

6UmfYi h\ `]a `6Ubb`j cb`K U[bYfg
/ , \$' - /8Yf`F]b[/ , \$' - /' `DfYa]YfY`Ua
%&"'ž`]'°

DfYa]YfY`j cb/ ei ch/89F`F ß; `fYVcchYh` ei ch/Ua `%"'ž`]'
&\$&)']b`6UmfYi h\ .I k Y`<cddY`]bhYfdYh]Yfh`K U[bYfg
?`Ugg]_Yf`bYi `a]h`U_hi Y`Ya `6Yni ["



6UmfYi h\ ž`8Yi hgW\`UbX`!`J cf\Ub[`Ui Zž0f`Y]b`Ui ZFY[YbXYg
H\YUhYfYf`YVb]g]b`6UmfYi h\ `5a `%"'ž`]'&\$&)' k]fX`X]Y
I fUi žž0\fi b[`j cb` 89F`F ß; `fYVcchYh `]a `GhY]b[fUYVYf
<cZ\YUhYf`0VYf`X]Y`6fYhYf[Y\Yb"8]Y`]bhYfU_h]j Y` ßgnYb]Yfi b[ž
X]Y`g]W\`U`g`Z]gW`Yf`K]bX`Xi fW`X]Y`a]h`Yfk Y]Y`[i h%) \$`ž\YfY
U`hY` ; YgW]W`hY`j cb`F]W`UfX`K U[bYfg` 8Yf`F]b[`XYg`B]VY`i b[Yb
dfÄgYbh]Yfhž`\Uh`VY]a `Di V`_i a `]a `J cfZY`X`VYfY]hg`ž0f`cfXYbh]W
; Ygd`fÄW`gghc`Z]` Ygcf[h`F Y[]ggYi f`I k Y`<cddY`\Uh]g]W`a]h
gY]bYa `HYUa `Y]b][Yg`Y]bZU`Yb`UggYbž`i a `X]Y`nYbhfU`Y`H\Ya Yb
XYf`HYhfU`c[]Y`]b`X]Y`a cXYfbY` ; Y[Ybk Ufh`ni `hfUbgZYf]YfYb" ß
NY]hYb`j cb`?`]a U_f]gYž`[YgY`gW`UZh]W`Yf`GdU`hi b[ž`X][]hU`Yf

, VYfZcfXYfi b[i bX'dc`h]gWYf' bghUV]hÀhž'gW`À[h'XUg'GhØW
Y]bYb'cZZYbYbž'\i a cfj c`YbžUVYf'Ui W`YfbghYb'Hcb'Ubž'XYf
gck c`\ni a 'GWa i bnY'b'U'g'Ui W`ni a 'B UWXYb_Yb'UbFY[hž'k]Y
XUg'6UmFYi h\Yf'HU[V`Uhh'VYf]W`hYh"

8]Y' bHY[fUh]cb'j cb'U_hi Y`Yb' [YgY`gW UZh]W`Yb': fU[Yb']b
_`Ugg]gWY`H\Ya Yb'\Uh']b'XYf'H\YUhYfgnYbY'?cb' b_hi f"'Gc'V`Y]Vh
UVni k UfhYbž'k]Y'X]Y'Ni gWUi Yf'Ui ZX]Y`fYUh]j Y'A]gW`i b['Ui g
?ca]_i bX'; fchYg_Y`fYU[]YfYb'k YfXYb"" 89F`F`B; 'fYVcchYh
k]fX'Xi fW`Y]bYb'gdUbbYbXYb'cZZYbYb'Gh]'dfÀ[Ybž'XYf'X]Y
_ca d`n]YfhYb'J YfZYW`hi b[Yb'j cb'@]YVYž'A UW`hi bX'C\ba UW`h']b
Y]bYa 'bYi Yb'@]W`h'YfgW`Y]bYb'`Àggh"8]Y' bgnYb]Yfi b['VYbØh][h
gc`]XY`nk Y]'Ghi bXYb' i bX'XfY]»]['A]bi hYb']b_i g]j Y'DUi gY' i bX
j Yfgdf]W`hž'Y]b'UVk YW`g' i b[gfY]W`Yg'9f'YVb]g'ZØf' b['i bX'5`hni
k YfXYbž']b'XYa 'X]Y'nY]h'cgYb'H\Ya Yb'j cb'K U[bYfg'K Yf`Zf]gW`
]bhYfdFYh]Yfh'k YfXYb"

B`ÀW`ghY`J c fghY`i b[Yb']a '6`]W`

: Øf'U`Y` bHYfYgg]YfhYbž'X]Y'g]W`X]Y'DfYa]YfY`Ybh[Y\Yb'`UggYbž
[]Vh'Yg'nU\`fY]W`Y'k Y]hYfY`HYfa]bY.'

- %) "ž&*"ž' '\$"ž`]
-) "ž+"ž%&"ž%("ž%- "ž&%ž&' ""5i [i gh
- 6YgcbXYf\Y]hYb'Ua ' &\$"ž`]gck]Y'Ua ' "ž- "i bX'%+"
5i [i ghž'Yk Y]g'i a '%. .\$ \$'i \f

8]Y'?cghØa Y'ghUa a Yb'j cb'<Y]_Y'6Yhnž'k À\fybX'G]a cb'Cd]hn'ZØf
@]W`hi bX'Hcb'j YfUbhk cfh]W`nY]W`bYh"8 Ug'GhØW`k]fX'XYa
Di V`_i a 'bUW` , VYf`]YZYfi b['XYg'K]_]dYX]U!5fh]_Y`ni 'XYb
l fgdfØb[Yb'j cb'K U[bYfg'A Y]ghYfk Yf'_i bX'XYggYb'XfUa Uh]gW`Yb
5i ZVUi 'b'9f]bbYfi b['fi ZYb' 'Y]bY'K Yf_gW`Ui ž'X]Y'Ui ZX'Yb
nY]h'cgYb'9ggYbnYb'XYg'_`Ugg]gW`Yb'H\YUhYfg'VUg]Yfh"

9]b'6`]W`_Ui Z'X]Y`l fgdfØb[Y

8Yf' F]b['XYg'B]VY'i b[Yb']gh'Y]b'Nm'_i g'j cb'j]Yf'A i g]_XfUa Ybž
XYf'Ui g'XYf'XYi hgW`Yb' i bX'bcfX]gW`Yb'GU[Ybk Y'h'gW`ØdZh"8]Y

YfghY`5i ZZ\fi b[`ZUbX`%, +*`VY]a `YfghYb`6UmfYi h\ : Ygh]j U`ghUhz`
k c`K U[bYf`gY]b` 6\ bYbZYghgd]Y` `]b`Y]bYf`Ub[Yb`8UfV]Yhi b[
i a gYhhY`"GY]h\Yf`k i fXY`X]Y` ; YgW\jW\hY`j c b` ; ÖhhYfbž`<Y`XYb
i bX`a m\]gW\Yb`?fYUhi fYb`i a `Y]bYb`a U[]gW\Yb`F]b[ž`XYf`X]Y
K Y`h\YffgW\UZhij Yf`Y]\hž`]b`j]Y`Yb`J Uf]Uh]cbYb`i bX
≠hYfdYhUh]cbYb`Ui Z[YZ\fh`"8Yf`6UmfYi h\Yf`Nm`_i g`k Uf`gY]h
Y\Yf`Y]b`C fh`Z\`_ØbghYf]gW\Y`9bhk]W`_i b[Yb`i bX`bYi Y
DYfgdY`_hj Ybž`gc`Yhk U`Yfk Å\ bYb`Ui W\`X]Y`_ØbghYf]gW\Yb
6Ya Ø\i b[Yb`XYf`GhUUhgcdYf`6Yf`]bž`k c`X]Y`FØW`_Y\`f`ni f
≠gnYb]Yfi b[`XYg`F]b[!Nm`_i g`i bhYf`XYf`@Y]hi b[`j cb`7\`f]gh]Ub
H\Y`Ya Ubb`]a `ca a YbXYb`J\`f`j]Y`Y`5b\Åb[Yf`Yfk UfhYb`"

CV` 89F`F`≠; `fYVcchYh`XUg`9fVY`K U[bYfg`bYi `VY`Yi W\hYb
_Ubbž`k]fX`g]W\`nY][Yb`"?`Uf`]gh`YXcW\.`8Ug`≠hYfYggY`Ub
]bbcj Uh]j Yb`5bgÅhnYb`XYf`_`Ugg]gW\Yb`A i g]_!`i bX
H\YUhYfZcfa UhY`V`Y]Vh`cW\`]a `?i fg`"K Yf`XYb`Gdfi b[`]bg
A Ug`_Ybgd]Y`k U[hž`k]fX`g]W\Yf`a]h`bYi Yb`9]bg]W\hYb`VY`c`b`h`

8YhU]`g	
C fh	6UmfYi h\ž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "VUmfYi h\Yf!hU[V`Uhh"XY • Yb"a "k]_]dYX]U"c f[• k k k "ghUUhgcdYf!VYf`]b"XY

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