

>G; ' :]gW\ VYW_#8 YW_VYf[Yb`ZY]Yfh
ØVYffU[YbXYb`GhUZZY`g]Y[`XYf`8!
‡ b]cf]bbYb`°

8]Y`8!‡ b]cf]bbYb`XYf`>G; ' :]gW\ VYW_#8 YW_VYf[Yb!
GW\Ui a Vi f[`[Yk]bbYb`XYb`GhUZZY`g]Y[`]a `@UbX_fY]g
<Ua Y`b!Dmfa cbh&\$&) "'9fZc`[Y`i bX`HfU]b]b[`°

<Ua Y`b!Dmfa cbhž`8Yi hgW\`UbX`!

8]Y`8!‡ b]cf]bbYb`XYf`>G; ' :]gW\ VYW_#8 YW_VYf[Yb!GW\Ui a Vi f[
\UVYb`]b`XYf`%"`?fY]g_`UggY`GhUZZY`" `XYb`GhUZZY`g]Y[`VY]`XYb`9!
‡ b]cfYb`Yffi b[Yb"8]Y`A UbbgW\UZh`hfUh]b`XYf`GU]gcb`]a
@UbX_fY]g<Ua Y`b!Dmfa cbh`Ub`i bX`VYYbXYhY`X]Y`Gd]Y`nY]h`a]h
Y]bYf`\YfUi gfU[YbXYb`6]`Ub n. `&`%&`A Y]ghYfgW\UZhggd]Y`Yb
Yfn]Y`hYb`X]Y`A`ÅXWYb`VYY]bXfi W_YbXY`%%G]Y[Y`i bX`a`i gghYb
`YX][`]W\`Y]bY`B]YXYf`U[Y`\]bbY\`a Ybž`X]Y`g]Y`]a`<]bgd]Y``[Y[Yb
XYb`HUVY`Ybnk Y]hYb`G; `<Ua Y`b`+(`Yf`]hhYb"

8Yf`YbhgW\Y]XYbXY`A ca Ybh`ZØf`XYb`GhUZZY`g]Y[`_Ua`Ua
j cf`YhnhYb`Gd]Y`hU[`[Y[Yb`6K`GW\k U`VY`HØbXYfb" `Hfchn`Y]bYg
FØW_ghUbXg`j cb`%` `ni f`<U`VnY]h`i bX`Y]bYa`(&.) !FØW_ghUbX`nY`b
A]bi`hYb`j cf`Gd]Y`YbXYž`gW\UZZhYb`Yg`X]Y`Gd]Y`Yf]bbYbž`]b`XYf
GW`i ggd\UgY`j]Yf`HcfY`ni`VY↑ VY`b`i bX`XUg`Gd]Y`a]h`*.) `ZØf`g]W\
ni`YbhgW\Y]XYb"6YfY]hg`Ua`" \$"5df]`hfUhYb`X]Y`A`ÅXY`g]b`]fYa
`YhnhYb`GU]gcbgd]Y``[Y[Yb`8Y]ghYf!GØbhY`!i b]hYX`Ub`i bX`_cbbhYb
X]YgYg`a]h`*.`&[Yk]bbYb"

K Y]hYfY`K YhhVYk YfVY`i bX
HfU]b]b[ga Ò[`]W\`_Y]hYb

8 Yf`bÀW ghY`HYfa]b`ZØf`X]Y`>G;]gh`XYf`;]f`g!7i d`VY]a`HGJ
 9]bhfUW h`9I hYbž`XYf`Ua``%%"A U]`ghUhhZ]bXYhi bX`i a``%\$`I` \f
 VY[]bbh"8]Y`>G; `k]fX`a]h`nk Y]`8!ž b]cf]bbYbhYUa`g`i bX`Y]bYa`9!
 A`ÀXW`YbhYUa`Ua`Hi`fb]Yf`hY]`bY`a`Yb`HfU]b]b[`ZØf`A`ÀXW`Yb`XYf
 >U\`f[`Àb[`Y`&\$`\$`-`V]g`&\$`%`Z]bXYh`X]YbghU[`g]j`cb`%+`V]g`%`,`.`\$`I` \f
]b`:`]gW`VYW`_`gck]Y`ZFY]hU[`g]j`cb`%*`V]g`%+`,`.`\$`I` \f`]b`8YW`VYf[`Yb
 ghUhh" `&hYfYgg]YfhY`Gd]Y`Yf]bbYb`g]bX`Yfn`]W`k`j`_`ca`a`Yb"

8]Y`9!ž b]cf]bbYb`XYg`J`Z6`C`VYfk`Y]a`Uf`\UVYb`YVYbZU``g`ØVYf`X]Y
 GU]gcb`\]bk`Y[`VYa`Yf`_`Ybgk`YfhY`9fZc`[`Y`Yfn]Y`h`I`bhYf`UbXYfYa
 [`Yk`UbbYb`X]Y`Gd]Y`Yf]bbYb`Ub`Y]bYa`Hi`fb]Yf`]b`6UX`6Yf`_`U`i`bX
 VYfY]hYhYb`g]W`Ui`Z`XUg`6i`bXYgZ]bU`Y`XYf`GhfY`Yh`Gc`W`W`f`H`ci`f`Ui`Z
 FØ[`Yb`j`c`f"5i`»`YfXYa`Y`ffUb[`Yb`g]Y`XYb`@UbXYga`Y]ghYfh]hY`VY]a
 ,`"J`YfVUbXghi`fb]Yf`XYf`9!ž b]cf]bbYbž`XUg`Ua``%+""ž b]`&\$`&`'`]b
 ;`fc»`gW`k`UV`U`i`gYb`ghUhhZUbXž`k`c`g]Y`[`Y[`Yb`a`Y`fYfY`B`Ua` \UZhY
 HYUa`g`UbhfU`hYbž`XUfi`bhYf`XYf`:`J`9fZ]`fh`i`bX`XYf`:`7`9]b`Y]h`6UX
 6Yf`_`U"

Ni`g`Àh`]W` \UVYb`X]Y`9!ž b]cf]bbYb`XYg`J`Z6`C`VYfk`Y]a`Uf`Ub
 nU`fY]W`Yb`k`Y]hYfYb`Hi`fb]YfYb`i`bX`J`YfUbghU`hi`b[`Yb
 hY][`Ybca`a`Ybž`XUfi`bhYf`XUg;`]f`g`Gc`W`W`f`8`Um]b`9fZ]`fhž
 j`YfgW`]YXYbY`J`YfVUbXghi`fb]YfY`i`bX`HfU]b]b[`gW]a`dg"8`UVY]
 V]`XYhYb`g]Y`Y]bY`ghUf`_`Y`?`cb`_`i`ffYbn`i`bX`nY][`Yb`XUg`k`UW`gYbXY
 &hYfYggY`Ua`A`ÀXW`YbZ]`»`VU``]b`XYf`F`Y[]cbž`k`]Y`Yg`g]W`Ui`W`]b
 XYb`9f[`YVb]ggYb`XYf`9!ž b]cf]bbYb`k`]XYfgd]Y[`Y`h"

8YhU]`g	
J`c`f`ZU``	Gcbgh][`Yg
C`f`h	<`Ua`Y`b!Dmfa`cbhž`8Yi`hgW`U`bX
E`i`Y``Yb	<ul style="list-style-type: none"> • k k k "f]bhY`b!gd`c`f`h"XY • k k k "j`ZV!c`VYfk`Y]a`Uf"XY

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