

B c`Z]fYd`UW`VUb`]b`6Yf`]b.`XYVUhY`UVci h
B Yk`MYUf/`\$'`-/g`9j`Y`W`Ucg`YgWU`UhYX`°

5W`cX]b[`hc`Ub`Udd`]WU]cb`Vm'h\Y`; fYYbg`U[`U]bgh'df]j`UhY
Z]fYW`UW_Yfgž`h\Y`a`U`cf]hmcZ`6Yf`]b/`\$'`-/g`<ci`gY`cZ
F YdfYgYbhUh]j`Yg`fY`YW`YX`U`VUb`cb`Z]fYW`UW_Yfg"

`5`[`YbYfU`VUb`cb`Z]fYW`UW_Yfg`]g`bch]a`d`Ya`YbhYX`]b`6Yf`]b`Zcf
h\Y`h]a`Y`VY]b[`"H\Y`<ci`gY`cZ`FYdfYgYbhUh]j`Yg`fY`YW`YX`U
W`ffYgdcX]b[`Udd`]WU]cb`Vm'h\Y`; fYYbg`cb`H\i`fgXUmž`]b`k`\]W`U
mYUf`!fci`bX`VUb`cb`gU`Yg`Zcf`dmfchYW`b]Wg`k`Ug`fYeI`YghYX`"H\]g
XYW]g]cb`Zc`ck`g`h\Y`XYj`UghUh]b[`Yj`Ybhg`cZ`BYk`MYUf`9j`Yž`k`\]W`
YbXYX`k`]h\`a`cfY`h\Ub`(\$\$]b`fYX`UbX`a`i`h]`!a`]`cb`Xc`Uf
XUa`U[`Y`"H]g`WYUf`hc`h\Y`; fYYbg.`5`gUZY`BYk`MYUf`9j`Y`g
dcgg]V`Y`!`dYcd`Yž`Ub]a`U`g`UbX`h\Y`Ybj`]fcb`a`Ybh'dfchYW`U[`U]bgh
h\Y`Ubbi`U`6`Ö`Yfk`U\bg]bb`ž`UW`cX]b[`hc`h\Y`h]hY`cZ`h\Y`f
Udd`]WU]cb`" <ck`Yj`Yfž`U`a`U`cf]hmcZ`h\Y`78I`ž`GD8`UbX`5Z8`gdc_Y
ci`hž`cb`h\Y`ch\Yf`UbXž`k`\]W`Vfc_Y`i`d`U[`U]bž`Ug`UXXfYggYX`Vm
78I`]bhYf]cf`YI`dYfh`6i`f_UfX`8fY[`[`Yf`UbX`5Z8`dc`]h]W]Ub`F`cb`U`X
[`UggYg`"

`dYh]h]c`bg`Zcf`U`VUb`cb`Z]fYW`UW_Yfg`

5[`U]bgh`h\Y`VUW_[`fci`bX`cZ`h\]g`a`cgh`fYW`bh`XYW]g]cb`ž`h\Y
;`Yfa`Ub`9bj`]fcb`a`YbhU`5]X`fBI`<`U`bX`h\Y`dc`]W`fI`8DŁ`i`b]cb
fI`8DŁ`\`UbXYX`cj`Yf`a`cfY`h\Ub`%ž`-`*`%ž`\$`\$`\$`g][`bUh`fYg`Zcf`U
bUh]cbk`]XY`VUb`cb`ghUhY`hc`GhUhY`GYW`fYhUfmi`ž`]UbY`GY]ZYfh`"`b`h\]g
dYh]h]cbž`U`W`a`d`YhY`VUb`cb`dmfchYW`b]Wg`Zcf'df]j`UhY`i`gY`]g
fYeI`]fYX`hc`dfchYW`idYcd`Yž`Ub]a`U`g`UbX`h\Y`Ybj`]fcb`a`Ybh`Zfca
h\Y`bY[`Uh]j`Y`W`bgYeI`YbW`g`cZ`h\Y`Ubbi`U`Z]fYW`UW_"`Øf[`Yb
FYgW`ž`YXYfU`A`UbU[`]b[`]8]fYW`hc`f`cZ`h\Y`8I`<`ž`gU]X.`"H\Y
Z]fYW`UW_Yf`cb`BYk`MYUf`9j`Y`WU`i`gYg]a`a`YbgY`XUa`U[`Y`"

Gi [[Ygh]cbg`gi W\`Ug`]a dcfh`Wcbhfc`g`Xc`bchidfYj Ybh`UbmidUb]W
Ub]a U`g`cf`\Ufa Z ``Z]bY`Xi gh``C b`mk]h\`U`[YbYfU`VUb`cb
Z]fYWfUW_Yfg`WUb`h\Y`W\Uch]WWcbX]h]cbg`VY`dfYj YbhYX""`H\]g
fYei]fYa Ybh`g\ci `X`bch`cb`m`WcbhUa]bUhY`h\Y`WUi gUh]cb`cZ
]b`f]YgžVi h`U`gc`ZUW`]hUhY`h\Y`cdYfUh]cbg`cZ`h\Y`Ya Yf[YbWn
gYfj]W`g`

`8Ygd]hY`h\Y`dfYgYbhUh]cb`cZ`h\Y`g][bUhi fYgž`h\Y`fYgdcbgY`Zfca
dc`]h]Wg`fYa U]bg`hc`VY`gYYbž`k \]Y`h\Y`8I < `UbX`gi ddcfhYfg`Zfca
' (`ch\Yf`cf[Ub]nUh]cbgž`gi W\`Ug`h\Y`YXYfU`5ggcW]Uh]cb`cZ
5b]a U`K Y`ZUfYž`Wcbh]bi Y`hc`Z[\h`Zcf`U`gUZY`BYk`M`Uffg`9j Y"
H\Ym`Ya d\Ug]nY`h\Uh`U`fYh\]b_]g`bYW`ggUfm`UbX`h\Uh`U`VUb`cb
Z]fYWfUW_Yfg`]g`h\Y`cb`m`gc`i`h]cb`hc`h\Y`XUb[Yfg`cZ`dmfchYW\ b]Wg`
"; Yfa Ubm]g`fYUXm`Zcf`U`VUb`cb`dmfchYW\ b]Wg`Zcf`df]j UhY`i`gYž`
gU]X`FYgW\ž`k \]Y`h\Y`dc`]h]WU`XYVUhY`fYa U]bg`\YUhYXž`Ug`h\Y
bi a Yfci`g]b`f]Yg`cb`BYk`M`Uffg`9j Y"

`Vn`VYf`]b
.

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

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