

J c`_gdUf_`K Y]bVYf[gk Y[`ghfU\`h`bUWk YfZc`[fY]Wk Yf`F UgYb fY[YbYfUh]cb`°

6Yn]f_gghUXhfUh`VYf]Wk hYh`ØVYf`X]Y`YfZc`[fY]Wk Y
FY[YbYfUh]cb`XYf`K]YgY`ja` J c`_gdUf_ž`5_h]cbYb`ni f
DUf_dZY[Y`i bX`_ca`a YbXY`9j Ybhg"



K Y]bVYf[gdUf_ž`%\$%%-`6Yf`bž`8Yi hgWk`UbX`!
6Yn]f_gghUXhfUh`7\ f]ghcd\Yf`GWk f]bYf`\Uh`\Yi hY`X]Y`YfZc`[fY]Wk Y
FY[YbYfUh]cb`XYf`[fc» Yb`K]YgY`ja` J c`_gdUf_`Ua`K Y]bVYf[gk Y[
j Yf_ØbXYh`8]YgY`A U» bU\`a Y`k i fXY`Xi fWk`XUg`GhfU» Yb!`i bX
; fØbZ`Wk YbUa`h`A]hY`]b]h]]Yfhi bX`VY[Ubb`Ua``%"`5df]`&\$&)"`N]Y`
k Uf`Ygž`X]Y`K]YgY`]b`bYi Ya` ;`Ub`n`YfghfU\`Yb`ni`UggYb`i bX`]\fYb
Ni ghUbX`k YgYbh`]Wk`ni`j YfVYggYfb`"8UVY]`k i fXYb`a Y`fYfY
GWk f]hhY`i a [YgYnh`8Yf`6cXYb`k i fXY`Ui Z[Y`cW_Yfhi bX`j cb
l bfUh`VYZfY]hž`VYj cf`WU`"%"`HcbbYb`Zf]gWk Yf`?ca`dcghYfXY`i bX
YVYbgc`j]Y`6cXYbU`_hj Uhcf`Ui Z[YVfUWk`h`k i fXYb`"Ni XYa`_`Ua`Yb
&*)`_`[`F UgYbXØb[Yf`ni a`9]bgUhn`i bX`Y]bY`ghfUdUn]YfZ`\][Y
HfcW_YbfUgYba`]gWk i b[`k i fXY`Ui g[Yg`Åh`9]bY`fY[Y`a`Å`][Y
6Yk`ÅggYfi b[`i bhYfgh`ØhnhY`XUg`5bk UWk`gYb`XYf`bYi Yb`DZUb`nYb`"

8]Y'; YgUa h_cgYb'Z0f'X]Y'F Y[YbYfUh]cb'VY']YZYb'g]W'Ui Z'Yhk U
&\$"\$\$\$'9i fc"

8]Y'K]YgY'k Uf'k A\fybX'XYF'9fbYi Yfi b[gUfVY]hYb'[YgdYffhž'XcW
X]Y'7ca a i b]hm''Y» 'g]W'XUj cb'ib]W'h'UV\U'hYb''9g'ZUbXYb
nU\`fY]W'Y'A]ha UW!?'i bghU_h]cbYb'gck]Y'k ÖW'Ybh]W'Y'7`YUb!
i dg'ghUhh''<]YfVY]'k i fXYb'Ui W'6]'Xi b[gUb[YVchY'ni f
JYfa Y]Xi b['j cb'A Ø''i bX'Y]bYa 'UW'hgUa Yb'i a [Ub['a]h'XYa
DUf_'cf[Ub]g]Yfh''8]Yg'gc''XUni 'VY]hfU[Ybž'XUg'6Yk i gghgY]b'XYf
6Ygi W'Yf'ni 'gW'ÅfZYb'i bX'X]Y'GUi VYf_Y]h]a 'Jc`_gdUf_
'Ub[Zf]gh]['ni 'g]W'Yfb"

9b[U[Ya Ybh'XYf'6Øf[Yf

9]b'6Y]gd]Y''Z0f'XUg'V0f[YfgW'UZh]W'Y'9b[U[Ya Ybh']gh'X]Y
JYfUbghU'hi b['YVYb'gk YfhYf'K Y]bVYf[gdUf_ ž'X]Y'Ua '+"A U]
&\$&) 'ghUhhZUbX''C f[Ub]g]Yfhj cb'XYf'=>b]h]Uh]j Y
%\$%- S`YVYb'gk YfhYf'K Y]bVYf[gdUf_ž'\UhhYb'HY]'bY\ a Yf'X]Y
A Ö['W' _Y]hž'A]_fca Ø''ja 'DUf_'g]W'hVUfYf'ni 'a UW'Yb''8]YgY
5_h]cb'gW'cgg'XUg'GUa a Y'b'j cb'j YfgW']YXYbYb'5fhYZU_hYb'k]Y
N][UfYhhYb_]ddYbž'?fcb_cf_Yb'i bX'D'Ugh]_hY]'Yb'Y]b''8Yf
HfYZZdi b_h'k Uf'Ui Z'XYa '6'Ui Yb'Gd]Y'd'Uhnž'k c'ibUW'X'Ya
GUa a Y'b'Y]b'YbhgdUbbhYf'5i g_'Ub['ja 'FcgYb[UfhYb'a]h'<i'U!
<ccd'Ub[YVchYb'k i fXY''8Ug'9b[U[Ya Ybh'XYf'5bk c\bYf'Z0f'XYfh
b]W'h'bi f'X]Y'GUi VYf_Y]h'XYg'DUf_gž'gcbXYfb'Ui W'X]Y': ÖfXYfi b[
Y]bYf'; Ya Y]bgW'UZhg_i 'hi f"

8UfØVYf'\]bUi g'd'Ubh'XUg'6Yn]f_gUa h'k A\fybX'XYf
Gca a YfgU]gcb'k Y]hYfY'5_h]cbYbž'k]Y'XYb' @UW'YbXYb'GcbbhU[
Z0f'GYb]cfYb'i bX': Ua]'Yb'gck]Y'_fYUh]j Y'Dfc[fUa a Y'k]Y'XUg
Gci bXgWUdY 'a]h'ž [YbX']W'Yb'i bX'fY[Y'a Å»][Y'7`YUb!i dg'ni f
GUi VYf\U'hi b['XYg'DUf_g''9]b'DfYggYhYfa]b']gh'Z0f'XYb'%%''ž b]
&\$&) 'i a '%'. \$ \$ 'l \f'Ua ' <Y]bf]W'!<Y]bY!8Yb_a U'ž
6fi bbYbghfU»Y#9W_Y'J YhYfUbYbghfU»Y'Ub[YgYhnhž'ni 'XYa
=>hYfYgg]YfhY'V]g'ni a '%\$''ž b]Uba Y'XYb'_ÖbbYb"

'< YfUi gZcfXYfi b[Yb'Xi fW' '?`]a Uk UbXY`

Ni gÀhn`]W\`ni`X]YgYb`c_U`Yb`5_hj`]hÀhYb`ghY\Yb`\]ghcf]gWXY
 DUF_Ub`U[Yb`]b`8Yi hgW\`UbX`j`cf`ni`bY\`a`YbXYb
 <YfUi`gZcfXYfi`b[Yb`Xi`fW\`XYb`?`]a`Uk`UbXY`"9]bY`Vi`bXYgk`Y]hY
 Ghi`X]Y`XYf`HYW`b]gW`Yb`i`b]j`Yfg]hÀh`6Yf`]b`nY][`h`U`Ufa`]YfYbXY
 9f[YVb]ggY`VYnØ[`]W\`XYf`J]hU`]hÀh`j`cb`6Ài`a`Yb`]b`DUF_Ub`U[Yb`
 Nk`]gW`Yb`&\$%,`i`bX`&\$&\$`k`i`fXYb`_]a`Uh]gW`Y`K`UggYfV`]Ub`nYb
 Yf\`cVYb`ž`X]Y`Y]bY`J`YfgW\`YW`hYfi`b[`XYf`6Ui`a`!G]hi`Uh]cb
 Xc`_i`a`Yb]h]YfYb`"Fi`bX`)`-i`XYf`6Ài`a`Y`]b`\]ghcf]gWXYb
 DUF_Ub`U[Yb`]hYb`&\$&&`i`bYf`6YY]bhfÀW`h][`i`b[Yb`ž`k`cVY`]`-i
 gW`k`Yf`VYY]bhfÀW`h][`h`cXYf`h`c`k`UfYb`"ŕ`gVYgcbXYfY`\Y]a`]gW`Y
 6Ui`a`UfhYb`g]bX`ghÀf`Yf`VYhfc`ZZYb`U`g`ZfYa`X`ÀbX]gW`Y`5fhYb`"

8]Y`Ghi`X]Y`i`bYfghfY]W`h`X]Y`6YXYi`hi`b[`j`cb`A`U»`bU\`a`Yb`ž`k`]Y`g]Y
]a`J`c`_gdUf`_Ua`K`Y]bVYf[`gk`Y[`Xi`fW\`[YZØ\`fh`k`YfXYb`ž`i`a`X]Y
 bUhØf`]W`Y`ŕ`ZfUghfi`_hi`f`]b`GhÀ`X`hYb`ni`gW`Ø`hnYb`i`bX`ni
 fY[YbYf]YfYb`"Gc`W`Y`ŕ]h]Uh]j`Yb`g]bX`Yb`hgW`Y]XYbX`ž`i`a`X]Y
 5i`gk`]f`_i`b[Yb`XYg`?`]a`Uk`UbXY`g`UVni`a`]XYfb`i`bX`X]Y
 @VYbgei`U`]hÀh]b`i`fVUbYb`F`Ài`a`Yb`ni`Yf\`Ø\`Yb`"

8YhU]`g	
Cfh	K`Y]bVYf[`gdUf`_ž`%\$%%`-`6Yf`]bž`8Yi`hgW\`UbX`
Ei`Y`Yb	<ul style="list-style-type: none"> • k k k "VYf`]b"XY • k k k "_Y\`fYbVi`Yf[`Yf"XY • k k k "hi`"VYf`]b

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