

? À`hY`i bX`GcbbY.`K YhhYfVYf]W\h`ZØf
; fUZgW\ UZh`6Ybh\Y]a`Ua`%' "'>Ubi Uf`°

5_hi`Y`Y`B UW\ f]W\hYb`Ui`g; fUZgW\ UZh`6Ybh\Y]a`Ua`
%' "\$%"&\$&).`Dc`nY]ž`K YhhYfž; Ygi bX\Y]h`i bX`K`]fhgW\ UZh`
V`Y]Vh`]bZcfa`]Yfh"

; fUZgW\ UZh`6Ybh\Y]a`ž`8Yi`hgW\`UbX`!`5a`%' "'>Ubi Uf`&\$&)
VYf]W\hYh`X]Y`B UW\ f]W\hYbd`UhZcfa`bYk`g"XY`ØVYf`X]j`YfgY`
H\Ya`Yb`]a`@UbX`_fY]g; fUZgW\ UZh`6Ybh\Y]a`"HÅ[`]W\Y`U_hi`Y`Y`
B UW\ f]W\hYb`XYW`_Yb`i`bhYf`UbXYfYa`Dc`nY]!B`Yk`g`i`bX`
K`Ufb\]bk`Y]gY`ZØf`X]Y`FY`[]cb`UV""Ni`XYa`k`YfXYb`_bZcfa`Uh]cbYb`
ni`f; Ygi bX\Y]h`gck`]Y`k`]fhgW\ UZh`]W\Y`B UW\ f]W\hYb`]b`XYa`6Yf]W\h`
Ub[]YZØ\fh"8]Y`K`YhhYfj`cf\YfgU[]Y`ZØf`XYb`@UbX`_fY]g[]Vh`Y]bYb`
,`VYfV`]W`_ØVYf`X]Y`_]a`Uh]gW\Yb`6YX]b[]i`b[]Ybž`X]Y`X]Y`6Yk`c\`bYf`
]b`XYb`_ca`a`YbXYb`HU[]Yb`Yfk`UfhYb`_ØbbYb"

_b`8Yi`hgW\`UbX`gcf[]h`XUg`<cW\`695H9`ZØf`K`YhhYfVYfi` \][]i`b["'9g`
YfghfYW`_h]g]W\`j`ca`5h`Ubh`_V]g`bUW\`C`ghYi`fcdU`i`bX`dfÅ[]h`
VYgcbXYfg`X]Y`A`]hhY`i`bX`XYb`GØXYb`XYg`@UbXYg`"B UW\`Y]bYf`
Zfcgh][]Yb`B UW\`h`a`]h`HYa`dYfUhi`fYb`V]g`ni`!)` ;`fUX`k`]fX`gcbb][]Yg`
K`YhhYf`Yfk`UfhYh"K`À\`fYb`XXYggYb`VYZ]bXYh`g]W\`XUg`H]YZ`85A`_5B`
ØVYf`XYa`_c\`Yb`BcfXYb`9i`fcdUg`i`bX`Vf]b[]hY]bY`K`Ufa`Zfcb`h`a`]h`
`Y]W\hYa`f`Y[]Yb`bUW\`BcfXXYi`hgW\`UbX""A`YhYcfc`c[]Yb`k`UfbYbž`
XUgg`XYf`F`Y[]Yb`Ui`Z`Zfcgh][]Yb`6ØXYb`[]Yzf]YfYb`_Ubb""_b`XYb`
_ca`a`YbXYb`HU[]Yb`j`Yff]b[]Yfh]g]W\`YXcW\`XUg`F`]g]_c`ZØf`
[]Yzf]YfYbXYb`F`Y[]Ybž`i`bX`a`]`XY`@`Zh`ZØ\`fh`ni`_`Ài`Z][]Ya`B`YVY`
gck`]Y`<cW\`bYVY""B UW\`hZfØgh`Y`g]bX`j`cfUi`gg]W\h`]W\`bi`f`bcW\`]a`
GØXYb`ni`Yfk`UfhYb"

K`YhhYfj`cf\`YfgU[]Y`i`bX`HYa`dYfUhi`fYb`

8]Y`U_hi Y`Yb`K YhhYfVYX]b[i b[Yb`i bX`J cf\YfgU[Yb`g]bX`k]Y
 Zc`[h`ini gUa a Yb[YZUggh`8 Ug`< cW`695H9`Vf]b[h`bYVYb`XYb
 Zfcgh][Yb`HYa dYfUhi fYb`gcb]b][Y`HU[Y`a]h`g]W`ž`k Å\fybX`ja
 BcfXYb`X]Y`K Ufa Zfcbhj cb`H]YZ`85A ÆB`ZØf`k YW`gY`\UZhYg
 K YhhYf`gcf[h`8Yf`B]YXYfgW`U[ž`XYf`j cb`X]YgYf`f: fcb`h`Ui g[Y`hž
 _Ubb`Ui ZXYb`bcW`[YZcfYbYb`6ØXYb`]b`BcfXXYi hgW`UbX
 DfcV`Ya Y`j Yfi fgUW`Ybž`k Ug`Y]bY`\Ø\YfY`5i Za Yf_gUa _Y]h
 YfZcfXYfh"

: Øf`XYhU]`YfhY`Zcfa Uh]cbYb`ØVYf`X]Y`hÅ[`]W`Yb`9bhk]W`i b[Yb
]b`XYf`FY[]cb`; fUZgW`UZh`6Ybh`Y]a `gW`Ui Yb`G]Y`V]hhY`Ui ZX]Y
 GY]hY`j cb`bYk g"XY"K Y]hYfY`9]bnY`\Y]hYb`ni f`K YhhYf`U[Y`Z]bXYb
 G]Y`i bhYf`hU[YggW`Ui "XY"

8YhU]`g	
C fh	; fUZgW`UZh`6Ybh`Y]a ž`8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "bYk g"XY • k k k "hU[YggW`Ui "XY"

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