

F]Yg][Y': Ub[Ya Y]bXY. ' < c`ghY]b'?]Y`Ui Z
XYa`K Y[`bUW`A ØbWYb`°

< c`ghY]b'?]Y`fY]gh'a]hØVYf') "\$\$\$': Ubg'ni f'YbhgWY]XYbXYb
DUfh]Y`[Y[Yb`6UmYfb`A ØbWYb`Ua`'' \$" \Jbi Uf'&\$&) `]b`XYf
5``]Ubn!5fYbU"

?]Y`ž`8Yi hgW`UbX`!`5a`GUa ghU[`ghY`h`Y]b`a]hGdUbbi b[
Yfk UfhYhYg`A UhW`Ubž`k Ybb`< c`ghY]b'?]Y`]b`XYf`5``]Ubn!5fYbU
[Y[Yb`6UmYfb`A ØbWYb`UbhfYhYb`k]fX`', VYf') "\$\$\$': Ubg`XYf
?]Y`Yf`fY]gYb`, *\$`?]`ca`YhYf`[Yb`A ØbWYb`ž`i`a`]'`fY`A`UbbgW`UZh
ni`i`bhYfghØhnYb`"8]YgYg`8i`Y``[]`h`U`g`XUg`[fØ» hY`]b`XYf
J`YfY]bg[YgW`]W`hY`j`cb`< c`ghY]b'?]Y`ž`k`c`fi`bX`+) "\$\$\$`Ni`gW`Ui`Yf
Yfk UfhYh`k`YfXYb"

HfU]bYf`A`UfW`F`Udd`Ai`»`YfhY`g]W`ni`f`Ybcfa`Yb`6YXYi`hi`b[`XYg
Gd]Y`g`i`bX`ni`f`a`Ugg]j`Yb`i`bhYfghØhni`b[`Xi`fW`X]Y':`Ubg`"A`]h
Y]bYa`'_`UfYb`N]Y`j`cf`5i`[Ybž`a`ØW`hY`< c`ghY]b'?]Y`hfc`h`XYf
[fc»`Ufh][Yb`6Y[Y]ghYfi`b[`Di`b`_hY`gUa`a`Y`b`"Ni`fnY]h`VY]b`XYh`g]W
XYf`J`YfY]b`gY]h`XYa`Xf]hYb`Gd]Y`hU[`Ui`ZY]bYa`XYf`VY]XYb
X]fY`_hYb`5Vgh]Y[`gd`ÀhnY`" `⊖`X]YgYf`GU]gcb`U`h?]Y`VYfY]hg`[Y[Yb
bUa` \UZhY'; Y[bYf`k]Y`6UmYf`@Yj`Yf`_i`gYb`f&.`&Ł`i`bX`6cfi`gg]U
8cfha`i`bX`f(`.%Ł`[Ygd]Y`h"

< YfUi`gZc`fXYfi`b[Yb`ZØf`< c`ghY]b'?]Y`

F`Udd`Yf`_Ybb`h`X]Y`5i`»`YbgY]hYffc`Y`[Y[Yb`XYb`XYi`hgW`Yb
FY`_cfXa`Y]ghYf`6UmYfb`A`ØbWYb`Ub`i`bX`VYhc`b`ž`XUgg]j`]Y`Y
:`U`_hc`fYb`ni`gUa`a`Yb`_ca`a`Yb`a`ØggYbž`i`a`]'b`X]YgYa`Gd]Y`
Di`b`_hY`ni`'`c`Yb`" `⊖`hYfYggUb`hYfk`Y]gY`U`h`F`Udd`XUg`Øb[`ghY
7`Ua`d]cbg!`@YU[`i`Y!Gd]Y`j`cb`6UmYfb`[Y[Yb`G`c`j`Ub`6fUh]g`Uj`U
b]W`h`j`YfZc`[`h`ghUhhXYggYb`gW`Ui`hY`Yf`<`Ub`XVU`""`8]Y`J`c`fnY]W`Yb

ZØf`XYb`U_hi`Y`Yb`5i`Zh]hh'g]bX`Xi`fW\Ui`g`\YfUi`gZcfXYfbXž`XU
 <c`ghY]b`?)Y`a`]h%+`Di`b_hYb`Ui`g`%`,`Gd]Y`Yb`XYfnY]h`Ui`Z`XYa``%+`
 D`Umh`i]b`XYf`6i`bXYg`][`U`ghY\`hž`XfY]`Di`b_hY`\`]bhYf`<`Y]XYb\`Y]a`i`bX
 gYW\g`Di`b_hY`\`]bhYf`XYa`fYhhYbXYb`i`ZYf`"

9]bY`VYfY]hg`YhUV`]YfhY`6]`Ubni]g]Y`h`ZØf`?`]Y`i]b`X]YgYf`GU]gcb`XfY]
 G]Y[`Yž`nk`Y]i`bYbhgW\]YXYb`i`bX`%`B]YXYf`U[`Yb`j`cf`
 ðgVYgcbXYfY`X]Y`5i`gk`ÅfhgV]`Ubni]gh`VYgcf[`b]gYffY[`YbXž`XU`XYf`
 J`YfY]b`i]b`XYb`V]g\Yf][`Yb`UW\h`5i`gk`Åfhggd]Y`Yb`bi`f`nk`Y]`Di`b_hY`
 gUa`a`Y`b`_`cbbhY`"Ni`XYa``\`Uh`X]Y`8`YZYbg]j`i]b]Y`c`Zi[`YgW\k`ÅW\Y`h`
 ð`Y`XYa``XYf`Y`hnhYb`5i`gk`Åfhggd]Y`Y`_`Ugg]YfhY`<`c`ghY]b`?)Y`
 a`]bXYghYbg`nk`Y];`Y[`Yb`hc`fY`"5i`Z`J`Yf`Y`hnhYb`]ghY`ghY\`Yb`i`bhYf`
 UbXYfYa`DUhf]W`9ffUgž`7Uf`æ\`Ubggcb`i`bX`7`c`]b`?`Y]bY!6Y`_`Y`ž`
 k`Å\`fYbX`@Yk`]g`<`c`hVm[`YgdYffh]`gh`"

DUFU`Y`X`Uni`VY`ZUggh`g]W\`X]Y`A`UbbgW\UZh`a`]h`XYf`UbghY\`YbXYb`
 DUFh]Y`i]b`K`c`ZgVi`f[`ž`k`c`g]Y`g]W\`b`UW\`Y]bYa`i`&`!`\$!G]Y[`i]a`5i`[`i`gh`
 YfbYi`h`df`ÅgYbh]YfYb`a`ØW\hY`"8]Y`a`Ø[`]W\Y`8`cddY`fi`bXY`[`Y[`Yb`
 ?]Y`VYXYi`hYh`ZØf`X]Y`K`c`ZgVi`f[`Yf`Y]bYb`k`Y]hYfYb`HYghž`VY]`XYa`
 g]Y`a`]h`XYa``+`"HUVY`Y`bd`Uhn`i]b`XYf`@[`U`Y]b`[`Yk`]ggYg`
 GY`Vghj`YfhfUi`Yb`Ui`g`i]fYb`V]g\Yf][`Yb`@Y]ghi`b[`Yb`gW\`ØdZYb`
 k`c`Yb`"

8Yf`Gd]Y`hU[`i`nk`]gW\Yb`<`c`ghY]b`?)Y`i`bX`6UmYfb`A`ØbW\Yb`k`]fX`
 gca`]h`b]W\h`bi`f`ZØf`X]Y`i`Ubž`gcbXYfb`Ui`W\`ZØf`X]Y`A`UbbgW\UZh`
 i`bX`HfU]bYf`A`UfW\`F`Udd`Y]b`k`Y[`k`Y]gYbXYg`9fY][`b]gž`XUg`ØVYf`
 X]Y`k`Y]hYfY`GU]gcb!9bhk`]W`i`b[`Yb`hgW\Y]XYb`_`ØbbhY`"

8YhU]`g	
J`c`f`ZU`^`	F`Y[`]c`b`U`Y`g
C`f`h`	?]Y`ž`8Yi`hgW\`UbX`
E`i`Y`Y`b`	<ul style="list-style-type: none"> • a`i`YbW\Yb`h!`c`b`]bY`XY` • c`b`Y`Z`c`h`V`U`^`W`a`

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