

Df]bnYgg]b`5bbY`ZY]Yfh`7i bUfXg`9fVY`VY]
E i YYb`5bbY`]b`@]j Yfdcc`°

Df]bnYgg]b`5bbY`VYgi W`h`X]Y`A`G`E i YYb`5bbY`]b`@]j Yfdcc`ž
ZY]Yfh`7i bUfXg`%,)`!`fY`!`YgW`jW`h`i`b`X`X]Y`J`YfV]bXi b[
ni f`GhUXh"



@]j Yfdcc`ž; fc» Vf]hUbb]Yb`!`Df]bnYgg]b`5bbUž`X]Y`Df]bW`gg
FcmU`ž`VYgi W`h`Y`Ua`!`&+`"A U]`&\$&)`X]Y`A`G`E i YYb`5bbY`]b
@]j Yfdcc`ž`Y]bYa`VYXYi h`YbXYb`9fY][b]gž`XUg`X]Y`h]YZY`!`YgW`jW`h`Y
j`cb`7i bUfX`i`b`X`X]Y`J`YfV]bXi b[`ni f`GhUXh`i`bhYfghf]W`" @]j Yfdcc`ž
U`g; YVi fhgcfh`XYf`YfghYb`HfUbgUh`Ubh]_ØVYfei Yfi b[`]a`A U]
%, (\$ž`ZY]Yfh]b`X]YgYa`!`f`XUg`%,)`!`fY][Y`6YghY`Yb`XYf`7i bUfX
@]bYž`X]Y`%&, !`fY`!`Ub[`]`fYb`<`Ui`dhg]hn`]b`XYf`GhUXh`UhhY`"8]Y
GhUXh`k`i`fXY`_Øfn]W`ni f`HUi`ZdUhYbghUXh`XYf`E i YYb`5bbY
YfbUbbž`k`Ug`X]Y`6]bXi b[`nk`jgW`Yb`7i bUfX`i`b`X`@]j Yfdcc`k`Y]hYf
ZYgh][h"

K`!`fYbX`]`fYg`6Ygi W`g`hfUZ`g]W`X]Y`Df]bnYgg]b`]a`E i YYbg`F`cca
a`]h`J`YfhfYhYfb`XYf`GhUXhž`XYf`6YgUhn`i`b[`i`b`X`!`!`fY`!

5bgdfUWXY`cVYb`X]Y`5bk YgYbXYb`X]Y`6YXYi hi b[`XYf
`]ghcf]gWXYb`J YfV]bXi b[`nk]gWXYb`7i bUfX`i bX`@j Yfdcc``\Yfj`cf"
?Uh]Y`A W5`]ghYfz`DfÅg]XYbh]b`j`cb`7i bUfXz`VYhcbhY`X]Y`Gc`]XUf]hÅh
a]h`XYf`GhUXh`i bX`VYnY]WXYbYhY`@j Yfdcc``U`g`Y]bYb
i b] Yfn]WXYbUfYb`HY]`XYg`9fVYg`i bX`XYf`XYbh]hÅhXYg
l bhYfbY`a Ybg"

9]bV`]W`]b`X]Y` ; YgWXYWXYhY`j`cb`7i bUfX

8]Y`K`i fnY`b`j`cb`7i bUfX`fY]WXYb`V]g`ni`GUa`i`Y`7i bUfXz`Y]bYa
l bhYfbY`a Yf`Ui`g`B`cj`U`GW`ch]Uz`XYf`%,`'`-`XYb`hfUbgUh`Ubh]gWXYb
F`Y]gYj`Yf`_`Y`f`f`Yj`c`i`h]cb]YfhY`"9f`[`f0bXYhY`X]Y`6f]h]g`\`UbX`B`cfh\
5a`Yf]WU`b`F`cm`U`A`U]`GhYUa`DUW`Y`h`7`ca`d`Ub`mž`X]Y`XYb`YfghYb
fY[`Y`a`Å»][`Yb`8`Ua`d`Zg`WXY]ZZ]Ybgh`0VYf`XYb`5`h`Ubh]_`Y]b`Z0`fhY`"5a
(`" `ž` `]`%,`(`\$`j`Yf`]Y»`X]Y`F`A`G`6f]h`Ubb]U`@j`Yfdcc``i`bX`VYb`0h][`hY
nY`b`HU[`Y`ž`i`a`d`Uba`Å»][`]b`<`U`]ZUI`ž`B`cj`U`GW`ch]Uz`Ubni`_`ca`a`Yb`"

8]Y`F`A`G`6f]h`Ubb]U`k`Uf`X`Ug`YfghY`GWXY]Z]j`cb`7i bUfX`i`bX
a`Uf_]YfhY`XYb`6Y[]bb`Y]bYf`YfZc`[`fY]WXYb`Y`fU`" `b`b`Yf`U`V`Y]bYg
X`Y`f`Yg`Yf`k`Y]hYfhY`7i bUfX`gY]bY` :`c`h`hY`Ui`Z`j`]Yf`GWXY]ZY`i`bX`V`ch
XYb`YfghYb`Z`Y`gh[`Y`Y[`hYb`k`0WXYb`h]WXYb`8]Ybgh`0VYf`XYb`5`h`Ubh]_
Ub`"DUggU[]Yf]ghYb`Ui`g`X]YgYf`NY]h`V]YhYb`k`Yfhj`c`Y`9]bV`]W`Y`]b
XUg`@YVYb`XYf`F`Y]gYbXYbž`XUfi`bhYf`Ui`WXY`G]f`GUa`i`Y`7i bUfX`i`bX
GWXYf]ZghY`Y`f`7`\`Uf`Yg`8]W`Y`bgž`X]Y`Ui`Z`X]YgYb`\]ghcf]gWXYb`F`Y]gYb
Xc`_`i`!`a`Ybh]Yfh]g]bX"

6YgcbXYfY`5i`gghY``i`b[`GYU`cZ`; `Ua`ci`f`

8Yf`6Ygi`WXY`j`cb`Df]bnYgg]b`5bbY`Z]Y`a`]h`XYf`9f0ZZbi`b[`XYf
GcbXYfUi`gghY``i`b[`GYU`cZ`; `Ua`ci`f`ni`gUa`a`Ybž`X]Y`%,`(`6]`XYf
j`cb`7i bUfX`nY][`hi`bX`X]Y`Ub[`Y`HfUX]h]cb`XYf`?`fYi`nZU`fh`i`bX`XYf
J`YfV]bXi`b[`ni`f`GhUXh`@j`Yfdcc``j`YfUbgWXY`Ui`WXY`h`"8]YgY
5i`gghY``i`b[`V]YhYh`6Ygi`WXYfb`Y]bY`i`b]ei`Y` ;`Y`Y[`Yb`Y]hž`X]Y
ZUgn]b]YfYbXY` ;`YgWXYWXYhY`j`cb`7i bUfX`i`bX`XYf`hfUbgUh`Ubh]gWXYb
F`Y]gYb`\`Ui`hbU`\`ni`Yf`YVYb`"

8]Y`J`YfY]b][`i`b[`j`cb`HfUX]h]cb`i`bX`b`bcj`Uh]cbž`X]Y`7i bUfX
Ui`gnY]WXYbYhž`gck`]Y`X]Y`Yb[`U[]YfhY`i`bhYfgh0mi`b[`j`cb`@j`Yfdcc`

XYa cbghf]YfYb`XUg'6YghfYVYbž'Y]bY`k]W\h][Y`a Uf]h]a Y
; YgW\]W\hY`ni`VYk U\fYb`i bX`k Y]hYfni [YVYb"

8YhU]`g	
Cfh	@j Yfdcc`ž; fc»Vf]hUbb]Yb
EiY`Yb	<ul style="list-style-type: none">• k k k "_fYi nZU\fh!U_hi Y`Yg"XY• X][]hU`\Yf]hU[Y`UV""j Yfdcc`"UWi <p>—</p>

6Ygi W\Yb`G]Y`i bg`Ui Z.`Y]bY!fY]gY"XY