

J Yf_Y\fgWk Ucg`]b`7\Uf`c hhYbVi f[.`G!
6U\b`Y]b[YghY`hž`6i ggY`ÀbXYfb`F ci hY`

5a`(`"5dfj`&\$&)`k`jfx`XYf`G!6U\b!J Yf_Y\f`Ui Z[fi bX`j cb
6Ui UfVY]hYb`Ub`XYf`F]b[VU\bVfØW_Y`i bhYfVfcWkYb"
9fgUhnVi ggY`Yfa`Ò[`]WkYb`Ub[YdUgghY`F ci hYb"

7\Uf`c hhYbVi f[ž`6Yf`]bž`8Yi hgWk`UbX`!`5a`(`"5dfj`&\$&)`_Ua
Yg`ni`Yf\YV`]WkYb`YbXYfi b[Yb`]a`G!6U\b!J Yf_Y\f`]b`6Yf`]bž`XU
X]Y`G!6U\b!@]b]Y`nk`]gWkYb`<U`YbgYY`i bX`K`YghYbX`Ui Z[fi bX`j cb
6Ui UfVY]hYb`i bhYfVfcWkYb`]gh" `Zc`[YXYggYb`Uh`X]Y`G!6U\b
6Yf`]b`bYi`Y`F ci hYb`ZØf`X]Y`9fgUhnVi ggY`ZYgh[Y`Y[hž`i`a`X]Y
5i`gk`]f`_i`b[Yb`Ui`ZX]Y`:`U\`f[`ÀghY`ni`a`]b]a`]YfYb"5V`X]YgYa
8Uhi`a`ZU\`fYb`X]Y`9fgUhnVi ggY`b]Wk`h`a`Y\`f`k`Ygh`]Wk`ž`gcb`XYfb
Øgh`]Wk`XYf`F]b[VU\b`ØVYf`a`Y\`fYfY`<U`hYghY`Ybž`XUfi`bhYf
?i`fZØfghYbXUa`a`ž`@Yk`]g\`Ua`ghfU»Y`i`bX`?U]gYf!:`f]YXf]Wk!GhfU»Y"
8]Y`5bdUggi`b[Yb`XYf`F ci hYb`k`i`fXYb`Y]b[YZØ\`fhž`i`a`ghUf_
VY`UghYhY`l`a`ZU\`fi`b[gghfYW_Yb`ni`j`Yfa`Y]XYb`i`bX`X]Y
j`cf\`UbXYbYb`6i`ggdi`fYb`VYggYf`ni`bi`hnYb"8]Yg`VYf]Wk`hYh`J`]n
6Yf`]b"

8]Y`G!6U\b\ØZY`K`Ygh_fYi`ni`bX`A`YggY`BcfX#NC`6`k`YfXYb`b]Wk`h
a`Y\`f`X]fY`_h`Ub[YZU\`fYb"8Yf`G!6U\b\cZ`K`Ygh_fYi`ni`V`Y]Vh`YXcWk
k`Y]hYf\]b`a`]h`XYb`@]b]Yb`G`ž`G) `ž`G+`i`bX`G`-`ØVYf`G
7\Uf`c hhYbVi f[`YffY]Wk`VUF"5`hYfb`Uh]j`]gh`XYf`G!6U\b\cZ`A`YggY
BcfX#NC`6`ØVYf`6J`;!6i`ggY`i`bX`XYb`l`!6U\b\cZ`?U]gYfXUa`a`fl`&Ł
ni`[`Àb[`]Wk"8]Y`:`U\`f[`ÀghY`gc`hYb`g]Wk`XUfUi`ZY]bghY`Ybž`XUgg`XYf
9fgUhnj`Yf_Y\`f`Ui`Wk`<U`hYghY`Yb`k`]Y`XYb`l`!6U\b\cZ
5XYbUi`Yfd`Uhn`fl`+Ł`i`bX`X]Y`G!6U\b\ØZY`7\Uf`c hhYbVi f[`i`bX
K`YghYbX`VYX]Yb`h"

8YhU]`g`ni`a`9fgUhnj`Yf_Y\`f

8 Yf'9fgUhnj Yf_Y\fa]h'6i ggYb'nk]gWYb' < U`YbgYY' i bX'K YghYbX
 k]fX']bgVYgc bXYfY']b'XYb'Ghc» nY]hYb'k Å\fybX'XYf'K cWY'ja
)!A]bi hYb!HU_h'Xi fW [YZ\fh'Ni XYa' [Y'hYb'Zc' [YbXY
 HU_mY]hYb.

HU[HU_h
A c b h U [' V] g : f Y] h U [(. \$ \$ ' ' & % . \$ \$ ' I \ f '] a ') ! A] b i h Y b ! HU_h
G U a g h U [) . \$ \$ ' ' & % . \$ \$ ' I \ f '] a ') ! A] b i h Y b ! HU_h
G c b b h U [+ . \$ \$ ' ' & % . \$ \$ ' I \ f '] a ') ! A] b i h Y b ! HU_h
H Å ['] W X ' U V ' & % . \$ \$ ' I \ f	% \$! A] b i h Y b ! H U _ h ' V] g ' % ' \$ ' I \ f
B U W X h j Y f _ Y \ f ' : f # G U ' i b X ' G U # G c	% ' \$ ') . \$ \$ ' I \ f '] a ' %) ! A] b i h Y b ! HU_h

8]Y' < U`hYghY`Yb'XYg'9fgUhnj Yf_Y\fg'k i fXYb'gc' [Yk Å\h'z'XUgg'X]Y
 9ffY]W VUf_Y]h]j YfVYggYfh'k]fX''8 Uni' [Y\Öfyb'i bhYf'UbXYfYa'X]Y
 < U`hYghY`Y' G' < U`YbgYY' i bX'X]Y' < U`hYghY`Y' G'K YghYbX "
 ; UfUbh]Yfh'k YfXYb'ni XYa' A]bXYghZU\fnY]hYb'z'XU'X]Y'bYi Yb
 F ci hYb'Y]bY'9]bgdUfi b [' j c b ' a] bXYghYbg'%'\$ A]bi hYb'Vf]b [Yb
 gc`Yb"

K]YXYf\YfghY`i b [' i b X ' ni _ØbZh][Y'D`ÅbY

8 Yf'F ØW_VUi 'VY]XYf'6fØW_Yb'gc`V]g'ni a' &) "'5df]'&\$&)
 UV[YgW\`cggYb'gY]b'z'k cVY]'X]Y'; `Y]gUb`U[Yb'bUW\`XYf
 : Yfh][ghY`i b ['XYf'5fVY]hYb'YVYbZU`g'k]YXYf\Yf[YghY`h'k YfXYb"
 8 Yf'K]YXYfVY []bb'XYg'G!6U\ b!J Yf_Y\fg']gh'ZØf'XYb'&, "'5df]'&\$&)
 j c f [YgY\Yb"' ð'X]YgYf'NY]h'a ØggYb': U\ f [ÅghY'a]h
 l bhYfvfYW\i b [Yb'i bX'l a `Y]hi b [Yb'fYW\ bYb"'8]Y'G!6U\ b'6Yf`]b
 k Y]gh'XUfUi Z\]b'z'XUgg'j Yf_Y\fgVYX]b [hY'9]bZØggY'gck c\`HU_h
 U'g'Ui W\ : U\fnY]hYb'VYY]bZi ggYb'_ØbbYb"

: Øf'U_hi Y`Y' ðZcfa Uh]cbYb'ni 'k Y]hYfYb'GhØfi b [Yb'i bX
 5bdUggi b [Yb'ja 'G!6U\ b!J Yf_Y\ f'ghY\Yb'X]Y'cZZ]n]Y`Yb
 K YVgY]hYb'XYf'G!6U\ b'6Yf`]b'i bX'G!6U\ b'6Yf`]b' < Ui d h g Y] h Y
 ni f'J YfZØ [i b [z'k c'U`Y'6Ui a U» bU\ a Yb'i bX'6i gYfgUhnj Yf_Y\fy

Ui Z[Y`]ghYh'g]bX"

8YhU]`g	
C fh	7\Uf`c hYbVi f[ž'6Yf`]bž'8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none">• j]n"VYf`]b"XY• gVU\b"VYf`]b• gVU\b"VYf`]b

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