

9`hYfb`Ui Z[YdUggh. `GWØ`YfZU\ fUi gk Y]gY ^Yhnh`VYe i Ya `cb`]bY`VYUbfU[Yb`

→ @UbX_fY]g`6Ufb]a`_ÖbbYb`GWØ`YfZU\ fUi gk Y]gY`Yhnh
VYe i Ya `cb`]bY`VYUbfU[h`k YfXYb`"5`Y`ϕZcg`ni f
5bhfU[ghY`i b[`j cf`GWØ`i`VY[]bb`



6Ufb]a ž`8Yi hgWØ`UbX`!`→ @UbX_fY]g`6Ufb]a`hi`h`g]WØ`k Ug`
9`hYfb`i bX`9fn]Y\i b[gVYfYWØ]h[hY`\UVYb`bi b`X]Y`A`Ö[`]WØ`_Y]hž`X]Y
5bhfÅ[Y`Ui Z`GWØ`YfZU\ fUi gk Y]gY`VYe i Ya`i b`X`Y]bZUWØ`cb`]bY`ni
ghY`Yb`"K`]Y`X]Y`K`YVgY]hY`VUfb]a`"XY`VYf]WØ`hYhž`_ÖbbYb`X]Y
YfghYb`5bhfÅ[Y`gY]h`Y]b][Yb`K`cWØYb`ØVYf`XUg`bYi`Y`DcfhU`
Y]b[YfY]WØ`h`k YfXYb`"6YfY]hg`fi bX`%")`\$\$`5ba`Y`Xi b[Yb`i bX
a`Y\YfY`i`bXYfhi`UV[YgWØ`cggYbY`5bhfÅ[Y`nY][Ybž`XUgg`X]Y`bYi`Y
X][]hU`Y`@Øgi b[`cWØ`]a`?i fg`ghY`h`

8 Ug`DcfhU`Yfa`Ö[`]WØ`h`Y]bY`i b`_ca`d`n]YfhY`5bhfU[ghY`i b[`fi bX
i`a`X]Y`i`Y`f`"9`hYf`]WØ`Y`9Z]n]Ybn`]gh[YZfU[h`9]b`; Ub[`ni`a`5a`h
cXYf`Y]b`DUd]Yf`_f]Y[`g]bX`b]WØ`h`a`Y`f`b`Øh][`":`chcg`_ÖbbYb`X]fY`_h
]a`GmghYa`cWØ[Y`UXYb`k YfXYbž`i bX`gc[Uf`X]Y

GW i `VYgWXY]b[i b[`k]FX`Ui hca Uh]gW`Ub[YZcfXYfh"6Y]: fU[Yb ghY\Yb`X]Y`A]hUfVY]hYf`i bhYf`XYf`9!A U)`

gW i Y`YfVY ZcYfXYfi b[4 _j VUfb]a "XY`ni f`J YfZ0[i b[`cXYf hY`YZcb]gW`i bhYf`XYb`Bi a a Yfb`\$`'`' (`&%(!%&*`*`ž!%&) - ž!%&) (ž !%,) &"

: f0\ nY]h[Y`5 bhfU[ghY``i b[`Ya dZc\`Yb

K]Y`X]Y`GY]hY`VUfb]a !U_hi Y``"XY`i bhYfghfY]W hž`gc``hY`X]Y 5 bhfU[ghY``i b[`a 0[`]W gh`Zf0\`YfZc`[Ybž`XYU`Yfk Y]gY`j cf`XYb Gca a YfZYf]Yb"8Yf`@UbXfUh`8 Ub]Y`?i fh\`YVh`Yfj cf`ž`k]Y k]W h[`X]Y`J YfY]bZUW i b[`XYf`J Yfk U`hi b[gk Y[Y`]ghž`i a nY]h[Ya `À» Y`GYfj]W g`Ubni V]YhYb"8]Yg`]gh`VYgcbXYfg`fY`Yj Ubhž`XU j cf`GW i `U\`fYgVY[]bb`YfZU\`fi b[g[Ya `À» `Y]bY`K Y``Y`Ub`5 bhfÀ[Yb Y]bhf]Z h"K Yf`VYfY]hg`Y]bYb`[0`h[]Yb`6YgWXY]X`Z0f`XUg`GW i `U\`f &\$&) #&\$&*`U hž`a i gg`_Y]bYb`bYi Yb`5 bhfU[`ghY``Yb"

8 Ug`Bi hnYb`X]YgYg`X][]hU`Yb`5 b[YVchg`]gh`b]W h`bi f`dFU`_h]gW ž gcbXYfb`gdUfh`Ui W`k Yfhj`c``Y`NY]h"8 Ug`GmghYa`]gh`XUfUi Z Ui g[Y`Y[hž`Bi hnYf`GW f]hh`Z0f`GW f]hh`Xi fW`X]Y`5 bhfU[ghY``i b[`ni Z0\`fYb`i bX`Y]b`dUggYbXYg`6Ybi hnYf`_cbhc`_Ubb`gck`c`\`j`cb GW 0`Yf]bbYbž`GW 0`Yfb`U`g`Ui W`j`cb`9fn]Y\`i b[gVYfYW h[]hYb Ub[Y`Y[h`k YfXYb" <]Yf`]gh`Y]b`YW hYg`[i hYg`< `ÀbXW Yb`[YZFU[hž XYbb`X]Y`6YfYW h[]i b[gdf0Z b[Yb`VUg]YfYb`Ui ZY]bYa Xi fW`XUW hYb`FY[Y`k Yf`_i bX`Y]bYa`Ui hca Uh]gW Yb 8 UhYbUV[`Y]W`nk]gW Yb`GW i `Ua`hi bX`5 bhfU[ghY``Yfb"

8 Yi h`]WXY`J cfhY]`Y`Xi fW`XUg`Cb`]bY!DcfhU`

8 Ug`bYi Y`GmghYa`Vf]b[hY]bYb`YW hYb`A Y\`fk Yfh`a]h]gW" `A]h Y]bYa`?`]W`_Ui Zk`k`k`"gW i Y`YfVY ZcYfXYfi b["VUfb]a "XY`_0bbYb`5 bhfÀ[Y`X][]hU`Ui g[YZ0`hi bX`Y]b[YfY]W h`k YfXYb"8 Ug a UW h`XUg`@YVYb`Y]W hYf`ž`]gh`g]W`Y]b`9`hYfbhY]`g]W Yfž`U`g`Yf j`cb`XYb`J cfhY]`Yb`YfZÀ\`fh`_c`ffY`_hY`8 UhYb0VYfhfU[i b[Ybž`Y]bY hfUb`gdUfYb`hY`HUf]Z`Yfgcf[i b[`i bX`j]Y`Yg`a Y\`fž`XUb`_`XYf nYbhfU`Yb`HUf]ZXUhYbVUb`_ž`X]Y`g]W`Y]bZUW`]bhY[f]YfYb`_`Àgghž`k]Y X]Y`9i dYfhYbgY]hY`gW i Y`YfVY ZcYfXYfi b["bYh`Yf`Ài hYfh"

A]h'X]YgYb'BYi Yfi b[Yb'nY][h'XYf'@UbX_fY]g'6Ufb]a ž'XUgg
a cXYfbY'HYWbc`c[]Yb'Ui W']a '6]'Xi b[gVYfY]W'9]bni ['\U'hYb
_ÖbbYb""9]bY'fYWmY]h][Y'6YUbfU[i b['k]fX'Xf]b[YbX
Ya dZc\`Ybž'XUa]h'U`Yg'ni a 'GW'i `ghUfh'fY]Vi b[g`cg'_`Uddh"8]Y
l a gYhni b['X]YgYf'a cXYfbYb'GYfj]W'g']gh'Y]b'_`UfYf'GW'f]hh']b'X]Y
f]W'h][Y'F]W'hi b[' 'ZØf'a Y\`f'?ca Zcfh'i bX'k Yb][Yf'6Øfc_fUh]Y']a
5`hU['XYf': Ua]']Yb"

8YhU]`g	
C fh	6Ufb]a ž'8Yi hgW'UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "VUfb]a "XY • VUfb]a !U_hi Y`"XY • gW'i Y`YfVYZcYfXYfi b["bYh

6Ygi W'Yb'G]Y' i bg'Ui Z. 'bU[!VfUbXYbVi f["XY