

< c \ Y ` K U ` X V f U b X [Y Z U \ f .
@ i Zh V Y c V U W X h i b [` Ø V Y f ` A] h h Y ` Z f U b _ Y b
V Y [] b b h °

< c \ Y ` K U ` X V f U b X [Y Z U \ f] b ` B Ø f b V Y f [` i b X ` A] h h Y ` Z f U b _ Y b /
@ Zh V Y c V U W X h i b [Y b ` n i f ` 6 f U b X _ c b h f c ` ` Y ` U V ` % , " \$ * " & \$ &)
U b [Y c f X b Y h "



B Ø f b V Y f [ž 8 Y i h g W X ` U b X ! ` 8] Y ` G c a a Y f h U [Y ` \ U V Y b ` 6 U m Y f b ` Z Y g h
] a ` ; f] Z Z i b X ` a] h ` X Y b ` g h Y] [Y b X Y b ` H Y a d Y f U h i f Y b ` _ c a a h i U i W X ` X] Y
K U ` X V f U b X [Y Z U \ f ` j Y f g h Å f _ h] b g ; Y g d f Å W X " ` 6 Y g c b X Y f g `] b
A] h h Y ` Z f U b _ Y b ` [] h ` X Y f n Y] h ` \ Ø W X g h Y ` 5 ` U f a V Y f Y] h g W X U Z h " @ U i h `
b c f X V U m Y f b " X Y ` g h Y \ Y b ` X] Y ` 6 Y g i W X Y f ` X Y f `] X m `] g W X Y b ` K Å ` X Y f ` j c f
Y] b Y f ` Y f \ Ø \ h Y b ` 6 f U b X [Y Z U \ f ž ` X] Y ` U _ h i Y ` ` U ` g ` g Y \ f ` \ c W
Y] b [Y g h i Z h ` k] f X "

8] Y ` _ c a a Y b X Y ` ? `] a U ! D f c [b c g Y ` V f] b [h ` k U f a Y ž ` g c b b] [Y ` H U [Y ` a] h
H Y a d Y f U h i f Y b ` n k] g W X Y b ` & * ` i b X ` " % ; f U X ž] b g V Y g c b X Y f Y ` Ø V Y f
: f c b ` Y] W X b U a ` i b X ` U a ` X U f U i Z ` Z c ` [Y b X Y b ` K c W X Y b Y b X Y " ` 5 a

: Y]YfhU['gY`Vgh'k YfXYb'j cb`&&; fUX`]a` <cZYf`@UbX`V]g`ni` `` %
; fUX`Ub`XYf`8cbUi`Yfk UfhYh`DUfU`Y`XUni`YbhZU`hY'h'g]W`Y]bY
hfcW_YbY`@ Zha UggYž`X]Y`X]Y`K`À`XYf`ni`g`Àh`]W`VY`UghYhž`k`Yg`U`V
Y]b`F`Ui`W`j`YfVch]b`XYb`K`À`XYfb`Ui`g`[`YgdfcW`Yb`k`]fX`i`bX`YXYf
K`U`XVYgi`W`Yf`[`YVYhYb`k`]fXž`_Y]b`: Yi`Yf`cXYf`; f]`Yb`]b`XYf
I`a`[`YVi`b`[`]b`6YhfUW`h`ni`n]Y`Yb`"

G]W`Yf`Y]hga`U»`bU`a`Yb`i`bX`

@i`ZhVYc`VUW`hi`b`[`

I`a`XYf`; YZU`f`ni`VY`[`Y`bYbž`k`]fX`]b`A`]hY`ZfUb`_Yb`UV`X]YgYa
8cbbYfghU`[`Y]bY`i`a`ZUggYbXY`@`ZhVYc`VUW`hi`b`[`ZØf`K`U`X`[`YV]YhY
]b]h]Yfh`"8]YgY`A`U»`bU`a`Y`Z]bXYh`]a`9]bj`YfbY`a`Yb`a`]h`XYa
fY`[`]cbU`Yb`K`U`XVfUbXVYUi`ZhfU`[`hYb`XYf`6UmYf]gW`Yb
: c fghj`Yfk`U`hi`b`[`ghUhh`"8]Y`: `Ø[`Y`k`YfXYb`j`cb`Y`fYbUa`h`]W`Yb
D]`chYb`XYf`@`ZhfYh`hi`b`[`gghUZZY`A`]hY`ZfUb`_Yb`Xi`fW`[`YZØ`f`hž`X]Y
ni`gUa`a`Yb`a`]h`Ui`g`[`YV]`XYhYb`@`ZhVYc`VUW`hYfb`XYf`: Yi`Yfk`Y`f
i`bX`: c fghVY`ØfXYb`X]Y`K`À`XYf`Ui`g`XYf`@`Zi`ØVYfk`UW`Yb`"8`Ug
N]Y`X]YgYf`A`U»`bU`a`Y`]gh`Ygž`6fUbX`[`YZU`fYb`ZfØ`nY]h][`ni
Yf`_Yb`bYb`i`bX`]a`i`U`Y]bYg`6fUbXYg`gc`Zc`fh`X]Y`: Yi`Yfk`Y`f`ØVYf
: i`b`_`ni`U`Ufa`]YfYbž`k`]Y`fY`[`]Yfi`b`["a`]hY`ZfUb`_Yb`"XY
VYf]W`hYh`"

8]Y`: `Ø[`Y`g]bX`ZØf`XYb`NY]hfUi`a`j`cb`8cbbYfghU`[`V]g`GcbbhU`[
Ub`[`YgYhni`bX`gc`Yb`]bgVYgcbXYfY`X]Y`ghUf`_VYgi`W`hYb`K`À`XYf
]b`6U`i`b`[`g`[`YV]YhYb`]a`6`]W`_`UVYb`"8]Y`ZYgh`[`Y`Y`[`hY`F`ci`hY`fY]W`h
j`cb`9f`Ub`[`Yb!8YW`gYbXcfZ`ØVYf`a`Y`fYfY`C`fhY`V]g`bUW`D`Y]bZY`X
i`bX`ni`fØW`ž`k`cVY]j`]Yf`GhØhndi`b`_hY`]b`5bgVUW`ž`i`bnYb`U`i`gYb
i`bX`F`ch`YbVi`f`[`c`"X`H`"VYfØW`g]W`h][`h`k`YfXYb`"8`UVY]`ghY`Yb
VYgcbXYfg`X]Y`]W`hYb`?`]YZYfbk`À`XYf`i`bX`c`W`ZfYe`i`Yb]YfhYb
K`U`XfY`[`]cbYb`]a`i`c`_`i`g`"

?`_]a`Uk`UbXY`_]a`i`c`_`i`g`

8]Y`U`_hi`Y`Y`K`U`XVfUbX`[`YZU`f`]gh`b]W`h`bi`f`Y]b`_i`fnZf]gh][`Yg
D`À`bca`Yb`"8Yf`?`]a`Uk`UbXY`nY][`h`ni`bY`a`YbX`gY]bY
5i`gk`]f`_i`b`[`Ybž`i`bX`X]Y`HYa`dYfUhi`fYb`ghY][`Yb`_cbh]bi`]Yf`]W`"

@Ji h`k Z"VUmYfb"XY`ZØ\ fYb`8 ØffYdYf]cXYb`i bX`YI hfYa Y
 K YhhYfVYX]b[i b[Yb`ni `Y]bYf`Yf\ Ò\ hYb`5bZÄ``[_Y]h`ZØf
 K U`XVfÄbXY" `b`XYb`YhnhYb`Δ\ fYb`Yf`YVhY`9i fcdU`j Yf\YYfYbXY
 K U`XVfÄbXYž`k Ä\ fYbX`6UmYfb`ni a `; `ØW`V]g\Yf`j cb`[fØ»YfYb
 J cfZÄ``Yb`j YfgW\cbh`V`]YV"8YbbcW\`V`Y]Vh`XYf`6Yj Ò`_Yfi b[`X]Y
 GYbg]V`]g]Yfi b[`ZØf`X]Y; YZU\ fYb`i bX`X]Y`j cfUi ggW\Ui YbXY
 D`Ubi b[`]a` i a [Ub[`a]h`X]YgYb`F]g]_Yb`k]W\h]["

8]Y`GhUh]gh]_`nY][hž`XUgg`fi bX`" (i `XYf`K U`XVfÄbXY`]b`6UmYfb
 a YbgW\`]W\`j Yfi fgUW\h`g]bX`"i a gc`k]W\h][Yf`]gh`Ygž`XUgg
 K U`XVYgi W\Yf`XUfUi Z`UW\hYbž`_Y]bY`VfYbbVUfYb`A UhfY]U`]Yb`]b
 XYb`K U`X`ni `Vf]b[Yb`i bX`VYgcbXYfg`fØW`g]W\hgj c``a]h`\fYf
 I a [YVi b[`i a ni [Y\Yb"5i W\`k Ä\ fYbX`XYf`6YcVUW\hi b[gZØ[Y
 k]fX`X]Y; Yi Yfk Y\`f`Xi fW\`i b`_U`Ufa]Yfhž`gc``hY`Y]b`6fUbX
 YbhXYW`_h`k YfXYb"

K]f`fi ZYb`XU\Yf`U`Y`BUhi fZfYi bXY`ni `VYgcbXYfYf`J cfg]W\h`Ui Z
 i bX`Yf]bbYfb`XUfUbž`XUgg`XYf`GW\i hn`i bgYfYg`k Yfhj c``Yb`K U`XYg
]b`XYf`J YfUbhk cfhi b[`YXYg`9]bnY`bYb``]Y[h"; Ya Y]bgUa`gc f[Yb
 k]f`XUZØfž`XUgg`i bgYfY`K Ä`XYf`k Y]hYf\]b`[Ygi bXY`FØW`ni [gcfhY
 ZØf`A YbgW\`i bX`H]Yf`V`Y]VYb"

8YhU]`g	
C fh	B ØfbVYf[ž`8Yi hgW\`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "bcfXVUmYfb"XY • k k k "fY[]Yfi b["a]hhY`ZfUb`_Yb"VUmYfb"XY • k k k "`k Z"VUmYfb"XY

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