

C fUb ^Yg`ZY]Yfb`b UWk`%*`>J\ fYb`k]YXYf`]b
; Y`XYf`UbX.`9]b`\"]ghcf]gWk Yg` : Ygh°

5a`&*""5df]`&\$&)`ZY]Yfh`X]Y`_Öb][`]Wk Y` : Ua`]`Y`?cb]b[gXU[
]b` ; Y`XYf`UbXž`XUg`YfghY`A U`gY]h`%*`>J\ fYb`]b`X]YgYf
Dfcj`]bn"

8cYh]bWkYa ž`B]YXYf`UbXY`!`

5a`&*""5df]`&\$&)`ZY]Yfb`X]Y`C fUb ^Yg`?cb]b[gXU[`]b` ; Y`XYf`UbXž
Y]b`9fY][`b]gž`XUg`ZØf`?Öb][`k`]`Ya`!5`Yi`UbXYf`i`bX`gY]bY` : Ua`]`Y`]b
VYgcbXYfYf`K`Y]gY`j`cb`6YXYi`hi`b[`]gh`9g`]gh`XUg`YfghY`A U`gY]h`%*
>J\ fYbž`XUgg`X]Y`_Öb][`]Wk Y` : Ua`]`Y`X]YgYb` : Y]YfhU[`]b` ; Y`XYf`UbX
VY[`Y\h`8Yf`6Ygi`Wk`XYf`GhUXh`8cYh]bWkYa`a`Uf_]Yfhni`XYa`XYb
g]YVhYb`5i`Zh]h`XYf`_Öb][`]Wk Yb` : Ua`]`Y`Ub`X]YgYa` : Y]YfhU[`]b`XYf
FY[`]cb"

8]Y`HfUX]h]cbž`Ub`j`YfgWk]YXYbYb`C fhYb`ni`ZY]Yfbž`_Ubb`V]g`]bg
>J\ f`%- , %`ni`fØW`j`YfZc`[`h`k`YfXYbž`U`g`X]Y`XUa`U`][`Y`?Öb][`]b
6YUhf]i`?cb]b[`]bbYXU[`]Ub`k`YWk`gY`bXYb`C fhYb`nY`YVf]YfhY"
=bg[`YgUa`h`\Uh`X]Y`_Öb][`]Wk Y` : Ua`]`Y`gY]h`%- , %* , `j`YfgWk]YXYbY
C fhY`VYgi`Wk`h`8Yf`YhnhY`6Ygi`Wk`]b` ; Y`XYf`UbX`ZUbX`&\$-\$-`]b
5dY`Xccfb`ghUhž`k`c`Y]b`hfU[`]gWk Yg`9fY][`b]g`ghUhZUbXž`XUg`XYb
: Y]YfhU[`]ØVYfgWk`UhhYhY"

8Yf`J`cfZU```]b`5dY`Xccfb`&\$-\$-

5a`" ` \$"5df]`&\$-\$-`YfY][`bYhY`g]Wk`]b`5dY`Xccfb`Y]b`XfUa`Uh]gWk Yf
J`cfZU```k`À\ fYbX`XYf` : Y]Yf`]Wk`_Y]hYb`ni`?cb]b[`]bbYXU[``9]b`5i`hcž
[`YghYi`Yfh]`cb`?Ufgh`H`ž`Xi`fWk`VfUWk`X]Y`5VgdYffi`b[`Yb`i`bX`Z`\f
a`h`\c\Yf` ; YgWk`k`]bX][`_Y]h`]b`X]Y`A`Yb[`Y`8Yf`K`U[`Yb`ghcddhY

gW`jY»`jW`Ua`A cbi a Ybh8Y`BUU`X"6Y]X]YgYa`JcfZU``ghUfVYb
g]YVYb`Ni gWUi Yfz`XUfi bhYf`XfY]: fUi Yb`i bX`Z0bZA`ÀbbYfz
k`À\fybX`%%k Y]hYfY`DYfgcbYb`j Yf`Yhnh`k i fXYb" `? Ufgh`H" `_Ua
YVYbZU`g`i a g`@YVYb"

8Yf: U\fyf`UhhY`cZZYbVUf`X]Y`5Vg]Wkh`X]Y`_0b][`]WY: Ua`])Y`ni
hfYZZYbž`X]Y`]b`Y]bYa`cZZYbYb`6i g`i bhYfk Y[g`k Uf"Ni`X]YgYa
NY]hdi b`_h`hfi [Yb`j]Y`Y`HY]`bY\`a Yf`cfUb[Y`?`Y]Xi b[ži bX`XYf`HU[
\UhhY`ZYgh]Wk`VY[cbbYb"i a`%%.) \$`i \f`dUgg]YfhY`XYf`6i g`XYf
0b][`]WYb: Ua`])Y`XUg`A cbi a Ybh8Y`BUU`Xž`U`g`XYf`Gi ni`]
Gk]Zh]b`X]Y`A Yb[Y`fUghY"8Y`_0b][`]WY: Ua`])Y`k i fXY`gcZcfh]b
G]WYf\Y]h[YVfUW`h"

B UW`XYa`JcfZU``Ai »YfhY`g]Wk`?0b][`]b`6YUhf]i`gW`cW_]Yfh]a
: YfbgY\Ybž`k`À\fybX`DfYa`]Yf`6U`_YbYbXY`X]Y`HUhj`Yfi`fhY]`hY"
J]Y`Y`J YfUbghU`hi b[Yb`ni`?cb]b[]bbYXU[`k i fXYb`XUfUi`Z`]b
UV[YgU[hž`i bX`5dY`Xccfb`k Uf]b`HfUi`Yf"8Y`_0b][`]WY: Ua`])Y`
VYgi`W`hY`X]Y`J Yf`YhnhYb`]a`?fUb`_Yb\`Ui`gž`i bX`Y]bY;`YXYb`ZY]Yf
ZUbX`Ua` , "A U`]b`5dY`Xccfb`ghUhh"9]b`[`ÀgYfbYg`8Yb`_a`U`k i fXY
Ua`&-`"5df]`&\$%\$`Yff]W`hYh"

? Ufgh`H" `UhhY`Y]bY`gW`k]Yf][Y`@YVYb]gg]hi`Uh]cbž`k i W`g]b`8i`]j`Yb
Ui`Zi`bX`YVhY`nY]hk`Y]gY`]b`Y]bYa`NY`h" `X`Yb`YhnhYb`A`cbU`hYb
gY]bYg`@YVYb]g`k Uf`Yf`j`cb`gc`n]U`Yb`?cb`hU`_hYb`]gc`]Yfh`i bX`]`hh
i bhYf`Y]bYf`XYdfYgg]j`Yb`Gh]a`a`i`b["6Yf]W`hY`0VYf`a`0[`]W`Y
fYW`hgfUX]_U`Y` `hYfYggYb`j`cb`? Ufgh`H" `k i fXYb`bUW`XYa`JcfZU``
j`Yf`0ZYbh]W`h"

`X`Yf`HfUX]h]cb`XYf`C`fUb`Ygž`X]Y`Ua`&+"5df]ž`XYa` ; YVi`fhghU[
j`cb`K`]`Ya`!5`Yi`UbXYfž`[YZY]Yfh`k]fXž`0VYfbU`a`XYf`?0b][`]Y]bY
HfUX]h]cbž`X]Y`h]YZ]b`XYf;`YgW`]W`hY`j`Yfk`i`fnY`h]gh`i`bX`Ui`Z
Df]bgYggYXU[`Ui`g`XYa` `U`f`% ,)`ni`f0W_]Y`hž`U`g`XYf
; YVi`fhghU[`j`cb`Df]bnYgg]b`K`]`Y`a`]bU`[YZY]Yfh`k`i`fXY"

8YhU]`g	
J c fZU``	A c fX#Hc hgW`U[
C fh	8 cYh]bWYa žB]YXYf`UbXY
J Yf`Y hnhY	%%
: YghbU\ a Yb	%
E i Y``Yb	<ul style="list-style-type: none"> • k k k "\UfXYfk]^_YfW&i fUbh"b` • k k k "a UI j UbXUU["b`

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