

F ch!K Y]» '9fZi fh. '5VgW\]YX'j cb`> k Y`
: UV]bg_]`ZØf`) "\$\$\$\$`9i fc`°

F ch!K Y]» '9fZi fh'j Yf`]Yfh`&bYbj YfhY]X][Yf`F cV]b` : UV]bg_]`Ub
XYb`J Z@C gbUVfØW_`ZØf`) "\$\$\$\$`9i fcž`HfU]bYf`; YfVYf`gd]W\h
ØVYf`X]Y`dcg]h]j Y`9bhk]W_`i b["



9fZi fhž`8 Yi hgW\`UbX`!'9]b`[fc» Yf`i a Vfi W\`ghY`h`F ch!K Y]»
9fZi fh]bg`< Ui g`'8 Yf`hU`Ybh]YfhY`&bYbj YfhY]X][Yf`F cV]b` : UV]bg_]`
\Uh]g]W\`XUni`YbhgW\`cggYbž`gY]bY`NY`hY`]b`9fZi fh`UVni VfyW\Yb
i bX`]b`X]Y`'`@][U`VY]a`'J Z@C gbUVfØW_`ni`k YW\gY`b`": Øf`X]Y
9fZi fhYf`]gh`XUg`Y]b`XcddY`hYf`GW\`U[`'Y]bYfgY]hg`Vf]b[h`XYf
HfUbgZYf`Y]bY`5V`ØgYgi a a Y`j cb`) "\$\$\$\$`9i fcž`UbXYfYfgY]hg
j Yf`]Yfyb`g]Y`Y]bYb`]\fYf`VYghYb`Gd]Y`Yfž`XYf`]b`XYb`Y`hnhYb`nk Y]
>\fYb`XUg`5V`k Y\fgd]Y`a`]hd`fA[hY`"K`À\fYbX`X]Y`J cfZFYi XY`Ui Z
XYb`Z]bUbn]Y`Yb`; Yk`]bb`[fc»`]ghž`ØVYfk`]Y[h`XYbbcW\`XUg
6YXUi Yfb`ØVYf`XYb`J Yf`i gh`**H\Øf]b[Yb&(`VYf]W\hYh]j cb`XYb
[Ya`]gW\hYb`; YZØ`Yb`XYg`HfU]bYfg` : UV]Ub`; YfVYf`"**

: UV]bg_]`_Ua`'&\$&'`j cb`XYf`G;`'6UfcW_ghUXh`i`XU`bUW\`9fZi fh

i bX` \Uh'g]W`gW`bY`ni`Y]bYf`ZYghYb` ; fO»Y`]a`HYUa`Yb`hk`]W_Y`h`
`b`X]YgYf`GU]gcb`j`YfdUgghY`Yf`bi`f`nk`Y]`@[`Ugd]Y`Y`i`bX`ghUbX`&,
A`U`]b`XYf`GhUfhY`Z` ; YfVYf`Ai` »YfhY`g]W`dcg]hj`j`ØVYf`X]Y
9b`hk`]W_`i`b[`XYg`XYZYbg]j`Yb`HU`Yb`hgž`VYhc`bh`YXcW`Ui`W`ž`XUgg
XYf`J`Yf`i`gh`gW`a`Yfn`UZh`]gh` : UV]bg_]`k`Uf`b]W`h`bi`f`Y]b`Gd]Y`Yfž
gcbXYfb`Y]bY`k`]W`h][`Y`GhØ`hY`]b`XYf`8YZYbg]j`Y`ž`gc`XYf`7cUW
ghc`nž`UVYf`Ui`W`hfUi`f][`"

8 Yf`b`ÅW`ghY`GW`f]hh`ZØf` : UV]bg_]`

8Yf`K`YW`gY`ni`a`J`Z@C`gbUVfØW`VYXYi`hYh`ZØf` : UV]bg_]`XYb
bÅW`ghYb`GW`f]hh]b`gY]bYf`?Uff]YfY`"GY]b`J`YfhfU[`]b`9fZ`fh`\`ÅhY
bcW`V]g`š`b]`&\$`*`6YghUbX`[`Y`UVhž`XcW`X]Y`7`UbW`Ui`Z`Y]bYb
K`YW`gY`]b`Y]bY`\`Ø\YfY`@[`U`k`Uf`ZØf`XYb`&\$!`Å\`f][`Yb`ni
j`Yf`cW`YbX`"5i`»YfXYa``\`Uh`Yf`]b`X]YgYf`NY]h`(`&`Gd]Y`Y`ZØf`9fZ`fh
UVgc`j`]Yfhž`k`Ug`ZØf`gY]bY`9b`hk`]W_`i`b[`gdf]W`h`"Gdc`fhgW`Ui
]bZcfa`]Yfh`ni`gÅh`n]W`ž`XUgg`XUg`Y`hnhY`Gd]Y`XYf`GU]gcb`[`Y[`Yb
@c`_ca`ch]j`Y`@Y]dn][`Ui`W` : UV]bg_]`g`5VgW`]YXggd]Y`gY]b`k`]fX`Y]b
k`ØfX][`Yf`F`U`a`Yb`ZØf`gY]bYb`5VgW`]YX`"

A`j]h`5fhi`f`J`c]Yb`_c`ghY`\`h`VYfY]hg`Y]b`j`]Y`j`YfgdfYW`YbXYg`HU`Yb`h]b
XYb`GhUfh`ØW`Yfb`"8Yf`&\$!`Å\`f][`Y`\`Uh]b`X]YgYf`GU]gcb`VYfY]hg
g]YVYb`9]bg`ÅhY`i`bhYf`6Yk`Y]g`[`YghY`h`i`bX`k`]fX`bi`b`X]Y`7`UbW`
VY`_ca`a`Ybž`a`Y`f`J`YfUb`hk`cfhi`b[`]b`XYf`5V`k`Y`\`f`ni`ØVYfbY`\`a`Yb`
8]Y`J`YfY]bg`ZØ\`fi`b[`]gY`hnh`[`fc`»Y`<c`Zbi`b[`Yb`]b`†`b[`Y`HU`Yb`hY`i`bX
g]Y`\`h` : UV]bg_]`g`5V[`Ub[`]Ui`W`U`g`A`Ø[`]W`_Y]h`ni`f` : ØfXYfi`b[`]XYg
B`UW`k`i`W`gYg`"

F`i`\`][`Yf`A`Uf`_h`ZØf`X]Y`8f]hh`][`]ghYb`

8]Y`VYj`c`fghY`\`YbXY`8f]hh`][`U!Gd]Y`nY]h`&\$&)`#&*`gc`f[`h`Ui`W`ZØf
;`Ygd`fÅW`gghc`Z`" ?]W`Yf`VYf]W`hYhž`XUgg`j`]Y`Y`J`YfY]bY`bcW`Ui`Z
XYf`Gi`W`Y`b`UW`J`Yfgh`Åf`_i`b[`Yb`g]bX`"9g`V`Y]Vh`UVni`k`UfhYbž`k`]Y
g]W`XYf`HfUb`gZYfa`Uf`_h`ZØf`X]Y`UbXYfYb`8f]hh`][`]ghYb`Yb`hk`]W_Y`h`
K`Å\`fYbX`F`ch`K`Y]»`9fZ`fh`Y]bYb`Gd]Y`Yf`j`Yf`]Yfhž`\`UVYb`X]Y
a`Y]ghYb`UbXYfYb`?`i`Vg`bcW`_Y]bY`Gca`a`Yf!BYi`ni`[`Åb[`Y
df`ÅgYb`h]Yfh`"

: Øf'X]Y'5b\Åb[Yf'j cb'F ch!K Y}» '9fZi fh]gh'X]Y'GU]gcb'bcWÅ' b]WÅ h
 [Ubn'j cfVY]"'8]Y'UbghY\YbXYb'Gd]Y'Y'k YfXYb'gck c\`Y]bY'NY]h
 XYg'5VgWÅ]YXg'U`g'Ui WÅ'XYf'bYi Yb'5bZÅb[Y'gY]b'`VY]: UV]bg_
 []Vh'Yg'j]Y`ni`ZY]Yfbž'Ui WÅ'k Ybb'XYf'5VgWÅ]YX'gWÅa Yfnh"'8]Y
 Ni _i bZh'XYg'J YfY]bg'V`Y]Vh'gdUbbYbX'i bX'a Ub'XUfZ[YgdUbbh
 gY]bž'k Y`WÅY'HU`YbhY'Yg'jb'XYf'bÅWÅ ghYb'GU]gcb'jb'X]Y'YfghY'F Y]\Y
 gWÅ UZZYb'k YfXYb"

8YhU]`g	
C fh	9fZi fhž'8Yi hgWÅ`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "h\i Yf]b[Yb&("XY • k k k "gd c fhgWÅ Ui "XY • k k k "_]W_Yf"XY

6Ygi WÅYb'G]Y'i bg'Ui Z.'b!U["bYh