

ž b [Y ' 6 ` i hgdYbXYf`Xf]b [YbX` [Ygi Wk h. `Gc
fYhhYgh`Xi `@YVYb`

6`i hgdYbXYb`g]bX`YbhgWkY]XYbX`Z0f`X]Y`a YX]n]b]gWkY
JYfgcf[i b [" `9fZU`fYb`G]Y`a Y`f`0VYf`GdYbXYfž`NU`Yb`i bX
X]Y`6YXYi hi b [`Z0f`X]Y` ; YgY`gWkUZh`

Dc hgXUa ž`8Yi hgWk`UbX`!`8]Y`Bchk YbX][`_]h]j cb`6`i hgdYbXYb
b]a a h`]b`8Yi hgWk`UbX`k Y]hYf`ni ž`k `A`fYbX`X]Y`NU`Y`Xf`U`_h]j Yb
GdYbXYf`gWk`Ub`_h`6YgcbXYfg`Y]bXfi W`gj c``nY][`h]g]Wk`X]Yg`Ua
6Y]gd]Y`j cb`HcfVYb`Gk`Ub`_Y`Ui g`K YfXYf`fk`Uj Y`ž`XYf`ghc`nY
%%` `A U`6`i h [YgdYbXYh`h`U`h`G]Y]b`9b [U [Ya Ybh`VY [Ubb`]a `5`hYf
j cb`%-`ž`fYb`k `A`fYbX`Y]bYf`Gk`i`gdYbXYbU`_h]cb`"Gk`Ub`_Y
`Y [h [fc`»Yb`K Yfh`XUfUi Z`A YbgWkYb`a]h]gY]bYb`GdYbXYb`ni
`Y`ZYb`i bX`gdYbXYh`fY [Y`a `A`»] [`]b`Dc hgXUa ž`a]h`k Yb][`Yb
5i gbU`a Yb`Ui Z [fi bX`j cb`5i g`UbXgUi ZYbh`U`hYb`cXYf
CdYfUh]cbYb`"K]Y`G`A`W`g]g`W`k`Y`"XY`VYf]Wk`hYhž`g]bX`6`i hgdYbXYb
VYgcbXYfg`k]Wk] [`VY]`a YX]n]b]gWkYb`BchZ`A`Yb`k]Y`I bZ`A`Ybž
?fYVg`cXYf`<YfnYf`_fUb`_i b [Yb`"

» j Yf [Ub [YbYb`ž`f [UV`Yg]b`8Yi hgWk`UbX`0VYf`" `A]`cbYb
A YbgWkYbž`X]Y`VYfY]h`k UfYbž`6`i h`ni`gdYbXYb`"8Uj cb`UVYb
`YXcWk`bi f`&ž` `A]`cbYb`hUhg`A`Wk`Wk` [YgdYbXYh`"H`A [`]Wk`k YfXYb
Yhk U`%) "\$\$\$`6`i hgdYbXYb`VYb0h][`hž`i bX`Yg`Z]bXYb`0VYf`%, \$
6`i hgdYbXYhYfa]bY`ghUhh`8cWk`X]Y`NU`Y`Xf`GdYbXYf`dfc`HYfa]bž
]bgVYgcbXYfY`]b`gh`A`Xh]gWkYb` ; YV]YhYbž`]gh`f0W`A`i Z [" `8]Y
; YbYfUh]cb`XYf`6UVmVcca Yf`]gh`XYfnY]h`X]Y`U`_h]j ghY` ; fi ddY`j cb
6`i hgdYbXYfbž`k `A`fYbX`0b [YfY` ; YbYfUh]cbYb`Y]bYb
g [b]Z`_UbhYb`A Ub [Y`Ui Zk Y]gYb`"

< YfUi gZc fXYfi b [Yb`i bX`6YXYi hi b [`XYf
6`i hgdYbXY

8]Y'6`i hgdYbXY`k]fX`]b`8Yi hgW`UbX`cZhj YfbUW`Àgg][hž`cV`k c`
, \$`i` `XYf`6Yj Ò`_Yfi b[`a`]bXYghYbg`Y]ba U`]a` @YVYb`XUfUi Z
Ub[Yk`]YgYb`]gh`8]Y`<Ui dhUbk YbXi b[g[YV]YhY`ZØf`6`i hgdYbXYb
g]bX`j]Y`Z`h][``K`]Y`Y]bY`5bU`mgY`j cb`F B 8`nY][hž`g]bX`X]Y
`Ài Z][ghYb`]; fØbXY.

- ?fYVgYf_fUb_i b[Yb.`%-`i
- <YfnYf_fUb_i b[Yb.`%*`i
- A U[Yb!8Ufa !9f_fUb_i b[Yb.`%*`i
- I bZ`A`Y.`%&`i
- @YVYf!`i bX`B]YfYb_fUb_`Y]hYb.`*`i
- 6`i hUfa`i h`i bX`6`i h_fUb_`Y]hYb.`)`i
- ?ca`d`_]Uh]cbYb`VY]`XYf`; YVi fh`(`i
- ?bcW`Yb!`i bX`; Y`Yb__fUb_`Y]hYb.`(`i
- 5bXYfY`5bk YbXi b[g[YV]YhY.`%`i

9]bY`J`c`V`i hgdYbXY`j cb`fi bX`) \$\$`A`j`])hYfb`_Ubb`V]g`ni`XfY]
@YVYb`fYhhYb``8YbbcW`gdYbXYb`bi f`_bUdd``i` `XYf`8Yi hgW`Yb
fY[Y`a`À»][`6`i hž`k`À`fYbX`ZØf`Y]bY`Ui gfY]W`YbXY`J`Yfgcf[i b[
Yhk U`*`i` `bØh][`k`ÀfYb``8]YgY`6YfYW`bi b[Yb`j`YfXYi h`]W`Yb`X]Y
8f]b[`]W`_Y]hž`↑ b[Y`A`YbgW`Yb`ZØf`XUg`H`Y`a`U`6`i hgdYbXY`ni
gYbg]V`]g]YfYb`"

K]W`h][Y`=bZcfa Uh]cbYb`ni`6`i h[fi ddYb

9]b`nYbhfU`Yf`5gdY`h`XYf`6`i hgdYbXY`]gh`X]Y`6`i h[fi ddYž`X]Y`Xi fW
fchY`6`i h_ØfdYfW`Yb`VYgh]a`a`h`k`]fX`i`bX`ZØf`HfUbgZ`g]cbYb`j`cb
YbhgW`Y]XYbXYf`6YXYi hi b[`]gh``=8Yi hgW`UbX`g]bX`X]Y
`Ài Z][ghYb`6`i h[fi ddYb`X]Y`; fi ddY`5`f(``i` Łž`[YZc`[hij`cb`\$
f(`%`i` Łž`6`fP`%`i` Łi`bX`56`f)`i` Ł``Ni`XYa`gd]Y`h`XYf`F`Ygi`gZU`hcf
Y]bY`F`c`Y`,`)`i` `XYf`6Yj Ò`_Yfi b[`g]bX`F`Ygi`g`d`cg]hj`ž`k`À`fYbX
%)`i` `F`Ygi`g`bY[Uh]j`g]bX``8]Y`j`YfgW`]YXYbYb`6`i h[fi ddYb`i`bX
]`fY`J`YfhY`]i b[`g]bX`YbhgW`Y]XYbXž`i`a` `?ca`d`_]Uh]cbYb`VY]
HfUbgZ`g]cbYb`ni`j`Yfa`Y]XYbž`k`]Y`V`i` hgdYbXY`"XY`ZYghghY``h"

8Yf`K`Y`hV`i hgdYbXYhU[ž`XYf`Ua`i`%(`" `ž`b][`YZY]Yfh`k`]fX`ž`k`ØfX][h
X]Y`6YXYi hi b[`XYf`6`i hgdYbXY`i`bX`Yf]bbYfh`Ub`?Uf`@UbXghY]bYfž
XYb`9bhXYW`_Yf`XYf`6`i h[fi ddYb``Hfchn`XYf`Yf`YV`]W`Yb

6YXYi hi b['k]fX'X]Y'6`i hgdYbXY'cZh'U`g`Y]bY`'Àgh][Y'DZ]W`h
 Ub[YgY\Yb"'HcfVYb'GW`k Ub_Y`Yfa i h][h'XU\Yf'U`Yž'X]Y'bcW`b]Y
 [YgdYbXYh'\UVYbž'g]W`a]h'XYa 'H\Ya U'Ui gY]bUbXYfni gYhnYb
 i bX'U_h]j `Y]bYb'6Y]hfU['ni `Y]ghYb"'8Ybb'Ua '9bXY'_Ubb'YXY
 GdYbXY'YbhgW`Y]XYbX'gY]b`'ZØf'XYb'GdYbXYf'i bX'ZØf'Ya UbXYbž
 XYf'Xf]b[YbX'Ui Z'6`i h'Ub[Yk]YgYb`]gh"

8YhU]`g	
Cfh	DchgXUa ž'8Yi hgW`UbX
Ei Y`Yb	<ul style="list-style-type: none"> • k k k "gUYW`g]gW`Y"XY • k k k "fbX"XY • k k k "V`i hgdYbXY"XY

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