

%, % ' ? Ø b g h ` Y f .] b b Y b ` U i g [Y n Y] W X b Y h . ' 9] b
: Y g h ` X Y f ` _ i ` h i f Y ` ` Y b ` J] Y ` Z U ` h `] b ` 9 f ` U b [Y b °

5 a ` %) "\$ * " & \$ &) ` k i f X Y b `] a ` 9 f ` U b [Y f ` ? i b g h d U ` U] g ` %, %
? Ø b g h ` Y f .] b b Y b ` X Y f ` A Y h f c d c ` f Y [] c b ` B Ø f b V Y f [` ' Z Ø f ` ` \ f Y
j] Y ` Z Å ` h `] [Y b ` K Y f _ Y ` U i g [Y n Y] W X b Y h "



B Ø f b V Y f [ž ` 8 Y i h g W X ` U b X ! ` ð ` Y] b Y f ` Z Y g h `] W X Y b ` 5 h a c g d \ Å f Y ` Z U b X
] a ` 9 f ` U b [Y f ` ? i b g h d U ` U] g ` X Y g ` D U ` U] g ` G h i h h Y f \ Y] a ` X Y f ` 9 a d Z U b [` n i f
9 \ f i b [` \ Y f U i g f U [Y b X Y f ` H U ` Y b h Y ` X Y f ` A Y h f c d c ` f Y [] c b ` B Ø f b V Y f [
g h U h " 5 a ` %) " ' ð b] ' & \$ &) ` k i f X Y b `] b g [Y g U a h ` %, % ? Ø b g h ` Y f .] b b Y b
a] h ` X Y a ` H] h Y ` ` ? Ø b g h ` Y f .] b ` X Y f ` A Y h f c d c ` f Y [] c b ` U i g [Y n Y] W X b Y h ž
X U f i b h Y f ` * % ž ` X] Y ` U b ` X] Y g Y a ` 5 V Y b X ` U b k Y g Y b X ` k U f Y b " ` 8] Y g Y
9 \ f i b [` k] f X ` a c b U h `] W ` j c a ` : c f i a ` ? i ` h i f ` g Y] h ` & \$ % \$ j Y f [Y V Y b
i b X ` Z Y] Y f h Y ` \ Y i Y f ` X U g ` & \$! ` Å \ f [] Y ` 6 Y g h Y \ Y b ` X Y f ` A Y h f c d c ` f Y [] c b ` "
K] Y g Y b h V c h Y ` V Y f] W X h Y h ž ` X U g g `] a ` F U \ a Y b ` X] Y g Y f ` 5 i g n Y] W X b i b [
j Y f g W] Y X Y b g h Y ` ? i b g h Z c f a Y b ` k] Y ` : c h c [f U Z] Y ž ` D c f n Y ` ` U b _ i b g h ž
F c W _ a i g] _ ž ` ? c a d c g] h] c b ` i b X ` D Y f Z c f a U b W ` [Y Y \ f h ` k Y f X Y b "

8] Y ` U b k Y g Y b X Y b ` ; Å g h Y ž ` X U f i b h Y f ` J Y f h Y h Y f .] b b Y b ` X Y f

?i`hi fj Yfk U`hi b[`i bX`GhUXhfÅh.]bbYbž`_cbbhYb`VY]`a i g]_U`]gWXYb
8UfV]Yhi b[Yb`j cb`G`Uk Y_`8i XUfž`XYa `?Øbgh`Yf`XYf
A Yhfc dc`fY[]cb`8YnYa VYf`&\$&(ži bX`D]Ub]gh`Fi ggY`GbmXYf`X]Y
J]Y`ZU`h`XYf`?i bgh]b`XYf`FY[]cb`Yf`YVYb``5b`_Y`GhY]bYfh]BYi k]fh\ž
; YgW`ÅZhgZ0\`fYf]b`XYg`: cfi a g`?i`hi fž`VYhcbhY`k]Y`k]W`h][`X]YgY
5i gnY]W`bi b[`Z0f`X]Y`_i`hi fY`Y`J]Y`ZU`hi bX`X]Y`k]fhgW`UZhi]W`Y
8mbUa]_`XYf`A Yhfc dc`fY[]cb`]gh`J]Y`Y`XYf`[Y`Y`fhYb
?Øbgh`Yf.]bbYb`UVYb`Xi fW`DcfhfÅhg`i bX`ϕhYfj]Yk`g`a YX]U`Y
5i Za Yf_gUa _Y]h`Yf`U`hYbž`k Ug`X]Y`G]W`hVUf`_Y]h`XYg`_fYUhj] Yb
GW`UZZYbg`]b`XYf`FY[]cb`k]f`_i b[gj`c``ghÅf`h`

9\ fi b[`XYf`? Øbgh`Yf.]bbYb

8]Y`Gh]a a i b[`Ub`X]YgYa `5VYbX`k Uf`[YdfÅ[hij cb`8Ub`VUf`_Y]h
i bX`5bYf`_Ybbi b[``ž`]Y`6UhYi I žX]Y`U`g`?Øbgh`Yf]b`XYg`A cbUhg
A U]`Ui g[YnY]W`bYh`k i fXYž`Åi »YfhY`g]W`YfZfYi h`ØVYf`X]Y
F0W`_a Y`Xi b[ž`X]Y`X]YgY`5i gnY]W`bi b[`Z0f`]\`f`GW`UZZYb`XUfghY`h`
5i W`8f``7\`f]ghU`GhUbXYW`_Yf`\`cV`\`Yfj cfž`XUgg`?i bgh`i bX`?i`hi f
Z0f`U`Y`ni [Åb[`]W`i bX`]b`XYf`FY[]cb`j]Y`Z`h][`g]bX``8Yf`5VYbX
nY][hY`Y]bXfi W`_gj`c``ž`k]Y`ghUf`_g]W`X]Y`A Yhfc dc`fY[]cb`Z0f`]\`fY
?Øbgh`Yf.]bbYb`Y]bgYhnh`i bX`]bYb`A 0[`]W`_Y]hYb`ni f`DfÅgYb`hUh]cb
V]YhYh`

æa`FU`a Yb`XYf`Y]Yf`]W`_Y]hYb`k i fXY`XYi h]W`ž`XUgg`X]Y
A Yhfc dc`fY[]cb`b]W`h`bi f`Y]bY`J]Y`nU`\`Ub`?Øbgh`Yf.]bbYb
VY`YfVYf[hž`gcbXYfb`Ui W`Y]bYb`FUi a`gW`UZZhž`]b`XYa
?fYUhj]hÅhV`0\`Yb`_Ubb``8]Y`i bhYfgh0hni b[`YfZc`[h`Xi fW`a YX]U`Y
6Yf]W`hYfghUhi b[`i bX`_i`hi fY`Y`ϕ]h]Uhj] Yb`k]Y`XYb`8cfghYbYf
?i`hi fGca`a Yfž`XYf]b`XYb`GhUXhY]`Yb`8cfghYbg`_i`hi fY`Y`J]Y`ZU`h
ni f`GW`Ui`ghY`h`@c`_U`_ca`dUgg`]bZcfa]Yfhž`XUgg`Xcfh`æXYb`Z0f
Dfc[fUa`a Y`i bX`5i Z0\`fi b[Yb`Y]b[YfY]W`h`k YfXYb`_0bbYb`Y]b
k Y]hYfYf`6Yk Y]g`Z0f`X]Y`c`_U`Yb`6YghfYVi b[Ybž`X]Y`?i`hi fgnYbY
ni`Z0fXYfb`

?i`hi fY`Y`DYfgdY`_h]j Yb`Yfk`Y]hYfb

ϕ`6UmYfb`k]fX`?i bgh`b]W`h`bi f`[YZY]Yfhž`gcbXYfb`Ui W`[`Y`YVh``8]Y
A Yhfc dc`fY[]cb`B0fbVYf[`Uh]g]W`U`g`æa`di`g[YVYf`Z0f`X]Y

5i ZØ\fi b['j cb'k Yb][Yf'VY_UbbhYb'K Yf_Yb'YhUV`Yfhž'k]Y`X]Y
 ðhYfbUh]cbU`Yb'; `i W_l: Yghgd]Y`Y`nY][Ybž'X]Y`]b'j YfgW]XYbYb
 GhÅxhYb`XYf`FY[]cb`ghUhhZ]bXYb" A Yhfcdc`fY[]cb`B ØfbVYf[
 j Yfk Y]gh`Ui ZX]Y`VYY]bXfi W_YbXYb`Gd]Y`cfhYž'X]Y`a]h`Y]bYa
]bhYfYggUbhYb`Dfc[fUa a `VY[Y]ghYfb`i bX`X]Y`J YfV]bXi b['j cb
 \]ghcf]gWYa `9fVY`i bX`a cXYfbYa `GWUZZYb`dZY[Yb"

Ni gUa a YbZUggYbX`Äggh`g]W`gU[Ybž'XUgg`X]Y`_i `hi fY`Y
 @UbXgWUZh`XYf`A Yhfcdc`fY[]cb`B ØfbVYf[`Y]b`GWa Y`nh]Y[Y`Ui g
 ?fYUh]j]hÅhi bX`ðbcj Uh]cb`]gh`CV`VY]`XYf`9\fi b['j cb
 ?ØbghYf.]bbYb`]a `9f`Ub[Yf`?i bghdU`U]g`cXYf`]a `FUa Yb`j cb
 : Ygh]j U`g`i bX`c_U`Yb`ð]h]Uh]j Yb` ` \]Yf`]gh`XUg`_i `hi fY`Y`@YVYb`]b
 j c`Ya `; Ub[Y`ð`X]YgYb`NY]hYb`g]bX`_i `hi fY`Y`J]Y`ZU`hi bX`X]Y
 l bhYfghØhni b['j cb`?ØbghYf.]bbYb`c`bY`Nk Y]ZY`j cb`[fc»Yf
 6YXYi hi b[``9g`V`Y]Vh`gdUbbYbXž'k Y`WY`bYi Yb`DYfgdY_h]j Yb`i bX
 9bhk]W`_i b[Yb`]b`XYf`A Yhfcdc`fY[]cb`bcW`Ui Zi bg`k UfhYb"

8YhU]`g	
C fh	B ØfbVYf[ž8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "k]YgYbhVchY"XY • k k k "`c_U`_ca dUgg"XY • k k k "a Yhfcdc`fY[]cbbi YfbVYf["XY

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