

9]bVfi W\ 'i bX`6fUbX`gcf[Yb`ZØf 5i ZfY[i b[']b` < U`XYbg`YVYb`°

5a`'&\$"\$*\$"&\$&) 'a`Y`XYhY`X]Y`Dc`nY]'Y]bYb`9]bVfi W\ ']b
5`hYbk YXX]b[Yb`gck`]Y`Y]bYb`6fUbX`]b` < U`XYbg`YVYb`"
NYi [Yb`[Ygi W\ h`°



5`hYbk YXX]b[Yb`ž`8Yi hgW\`UbX`!`5a`ZfØ\Yb`A`cf[Yb`XYg`&\$"
† b] &\$&) ž`_i`fn`bUW\`(` `I` \fž`a` UW\`hYb`g]W\`bcW\`i`bVY`_UbbhY`HÄhYf
Ub`Y]bYf`9]b`_Ui`ZgZ]'U`Y`]b`5`hYbk YXX]b[Yb`ni`gW\`UZZYb`"`, VYf`X]Y
9]b[Ub[ghØf`j`YfgW\`UZZhYb`g]Y`g]W\`[Yk`U`hgUa`Ni`hf]hhi`bX
Yb`hk`Yb`XYhYb`nU\`fY]W\`Y`N][`UfY`hYbgW\`UW\`hY`b`Ui`g`XYa
?`UggYb`VYfY]W\`"NYi [Yb`VYf]W\`hYhYb`j`cb`nk`Y]'Xi`b`_Y`
[Y`_Y]XYhYb`ž`a` Ug_]YfhYb`A`ÄbbYfb`ž`X]Y`ØVYf`Y]bYb`DUF`_d`Uhm`]b
F]W\`hi`b[`: `i`W\`hc`fh`YZYb`"8]Y`Dc`nY]' < U`XYbg`YVYb`gY`hnh`Y`Y]bYb
: `Ä`fhYbgdi`f\`i`bX`Y]b`ž`Y]XYf`V`Y]VYb`X]YgY`6Ya`Ø\`i`b[Yb`c`l`bY
k`Y]hYfY` <]bk`Y]gY`ni`f`HÄhYfgW\`UZhž`k`]Y`gUW\`gYb`!`Ub` \ U`h`XY
VYf]W\`hYh`"

⊕`XYf`[`Y]W\`Yb`B`UW\`h`_Ua` `Yg`ni`XYa`ni`Y]bYa` `J`Yfg`hc`»`[`Y[`Yb`

XUg`H]YfgW`i hn[YgYhn"8]Y`Dc`nY]`g]W`YfhY`Y]bYb`<i bX`]b
<U`XYbg`YVYbž`k`À`fYbX`[Y[Yb`XYb`<U`hYfž`XYf`VYfY]hg`k`Y[Yb
H]YfgW`i`hj`Yfgh`0»`Yb`Yfa`]hh`Y`h`k`]fXž`j`cf[Y[Ub[Yb`k`i`fXY`"5a``%*`"
ž`b`]gc`"Yf`]b`K`c`a`]fghYXh`gY]bYb`<i bX`Ui`Z`c`ZYbYf`GhfU»`Y
[YhfYhYb`i`bX`[YgW`U[Yb`UVYb`"Bi`b`k`]fX`XYf
;`Ygi`bX`Y]hgni`ghUbX`XYg`<i bXYg`]b`Y]bYa`H]Yf`Y]a`ØVYfd`fØZhž
k`À`fYbX`X]Y`Dc`nY]`k`Y]hYfY`A`U»`bU`a`Yb`[Ya`À»
H]YfgW`i`hn[YgYhn`]b`9fk`À[i`b[`n]Y`h`"

9fgW`fYW`_YbXY`6fUbX[YZU`f`

5b`Y]bYa`UbXYfYb`C`fh`]b`<U`XYbg`YVYb`k`i`fXY`Ua``%-`"ž`b`]`&\$&)
[Y[Yb`&\$`.'`\$`i`f`Y]b`6fUbX`]b`Y]bYa`Y`YfghY`YbXYb
A`Y`f`ZJa`]`Yb`U`i`g`[Ya`Y`XYh`5`g`X]Y`9]bgUm`f`À`ZhY`Y]bhfUZYbž
ghUbX`XUg;`YV`Ài`XY`VYfY]hg`]b`J`c`"VfUbX`"Hfch`fUgW`Ya
9]b[fY]ZYb`XYf;`Yi`Yfk`Y`f`_`cbbhY`XUg`<Ui`g`b]W`h[YfYhhYh`k`YfXYb
i`bX`k`i`fXY`_`ca`d`Y`h`n`Yfgh`0fh`"8`Yf`Yb`hghUbXYbY`GW`UXYb`VY`Ài`Zh
g]W`Ui`Z`gW`À`hni`b[gk`Y]gY`%`\$`\$\$\$`9i`fc";`ØW`_]W`Yfk`Y]gY`[UV`Yg
_Y]bY`J`Yf`Y`h`h`Ybž`XcW`nY`b`5bk`c`b`Yf`a`i`gghYb`_i`fnnY]h][
Yj`U`_i`]Yfh`k`YfXYbž`_`cbbhYb`UVYf`bUW`5VgW`i`gg`XYf
@0gW`a`U»`bU`a`Yb`ni`fØW`_Y`fYb`"8]Y`9fa`]h`i`b[Yb`ni`f`i`fgUW`X
XYg`6fUbXYg`g]bX`bcW`]a`];`Ub[Y`i`bX`Yg`g]bX`V]g`Yf`_Y]bY
<]bk`Y]gY`VY`_Ubbhž`k`]Y`X]Y`**gUW`gYb!Ub`U`h"XY`VYf]W`hYh`"**

8]Y`8i`b`_Y`n]ZZYf`j`cb`9]bVfØW`Yb`i`bX`UbXYfYb`GhfUZhU`hYb``À`ggh
g]W`bi`f`gW`k`Yf`UVgW`À`hnyb`"@Ui`h`Y]bYf`5bU`mgY`Ui`g
j`YfgW`]YXYbYb`GhUh]gh]_Ybž`X]Y`Ui`W`Ui`Z`X]Y`9]bVfi`W`gnU`Yb`]b
8Yi`hgW`UbX`V`]W`hž`]gh`X]Y;`YgUa`hnU`"XYf`K`c`b`i`b[gY]bVfØW`Y
j`cb`(`) -`h`À[`]W`]a``ž`Y`f`&\$%)`Ui`Z`%(-`d`fc`HU[`]a``ž`Y`f`&\$&%
[Ygi`b`_Yb`"8]YgY`NU`"k`]fX`ni`a`HY`]`XYf`7`c`f`c`b`U`!`?`f]gY
ni`[YgW`f]YVYbž`XU`j`]Y`Y`A`YbgW`Yb`]a``<ca`Yc`Z]W`UfVY]hYb`"8`c`W
hfch`X`Yg`f`ØW`[Ub[g`V`]YV`X]Y`c`f][`]bY`Y`6Yi`hY`XYf`9]bVfYW`Yf
k`Y]hYgh[Y`Y`bX`_`c`b`ghUb`hž`Y]b`HfYbXž`XYb`Ui`W`X]Y`U`_hi`Y`Y`
G]hi`Uh]cb`]b`<U`XYbg`YVYb`nY][Yb``À`ggh`"

9]bVfi`W`]b`NU`Yb`

<]Yf`Y]b`_Y]bYf`,`VYfV`]W`ni`f`9]bVfi`W`gg]hi`Uh]cb.

- &\$&%k i fXYb`Vi bXYgk Y]h) ("&' * '9]bVfØWXY`j YfnY]W`bYh
- 8i fW`gW`b]h]W`Yf`GW`UXYb`dfc`9]bVfi W`gh]Y[`Ui Z' "%\$\$ 9i fc
- 5i Z_`Äfi b[gfUHY`VY]`%- ž) `DfcnYbhž`j Uf]]Yfh`Y`bUW` 6i bXYg`UbX

Hfchn`XYf`b]YXf][YfYb`NU\`Yb`]gh`X]Y`5b[gh]j cf`9]bVfØW`Yb`]b`XYf` 6Yj Ò`_Yfi b[`gdØfVUf"6YgcbXYfg`VYhfcZZYb`g]bX`gh`Xh]gW`Y` F Y[]cbYb`]b`XYf`B`Ä\Y`XYf`6Yj Ò`_Yfi b[ž`k`cVY]`X]Y`a`Y]ghYb` 9]bVfØW`Y`hU[gØVYf`nk`]gW`Yb`%\$`i`bX`&\$`i` \f`[YgW`Y\Yb`"8]Y` 6Yi hY`VYghY`h`\Äi Z[`Ui g`6Uf[Y`Xž`GW`a`i`W`_i`bX`9`Y`_hfc]_` VYgcbXYfg`Ga`Ufhd`cbYg`i`bX`@Udhcdg`g]bX`\cW`_ja`?i`fgž` k`Ä`fYbX`:`YfbgY`Yf`Ui`g`dfU`h]gW`Yb`:`fØbXYb`Y`Yf`i`bVY`Y]Vh` g]bXž`XU`g]Y`ni`[`fc»`g]bXž`i`a`g]Y`gW`bY``ni`hfUbgdcfh]YfYb`"

8]Y`Dc`nY]`UddY``Yfh`Ub`X]Y`6Øf[Yfž`k`UW`gUa`ni`gY]b`i`bX` <]bk`Y]gY`ni`j`YfX`ÄW`h][Yb`6YcVUW`hi`b[Yb`Y]bni`fY]W`Ybž`i`a` Y]bYa`k`Y]hYfYb`5bgh]Y[`gc`W`Yf`HUHYb`Ybh[Y[Ybni`k`]f`_Yb`" 5bk`c`bYfž`X]Y`]b`XYb`ZfØ`Yb`A`cf[Ybghi`bXYb`Yhk`Ug`J`YfX`ÄW`h][Yg` VYa`Yf`_h`\UVYbž`k`YfXYb`[YVYhYbž`g]W`i`bhYf`XYf`HY`Y`Zcbbi`a`a`Yf` \$'`-`\$`(#`+`,`!`\$`VY]`XYf`Dc`nY]`<U`XYbg`YVYb`ni`a`Y`XYb`"

8YhU]`g	
C`fh	5`hYbk`YXX]b[Ybž`8Yi`hgW`\UbX
E`i`Y``Yb	<ul style="list-style-type: none"> • k`k`k`"gUW`gYb!Ub`\U`h"XY • k`k`k`"dfYggYdcfhU`"XY • k`c`\b[`i`YW`"XY

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