

6; <!I fhY]`. 'I bfYWX ha Å»][Y
? c b hc [YVØ\ fYb `V]g`9bXY`&\$&)
ni fØW_Zc fXYfb °

?i bXYb`_ØbbYb`i bfYWX ha Å»][`Yf\cVYbY; YVØ\ fYb
ni fØW_Zc fXYfb" `6; <!I fhY]`_`Àfh: f]ghYb`i bX`F YWX hY `V]g
'`%"%&"&\$&)" "



C ggYbXcfZž`8Yi hgWX`UbX`!`9]b`k]WXh][Yg; Yf]WXhgi fhY]`XYg
6i bXYg[Yf]WXhg\cZg`f6; <Łj ca " " ð b]`&\$&) `Uhi`ZØf`K]fVY`i bhYf
GdUf_UggYb!`?i bXYb`[Ygcf[h`J]Y`Y`j cb`]\bYb`UVYb
a Ò[`]WX Yfk Y]gY`I bfYWX ha Å»][Y`?cbhc [YVØ\ fYb `VYnU\`hi bX
_ØbbYb`XUfUi Z\cZZYbž`\f; Y`X`ni fØW`ni Yf\U`hYb" `8cWX`Y]b
gWXbY`Yf`<UbX`i b[gVYXUfZ]gh[YZfU[h`8]Y`9fghUhi b[gUbgdfØWXY
a ØggYb`V]g`gdÀhYghYbg`'`%"`8YnYa VYf`&\$&) `[Y`hYbX`[Ya UWXh
k YfXYb" `5bXYfbZU`g`j Yf`Å\`fYb`g]Y`i bk]XYffi Z]WX`ž`k Ug
]bgVYgcbXYfY`5bgdfØWXY`Ui g`XYa` `X\`f`&\$&&`VYhf]Zžh`

@Ui hiFi` \f&(`g]bX`X]Y`F ØW_Zc fXYfi b[gUbgdfØWXY`]bgVYgcbXYfY

ZØf'; YVØ\fyb' [Ø'h][ž'X]Y'c\by'U_h] Y'Ni gh]a a i b['XYf'?i bXYb
Yf\cVYb'k i fXYb"'8]YgY'VYhfYZYb'j YfgWk]YXYbY'9bh[Y'hY'k]Y
?cbhcZØ\fi b[g[YVØ\fybž; YVØ\fyb'ZØf'9]b!'i bX'5i gnU\`i b[Ybž
?cghYb'ZØf'GA G!H5B!J YfZU\fyb'i bX'UbXYfY'DcghYbž'X]Y'Ui Z'b]Wk h
k]f_gUa Yb'?`Ui gY'b'VUg]YfYb"'?i bXYbž'X]Y']\f'9]bj YfghÅbXb]g
[Y[YVYb'\UVYbž_ØbbYb'U`YfX]b[g_`Y]bY'9fghUhi b['j Yf'Ub[Yb"

K]Wk h][Y'GWk f]hhY'ni f'F ØW_ZcfXYfi b[

K Ug]gh'ni 'hi bž'i a 'XUg'; Y`X'ni fØW_ni \c`Yb3'8]Y
J YfVfUi Wk YfnYbhfU`Y'\Uh'Y]bY`_`UfY'5b`Y]hi b['j]b'j]Yf'GWk f]hhYb
j YfØZYbh]Wk h

%" 8i fWk g]Wk h'XYf'i bhYf'U[Yb'Ui Zi bk]f_gUa Y'?`Ui gY'b"
&" BUWk j YfZc`[i b['j cb'J YfhfU[gÅbXYfi b[Yb'gY]h'&\$&%"
' " 6YfYWk bi b['XYf'ni 'i bfYWk h[YnU\`hYb'6YhfÅ[Y"
(" ?cbhU_hUi ZbU\`a Y'a]h'XYf'6Ub_`a]hhY`g`Y]bYg
A i ghYfVf]YZYg"

8]Y'6Ub_Yb'g]bX'j YfdZ]Wk hYhž'Y]bY'9bh[Y'hUi ZghY`i b['VYfY]h'ni
ghY`Yb'`XUg'VYXYi hYhž'XUgg'?i bXYb'Y]bYb'[i hYb', VYfV`]W_`ØVYf
]\fY'NU\`i b[Yb'Yf\U'hYb'gc`hYb"'9]b'k Y]hYfYg'k]Wk h][Yg'8YhU]`'ghž
XUgg'X]Y'J Yf'Å\fi b[gZ]gh'ZØf'X]Y'F ØW_ZcfXYfi b['a]h'XYf
; YbY\`a][i b['XYg'?cbhcUVgWk`i ggYg'VY[]bbhž'b]Wk h'Yfgh'a]h'XYa
K]ggYb'ØVYf'X]Y'i bk]f_gUa _Y]h'XYf'?`Ui gY'b"'8]Y'FY[Y'i b[Yb'ni
XYb'F ØW_nU\`i b[gUbgdfØWk Yb'[Y'hYb'YXcWk`b]Wk h'bi f'ZØf
GdUf_UggYbž'gcbXYfb'g]bX'Ui Wk`Ui Z'?cbhYb'VY]`UbXYfYb'6Ub_Yb
Ubk YbXVUfž'k]Y'J YfVfUi Wk YfnYbhfU`Y'VYf]Wk hYh"

F YWk h`]Wk Y`<]bhYf[fØbXY'i bX'F YU_h]cbYb
XYf'6Ub_Yb

5i Wk`X]Y'fYWk h]Wk Yb'F U\`a YbVYX]b[i b[Yb'g]bX'_`Uf'i a f]ggYb"
8Yf'6; <`\Uh'Y]ba U`a Y\`f'_`Uf[YghY`hž'XUgg'DfY]gYf\Ø\i b[Yb'Ui Z
i bk]f_gUa Y'?`Ui gY'b'ni fØW_ni ZØ\fyb'gY]b'a ØggYbž'XUa]h
?i bXYb'; Y`X'ni fØW_ZcfXYfb'_ØbbYb"'9]b'GWk k Y][Yb'XYf'?i bXYb
U'g'Ni gh]a a i b['j]gh'i bni `Àgg]["'8]Y'J YfVfUi Wk YfnYbhfU`Yb'\UVYb

VYfY]hg'A i ghYfZYghghY`i b[g_`U[Yb'[Y[Yb`Y]b][Y`bgh]hi hY
 Yf\cVYbž'i a`X]Y`F YW hY`XYf`J YfVfUi W Yf`ni`i bhYfa Ui Yfb"

⊕`⊕b[YfYf`J Yf[Ub[Yb\Y]h\UVYb`Y]b][Y`6Ub_Yb`Ui Z`X]Y
 F ØW_YfghUhi b[gZcfXYfi b[Yb`a`h]?cbhc_ØbX][i b[Yb`fYU[]Yfhž
 k Ug`fYW h]W`ni`Àgg][`]gh" HfchnXYa`V`Y]Vh`X]Y`A`Ò[`]W`_Y]h`ni`f
 F ØW_ZcfXYfi b[`XYf`; YVØ\fyb`XUj`cb`i`bVYfØ\fhž`k`]Y`
J YfVfUi W YfnYbhfU`Y`B]YXYfgUW gYb`XUfUi Z`\]bk`Y]gh"

C V`G]Y`bi`b`VY]`XYf`GdUf_UggY`cXYf`Y]bYf`UbXYfYb`6Ub`_g]bXž`Yg
 `c\bh]g]W`Ui`Z`YXYb`i`U`ž`X]Y`Y][YbYb`?cbhcVYk`Y[i b[Yb`i`bhYf
 X]Y`@`dY`ni`bY`a`Yb`"K`Yf`VY]; YVØ\fyb`[YnU`h`h`Uhž`X]Y
 a`Ò[`]W`Yfk`Y]gY`b]W`h`fYW`hYbg`g]bXž`_ØbbhY`g]W`gc`gY]b`; Y`X
 ni`fØW`\c`Yb`"8Yb_Yb`G]Y`XUfUb.`8]Y`I`f`h]W`hž`i`bX`V]g`9bXY`XYg
 ↘\fYg`gc`hYb`X]Y`GW`f]hY`ni`f`F ØW_ZcfXYfi b[`]b`5b[`f]Z
 [Ybca`a`Yb`k`YfXYb`°

8YhU]`g	
C fh	C ggYbXcfZž`8Yi`hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "fi`f&(`XY • k k k "j`YfVfUi`W`YfnYbhfU`Y`XY • k k k "j`YfVfUi`W`YfnYbhfU`Y! b]YXYfgUW`gYb`XY

6Ygi W Yb`G]Y`i`bg`Ui`Z.`a`Y]b!_cY`b`bYh