

GWX fchhUi hc \YfVž'gY]h'A cbUhYb'nk]gWX Yb 9W_YfgXcfZ'i bX'A YmYfbVYf[°

9]b'UV[YghY''hYg'i bZU''ZU\fnYi [']b'6UmfYi h\ 'gcf[h'ZØf
8]g_i gg]cbYb'i a ']''Y[U'Y'DUF_dfU_h]_Yb'i bX'X]YgVYnØ[']WX Y
A U» bU\ a Yb"



9W_YfgXcfZž'8 Yi hgWX `UbX '! '9]b'FYbUi `hž'XYf'gY]h'a Y\fyfyb
A cbUhYb'nk]gWX Yb '9W_YfgXcfZ'i bX'A YmYfbVYf[']b'6UmfYi h\
UV[YghY''h]ghž'gcf[h'XYfnY]h'ZØf'; Ygd fÄW gghc ZZ']b'XYf'FY []cb"
8]YgYg'i bZU''ZU\fnYi ['\Uh'_Y]b'?: N!?'YbbnY]WX Yb'i bX']gh'c ZYbVUf
Y]b'GWX fchhUi hcž'XUg'j]Y'Y'DUggUbhYb']bg'5i [Y'ZÄ''h''K]Y'XYf'
? i f]Yf'VYf]WX hYhž'\Uh'X]Y'6UmfYi h\Yf'GhUXhj Yfk U'hi b['XUg
: U\fnYi ['Ua '%) "'& \$ &) 'cZZ]n]Y''VY]a '5a h'ZØf'l a k Y'h'i bX
'?]a UgWX i m'fY[]ghf]Yfh''8]YgY'A U» bU\ a Y'Zc'[hY'Y]bYf
CfXbi b[gk]Xf][_Y]hYbUbnY][Y'XYf'6UmfYi h\Yf'Dc`nY]"

8cWX 'k Yf']gh'Y][Yb'h]WX 'ZØf'XYfUfh][Y': U\fnYi [Y'ni ghÄbX][3'Ni
Y]bYa 'UV[YghY''hYb'5i hcž'j cf'U''Ya 'k Ybb'Yg'g]WX 'i a 'Y]b
GWX fchhZU\fnYi ['\UbXY'hž']gh'Yg'k]WX h][ž'X]Y'f]WX h][Yb'GWX f]hhY

Y]bni `Y]hYb"5`g`YfghYb`GWf]hh`Ya`dZ]Y\`h`g]W\`XYf`?`cbhU`h`ni`f`
9]bgUhnYbhfU`Y`XYg`ni`gh`bX][`Yb`C`fXbi`b[`gUa`hg`z`k`]Y`a`Ub`Ui`Z`
U`Y`Ub`hk`c`f`h`Y`b`"XY`b`UW\`Yg`Yb`_`Ubb"8]Y`A`Y`Xi`b[`_`Ubb`g`ck`c`\`
hY`Y`Z`c`b]gW\`U`g`Ui`W\`c`b`]bY`Yf`Z`c`[`Yb"5V[`Ya`Y`XYhY`:`U\`fnYi`[`Y`
a`ØggYb`i`bj`YfnØ[`]W\`XYa`6Øf[`Yf`Ua`h[`Ya`Y`XYh`k`Yf`XYb`z`
]bgVYgcbXYfY`k`Ybb`g]Y`j`Yf`_`Ui`Zh`k`i`f`XYb"

K`U`b`b`k`]f`X`Y`]b`:`U\`fnYi`[`_`U`g`UV[`Ya`Y`XYh`
V`Y`hf`U`W\`h`Y`h`3`

K`U`g`V`Y`X`Y`i`h`Y`h`Y][`Yb`h]W\`UVghY`Y`b`]a`GhfU»Yb]Yf`_`Y`f`3`@`Ui`h`
X`Y`b`J`c`f[`UVYb`V`Y`n`Y]W\`b`Y`h`X]Yg`X`U`g`D`U`f`_`Y`b`j`c`b`:`U\`fnYi`[`Yb`]a`
Ø`Z`Z`b`h]W\`Y`b`F`U`i`a`c`\`b`Y`GhfU»Ybni`U`ggi`b[`c`XYf`:`U\`f`V`Y`f`Y]hgW\`U`Z`h`
;`Yf`U`X`Y`_`U`V[`Ya`Y`XYhY`5i`hc`g`X`Ø`f`Z`Y`b`b]W\`h`X`U`i`Y`f`\`U`Z`h`U`i`Z`
Ø`Z`Z`b`h]W\`Y`b`D`U`f`_`d`À`h`n`Y`b`g`h`Y`Y`b" <`U`h`Y`f`g`c`h`Y`b`g]W\`U`g`c`X`U`f`U`i`Z`
[`Y`Z`U`g`g`h`a`U`W\`Y`b`z`a`]h`5`V`g`W\`Y`d`d`_`c`g`h`Y`b`ni`f`Y`W\`b`Y`b`z`k`Y`b`b`g]Y`X`U`g`
:`U\`fnYi`[`_`À`b[`Y`f`_`U`g`b`Ø`h][`_`U`V[`Y`ghY`h`U`gg`Y`b"

G`d`U`b`b`Y`b`X`_`U`b`X`Y`f`G]h`i`U`h]c`b`]b`6`U`m`f`Y`i`h\`]g`h`z`X`U`g`g`Y`g`h`Y`c`f`Y`h]g`W\`
`Y]b`Y`6`Y[`f`Y`b`ni`b[`X`Y`f`D`U`f``X`U`i`Y`f`Z`Ø`f`5i`hc`g`U`i`Z`Ø`Z`Z`b`h]W\`Y`b`
G`h`f`U»Yb`[`]V`h`z`g`c`_`U`b[`Y`_`Y]b`Y`6`Y`g`W\`X`Y`f`i`b[`j`c`f`\`U`b`X`Y`b`]g`h`
8`Y`b`b`c`W\`_`Ø`b`b`h`Y`a`U`b`X`Y`b`_`Y`b`z`X`U`g`g`Y]b`:`U\`fnYi`[`c`\`b`Y`
?`Y`b`b`n`Y]W\`Y`b`U`i`Z`d`f]j`U`h[`Y`b`i`h`n`h`Y`b`:`À`W\`Y`b`_`U`V[`Y`ghY`h`k`Y`f`X`Y`b`
`U`b`b"5i`Z`:]f`a`Y`b`d`U`f``d`À`h`n`Y`b`c`X`Y`f`Ø`Z`Z`b`h]W\`Y`b`:`À`W\`Y`b`]g`h`X]Y`g`
Y`X`c`W\`b]W\`h`Y`f`U`i`V`h"

8`]Y`f`Y`W\`h`]W\`Y`b`F`U`a`Y`b`V`Y`X]b[`i`b[`Y`b`

I`a`Y]b`_`U`V[`Ya`Y`XYhYg`:`U\`fnYi`[`k`]Y`X`Y`f`]b`J`Y`f`_`Y`f`ni`V`f]b[`Y`b`z`
V`f`U`i`W\`h`a`U`b`a`Y`\`f`Y`f`Y`k`]W\`h][`Y`i`b`h`Y`f`U[`Y`b" <]Y`f`i`b`h`Y`f`Z`U`Y`b`
i`b`h`Y`f`U`b`X`Y`f`Y`a`X]Y`Ni`U`ggi`b[`g`V`Y`g`W\`Y]b][`i`b[`i`b`X`i`z`Y]b`Y`
Y`Y`_`h`f`c`b]g`W\`Y`J`Y`f`g]W\`Y`f`i`b[`g`V`Y`g`h`h]i`b[`f`Y`J`6!`B`i`a`a`Y`f`k`g`c`k`]Y`
Y]b`G`9`D`5!`A`U`b`X`U`h`Z`Ø`f`X]Y`?`Z`h!`G`h`Y`i`Y`f"9]b`k`Y]h`Y`f`Y`f`D`i`b`_`h]g`h`z`X`U`g`g`
U`V[`Ya`Y`XYhY`:`U\`fnYi`[`Y`V]g`&`.)`-`i`\`f`X`Y`g`5`V`a`Y`Xi`b[`ghU[`g`
b`c`W\`[`Y`Z`\`f`Y`b`k`Y`f`X`Y`b`X`Ø`f`Z`Y`b`z`k`U`g`X]Y`K`U\`f`g`W\`Y]b`]W\`_`Y]h`
Y`f`\`Ø`h`z`X`U`g`g`X`Y`f`<`U`h`Y`f`g`Y]b`Y`D`Z]W\`h`Y`b`Y`j`Y`b`h`i`Y`f`Y`W\`h`n`Y]h][`
Y`f`Z`Ø`h"

A]h'XYf'Ni bU\ a Y'gc`W\Yf': Ä`Y`Y[h'U`gc`Ui W\`Y]b'[Yk]ggYf
 <UbX`i b[gVYXUfZVY]a`CfXbi b[gUa h`'8Ybb`k Ä\fybX`a UbW\Y
 Ui ZY]bY`\UfhY`@]b]Y`XfÄb[Ybž`cZZYb`UbXYfYž`XUgg`X]Y`6Yf]W\h!
 YfghUhi b[`j cb`GW\fc hZU\fnYi [Yb`k]Y`XYa`F YbUi`h]b`6UmfYi h\
 ni`Y]bYf`U_h]j Yb`@Ögi b[`ZØ\fh`J]Y`Y]W\h`_ÖbbYb`k]f`b`Ni`_i bZi`U
 j cb`Y]bYa`dcg]h]j Yb`6Y]gd]Y`'\ÖfYbž`k c`Y]b[i hYg`<ÄbXW\Yb
 VYk]YgYb`k i fXYž`i a`Y]b`U`hYg': U\fnYi [`Ui g`XYa`GhUXhV]`X`ni
 YbhZYfbYb"

8YhU]`g	
C fh	9W_YfgXcfZž`8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "_i f]Yf"XY • U`YUbhk c fhYb"XY

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