

) \$`>J\ fY`A ccf!`i bX`Gc`Y\Y]`VUX.`6UX
GUggYbXcfZ`ZY]Yfh`[fc»`°

6UX`GUggYbXcfZ`ZY]Yfh`) \$`>J\ fY`U`g`A ccf!`i bX`Gc`Y\Y]`VUX
a]h`Y]bYa`UVk YW`g`i b[gfY]W`Yb`Dfc[fUa a`Ua`&,"`i bX`&- "
† b]`&\$&)"



6UX`GUggYbXcfZ`8Yi hgW`UbX`!`5a`&,"`i bX`&- "`† b]`&\$&)
k]fX`6UX`GUggYbXcfZ`[fc»`ZY]Yfb.`8Ug`A ccf!`i bX`Gc`Y\Y]`VUX
VY[Y\hgY]b`) \$!`A\`f`[Yg`6YghY\Yb`°`9g`VY[Ubb`U`Yg`%-`*`-`Ž`U`g
a Ub`ja`B]YXYfa ccf`XYf`K cYghY`k Yfhj c`Yb`gW`k UfnYb`HcfZ
YbhXYW`hY`ž`k Ug`gW`Y`Y»`]W`ni`Y]bYf`cZZ]n]Y`Yb`5bYf`_Ybbi b[`U`g
<Y]`VUX`ja`>J\ f`%-`+)`Z\`fhY`"9]bY`[Y`i b[YbY`9bhk]W`i b[ž`X]Y`]b
XYb`Y`hnhYb`>J\ fYb`ni`Y]bYa`VY`]YVhYb`N]Y`ZØf
; Ygi bX\Y]hgVYk i gghY`[Yk cfXYb`]gh`8Ug`GcYghYf`5bnY][Yf
VYf]W`hYhž`XUgg`X]Y`† V]`Ai a gZY]Yf`]W`_Y]hYb`Ub`nk Y]
j YfgW]YXYbYb`C`fhYb`a]h`ZUW`hhYbFY]W`Yb`Dfc[fUa a`di b`_hYb
ghUhhZ]bXYb`k YfXYb"

5a`GUa`ghU[ž`XYa`&,"`† b]ž`n]Y\`h`Yg`X]Y`6Ygi W`Yf`]b`XUg

B Uhi fgW i hn[YV]Yh'K cYghY"8Yf'HU['VY[]bbh'a]h'Y]bYa 'J cfhfU[
j cb'5`Zcbg'A YW_`ØVYf'X]Y'; YgW]W hY`XYg'A ccfZi bXg'i bX`X]Y
9bhk]W_`i b['XYg'<Y]'VUXYg" ðhYfYgg]YfhY`_ØbbYb'UV'%"&" \$'I \f
Ub`Y]bYf': Ø\fi b['Xi fW`XUg`B Uhi fgW i hn[YV]Yh'hY]'bY\ a Ybž
[YZc`[hj cb`Y]bYf'J c fghY`i b['XYf'K UggYfVØZY`i bX`Y]bYf
Jc[Y`VYcVUW hi b['a]h'Y]bYa 'Cfb]h\c`c[Yb": Øf`U`Yž`X]Y]'b`XYf
ZfY]Yb`B Uhi f'i bhYfk Y[g'g]bXž[]Vh'Yg`X]Y`A Ò[`]W _Y]hž`Ub`k Y]hYfYb
: Ø\fi b[Yb`Xi fW`X]YgY`ZUgn]b]YfYbXY`B Uhi f`UbXgW UZh
hY]'ni bY\ a Yb"

9]b`6`]W_`]bg`Dfc[fUa a

5a`GcbbhU[ž`XYa`&-`"ž`b]ž`k]fX`XYf'?i fdUf`_ni f'6Ø\ bY`ZØf
gdUbbYbXY`5_hj]h`hYb"J cb`%%V]g`%`'I \f[]Vh'Yg`Y]bYb
5_h]cbgghUbX`Ui ZXYa`J cfd`Uhn`XYf`6ØfXY`H\Yfa Yž`Ub`XYa`Yg
ðZcfa Uh]cbYb`ni`'; Ygi bX\Y]hg!`i bX`K Y`bYggUb[YVchYb`[]Vh`
DUfU`Y`XUni`cW_h`X]Y`HfUi a fY]gY`]b`X]Y`K cYghY`]'b`XYf
A YfYgU`n[fchY`a]h'Y]bn][Ufh][Yb`9bhgdUbbi b[gYf`YVb]ggYb"K Yf
a Y\ f`ØVYf`XUg`5b[YVch`XYf`?'`b]_`K]YgYb[fi bX`YfZU\ fYb
a ÒW hYž`]gh`nk]gW Yb`%'`" \$'i bX`%*`'I \f`Yfn`]W`Y]b[Y`UXYb"

- %\$. \$!%, . \$ \$'I \f. '5_h]cbgghUbX'; Ygi bX\Y]hgUb[YVchY
- %\$. \$!%+. () 'I \f. 'HfUi a fY]gY`]b`X]Y`K cYghY
- %' .' \$!%*. \$ \$'I \f. '?'`b]_`K]YgYb[fi bX`ðZcghUbX
- 5V`%%. \$ \$'I \f. 'ðZcfa Uh]cbgghUbX`Ua`'; fUX]Yfk Yf`_a]h`
A ccf!GdYn]U`]h`hYb
- %) .' \$'I \f. '?cbnYfh`XYg`Hf]cg`j]gg]_c`Ua`'; fUX]Yfk Yf_

: Øf`X]Y`5bfY]gY`[]Vh'Yg`X]j YfgY`DUf_a Ò[`]W _Y]hYb`Ua
6Øf[Yf\Ui g`Cgh]b[\Ui gYbž`j cb`k c`Ui g'a Ub`bi f`&) \$`A YhYf`V]g
ni a`J YfUbghU`hi b[gUfYU`ni fØW_Y[Yb`a i gg"Ni XYa`k]fX`Y]b
: YghnY`h`Ua`6Øf[Yf\Ui g'a]h'Y]bYf`gdUbbYbXYb`5i gghY`i b[`i bhYf
XYa`A chhc`A mh\cg`A ccf`'8Ug`gW k UfnY'; c`X`]b`XYf`K cYghY
i bX`j YfgW]YXYbYb': ccXhfi W_g`Ui Zk UfhYb"

B Uhi f`i bX`'; Ygi bX\Y]h`]b`9]bYa

8 Ug`GUi Yf`UbX`]gh`VY`_Ubbh`ZØf`gY]bY`B Uhi fgW i hn[YV]YhY"8]Y

K cYghYž'X]Y`Ui W\`6YghUbXhY]`XYg'9! ; YV]YhgbYhnYg`B5HI F5
 &\$\$\$]ghž'V]YhYh'Y]bY`J]Y`nU\`Ub`@YVYbgfÄi a Yb`ZØf`j YfgW\]YXYbY
 H]Yf!`i bX`DZUbNybUfhYb" `<]Yf`g]bX`b]W\h`bi f`nU\`fY]W\Y
 Jc[Y`UfhYb`Y]a]gW\ž`gcbXYfb`Ui W\`6Ygi W\Yf`_ÖbbYb`g]W\`ØVYf
 X]Y`j]Y`ZÄ`h][Y`:`c`f`U`i`b`X`:`U`i`b`U`Y`f`Z`F`Y`i`Y`b`" `8`U`g` ; YV]Yh`k`U`f`Y`]b`g`h`Z`Ø`f`
 J]Y\`U`h`i`b`[`]`[Y`bi`h`h`ž`X`c`W\`g`Y`]h`X`Y`a` `H`c`f`Z`i`b`X`\`U`h`i`g]W\`X`Y`
 B`i`h`i`b`[`X`f`U`g`h]gW\`j`Y`f`Ä`b`X`Y`f`h`"

8]Y`:`i`b`_`h]c`b`g`k`Y`]g`Y`X`Y`g`A`c`c`f`U`V`V`U`i`Y`g`\`U`h`i`g]W\`Ø`V`Y`f`X`]Y``Ä`\`f`Y`
 [Y`k`U`b`X`Y`h`" `ä` `Ä`\`f`k`Y`f`X`Y`b`Y`h`k`U`" "\$\$\$`?`i`V]_`a`Y`h`Y`f`
 B]Y`X`Y`f`a`c`c`f`h`c`f`Z`Z`Ø`f`X`]Y`H`Y`f`U`d]Y`d`f`c`X`i`_`h]c`b`Y`b`h`b`c`a`a`Y`b`" `8`U`V`Y`]
 X`Y`b`:`Y`i`W`h`[YV]Y`h`Y`b`[`f`c`»`Y`G`c`f`[Z`U`h`[`]`h`ž`_`Ö`b`b`Y`b`_`Y`]b`Y`A`Y`b`[Y`b`
 X`Y`g`H`c`f`Z`Y`g`\`Y`i`h`Y`Z`Ø`f`k`c`\`h`i`Y`b`X`Y`5`b`k`Y`b`X`i`b`[Y`b`]b`X`Y`f`
 H`Y`f`U`d]Y`U`V`h`Y`]i`b`[`A`Y`X`m`K`Y`" `]`[Y`bi`h`h`k`Y`f`X`Y`b`" `8]Y`6`Y`X`Y`i`h`i`b`[
 X]Y`g`Y`f`A`c`c`f`\`Y`]V`Ä`X`Y`f`]b`B`c`f`X`f`\`Y`]b`!`K`Y`g`h`Z`U`Y`b`]g`h`b]W\`h`bi`f`
 _`j`h`i`f`Y`" `ž`g`c`b`X`Y`f`b`U`i`W\`[Y`gi`b`X`\`Y`]h`]W\`\`c`W\`]a` `?`i`f`g`"@Y`h`h`]W\`
 h`f`U`[Y`b`Y`h`k`U`Y`]b`8`f`]h`h`Y`X`Y`f`b`c`f`X`f`\`Y`]b`!`k`Y`g`h`Z`Ä`]g`W\`Y`b`?`i`f`c`f`h`Y`X`U`g`
 D`f`Ä`X]_`U`h`A`c`c`f`\`Y`]V`U`X`ž`k`U`g`X`]Y`F`Y`Y`j`U`b`n`j`c`b`6`U`X`G`U`g`g`Y`b`X`c`f`Z`
 i`b`h`Y`f`g`h`f`Y`]W\`h`?`i`f`c`f`h`Y`i`b`X`<`Y`]V`Ä`X`Y`f`j`Y`f`a`Y`X`Y`h`ž`X`U`g`g`X`]Y`g`Y`g`
 D`f`Ä`X]_`U`h`]b`X`Y`f`F`Y`[`]c`b`]b`g`[Y`g`U`a`h`bi`f`Z`Ø`b`Z`a`U`j`Y`f`]Y`Y`b`k`i`f`X`Y`"

8`U`g`ž`V`]Ä`i`a`g`k`c`W\`Y`b`Y`b`X`Y`]b`6`U`X`G`U`g`g`Y`b`X`c`f`Z`j`Y`f`g`d`f]W\`h`i`U`g`c`
 b]W\`h`bi`f`Y`]b`Y`F`Ø`W`_`g`W\`U`i`U`i`Z`) `\$`Ä`\`f`Y`Y`f`Z`c`[`f`Y`]W\`Y`
 ?`i`f`[Y`g`W\`]W\`h`Y`ž`g`c`b`X`Y`f`b`U`i`W\`g`d`U`b`b`Y`b`X`Y`9]b`V`]W`_`Y`]b`X`]Y`B`U`h`i`f`
 i`b`X`]f`Y`[Y`gi`b`X`\`Y`]h`g`Z`Ø`f`X`Y`f`b`X`Y`b`A`Ö`[`]W\`_`Y`]h`Y`b`" `G`Y`]Y`b`G`]Y`X`U`V`Y`]
 i`b`X`Z`Y`]Y`f`b`G`]Y`a`]h`"

8YhU]`g	
Cfh	6UX`GUggYbXcfZž`8Yi`hgW\`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "gcYghYf!UbnY][Yf"XY • k k k "gUi Yf`UbX"Wca • k k k "_i fcfhY!i bX!\Y]`VUYXYf"XY

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