

8 fYgXYbg' < Ui g\ U`h'&\$&) '[YbY\ a] [h.
GdUfYb`hfc hn`A] ``]UfXYb]bj Ygh]h]c bYb` °

8 fYgXYbg' < Ui g\ U`h'ZØf'&\$&) #&* '[YbY\ a] [h. , VYf')
A] ``]UfXYb`9i fc`ZØf` †bj Ygh]h]c bYbž'gcn]U`Y`Dfc`Y`_hY`i` bX
‡ZfUghfi`_hi`f`!`8YhU]`g`\]Yf"



8 fYgXYbž`8 Yi hgW\`UbX`!`8]Y`GhUXh`8 fYgXYb`\`Uh`YbX`]W\`
?`Uf\Y]h`ØVYf`]'fYb`< Ui g\ U`h'ZØf`X]Y`‡\fY`&\$&) `i`bX`&\$&*"`
DfÅg]XYbh`XYf`@UbXYgX]fY`_h]cbž`6Å`U`6Å`U]ž`\`Uh`X]Y`8`c`d`d`Y`!
< Ui g\ U`hgghni`b[`'[YbY\ a] [hž`k`Ug`Y]b`VYXYi`hYbXYf`G\W`f]h]b`
5bVYhfUW\h`XYf`U`_hi`Y`Y`b`Z]bUbn]Y`Y`b`< YfUi`gZc`fXYfi`b[Yb`]gh`
8]Yg`]gh`XUg`YfghY`A`U`gY]h`&\$`\$`+ž`XUgg`Y]b`gc`W\Yf`6YgW\Y]X`b]W\h`
Ui`hca`Uh]gW\`YfhY]`h`k`i`fXY`"C`VYfVØf[Yfa`Y]ghYf`8]f`_`<`]VYfh`fi`8`DŁ`
bU\`a`X`Yb`6YgW\Y]X`h`c`Y`f`c`fhgW\`f]hY`Y`bh[Y[Ybž`k`]Y`
GÅW`g]gW\Y`"XY`VYf]W\hYh"

A]h`Y]bYa` ; YgUa`hj`c`i`a`Yb`j`cb`ØVYf`ZØb`Z`A] ``]UfXYb`9i`fc`i`a`ZUggh`
XYf`< Ui g\ U`h`U`Y`9]bbU\`a`Yb`i`bX`5i`g[UVYb`XYf`GhUXh`i`bX`X]Ybh`
U`g` ; fi`bX`U[Y`ZØf`X]Y`J`Yfk`U`hi`b[gUfVY]h`8Yf`GhUXhfUh`\`UhY`XYb`

<Ui g\U`h`bUW`Ub[Yb`8]g_i gg]cbYb`VYfY]hg`ja`A`Åfn`VYgW`cggYb`
8UVY]`_cbbhYb`a`Ugg]j`Y`9]bgW`b]hhYž`]bgVYgcbXYfY`VY]`XYb
8fYgXbYf`J`Yf`_Y`fgVYhf]YVYb`gck`jY`ja` ;`Ygi`bX\Y]hg`!`i`bX
Gcn]U`VYfY]W`ž`UV[Yk`YbXYh`k`YfXYb`"8YbbcW`k`]fX`Yg`ni
9]bgdUfi`b[Yb`_ca`a`Ybž`k`jY`A`YX]Yb`gYfj`]W`GUW`gYb
]bZcfa`]Yfh"

:]bUbn]Y`Y`<`YfUi`gZcfXYfi`b[Yb`i`bX
=bj`Ygh]h]cbYb

8]Y` ;`YbY\`a`[[`i`b[`k`i`fXY`j`cf`U`Y`a` `bchk`YbX][`ž`XU`X]Y`GhUXh]j`cf
Z]bUbn]Y`Y`<`YfUi`gZcfXYfi`b[Yb`ghY\`h`"8]YgY`VYhfYZZYb`VYgcbXYfg
=ZfUghfi`_hi`fdfc`Y`_hYž`XUfi`bhYf`XYb`BYi`VUi`XYf`7Ufc`UVfØW`Y`"a
9f[YVb]g\Ui`g\U`h`ghY\`Yb`ZØf`&\$&` `fi`bX`&ž(`A`j`)]UfXYb`9i`fc`ni`f
J`YfZØ[`i`b[`ž`i`bX`ZØf`&\$&`*`gc[`Uf`&ž(`A`j`)]UfXYb`9i`fc`"8]Y
[`Yd`UbhYb`=bj`Ygh]h]cbYb`VY`Ui`ZYb`g]W`Ui`Z&`)`A`j`]cbYb`9i`fc`ja
=J\`f`&\$&` `i`bX`" `*\$`A`j`]cbYb`9i`fc`ja` `=J\`f`&\$&`ž`k`cVY]`XUg
5i`[`Yba`Yf`_`Ui`ZXYb`GW`i` \`Ui`gVUi` `i`bX`j`Yfgh`Å`f`_hYb`=bj`Ygh]h]cbYb
]b`XYb`GhfU»`Yb!`i`bX`H]Y`ZVUi` ``Y[`h`"8`cW`Y]b`VYj`cfghY\`YbXYf
:`Y\`VYhfU[`j`cb`fi`bX`&` -`ž(`A`j`]cbYb`9i`fc`ja` `=J\`f`&\$&`*`k`]fZh
gY]bY`GW`UhhYb`j`cfUi`gž`k`Yg\`U`V`X]Y`GhUXh`Xf]b[YbX` \`fY
Z]bUbn]Y`Y`@Y]ghi`b[`gZÅ\][`_Y]h]g]W`YfghY`Y`b`a`i`gg"

9]b`j`bbcj`Uh]j`Yf`5bgUhn`ni`f`GhUV]`]g]Yfi`b[`XYf`Z]bUbn]Y`Y`b
G]hi`Uh]cb`k`]fX`XUf]b`VYghY\`Ybž`=bj`Ygh]h]cbg`fYX]hY`Ui`Zni`bY\`a`Yb`
8]Yg[`YgW]Y\`h]a` `9]b`_`Ub[`a`]h`XYb`J`cf[`UVYb`XYf
@UbXYgX]fY`_h]cbž`X]Y`Y]bY`gdUfgUa`Y`<`Ui`g\U`hgZØ\`fi`b[`i`bX
?`Uf\`Y]h`ni`f` :`]bUbn]Yfi`b[`XYg`=bj`Ygh]h]cbgd`fc[`fUa`a`g`Zc`fXYfh`"8]Y
[`YbY\`a`]][`hYb`<`ØW`ghVYhfÅ[`Y`ZØf`?`UggYb`_fYX]hY`VY]b\`U`hYb`i`bhYf
UbXYfYa` ,` ,`A`j`]cbYb`9i`fc`ZØf`XUg`gh`Å`Xh]gW`Y`?`]b]_i`a`]b`&\$&)`ž
[`YZc`[`h]j`cb`-` ,`A`j`]cbYb`9i`fc`]b`&\$&`*`"

9]b`6`]W`_`ØVYf`X]Y`@UbXYg[`fYbnYb

9]b`J`Yf[`Y]W`a`]h`XYb`Z]bUbn]Y`Y`b`9f[`YVb]ggYb`UbXYfYf
?`ca`a`i`bYb`nY][`hY]b`]bhYfYggUbhYg`6]`X`"Gc`VYf]W`hYb` \`Ygg]gW`X`Y
6Y\`ØfXYb`ž`XUgg`X]Y`?`ca`a`i`bYb`Xcfh]a` `=J\`f`&\$&&`Y]bYb

; YgUa hØVYfgWłi ggj cb'ØVYf'%ž&'A]''UfXYb'9i fc'Yfn]Y`hYb"
 CVk c\`j]Y`Y; Ya Y]bXYb'a]h'8YZ]n]hYb'[YfYWłbYh'\UhhYbž
 _cbbhYb'-, 'DfcnYbh'XYf'\Ygg]gWłYb'?ca a i bYb']\fYb'<Ui g\U`h
 Ui g[`Y]WłYb'i bX']\fY'FØW_\U[Yb'Ui Z'ØVYf'+ž) 'A]''UfXYb'9i fc
 ghY][Yfb"Gc`WłY'9fZc`[Y`_ÖbbhYb'U`g'A cXY``ZØf'X]Y
 <YfUi gZcfXYfi b[Yb`]b'8fYgXYb'X]YbYb"

8fYgXYb`ghY\h'U`gc`j cf`Y]bYf`YbhgWłY]XYbXYb'D\UgY"K Å\fybX
 ðj Ygh]h]cbYb'i bX'Ni _i bZhgdfc`Y_hY'Ui Z'XYf'5[YbXU`ghY\Ybž`Y[h
 Yg'Ub`XYf'GHUXhž'X]Y'K Y]WłYb'ZØf'Y]bY'gc`]XY'Z]bUbn]Y``Y'Ni _i bZh
 ni `ghY``Yb"8]Y`_ca a YbXYb'A cbUhY'k YfXYb'nY][Ybž'cV`Yg
 [Y`]b[hž'X]Y'[YgYhn`]WłYb'5i ZU[Yb'XYf'@UbXYgX]fY_h]cb`]b'X]Y'HUh
 i a ni gYhnYb'i bX'X]Y'K Y]WłYb'ZØf'Y]b'dcg]h]j Yg'k]fhgWłUZh]WłYg
 GnYbUf]c'ni `ghY``Yb"

8YhU]`g	
Cfh	8fYgXYbž8Yi hgWł`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "gUYWł g]gWł Y"XY • k k k "a YX]YbgYfj]Wł"gUWł gYb"XY • `UbXYgfY[]Yfi b["\YggYb"XY

6Ygi WłYb'G]Y'i bg'Ui Z.`b!U["bYh