

8 fUa U`]b`7\Ya b]hn.`6U`_cbVfUbX
j Yf`Yhnh`6Yk c\bYf` `Dc`]nY]`Yfa]hhY`h°

5a`'&"'ž`]'&\$&) `VfUW`]b`7\Ya b]hn`Y]b`6U`_cbZYi Yf`Ui gž
Y]bY`DYfgcb`k`i`fXY`j`Yf`Yhnh`":`Yi`Yfk`Y\`f`i`bX`Dc`]nY]
Yfa]hhY`b"



8 f"!GU`j UXcf!5`YbXY!GhfU» Y`* \$ž`\$- %&) `7\Ya b]hnž
8 Yi hgW`UbX`!`9]b`gW`]W_gU`\UZhYg`GnYbUf]c`\Uh]g]W`\Yi`hY`]b
7\Ya b]hn`YfY][bYh`5a`A]hk`cW`a`cf[Ybž`XYa`'&"'ž`]'&\$&) ž
[Y[Yb`%`%`I` \fž`k`i`fXY`X]Y`:`Yi`Yfk`Y\`f`ni`Y]bYa`6U`_cbVfUbX`]b
XYf`8f"!GU`j UXcf!5`YbXY!GhfU» Y`[Yfi`ZYb`"8]Y`9]bgUhn_f`ÄZhY
k`UfYb`fUgW`j`cf`C`fhi`bX`_cbbhYb`XUg`:`Yi`Yf`]b`XYf`ZØb`ZhYb`9hU[Y
gW`bY`"i`bhYf`?`cbhfc`"Y`Vf]b[Yb`";`ØW`]W`Yfk`Y]gY`[UV`Yg`_Y]bY
9l`d`cg]cbž`XcW`Yg`k`i`fXY`Y]bY`DYfgcb`a`]h`6fUbXj`Yf`Yhni`b[Yb`]bg
?fUb_Yb\Ui`g`Y]b[Y`]YZYfh`"K`]Y`6`]W`_VYf]W`hYhž`g]bX`ni`a
NY]hdi`b_h`XYg`J`cfZU`"g`nk`Y]`DYfgcbYb`]b`XYf`K`c\b`i`b[`Ub`k`YgYbX
[Yk`YgYb"

8]Y`[YbUi`Y`6fUbXi`fgUW`Y`V`Y]Vh`YXcW`k`Y]hYf\]b`i`bVY`_Ubbh"

5i W\`X]Y`< Ò\Y`XYg`GW\UXYbg`]gh`XYfnY]h`b]W\h`VY`_Ubbhž`XcW\`X]Y
 Dc`]nY]`\Uh`VYfY]hg`9fa`]hhi` b[Yb`Ui`Z[Ybca` a` Ybž`i` a
 \YfUi`gni`Z]bXYbž`k`Ug`]b`XYf`ZØb`ZhYb`9hU[Y`ni``XYa` `J`cfZU``ZØ\`fhYž
 k`J]`XUg`B`UW\`f]W\`hY`bdc`fhU``HU[&(`Ui`gZØ\`f]W\`gW\`]`XYfh`"A`Ub
 _Ubb`ig]W\`j`c`fghY``Ybž`XUgg`VY]`XYb`gca` a` Yf`]W\`Yb`HYa` dYfUhi`fYbž
 X]Y`XYfnY]h]b`7\`Ya` b]h`n`\YffgW\`Ybž`Y]b`gc`W\`Yg`l` b[`ØW_
 VYgcbXYfg`hfU[]gW\`]gh"

GW\`bY``Yg`< UbXY`b`XYf` : Yi`Yfk`Y\`f

8]Y` : Yi`Yfk`Y\`f`nY][`hY`g]W\`]b`X]YgYf`G]hi`Uh]cb`gW\`bY``i`bX
 dfcZYgg]cbY``" `bYf\`U`V`_ØfnYghYf`NY]h`k`Uf`XUg`HYUa` `j`cf`C`fhž`i` a
 XUg` : Yi`Yf`Y]bni`XÅa` a` Yb`i`bX`GW\`]a` a` YfYg`ni` `j`Yf\`]bXYfb`"Gc`W\`Y
 9]bgÅ`hY`g]bX`VYgcbXYfg`\`YfUi`gZcfXYfbXž`j`cf`U``Ya` `VY]`XYf`<`]hYž
 X]Y`]b`XYb`Y`hnhYb`HU[Yb`ØVYf`X]Y`GhUXh[Ync[Yb`]gh"

@Ui`h`XYf`U`_hi`Y``Yb`GhUh]gh]_`XYg` = G`[]Vh`Yg`Y]bY`J`]Y`nU\``j`cb
 l`fgUW\`Yb`ZØf`6fÅbXY`]b`<`Ui`g`U`hYb`"6YgcbXYfg`6U`_cbVfÅbXY
 _ØbbYb`Xi`fW\`j`YfgW\]YXYbY` : U`_hc`fYb`Ui`g[Y`Øgh`k`YfXYbž`X]Y`]b
 XYb`9fa`]hhi` b[Yb`g]W\`Yf`bÅ\`Yf`VY`Yi` W\`hY`h`k`YfXYb`"C`V`Yg`Y]b
 hYW\`b]gW\`Yf`8YZY`_h`k`Uf`c`XYf`ZU\`f`Ågg][`Yg`J`Yf\`U`hYbž`V`Y]Vh
 UVni`k`UfhYb"

9g`V`Y]Vh`ni` `c`ZZYbž`XUgg`X]Y`6Y\`ØfXYb`gW\`bY``\`YfUi`gZ]bXYbž`k`Ug
 Ua` `A`]hk`cW\`]b`XYf`8f"!GU`j`UXcf!5``YbXY!GhfU»Y`*`\$`ž`\$`-`%&)
 [YgW\`Y\`Yb`]ghž`i`bX`XUgg`gc`W\`Y`J`cfZÅ``Y`]b`Ni`_i`bZij`Yfa`]YXYb
 k`YfXYb`_ØbbYb`"8]Y`VYhf`c`ZZYbY`DYfgcb`i`bX`U``Y`UbXYfYb
 5bk`c\`bYf`]b`XYf`l`a` [YVi`b[`k`ØbgW\`Yb`k`]f`Y]bY`gW\`bY``Y
 ;`YbYgi`b[`i`bX`Y]b`g]W\`YfYg`Ni` \`Ui`gY"

8YhU]`g	
Cfh	8f"!GU`j`UXcf!5``YbXY!GhfU»Y`*`\$`ž`\$`-`%&) 7\Ya`b]hž`8Yi`hgW\`UbX
Ei`Y``Yb	<ul style="list-style-type: none"> • k k k "V`]W`"XY • k k k "hU[&("XY • k k k "]Zg!Yj`"cf[

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