

; Ygi WX hYf'I b[Uf'Ybh_ca a h'Ua
< Ui dhVU\b\cZ' < U`Y'XYf': YghbU\ a Y°

9]b[Ygi WX hYf' (%! Å\ f)[Yf'A Ubb'Ui g'I b[Ufb'Ybh[]b['Ua
< Ui dhVU\b\cZ' < U`Y'fGUU'YŁ'gY]bYf' < UZhghfUZY 'Xi fWX
NU\`i b["



< Ui dhVU\b\cZ' < U`Y'fGUU'YŁ'8 Yi hgWX`UbX'!`5a`A cbhU[ž
XYa`" \$" ' & \$ &) žbU\ a`X]Y'6i bXYgdc`nY]'Ua` < Ui dhVU\b\cZ
< U`Y'fGUU'YŁ'Y]bYb' (%! Å\ f)[Yb'A Ubb'Ui g'I b[Ufb'ZYgh`I a`%) .%-
I \f`_cbhfc``]YfhYb`X]Y'6YUa hYb`XYb'; Ygi WX hYbž[Y[Yb`XYb`Y]b
Jc`ghfYW_i b[g\UZhVYZY\`X]Yf'GhUUhgUbk U`hgWXUZh' < U`Y'j cf`U["
8Yf' < UZhVYZY\`k Uf'ja`A U]'&\$&) `Ui g[YghY`h'k cfXYbž`bUWXXYa
XYf'A Ubb'gY]bY'FUhYbnU\`i b[Yb'Z0f'Y]bY'Zf0\YfY; Y`XghfUZY`b]WX h
YfZ0`h`UhhY`"8]YgY; Y`XghfUZY`k Uf'XUg'FYgi`hUh'Y]bYf
JYfi fhY]'i b[`k Y[Yb'j cfgÅh`]WXYb': U\fybg'c\bY': U\fyf`Ui Vb]gž
X]Y`VYfY]hg'ja`Ubi Uf'&\$&\$`Ua`5a hg[Yf]WX'h' < U`Y'Ui g[YgdfcWXYb
k i fXY`"8]YgY'gU\`Y]bY`NU\`i b[`j cb`%-`&\$`9i fc`cXYf'Y]bY
9fgUhmZfY]\Y]hgghfUZY`j cb`%* \$`HU[Yb'j cf"

≠hYfYggUbhYfk Y]gY`U[`ni `X]YgYa `NY]hdi b_h`bcW`Y]bY
F YghYfgUhnZFY]\Y]hgghfUZY`j cb`* \$`HU[Yb`j cf``B UWX`Ya `X]Y
6YUa hYb`]\b`ni f`8]YbghghY`Y`Ua `<Ui dhVU\b`cZ`a]h[Ybca a Yb
\UhhYbž`YfZc`[hY`gY]bY`<UZhVY`ZY]i b[`Xi fW`X]Y`NU`\`i b[`gY]bYf
GW`k YghYf`]b`<Ò\Y`j cb`, +\$ž) \$`9i fc``Gc`_cbbhY`XYf`(%!>À\`f][Y
X]Y`8]YbghghY`Y`gW`i ggYbX`]W`k]YXYf`U`g`ZY]Yf`A Ubb`j Yf`UggYbž
k À\`fYbX`X]Y`6i bXYgdc`nY]`k Y]hYf\`]b`X]Y`Ui ggW`fY]VYbXY
6Y\`ÒfXY`ØVYf`gY]bY`: fY]`Uggi b[`]bZcfa]YfhY``8]Yg`nY][hž`k]Y
gi Vh]`XUg`; YZYW`h`j cb`; YgYhnYb`i bX`dYfgÒb`]W`Yb`l a gh`ÀbXYb
a]hY]bUbXYf`j Yfk cVYb`]ghž`]bgVYgcbXYfY`k Ybb`Yg`i a `cZZYbY
<UZhVYZY`\`Y`[Y\`h``

C ZZYbY`< UZhVYZY`\`Y`]b`8Yi hgW`U`bX

8cW`Yf`]gh`b]W`h`U`Y]b.`≠`8Yi hgW`U`bX`[]Vh`Yg`]bg[YgUa h`a Y\`f
U`g`%,) "\$\$\$`cZZYbY`<UZhVYZY`\`Y``8]YgY`NU`\`]gh`ni a `GhUbX`9bXY
A `Àfn`&\$&`Yfa]hY`h`k cfXYb`i bX`ghY`h`]a `JYf[`Y]W`ni a
GYdhYa VYf`&\$&%`Y]bYb`5bgh]Y[`XUf``6YgcbXYfg`Ui Z`À``[`]ghž`XUgg
() `i `X]YgYf`<UZhVYZY`\`Y`GhfUZhUhYb`]a `Ni gUa a Yb\`Ub[`a]h
8]YVghU`\`ž`6Yhfi [`cXYf`8fc[Yb`VYhfYZZYb``8Ug[]Vh`Y]bYb
Y]bXfi W`_gj c`Yb`9]bV`]W`_]b`X]Y`<YfUi gZc`fXYfi b[Ybž`j cf`XYbYb
X]Y`GhfU]`YfZc`[i b[gVY\`ÒfXYb`h`À[`]W`ghY`\`Yb``J]Y`Y`XYf
6YhfcZZYbYb`g]bX`b]W`h`]b`XYf`@U[Yž; Y`XghfUZYb`ni `VY[`Y]W`Yb`
9]b`6Y]gd]Y`XU`Øf`]gh`Y]b`' `!`À\`f][Yf`: fUbncgYž`XYf`]a `8YnYa VYf
&\$&(`]a `<Ui dhVU\b`cZ`5UW`Yb`j Yf\`UZhY`h`k i fXY``5i W`Yf`\`UhhY
k Y[Yb`j c`fg`Àh`]W`Yb`: U\`fYbg`c`bY`: U\`fYf`Ui Vb]g`a]h`Y]bYa
cZZYbYb`<UZhVYZY`\`ni `Àa dZYb`i bX`_cbbhY`X]Y`[YZc`fXYfhY
; Y`XghfUZY`b]W`h`Ui ZVf]b[Yb``

9]b`6`]W`_Ui Z`X]Y`NU`\`Yb`nY][hž`XUgg`X]Y`<UZhVYZY`\`Y`gck c`\`
bUh]cbU`Y`U`g`Ui W`_]bhYfbUh]cbU`Y`8]a Ybg]cbYb`UbbY\`a Yb
_ÒbbYb``6Y]`XYb`U`_hi Y`Y`b`8UhYb`[]Vh`Yg`U`Y`a Ò[`]W`Yb`8Y`]_hYž
X]Y`ni `gc`W`Yb`<UZhVYZY`\`Yb`Ø\`fYb`_ÒbbYb``8UVY]`k YfXYb`]b]W`h
bi f`GhfUZhUhYb`]YU\bXYhž`gcbXYfb`Ui W`_[Yd`Ub`hY`5VgW`]YVi b[Yb
Y]b[Y`Y]hYh`8]Y`?ca d`YI]h`Àh`XYf`G]hi Uh]cbž`X]Y`g]W`nk]gW`Yb
fYW`h]W`Yb`5bZc`fXYfi b[Yb`i bX`a YbgW`]W`Yb`GW`]W`_gU`Yb
VYk Y[hž`]gh`Yb`cfa ``

9]bY`gdUb bYbXY`8 mbUa]_

8]Y`G]hi Uh]cb`i a`XYb`i b[Uf]gWXYb`8i fW gW b]hgvØf[Yf`Ua
 <Ui dhVU\ b\cZ<U`Y`gd]Y[Y`h`Y]bY`j]Y`[fØ»YfY`F YU`hÅh`k]XYf`
 Y]bYž`b`XYf`Yg`i a`F YW hggUUh`]W`_Y]hž` ; YfYW h][_Y]hi bX`gc n]U`Y
 J YfU bhk cfhi b[`[Y`h`"K]Y`XUg`6Y]gd]Y`Ui g`<U`Y`i bX`5UWXYb
 nY][hž`g]bX`<UZhVYZY\`Y`Y]b`YfbghYg`H\Ya Už`XUg`gck c`↑ f]gh]gWXY
 U`g`Ui W`[YgY`gW UZh`]W`Y` : fU[Yb`Ui Zk]fZh`8]Y`8YVUhY`i a
 cZYbY`<UZhVYZY\`Y`i bX`]\fY`l fgUWXYb`b]a a`h]b`XYf`2 ZYb`h`]W`_Y]h
 Y]bYb`]a a`Yf`[fØ»YfYb`F Ui a`Y]b`i bX`k]fX`Ui W`k Y]hYf`]b
 [YbØ[YbX`8]g_i gg]cbgghcZZ`V]YhYb"

8]Y`6i bXYgdc`nY]`ghY`h]j cf`XYf`<YfUi gZcfXYfi b[ž`b]W`h`bi f
 F YW hini`gdFYWXYbž`gcbXYfb`Ui W`[YgY`gW UZh`]W`Y`A]ggghÅbXY
 ni`Yf`_YbbYb`i bX`Ubni [Y`Yb`"8]YgY`XmbUa]WnY][hž`XUgg`i bhYf
 XYf`C VYfZ`ÅW`Y`cZh`_ca d`Yi Y`J Yf`Å`hb]ggY`]Y[Ybž`X]Y`cZh`b]W`h
 Xi fW`Y]bZUW`Y`@Ogi b[Yb`[Y`Øgh`k YfXYb`_ØbbYb`"6YgcbXYfg`]b
 NY]hYb`ghY][YbXYf`NU\`Yb`cZYbYf`<UZhVYZY\`Y`a i gg`X]Y`[YgUa hY
 ; YgY`gW UZh`XUfØVYf`bUW`XYb`_Ybž`k]Y`k]f`a]h`gc`W`Yb
 G]hi Uh]cbYb`i a [Y`Yb`k c`Yb"

<U`Ub nY][Yf`VYf]W`hYhž`XUgg`]a a`Yf`a Y`f`A YbgWXYb`a]h
 Å`b`]W`Yb`GW]W_gU`Yb`_cbZfcbh]Yfh`k YfXYbž`k Å`fYbX`
DfYggYdcfhU`X]Y`<Åi Z][_Y]h`gc`W`Yf`?cbhfc`Yb`Xc_i a`Ybh]Yfh`
 9]bY`_f]h]gWXY`5i gY]bUbXYfgYhni b[]gh`Xf]b[YbX`YfZcfXYf`]W`"

⊕`8Yi hgW`UbX`k]fX`Yg`b]Y`Ub[k Y`][`i bX`XUgg`a Ub`hfc`hn
 <UZhVYZY\`bcW`fUi g_ca a`hž]gh`cZh`bi f`Y]bY` : fU[Y`XYg` ; Y`XYg`"

8YhU]`g	
C fh	<Ui dhVU\ b\cZ<U`Y`fGUU`YŁž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "\ U`Ub nY][Yf"XY • k k k "dfYggYdcfhU"XY • k k k "ZUn"bYh

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