

HÒX`]W Yf`J Yf_Y`f`gi bZU``Ui Z`XYf`6`&\$' .
F UXZU`fYf`j`cb`@? K`YfZUggh`

5_hi`Y``Y`Dc`nY]a`Y`Xi`b[`Yb`Ui`g`F`YbXgVi`f[`!9W_YfbZ0fXY.
I`bZÀ``Yž`J`Yf_Y`f`ggdYffi`b[`Yb`i`bX`B`chZU``j`Yf`U`hYb`Ua`&`
A U]`&\$&)"

6`&\$'`ž`<`Ò\Y`;`ccgYZY`Xž`&`(+*`,`F`YbXgVi`f[`!9W_YfbZ0fXYž`
8Yi`hgW`UbX`!`5a`&)`"5df`&\$&)`YfY][`bYhY`g]W`Ui`Z`XYf`6`&\$'`ž`
<`Ò\Y`;`ccgYZY`Xž`a`?`fY]g`F`YbXgVi`f[`!9W_YfbZ0fXY`Y]b`hfU[`]gW`Yf`
hÒX`]W`Yf`J`Yf_Y`f`gi`bZU``I`a`\$`-`.)`I`f`k`i`fXY`Y]b`*)`!`À`f][`Yf`
@?`K`!:`U`fYf`a`]h`Y]bYa`i`bVY`_`UbbhYb`F`UXZU`fYf`_`cb`Zfcbh]Yfh`8Yf`
F`UXZU`fYf`[`Yf]Yh`i`bhYf`XYb`@?`K`ž`k`Ug`ni`gY]bYa`HcX`Z0`fhy"

B`UW`XYa`I`bZU``k`i`fXY`X]Y`6`&\$'`nk`]gW`Yb`?`Uhn\Y]XY`i`bX`@Ub[`X
@]b]Y`_`ca`d`Y`hh[`YgdYffh`8]Y`Dc`nY]`gck`]Y`X]Y`;`Yi`Yfk`Y`f`k`UfYb`
i`a`[`Y`YbX`j`cf`C`fhž`i`a`X]Y`G]hi`Uh]cb`ni`_`À`fYb`i`bX`YfghY`
A`U`b`U`a`Yb`ni`Yf[`fY]Z]b"J`Yf_Y`f`ghY]`bY`a`Yf`a`ØggYb`g]W`Ui`Z`
I`a`Y]hi`b[`Yb`Y]bghY`Ybž`k`À`fYbX`X]Y`9fa`]h`i`b[`Yb`ni`a`[`YbUi`Yb`
I`bZU``Yf[`Ub[`Ui`Z[`Ybca`a`Yb`k`i`fXYb"

9fa`]hh`i`b[`Yb`i`bX`U`_`hi`Y``Y`@U[`Y`

8]Y`Dc`nY]`U`h`9fa`]h`i`b[`Yb`Y]b[`Y`Y]hYh`i`bX`Y]bYb`
GUW`j`Yfgh`À`bX][`Yb`Ub[`Y`ZcfXYfhž`i`a`X]Y`I`a`gh`À`bXY`XYg`I`bZU``g`ni`
i`bhYf`gi`W`Yb"8]Yg`]gh`Y]b`k`Y]hYfYf`GW`f]h`ni`f`?`À`fi`b[`ž`k`Ug`ni`
X]YgYa`Y]X]c`Yb`J`cfZU``[`YZ0`f`h`\`Uh"

8Yf`Dc`nY]h]W`Yf`Z0f`XYb`?`fY]g`F`YbXgVi`f[`!9W_YfbZ0fXY`]b`Zc`fa`]Y`fh`
fY[`Y`a`À`][`ØVYf`fY`Y]`Ub`hY`9fY][`b]ggY`k`]Y`I`bZÀ``Yž`GdYffi`b[`Yb`
i`bX`J`YfVfY`W`Yb":`Øf`B`chZÀ``Y`g]bX`X]Y`6`Øf[`Yf`Ui`Z[`Y`ZcfXYfhž`X]Y`
B`chfi`Zbi`a`a`Yf`%%&`ni`bi`hYb`i`bX`VY]`g]W`YfYf`G]hi`Uh]cb`9fghY`

<]`ZY`ni ``Y]ghYb`gck]Y`XYb`5bk Y]gi b[Yb`XYf`FYhhi b[g_fÅZhY`ni
Zc`[Ybž`k]Y`Ui Z`_b!cb`]bY"XY`VYf]W\hYh`k]fX"

8]Y`J Yf_Y`f`g`U[Y`]b`XYf`FY[]cb`YfZcfXYfh`VYgcbXYfY
5i Za Yf_gUa _Y]hž`VYgcbXYfg`bUW\`gc`W\`hfU[]gW\Yb`J cfZÅ``Yb``9]b
6Yf]W\h`Ui Z`dfYggYdcfhU`"XY`\YVh`X]Y`K]W\h][_Y]hj`cb
G]W\Yf`Y]hga U» bU`a Yb`]a`GhfU» Ybj Yf_Y`f`Yfj`cf"

8YhU]`g	
J cfZU``	J Yf_Y`f`gi bZU``
C fh	6`&\$` ž`<`Ò\Y`; ccgYZY`Xž`&(`+*,`FYbXgVi f[! 9W_YfbZ`fXYž`8Yi hgW\`UbX
E i Y``Yb	<ul style="list-style-type: none">• k k k "_b!cb`]bY"XY• k k k "dfYggYdcfhU`"XY

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