

9fbgh ðUbX` . '9]b` ð\ f\ i bXYfh X]W\ hYf]gW\ Yg`9fVY`]b`K]Yb`k ØfX][Yb`°

5a` - " ' ð b] & \$ &)` [YXYb`_h`K]Yb`XYg`&) " `HcXYghU[g`j`cb`9fbgh
ðUbX`ž`Y]bYa` `XYf`dfÀ[YbXghYb`ÒghYffY]W\]gW\ Yb`8]W\ hYf`XYg
& \$ " ` ð\ f\ i bXYfhg"



K]Ybž`² ghYffY]W\ !`5a` - " ' ð b] & \$ &)` [YXYb`_h`K]Yb`XYg`&) " `HcXYghU[g`XYg`VYa` Yf`_Ybgk`YfhYb`8]W\ hYfg`i`bX`GW\ f]ZhghY`Yfg`9fbgh ðUbX`ž`XYf`Ua` - " ' ð b] & \$ \$ \$ j`YfghUfv" `8 Yf`[YVØfh][Y`K]YbYfž`XYf`%- &)`XUg`@]W\ h`XYf`K`Y`h`YfV`]W`_hYž`À`hhY`]b`X]YgYa` `ð\ f`gY]bYb`%\$ \$ "\$; YVi`fhghU[` [YZY]Yfh" ðUbX`ž`XUg`À`hYghY`j`cb`XfY] ; YgW\k`]ghYfbž`k`i`W\g`]b`Y]bYa` ` _Øbgh`Yf]gW\ `]bhYfYgg]YfhYb`9`hYfb`U`i`g`U`i`Zž`gY]bY`A`i`hhYf`@`]gY`F`UddY`k`Uf`@Y`fYf]b`i`bX`gY]b`J`UhYf`J`_`hc`f`ðUbX``6`Ub`_`Ub`[`YghY`hYfž`XYf`Ui`hcX]XU`_h]gW\`a`U`hY`" `9f`k`Uf`[`YdfÀ[`h`j`cb`XYb`"]hYfUf]gW\ Yb`9]b`ZØggYb`XYf`A`i`hhYf`i`bX`Yb`hXYW`_hY`VYfY]hg`]a` `?`]bXYgU`hYf`gY]bY`@Y]XYbgW\`UZh`ZØf`XUg`GW\`fY]VYbž`U`g`Yf`a`]h`nk`Ò`Z`ð\`fYb`gY]b`YfghYg` ; YX]W\`h`j`Yf`ÒZYb`h]W\`hY`VYf]W\`hY`hY`X]Y`a` Y]b`VYn]f`_"Uhž`gc`Ui`W\`K`_]`dYX]U"

GY]b`@YVYbgk Y[`Z0\fhY`]\b`bUW`XYf`GW`i`nY]h`ni b`ÅW`gh`ni a
?f]Y[gY]bgUhnž`k c`Yf`ni`Yhnh`j cb`Ua`Yf]_Ub]gW`Yb`Hfi`ddYb
[YZUb[Yb`[Ybca`a Yb`i bX`k`Å\fybX`gY]bYg`5i ZYbh`U`hg`]b
9b[`UbX`a`]h`Ua`Yf]_Ub]gW`Yf`@]hYfUhi`f`_cbZfcbh]Yfh`k`i`fXY`"B`UW`
gY]bYf`F`ØW`_Y`f`b`UW``2`ghYffY]W`b`U`a`Yf`gY]b`Ghi`X]i`a`XYf`
;`Yfa`Ub]gh]_`i`bX`5b[`]gh]_`Ui`Zi`bX`gYhnhY`XUa`]h`XYb`;`fi`bXghY]b
Z0f`Y]bY`@Y`fYf`_Uff]YfYž`X]Y`V]g`%-`+-`XUi`Yfb`gc`hY`"GY]b
`]hYfUf]gW`Yg`GW`UZZYb`VY[`Ubb`Yfbgh`UZh]b`XYb`%-`)\$Yf`Å\fyb.
%-`)&`YfgW`]YbYb`gY]bY`YfghYb`;`YX]W`hY`]b`XYf`NY]hgW`f]Zh`bYi`Y
K`Y[`Y`ž[`YZc`[`hj`cb`gY]bYa`YfghYb`;`YX]W`hVUbX`5bXYfY`5i`[`Yb
]a`Å\f`%-`)*"

? Øbgh`Yf]gW`Yg`GW`UZZYb`i`bX`8i`fW`Vfi`W`

⊕`XYb`Zc`[`YbXYb`Å\fyb`Ybhk`]W`_Y`hY`g]W`ÅJbX`ni`Y]bYa`XYf
VY`_Ubb`hYghYb`J`YfhfYhYf`XYf`ØghYffY]W`]gW`Yb`@]hYfUhi`f`"GY]b
ÅYfUi`gfU[`YbXghYf`;`YX]W`hVUbXž`@Ui`h`i`bX`@`]gY`žj`YfØZZYbh]W`hY
Yf`%-`**`i`bX`X]YgYf`[`]h`U`g`gY]b`]hYfUf]gW`Yf`8i`fW`Vfi`W`"8`UVY]
Yi`dYf]a`Ybh]YfhY`ÅJbX`b]W`h`bi`f`a`]h`GdfUW`Yž`gcbXYfb`Ui`W`a`]h
j`]gi`Y`Yf`DcYg]Y`i`bX`@Ui`h[`YX]W`hYbž`k`Ug`]a`Y]bYb`VYgcbXYfYb
D`Uhn]b`XYf`]hYfUf]gW`Yb`GnYbY`g]W`YfhY`"9f`k`Uf`Ui`W`Y]b
5_h]j`dcghYb]b`XYf`K`]YbYf`;`fi`ddYž`cV`k`c`Å`Yf`g]W`c`Zh`U`g
5i`»`YbgY]hYf`Z0`hY`K`_]dYX]U"

GY]b`K`Yf`_`i`a`ZUggh`ni`XYa`nU`Å\fy]W`Y`<`Øfgd]Y`Y`k`]Y`:`ØbZ`A`Ubb
A`YbgW`Yb`f`%-`*,`Ł`i`bX`8`Ug`F`ØW`Y`b`XYf`A`cbU`@]gU`f`%-`+&Łž`i`bX
gY]b`[`fØ`»`hYg`H`ÅYU`hYfk`Yf`_`ž`5i`g`XYf`:`fYa`XY`ž`k`i`fXY`%-`,`\$
Ui`Z[`YZ0`fh`"A`]h`XYf`NY]h`k`UbX`hY`Yf`g]W`ni`bY`Å`a`YbX
Ui`hcV]c[`fUZ]gW`Yb`H`ÅYa`Yb`ni`ž`X]Y`g]W`a`]h`5`hYfž`?`fUb`_`ÅY]h`i`bX
HcX`Ui`gY]bUbXYfgYhnhYb`"8]Yg`gd]Y[`Y`hY`g]W`VYgcbXYfg`]b
gY]bYa`;`YX]W`hVUbX`8]Y`6YUfVY]hi`b[`XYf`A`ØhnY`j`cb`%-`+`,`
k`]XYfž`]b`XYa`g]W`gY]b`GW`fY]Vgh]`k`UbXY`h"

5i`gnY]W`bi`b[`Yb`i`bX`J`Yfa`ÅW`hb]g`

9fbgh`ÅJbX`Yf`Å]Y`h`nU`Å\fy]W`Y`5i`gnY]W`bi`b[`Yb`Z0f`gY]b
`]hYfUf]gW`Yg`GW`UZZYb`ž`XUfi`bhYf`XYb`<`Øfgd]Y`d`fY]g`XYf
?f]Y[`gV`]bXYb`]a`Å\f`%-`*-`ž`XYb`;`fc`»`Yb`ØghYffY]W`]gW`Yb

GhUUhgdfY]g:Z0f'@]hYfUhi f'%- , ('gck]Y'X]Y'9\ fYba YXU]'Y'K]Ybg'ib
; c`X'%- , *"'%- - *'k i fXY'Yf'Ui W'la]h'XYa '[fc»Yb'[c`XYbYb
9\ fYbnY]W'Yb'Z0f'J YfX]YbghY'i a 'X]Y'F Ydi V`_`^2 ghYffY]W
Ui g[YnY]W'lbYh"BUW'gY]bYa 'HcX'ZUbX'Yf'ja '9\ fYb[fUV'Ua
K]YbYf'NYbhfU'Zf]YX\cZ'gY]bY''YhnhY'Fi \Ygh`hhYž'k c'Ui W'gY]bY
@YVYbgdUfhbYf]bž'X]Y'GW'f]ZghY''Yf]b': f]YXYf]_Y'A UmfÖW_Yfž'&\$&%
VYghUhhY'h'k i fXY"

ΔbX`g`']hYfUf]gW'Yg'9fVY'V'Y]Vh'ib'^2 ghYffY]W''YVYbX][. 'GhfU» Yb
i bX'DUf_g'g]bX'bUW'']\a 'VYbUbbhž'i bX'U''Y'nk Y]'Δ\ fY'k]fX'XYf
9fbgh! ΔbX'!DfY]g'j Yf`]Y\Yb"'GY]bY'K Yf_Yž'X]Y'ja '@]hYfUhi fUfW'jj
XYf'^2 ghYffY]W]gW'Yb'BUh]cbU'V]V`]ch\Y_'Ui ZVYk U\fh'k YfXYbž'g]bX
bcW'\Yi hY'Y]b'HY]'XYg'_i`hi fY''Yb'; YX`W'hb]ggYg'K]Ybg'a Y]bh
a Y]bVYn]f_"Uh"

8YhU]'g	
Cfh	K]Ybž'^2 ghYffY]W
EiY''Yb	<ul style="list-style-type: none"> • k k k "a Y]bVYn]f_"Uh • XY"k]_]dYX]U"cf[

6Ygi W'Yb'G]Y'i bg'Ui Z.'a Y]b!k]Yb"bYh