

K U`XVfUbX[YZU\ f`]b`H\ Øf]b[Yb`ghY][h.`&\$
K À`XYf`]b`5`Ufa VYfY]hgWUZh°

K U`XVfUbX[YZU\ f`]b`H\ Øf]b[Yb`Ua`&, "\$*"&\$&).`<c\Y
F]g]_Yb`]b`; fY]n`i bX`i a`Y[YbXYb`K À`XYfbž`k]W h][Y
G]W Yf\Y]hg\]bk Y]gY`ZØf`6Ygi W Yf"



; fY]nž`8Yi hgW`UbX`!`K]Y`Yg`gc`gW`Øb`\Y]» hž`k`c`j]Y`@]W`h`]ghž
[]Vh`Yg`Ui W`GW`UhhYb`i`i bX`XUg`[]h`X]YgYg`J\`f`VYgcbXYfg`ZØf
X]Y`K À`XYf`]b`H\Øf]b[Yb`"A]h`XYa`Gca`a`Yf`_ca`a`h`b]W`h`b`i`f`X]Y
Gcb`b`Yž`gcb`XYfb`Ui W`Y]b`Yf\`Ø`h`Yg`F]g]_c`ZØf`K U`XVf`À`b`XY"
GhYW`_Vf]Y`ZUfh][`j`Yfa`Y`XYh`†`b`Yk`g"XY†`ž`XUgg`Yg`]b`H\Øf]b[Yb`]b`&\$
K À`XYfb`_U`hi`Y`Y]b`Y`\`c\`Y`K U`XVfUbX[YZU\ f`[]Vh`"8]Y
?ca`V]b`Uh]cb`Ui`g`\`c\`Yf`HYa`dYf`Uhi`fž`Ui`g`V`Y]VYb`XYb
B]Y`XYfg`W`À[Yb`i`b`X`XYa` \`Ài`Z[Yb`6Ygi`W`j`cb`B`Uhi`f`ZYi`b`XYb
\`Uh`X`Uni`[YZØ`f`hž`XUgg`XYf`K U`XVfUbX[YZU\ f`Yb]b`XYi` \`Yi`h`Yž`Ua
&, "\$*"&\$&) ž`Ui`Z`Ghi`ZY`" `ghY][h"

; YfUXY`VY]`XYb`XYfnY]h][Yb`K`Y`h`Y`f`V`Y`X]b[i`b[Yb`a`]h`_Y]b`Yb
B]Y`XYfg`W`À[Yb`]b`XYb`b`À`W`ghYb`HU[Yb`i`b`X`Ub[Ub`\`U`h`Y`b`XYf`

8 ØffY`g]bX`X]Y`K` Å`XYf`VYgcbXYfg`[`YZÅ`fXYh`" `þ`j`]Y`Yb`K` Å`XYfb`
k`]Y`XYa` `5i` \c`nž`<U]b]W`cXYf`XYa` `GhUXhk` U`X`hi` b` \Ufn`U`h][`Y`
B`UXY`V`Äi` a` Y`]\f` ,` Vf][` Yg`X`Uni` ž`X`Ugg`X`Ug`F`]g]_c`ghY][` hž`XYbb`g]Y`
g]bX`U`bZ`Ä`][` Yf`Z`Øf` :` Yi` Yf`U`g`X]Y`fc`Vi` ghYfYb`A`]gW`!`cXYf`
@Ui` V`k` Å`XYf`" `K`]Y`†`h`i` Yf]b[` YbZ`c`fgh`"XY†`ni` gUa` a` YbZ`Ugg`hž`_`Ubb`Y`g`
VY]`K` Ufbghi` ZY`(` `gc[` Uf`X`Uni` ` _ca` a` Ybž`X`Ugg`Ö`ZY`bh]W`Y` ;` f]`d`Ä`hnY`
i` bX` :` Yi` YfghY`"Yb`[` YgdYffh`k` YfXYb`a` ØggYbž`k` Å`fYbX`VY]`Ghi` ZY`)` ž`
XYf`Yi` hfYa` ` \c` \Yb` ;` YZU`fž`gc[` Uf`6Y[` Y`j` YfV`chY`]b`XYb`
[`YZÅ`fXYhYb`K` U`X`[`YV]YhYb`a` Ö[` `]W`g]bX`"

< Äi` Z][` Y`i` fgUW`Yb`Z`Øf`K` U`XVf`ÄbXY`

K`]ggYbgW`U`Zi`]W` `VYhfUW`hYhž`]gh`k` Yb][` Yf`U`g`)` i` `XYf`K` U`XVf`ÄbXY`
Ui` Z`b`U`h`Øf`]W`Y`i` fgUW`Yb`ni` fØW`_ni` Z`Ø`fYb`"8Yf` ;` fc`»`hY]`Y`bhghY` \`h`
Xi` fW` `a` YbgW` `]W`Yg`J`Yf` \U`hYbž`gY]`Yg`Xi` fW` `UW`h`cg`
k` Y[` [`Yk` c`fZYbY`N][` UfY`h`Ybž`i` bgUW` [` Ya` Ä` »` [` Y`Ö`gW`hY`@U[` YfZYi` Yf`
cXYf` :` i` b`_Yb`j` cb`A` UgW`]bYb`"†`bYk` g`XY†`VYf]W`hYhž`X`Ugg`&\$&%`j` cb`
&` -` `K` U`XVf`ÄbXYb`]b`H` \Øf]b[` Yb`%& ,` Xi` fW` :` U`f`Ä`gg][` _Y]hi` bX` -` &`
Xi` fW` `6fUbXgh]Zhi` b[` `Ui` g[` Y`Ö`gh`k` i` fXYb`"8U`Yf`[`]`h`J`Yfa` Y]XYb`
G]Y`c`ZY`bYg` :` Yi` Yfž`U[` Yfb`G]Y` Æ`fYb`A` Ø`"b]W`h`]a` `K` U`X`i` bX`
ghY`"Yb`G]Y` :` U`fnYi` [` Y`bi` f`U`b`Ui` g[` Yk`]YgYbYb`DUf`_d`Ä`hnYb`UV`"

8]Y`K` U`XVf`U`bX[` YZU`f`V`Y]Vh`b]W`h`bi` f`Y]b`fY[`]cbU`Yg`DfcV`Ya` "
5i` W`Ui` Z`Vi` bXYgk`Y]hYf`9VYbY` \U`h`g]W` ` [`YnY][` hž`X`Ugg`X]Y`A`]hY`
Z`Øf`X]Y`Df`Äj`Ybh]cb`i` bX`6Y`_Äa` dZ` b[`]`YfVYggYfh`k` YfXYb`a` ØggYb`"
†`i` a` k`Y`hVi` bXYgUa` h`XY†`k`Y]gh`X`Uf`Ui` Z` \]bž`X`Ugg`X]Y`
K` U`XVf`U`bX[` YZU`f`Xi` fW`X]Y`9fXYfk` Äfa` i` b[` _cbh]bi`]Yf`]W`ghY][` h`
þ`gVYgcbXYfY`]b`XYb` Æ`fYb`&\$% ,` i` bX`&\$%-` j` Yfi` fgUW`hYb`
Yi` hfYa` Y`H`fc`W`_Yb` \Y]hi` bX`<`]hnY`Y]bY`Ni` bU`a` Y`XYf`6f`ÄbXYž`a`]h`
VYgcbXYfg`[` fUj`]YfYbXYb` :` c`[` Yb`]b`XYb`bc`fX`Ö`gh`]W`Yb`
6i` bXYg`ÄbXYfbž`k` c` ;` fc`»` Z`Ä`W`YbVf`ÄbXY`j` YfnY]W`bYh`k` i` fXYb`"
8Ua` U`g`a` i` gghY`gc[` Uf`]b`@` Xk`][` g`i` gh!DUfW`]a` `XYf`
?U`h`Ughfcd` \YbZU`"Ui` g[` Yfi` ZYb`k` YfXYbž`k` Ug`X]Y`K` i` W`h`XYg`
DfcV`Ya` g`j` YfXYi`h`]W`h`"

Df`Äj` Ybh]c`bga` U`»` bU`a` Yb`Z`Øf`K` U`XVYgi` W`Yf`

I` a` `X`Ug`F`]g]_c`j` cb`K` U`XVf`ÄbXYb`ni` `a`]b]a`]YfYbž`V]hYh`X]Y`

H\Øf]b[Yb: c fgh U`Y`K U`XVYgi W\Yf`i a`l b hYfghØhni b[" < U`hYb`G]Y g]W\`Ub`X]Y`K U`XVfUbX[YZU\ fYbghi ZYb.`

- Ghi ZY`% .`gY\`f`[Yf]b[Yg`F`g]_c`´´_Y]bY`9]bgW\`f`Åb`_i b[Yb`"
- Ghi ZY`&.`[Yf]b[Yg`F`g]_c`´´_Y]bY`9]bgW\`f`Åb`_i b[Yb`"
- Ghi ZY`" .`a`]h`Y`f`Y`g`F`g]_c`´´_Y]bY`ÒZZYb`h`]W\`Yb`: Yi YfghY`Yb` bi`hnYb`"
- Ghi ZY`(` .`\c`Y`g`F`g]_c`´´´; f]`d`À`hnY`_`ÒbbYb`[YgdYffh` k`YfXYb`"
- Ghi ZY`) .`Yi`hfYa` \c`Y`g`F`g]_c`´´´a`Ò[`]W\`Yfk`Y]gY` 6Y[Y\j`YfVchY`"

; YfUXY`]b`X]YgYf`NY]h`XYg`j`]Y`Yb`G`c`b`Yb`]W\`hg`i` b`X`XYf`: fYi`XY`Ub` XYf`B`Uhi`f`]gh`Yg`i` a`gc`k`]W\`h][Yfž`[Ub`n`VYg`c`b`XYfg`]a`l`a`[Ub[`a`]h` i`bgYfYf`k`i`bXYfVUfYb`K`U`X`Ub`XgW\`UZh`Y]b`[i`hYg`<`À`b`X`W\`Yb`ni` \UVYb`"GW\`Ø`hnYb`k`]f`[Ya`Y]bgUa`´i`bgYfY`K`À`XYf`i`bX`[Yb]Y»Yb` k`]f`X]Y`B`Uhi`f`]YfUbhk`cfhi`b[gj`c`´´´

: Øf`U`_`hi`Y`Y`` ðZcfa`Uh]cbYb`i`bX`?UfhYb`ØVYf`X]Y` K`U`XVfUbX[YZU\ fYbghi ZYb`Ya`dZ]Y\`h`g]W\`XYf`6Ygi`W\`j`cb`
h\i`Yf]b[YbZc fgh"XY`cXYf`bYk`g"XYž`X]Y`VY]XY`gdUbbYbXY`i`bX` \]ZfY]W\`Y` ðZcfa`Uh]cbYb`VYfY]hghY`Yb`"6`Y]VYb`G]Y`k`UW\`gUa`´i`bX` [Yb]Y»Yb`G]Y`X]Y`GW\`Øb`Y]h`XYf`B`Uhi`fž`VYUW\`hYb`G]Y`U`YfX]b[g` X]Y`K`Ufbi`b[Yb`i`bX`F`UhgW\`À[Y`´

8YhU]`g	
C`f`h	; fY]nž`8Yi`hgW\`UbX
E`i`Y`Y`b	<ul style="list-style-type: none"> • k`k`k`"bYk`g"XY • k`k`k`"h\i`Yf]b[YbZc fgh"XY • k`k`k`"i`a`k`Y`hVi`bXYgUa`h"XY

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