

GYbgUh]c b gg]Y [']b '6Ua VYf[. 'A U'XUbXn]W ØVYfghY \ h'A UfUh\ c b!A UhW' °

6Ua VYf['Yf'YVhY 'Ua '%%"\$* "&\$&) 'gdUbbYbXY 'HYbb]g!
A UhW'Yg'VY]a ' #: ' ; Yfa Ub' ħ b]c fg'Hi fb]Yf" '9fZc` [fY]W'X Y
HU'YbhY ']a ' : c_i g°



6Ua VYf[ž'8 Yi hgW' `UbX ' !'8]Y 'HYbb]gk Y'h'V`]W_h'XYfnY]h' [YVUbbh
Ui Z'6Ua VYf[ž'k c' X Ug' #: ' ; Yfa Ub' ħ b]c fg'Ui Z'XYf' '5b`U [Y'XYg' H7
6Ua VYf[']b' j c` `Ya ' ; Ub [Y']gh" '5a 'A]h'k cW' 'ZUbX'X]Y' nk Y]hY
F i bXY'XYg' < Ui dhZ'XYg' ghUhh' i bX' gc f[hY' ZØf'gdUbbYbXY
6Y [Y [bi b [Ybž'X]Y'X]Y' Ni gW'Ui Yf'Ui Z]\fY' ? cghYb' _Ua Yb" '9]b] [Y
Gd]Y'Y'XUi YfhYb'V]g'ni f'9fgW'ÖdZ' b [ž'k]Y'XUg'FY_c fXa UhW'
nk]gW'Yb' C`]j Yf' A U'XUbXn]Wi bX' `Y_ '8Ya Vc'Ui g'5i ghfU`]Ybž'XUg
bUW' gU [Yb\UZhYb' (. %&'Ghi bXYb'YbXYhY" 'A U'XUbXn]W'Z'Y]b'Gd]Y'Yf
XYg'8H6! ? UXYfgž' _cbbhY' g]W' 'a]h') . +ž' + . * 'f%&Łž' * . ' 'Xi fW'gYhnYb
i bX' ghY \ h'bi b']a '5W'hY'Z]bU'Y' [Y [Yb'XYb'G'ck YbYb' ; UgdYf
A Uh] 'Ug]WVYfY]h"

8]Y' A UhW'Yg'k UfYb' [YdfÄ [hij cb' dUW'YbXYb' A ca YbhYb' i bX

VYY]bXfi W_YbXYb`@Y]ghi b[Yb"Gc`_cbbhY`XYf`hcd[YgYhnhY`>Ja]Y
A UW_Ybn]Y`Ui g`; fc»Vf]hUbb]Yb`<Ycf\]]`G\m`cj`Ui g`BYi gYY`UbX
a]h`*.`%ž`*.`(`VYg]Y[Yb`i bX`hf]Zh`bi b`Ui Z`@Ycb`G`cVcXU`Ui g`XYf
G`ck U_Y]"

8]Y`XYi hgWXYb`HU`YbhY`nY][Yb`VYbZU`g`VYa Yf_Ybgk YfhY
@Y]ghi b[Yb.`9j U`6YbbYa Ubbž`U`g`Bf``([YgYhnhž[Yk Ubb`[Y[Yb
>\b]Y`j Ub`Nm`Ui g`GØXUZf]_U`_`Uf`a]h`*.`\$ž`*.`&ž`k Å\fybX`X]Y`Ui Z
F Ub[`%\$`[YgYhnhY`>U`K cV_Yf`i]b`Y]bYa `bUddYb`8i Y``[Y[Yb
@UbU`J]fWUi g`GYfV]Yb`a]h`*.`+`f(Łž`*.`%ž`*.`%X]Y`C VYf\UbX`VY\]Y`h`
K cV_Yf`hf]Zh`bi b`Ui Z5a miGi WU`Ui g`HgWYWX]Yb"

9fZc`[Y`XYf`XYi hgWXYb`B UWk i W ghU`YbhY

8Yf`6`]W`Ui ZX]Y`Øb[ghYb`XYi hgWXYb`9fZc`[Y`]b`XYf
HYbb]g`UbXgWUZh`nY][hž`XUgg`XYf`B UWk i W g`]b`XYb`YhnhYb
>\fyb`cfXYbh]W`Ui Zhfi a dZYb`_cbbhY``6Y]`XYb`bUh]cbU`Yb
H]hY`_Åa dZYb`]b`@`Xk][g\UZYb`XYa cbghf]YfhY`C`]j Yf`A U`XUbXn]W
gY]b`?ØbbYb`i bX`g]WXYfhY`g]W`XYb`i`%*`H]hY`""9f`VYnk Ub[
7\f]ghcd\Yf`H\]Yg`a]h`+.) ž`*.` ž`k Å\fybX`A Uf]Y`U`H\Ua a` [Y[Yb
>U`K cV_Yf`g]Y[hYž`X]Y`VYbZU`g`]a`#:`; Yfa Ub`ž`b]cfg
Ui g[YnY]W`bYhgd]Y`h`8]Y`9fZc`[Y`X]YgYf`hU`Ybh]YfhYb`Gd]Y`Yf`g]bX
b]W`h`bi`f`Y]b`; fi bX`ni`f`i`fYi XY`ZØf`\fy`i`Ua`]Yb`i`bX`HfU]bYfž
gcbXYfb`Ui W`ZØf`X]Y`[YgUa hY`HYbb]g[Ya`Y]bgWUZh`]b
8Yi hgW`UbX"

J Yfcb]_U`F ØW_Yfž`X]Y`J c fghUbXggdFYWYf]b`XYg`8Yi hgWXYb`HYbb]g
6i bXYg`fB H6Łž`k Uf`VY]`XYb`bUh]cbU`Yb`A Y]ghYfgWUZhYb`j`cf`C`fh
i bX`k`ØfX][hY`X]Y`VYa Yf_Ybgk YfhYb`@Y]ghi b[Yb`XYf
ž`[YbX`]WXYb`"G]Y`gdfUW`ØVYf`X]Y`6YXYi hi b[`X]YgYf`Hi`fb]Yfy`ZØf
X]Y`?Uff]Yfyb`XYf`↑ b[Yb`Gd]Y`Yf`i bX`k]Y`]bgd]f]YfybX`J`cfV]`XYf
k]Y`5`YI UbXYf`Nj Yfyj`i bX`5b[Y`]ei Y`?YfVYf`ZØf`X]Y`_ca`a`YbXY
; YbYfUh]cb`g]bX"

8]Y`b`ÅW ghYb`GWk f]hhY`]a`Hi`fb]Yf

8]Y`#:`; Yfa Ub`ž`b]cfg`gYhYb`]fY`gdUbbYbXYb`A UhWYg`Ua
8cbbYfghU[`Zcfhž`k`c`bYVYb`XYb`9]bnY`!5W`hY`Z]bU`g`Ui W`X]Y
J]YfhY`Z]bU`g`]a`8cddY`UbghY`Yb`"8Ug`Gd]Y`VY[]bbh`VYfY]hg`i`a

%\$'i \fzi bX`X]Y`Ni gW\Ui Yf`XØfZYb`g]W\`Ui Z`k Y]hYfY`a]hfY]» YbXY
 8i Y`Y`ZfYi Yb`"A Y\ f\Y]h]W\`_Àa dZYb`X]Y`6YghYb`Ui g`V]g`ni`(` \$
 @ÀbXYfb`i`a`Di b_hY`ZØf`X]Y`K`Y`hfUb[`]ghY`i`bX`ghY`Yb`g]W\`XYf
 <YfUi gZcfXYfi b[ž]bhYfbUh]cbU`YfbYi h`i`i`»`ni`ZUggYb`"
 GdUbbYbXYf`_ÖbbhY`Yg`b]W\`h`k`YfXYb`"E`i`Y`Y`"``]YZYfh`ni`XYa
 k`]W\`h][`Y`ϕZcfa`Uh]cbYb`ZØf`Ub[`Y\YbXY`Gd]Y`Yfž`X]Y`g]W\`ZØf
]bhYfbUh]cbU`Y`Hi`fb]YfY`Uba`Y`XYb`a`ÒW`hYb`"8]Y`5ba`Y`Xi`b[
 YfZc`[`h`ØVYf`X]Y`H`!<ca`YdU[`Yž`k`c`Y`XY`HYbb]g`9i`fcdY`Gd]Y`Yf]b
 i`bX`Gd]Y`Yf`Y]bY`ϕϕ`VYb`Øh][`Ybž`i`a`ZØf`X]Y`K`Y`hVYk`YfVY
 ni`[`Y`UggYb`ni`k`YfXYb`"

8]Y`5i`Za`Yf_gUa`_Y]h`Ui`Z`XYb`HYbb]ggdcfh`VY]`XYb`ž`[`YbX`]W\`Yb
 XØfZhY`Xi`fW`gc`W\`Y`GW\`ØggY`a`ca`YbhY`bi`f`k`UW\`gYb`"J`c`Yf`9`Ub
 i`bX`A`ch]j`Uh]cb`[`Y`h`Yg`bi`b`k`Y]hYf`XU`]Y[`h`k`Ug`Ub`]a
 XYi`hgW\`Yb`HYbb]g`"

8YhU]`g	
Cfh	6Ua`VYf[ž8Yi`hgW\`UbX
Ei`Y`Yb	<ul style="list-style-type: none"> • k k k "ZfUYb_]gW\`YfhU["XY • k k k "hYbb]g"XY • k k k "k hV!hYbb]g"XY

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