

5`d]bY': %.'7ca YVUW!D`Ub`ZØf`X]Y`GU]gcb
&\$&) ` `HYUa WXYZ`g]Y`h`@]W`h`

5`d]bY`V`]W`h`&\$&) `cdh]a]gh]gW`j`cfUi`gž`hf`ch`h`i`a`i`hUfh][`Yf`
J`Yf[`Ub[`Yb`Y]h`i]b`XYf':`cfa`Y`%":`U`fYfk`YW`gY`i`bX`
hYW`b]gW`Y`BYi`Yfi`b[`Yb`ghY`Yb`Ub`

5`d]bY`FUW]b[`ghY`h`Ua`GW`Y]XYk`Y[`B`UW`Y]bYf`hi`fVi`Yb`hYb`
GU]gcb`]b`XYf':`cfa`Y`%ž`X]Y`j`cb`]b`hYfb`Yb`i`a`VfØW`Yb`i`bX`
i`a`ghf]hhYb`Yb`9bhgW`Y]Xi`b[`Yb`[`Ydf`Ä[`h`k`Ufž`\`c`Zh`XUg`HYUa`i`b`hYf`
XYf':`Ø`fi`b[`j`cb`HYUa`W`YZ`C`]j`Yf`C`U`Yg`Ui`ZY]bYb`BYi`Ub`Z`Ub[`]b`
XYf`GU]gcb`&\$&)``8]Y`Y`h`h`Yb`A`cb`U`h`Y`k`U`f`Y`b`j`cb`9bh`Uggi`b[`Yb`
i`bX`:`U`f`Y`f`k`Y`W`g`Y`b`[`Y`d`f`Ä[`hž`k`Ug`X`Y`a`i`HYUa`Y]bYb`W`U`ch]gW`Yb`
F`i`Z`Y]b`V`f`U`W`h`Y`"8`c`W`Y]b`i`b`Y`f`k`U`f`h`Y`h`Y`f`8`c`d`d`Y`g]Y[`]b`6`f`Ug`]Y`b`
k`Y`W`h`Y`X`Y`b`?`Ua`d`Z[`Y]gh`i`b`X`"Ä`ggh`X]Y`J`Y`f`U`b`h`k`c`f`h]W`Y`b`
cdh]a`]gh]gW`]b`X]Y`Ni`_i`b`Zh`V`]W`Y`b`ž`k`]Y`6Yf`]b`@]j`Y`VYf]W`h`Y`h`Y`"

9]b`bYi`Yg`?`Ud]hY`ZØf`5`d]bY

A`h]Y]bYa`bYi`Yb':`U`f`Y`f`ž`J`W`_`8`c`c`\`U`b`ž`i`b`X`Y]bYf`_`U`f`Y`b`G`h`f`U`h`Y[`]Y`
j`Y`f`g`i`W`h`5`d]bYž`gY]bY`j`Yf`c`f`Y`b`Y`K`Ø`f`X`Y`a`i`cfa`Y`!`%`N]f`_i`g`
ni`fØW`_ni`[`Y`k`]b`b`Y`b`"C`U`_`Y`g`Ä`i`»`Y`f`h`Y`g]W`ni`j`Y`f`g]W`h]W`Ø`V`Y`f`X]Y`
Ø`b[`g`h`Y`b`i`d[`f`U`X`Y`g`X`Y`g`5`i`h`c`g`ž`X]Y`X`U`g`HYUa`Ui`Z`X`Y`b`g`Y`W`g`h`Y`b`
D`U`h`ni]b`XYf`?`c`b`g`h`f`_`h`Y`i`f`g`a`Y]g`h`Y`f`g`W`U`Z`h`V`f`U`W`h`Y`b`"8]Y`g`Y`
9`b`h`k`]W`_i`b[`]k`]f`X`U`g`6`U`g]g`ZØf`X`Y`b`C`d`h]a`]g`a`i`g`]b`XYf`
`c`a`a`Y`b`X`Y`b`G`U]g`c`b`U`b[`]Y`g`Y`Y`b`"C`U``Y`g`]g`h`Ø`V`Y`f`n`Y`i`[`hž`X`U`g`g`X]Y`
:`cfa`Y`%`j`cb`XYf`Ni`g`Ua`a`Y`b`ZØ`f`i`b[`]U`Y`f`HYUa`g`d`f`c`Z]h]Y`f`Y`b`
k`]f`X`ž`i`b`X`\`c`Zhž`X]Y`9`f`Z`c`[`Y`X`Y`f`Y`h`h`Y`b`F`Y`b`b`Y`b`U`g`G`d`f`i`b[`]V`f`Y`h`h`
ZØf`X]Y`b`Y`i`Y`b`<`Y`f`U`i`g`Z`c`f`X`Y`f`i`b[`]Y`b`i`h`n`Y`b`ni`_`Ö`b`b`Y`b`ž`V`Y`f]W`h`Y`h`Y`
:`cfVYg`"

9]b`nYb`h`f`U`Y`f`Di`b`_`h`ZØf`X]Y`Ni`_i`b`Zh`j`cb`5`d]bY`]gh`X]Y

9bhgWXYXi b[ž'X]Y`Ub[Å\ f][Y'F YbUi `h!A c hcfYbdUfhbYfgWUZhV]g
&\$&*`ni `VYYbXYb`i bX`Ui Z A YfWXYg!Hf]YV k Yf_Y`i a ni ghY][Yb"
C U_Yg`VYnY]W.bYhY`X]YgY`9bhgWXYXi b[`U`g`bch k YbX][ž'i a `X]Y
K YhhVYk YfVgZÅ\][_Y]h`XYg`HYUa g`g]WYfni ghY`Yb`i bX`i a
Yf\YV`]WXY`?cghYb`ni `gdUfYbž'X]Y`]b`X]Y`K Y]hYfYb h k]W`i b[`XYg
: U\fnYi [g`fY]bj Ygh]Yfh`k YfXYb`_ÖbbYb"Hfchn`XYf`Ya ch]cbU`Yb
GW.k]Yf][_Y]hYbž'X]Y`X]YgY`9bhgWXYXi b[`a]h`g]W`VfUW hYž
j Yfgdf]W.h`C U_Ygž`XUgg`X]Y`bYi Yb`9bh k]W`i b[Yb`Y]bY`Zf]gWXY
DYfgdY_h]j Y`ZØf`XUg`HYUa `Vf]b[Yb`k YfXYbž`k Å\ fYbX`X]Y
_cbghUbhYfYb`@Y]ghi b[Yb`Ui ZXYf`GhfYW_Y`ni `Y]bYa `F ØW_Y`f
ni a `Fi `a `ZØ\ fYb`gc``Yb"8]Y`[fc»Y`: fU[Y`V`Y]Vhž`cV`X]YgYg`bYi
[YZi bXYbY`J YfhfUi Yb`i bX`XYf`Zf]gWXY`K]bX`Ui W`hUhgÅW`]W`]b
X]Y`9f[YVb]ggY`Ui Z`XYf`GhfYW_Y`i a [YgYmh`k YfXYb`_ÖbbYb"

8YhU]`g	
E i Y`Yb	<ul style="list-style-type: none">• k k k "VYf`]b!`]j Y"XY• k k k "ZcfVYg"Wca

6Ygi WXYb`G]Y`i bg`Ui Z.`b!U["XY