

GWk YfYf'I bZU``Ui Z'5+. '5i hcZU\ fYf]b'j' c b
fc``YbXYa 'HfU_hcf'j' Yf`Yhnh°

5a '&&"\$* "&\$&) 'YfY][bYhY'g]Wk 'Ui ZXYf'5+ 'Y]b'gWk YfYf
I bZU``žU'g'Y]b' i b_cbhfc``Yfh'fc``YbXYf'HfU_hcf'Y]bY
5i hcZU\ fYf]b'j' Yf`YhnhY"



5bgVUW ž'8Yi hgWk`UbX'!'5a 'GUa ghU[UVYbXž'XYb'&&"' † b]
&\$&) ž'YfY][bYhY'g]Wk '[Y[Yb'% 'I \f'Y]b'gWk YfYf'J Yf_Y\fgi bZU``
Ui ZXYf'5i hcVU\b'+ž'XYf'X]Y'J Yf_Y\fg'U[Y']b'XYf'F Y []cb
Yf\YV`]Wk`VYY]bhfÅW h][hY" 'K]Y' b \ & ("XY`VYf]Wk hYhž'_c``X]YfhY
Y]bY') *!'Å\ f][Y'5i hcZU\ fYf]b'Ui g'XYa '@UbX_fY]g'5bgVUW 'a]h
Y]bYa 'i b_cbhfc``Yfh'Ui Z'X]Y': U\ fVU\b'fc``YbXYb'HfU_hcfž'XYf
ni j cf'j'cb'Y]bYa '@UbXk]fh'Ui Z'Y]bYf'; fØbZÅWY'UV[YghY`h
k cfXYb'k Uf" 'K Å\ fYbX'XYf', VYfd fØZ b['Y]bYg'8YZY_hg'Ua
5b\Åb[Yf'gYhnhY'g]Wk`XUg'; YgdUbb'Ui g'V]g'Ub['i b[Y_`ÅfhYb
; fØbXYb'j'b'6Yk Y[i b['i bX'VfUW`Xi fWk`GhfÅi WkYf'i bX'6Åi a Y
Ui Z'X]Y'5i hcVU\b"

8Yf'HfU_hcf'ZUbX'g]Wk`Ui Z'XYa 'a]h'YfYb': U\ fghfY]ZYb'XYf

5i hcVU\ b`j]b`F]W\ hi b[`GØXYb`k]YXYf`"8]Y`5i hcZU\ fYf]b`\ UhhY
_Y]bY`A`Ò[`]W\ _Y]hž`Ui gni`k`Y]W\ Ybž`i`bX`d`fU`h`Y`a`]h`XYf`b`_Yb`GY]hY
]\fYg`i`U\fnYi`[`g`[`Y[`Yb`XUg`UbXk`]fhgW\ UZh]W\ Y`5fVY]hg[`Yf`Àh`"G]Y
k`i`fXY`gW\k`Yf`j`Yf`Yhnh`i`bX`i`a`[`Y\`YbX`]b`Y]b`bU\Y[`Y`Y[`YbYg
?fUb`_Yb\`Ui`g`[`YVfUW\h`"8]Y`i`c`[`Yb`XYg`i`bZU`g`k`UfYb`b]W\h`bi`f
ZØf`X]Y`6YhY]`][`hYb`j`Yf\`YYfYbXž`gcbXYfb`Ui`W\`ZØf`XYb`[`YgUa`hYb
J`Yf`_Y\`f`Ui`Z`XYf`5+`"

J`Yf`_Y\`fgVYY]b`hf`À`W\`h][`i`b[`Yb`i`b`X
F`Y`h`h`i`b[`ga`U»`bU\`a`Y`b`

8]Y`5i`hcVU\`b`a`i`gghY`nk`]gW\`Yb`6`UX`<`YfgZY`X!K`Ygh`i`bX`XYa
?]fW\`Y]a`Yf`8`fY]YW`_`j`c`[`YgdYffh`k`YfXYb`"Ni`b`À`W\`gh`k`Uf`Ui`W\`
X]Y`5i`ZU\`fh`6`UX`<`YfgZY`X!K`Ygh`V`Y`h`f`c`ZY`b`ž`g`c`X`U`g`g`Y`g`ni``Y]b`Ya
]`ca`Y`h`Y`f`U`b[`Yb`Gh`Ui```Ua`"8]Y`9]bgUhn`_`f`À`Zh`Y`k`UfYb`g`W\`b`Y`j`c`f
C`fh`8`fY]`G`hfY]ZY`b`XYf`Dc`nY]Ui`hcVU\`b`ghU]c`b`6`UX`<`YfgZY`X`ž`X]Y
:`Yi`Yfk`Y\`f`6`UX`<`YfgZY`X`ž`nk`Y]`5`V`g`W\`Y`d`d`X]Y`b`ghY`g`c`k`]Y`X]Y
5i`hcVU\`ba`Y]ghYfY]`<`Ò`b`Y`V`U`W\`Y]ghYhYb`i`b`hYfghØ`h`ni`b[`";`Y[`Yb
&&.`\$`I` \`f`_`c`b`b`h`Y`X`Y`f`J`Yf`_Y\`f`g`W\`Y]Y»`]W\`Y]bgdi`f][`U`b`XYf
i`bZU`ghY`Y`j`c`fVY][`Y`ZØ\`fh`k`YfXYbž`i`bX`Y]b`Y`j`c`gh`À`b`X][`Y
:`fY][`UVY`X`Y`f`G`hfY`W`_`Y`k`Uf`[`Y[`Yb`A`]h`h`Y`f`b`U`W\`h`]b`5i`gg]W\`h`"

8`Y`f`[`Y`g`W\`À`h`h`Y`G`U`W\`g`W\`U`X`Y`b`V`Y`À`i`Z`h`g]W\`U`i`Z`fi`b`X`%`\$`\$`\$`\$`9`i`f`c`"
G`c`W\`Y`g`W\`k`Y`f`Y`b`i`b`Z`À`Y`g]b`X`U`i`Z`X`Y`f`5+`b]W\`h`g`Y`h`Y`b`ž`k`]Y`
**hU[`&(`"XY` \`Y`f]`c`f\`Y`V`h`"G`W\`k`Y`f`Y`J`Yf`_Y\`f`g`i`b`Z`À`Y`i`g`Y]`Y`g`a`]h`
6`i`g`g`Y`b`ž`A`c`h`c`f`f`À`X`Y`f`b`c`X`Y`f`D?`K`g`i` \`UVY`b`b]W\`h`bi`f`h`f`U[`]g`W\`Y
:`c`[`Yb`ZØf`X]Y`6`Y`h`f`c`ZY`b`Y`b`ž`g`c`b`X`Y`f`b`_`Ò`b`Y`b`U`i`W\`X]Y`[`Y`g`U`a`h`Y
J`Yf`_Y\`f`g`U[`Y`Y`f`Y`V`]W\`g`h`Ø`f`Y`b`ž`k`U`g`g]W\`c`Z`h`]b`U`b[`Y`b
K`U`f`h`Y`n`Y]h`Y`b`À`i`»`Y`f`h`"**

GhUh]gh]_Yb`i`b`X`G]W\`Yf`\`Y]hg`U[`Y`

⊕`5`b`V`Y`h`f`U`W\`h`X`Y`f`i`Ø`b[`ghY`b`9`fY][`b]ggY`i]gh`Y`g`k`]W\`h][`ž`g]W\`X`Y`f
U`[`Ya`Y]b`Y`b`J`Yf`_Y\`f`gg]W\`Y`f`\`Y]hg`U[`Y`V`Y`k`i`ggh`ni`k`YfXYb`"8]Y`
**GhUh]gh]_`X`Y`f`J`Y`f`_Y\`f`g`i`b`Z`À`Y`i`n`Y][`h`i`n`U\`f`Y]W\`Y`⊕`Z`c`f`a`U`h]c`b`Y`b
Ø`V`Y`f`X]Y`G`h`f`i`_`h`i`f`Y`b`i`b`X`i`l`f`g`U`W\`Y`b`j`c`b`J`Yf`_Y\`f`g`i`b`Z`À`Y`b`"8]Y`g`Y
8`U`h`Y`b`X]Y`b`Y`b`b]W\`h`bi`f`ni`f`5`b`U`m`g`Y`X`Y`f`i`b`ZU`[`Y`g`W\`Y`b]ggY`ž`**

gcbXYfb`jYZfb`Ui W`Y]bYb`k]W`h[Yb`6Y]hfU[`ni f`J YfVYggYfi b[
 XYf`J Yf_Y`fgdc`]h]_ž`XYf`J Yf_Y`fgYfn]Y`i b[`gck]Y`XYg
 GhfU» YbVUi g``8Yf`GhfU» Ybj Yf_Y`f`]gh`Y]b`XmbUa]gW`Yg`l a ZY`Xž
 i bX`X]Y`Yf`cVYbYb`GhUh]gh]_Yb`Yfa Ô[`]W`Yb`[Yn]Y`hY`A U» bU`a Yb
 ni f`l bZU`j Yfa Y]Xi b["

8Yf`hfU[]gW`Y`J cfZU``Ui ZXYf`5+`a U`bh`i bg`U``Y`ni f`J cfg]W`h`i bX
 5W`hgUa _Y]h`ja `GhfU» Ybj Yf_Y`f``»XYf`J Yf_Y`fghY]`bY`a Yf`gc``hY
 ghYhg`ØVYf`X]Y`dchYbn]Y``Yb`F]g]_Yb`]bZcfa]Yfh`gY]bž`i a `g]W`i bX
 UbXYfY`ni `gW`ØhYb"

8YhU]`g	
C fh	5bgVUW`ž`8Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none"> • b`&(`"XY • k k k "hU[&(`"XY • k k k "XYghUh]g"XY

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