

C VYfbk c \ `XY `d `Ubh \ `ÖW ghY
K]bX_fUZhUb `U[Yb. `&* %`A YhYf `ZØf `a Y \ f
9bYf[]Y °

8Yf`K]bXdUf_ `CVYfbk c \ `XY `k]fX `V]g`&\$&) `a]hibYi Ybž`&* %
A YhYf ` \ c \ Yb `5b `U[Yb `j cb `E i U`]hUg`9bYf[mifYdck Yfhž`i a
9bYf[]YUi gVYi hY `ni `ghY][Yfb"



C VYfbk c \ `XYž`8Yi hgW \ `UbX `!`8Yf`K]bXdUf_ `CVYfbk c \ `XY `k]fX
[Y[Ybk Åfh][`Y]bYa `i a ZUggYbXYb`F Ydck Yf]b[`i bhYfnc [Yb"
?ØbZh][`gc ``XYf`K]bXdUf_ž`XYf`XYfnY]h`&\$`K]bX_fUZhUb `U[Yb`a]h
Y]bYf`<Ö\Y`j cb`%(- ž) `A YhYfb`i a ZUgghž`XYi h]W `Y]ghi b[gZÅ\][Yf
k YfXYb"BYi Yf`9][YbhØa Yf`]gh`X]Y`gdUb]gW`Y; fi ddY`E i U`]hUg
9bYf[mž`X]Y`d`Ubhž`X]Y`U`hYb`K]bXfÅXYf`Xi fW`%) `V]g`%*
a cXYfbYfY`5b`U[Yb`ni `YfgYhnYbž`X]Y`Y]bY; YgUa h\Ö\Y`j cb`&* %
A YhYfb`YffY]W`Yb`k YfXYb"8]YgY`bYi Yb`K]bX_fUZhUb `U[Yb
k YfXYb`ZUgh`XcddY`hgc ` \ cW`k]Y`X]Y`U`_hi Y`Yb`i bX`ØVYfhfYZZYb
gc[Uf`X]Y`<Ö\Y`XYf`@ØVYW`Yf`A Uf]Yb_]fW`Y`f%&) `A YhYf`E`gck]Y
XYg`?]Y`Yf`; Yfba Y`XYhi fa g`f&&+ `A YhYf`E"

8 Yf`K]bXdUf_`k i fXY`j cb`&\$%) `V]g`&\$%+`a]h`Y]bYf
; YgUa h`Y]ghi b[`j cb`*`%`A Y[Uk Uhh]j ca `j cf`Yf][Yb`9][Ybh0a Yf
6UmK U`f`Y`Y`ff]W`h`Y`h`E i U`hUg`9bYf[m]gh`XYf`Xf]hh`Y`9][Ybh0a Yf
XYg`K]bXdUf_gz`bUW`X`Y`a `G| G=F`Y`b`Y`k UV`Y`9bYf[m: i bX`="`8]Y
F`Y`d`c`k`Y`f]b[!A U» bU`a`Y`b`g]bX`j`a `?`ØghYbVYfY]W`ØV`W`ž`Y`X`c`W`
k]fX`XYf`K]bXdUf_`C`V`Y`fb`k`c`X`Y`Z`F`Ø`n`Y]h][`i`a`[`Y`f`Ø`gh`Y`h`8]Yg`]gh
Y]b`gh`f`U`h`Y[]gW`Y`f`G`W`f]hhž`i`a`X`Y`9bYf[]YUi`g`V`Y`i`h`Y`ni`gh`Y][`Y`fb`ž
X]Y`5bnU`a`X`Y`f`5b`U[Yb`ni`f`Y`Xi`n]Y`f`Y`b`i`b`X`X]Y`G`W`U`!
=a`a`]gg]cbYb`g`c`k`]Y`X`Y`b`Ö`c`c[]gW`Y`b`i`i`»UVXfi`W`ni`a`]b]a`]Y`f`Y`b`
Ni`X`Y`a`k`Y`f`X`Y`b`X]Y`b`Y`i`Y`b`K`]b`X`f`A`X`Y`f`a`]h`Y]b`Y`f`V`Y`X`U`f`Z`g[`Y`f`Y`W`h`Y`b
B`U`W`h`_`Y`b`bn`Y]W`bi`b[`Ui`g[`Y`gh`U`hh`Y`h`

⇒b`h`Y[`f`U`h]cb`b`Y`i`Y`f`H`Y`W`bc`c`c[]Y`b`i`b`X
J`c`f`h`Y]`Y`

8`Y`h`U]`g`ni`f`⇒j`Y`gh]h]cb`g`Ø`Y`i`b`X`X`Y`b`gd`Y`n]Z]g`W`Y`b`5b`U[`Y`b`X`U`h`Y`b
k`i`f`X`Y`b`V]g`Y`f`b]W`h`V`Y`_`U`bb`h`[`Y[`Y`V`Y`b`8]Y`i`b`X`U`a`Y`b`h`Y`X`Y`f
U`h`Y`b`5b`U[`Y`b`k`Y`f`X`Y`b`[`Y`a`À»`X`Y`b`f`Y`W`h]W`Y`b`J`c`f[`U`V`Y`b
Y`bh`Z`f`b`h`9]b`Y`b`h`gd`f`Y`W`Y`b`X`Y`f`5b`h`f`U[`Ui`Z`F`Y`d`c`k`Y`f]b[``]Y[`h`V`Y`f`Y]hg
X`Y`f`i`Y`a`Y]b`X`Y`D`f`c`b`g`h`c`f`Z`j`c`f``;`Y`d`U`b`h]g`h`ž`U`W`h`%)`\$!`A`Y`h`Y`f!
5b`U[`Y`b`Xi`f`W`g`Y`W`g`&`*`%`!`A`Y`h`Y`f!`5b`U[`Y`b`ni`f`Y`f`g`Y`h`n`Y`b`ž`k`c`V`Y]X`Y`f
5`V`g`h`U`b`X`nk`]g`W`Y`b`X`Y`b`b`Y`i`Y`b`5b`U[`Y`b`W]f`W`*`)`\$`A`Y`h`Y`f`V`Y`h`f`U[`Y`b
gc````

8`U`g`J`c`f`U`V`Y`b`U`h`U`i`W`Y`b][`Y`<`Y`f`U`i`g`Z`c`f`X`Y`f`i`b[`Y`b`
6`Ø`f[`Y`f`a`Y]g`h`Y`f`Ø`f[`C`a``Ä`i`»`Y`f`h`Y`6`Y`X`Y`b`_`Y`b`ž`X`U`g`g`Y`g`g`W`k`]Y`f][
g`Y]b`_`Ö`b`b`h`ž`X]Y`6`Ø`f[`Y`f`j`cb`X`Y`b`J`c`f`h`Y]Y`b`X`Y`f`Ø`Y`f`Y`b
K`]b`X`f`A`X`Y`f`ni`Ø`V`Y`f`n`Y`i`[`Y`b`9`f`g]Y`h`Y`X`c`W`X]Y`Z]b`U`b`n]Y`Y`b
J`c`f`h`Y]Y`Z`Ø`f`X]Y`i`Y`a`Y]b`X`Y`ž`X`U`X]Y`99;`!`I`a`U[`Y`ni`g`Ä`h`i]W`Y`
9]bb`U`a`Y`b`j`cb`%)`\$`\$\$\$`V]g`%,`\$`\$\$\$`9`i`f`c`j`Y`f`g`d`f]W`h`8]Y`g`Y
Z]b`U`b`n]Y`Y`b`5`g`d`Y`W`h`g`h`Y`Y`b`]a`9]b`_`U`b[`a`]h`X`Y`b`N]Y`Y`b`j`cb
E`i`U`h`U`g`9`b`Y`f[`mž`X`U`g]b`X`Y`b`Y`h`h`Y`b`X`Y`f`Y`b`i`a`Z`U`b[`f`Y]W`Y`
⇒j`Y`gh]h]cb`Y`b`]b`Y`fb`Y`i`Y`f`V`U`f`Y`9`b`Y`f[]Y`b`ž`]b`g`V`Y`g`c`b`X`Y`f`Y`]b
K`]b`X`_`f`U`Z`hž`[`Y`h`Ä`h][`h`U`h`

9]b`V`f`Y]h`Y`f`Y`f`?`c`b`h`Y`I`h`ni`f`K`]b`X`_`f`U`Z`h`

8 Ug' F Ydck Yf]b[!Dfc Y_h]b' C VYfbk c\`XY']gh'HY]'`Y]bYg[fÖ» YfYb
 HfYbXgž'XYf'Ui W\`UbXYfY'Dfc Y_hY'XYg'I bhYfbY\`a Ybg'i a ZUggh"
 E i U`]hUg'9bYf[m\`Uh'_Øfn`]W\`g]YVYb'K]bXdUf_g]b'8Yi hgW\`UbX
 Yfk cfVYbž'X]Y'Ui g']bg[YgUa h' ' 'Hi fV]bYb'a]h'Y]bYf
 ; YgUa h_UdUn]hÅ'hj cb' - - 'A K 'VYghY\`Yb"8]YgY'K]bXdUf_gž'X]Y
 g]W\`ØVYf'a Y\`fYfY'6i bXYg'ÅbXYf'j YfhY]'Ybžj Yfgcf[Yb'XYfnY]h
 Yhk U`*' "\$\$\$'<Ui g\`U'hY'a]h'bUW\`U'h][Ya 'K]bXghfca ""8 Ug
 I bhYfbY\`a Yb'd`Ubhž'X]Y? UdUn]hÅ'hX]YgYf'K]bXdUf_g'Xi fW
 [Yn]Y'hY'F Ydck Yf]b[!A U» bU\`a Yb'Ui Z%+' 'A K 'ni 'ghY][Yfbž
 k cXi fW\`_ØbZh]['ØVYf'%%, "\$\$\$'<Ui g\`U'hY'a]h'K]bXghfca
 j Yfgcf[h'k YfXYb'_ÖbbYb"

I a 'XYb'ghY][YbXYb'9bYf[]YVYXUfZ]b'8Yi hgW\`UbX'ni 'XYW_Ybž
 g]Y\`hXUg'9fbYi YfVUfY!9bYf[]Yb!; YgYhn'f99; Ł'Ua V]h]cb]YfhY
 5i gVUi n]Y`Y'j cf"6]g'&\$' '\$gc`Yb'Cb g\`cfY!K]bX_fUZhk Yf_Y`Y]bY
]bghU`]YfhY '@Y]ghi b['j cb'+%"\$\$\$\$'A K 'YffY]W\`Ybž'k cVY]'XUg
 6i bXYgk]fhgW\`UZhga]b]ghYf]i a 'gc[Uf'Y]b'\`Ö\`YfYg'N]Y`j cb', '\$'; K
 UbghfYVh"5_hi Y`g]bX'Yhk U')) ; K ']bghU`]Yfhž'YXcW\`ghY\`hY]b
 Yf\`YV`]W\`Yf'F ØW_VUi 'U'hYf'5b`U[Yb'VYj cf"8Yf'VYbÖh][hY
 Å\`f`]W\`Y'Ni VUi 'j cb'K]bX_fUZhUb`U[Yb']gh'XU\`Yf'Yb hgW\`Y]XYbXž
 i a 'X]Y'ZYgh[Y`Y[hYb'?`]a Un]Y`Y'ni 'YffY]W\`Yb"

: Øf']bhYfYgg]YfhY'6Øf[Yf'Z]bXYh'Ua '' "ž`]'i a '%- 'l \`f'Y]bY
 9]bk c\`bYfj YfgUa a 'i b[']'b'XYf'GhfYb[']'bYf'A Ø\`Y'ghUhh"J YfhfYhYf
 j cb'9bYfWc bž; D'æi `Y'i bX'E i U`]hUg'9bYf[m'k YfXYb'Ub'k YgYbX
 gY]bž'i a 'ni _ØbZh][Y'9bYf[]Ydfc Y_hY'j cfni ghY`Yb"

8YhU]`g	
J cfZU``	I a k Y`h
I fgUW\`Y	F Ydck Yf]b[
C fh	C VYfbk c\`XYž'8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "_b!cb`]bY"XY • k k k "k]bXVfUbW\`Y"XY • k k k "YbV'k "Wc'a

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