

+* '?ca a i bYb`]b`F \ Y]b`UbX!DZU`n
ghÅf_Yb`] \ fY`7mVYf!G]W\ Yf\ Y]h°

+* '?ca a i bYb`]b`F \ Y]b`UbX!DZU`n`bi hnYb`_cghYb`cgY`≠!
G]W\ Yf\ Y]hgW\ YW_g`ni f`GhÅf_i b[`] \ fYf`7mVYfUVk Y \ f`i bX
GW i hn`_f]h]gW\ Yf`≠ZfUghfi _hi fYb"



F \ Y]b`UbX!DZU`nž`8 Yi hgW\ `UbX`!`≠`F \ Y]b`UbX!DZU`n` \ UVYb
VYfY]hg`+* '?ca a i bYb`Y]bYb`_cghYb`cgYb`≠!G]W\ Yf\ Y]hgW\ YW`_]b
5bgdfi W`[Ybca a Ybž`i a`] \ fY`7mVYfg]W\ Yf\ Y]h`ni`j`YfVYggYfb`"
8]YgYg`5b[YVchž`XUg`gY]h`&\$&(`VYghY \ hž`Yfa`Ò[`]W\ h`Yg`XYb
; Ya`Y]bXYbž`]\fYb`U`_hi`Y`Yb`GhUbX`XYf`≠Zcfa`Uh]cbgg]W\ Yf\ Y]h`ni
VYk`YfhYb`i`bX`b`Òh][`Y`A`U`»`b`U`a`Yb`ni`Yf[`fY]ZYb`"6]g\Yf
]bj`Ygh]YfhY`XUg`@UbX`fi`bX`)`-`" ` \$`\$`9i`fc`]b`X]YgY`YI`hYfbYb
7mVYfgYW`f]hm!7 \ YW_gž`k`cVY]`Yg`_Y]bY`Z]bUbN]Y`Y`C`VYf[`fYbnY`ZØf
k`Y]hYfY`DfØZi`b[`Yb`[`]Vh`"K`Y]hYfY`?ca a i bYb` \ UVYb`]\f`≠hYfYggY
Ub`X]YgYa`k`]W\ h][`Yb`G]W\ Yf\ Y]hgUb[`YVch`Ub[`Ya`Y`XYhž`k`]Y`b!hj
VYf]W\ hYh"

8]Y`G]W\ Yf\ Y]hgW\ YW_g`VUg]YfYb`Ui`Z`J`cf[`UVYb`XYg`6i`bXYgUa`hYg

ZØf'G]W\Yf\Y]h]b'XYf' ðZcfa Uh]cbghYW\ b]_f6G±i bX'V]YhYb'XYb
?ca a i bYb'Ni [Ub['ni 'Y]bYa 'K Ufb!i bX' ðZcfa Uh]cbgX]Ybgh'XYg
@UbXYg'gck]Y'Y]bYf'UbXYgk Y]hYb'D'UhhZcfa 'ZØf
ðZcfa Uh]cbgg]W\Yf\Y]h"8]Y '@UbXYgfY[]Yfi b['\YVh'X]Y
I bhYfghØhni b['ZØf'X]Y' ?ca a i bYb'\Yfj cfž'VYhcbh'YXcW\X]Y
J YfUbhk cfhi b['XYf'Y]bnY'bYb'; Ya Y]bXYb'ZØf']\fY'Y][YbY
ðZcfa Uh]cbgg]W\Yf\Y]h"8 Yf'; Ya Y]bXY!'i bX'GhÀXhYVi bX'\YVh
cVYbXfY]b'X]Y'Bchk YbX][_Y]h[Ya Y]bgUa Yf'5Vk Y\fgfhUhY[]Yb
[Y[Yb'X]Y'ni bY\ a YbXY'6YXfc\i b['Xi fW\ '7mVYfUb[f]ZZY'\Yfj cf"

K UW\ gYbXY' < YfUi gZcfXYfi b[Yb'Xi fW\ 7mVYfUb[f]ZZY

8]Y'ghY][YbXY'NU\`j cb'7mVYfUb[f]ZZYb'Ui Z'_ca a i bU'Y'GmghYa Y
ghY`h'Y]bY'Yf\YV`]W\Y' < YfUi gZcfXYfi b['XUfž'XU'g]Y'gck c\`X]Y
: i b_h]cbghØW\h][_Y]h'_f]h]gW\Yf' ðZfUghfi _hi fYb'U'g'Ui W\X'Yb
8 UhYbgW\i hm['YZÀ\X'Yb"'Hfc hm'XYf'Yf'Ub[hYb'9f_Yb b hb]ggY'V'Y]Vh
Yg'Y]bY' < YfUi gZcfXYfi b[ž'VYghY\YbXY'DfcV'Ya Y']b'XYf
I a gYhni b['ni 'UXXfYgg]YfYb"'FY['Y'a À»][Y'DfØZ] b[Ybž
GmghYa j YfVYggYfi b[Yb'i bX'GW\i 'i b[Yb'g]bX' bchk YbX][ži a 'XYf
6YXfc\i b['Xi fW\ '7mVYfUb[f]ZZY'YZZY_hj] 'ni 'VY[Y[bYb"'9]b
k Y]hYfYf': U_hc fž'XYf'X]Y'G]W\Yf\Y]hgUfVY]h'YfgW\k Yf hž]gh'XYf
: UW_fÀZhYa Ub[Y`]a 'H!6YfY]W\"

I a 'XYb' ?ca a i bYb']b'X]YgYf'_f]h]gW\Yb'D\UgY'ni '\Y'ZYbž'\UVYb
XUg'6i bXYgUa h'ZØf'6Yj Ò'_Yfi b[ggW\i hm'i bX'?UhUghfcd\Yb\]'ZY
f66?±i bX'XUg'6G=[Ya Y]bgUa 'Y]bYb'K Y[k Y]gYf'j YfØZZYbh]W\hž
XYf'XYb'H]hY`' ?ca a i bU'Y'±H? f]gYb.' < UbX'i b[gZÀ\][_Y]h
g]W\Yfb 'hfÀ[h"8]YgYf'K Y[k Y]gYf'gc`X]Y' ?ca a i bYb'XUVY]
i bhYfghØhYbž'7mVYfUb[f]ZZY'YZZ]n]Ybhni 'VYk À'h][Yb'i bX']\fY'±H!
ðZfUghfi _hi fYb'ni 'g]W\Yfb"@Ui h'Vg]'gh'Y]bY'Yb[Y
Ni gUa a YbUfVY]h'nk]gW\Yb'XYb'_ca a i bU'Yb
J Yfk U'hi b[gYVYbYb'i bX'XYa '±H!6Yhf]YV'Yb hgW\Y]XYbXži a
7mVYf[YZU\Yb'ni 'a]b]a]YfYb"

< UbX`i b[gghfUhY[]Yb'i bX'BchZU`d`ÀbY

8Yf`bYi Y`K Y[k Y]gYf`VY]b\U`hYh`<]bk Y]gY`ni f`YZZY`_hj Yb
 6Yk A`h][i b[`j cb`7mVYfUb[f]ZZYb`i bX`ni f`K]YXYf\YfghY``i b[`XYf
 #! #ZfUghfi _hi f``Aa ``Y[h`Y]b`Z]_hj Yg`GnYbUf]c`Y]bYg
 F Ub gca k UfY!5b[f]ZZg`ni [fi bXYž`XUg`U`g`fchYf` : UXYb`X]Ybhž`i a
 X]Y`YfZcfXYf`]WXYb`DfcnYggY`VYggYf`ni `j YfUb gWUi `]WXYb``8UfØVYf
 \]bUi g`k YfXYb`ZØf`X]Y`I a gYhni b[`j cb`5`_i ha U»bU\`a Yb
 [YgWxi `hY`A]hUfVY]hYf`gck]Y`j cf[YXUW`hY`]bhYfbY`Ghfi _hi fYb`i bX
 YI hYfbY`<]`ZYb`U`g`J cfUi ggYhni b[Yb`[YbUbbh`

8]Y`J YfØZZYbh]Wxi b[`X]YgYf`<UbXfY]Wxi b[`YfZc`[higck c\`X][]hU`
 U`g`Ui W`]b`Df]bhZcfa `ØVYf`X]Y`K YVgY]hY`XYg`66? `]b`XYb
 _ca a YbXYb`K cWXYb``8]Y`I bhYfghØhni b[`XYf`?ca a i bYb`Xi fW
 XYb`@UbX`i bX`X]Y`[Ya Y]bgUa Yb`5bg hfYb[i b[Yb`ni f
 J YfVYggYfi b[`XYf`7mVYfg]WYf\Y]hig]bX`Xf]b[YbX`bchk YbX][ži a
 XYb`<YfUi gZcfXYfi b[Yb`XYf`X][]hU`Yb`K Y`h`YfZc`[fY]W`VY[Y[bYb
 ni `_ØbbYb``8]Y`J YfUbhk cfhi b[`ZØf`X]Y`#Zcfa Uh]cbgg]WYf\Y]h
 V`Y]Vh`YXcW`VY]`XYb`?ca a i bYb`gY`Vgh`

8YhU]`g	
C fh	F \Y]b`UbX!DZU`nž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "b!hj "XY • k k k "Vg]"Vi bX"XY

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