

; Yk]bbY`J =D!F Y]gY`ni f`K A !E i U`].
8 Yi hgW`UbX`[Y[Yb`G`ck U_Y]°

9f`YVYb`G]Y`Y]b`J =D!K cW`YbYbXY`]b`6fUh]g`Uj U`ni f`K A !
E i U`]Z]_Uh]cb`XYf`XYi hgW`Yb`BUh]cbU`a UbbgW`UZh`[Y[Yb`X]Y
G`ck U_Y]"



6fUh]g`Uj U`Z`G`ck U_Y]!`8]Y`XYi hgW`Y
: i » VU`bUh]cbU`a UbbgW`UZh`ghY`h]j cf`Y]bYa`gdUbbYbXYb`<YfVghz
XU`g]Y]ja`GYdhYa`VYf`&\$%)`X]Y`E i U`]Z]_Uh]cb`Z0f`X]Y`K A`&\$&`
ghUfhYh`5a`("GYdhYa`VYf`k]fX`XUg`HYUa`ja`B`½fcXbÜ
: i » VU`ghUX]cb`]b`6fUh]g`Uj U`[Y[Yb`X]Y`G`ck U_Y]`UbhfYhYb`"8]Yg
]gh`XYf`YfghY`GW`f]h]b`Y]bYf`GYf]Y`j`cb`Gd]Y`Ybž`X]Y]ja`FU`a`Yb
XYf`E i U`]Z]_Uh]cbgfi`bXY`]b; fi`ddY`5`ghUhz]bXYb`k`YfXYbž]b`XYf
Ui`W`BcfX]f`UbX`i`bX`@`I`Ya`Vi`f[`j`YfhfYhYb`g]bX`"8]YgY
=bZcfa`Uh]cbYb`k`i`fXYb`j`cb`6`=@8`VYfY]h[`YghY`h`"

I`a`X]YgYg`9fY][`b]g`ni`ZY]Yfbž`j`Yf`cgh`X]Y`HY`Y`_ca`]b
Ni`gUa`a`YbUfVY]h`a`]h`6`=@d`i`g`Y]bY`YI`_`i`g]j`Y`J`=D!F Y]gY`Z0f`nk`Y]
DYfgcbYb`bUW`6fUh]g`Uj U`"8]YgY`F Y]gY`Z]bXYh]j`ca`" `V]g`)"

GYdhYa VYf'ghUhh'i bX'VY]b\U'hYh'bYVYb':`Ø[Yb'i bX'HfUbgZYfg
Ui W`Y]bY'6ccchgc'i f'Ui Z'XYf'8cbUi ž'6Yg]W'h][i b[Yb'i bX'nk Y]
H]W_Yhg'ZØf'XUg'Yb'hgW`Y]XYbXY'@AbXYfgd]Y'"8 Ug'; Yk]bbgd]Y`'\Uh
VYfY]hg'VY[cbbYbž'XYf'HY]'bU\`a YgW`i gg'YbXYh'YXcW`gW`cb'Ua
%*" 'ž`]'&\$&) 'i a`' &' .) - 'l` \f" 'l a`' hY]'ni bY\`a Ybž'a ØggYb'X]Y
=bhYfYgg]YfhYb'6=@8d'i g!?'i bXYb'a]h'U_h]j Ya`'5VcbbYa Ybh'gY]b
i bX'a]bXYghYbg`%,`'ž\`fY'U'h'gY]b"

Gd]Y`Y`XYf`XYi hgW`Yb`B Uh]cbU`a UbbgW`UZh

≠g[YgUa h'k]fX'X]Y`XYi hgW`Y`A UbbgW`UZh]b`XYf
E i U`]Z[_Uh]cbgfi bXY'a Y\`fYfY'a UU`Ui Z'XYb'D`Uhn'hfYhYb'"8]Y
D`Ubi b['g]Y\`hZc`[YbXY'Gd]Y`Y`j cfž'U`Y`i a`' &\$" () 'l` \f.

- ("GYdhYa VYf'&\$&) . 'G`ck U_Y]'fGd]Y`cfh'6fUh]g`Uj UŁ
- +"GYdhYa VYf'&\$&) . 'BcfX]f`UbX'fP`Ö`bŁ
- %\$" 'C_hcVYf'&\$&) . '@ | Ya Vi f['fG]bg\Y]a Ł
- %' "'C_hcVYf'&\$&) . 'BcfX]f`UbX'fGd]Y`cfh'bcW`'b]W`h
VYgh`h][hŁ
- %(" 'Bcj Ya VYf'&\$&) . '@ | Ya Vi f['fGd]Y`cfh'bcW`'b]W`h
VYgh`h][hŁ
- %+" 'Bcj Ya VYf'&\$&) . 'G`ck U_Y]'f@Y]dn][Ł

8Yi hgW`UbX'VYZ]bXYh'g]W`'b[i hYf': cfa ž'bUW`XYa`XUg'HYUa
g]W`'ja`'j]YfhY`Z]bU`Y`XYf'B Uh]cbg`@YU[i Y`[Y[Yb`#U`]Yb
Xi fW`gYhYb`_cbbhY": Øf'X]Y`K A !E i U`]Z[_Uh]cb`&\$&*" '\Uh
8Yi hgW`UbX'X]Y`A Ò[`]W`_Y]hž'Y]bYb'D`Uhn]'b`XYb'D`UmcZG'ni
g]W`Yfbž'gc`hY`X]Y'; fi ddY`b]W`h'icdh]a U`'j Yf'Ui ZYb'"=b`XYb
D`UmcZGž'X]Y`Ua`' &*" 'i bX`' %" 'A`Äfn'&\$&*" 'ghUhhZ]bXYbž'gd]Y`Yb`X]Y
; fi ddYbnk Y]hYb'i bX'X]Y`VYghYb`b]W`h'ei U`]Z]n]YfhYb`HYUa`g`XYf
B Uh]cbg`@YU[i Y`i a`' j]Yf'D`ÄhnY`ZØf'X]Y`K A`' &\$&*" "

8]Y`bYi Y`K A !HY]'bY\`a YffY[Y`i b[

9]b`VYXYi hYbXYf'5gdY_hXYf`_ca`a YbXYb`K A`']gh'X]Y`9f\`Ò`i b[
XYf'HY]'bY\`a YfnU`\`j cb`' &'Ui Z(,`HYUa`gž'k Ug'9i fcdU`]bg[YgUa`h
%*" 'D`ÄhnY`Y]bfÄi`a`h`'8]Yg`_ÖbbhY`XYb`K`YhhVYk`YfV`i`a`'X]Y
VY[Y\`fhYb`GhUfhd`ÄhnY`ni`gÄhn`]W`'Ub\`Y]nYb"

Ni gUa a Yb[YZUggh'ghY\h'X]Y'XYi hgW\Y'B Uh]cbU`a UbbgW\UZhj cf
 Y]bYf'\YfUi gZcfXYfbXYbž'UVYf'Ui W\j]Y'j YfgdfYW\YbXYb
 E i U`Z]WWh]cb`ni f`K A `&\$&*`"A]h'Y]bYa `_'UfYb': c_i g'Ui Z'X]Y'Gd]Y`Y
 [Y[Yb`X]Y'G`ck U_Y]ž'BcfX]f`UbX`i bX`@ I Ya Vi f[ž'g]bX`X]Y
 9fk Ufhi b[Yb`\cW\ž'XUgg'8Yi hgW\`UbX`X]Y`YfghYb`VY]XYb`D`ÄhY`]b
 XYf'; fi ddY`g]W\Yfhi bX`g]W\`X]fY`_h'ZØf`XUg`Hi fb]Yf`ei U`Z]n]Yfh"
 8 Ug`[YgUa hY`HYUa `ZfYi h'g]W\`Ui Z'X]Y`i bhYfghØhni b[`XYf': Ubgž
]bgVYgcbXYfY`VY]`k]W\h][Yb`5i ZY]bUbXYfhfYZZYbž`k]Y`XYa `Gd]Y`
 [Y[Yb`X]Y'G`ck U_Y]`]b`6fUh]g`Uj U"

8YhU]`g	
C fh	6fUh]g`Uj Už'G`ck U_Y]
E i Y`Yb	<ul style="list-style-type: none"> • k k k "V]`X"XY • k k k "gdcfhgW\Ui "XY

6Ygi W\Yb`G]Y`i bg`Ui Z.`Y]bY!fY]gY"XY