

8 Y]W_]bX`gYbXYh`_`UfYg`G][bU`[Y[Yb
F YW\ hg. `: l 7? `5: 8 `VY[Y]ghYfh': Ub g°

8 Y]W_]bX`VY[Y]ghYfhY`6Yf`b`a]h`Y]bYa ` _fUZhj c`Yb`?cbnYfh
i bX`Y]bYf`_`UfYb`6chgW\UZi[Y[Yb`X]Y`5Z8`"9]b
i bj Yf[Ygg`]W\Yf`5VYbX°



⊕`6Yf`]b`UVYb`X]Y': Ub g`j cb`8 Y]W_]bX`]b`X]YgYa `⊕\f`[`Y]W\`
nk Y]`A U`Y]b`gdY`_hU`_i `ÄfYg`9f`YVb]g`[Y\UVh`"B UW\`Y]bYa
Y]bXfi W_gj c`Yb`C dYb!5]f!`?cbnYfh]a `5i [i gh]b`XYf`K i \\\Y]X
ghY`h`X]Y`VYfØ\`a hY`9`YWhfcdi b`!6UbX`_Øfn`]W\`]b`XYf`A UI !
GW\`a Y`]b[!<U`Y`YfbYi h]`f`a i g]_U`]gW\Yg?`ØbbYb`i bhYf`6Yk Y]g"
⊕`]`fYa `bYi Yb`Gcb[`6ØW`_X]W\`cW\`gYmYb`g]Y`g]W\`Ui Z
_fYUh]j Y`K Y]gY`a]h`XYf`6Yn]Y\i b[`nk]gW\Yb`⊕X]j]Xi i a `i bX
@c\bUfVY]h`Ui gY]bUbXYfž`i bX`XUa]hgcf[hYb`g]Y`ZØf`5i ZFY[i b[
i bX`6Y[Y]ghYfi b[`]a `Di V`_i a `K]Y`6Yf`]b`@j Y`VYf]W\hYhž
k i fX`X]Y`DYfZcfa UbW`Xi fW\`VYY]bXfi W_YbXY`7\cfYc[fUZ]Yb
i bX`Y]bYb`]bhYbg]j Yb`9]bgUhm`j cb`F`Yei]g]hYb`i bhYfa U`h`

9]b`VYgcbXYfg`XYb`_k ØfX][Yf`A ca Ybh`k Ä\fybX`XYf`G\ck `ZUbX

ghUhhž`U`g`X]Y`6UbX`Ui Z`6ØfcghØ`Yb`hUbnhY"8]YgY`GhØ`Y`hfi [Yb`
 YXcW`Y]bY`[Y`Y]a Y`6chgW`UZhž`X]Y`Yfgh`VY]`[YbUi YfYa
 <]bgY`Yb`g]W`hVUf`k i fXY"8]Y`6i W`ghUVYbž`X]Y`k Å`fYbX`XYf
 8UfV]Yhi b[`g]W`hVUf`k i fXYbž`Zcfa]YfhYb`g]W`gW`Y»`]W`ni`XYa
 XYi h]W`Yb`GhU`Ya Ybhi` : I 7?`5: 8 "8]Y`Ni gW`Ui Yf`]b`XYf`<U`Y
 fYU[]YfhYb`a]h`Y]bYa`VY[Y]ghYfhYb`ž`VY`ž`k Ug`X]Y`_`UfY`<U`hi b[
 XYf`6UbX`]b`dc`h]gW`Yb` : fU[Yb`i bhYfghf]W`"6YfY]hg`ZfØ`Yf`UhhY
 8Y]W`_`bX`]b`]\fYb`HYI hYbž`k]Y`ni a`6Y]gd]Y`XYf`NY]`Y`?Y]b`6]Yf
 ZØf`BUn]g`ž`]\fYb`GhUbX`di b`_`h[Y[Yb`YI hfYa Y`dc`h]gW`Y`5bg]W`hYb
 XYi h]W`[Ya UW`h"ž`Zcfa Uh]cbYb`ØVYf`X]Y`6UbX`i bX`]fYb
 K YfXY[Ub[`g]bX`ni XYa`VY]`K]_]dYX]U`ni`Z]bXYbž`k c`]fY
 9bhk]W`_`i b[`j cb`Y]bYf`<]d!<cd!; fi ddY`]\b`ni`Y]bYa`A]I`Ui g
 HYW`bc`i bX`F Ud`XYhU]`Yfh`VYgW`f]YVYb`k]fX"

8 Y]W`_]bX.`9]b`_fYUh]j Yg`? i bghk Yf`_`Ui Z`XYf` 6Ø`bY

8]Y`<Ua Vi f[Yf`6UbX`8Y]W`_]bXž`X]Y`%-`-`+`[Y[fØbXYh`k i fXYž`]gh
 VY`_`Ubbh`ZØf`]\fYb`]bbc] Uh]j Yb`Gh]ž`XYf`<]d!<cd`a]h
 Y`Y`_`hfc]gW`Yf`HUbna`i g]_`j YfV]bXYh"ž`fY`DYfZcfa UbW`g`g]bX`cZh
 gUh]f]gW`i bX`h`Ya Uh]g]YfYb`[YgY`gW`UZh]W`Y`H`Ya Yb"8]Y`6UbX
 \Uh]g]W`]b`X]YgYf`NY]h`Y]bYb`BUa Yb`[Ya UW`hi bX`a]h`<]hg`k]Y
 FYa a]XYa a]fM]dd]Y`M]dd]Y`M`U`Ł`i bX` @Y]XYf`[Y]`X]Y`7`Ufhg
 [YghØfa h"ž`fY`A]gW`i b[`Ui g`_`f]h]gW`Yb`HYI hYb`i bX`a]hfY]»YbXYb
 6YUhg`n]Y`h`Ni gW`Ui Yf`Ui g[Ub`n`8Yi hgW`UbX`]b`]fYb`6Ubb`i bX
 a UW`hg]Y`ni`Y]bYa`ZYghYb`6YghUbXhY]`XYf`XYi hgW`Yb
 A i g]_`gnYbY"

8YhU]`g	
E i Y`Yb	<ul style="list-style-type: none"> • k k k "VYf`]b!`j Y"XY • Yb"k]_]dYX]U"c f[

6Ygi W`Yb`G]Y`i bg`Ui Z.`a Y]b!VYf`]b`bYh