

B Yi Yg`DUf_\Ui g`Ua `? fUb_Yb\Ui g 5 [Uh\Uf]YX. `: Yfh)[ghY``i b [`]a `< YfVgh°

8 Ug`DUf_\Ui g`Ua `? fUb_Yb\Ui g`5 [Uh\Uf]YX`]b`A]YgVUW
k]fX`V]g`GYdhYa VYf`&\$&) `ZYfh)[[YghY``hž` ðhYf]a gZ`ÅWY`k]fX
ni fØW_[YVUi h"



Gh``5 [Uh\U!Ghf``%Už, ' +' (`<Ui g\Ua ž`8 Yi hgW`UbX`!`8 Ug
DUf_\Ui g`Ua `? fUb_Yb\Ui g`5 [Uh\Uf]YX`]gh`Ui ZXYf`N]Y`[YfUXYb
ni f` : Yfh)[ghY``i b [``8 Yf`6Ui Ui ggW`i gg`XYg`<Ui g\Ua Yf
; Ya Y]bXYfUhg`[UV`[fØbYg`@]W`h`ZØf`XUg`J cf\UVYbž`XUg`V]g
GYdhYa VYf`&\$&) `UV[YgW`cggYb`gY]b`gc```A]h`X]YgYf`A U»bU\`a Y
k]fX`Y]bY`k YgYbh]W`Y`J YfVYggYfi b [`XYf`DUf_d`Uhg]hi Uh]cb`fi bX
i a `X]Y`_Vc!@W`!A Ub[ZU`!`?`]b]_`5 [Uh\Uf]YX`Ub[YghfYVhž`X]Y`b]W`h
bi f`X]Y`Øfh]W`Y`DUh]YbhYbj Yfgcf[i b [`cdh]a]Yfhž`gcbXYfb`Ui W
XYb`Ni [Ub[`ZØf`5b[Y\`Øf][Y`i bX`6Ygi W`Yf`Yf`Y]W`hYfh``8]YgY` ðZcg
\Uh`A Yf`_i f`ni gUa a Yb[YZUggh"

8 cW`X]Y`5fVY]hYb`Vf]b[Yb`Ui W`J Yf`AbXYfi b [Yb`a]h]g]W``8 Yf
[fc»Y` ðhYf]a gdUf_d`Uhm`b`ØfX`]W`X`Yf`?`]b]_`k]fX`ni fØW_[YVUi hž

UVYf`Y]b`_`Y]bYf`HY]`V`Y]Vh`U`g`GW`bYYUV`U[YZ`ÅW`Y`Yf`U`hYb`"
8]YgY`F`Y[Y`i` b[`k`Uf`VYfY]hg`j`c`f`&`\$`%`+`Y]b[Yf]W`hY`h`k`c`f`XYb`ž
gc`X`Ugg`Y]bY`[i`hY`D`Ubi`b[`j`c`f`]Y[hž`i`a` `XYf`ghUf`_`Ui`g[Ydf`Å[hYb
K`]b`hY`fnY]h`i]b`X]YgYf`F`Y[]cb`[YfY`W`h`ni` `k`Yf`XYb`"9]b`6Y`gh`Ub`X`hY]`
XYg`6Y`gW`i`ggY`g`k`Uf`ž`X`Ugg`X]Y`Ni`Z`U`f`hYb`ni`a` `;`fi`b`X`gh`Ø`W`_
i`b`VY`X]b[h`U`g`5b`Z`U`f`hg`nc`bYb`Z`Ø`f`X]Y`:`Yi`Y`fk`Y`f`Y`f`U`hYb`V`Y]VYb
a`Ø`ggYb`"<]Yf`VY]`_`Ua` `Y`g`ni` `Y]bYf`Ni`gh]a`a`i`b[`X`Y`g
6Ui`Ui`ggW`i`ggY`g`i`bhYf`XYf`6Y`X]b[i`b[`Y]bYf`Ub`gd`fY`W`Yb`XYb
9]b[f`Ø`bi`b[`X`Y`f`:`Å`W`Y`b`"

8]Y`_`Vc!@YW`!A`Ub[ZU`!`?`>`]b]_`5[Uh`Uf]Y`X`

8]Y`_`Vc!@YW`!A`Ub[ZU`!`?`>`]b]_`5[Uh`Uf]Y`X`]gh`gY]h`Y`Y`f`Y]b
k`]W`h[Yf`DZY]Yf`XYf`J`Yf`gc`f[i`b[`]b`X`Y`f`F`Y[]cb`ž]bg`VY`gc`b`X`Y`f`Y`]a
6Y`f`Y]W`X`Y`f`[Ya`Y]b`X`Y`b`U`Y`b`d`gm`W`]U`h`f]g`W`Y`b`i`b`X
d`gm`W`c`g`ca`U`h]g`W`Y`b`6Y`U`b`X`i`b["`G]Y`V]Y`h`Y`h`D`U`h`n`Z`Ø`f`%`&`\$
j`c`gh`U`h]cb`Å`f`Y`6Y`h`h`Y`b`i`b`X`&`\$`h`U[Y`g`_]b]g`W`Y`D`Å`h`n`Y`ž`i`a` `D`U`h]Y`b`h`Y`b
Ui`g`X`Y`b`@`Ub`X`_`f`Y]g`Y`b`A`]Y`g`V`U`W`i`b`X`6`U`X`H`Ø`n`!`K`c`Z`f`U`h`g`U`i`g`Y`b`ni
V`Y`h`f`Y`i`Y`b`"i`bhYf`XYf`@Y]hi`b[`j`cb`7`Y`Z`U`f`n`h`D`f`c`Z`Y`gg`c`f`8`f`"A`]W`U`Y`
@`Ub`X[f`Y`V`Y`k`]f`X`Y`Y]b`V`f`Y]h`Y`g`h`Y`f`U`d`Y`i`h]g`W`Y`g`G`d`Y`_`h`f`i`a
Ub[Y`V`ch`Y`b`ž`X`U`g`U`i`W`X`i]b`bc`j`U`h]j`Y`5`bg`Å`h`n`Y`k`]Y`?`Y`h`Ua`]b!`H`Y`f`U`d]Y
i`b`X`b]W`h`j`Y`f`V`U`Y`H`Y`f`U`d]Y`b`i`a`Z`U`gg`h`8`Y`h`U]g`X`U`ni`Z]b`X`Y`b`g]W`X`U`i`Z
X`Y`f`G`Y]h`Y`X`Y`f`_`Vc!@YW`!A`Ub[ZU`!`?`>`]b]_`"

8]Y`?`>`]b]_`]gh`b`U`W`X`8`B`9`B`€`G`C`-`\$\$`%`n`Y`f`h]Z]n]Y`f`h`i`b`X`Y`Y[h`[f`c`»`Y`b
K`Y`f`h`U`i`Z`Y]b`Y`c`Y`6Y`U`b`X`i`b[g`e`i`U`]h`Å`h`8]Y
6Y`U`b`X`i`b[gg`W`k`Y`f`d`i`b`_`h`Y`f`Y]W`Y`b`j`cb`U`Z`Z`Y`_`h]j`Y`b`G`h`Ø`f`i`b[Y`b`V]g
\]b`ni`d`gm`W`c`g`ca`U`h]g`W`Y`b`9`f`_`f`U`b`_`i`b[Y`b`"<]Y`f`k`Y`f`X`Y`b`D`U`h]Y`b`h`Y`b
]b`j`Y`f`g`W`]Y`X`Y`b`Y`b`@`Y`V`Y`b`g`U[Y`b`i`bhYf`gh`Ø`h`h`ž`gY]Y`g`V`Y]U`_`i`h`Y`b
g`Y`Y`]g`W`Y`b`?`f]g`Y`b`c`X`Y`f`W`f`cb]g`W`Y`b`9`f`_`f`U`b`_`i`b[Y`b`"A`]h
i`a`Z`U`b[f`Y]W`Y`b`H`Y`f`U`d]Y`U`b[Y`V`ch`Y`b`ž`X`U`f`i`bhYf`;`fi`d`d`Y`b`U`b[Y`V`ch`Y
i`b`X`d`gm`W`c`g`cn]U`Y`6Y`f`U`h`i`b[ž`k`]f`X`X`Y`b`6Y`h`f`c`Z`Z`Y`b`Y`b`[U`bn`Y`h]W`X
[Y`c`Z`Y`b`"

;`Y`g`Y`h`n`]W`X`Y`5`i`Z`U[Y`b`i`b`X
G]W`X`Y`f`Y`h]g`g`h`U`b`X`U`f`X`g`

9]b`k Y]hYfYf`k]W`h][Yf`5gdY_h`VY]a `6Ui `i bX`6Yhf]YV`Y]bYg
 ?fUb_Yb\Ui gYg`g]bX`X]Y`[YgYh`n`]W`Yb`5i ZU[Yb``8]Y`[YgYh`n`]W`Yb
 FY[Y`i b[Ybž`k]Y`X]Y`5fVY]hggh`h`hYbj YfcfXbi b[`i bX`gdYn]Z]gW`Y
 5bZcfXYfi b[Yb`>`]bg]W`h]W`X`Yf`G]W`Yf`Y]hi bX
 ; Ygi bX\`Y]hgW`i h`ž`g]bX`XUVY]`i bYf`Āgg`]W` ``8]YgY
 JYfcfXbi b[Ybž`X]Y`Ui W`X`ZØf`X]Y`_Vc!@YW`!A Ub[ZU``!`?`]b]_`[Y`hYbž
 ghY``Yb`g]W`Yfž`XUgg`VY]`U``Yb`6Ui j c f\ UVYb`X]Y`\`ÒW`ghYb
 G]W`Yf`Y]hgghUbXUfXg`Y]b[Y`U`hYb`k YfXYb``G]W`YfYg
 ?fUb_Yb\Ui g`j YfXYi h`]W`h`X]Y`J]Y`nU`\`Ub`FY[Y`i b[Ybž`X]Y`VY]
 6Ui `i bX`6Yhf]YV`j cb`?fUb_Yb\`Āi gYfb`i bVYX]b[hini `VYUW`hYb
 g]bX"

K]W`h][`]ghž`XUgg`Ui W`X`Y`9a dZY`\`i b[Yb`XYg`F cVYfh`?cW`!
 ðgh]hi hg`VYUW`hYh`k YfXYbž`i a `Y]bY`VYgha Ò[`]W`Y
 DUh]YbhYbj Yfgcf[i b[`i bX`<m[]YbY`g]W`Yfni ghY``Yb``8]Y
 UbghY`YbXYb`6Ui a U»bU`a Yb`Ua `DUf`\`Ui g`g]bX`gca]h`b]W`h`bi f
 Y]bY`]bZfUghfi _hi fY``Y`JYfVYggYfi b[ž`gc bXYfb`YfZØ``Yb`Ui W`U`Y
 bch`k YbX][Yb`fYW`h]W`Yb`GhUbXUfXg`ZØf`Y]b`a cXYfbYg
 ?fUb_Yb\Ui g"

8YhU]`g	
Cfh	Gh``5[Uh\U!Ghf``%Už, ' +' (`<Ui g\Ua ž 8Yi hgW`U`bX
EiY``Yb	<ul style="list-style-type: none"> • k k k "a Yf_i f"XY • _Vc!`a _"XY • k k k "g]W`YfYg!_fUb_Yb\Ui g"XY

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