

G; '6cfb]a 'hfYbbh'g]W\ 'ØVYffUgW\ YbX 'j cb HfU]bYf'A UI]a]]Ub 'GhÖW_°

A UI]a]]Ub 'GhÖW_ 'k i fXY 'bUW\ 'ZUgh'XfY]Y]b\ U'V' ð\ fYb'U`g
HfU]bYf'XYf'G; '6cfb]a 'Ybh'UggYbž'i a 'bYi Y'æa di `gY'ja
J YfY]b'ni 'gYhnYb"



6cfb]a ž'8Yi hgW\ `UbX '! '8]Y'G; '6cfb]a ` \Uh'g]W\ 'j cb']\fYa
HfU]bYf'A UI]a]]Ub 'GhÖW_ '[YhfYbbhž'Y]bY '9bhgW\ Y]Xi b[ž'X]Y'Ua '+"
ž b] &\$&) 'VY_Ubbh[Y[YVYb'k i fXY"'GhÖW_ ` \UhhY'XUg'5a h'ZUgh
XfY]Y]b\ U'V' ð\ fY']bbY'i bX'k Uf'a U» [YV]W\ 'Ua '5i Zgh]Y['XYg
J YfY]bg']b'X]Y '@UbXYg`][U'ja 'j Yf[Ub[YbYb'Gca a Yf'VYhY]'][h''8Yf
J cfghUbX'hY]'hY'X]Y '9bhgW\ Y]Xi b['Ua '8cbbYfghU['XYf'A UbbgW\ UZh
a]hž'k Å\ fYbX'GhÖW_ 'VYfY]hg'Ua 'A]h'k cW\ UVYbX'XUfØVYf
]bZcfa]Yfh'k cfXYb'k Uf" 'F YbÅ'6c\ bYVi W_ž'XYf':]bUbnj cfghUbX
i bX'j cfØVYf[Y\YbXY'gdcfh]W\ Y '@Y]hYfž'VYnY]W\ bYhY'X]Y 'HfYbbi b[
U'g'gW\ k Yf'i bX'Ya ch]cbU'VY'UghYbXž'VYhcbhY'YXcW\ 'X]Y
Bch'k YbX][_Y]hj cb'J YfÅbXYfi b[Ybž'i a 'XYb'6cfb]a Yf': i » VU`
j cfUbni Vf]b[Yb"

8]Y`G; `6cfb]a `VYXUb_h]g]W`VY]`GhOW`Z0f`X]Y`9fZc`[Yž`XUfi bhYf
XYb`5i Zgh]Y[`]b`X]Y`@UbXYg][U`&\$&(`gck]Y`XYb`?`UggYbYf\U`h`]b
XYf`U`_hi`Y`Yb`GU]gcb``8Yf`J`YfY]b`ghY`h`XYfnY]h`Ui`Z`F`Ub[`Y`Z`XYf
HUVY`Yž`a]h`-`G]Y[Ybž(` `i`bYbhgW]YXYb`i`bX`%)`B]YXYf`U[Ybž`k`Ug
`%`Di`b`_hYb`Ybhgdf]W`hi`bX`Y]bYf`HcfX]ZYfYbn`j`cb`)`(.+&``8]Y
9bhgW]Y]Xi`b[`Z]Y``_i`fn`j`cf`XYb`Y`hnhYb`VY]XYb`GU]gcbgd]Y`Ybž`X]Y
Ua`%(`"``ž`b]`[Y[Yb`GJ`6`Ui`!;`Y`V`:`U`_YbgYY`i`bX`Ua`&%``ž`b]
[Y[Yb`G; `9]b\Y]h`NYdYfb]W`_ghUhhZ]bXYb`k`YfXYb``

9]b`d`fc`ZY`gg]c`b`Y``Y`f`5`V`g`W`]Y`X`

GhOW`fYU[]YfhY`d`fc`ZY`gg]c`b`Y``Ui`Z`X]Y`9bhgW]Y]Xi`b[`i`bX`d`U`bhž
g]W`j`c`b`gY]bYb`Gd]Y`Yfb`ni`j`YfUVgW]YXYb``Ni`j`cf`\UhhY`Yf
Ub[Y`_0bX][hž]g]W`Z0f`k`Y]hYfY`nk`Y]`ž\`fY`]a` `J`YfY]b`ni
Yb[U[]YfYbž`k`Ug`X]Y`HfYbbi`b[`i`a`gc`0VYffUgW]YbXYf`a`UW`h``8]Y
;`Ygd`f`W]Y`nk`]gW]Yb`J`c`f`gh`Ub`X`i`bX`HfU]bYf`\UhhYb`VYfY]hg`XYb
9]b`X`fi`W`_\`]bhYf`UggYbž`X`Ugg`b`Yi`Y`æ`di`g`Y`b`ch`k`Y`b`X][`g`Y]Ybž`i`a
X]Y`9`bh`k`]W`_i`b[`X`Y`g`J`Y`f`Y]b`g`d`c`g]h]j`ni`[`Y`gh`U`h`Y`b``

8]Y`HfYbbi`b[`j`c`b`GhOW`Z`A``h`]b`Y]bY`NY]hž`X]Y]`ja` `5a`UhYi`fZ]`»`VU``
c`Z`h`j`c`b`HfU]bYfk`Y`W`g`Y`b`[`Y`d`f`A`[`h`]`gh``8]Y`g`Y`k`Y`f`X`Y`b`\`Ä`i`Z][`U`g
`Y`h`h`Y`f`5`i`g`k`Y[`]b`g`d`c`f`h]W]Yb`?`f]gYbnY]hYb`VYhfUW`h`Y`h``æ
[Y\cVYbYb`5a`UhYi`fVYfY]W`nY][Yb`g]W`]b`j`]Y`Yb`J`Y`f`Y]b`Y`b
Ä`b`]W]Y`HfYbXgž`k`]Y`Y`h`k`U`VY]:`7`D]d]b`g`f]Y`X`i`b`X`J`Z`F`];`U`f`W]b[`ž
k`c`HfU]bYfk`Y`W`g`Y`Y`f`Zc`[`fY]W`UV[YgW`c`ggYb`k`i`f`X`Y`b`i`b`X`X`Y`f
b`Yi`Y`æ`di`g`X`Y`b`A`U`b`b`g`W`U`Z`h`Y`b`\`U`Z`Z`Ui`g`X`Y`f`5`V`g`h]Y[`g`n`c`b`Y`ni
_`c`a`a`Y`b``8`U`a`]h`i`f`Y]\`h`g]W`X]Y`G; `6cfb]a` `]b`Y]b`k`U`W`g`Y`b`X`Y`g
A`i`g`h`Y`f]`ja` `5a`UhYi`fZ]`»`VU``Y]bž`X`U`g`X`Y`b`6`Y`X`U`f`Z`U`b`Z`f]g`W]Y`a` `K`]b`X
]b`X`Y`b`H`Y`U`a`g`i`b`h`Y`f`g`h`f`Y]W]h``

8Yf`J`Y`f`Y]b`\`c`Z`h`ž`a`]h`X`Y`f`H`f`Y`b`b`i`b[`j`c`b`GhOW`_b`Yi`Y`H`U`Y`b`h`Y`U`i`g
X`Y`a` `Y][Y`b`Y`b`B`U`W`k`i`W`g`ni`Z`0`f`X`Y`f`b`i`b`X`X`Y`b`b`Ä`W`g`h`Y`b`G`W`f]h`h`]b
X`Y`f`J`Y`f`Y]b`g`Y`b`h`k`]W`_i`b[`ni`[`Y`Y`b``

8YhU]`g	
J`c`f`Z`U``	G`c`b`g`h][`Y`g

8YhU]`g	
C fh	6cfb]a ž8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "a Un!cb`]bY"XY • k k k "Zi dU"bYh • k k k "a Yf_i f"XY

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