

6fmUb`5XUa g'fcW_h': i`XU.
8ca d`Uhn_cbnYfhY`ghUfhYb`VY]`' \$'; fUX°

6fmUb`5XUa g`YfÖZZbYh'Ua`&"ž`]'&\$&) `X]Y
8ca d`Uhn_cbnYfhY`]b': i`XU"9f`YVYb`G]Y`i bj Yf[Ygg`]WXY
@]j Y!DYfZcfa UbWg°



: i`XUž`8Yi hgW`UbX`!`8Yf`&"ž`]'&\$&) `k Uf`Y]b`Y]» Yf`HU[`]b
: i`XU` `i bX`b]W`h`bi f`k Y[Yb`XYf`gca a Yf`]WXYb`HYa dYfUhi fYb
j`cb`" \$'; fUX`]a`GW`UhYb`"6fmUb`5XUa g`U`h`XUg`a`]h`Gd`Ubbi`b[
Yfk`UfhYhY`9fÖZZbi`b[g_cbnYfh`XYf`8ca d`Um_cbnYfhY`&\$&)
[Ygd]Y`hi`bX`X]Y`6Ygi`WXYf.]bbYb`a`]h`gY]bYb`Y[YbXÄfYb`<]hg
VY[Y]ghYfh`"K`]Y`X]Y': i`XUYf`NY]hi`b[`VYf]W`hYhž`k`i`fXY`XYf
VØ`bYb`fY]ZY`5i`Zh]h`X`Yg`_UbUX]gWXYb`F`cW`ghUfg`j`cb`ØVYf`) "\$\$\$
: Ubg`[YZY]Yfh`8]YgY`k`YfXYb`g]W`g]WXYf`]W`bcW`U`b[Y`Ub`X]Y
a`]hfY]» YbXYb`A`Y`cX]Yb`j`cb`Gi`a`a`Yf`CZ`*-` `i`bX`9j`Yfmh]b[`=
8c`Yf]bbYfb"

8cW`b]W`h`bi`f`XUg`K`Y`h`Yf`gc`f[hY`ZØf`Y]bYb`gW`k`Y]» hfY]VYbXYb
5VYbX": chc[fUYZbž`X]Y`6]XYf`XYg`5i`Zh]hg`ZYgh`U`hYb`k`c`hYbž

VYb0h][hYb`Y]bY`gdYn]Y`Y`; YbY\ a][i b[`j cb`5XUa g
A UbU[Ya Ybh`8]YgY`k Uf`ni a `NY]hdi b_h`XYg`?cbnYfhg`bcW\`b]W\h
YfhY]`h`k cfXYbž`k Yg\U`V`X]Y`i`XUYf`NY]hi b[`Ui Z`Y]bY
6]`XYf[U`Yf]Y`a]h`a dfYgg]cbYb`ni f0W_[fY]ZYb`a i gghYž`X]Y`j cb
j YfgW\]YXYbYb`UbXYfYb`i`c`hc[fUZYb`YfghY`h`k i fXY"

8]Y`9fZc`[gk Y`Y`XYf`8ca d`Uhn_cbnYfhY

8]Y`8ca d`Uhn_cbnYfhY`\UVYb`g]W\`0VYf`X]Y`d\`fY`U`g`YW\hYg
<][\`][\`h]a`J YfUbghU`hi b[g_U`YbXYf`j cb`i`XU`YhUV`Y]fh`a`d\`f
&\$&(`VY[Y]ghYfhYb`bYi b`?cbnYfhY`0VYf`*) "\$\$\$`A i g]_ZUbg`i bX
Ui W\`Z0f`&\$&) `g]bX`Z0bZUi ZfY[YbXY`9j Ybhg`[Yd`Ubh`B`YVYb
6fmUb`5XUa`g`ZfYi Yb`g]W\`X]Y`i`Ub`g`Ui Z`x\`UbbYg`C`YfX]b[ž
GUbh]Ubcž`8]Y`i`UbhUgh]gW\Yb`J]Yf`i`bX`F`c`UbX`?U]gYfž`XYf`a`]h
gY]bY`[fc»Ufh][Yb`60\`bYbg\`ck`ni a`Xf]hYb`A`U`Ui Z`XYa
8ca d`Uhn`Ui Zhf]hYb`k]fX``8]YgY`5i`gj Yf_`Ai ZY`gd`fYW\Yb`Z0f`g]W\`ž
XYbb`X]Y`B`UW\ZfU[Y`bUW\`@j Ya`i`g]_`ghY][h`i`bUi Z`0f`]W\`"

- x\`UbbYg`C`YfX]b[` ` "ž` `]&\$&) ž%-`.'`\$`i` \`f
- GUbh]Ubc` ` ("ž` `]&\$&) ž&\$`.\$\$`i` \`f
- 8]Y`i`UbhUgh]gW\Yb`J]Yf` `) "ž` `]&\$&) ž%-`.'`\$`i` \`f
- F`c`UbX`?U]gYf` `%"ž` `]&\$&) ž&\$`.\$\$`i` \`f`fUi`gj`Yf`_`Ui`Zhk
- F`c`V]b`GW\`i` `n` `%"ž` `]&\$&) ž%-`.'`\$`i` \`f
- K`]bW\`bh`K`Y]gg`a`]h`GdYW\U` `;`i`Ygh`?`Y`j`]b`x`bYg` `%"ž` ` ž` `]&\$&) ž%-`.'`.\$\$`i` \`f

8]Y`H]W`Yhj`Yf_`Ai ZY`Ui ZYb`Ui Z`<cW\`hci`fYb``@Ui`h`F`\`cYb`_`UbU`g]bX
?UfhYb`Z0f`X]YgY`?cbnYfhY`b]W\`h`bi`f`c`_U`ž`gcbXYfb`Ui`W\`0VYf
j`YfgW\]YXYbY`J]Yf`_`Ui`ZgghY`Yb`i`bX`C`b`]bY!D`UhhZcfa`Yb`Yf`\`À`h]W\`"
6YgcbXYfg`]bhYfYggUbh`F`c`gh`i` \`ZU\`fYfd`À`hnY`i`bX`Yfa`À»][hY
H]W`Yhg`Z0f`A`YbgW\Yb`a`]h`GW\`k`YfVY\]bXYfi`b[`g]bX`bi`f`X]fY`_`h
VY]a`J`YfUbghU`hYf`Yf`\`À`h]W\`"

A`i`g]_`j`YfUbghU`hi`b[`Yb`]b`8Yi`hgW\`UbX`g]bX
[`YZfU[`h`

8]Y`@`gh`Ui`Z`A`i`g]_`Yj`Ybhg`ghY][`h`i`b`8Yi`hgW\`UbX`k`Y]hYf`Ub`"

Ghi X]Yb`nY][Ybž`XUgg`YXY.f`Nk Y]hY` [Y`Y[Ybh`]W`Y]b`?cbnYfh
 VYgi W`h`6YgcbXYfg`VY`YVhig]bX`F`cW`!`i`bX`Dcd_cbnYfhYž`k Ug
 g]W`Ui W`]b`XYb`H]W`Yhj`Yf`Ai`Zyb`XYf`8ca`d`Uhn_cbnYfhY
 k`]XYfgd]Y[Y`h`Fi`bX`&`A`]]cbYb`8Yi`hgW`Y`UVYb`&\$&`'`hYfYggY
 Ub`gc`W`Yb`J`YfUbghU`hi`b[Yb`[YAi`»`Yfh`HUhgAW`W`n]Y`h`Yg`j`]Y`Y
 6Ygi W`Yf.]bbYbž`VYgcbXYfg`↑`b[Yg`Di`V`_i`a`ž`]b`X]Y`Yghj`U`g`i`bX
 ?cbnYfh`U`Yb`"

9g`]gh`_Y]b`K`i`bXYfž`XUgg`A`i`g]_Yj`Ybhg`ni`XYb`])YVghYb
 :`fY]nY]hVYgW`AZh][`i`b[Yb`[Y`O`fYb.`8Yf`;`YgUa`hi`a`gUhn`XYf
 Hcd!%\$!A`i`g]_h`ci`fbYYb`k`Y`hk`Y]h`VY`Y]Z`g]W`&\$&`'`Ui`Z`ghc`nY`-`ž&
 A`]]UfXYb`i`G!8c`Uf`8`]Yg`nY][`hž`k`]Y`VYXYi`hgUa`X]Y`A`i`g]_gnYbY
 b]W`h`bi`f`Z`f`:`Ub`gž`gcbXYfb`Ui`W`Z`f`X]Y`K`]fhgW`UZh`]gh`"

A`]h`6`]W`_Ui`ZX]Y`_ca`a`YbXYb`HU[Y`k`]fX`:`i`XU`ni`a`k`U`fYb
 <`chgdch`Z`f`A`i`g]_`YV`UVYf`8`]Y`J`cfZ`fYi`XY`Ui`ZX]Y`k`Y]hYfYb
 ?cbnYfhY`XYf`8ca`d`Uhn_cbnYfhY`]gh`gd`Ø`fV`Ufž`i`bX`a`Ub`_`Ubb
 [YgdUbb`h`gY]bž`k`Yf`X]Y`b`AW`ghY`i`bj`Yf[Ygg`]W`Y`DYfZc`fa`Ub`W`
 `Y]ZYfb`k`]fX`G]W`Yf`]gh`8`]Y`GcbbY`k`]fX`g`W`Y]bYbž`i`bX`X]Y
 Gh]a`a`i`b[`k`]fX`YI`d`cX]YfYb`°

8YhU]`g	
C`f`h	:`i`XUž`8Yi`hgW`U`b`X
E`i`Y`Y`b	<ul style="list-style-type: none"> • k`k`k`"Zi`XUYfnY]hi`b[`"XY • f`c`Yb`_`Ub`U`"XY • XY`"ghUh]ghU`"W`a

6Ygi W`Yb`G]Y`i`bg`Ui`Z.`bU[`!\`YggYb`"XY