

A]`_U`9I hfU. `B Yi Y`GWc_c`UXY`gc f[h`ZØf
5i ZfY[i b[`i bX`DfY]g_f]h]_°

A]`_U`UbWjYfh`X]Y` A]`_U`9I hfU `GWc_c`UXY`a]h`bYi Yf
; fØ»Y`i bX`; YgW`a UW_ž`k À\`fYbX`J YfVfUi W`Yf`k Y[Yb
DfY]gYf\Ø`i b[Yb`dfchYgh]YfYb"



< Ua Vi f[ž`8Yi hgW`UbX`!`8 Ug`GWc_c`UXYbi bhYfbY`a Yb`A]`_U
_ØbX[h`ZØf`ħ b]'&\$&) `X]Y`9]bZØ`fi b[`Y]bYf`bYi Yb`GWc_c`UXY
bUa Ybg` A]`_U`9I hfU `Ub``8]YgY`%- \$!; fUa a !HUZY`gc``]b
XYi hgW`Yb`Gi dYfa Àf`hYb`i bX`8]gW`i bhYfb`Yf`À`h]W`gY]b`i bX
gW`jY»h`Y]bY`@ØW`Y`nk]gW`Yb`XYb`V]g\`Yf][Yb`- \$!; fUa a !HUZY`b
i bX`XYb`` \$\$!; fUa a !LL@DUW`i b[Yb``ħ`XYb`B]YXYf`UbXYb`k]fX
X]Y` A]`_U`9I hfU `VYfY]hg`ZØf` ž+- `9i fc`Ub[YVchYbž`Y]b`DfY]g`ZØf
8Yi hgW`UbX`ghY`h`U`hi Y``bcW`Ui g``8]Y`GWc_c`UXY`]gh`i b`ZØbZ
; YgW`a UW_gf]W`hi b[Yb`Yf`À`h]W`. J c``a]W`ž< UgY`bi ggž
Bc]gYhhYž`@chi g`6]gW`Zzi bX`? UfUa Y``!GU`n!A UbXY```8]Y
J YfdUW`i b[Yb`hfU[Yb`X]Y`hmd]gW`Yb` : UfVYb`XYf`Yk Y`][Yb
; YgW`a UW_gf]W`hi b[ž`k]Y`Fi` \f&(`VYf]W`hYh"

5i Z'GcWU`A YX]U`Ai » Yfb`j]Y`Y`?i bXYb`VYfY]hg`a Ugg]j Y`?f]h]_`Ub
XYf`DfY]gdc`]h]_`j cb`A]`_U" J YfVfUi W`Yf`VYgW`k YfYb`g]W`
]bgVYgcbXYfY`ØVYf`X]Y`[Ygh]Y`[YbYb`DfY]gY`i bX`X]Y`J Yf`_Y]bYfi b[
XYf`GhUbXUfXhUZ`b`j cb`%\$\$` ; fUa`a`Ui Z`-`\$` ; fUa`a`ž`[YdUUfh`a`]h
Y]bYa`DfY]gUbgh]Y`[]cb`%ž(-`Ui Z`%ž-`-`9i fc"@Ui h`i: Y`a`Ufb&(
`UVYb`Y]b][Y`Bi`mYf`Ub[Y`_ØbX][hž`A]`_U!DfcXi`_hY`Ui Z[fi bX
X]YgYf`i`a`gh`AbXY`b]W`h`a`Y`f`ni`_`Ui`ZYb"

G]b`_YbXY`J Yf`_Ui ZgnU`\`Yb`i`bX

A Uf`_hUbdUggi`b[Yb

A]`_U`g]Y`h`g]W`a`]h`g]b`_YbXYb`J Yf`_Ui ZgnU`\`Yb`_`cbZfcbh]Yfh`X]Y
J Yf`_Ui ZgnU`\`Yb`j`cb`G`W`c`_`c`UXYb`hUZ`b`g]bX`]a`YfghYb`E`i`UfhU`
&\$&) `i`a`%&`i`ni`fØW`[Y[Ub[Yb"; YbYfY`"\`Uh`X]Y`[YgUa`hY
HUZY`g`W`c`_`c`UXYb!`≠Xi`ghf]Y`Y]bYb`XYi`h]W`Yb`F`ØW`[Ub[`Yf`YVh"
8]Y`DfY]gYf`Ø\`i`b[Yb`g]bX`hY]`k`Y]gY`Ui`Z`X]Y`ghY][YbXYb
?U`_Uc`dfY]gY`ni`fØW`_ni`ZØ`fYb`ž`X]Y`]a`Ni`gUa`a`Yb`Ub[`a`]h`XYf
U`_hi`Y`Yb`?U`_Uc!`?f]gY`ghY`Yb"8Yf`DfY]g`ZØf`?U`_Uc`_`Uh`g]W`]b`XYb
`Y`h`h`Yb`]`X`fYb`j`YfnY`b`ZUW`hž`k`Ug`j`]Y`Y`i`bhYfbY`a`Yb`nk`]b[hž`]\`fY
DfY]gY`ni`Yf`Ø`Yb"8]Yg`ZØ`f`h`ni`_`Ø`YfYb`?c`ghYb`ZØf`X]Y
J YfVfUi W`Yfž`X]Y`ni`bY`a`YbX`k`Yb][Yf`G`W`c`_`c`UXY`_`Ui`ZYb`c`XYf
[Øbgh][YfY`5`hYfbUh]j`Yb`]b`6YhfUW`h`n]Y`Ybž`k`]Y`]b`Y]bYa`6Yf]W`h
j`cb`=]c`gg`VYhcb`h`k`]fX"

8]Y`DfcXi`_`h]cbg`_c`ghYb`ghY][Yb`b]W`h`bi`f`Xi`fW`X]Y`DfY]gY`ZØf
?U`_Uc`ž`gcbXYfb`Ui`W`Ui`Z[fi bX`XYf`gW`k`]Yf][Yb
5bVUi VYX]b[i`b[Yb`]b`K`YghUzf]_U"8cfh`Y]XYb`?U`_UcV`A`i`a`Y
ni`bY`a`YbX`i`bhYf`?fUb`_`Y]hYb`i`bX`G`W`A`X`]b[Ybž`X]Y`Xi`fW`X`Yb
?`]a`Uk`UbXY`j`Yfgh`A`f`h`k`YfXYb"8]Y`?`cbgi`a`YbhYb`g]bX`[YbYfj`h
j`cb`XYf`gc[YbUbbhYb`G`f]b`_ZUh]cbž`VY]`XYf`XYf`≠`U`h`fYXi`n]Yfh
k`]fXž`k`A`fYbX`X]Y`DfY]gY`[`Y]W`V`Y]VYb"

J YfVfUi W`Yf`d`f`c`hY`ghY`i`bX`b`UW`X`U`h][Y

@Øgi`b[Yb

8]Y`J YfVfUi W`YfnYbhfU`Y`<Ua`Vi`f[`Uh`A]`_U`VYfY]hg`]a`i`YVfi`Uf
ni`f`A`c[Y`d`UW`i`b[`XYg`A`cbUhg`[Y`_Øfhž`k`Ug`X]Y`i`bni`Zf]YXYb`Y]h

]b`XYf'² ZZYbh]W_X]h'k]XYfgd]Y[Y`h"J]Y`Y`?i bXYb`ZØ\`Yb`g]W
b]W`h`bi`f`ØVYf`X]Y`[Ygh]Y[YbYb`DfY]gYž`gcbXYfb`Ui W`ØVYf`X]Y
E i U`]h`hgY]bVi » Yb`i bX`XUg`_`Y]bYfY`5b[YVch`Ybhh`Ai`gW`h"
Gi`dYfa`Äf`_hY`fYU[]YfYb`Ui`Z`X]Y`j`Yf`ÄbXYfhYb`?Ui`Z[Yk`c`b`b`Y]hYbž
]bXYa`g]Y`j`\fY`DfcXi`_hdU`YhhYb`UbdUggYb`i bX`dchYbn]Y``bYi`Y
<YfghY``Yf`]bg`Gcfh]a`Ybh`Ui`ZbY`a`Yb"

@]YVY`GW`c`c`UXYb`]YV\UVYfž`Ub[Yg]W`hg`X]YgYf`9bhk`]W`_i`b[Yb
k`YfXYb`]a`a`Yf`a`Y`\f`J`YfVfUi`W`Yf`8fi`W`_Ui`Z[fc»Y`A`Uf`_Yb
Ui`gØVYb`a`ØggYbž`i`a`VYggYfY`DfY]gY`i`bX`bUW`U`h][Y`DfcXi`_hY
Y]bni`Zc`fXYfb`"8]Y`Ni`_i`bZi`XYg`GW`c`c`UXYba`Uf`_hYg`_ÖbbhY
XUj`cb`UV`Äb[Ybž`c`V`i`bhYfbY`a`Yb`]b`bUW`U`h][Y`@UbXk`]fhgW`UZh
i`bX`ZU]fYb`<UbXY`]bj`Ygh]YfYb`"9]b`i`a`XYb`_Yb`]b`XYf`6fUbW`Y`]gh
Xf]b[YbX`b`Øh][ž`i`a`gck`c`\`X]Y`i`a`k`Y`h`U`g`Ui`W`X]Y`K`ØbgW`Y`XYf
J`YfVfUi`W`Yf`ni`VYfØW`g]W`h][Yb"

8YhU]`g	
J`c`f`ZU``	?`f]h]_`
I`fgUW`Y	DfY]gYf`\`Ø`i`b[Ybž`J`YfVfUi`W`Yfi`ba`i`hž ?`]a`Uk`UbXY`
C`fh	<`Ua`Vi`f[ž`8Yi`hgW`_UbX
E`i`Y``Yb	<ul style="list-style-type: none"> • k`k`k`"fi`f&(`"XY • k`k`k`"ZY`a`Ufb&(`"XY •]`]cgg"W`a

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