

5ghcb`J]`U`YbhZYggY`h`HcffUi`gW`i`bX VYg]Y[h`BYk WUgh`Y`_`Uf`a]h`(.%°

5ghcb`J]`U`[Yk]bbh`Ua` %-''5dfj`&\$&) `]a`]`U`DUf`_`[Y[Yb
BYk WUgh`Y`a]h`(!%`i`bX`g]WXYfh`g]W`k]W`h][Y`Di`b`_`h`Y`]b`XYf
DfYa]Yf`@YU[i`Y"

J]`U`DUf`_`ž`6]fa]b[\Ua`ž`J`YfY]b][hYg`?`Òb][fY]W`!`a
DfYa]Yf!@YU[i`Y!8i`Y`nk]gW`Yb`5ghcb`J]`U`i`bX`BYk WUgh`Y`gYhnhY
g]W`5ghcb`J]`U`b`UW`Y]bYf`ghUf`_`Yb`nk`Y]hYb`<`U`VnY]h`a]h`(!%
Xi`fW`"8`Ug`Gd]Y`ZUbX`]a`]`U`DUf`_`ghUhh`i`bX`nY][hY`ni`b`AW`gh`Y]b
Ui`g[Y[`]W`YbYg`6]Xž`XU`XYf`<`U`VnY]hghU`bX`%!%`i`bYb`hgW`]YXYb
k`Uf`"C`Y`K`Uh_]bg`Yf`ÒZbYhY`X]Y`DUfh]Y`ZØf`5ghcb`J]`U`VYfY]hg
bUW`bi`f`"GY`_i`bXYbž`k`À`fYbX`UV]Ub`GW`Åf`]b`XYf`%,`"A`]bi`hY
XYb`5i`g[`Y]W`ZØf`BYk WUgh`Y`Yfn]Y`hY"

: Øf`5ghcb`J]`U`gcf[hYb`XUbb`]b`XYf`nk`Y]hYb`<`U`VnY]h`U`b`A`UUhgYb
f*(`"A`]bi`hY`ž`Y]b`9][Yb`hcf`j`cb`8`Ub`6i`fb`f+`"A`]bi`hY`ž`i`bX
5a`UXci`C`b`Ub`U`f+)`"A`]bi`hY`ž`ZØf`XYb`9b`XghU`bX`j`cb`(!%"8]Y`ZØf
5ghcb`J]`U`VYYY]bXfi`W`_YbXY`@Y]ghi`b[`]b`XYf`nk`Y]hYb`<`À`Zhy`k`i`fXY
Ui`W`Xi`fW`X]Y`9]bk`YW`g`i`b[`j`cb`W`V`F`Ua`gYmj`Yfgh`Åf`_`hž`XYf
Y]bY`k`]W`h][Y`J`cf`U[Y`[UV`"5ghcb`J]`U`hfUZ`k`À`fYbX`XYg`Gd]Y`g
XfY]a`U`XYb`DZcghYbž`k`Ug`X]Y`8ca`]b`Un`XYf`;`Ugh[YVYf
i`bhYfghf]W`"

HUVY`Y`i`bX`5i`gk`]f`_i`b[Yb`Ui`Z`X]Y`@][U

8i`fW`X]YgYb`G]Y[`Uh`5ghcb`J]`U`bi`b`VYb`gc`j`]Y`Y`Di`b`_`h`Y`k`]Y
X]Y`7`Ua`d]cbg!@YU[i`Y!D`À`hnY`i`bX`_`Y`hY`fh`Ui`Z`XYb`*"D`Uhn`XYf
HUVY`Y`ž`k`À`fYbX`BYk WUgh`Y`a]h`)-`Di`b`_`h`Yb`Ui`Z`XYa`"D`Uhn
V`Y]Vh`i`bX`gca`]h[YZ`À`fXYh`]ghž`X]YgYb`ni`j`Yf`]YfYb`"A`UbW`YghYf
7]hm`Y[h`a]h`),`Di`b`_`h`Yb`Ui`Z`XYa`("D`Uhnž`[YZc`[hj`cb

B ch]b[\Ua : cfYgh'a]h) + i bX'7\Y`gYUž'X]Y'a]h) ('Di b_hYb`Y]b
 BUW\c`gd]Y`[Y[Yb': i '\Ua 'ni 'VYghfY]hYb'\UVYbž'k]Y`H\Y
 =>XYdYbXYbh`VYf]W\hYhY"

I bU]9a Yfmž'XYf'HfU]bYf'j cb'5ghcb'J]`Už'_cbbhY'a]h'X]YgYf
 ghUf_Yb`J cfghY`i b['k]YXYf`Y]ba U`i bhYf'6Yk Y]g'ghY`Ybž'k Yg\U`V
 Yf`U`g`Y]bYf`XYf`YfZc`[fY]W\ghYb`HfU]bYf'j]b`XYf'; YgW\]W\hY`XYf
 I 9: 5'9i fcdU`@YU[i Y' []`h"5ghcb'J]`U`k Uf'ni j cf'bU\Y`XUfUbž'i]b
 X]Y`<U`VZ]bU`g`XYf'7\Ua`d]cbg`@YU[i Y`Y]bni`n]Y\Ybž'k Ug`X]Y
 9fk Ufhi b[Yb`Ub`X]Y`A UbbgW\Už'k Y]hYf'ghY][Yfhž'k]Y`Gc': cch
 ZYgh\]Y`h"

8YhU]`g	
J cfZU``	Gcbgh][Yg
C fh	J]`U`DUf_ž'6]fa]b[\Ua ž'J YfY]b][hYg ?Ob][fY]W\
E i Y`Yb	<ul style="list-style-type: none"> • k k k "gcZcch"WŁa • k k k "]bXYdYbXYbh"WŁ"i _

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