgW\Yb`6U\`b
ni` [i`hY`_ca`a` Yb`i`bX`X]Y`GW`i` `XYb`fYXi`n]YfYb" `8]Y
XmbUa`]gW\ghYb`@c[]gh]_fY[]cbYb`]b`8Yi`hgW\`UbX`g]bX`XUg
Fi` \f[YV]Yhž`<U`Y`#@Y]dn][ž: fUb`_Z`fh`i`bX`A`ØbW\Yb" `8Yf
8i`]gVi`f[Yf`<UZYb`V`Y]Vh`XYf`[fÒ»`hY`6]bbYb`UZYb`9i`fcdUg`i`bX
\Uh`&\$&' `Yhk`U`(`%ž) `A]`cbYb`HcbbYb`;`ØhYf`i`a` [YgW\`U[Yb"

A]h`X]YgYb`DfY]gÅbXYfi`b[Yb`fYU[]Yfh`8`<`@`Ui`Z`Y]b`g]W\`ghÅbX][
j`YfÅbXYfbXYg`A`Uf`_hi`a`ZY`X`ž`XUg`j`cb`[Ygh]Y[YbYb`6Yhf]YVg`_cghYb
i`bX`Y]bYa` `XmbUa`]gW\Yb`K`YhVYk`YfVgi`a`ZY`X`[YdfÅ[h`]gh" `8]Yg
_Øb`bhY`Ui`W\`5i`gk`]f`_i`b[Yb`Ui`Z`X]Y`ni`_ØbZh][Y`DfY]g[YghU`hi`b[`]a
]bhYfbUh]cbU`Yb`J`YfgUbX` \UVYb"

8YhU]`g	
J c fZU``	Gcbgh][Yg
I fgUWXY	[Ygh]Y[YbY`?cghYb
C fh	8 i]gVi f[ž'8Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "fYa gnY]hi b["XY • k k k "fi \f&("XY • XY"ghUh]ghU"WŁa

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