

8 mbUa c `8 fYgXYb `j c f`HfU]b]b [gghUfh. `K Yf
ZY\`Yb`k]fX`i bX`k Ufi a °

8 mbUa c `8 fYgXYb`VY[]bbh`Ua `&%"\$* "&\$&) `X]Y
GU]gcbj cfVYfY]hi b["`8 fY]`Gd]Y`Yf`ZY\`Yb`Ui g
i bhYfgW]YX`]WYb`; fØbXYb"



8 fYgXYbž`8 Yi hgW\`UbX`!`5a`_ca a YbXYb`GcbbhU[ž`XYb`&%"
đ b]`&\$&) ž`ghUfhYh`8 mbUa c `8 fYgXYb`]b`X]Y`J cfVYfY]hi b[`Ui ZX]Y
bYi Y`GU]gcb``9g`k]fX`Y]b`gdUbbYbXYf`A ca Ybh`ZØf`X]Y` : Ubgž`X]Y
ZfYi X][`Ui ZX]Y`FØW`_Y\`f`XYg`J YfY]bg`]b`X]Y`&""6i bXYg`][U
k UfhYbž`bUW`XYa`X]YgYf`bUW`XfY]`đ\`fYb`]b`XYf`8 f]h`_Ugg][_Y]h
YbX`]W`k]YXYf`Ui ZghY][Yb`_cbbhY``8]YgYf`5i ZghY[`k i fXY`]a`A U]
a]h`Yhk U`%) "\$\$\$`↑ VY`bXYb`5b`Åb[Yfb`Ua`HYffUggYbi ZYf`]b
8 fYgXYb`[YZY]Yfhi`Y]b`k U\`f\`UZh`XYb`_k ØfX][Yf`5bV`]W`°

5`YfX]b[g`VY[]bbh`X]Y`J cfVYfY]hi b[`b]W`h[Ubnc`c`bY
GW`k]Yf][_Y]hYbž`XYbb`]a`YfghYb`HfU]b]b[`ZY\`Yb`[`Y]W`XfY]
DfcZ]g``B]_`Ug`<Ui dha Ubb`\`Uh]g]W`Y]bYa`cdYfUh]j Yb`9]b[f]Z]a
6Ui W`!`i bX`<ØZhVYfY]W`i bhYfnc[Yb`i bX`k]fX`j cfYfgh`b]W`h`ni`f

J YfZØ[i b['ghY\Yb"7`Ui X]c`?Ua a Yf_bYW hž`Yfgh&) `ſ\ſY`U`hž]gh
ni fnY]h]a `l f`Ui Vž`bUWXYa `Yf`ZØf`Gf]`@Ub_U`nk Y]`@ÀbXYfgd]Y`Y`]b
GØXcghUg]Yb`VYghf]hhYb`\Uh`i bX`k]fX`gdÀhYf`ni f`A UbbgW UZh
ghc»Yb"8Ybb]g`8i U\`ZY`\h`Ui g`V]g`Ub[`i bVY_UbbhYb` ; fØbXYbž
i bX`Yg`[]Vh`VYfY]hg`YfghY`GdY`_i `Uh]cbYb`ØVYf`Y]bY`a Ò[`]WY
5i g`Y]\Y`cXYf`[Uf`Y]bYb`J YfY]bgk YW gY""Ni XYa `hfU]b]Yfh`8a mhfc
6c\XUbcj `]a `l %-!HYUa ž`bUW`XYa `Yf`]b`XYf`YmhYb`GU]gcb
]a a Yf\]b`]b`ZØbZ`Gd]Y`Yb`U_hj] `k Uf`i bX`Y]bY`Hcfj cf`U[Y
j YfVi W`hY"

5i Zgh]Y[`i bX`< YfUi gZcfXYfi b[Yb

8 Ug`7ca YVUW_]b`X]Y`&"6i bXYg`][U`]gh`ZØf`8 mbUa c`8 fYgXYb`Y]b
k]W`h][Yf`GW`f]hž]j cf`U`Ya `bUW`XYf`gW`k YfYb`NY]h]b`XYf
8f]hh`Ugg][_Y]hž`X]Y`j cb`nk Y]`5Vgh]Y[Yb`]bbYf`U`V`j cb`UW`h
ſ\ſYb`[YdfÀ[h`k Uf""Ni `Ymh`gd]Y`hY`XYf`J YfY]b`]b`XYf`GU]gcb
&\$&%#&&]b`X]YgYf`@[Už`a i gghY`YXcW`a]h`a U[YfYb`" &`Di b_hYb
XYb` ; Ub[`]b`X]Y`Xf]hY`@[U`UbhfYhYb""8cW`]b`X]YgYf`GU]gcb`\Uh
g]W`XUg`HYUa `i bhYf`HfU]bYf`H\ca Ug`GhUa a `VYk]YgYbž`]bXYa `Yg
U`g`cZZYbg] ghÀf_ghYg`HYUa `XYf`" `@[U`Ui Zhfi a dZhY""9g`[UV`Ui W
<][\`][\hg`k]Y`7\`f]ghcd\`8 UZYfbYfž`XYf`U`g`VYghYf`Hcf`gW`ØmY`XYf
@[U`a]h`% `HcfYb`j]Y`Y` : Ub`g`VY[Y]ghYfh`\Uh"

8 Ugg`8 mbUa c`8 fYgXYb`Ui Z`ghUf`_Ya `6cXYb`ghY`hž`nY][h`Ui W`X]Y
HUhgUW`Yž`XUgg`Y`Y`a U`][Y`Gd]Y`Yf`k]Y`F Ub`gZcfX!M`VcU
?Øb][gXØfZZYf`\ſYb`K Y[`]b`bYi Y`<Ø\Yb`[YZ] bXYb`\UVYb""8Yf
Y\Ya U`][Y`GhØfa Yfž`XYf`j cb`&\$%-`V]g`&\$&&`ZØf`X]Y`G; 8`gd]Y`hYž
k YW`gY`hY`ZØf`%ž(`A`])cbYb`9i fc`i bX`k]fX`b]W`h`bi f`XYb`5i Zgh]Y[
XYg`<Ua Vi f[Yf`GJ`]b`X]Y`6i bXYg`][U`a]h`gY]bYb`%(`HcfYb`i bX
XfY]`J cf`U[Yb`a]h[YghU`hYh`\UVYbž`gcbXYfb`\Uh`Ui W`]b`gY]bYf
bYi Yb`F`c`Y`U`g`J cfV]`X`[Yk]f`_h`Gc`W`Y`9fZc`[Y`j cb`ZfØ\YfYb
Gd]Y`Yfb`nY][Ybž`XUgg`X]Y`BYi Ui gf]W`hi b[`XYf`A UbbgW UZh`Ui Z
Zfi W`hVUfYb`6cXYb`ZÀ`h"

9]b`F ØW_V`]W_]a]h`5i gV`]W_

8]Y` ; YgW`W`hY`j cb`8 mbUa c`8 fYgXYb`]gh`fY]W`Ub`9fZc`[Ybž`a]h
UW`h`88F!A Y]ghYfgW UZhYb`i bX`g]YVYb`88F!Dc_U`g]Y[Ybž`Yf[Àbnh

Xi fW`Y]bYb`VYa Yf_Ybgk YfhYb`<U`VZ]bU`Y]bni [`]a `I 9: 5!Dc_U`
 %- , , # - ""8]Y`F ØW__Y`f`b`X]Y`&""6i bXYg`][U`k]fX`b]W`h`bi f`U`g
 k]W`h][Yf`GW`f]h`Ub [YgY`Ybž`gcbXYfb`Ui W`U`g`: cfhgYhni b [`Y]bYf
 _cbh]bi]Yf`]W`Yb`9bhk]W`i b [` `Ui Z`X]Y`: Ubg`_Ubb`a Ub`gca]h
 [YgdUbbh`gY]bž`k Ug`X]Y`bYi Y`GU]gcb`Vf]b [Yb`k]fX""8]Y
 G`W`g]g`W`Y`VYf]W`hYh`ØVYf`X]Y`ghY][YbXYb`DYfgdY`_h]j Yb`i bX
 A Ò [`]W`_Y]hYb`XYf`ÀbXYfØVYf [fY]ZYbXYb`Gd]Y`Yfž`X]Y`g]W`]a
 DfcZ]VYfY]W`VY`Ui dhYb"

A]h`9bh`i g]Uga `i g`i bX`bYi Yb`N]Y`Yb`]b`XYf`&""6i bXYg`][U`k]fX`Yg
 gdUbbYbX`gY]b`ni `VYcVUW`hYbž`k]Y`g]W`8 mbUa c`8fYgXYb`]b`XYf
 _ca a YbXYb`GU]gcb`gW`U [Yb`k]fX""8]Y`<YfUi gZcfXYfi b [ž`X]Y`g]Y
 j cf`g]W` `UVYbž`k]fX`g]W`Yf`W`Ui ZfY [YbX`gY]b` `i bX`X]Y`: Ubg
 g]bX`VYfY]hž`]\fY`A UbbgW`UZh`Ui hghUf`_ni `i bhYfghØhnYb"

8YhU]`g	
C fh	8fYgXYbž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "V]`X"XY • k k k "gUYW`g]g`W`Y"XY • k k k "Vi bXYg`][U"W`a

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