

9bYf[]Y`7c hhVi g`ghUfhYh'a]h`Zf]gW\ Ya
9`Ub`[Y[Yb`6]Y`YZY`X`]b`X]Y`F ØW_fi bXY`°

8Yf': 7`9bYf[]Y`7c hhVi g`ghUfhYh'Ua`%+""\Jbi Uf'&\$&)`[Y[Yb
5fa`b]U`6]Y`YZY`X`]b`X]Y`F ØW_fi bXY`XYf'`""@[U""@]j YghfYUa
Ui ZfvVp&("

8Yf': 7`9bYf[]Y`7c hhVi g`ghUfhYh'a]h[fc»Yf`J cfZFYi XY`]b`X]Y
F ØW_fi bXY`XYf'`""@[Už`bUW\XYa`X]Y`A UbbgW\UZh`[i`h`Ui g`XYf
K`]bhYfdUi gY`ni fØW_[Y`Y`fh]gh"5a`GUa`ghU[`i`a`%(.\$`\$`i`\f`hf]Zh
7c hhVi g`]b`XYf`G\ØW`5fYbU`Ui Z5fa`b]U`6]Y`YZY`X`žY]b
Y\Ya`U`][Yf`6i bXYg`][]ghž`XYf`bUW`hi`fVi`Y`bhYb`NY]hYb`]b`X]Y
Xf]hY`@[U`UV[Ygh]Y[Yb`]gh`HfU]bYf`7`Ui`g!8]YhYf`K`c`]hn`Äi`»YfhY
g]W\`cdh]a`]gh]gW\`ØVYf`X]Y`@Y]ghi`b[Yb`gY]bYf`Gd]Y`Yfž`cV`k`c`\`X]Y
J`cfVYfY]hi`b[`Xi`fW`Y]bY`B]YXYf`U[Y`[Y[Yb`9]bhfUW`h
6fUi`bgW`k`Y][`[YhfØVh`k`i`fXY""`8]Y`9f[YVb]ggY`g]bX`nk`Y]hfUb[]["
5a`k`]W[h][ghYb`g]bX`X]Y`5V`Äi`ZY`i`bX`XUg`J`Yfgh`Ab`Xb]g`]bbYf\U`V
XYf`A`UbbgW\UZh`ž`Yf`_`Ä`fhY`K`c`]hnž`k`]Y`B]YXYf`Ui`g]hn`5`_`hi`Y`
VYf]W`hY`hY"

GhUf`_`Yf`F ØW`_`Y`fYf`i`b`X`Zf]gW\`Y`N]Y`Y`

6YgcbXYfg`YfZFYi`h`nY][`h`g]W\`K`c`]hn`ØVYf`XYb`F ØW`_`Y`fYf`9f]_`
9b[Y`\UfXhž`XYf`]b`VY]XYb`HYghgd]Y`Yb`j`cf`XYa``@[UghUfh`hfUZi`bX
g]W\`Ui`h`HfU]bYf`gW`bY`]bg`HYUa`]bhY[f]Yfh`\Uh`""7c hhVi`gž
XYfnY]h`HUVY`Y`bnk`Y]hYf`a`]h`+`Di`b`_`hYb`ž`Yfk`UfhYh`Y]b`\UfhYg`Gd]Y`
[Y[Yb`6]Y`YZY`X`žX]Y`a`]h`%`Di`b`_`hYb`Ui`Z`D`Uhn`j`]Yf`ghY`\Yb`""Hf`ch
XYf`<`YfUi`gZcfXYfi`b[Yb`c`Vh`K`c`]hn`X]Y`A`cfU`gY]bYf`A`UbbgW\UZh
i`bX`ghY`h`_`Uf.`I`bgYf`N]Y`]gh`Ygž`YXYg`Gd]Y`ni`[Yk`]bbYbž
Y]bgW\`Y`»`]W`X]YgYg`5i`ZhU`hgd]Y`g`"9]b`G]Y[`k`Ä`fY`Y`bhgW`Y]XYbXž
i`a`XYb`U`_`hi`Y`[i`hYb`@Ui`Z`Zcfhni`gYhnYbž`k`Ä`\fYbX`[`Y]W\`nY]h][
XYf`5VghUbX`ni`XYb`X]fY`_`hYb`J`YfZc`[Yfb`[Yk`U`\fh`V`Y]Vhž`k`]Y`

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8]Y'DUfh]Y'\Uh'ni gÅhn`jW\`6YXYi hi b[ž'XU'X]Y'7chhVi gYf'jb
j Yf[Ub[YbYb'>U\fyb'cZh'GWk]Yf][_Y]hYb'bUW\`XYf'K]bhYfdUi gY
\UhhYb"K c`)]hn'b)a a h'XYb'8fi W_fUi g.' K]f'gW\Ui Yb'b]W\h'Ui Z
X]Y'GhUh]gh]_Yb'XYf`YhnhYb'>U\fy"l bgYf'Y]bn][Yg'N]Y`]ghž'Ua
GUa ghU['ni '[Yk]bbYb'i bX'XUbb'k Y]hYfni gW\Ui Yb" 'A]h'Y]bYa
_`UfYb': c_i g'Ui Z'X]Y'_ca a YbXY'<YfUi gZcfXYfi b['k]fX'X]Y
FØW_fi bXYbdfYa]YfY'Y]b'gdUbbYbXYg'8i Y``a]h'DchYbh]U`ZØf'X]Y
[YgUa hY'GU]gcb"

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8 YhU]`g	
E i Y``Yb	<ul style="list-style-type: none"> • k k k "fVV&("XY • k k k "b]YXYf`Ui g]hn!U_hi Y``XY

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