

GdcfhZfYi bXY '@cfW\ 'g]W\ Yfb 'g]W\ 'XYb
? `UggYbYf\ U`h']b `XYf`6Yn]f_g`][U°

GdcfhZfYi bXY '@cfW\ 'g]W\ Yfh`6Yn]f_g`][U!?'`UggYbYf\ U`h'a]h
&.\$!G]Y['[Y[Yb'; Yfa Ub]U`6Uf[Ui "' : J `Gcbh\Y]a `k]fX
A Y]ghYf"



BYfYg\Y]a ž`8Yi hgW\ `UbX`!`8]Y`GdcfhZfYi bXY '@cfW\ `UVYb`Ua
, " ' ð b] & \$ &) `Y]bYb`YbhgW\Y]XYbXYb`GW\ f]hh']b `XYf`6Yn]f_g`][U
Cghk`ØfhYa`VYf['[Ya`UW\h`'A]h`Y]bYa`&.\$!G]Y[`ØVYf`XYb`%'": 7
; Yfa`Ub]U`6Uf[Ui`'g]W\ YfhYb`'g]Y`g]W\ 'XYb`X]fY`_hYb`?'`UggYbYf\ U`h"
8]YgY`k`]W]h[Y`@Y]ghi`b[`k`i`fXY`Xi`fW\ `HcfY`XYf`Gd]Y`Yf`XYg`@cfW\!
HYUa`g`Yfa`Ò[`]W\hž`X]Y`bi`b`a`]h`Yf\c`VYbYb`?`ÒdZYb`]b`X]Y`b`ÀW\ghY
GU]gcb`ghUfhYb`_`ÒbbYb`"B`UW\`Y]bYf`hi`fVi`Y`b`hYb`Gd]Y`nY]h[Y`Ub[
gca`]h`XYf`YbX[`Ø]h[Y`J`YfV`Y]V`]b`XYf`@[Už`k`Ug`gck`c\`XYb
Gd]Y`Yfb`U`g`Ui`W\`XYb` : Ubg` : fYi`XY`VYfY]hYh"

8]Y`A`Y]ghYfgW\UZh']b`XYf`6Yn]f_g`][U`g]W\ YfhY`'g]W\ 'XYf` : J
Gcbh\Y]a ž`XYf`a`]h`Y]bYa`&.%!9fZc`'['[Y[Yb`X]Y`HG;
<c`Z`Yffbk`Y]`Yf!`i`bhYffca`VUW\`=XYb`H]hY`'g]W\ YfhY`"GJ

B YfYg\Y]a žXYf]b`XYf`HUVY`Y`Ui ZXYa`nk Y]hYb`D`Uhn`UbXYhYž
k]fX`]b`X]Y`F`Y`Y[Uh]cb`[Y\Yb`a ØggYbž`bUW`XYa`Yf`]a
GU]gcbYbXgdi fh`nk Y]`B]YXYf`U[Yb`Y]bghYW`Yb`a i gghY`"8Yf
8i f`Ub[Yb`gW`cgg`X]Y`GU]gcb`a]h`Y]bYa`G]Y[`UV`i bX`VYYbXYhY
]\f`Gd]Y`[Y[Yb`8cfZa`Yf_]b[Yb`=a]h`&.%"

5Vgh]Y[g_Ua`dZ`i bX`Y`hnhY`Gd]Y`Y`XYf`GU]gcb

≠`UbXYfYb`k]W`h[Yb`Gd]Y`Yb`j YfnY]W`bYhY`XYf`HJ`B`Yi`Yf`Y]bYb
Y]bXfi`W`g]c`Yb`) .\$.!G]Y[` [Y[Yb`X]Y`G: `: `Y]b\Y]a`"8]Y`HcfY`Z]Y`Yb
ZfØ`Xi`fW` ; fY]bYf`f) "ž`%\$`Ł`i bX`]a`k Y]hYfYb`J`Yf`Ui`Z`Xi`fW`
?`bUi`Yf`f&`*`Ł`ž`B`U[Y`fi`+`"Ł`i bX` ; Yb`hbYf`f|`"Ł`"5i`W`X`Yf` : 7
GdfU]hVUW` \`UhhY`k`Yb][`Yf` ; fi`bX`ni`f` : fYi`XYž`XU`g]Y`Y]bY`_`UfY
%)`!B]YXYf`U[Y`[Y[Yb`X]Y`8`ž`G`W`k`UVgVYf[`!6i`W` \]bbY`a`Yb
a`i`gghYb`" : Ø`f`GdfU]hVUW`k`Uf`X]Yg`Y]bY`gW`k`]Yf][`Y`GU]gcbž`X]Y`a`]h
bi`f`&%`Di`b`_`hYb`YbXYhY"

K`Y]hYf\]b`a`]gW`hY`XYf`HG;`B`Uhh\Y]a`]a`5Vgh]Y[g_Ua`dZ`a`]hž
bUW`XYa`X]Y`A`UbbgW`UZh`Y]bYb`&.%!G]Y[` [Y[Yb`X]Y`G;`A
HUbb`Ui`gYb`#GhØXhYb`Y]bZU`fYb`_`cbbhY`"8`cW`hfc`hn`X]YgYg
9fZc`[Yg`k`]fX`B`Uhh\Y]a`Ui`Z[`fi`bX`gY]bYf`GU]gcbV]`Ubni`b`X]Y
5Vgh]Y[gfY`Y[Uh]cb`a`ØggYb`"8Yf`GJ`B`YfYg\Y]a`ž`XYf`VYfY]hg`VY]
*`\$`Di`b`_`hYb`ghUbXž`gU`g]W`Y]bYa`ØVYffUgW`YbXYb`F`ØW`gW`U[
[Y[Yb`ØVYfž`U`g`g]Y`[Y[Yb`XYb`HGJ`<`Ø`h]b[Ybž`XYa`X]fY`_`hYb
?`cb`_i`ffYb`hYbž`bUW`Y]bYf`&.\$!:`Ø`fi`b[`bcW`&.`j`Yf`cfYb"

5i`W`X]Y`Gd]Y`Yf`XYf`HG;`<`cZ`Yffbk`Y]Yf`!`bhYffca`VUW`=[`]b[Yb
a`ch]j`]Yfh]b`X]Y`Y`hnhYb`Gd]Y`Y`XYf`GU]gcb`i`bX`ghfYVhYb`Y]bYb
[Yg]W`YfhYb`A`]hhY`ZY`Xd`Uhn`Ub`"9VYbZU`g`]bhYfYggUb`h`k`Uf`X`Ug
8i`Y`nk`]gW`Yb`XYa`%" : 7 ; Yfa`Ub]U`6Uf[`Ui`i`bX`XYa` : J`\$,
I`bhYf`_`cW`Yb`i`a`XYb`j`]YfhYb`D`Uhn]b`XYf`HUVY`Y`"6Uf[`Ui`[`]b[
U`g` : Uj`cf]h]bg`Gd]Y`ž`U`Y`fX]b[`g`a`i`gghYb`g]Y`g]W`Y`hnh`a`]h`XYf`
HUhgUW`Y`Ui`gY]bUbXYfgYhnYbž`XUgg`]\`Y`7`UbW`b`Ui`Z`XUg`DcX]i`a
[YgW`fi`a`dZh]g]bX"

HUVY`Y`bghUbX`i`bX`6`]W`bUW`j`cfb

D`Uhn	A`UbbgW`UZh	Di`b`_`hY
-------	-------------	-----------

%	: J`Gcbh\Y]a) -
&	GJ`BYfYg\Y]a	* \$
'	8i f`Ub[Yb	' +
(%": 7 ; Yfa Ub]U 6Uf[Ui	(*

8]Y`9f[YVb]ggY`XYf`YhnhYb`A cbUhY`\UVYb`X]Y`@UbXgW\UZh`XYf
@[U`Yf\YV`]W\ j YfÅbXYfh"8Yf": J`Gcbh\Y]a`ghY\h[UbncVYb`i bX
\Uh'gca`]h`XYb`K`]YXYfUi`Zgh]Y[`ZYgh]a`6`]W_"`#`X]YgYa`?cbhYI`h
k`]fX`X]Y`FY`Y[Uh]cb`Z0f`XYb`GJ`BYfYg\Y]a`j`cb`[fc»Yf`6YXYi`hi`b[
k`YfXYb`ž`XU`g]Y`U`Yg`XUfUb`gYhnYb`k`YfXYb`ž`\fY`Dcg]h]cb`]b`XYf
@[U`ni`j`YfhY]X][Yb`i`bX`XYb`?`UggYbYf\U`h`ni`g]W\Yfb"8UfUi`Z]b
V]YhYh`X]Y`_ca`a`YbXY`GU]gcb`[Yk`]ggY`<c`Zbi`b[Yb`Z0f`X]Y
A`UbbgW\UZhYb`ž`X]Y`]b`X]YgYf`Gd]Y`nY]h[Y`_Åa`dZh`\UVYb`i`bX`g]W\
k`Y]hYf`j`YfVYggYfb`a`0W\hYb"K`Y]hYfY`#Zcfa`Uh]cbYb`fi`bX`i`a`X]Y
6Yn]f_g][U`g]bX`Ui`Z`_]W_Yf"XY`j`YfZ0[VUf"

8]Y`GdUbbi`b[`V`Y]Vh`\cW\ž`XU`X]Y`bÅW\ghYb`GW\f]hY`gck`c`\`Z0f
X]Y`A`Y]ghYfgW\UZhUgd]fUbhYb`U`g`Ui`W\`Z0f`X]Y
5Vgh]Y[g_UbX]XUhYb`Yb`hgW\Y]XYbX`gY]b`k`YfXYb"8]Y`_ca`a`YbXYb
FY`Y[Uh]cbggd]Y`Y`i`bX`X]Y`bÅW\ghY`GU]gcb`j`YfgdfYW\Yb`Y]bY
]bhYfYggUbhY`9bhk`]W`i`b[`]b`XYf`C`ghk`0fhY`a`VYf[`6Yn]f_g][U"

8YhU]`g	
J`cfZU``	Gcbgh][Yg
C`fh	BYfYg\Y]a`ž`8Yi`hgW\`UbX
E`i`Y``Yb	<ul style="list-style-type: none"> • k k k "gW\k UYV]gW\Y!dcgh"XY • k k k "Zi`dU"bYh • k k k "_]W_Yf"XY

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