

8 6 6 ! 8 U a Y b ' Z Y] Y f b ' _ ` U f Y b ' G] Y [' [Y [Y b ' X] Y
H Ø f _ Y] . ' 5 i Z ' n i f ' 9 A ! < c Z Z b i b [°

8] Y ' 8 6 6 ! 8 U a Y b ' g] W X Y f b ' g] W X ' V Y] a ' 9 i f c 6 U g _ Y h ' & \$ &) ' a] h
Y] b Y a ' - ' . + ' ! G] Y [' [Y [Y b ' X] Y ' H Ø f _ Y] ' D ' U h n ' Z Ø b Z ' B Å W g h Y g
G d] Y ` ' [Y [Y b ' H g W X Y W X] Y b "



< U a V i f [ž ' 8 Y i h g W X ` U b X ' ! ' 8] Y ' X Y i h g W X Y ' 8 U a Y b !
B U h] c b U ` a U b b g W X U Z h ' \ U h ' V Y] ' X Y f ' : € 5 ' K c a Y b g ' 9 i f c 6 U g _ Y h ' & \$ &)
Y] b Y b ' k Y] h Y f Y b ' G W X f] h i '] b ' F] W X h i b [' A Y X U] ` Y ' [Y a U W X h ' B U W X
Y] b Y a ' Ø V Y f n Y i [Y b X Y b ' G] Y [' Ø V Y f ' X] Y ' H Ø f _ Y] ' a] h ' - ' . + ' ' Z Y] Y f b ' X] Y
8 6 6 ! 8 U a Y b ' \ f Y b ' X f] h Y b ' 9 f Z c ` ['] a ' H i f b] Y f " ' 8 U g ' , V Y f _ f Y i n g d] Y `
i a ' X] Y ' D ` Ä h n Y ') ! , ' Z U b X ' U a ' & - " ' † b] & \$ &) ' g h U h h i b X ' X] Y ' X Y i h g W X Y b
G d] Y ' Y f] b b Y b ' n Y] [h Y b ' j c b ' 6 Y [] b b ' U b ž ' X U g g ' g] Y ' X Y b ' ; Y [b Y f ' Z Y g h '] a
; f] Z Z ` \ U h h Y b " ' 8 Y i h g W X ` U b X ' g h U f h Y h Y ' g h U f _ ' a] h] Y] b Y f ' Z f Ø \ Y b
+ . & ! : Ø \ f i b [ž ' X] Y ' h Ø f _] g W X Y ' A U b b g W X U Z h ' [`] W X ' n k U f ' Y] b a U ` U i g ž
X c W X ' X] Y ' 8 6 6 ! 8 U a Y b ' `] Y » Y b ' g] W X ' b] W X h ' V Y] f f Y b ' i b X ' Z Ø \ f h Y b ' b U W X
X Y a ' Y f g h Y b ' J] Y f h Y ` a] h ' & ' . %) " ' 6 Y g c b X Y f g ' V Y Y] b X f i W _ Y b X ' k U f ' X] Y
< U ` V n Y] h Z Ø \ f i b [' a] h) \$. & , "

8]Y`GhUfhZcfa Uh]cb`_cbbhY`g]W`gY\Yb`UggYb.`5`YI UbXfU`K]`_Yž
@Ycb]Y`:]YV]Wž9a]`m'6Yggc]fž: f]YXU`6Ø\`bYf`i bX`@]gU
; Y]gY`gØXYf`k UfYb`j cb`5bZUb[`Ub`[i h`]bg`Gd]Y`[Y`_ca a Yb"
5`YI]g`DYhYfgcb`Z]Y`Ui Z[fi bX`Y]bYf`Y]W`hYb`J Yf`Yhni b[`Ui gž`k Ug
YXcW`XYb`Gd]Y`Zi gg`b]W`h'a]bXYfhY" `>bb]Zyf`7fck XYf`gcf[hY
a]h`Y]bYa `ZfØ\Yb`Di b`_hYghUbX`j cb`&`.)`ZØf`Y]bY`_ca ZcfhUV`Y
Gh]a a i b[`Ui ZXYf`XYi hgW`Yb`6Ub`_`&`XYb`YhnhYb`J]YfhY`b
Yf\Ø\hY`X]Y`HØf`_Y]`nk Uf`XYb`8fi W`_a]h`&(`i bX`&%`Di b`_hYbž`XcW
XYf`J cfgdfi b[`XYf`XYi hgW`Yb`A`ÅXY`g`k Uf`i bYffY]W`VUf"

5i gV`]W`_Ui Z`X]Y`b`ÅW`ghYb`Gd]Y`Y

8 Ug`b`ÅW`ghY`[fc»Y`Gd]Y`Yfk UfhYh`X]Y`866!8Ua Yb`VYfY]hg`\Yi hY
[Y[Yb`HgW`YW]Ybž`X]Y`ni j cf`[Y[Yb`@]hUi Yb`a]h`, %+*`[Yk cbbYb
\UVYb" `8Yf`G]Y[Yf`X]YgYg`8i Y`g`k]fX`i a `D`Uhn`ZØbZ`gd]Y`Yb`i bX
XUg`Gd]Y`VY[]bbhi a `%'`.'`\$`I`\fž`j]Y`i bX`_cghYb`cg`VY]
A U[Yb]hUgdcfh`8]Y`XYi hgW`Y`A`UbbgW`UZh`\Uh]g]W`Y]bY`Xf]hVYghY
9A!D`Uhn]Yfi b[`ni a `N]Y`[YgYhnhž`k Ug]b`XYf`; YgW`]W`hY`XYg
Hi fb]Yfg`V]g`Ub[`bi f`nk Y]a U`YffY]W`h`k i fXY.`6fcbnY`]b`XYb
>\fYb`%-`**`i bX`%-`-`+`"

8]YgY`9i fc6Ug`_Yh]gh`X]Y`(\$`5i g[UVY`XYg`_cbh]bYb]hU`Yb
Hi fb]Yfgž`XUg`j cb`XYf`: &65`9i fcdY`j YfUbghU`hYh`k]fX`i bX`V]g`ni a
&-`" `ž`b]`&\$&`)]b`XYb`; Ugh[YVYf`ÅbXYfb`HgW`YW]Ybž`8Yi hgW`UbXž
`hU]Yb`i bX`; f]YW`Yb`UbX`Ui g[YhfU[Yb`k]fX" `&g[YgUa h`_Åa dZYb
%*`HYUa g]b`X]YgYa`K`YhVYk YfVž`i bX`X]Y`Gd]Y`Y`\UVYb`V]g`Yhnh
Y]bY`; YgUa hVYgi W`YfnU`\`j cb`ØVYf`, %"\$\$\$`:]Ubg`Ub[Ync[Ybž`k Ug
X]Y`6Y[Y]ghYfi b[`ZØf`XYb`:]fUi YbVUg`_YhVU`i`b hYfghfY]W`h"

5i Z`XYa`K`Y[`ni f`K`Y`ha`Y]ghYfgW`UZh

9]b`k Y]hYfYf`5bfY]n`ZØf`X]Y`HYUa`g`]gh`X]Y`E`i`U`]Z]_Uh]cb`ZØf`X]Y
:]&65`K`ca`Yb`g`6Ug`_YhVU`K`cf`X`7i`d`&\$&*" `8]Y`VYghYb`ZØbZ
HYUa`g`X]YgYg`Hi`fb]Yfg`_ØbbYb`g]W`ZØf`X]Y`E`i`U`]Z]_Uh]cb`ni`f
K`Y`ha`Y]ghYfgW`UZh`ei`U`]Z]n]YfYbž`k`c`ZØf`g]W`VYfY]hg`8Yi`hgW`UbX
i`bX`HgW`YW]Yb`ei`U`]Z]n]Yfh`\UVYb" `5i`W`X]Y`5VgW`i`gghUVY`Y`XYf
;`fi`ddYb`ZUgn]b]Yfh`X]Y`:]Ubg" `8Yi`hgW`UbX`k`i`fXY`]b`;`fi`ddY`8
Y]b[YhY]`h`i`bX`hf]Zh`\]Yf`Ui`Z`UbXYfY`ghUf`_Y`A`UbbgW`UZhYb`k`]Y

VY]gd]Y`gk Y]gY`X]Y` ; Ugh[YVYf` ; f]YWX`Yb`UbX`]b`D]fÅi gž`k c`X]Y
:]bU`fi bXY`ghUhhZ]bXYb`k]fX"

A]h`X]YgYf`ØVYfnYi [YbXYb`@]ghi b[`i bX`XYb`gdUbbYbXYb
A ca YbhYb`XYg`Hi fb]Yfg`XØfZYb`X]Y`6Ug_YhVU``ZUbg`]b
8Yi hgW`UbX`i bX`XUfØVYf`\]bUi g[YgdUbbh`Ui ZXUg`bÅW`ghY`8i Y`
gW`Ui Yb``CV`X]Y`XYi hgW`Yb`8Ua Yb`Yg`gW`UZZYbž`\fY`5a V]h]cbYb
]b`Y]bY`A YXU]``Y`i a ni a ØbnYbž`V`Y]Vh`UVni k UfhYb``: Øf`XYb
A ca Ybh[]`h`Ygž`XUg`Gd]Y`` [Y[Yb`HgW`YWX]Yb`YfZc`[fY]W`ni
VYghfY]hYb`i bX`XUVY]`X]Y`[i hY`: cfa`ni ``U`hYb"

K Y]hYfY`≠Zcfa Uh]cbYb`ni `XYb`Gd]Y`Yb`Z]bXYb`G]Y`Ui Z`XYb`GY]hYb
j cb`VUg_YhVU``!Vi bX`XYž`k c`U`Y`8YhU]`g`i bX`Gd]Y`ghÅbXY
U_hi U]g]Yfh`k YfXYbž`i bX`Ui Zk]_]dYX]U"cf[ž`X]Y`i a ZUggYbXY
≠Zcg`ni f`9i fc6Ug_Yh`K ca Yb`&\$&) `UVYb``5i W`A U[YbhUGdcfh
V]YhYh`gdUbbYbXY`6Yf]W`hYfghUhh`i b[`i bX`@]j Y! , VYfhfU[i b[Yb`XYf
Gd]Y`Y"

8YhU]`g	
C fh	< Ua Vi f[ž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none">• k k k "VUg_YhVU``!Vi bX`XY• Yb`k]_]dYX]U"cf[• k k k "a U[YbhUgdcfh"XY

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