

< UW_YfUb[f]ZZ`À\ a h'Dc`]nY]'A J . ' , VYf
' ") \$\$`< UbXmg'i bVfUi W\ VUf°

< UW_YfUb[f]ZZ'Ui ZXY'@UbXYgdc`nY]'A YW`YbVi f[!
J cfdca a Yfb.' ") \$\$`8]Ybgh\UbXmg'VYhfcZZyž'jbhYfbY
?ca a i b_Uh]cb'ghUf_`Y]b[YgW\ fÀb_h"



A YW`YbVi f[!J cfdca a Yfbž`8Yi hgW\`UbX`!`8]Y'@UbXYgdc`nY]
A YW`YbVi f[!J cfdca a Yfb`k]fX`U_hi Y`j`cb`Y]bYa
gW\k Yfk]Y[YbXYb`<UW_YfUb[f]ZZ`\Y]a [Ygi W\hž`XYf`dchYbn]Y`
' ") \$\$`8]Ybgh\UbXmg'VYhf]Zhi`bX`XUa`jh`Yf\YV`]WY`5i`gk`f_i`b[Yb
Ui ZXY'Dc`nY]UfVY]h`\Uh"8]YgY`Ga`Ufhd\cbYgž`X]Y`Yfgh]a`<YfVgh
&\$&\$`Ub[YgW\UZh`k`i`fXYbž`a`ØggYb`Ui`Z[fi`bX`XYf`5b[f]ZZ`bUW
5b[UVYb`XYg`æbYba`]b]ghYf]i`a`g`j`Yfa`i`h]W\`XUi`Yf\UZh]j`ca`BYhn
[Ybca`a`Yb`k`YfXYb"8`Ug`æbYba`]b]ghYf]i`a`h`UhY`ni`b`W\gh`bi`f
j`cb`Y]bYf`Y]b[YgW\ fÀb_hYb`Bi`hni`b[`VYf]W\hYhž`XcW`bi`b`]gh`_Uf.
8]Y'; Yf`AhY`XØfZYb`b]W\h`a`Y`f`Y]b[YgW\U`hYh`k`YfXYbž`k`Ug`X]Y
]bhYfbY`?ca`a`i`b_Uh]cb`XYf`Dc`nY]'a`Ugg]j`ghØfh"8`Yf
: i`b_j`Yf_Y`f`Yf`YVh`gca`]h`Y]bY`i`bYfk`UfhYhY`F`YbU]ggUbW\ž`XYbb
X]Y`6YUa`hYb`a`ØggYb`k`]YXYf`Ui`Z`U`hY`: i`b_[Yf`AhY`ni`fØW_[fY]ZYbž

k Ug`X]Y`9ZZY`_hj] jhÅh`XYf`Dc`nY]UfVY]h`b`Y]b][Yb`G]hi Uh]cbYb`ghUf`_`
Y]bgW`f`Åb`_h`

K]Y`**B 8 F**`k`Y]hYf`VYf]W`hYhž`U`hYb`i`bVY`_UbbhY`<`UW`_Yf`Ni`[`f]ZZ`Ui`Z`
XYb`GYfj`Yf`a`Dc`ž`XYf`X]Y`J`Yfk`U`hi`b[`X]YgYf`A`cV]`hY`Y`Zc`b`Y`
ØVYfb]a`a`h`A`Ò[`W`Yfk`Y]gY`k`i`fXYb`XUVY]`bhYfbY`≠Zcfa`Uh]cbYb`
k`J]`Bi`hnYfbUa`Ybž`8]Ybgh[`fUXY`i`bX`9!A`U]!5XfYggYb`UV[`Y[`f]ZZYb`
K`Å`fYbX`8`UhYb`ni`U`i`Z`YbXYb`9fa`]h`i`b[`Yb`Ub[`YV`W`b]W`h`
VYhfc`ZZYb`g]bXž`nY][`h`X]YgYf`5b[`f]ZZ`k`J]Y`UbZ`Å`][`gY`V`gh`g]W`Yf`
[`Y[`U`i`V`hY`G`mghYa`Y`i]b`XYf`ÒZZYbh]W`Yb`J`Yfk`U`hi`b[`gY]b`_`ÒbbYb`

Dc`h]gW`Y`F`YU`_h]cbYb`i`bX`:`cfXYfi`b[`Yb`

8Yf`J`cfZU`V`Y]Vh`b]W`h`c`b`Y`dc`h]gW`Y`?`cbgYei`YbnYb`8`Ug`
@UbXYg`_f]a`]bU`Ua`h`U`h`VYfY]hg`9fa`]h`i`b[`Yb`ni`XYb`HÅhYfb`
Y]b[`Y`Y]hYh`8]Y`;`Yk`Yf`_gW`UZh`XYf`Dc`nY]`fi`XDŁ`VYhfUW`hYh`X]YgYb`
5b[`f]ZZ`U`g`F`ØW`_gW`U[`ZØf`X]Y`Dc`nY]UfVY]h`i`bX`Zc`fXYfh`Xf]b[`YbX`
≠j`Ygh]h]cbYb`]b`a`cXYfbYg`A`UhYf]U`gck`J]Y`ei`U`Z]n]YfhYg`DYfgcbU`
=a`@UbXhU[`k`]fX`XYf`:`U`V`VYbZU`g`h`Ya`Uh]g]Yfh`78I`i`bX`5Z8`
k`YfZYb`XYa`A`]b]ghYf]i`a`j`cfž`K`Ufb`]bk`Y]gY`Ui`Z`a`Ò[`W`Y`
<`UW`_Yf[`YZU`fYb`i][`bcf]Yfh`ni`U`UVYb`5i`Z`XYf`UbXYfYb`GY]hY`
ZcfXYfb`X]Y`;`fØbYb`a`Y`f`HfUbgdUfYbn`i`bX`9]bV`]W`_]b`X]Y`
9]bghi`Z`b[`XYg`6Yf]W`hg`U`g`J`YfgW`i`gggUW`Y`8Yf`≠bYba`]b]ghYf`
7`f]gh]Ub`DY[`Y`ghY`h`XYa`bUW`i`bhYf`8fi`W`ž`XU`X]Y`C`ddcg]h]cb`
bUW`Y]bYf`i`a`ZUggYbXYb`5i`Z`_`Åfi`b[`j`Yf`Ub[`h`

8]Y`G]hi`Uh]cb`]gh`b]W`h`b`i`f`Y]b`c`_`U`Y`g`DfcV`Ya`"@Ui`h`**6?5**]gh`Y]b`
5bgh]Y[`j`cb`F`Ubgca`k`UfY]5b[`f]ZZYb`Ui`Z`ÒZZYbh]W`Y`J`Yfk`U`hi`b[`Yb`
]b`8Yi`hgW`U`bX`ni`VYcVUW`hYb`8]YgY`5b[`f]ZZY`_`ÒbbYb`a`Ugg]j`Y`
Z]bUb]Y`Y`G`W`ÅXYb`i`bX`XYb`J`Yf`i`gh`gYbg]V`Yf`8`UhYb`bUW`g]W`
n]Y`Y`b`8Yf`6?5`Ya`dZ]Y`hž`X]Y`≠!G]W`Yf`Y]hg`_`cbnYdhY`ni`
ØVYfUfVY]hYb`i`bX`XUg`DYfgcbU`]b`XYf`7mVYfg]W`Yf`Y]h`ni`
gW`i`Yb`8Uni`[`Y`ØfYb`i`bhYf`UbXYfYa`fY[`Y`a`Å»][`Y`i`dXUhYg`XYf`
GmghYa`Y`i`bX`G]W`Yf`Y]hg]`cf`_`Y`fi`b[`Ybž`i`a`XYf`;`YZU`f`j`cb`
7mVYfUb[`f]ZZYb`VYggYf`VY[`Y[`bYb`ni`_`ÒbbYb`

9]b`6`]W`_]b`X]Y`Ni`_`i`bZh`

8]Y`U_hi Y`Y`@U[Y`a UW`h`XYi h`]W`ž`XUgg`7mVYfgYW f]hm`]b`XYf
 Dc`]nY`]b]W`h`bi f`Y]b`h`Y`W`b]gW`Y`g`DfcV`Ya ž`gcbXYfb`Ui W`Y`b
 g]W`Y`f`Y]hgdc`]h]gW`Y`g`]gh``9g`V`Y]Vh`UVni k UfhYbž`k]Y`gW`bY``X]Y
 Dc`]nY`]b`A YW`_YbVi f[!J cfdca a Yfb`]\fY`5fVY]hgZ`A`][_Y]h
 k]YXYf`YfghY``Yb`_Ubb`i bX`k Y`W`Y`@Y`fYb`Ui g`X]YgYa `J c fZU``ZØf
 _ØbZh][Y`A U» bU`a Yb`ni `n]Y`Y`b`g]bX``C`bY`Nk Y]ZY``k]fX`X]YgY
 9d]gcXY`b]W`h`bi f`XYf`Yi h][Ybž`gcbXYfb`Ui W`XYf`_ca a YbXYb
 ; YbYfUh]cbYb`]b`9f]bbYfi b[`V`Y]VYb``8]Y`8YVUhhY`ØVYf`XYb
 l a [Ub[`a]h`7mVYff]g]_Yb`k]fX`Y`Yfni `UbXY`Ub`: U`fh[Yk]bbYb
 a ØggYbž`i a `A`b`]W`Y`J c fZ`A``Y`]b`Ni _i bZhini `j Yf`]bXYfb`

8YhU]`g	
C fh	A YW`_YbVi f[!J cfdca a Yfbž`8Yi hgW`_UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "bXf"XY • k k k "gd]Y[Y`"XY • k k k "V_U"XY

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