

; fc» Yf': Ua]]YbhfÖXY`a Uf_h]b`6Yf`]b.
GW bÀddWX Yb`i bX'; Ybi gg`Ua`'%("'› b]°

9f`VYb`G]Y`XYb': Ua]]YbhfÖXY`a Uf_h`Ua`'%("'› b]`&\$&) `]b`
6Yf`]b`"GhÖVYfb`G]Y`bUWX`GW`ÀhnYb`i bX`[Yb]Y» Yb`G]Y`
j YfgWX]YXYbY`@YW_YfY]Yb"



5a`9]WX [UfhYb`'%(ž`%&%* +`6Yf`]bž`8Yi hgWX`UbX`!`5a`&`› b]`
&\$&) `_ØbX][h`XUg`6Yn]f_gUa`h`GhY[`]hn!NY\`YbXcfZ`a`]h': fYi XY`
Y]bYb`VYgcbXYfYb': Ua]]YbhfÖXY`a Uf_h`Ub`"8]YgYf`Z]bXYh`Ua`
GUa`ghU[ž`XYa`'%("'› b]`&\$&) ž]a`7Ua`di`g`5`VYfh`GW`k`Y]hnYf`]b`
XYf`5a`9]WX [UfhYb`'%(ž`%&%* +`6Yf`]bž`ghUhh`8Yf`HfÖXY`a Uf_h`
V]YhYh`Y]bY`\Yfj`cffU[YbXY'; Y`Y[Yb\Y]h`ZØf': Ua]]Ybž`\fY`b]WX`h`
a`Y`f`VYb`Øh][hYb`Gd]Y`gUWX`Ybž`6ØW`Yfž?`Y]Xi`b[`i`bX`UbXYfY`
_`Y]bY`GW`ÀhnY`ni`j`Yf`_Ui`ZYb`c`XYf`ni`_`Ui`ZYb"

8Yf`A`Uf_h`ÖZb`Yh`gY]bY`DZc`fhYb`ZØf`6Ygi`WX`Yf`i`a``%&`I`f`i`bX`
YbXYh`i`a``%+`I`f`"8]Y`5i`gghY`Yf`\UVYb`X]Y`A`Ö[`]WX`_Y]hž`VYfY]hg`
UV`%&`I`f`]\fY`Gh`ÀbXY`Ui`Zni`VUi`Yb`"8]Y`Gh`Ub`Xa`]YhY`VYhf`A[`h`
`YX][`]WX`)`9i`fc`c`XYf`_`Ubb`U`hYfb`Uh]j`Xi`fWX`Y]bY`9ggY`bggd`YbXY`

ZØf`XUg`6i ZZYh`VY[`]W`Yb`k`YfXYb" `b`hYfYgg]YfhY`5i`gghY`Yf`gc`hYb`
Y]bYb`Y][`YbYb`H]gW`a`]hVf]b[`Yb" : Øf`k`Y]hYfY`b`Zcfa`Uh]cbYb`i`bX`
ni`f`GhUbXUba`Y`Xi`b[`ghY`Yb`?Yfgh]b : i`hcb`i`bhYf`XYf`
HY`Y`Zcbbi`a`a`Yf`\$%+,` ;` ,`%-%`-`*`\$`cXYf`dYf`9!A`U]`Ub`
WJa`di`g4`k`gVU"XY`ni`f`J`YfZØ[`i`b[`"

J`YfdZ`Y[`i`b[`i`bX`i`bhYf`U`hi`b[`

6Ygi`W`Yf`XØfZyb`g]W`b]W`h`bi`f`Ui`Z`Y]bY`Vi`bhY`5i`gk`U`U`Ub`
5b[`YVchYb`ZFYi`Ybž`gcbXYfb`Ui`W`Ui`Z`YW`YfY`J`YfdZ`Y[`i`b[`"
BYVYb`6fUhk`ØfghYb`j`ca` ;` f]`k`YfXYb`U`i`g[`Ya`UW`hY`?i`W`Yb`i`bX`
YfZ]gW`YbXY` ;` Yhf`Ab`_Y`Ub[`YVchYb"8`Ug`5a`V]YbhY`XYg`7Ua`di`g`
5`VYfh`GW`k`Y]hnYf`gc`f[`h`ZØf`Y]bY`Ub[`YbY`a`Y`i`bX`Yb`hgdUb`bhY`
5ha`cgd`ÅfYž]b`XYf`XUg`GhØVYfb`i`bX`9]b`_Ui`Z`Yb`ni`a`9f`YVb]g`
k`]fX"

8Yf`7Ua`di`g`5`VYfh`GW`k`Y]hnYf`]gh`VY`_Ubb`h`ZØf`gY]bY`j`]Y`Z`Å`h[`Yb`
J`YfUb`ghU`hi`b[`Yb`i`bX`5`_hj`]h`Å`hYb`ž`X]Y`XUg` ;` Ya`Y]bg`W`U`Z`hg`YVYb`
VYfY]W`Yfb"K`Y]hYfY`8`YhU]`g`ni`f`b`gh]hi`h]cb`_Ø`bbYb`Ui`Z`XYf`
K`YVgY]hY`XYg`7Ua`di`g`Y]bg`Y`Yb`k`YfXYb"8]YgY`]b`Zcfa`]Yfh`ØVYf`
U`hi`Y`Y`J`YfUb`ghU`hi`b[`Yb`i`bX`ghY`h]b`Yb[`Ya`?`cb`hU`_h`ni`XYb`
6Ygi`W`Yfb.`**WJa`di`g!U`VYfh!gW`k`Y]hnYf"XY"**

J`]Y`ZU`h`XYf`J`YfUb`ghU`hi`b[`Yb`]b`6Yf`]b`

8Yf` :`Ua`]`Yb`hf`ØXY`a`Uf`_h]gh`bi`f`Y]bY`j`cb`j`]Y`Yb`J`YfUb`ghU`hi`b[`Yb`ž`
X]Y`]a`f`U`a`Yb`XYg`6Yf`]bYf` :`Ua`]`Yb`dc`fhU`g`Ub[`YVchYb`k`YfXYb`"
5i`Z`XYa`f`Dc`fhU`g]bX`XYfnY]h`_bUdd`("(`(\$`J`YfUb`ghU`hi`b[`Yb`ZØf`
?`]bXYfž`ž`[`YbX`]W`Yž`9`hYfb`i`bX` :`Ua`]`Yb`[`Y`]ghYh"Bi`hnYf`_Ø`bbYb`
[`Yn]Y`h`b`UW`J`YfUb`ghU`hi`b[`Yb`gi`W`Yb`cXYf`Y]bZUW`]a`5b[`YVch`
ghØVYfb"Y`b`]W`Y`J`YfUb`ghU`hi`b[`Yb`ž`k`]Y`ni`a`6Y]gd]Y`K`cf`_g`cdg`
cXYf`H`Y`UhYfUi`ZØ`f`i`b[`Yb`ž`k`YfXYb`fY[`Y`a`Å»][`U`_hi`U`]g]Yfh`
 ;`YbUi`YfYg`_Ubb`Ui`Z`XYf`GY]hY`XYg` :`Ua`]`Yb`dc`fhU`g`b`UW`[`Y`YgYb`
k`YfXYb.`**ZUa`]`Yb`dc`fhU`"VYf`]b"XY"**

6Ygi`W`Yf`XYg`HfØXY`a`Uf`_hg`_Ø`bbYb`g]W`Ui`Z`Y]bYb`HU[`j`c`Yf`
Ui`ZFY[`YbXYf`A`Ø[`]W`_Y]hYb`ZFYi`Yb`i`bX`XUVY][`Y]W`gUa`XUg`
gcn]U`Y`A`]hY]bUbXYf`]b`]fYa`?`]Yn`gh`Åf`_Yb"8`Ug`6Yn]f`_gUa`h`

GhY[`]hn!NY\`YbXcfZi bX`X]Y`@Y]hi b[`XYg`7Ua di g`5`VYfh
 GWk Y]hnYf`UXYb`U``Y`\Yfn`]Wk`Y]bž`X]YgYb`HU[`a `]hY]bUbXYf`ni
 j YfVf]b[Yb"

8YhU]`g	
Cfh	5a `9]Wk [UfhYb`%(ž`%&%* + `6Yf`]bž 8Yi hgWk`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "VYf`]b"XY • k k k "WJa di g!U`VYfh! gWk Y]hnYf"XY • ZUa `]YbdcfhU`"VYf`]b"XY

6Ygi WkYb`G]Y`i bg`Ui Z.`a Y]b!VYf`]b"bYh