

7Ua d]b[']a 'BcfXYb. 'l f`Ui V`]b
A YW_`YbVi f[!J cfdca a Yfb`V`Y]Vh'hYi Yf°

8]Y`l f`Ui Vg_cghYb`]b`8Yi hgW`UbX`ghY][Yb`&\$&) žVYgcbXYfg
VY]a`7Ua d]b[" `9fZU`fYb`G]Y`ØVYf`DfY]gi bhYfgW`]YXY`i bX
GdUfh]ddg"



A YW_`YbVi f[!J cfdca a Yfbž`8Yi hgW`UbX`!`l f`Ui Vg_cghYb
ghY][Yb`b]W`h`bi f`]bhYfbUh]cbU`ž`gcbXYfb`Ui W`]b`8Yi hgW`UbX`"
@Ui h`Y]bYf`U`_hi Y`Yb`5bU`mgY`XYg`GhUh]gh]gW`Yb`6i bXYgUa`hg` []Vh
Yg`VYhf`ÅW`h`]W`Y`DfY]gi bhYfgW`]YXY`]bbYf`U`V`8Yi hgW`UbX`g`gck]Y
]a`JYf[`Y]W`ni`UbXYfYb`Yi fcd`Å]gW`Yb`8Ygh]bUh]cbYb`"8UVY`]g]bX
X]Y`?cghYb`ZØf`Y]bYb`7Ua d]b[!l f`Ui V`VYgcbXYfg`Ui Z`Ä`]["

8]Y`9f[YVb]ggY`nY][Ybž`XUgg`A YW_`YbVi f[!J cfdca a Yfb`XUg
hYi YfghY`6i bXYg`UbX`ZØf`7Ua d]b[']gh" <]Yf`nU`Yb` : Ua`]`Yb`a`]h
nk Y`9fk UW`gYbYb`i bX`Y]bYa` ?]bX`]a`8i fW`gW`b]h`(' `9i fc`dfc
BUW`h`" æ `; Y[YbgUm`XUni`g]bX`X]Y`DfY]gY`]b`H`Øf]b[Yb`a`]h` ' `'
9i fc`X]Y` [Øbgh][ghYb`]b`8Yi hgW`UbX`"5i W` < YggYb`Zc`[h`a`]h`" +
9i fc`dfc`BUW`h`]b`Y]bYa` fY`Uh]j` [Øbgh][YfYb`DfY]ggY[a`Ybh"

DfY]gY`]a`Yi fcdÀ]gW\Yb`J Yf[`Y]W\

7Ua`d]b[`]b`8Yi hgW\`UbX`V`Y]Vh`nk Uf`]a`Yi fcdÀ]gW\Yb`J Yf[`Y]W\`
 [`Øbgh][`ž`XYbbcW\`j`Uf]]YfYb`X]Y`DfY]gY`Yf\`YV`]W\`Y`b`UW\`
 5i`g`Ughi`b[`]i`bX`B`UW\`ZfU[`Y`"`-a`G`W`b]h`h`_`c`gh`Y`h`Y]b`Y`',`VYfb`UW\`hi`b[`
 Z`Ø`f`Y]b`Y`:`Ua`"]Y`]b`8Yi hgW\`UbX`Y`hk`U`(``\$`9i`fc`"Ni`a`J`Yf[`Y]W\`.'`ž`
 ?`fc`Uh]Yb`g]b`X`Yg`]a`8i`f`W\`g`W`b]h`h`*,`9i`fc`ž`]b`h`U`]Yb`**`9i`fc`i`b`X`
]b`G`d`U`b]Yb`*`\$`9i`fc`ž`k`c`V`Y]G`d`U`b]Yb`Y]b`Y`DfY]gghY][`Yfi`b[`]j`cb`-`i`
 j`YfnY]W\`b`Y`h`\`Uh"5i`W\`X]Y`G`W\`k`Y]n`i`b`X`G`c`k`Yb]Yb`Ø`V`Y`f`ghY][`Yb`
 X]Y`*`\$!9i`fc!A`Uf`_`Y"

:`Ø`f`X`Ug`š`l`f`&\$&&[`]Vh`Y`g`i`a`Z`U`gg`Y`b`X`Y`8`U`h`Y`b`ni`7`U`a`d]b[`d`f`Y]g`Y`b`
]b`8`Y`i`hg`W\`U`b`X`i`b`X`U`b`X`Y`f`Y`b`Y`i`f`c`d`À]g`W\`Y`b`@`À`b`X`Y`f`b`"8`]Y`
 X`i`f`W\`g`W`b]h`h]W\`Y`b`',`VYfb`UW\`hi`b[`]g`_`c`gh`Y`b`Z`Ø`f`n`k`Y]`D`Y`f`g`c`b`Y`b`]b`
 9i`f`c`d`U`]Y][`Y`b`n`k`]g`W\`Y`b`%(``ž`%,`9i`fc`i`b`X`(``\$`ž`(``\$`9i`fc`ž`V`Y]`Y]b`Y`a`
 D`f`Y]g`U`b`gh]Y[`]j`cb`(``ž`+)`i`i`]a`J`Yf[`Y]W\`ni`a`J`c`f`U`l`f`"ž`
 8`Y`i`hg`W\`U`b`X`V`Y`h`f`À[`]h`X`Y`f`D`f`Y]g`X`i`f`W\`g`W`b]h`h`&`,`ž`*`9i`fc`d`f`c`B`U`W\`h`
 a`]h`Y]b`Y`a`5`b`gh]Y[`]j`cb`(``ž`+)`i`"

7Ua`d]b[`d`f`Y]g`Y`]b`X`Y`b`6`i`b`X`Y`g`À`b`X`Y`f`b`

8]Y`h`Yi`Y`f`gh`Y`b`6`i`b`X`Y`g`À`b`X`Y`f`Z`Ø`f`7`U`a`d]b[`]b`8`Y`i`hg`W\`U`b`X`g]b`X`.

6i`b`X`Y`g`U`b`X`	8i`f`W\`g`W`b]h`h`g`d`f`Y]g`	DfY]g`U`b`gh]Y[`
<Ua`Vi`f[`	((`ž`&`i`	Ž`-`ž`\$`'`i`
A`Y`W`_`Y`b`Vi`f[`!`	'`'`ž`&`\$`'`	Ž`&`ž`%`i`
J`c`f`d`c`a`a`Y`f`b`		
6`Y`f`]b`	'`&`ž`&`,`'`	!`\$`ž`\$`'`i`
6`U`X`Y`b`!`K`Ø`f`h`h`Y`a`V`Y`f[`	'`%`ž`&`-`'`	Ž`)`ž`\$`\$`'`i`
6`U`m`Y`f`b`	'`%`ž`&`)'`	Ž`*`ž`(``+`i`

5i`Z`X`Y`f`U`b`X`Y`f`Y`b`G`Y]h`Y`g]b`X`H`\`Ø`f]b[`]Y`b`a`]h`&(``ž`&%`9i`fc`i`b`X`
 B`c`f`X`f`\`Y]b`!`K`Y`gh`Z`U`Y`b`a`]h`&)`ž`)`9i`fc`X]Y[`]Ø`b`gh][`gh`Y`b`C`d`h]c`b`Y`b`
 ni`a`7`U`a`d`Y`b`"8]Y`g`Y`D`f`Y]g`i`b`h`Y`f`g`W\]Y`X`Y`a`U`W\`Y`b`Y`g`V`Y`g`c`b`X`Y`f`g`
 k`]W\`h][`ž`Z`f`Ø`n`Y]h][`ni`Vi`W\`Y`b`ž`i`a`j`cb`b]Y`X`f][`Y`f`Y`b`D`f`Y]g`Y`b`ni`
 d`f`c`Z]h]Y`f`Y`b`"

:`Ø`f`7`U`a`d`Y`f`ž`X]Y`g`h`f`U`h`Y[`]g`W\`g`d`U`f`Y`b`a`Ø`W\`h`Y`b`ž`Y`a`d`Z]Y`\`h`Y`g`g]W\`ž`

UVgY]hg'j cb'Hci f]ghYb!<chgdchg'ni 'WJa dYb'i bX'F UVUhh_UfhYb
 cXYf'J cfhY]'gdfc[fUa a Y'ni 'bi hnYb"'GdUfa U»bU\ a Yb'i bX
 : fØ\Vi W\YffUVUhhY' _ØbbhYb'YbhgW\Y]XYbX'gY]bž'i a 'X]Y'?cghYb'ja
 F U\ a Yb'ni '\U'hYb"

A]h'ØVYf'&' "\$\$\$'7Ua d]b[d'ÀhnYb'i bX'À\ f]W\%') 'A]''cbYb
 GY]hYbUi Zfi ZYb'Ui Z'WJa d]b["]bZc'nY][h'g]W\ž'XUgg'XUg'7Ua d]b['j]b
 8Yi hgW\`UbX'i bX'9i fcdU'Y]b'VY'YVhYf'I f'Ui Vgk Y['V'Y]Vhž'hfchn
 XYf'ghY][YbXYb'?cghYb"' : Øf'Y]b'dfY]gVYk i gghYg'7Ua d]b[!9f'YVb]g
 g]bX'X]Y' ðZcfa Uh]cbYb'i bX'5bU`mgYb'j cb'k]W\h][Yb'D`UhhZcfa Yb
 k]Y'XYa '5857!7Ua d]b[dcfhU`i bX'WJa d]b["]bZc'i bYf`Àgg'W\"

ðg[YgUa h'gh'XYf'7Ua d]b[i f'Ui V'j]b'8Yi hgW\`UbX'bUW\`k]Y'j cf
 _cb_i ffYbnZÀ\]['ja 'Yi fcdÀ]gW\Yb'J Yf['Y]W\ž'Ui W\`k Ybb'j]b
 Y]b][Yb'F Y[]cbYb'X]Y'DfY]gY'XYi h'W\`Ø\Yf'Ui gZU`Yb"'8U\Yf'gh
 Y]bY' [i hY'D`Ubi b['i bX'fYW\hnY]h][Y'6i W\i b['XYf'GW\`ØggY`ni
 Y]bYa ' [Y'i b[YbYb'i bX'_cghYbYZ]n]YbhYb'I f'Ui V"

8YhU]`g	
C fh	A YW_`YbVi f[!J cfdca a Yfbž'8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "gj n"XY • k k k "WJa d]b["]bZc

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