

F Ub]i bX'GUj Ub]. '9]b' bYi Yg'@YVYb'ja
A ØbW bYf'H]YfdUf_ '< Y`UVfi bb°

F Ub]i bX'GUj Ub]ž'9`YZUbhYb'Ui g'XYa 'Ncc'@Y]dn][ž'n]Y\Yb
bUW 'A ØbWYb" '9fZU\fyb'G]Y'a Y\ f'ØVYf'\fy'9]b[Yk Ò\bi b[
]a 'H]YfdUf_ '< Y`UVfi bb"



A ØbWYbž'8Yi hgW`UbX'! '8]Y'9`YZUbhYbXUa Y'F Ub]i bX'\fy
HcW hYf'GUj Ub]'\ UVYb']b'A ØbWYb'Y]b' bYi Yg'Ni \Ui gY' [YZ] bXYb"
BUW]\fyf'5V[UVY'Ui g'XYa 'Ncc'@Y]dn]['Ua' '&\$" 'A U]'&\$&) ž`YVYb
X]Y'VY]XYb'bi b'ja 'H]YfdUf_ '< Y`UVfi bb" '8]Y'9bhgWY]Xi b[ž
F Ub]i bX'GUj Ub]i a ni g]YXY'bž'k i fXY'Ui Z'9a dZY\ 'i b['XYg
9i fcdÀ]gWYb'9f\U`hi b[gni W hdfc[fUa a g'f99DŁ:'[YhfcZYbž'XUg
X]Y'9f\U`hi b['i bX'Ni W h'j cb'5g]Uh]gWYb'9`YZUbhYb'f9`Yd\Ug
a Ul]a i gŁ'_ccfX]b]Yfh"

8]Y'G]hi Uh]cb']b'@Y]dn]['k Uf'ZØf'F Ub]i bX'GUj Ub]ni bY\ a YbX
Ub[YgdUbbhž']bgVYgcbXYfY'XYf' l a [Ub['a]h'XYf'@Y]h_i \ '?Yk U
i bX'XYf'9`YZUbhYbXUa Y'5ghfU'VYgWYfhY'XYf'9`YZUbhYb\YfXY
GWk]Yf]['_Y]hYb" 'F Ub]_cbbhY' b]W h'XUi Yf\UZh']b'X]Y'VYghY\YbXY

<YfXYbghfi _hi f]bhY[f]Yfh'k YfXYbž'gcXUgg'X]Y'9bhgWXY]Xi b['Z0f
Y]bY'5V[UVY'j]b'XYb'H]YfdUf_<Y''UVfi bb'Z]Y''8cfhž'gc'X]Y
<cZbi b['XYf'DZY[Yfž'gc''F Ub]'a]h]\fYf'HcW hYf'Y]bY'Y][YbY
A Uhf']b]Y'Ui ZVUi Yb'i bX'['0W_]WXY'NY]hYb'Yf'YVYb"

9]b'bYi Yg'@YVYbgi a ZY`X

6Y]'\fYf'5b_i bZi]b'A 0bWXYb'k i fXY'F Ub]'i bX'GUj Ub]'Y]b'fi \][Yg
9]bhUi WXYb'j]b'\f'bYi Yg'i a ZY'X'Yfa 0['W h''6Y]XY'9'YZUbhYb
\UhYb'NY]hž'\f'E i Ufh]Yf'j]b'Fi \Y'ni 'Yf_i bXYbž'k Å\fYbX'j YfhfUi hY
DZY[Yf'g]Y'VY['Y]hYhYb'' 8]Y'9]b[Yk 0\bi b['YfZc'[h]b'fi \][Yb
9hUddYb'i bX'i bhYf'Yb[Yf'6YcVUW h i b['XYg'H]YfdZY[YhYUa g ž
VYf]W hYh'XUg'HYUa 'Ui g'<Y''UVfi bb''H]YfdUf_X]fY_hc'f'F UgYa
6UVUb'\YVh'\Yfj cfž'XUgg'X]Y'VY\i hgUa Y'9]b[Yk 0\bi b['\0W ghY
Df]cf]hÅh'\Uh"

⊕]\fYf'bYi Yb'<YfXY'k YfXYb'F Ub]'i bX'GUj Ub]j cb'6i ''Y'C hnc
gck]Y'XYb'9'YZUbhYb'HYa]ž'A Ub[U'U'i bX'; U'YbXfU'Yfk UfhYh'
6YgcbXYfg'j]bhYfYggUbh'j]gh'XUg'⊕hYfYggY'XYg'6i ''Yb'; U'YbXfU'Ub
F Ub]''8 Ug'H]YfdZY[YhYUa 'g]Y'h]b'X]YgYf'8 mbUa]_X]Y
A 0['W _Y]hž'XUgg'F Ub]'Y]bYg'HU[Yg'; fc» a i hYf'j cb'GUj Ub]g
BUW_ca a Yb'k]fX"V]g'XU\]b'k]fX'F Ub]'X]Y'5i Zg]W h'0VYf']\fY
VY]XYb'?]bXYfž'GUj Ub]'i bX'X]Y'bYi Yb'Gh]YZ[YgW k]ghYfž
0VYfbY\ a Yb"

8c_i a YbhUh]cb'ja ' : YfbgY\Yb

GdUbbYbX'Z0f'U''Y'9'YZUbh!Yb!'i bX'H]Yf']YV\UVYfž'X]Y'X]Y
J YfÅbXYfi b[Yb'j]b'XYb'@YVYb'j cb'F Ub]'i bX'GUj Ub]'a]hj YfZc'[Yb
a 0W hYb.'8]Y'A 8F!8c_i !GcUd' 9'YZUbhž'H][Yf/ '7c 'VY['Y]hYh'X]Y
VY]XYb'9'YZUbhYb'i bX'nY][h'XYfYb'9]b[Yk 0\bi b['j]b'X]Y'bYi Y
<YfXY''⊕ : c[Y'%%' ž'X]Y'Ua '*''ž b]'&\$&) 'Ui g[YghfU\ 'h'k i fXYž
k i fXY'VY]gd]Y'gk Y]gY'Xc_i a Ybh]Yfhž'k]Y'6i ''Y'C hnc'XYb'bYi
Ub[Y_ca a YbYb'K Y]VWXYb'bÅ\Yf_ca a h''>XYb': fY]hU['i a '%- ") \$
I \f'_0bbYb': Ubg'XYf'8c_i !GcUd'YfZ\ fYbž'k]Y'g]W 'XUg'@YVYb'j]b
XYf'9'YZUbhYb[fi ddY'k Y]hYf'Ybhk]W_Y'h"

8Yf'K Y['bUW 'A 0bWXYb'_0bbhY'U'gc'Z0f'F Ub]'i bX'GUj Ub]'XYf

6Y[]bb`Y]bYg`bYi Yb`5VYbhYi Yfg`k YfXYb"8]Y`9fk Ufhi b[Yb`g]bX
 \cWłżi bX`X]Y`DZY[Yf`g]bX`[YgdUbbhžk]Y`g]Wł`X]Y`VY]XYb
 9`YZUbhYb`]b`]\f`bYi Yg`Ni \Ui gY`Y]bZØ[Yb`i bX`k Y`WłY`_`Y]bYb
 K i bXYf`X]Y`Ni _i bZhZØf`g]Y`VYfY]h\À`h"

8YhU]`g	
C fh	A ØbWłYbž8Yi hgWł`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "h\i Yf]b[Yb&("XY • k k k "ncc!`Y]dn]["XY

6Ygi WłYb`G]Y`i bg`Ui Z.`b!U["bYh