

5`Ufa`]b`GUW`gYb!5b\U`h.`6cffY`]cgY!
: Ä`Y`YI d`cX]YfYb`Ui Z`F Y`_cfX\cW` °

8]Y`NU\`XYf`6cffY`]cgY!: Ä`Y`]b`GUW`gYb!5b\U`highY][h`&\$&)
ghUf`_Ub/DfÄj`Ybh]cb`i`bX`8]U[bcgh]`_g]bX`YbhgW`Y]XYbX"



A U[XYVi f[ž`8Yi hgW`UbX`!`#`GUW`gYb!5b\U`h` []Vh`Yg`XYfnY]h
Y]bYb`U`Ufa`]YfYbXYb`5bgh]Y[`XYf`6cffY`]cgY!: Ä`Y`ž`k`]Y`b`!`hj
VYf]W`hYh`6]g`ni`a` `&)"`ž`b]`&\$&)`k`i`fXYb`]a` `6i`bXYg`UbX`VYfY]hg
(`&-` :`Ä`Y`[`Ya`Y`XYh`" `a` `J`Yf[`Y]W`X`Uni` `U[`X]Y`8i`fW`gW`b]h`hg`nU`
]a` [`Y]W`Yb`NY]hfUi`a` `nk`]gW`Yb`&\$%)` `i`bX`&\$%-`VY]`YX][`]W`Y`hk`U
%%%` :`Ä`Y`b`"8]YgY`XfUgh]gW`Y`GhY][`Yfi`b[`]_ÖbbhY`a`Y`fYfY
I`fgUW`Yb` \UVYbž`XUfi`bhYf`Y]bY`[`Ygh]Y[`YbY`GYbg]V]`]h`Ä`h`ZØf`X]Y
9f`fUb`_i`b[`ž]`YfVYggYfhY`8]U[`bcgYhYW`bc`c[`]Yb`i`bX`X]Y
j`Yf`Ä`b`XYfhYb`_]`a`Uh]gW`Yb`6YX]b[`i`b[`Yb`"

6YgcbXYfg`dfÄ[`bUb`h`nY][`h`g]W`X]Y`Dfc`V`Ya`Uh]`_Xi`fW`X]Y`a`]`XYb
i`bX`Z`Yi`W`hYb`k`]bhYf`gck`]Y`Gca`a`Yfž`X]Y`X]Y`5`_hj`]h`Ä`hgd`UgYb`XYf
NYW`_Yb`j`Yf`Ä`b[`Yfb`"6Y]`HYa`dYfUhi`fYb`ØVYf`,` ;`fUX`7Y`g]i`g`i`bX`

Yf\Ò\hYb`B]YXYfgW`À[Yb`g]bX`X]Y`i b[Y`]YVhYb`6`i hgUi [Yf
 VYgcbXYfg`U_hj] "K Yf`U`gc`[YfbY`X]Y`B Uhi f`Yf`_i bXYhž`gc`hY`g]W
 VYk i ggh`gY]bž`XUgg`X]Y`NYW_YbgU]gcb`]b`XYf`FY[Y`]a`A`Àfn
 VY[]bbhž`]b`a`]`XYb`K`]bhYfb`Y`XcW`Ui W`gW`cb`]a` : YVfi Uf
 ghUfhYb`_Ubb``cXYf`gc[Uf`[Ub`n`À`f][`Ub`X`U`i`Y`fh`

F]g]_c [YV]YhY`i bX` : U``nU\`Yb

8]Y`[fÒ» hYb`Gcf[Yb_]bXYf`g]bX`Ui h`XYb`U`_hi Y``Yb`NU\`Yb`XYf
 GU`n`UbX`_fY]g`i bX`XYf`@UbX`_fY]g`6ÒfXYž`X]Y`a`]h`- (`i bX`,`*` : À``Yb
 k Y]h`cVYb`Ui Z`XYf`@]ghY`fUb[]YfYb`"5i W`]b`Gh`X`hYb`k`Y
 A U[XYVi f[`k`i`fXYb`VYfY]hg`&`*` : À``Y`fY[]ghf]Yfh`"; Y`h`a` Ub`XYb
 NU\`Yb`bUW`ž`ghY`Yb`gW`]Y»`]W`X`Ug`>f]W`ck`Yf`@UbX`ž`A`UbgZY`X!
 GØX`Ufn`i bX`GhYbXU`YVYbZU`g`Ui Z`XYf`@]ghY`XYf`\`Ài`Z][`ghYb
 ðZY`_h]cbgc`fhY`"

FY[]cb	5bnU\`XYf` : À``Y
GU`n`UbX`_fY]g	- (
@UbX`_fY]g`6ÒfXY	, *
A U[XYVi f[&*
>f]W`ck`Yf`@UbX	%-
A UbgZY`X!GØX`Ufn`i bX`GhYbXU`	`Y`,`

5i W`ØVYf`X]Y`Vi bXYgk Y]hYb`6YX]b[i b[Yb`[]Vh`Yg`U`Ufa`]YfYbXY
 6Yf]W`hY`"6]g`ni a` `&` "5df``&\$&) `k`i`fXYb`]b`8Yi hgW`UbX
]bg[YgUa`h`-`*`(`6c`ffY`]cgY!`i`bX`&+` : GA`9!` : À``Y`fY[]ghf]Yfhž`gc`
 Zf`"XY`"6Y]gd]Y`gk Y]gY`[UV`Yg`]a``>f`&\$&(`]b`[Ub`n`8Yi hgW`UbX
 %%"\$(`6c`ffY`]cgY!` : À``Y`ž`k`cVY]`6UmYfb`a`]h`("\$) (` : À``Yb`X]Y
 \ØW`ghY`NU\`Ui`Zk`]Yg`"

DfÀj Ybh]cb`]gh`U``Yg`

ð`5bVYhfUW`h`XYf`ghY][YbXYb`NU\`Yb`g]bX`DfÀj Ybh]cb`i bX
 5i Z`Àfi b[`k`]W`h][Yf`XYbb`Y`"Ni`XYb`Ya`dZc`\`YbYb`A`U»`bU`a`Yb
 [Y\`Òfh`XUg`HfU[Yb`]cb`\`Y``Yfž`_ÒfdYfVYXYW_YbXYf`?`Y]Xi b[
 gck`]Y`ZYghYa`GW`i`\k`Yf`_"`NYW_YbgW`i`hna`]hhY`g]bX`YVYbgc
 k`]W`h][`k`]Y`XUg`[fØbX`]W`Y`5Vgi`W`Yb`XYg`?`ÒfdYfg`bUW
 5i Z`U`hYb`]b`XYf`B`Uhi`f`"a` : U``Y]bYf`9bhXYW`_i b[`gc`hY`X]Y`NYW_Y

i bVYX]b[hij c f g]W h['YbhZYfbhi bX'X]Y`GhY`Y`XYg]bZ]n]Yfh'k YfXYb"
 8 UVY]'gh'Yg'fUhgUa ž_Y]bY'<]'Zga]hhY`k]Y'²`cXYf'?'YVghcZZ ni
 j Yfk YbXYbžXU'X]YgY'X]Y', VYfhfU[i b['j cb'?'fUb_\Y]hgYffY[Yfb
 VY[Øbgh][Yb'_ØbbYb"

8]Y`Gma dhca Y`Y]bYf'6c ffY`c]gY`nY][Yb'g]W`cZha]h'Y]bYf
 hmd]gW`Yb'K UbXYffØhY`i bX'[f]ddYÄ\ b`]W`Yb'6YgW`k YfXYb""9]bY
 ZfØ\ nY]h][Y'6Y\ UbX'i b['c\ bh'g]W`žXU'g]Y`]b'XYf'FY[Y`ni`Y]bYf
 j c`ghÅbX][Yb'; YbYgi b['ZØ\ fh"?'ca a h'Yg'YXcW`ni`Y]bYf
 i bVY\ UbXY`hYb'`bZY_h]cbž_ØbbYb'@Ub[nY]hgW`ÅXYb'X]Y': c`[Y
 gY]b""K]W`h]['ni`k]ggYb.'Bi f'k Y]'a Ub'Y]bYb'NYW_Ybgh]W`\UhYž
 VYXYi hYh'XUg'b]W`h'nk]b[YbXžXUgg'Y]bY'`bZY_h]cb'j c f`Y[hžUVYf
 J c f g]W`h]gh'VYggYf'U'g'BUW`g]W`h"

5VgW`]Y» YbX'`Äggh'g]W`gU[YbžXUgg'X]Y`G]hi Uh]cb'`]b'8Yi hgW`\UbX
 Xi fW`XYb'?'ja Uk UbXY`i bX'X]Y`ghY][YbXY'NYW_YbU_hj]]hÅh
 _f]h]gW`]gh" `b gVYgcbXYfY'`b'F]g]_c[YV]YhYb'`gh'X]Y'; YZU\ f
 [Y[YVYbž'YXcW`UggYb'g]W`Xi fW`[YY][bYhY'GW`i hna U» bU\ a Yb
 j]Y`Y': Ä`Y'j Yfa Y]XYb""A Y\ f'`bZcfa Uh]cbYb'Z]bXYb'g]W`Ui W`]a
 NYW_Yb!5hUg'j cb`a cf[Ybdcgh"XY"

8YhU]`g	
C fh	A U[XYVi f[ž'8Yi hgW`\UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "b!hj "XY • k k k "Zf"XY •]bhYfU_hj] "a cf[Ybdcgh"XY

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