

6Yf`]bYf'gd fYWX Yb'g]WX`_`Uf'[Y[Yb
6YVUi i b['XYg'HYa dY`\cZYf': Y`XYg'Ui g°

5a`%- "\$+ "&\$&) `X]g_i h]YfYb'6Yf`]bYf'6Øf[Yf'ØVYf'XYb'9f\U`h
XYg'HYa dY`\cZYf': Y`XYg'i bX'ghY`Yb'ÆYYb'[Y[Yb'Y]bY
6YVUi i b['j cf"



6Yf`]bž'8Yi hgWX`UbX`!`8Yf'Y\Ya U`][Y':`i [\UZyb'HYa dY`\cZ`XYf
a]h`Yfk Y]Y`U`g'VY`]YVhYg'BU\Yf\c`i b[g[YV]Yh'X]Yb`h`ghY`h
YfbYi h`a` :`c_i g`XYf'GhUXhd`Ubi b["J]Y`Y'6Yf`]bYf]bbYb`i bX
6Yf`]bYf`bi hnYb`XUg`k Y]h`Ai Z[Y` ; Y`AbXY`VYfY]hg`ZØf`F c`gWX`i \!
i bX`æ`]bYfZU\fhYb" `8cWX`]b`XYf'Øb[YfYb`J Yf[Ub[Yb\Y]h`\Uh`g]WX
Y]b`]bhYbg]j Yf'8]g_i fg'ØVYf'X]Y`Ni _i bZh`XYg'HYa dY`\cZYf': Y`XYg
Ybhk]W_Y`hž`]bgVYgcbXYfY`ja`FU\`a Yb`Y]bYg'5fWX]hY`_hi f!
ÆYYbk YhVYk YfVgž`XYf`Ui g`%* (`Y]b[YfY]WX`hYb'9bhk ØfZYb
gWX`]Y»`]WX`gYWX`g`G]Y[Yf`_cbnYdhY`\Yf] cfVfUWX`hY"K]Y`**B 8**
**5_hi Y` `VYf]WX`hYhž`nY][Yb`Ui g[YfYWX`bYh'X]Y` ; Yk]bbYfdfc`Y`_hY
Y]bY`XYi h`]WX`Y`HYbXYbn`ni f`6Yk U\fi b[`XYf`VYghY`YbXYb
Ghfi`_hi fYb`i bX`j Yf\]bXYfb`gc`Y]bY`i a ZUggYbXY`6YVUi i b["**

K Å\fybX`XYf`DfÅgYbhUh]cb`]b`6Yf`]b!A]hhYž[Y`Y]hYhj`cb
 GhUXhYbhk]W_`i`b[ggYbUhc`f`7`f]gh]Ub` ; UYV`Yf`gck]Y
 GybUhgVUi`X]fY`_hc`f]b`DYhfU`?U`Z`Y`Xhž`k`i`fXYb`X]Y`?`cbnYdhY
 j`cf[YghY`hi`bX`nc[Yb`gcZcfh[fc»Yg`A`YX]Yb]bhYfYggY`Ui`Z`g]W`"
 ; UYV`Yf`VYhcbhYž`XUgg`Yg`k`]W`h[`gY]ž`X]Y`J`cf`gW`Å[Y`c`ZY`b`ni
 X]g`_i`h]YfYb`i`bX`b]W`h]`cfY`] [Y`GW`ØggY`ni`n]Y`Yb`"8`c`W`
 VYgcbXYfg`Y`fj`cfni`Y`VYb`]ghž`XUgg`j`]Yf`XYf`gYW`g`df`Åa`]YfhYb
 9bhk`ØfZY`Y]bY`6YVUi`i`b[` [Åbn`]W`UV`Y`bYb`i`bX`ghUhhXYggYb`Ui`Z
 9f`U`hi`bX`K`Y]hYfYbhk]W_`i`b[`XYf`VYghY`YbXYb`Bi`hni`b[Yb
 gYhnYb`"8]YgY`5bg`ÅhnY`gW`Y]bYb`Ui`W`j`cb`XYf`6Yj`Ø`_Yfi`b[
 i`bhYfghØhni`ni`k`YfXYbž`k`Ug`g]W`]b`XYf`Xf]hhYb`8]U`c[k`Yf`_ghUhh
 nY][hYž`Ub`XYf`ØVYf`&+) `Ui`g[Y`c`ghY`6Øf[Yf]bbYb`i`bX`6Øf[Yf
 hY]`b`U`a`Yb`"GY`Vgh`i`bhYf`XYb`, `\$`5bk`YgYbXYb`[UV`Yg`Y]bY
 ,`VYfnU`j`cb`i`bhYfgW`f]ZhYb`[Y[Yb`Y]bY`6YVUi`i`b["

8]Y`GYW`g`G]Y[Yf`_`c`bnYdhY

J`cb`XYb`gYW`g`df`Åa`]YfhYb`9bhk`ØfZYb`g]bX`Zc`[YbXY`VYgcbXYfg
 Yfk`Å`bYbgk`Yfh

- Gca`Y`D`UW`Ghi`X]c

8YhU]`g	
C`f`h	6Yf`]bž`8Yi`hgW`U`b`X
E`i`Y`Y`b	<ul style="list-style-type: none"> • k`k`k`"bX!U`_hi`Y`"XY • Ybhk`]W_`i`b[`gghUXh"XY • k`k`k`"Vi`bX!VYf`]b"XY

6Ygi`W`Yb`G]Y`i`bg`Ui`Z.`b!U[`"bYh