

: `c f]Ub `D`Y hn ``Y]hY h`^Y hnh`X]Y `F c hhU`! =b b
? `]b]_Yb. `Ni _i b Zh`]a `6 `]W_°

: `c f]Ub `D`Y hn `]gh`bYi Yf`J c fghUbX`XYf`F c hhU`! =b b`? `]b]_Yb``9f
gc``< YfUi gZcfXYfi b[Yb`XYf`? fUb_Yb\Ui gfYZcfa `a Y]ghYfb
i bX`X]Y `Ni _i b Zh`g]WXYfb"



F c hhU`! =b b ž`8 Yi hgWk `Ub X`!`9]b`Zf]gWXYf`K]bX`V`Àgh`Xi fWk`X]Y
F c hhU`! =b b`? `]b]_Yb. `GY]h`6Y[]bb`XYg`A cbUhg`]gh: `c f]Ub `D`Y hn`b]Wk h
bi f`HY]`XYg`J c fghUbXgž`gcbXYfb`k i fXY`Ui Wk`ni a
U``Y]bj YfhfYhi b[gVYfYWk h][hYb`J c fghUbX`YfbUbbh"; Ya Y]bgUa `a]h
gY]bYa `?c``Y[Yb`F cVYfh`?cWk ž`XYf`gY]bYb`DcghYb`j cb`6YfbX
<]fhfY]hYf`ØVYfbca a Yb`\Uhž`ØVYfb]a a h`D`Y hn`X]Y`J YfUbhk c fhi b[
ZØf`X]Y`Xfy]`GhUbXcfhY`XYf`? `]b]_Yb`]b`9[[YbZY`XYb ž`DZuff_]fWk Yb
i bX`G]a VUWk``D`Y hn`Vf]b[h`Y]bY`Zi bX]YfhY`9fZU\fi b[`]a
A UbU[Ya Ybhj`cb`?fUb_Yb\`Ài gYfb`i bX`a YX]n]b]gWk Yb
J Yfgcf[i b[gnYbhYfYb`a]hž`i bhYf`UbXYfYa`k Uf`Yf`ni j cf
J Yfk U`hi b[g`Y]hYf`i bX`Dfc`_i f]gh`VY]`XYb` @UbX_fY]g`DUggUi
; Ygi bX\Y]hgY]bf]Wk hi b[Yb`i bX`\Uh`Y]b`Ghi X]i a `]a `6YfY]Wk
; Ygi bX\Y]hga UbU[Ya Ybh`UVgc`j]Yfhž`k]Y`_a U!cb`]bY`XY

VYf]W hYh"

9]bYf`XYf`GWk Yfdi b_hY`j cb`D`Yhn`k]fX`gY]bž`X]Y
<YfUi gZcfXYfi b[Yb`XYf`XYfnY]h`Ui ZYbXYb`?fUb_Yb\Ui gfYZcfa
Ubni [Y\Yb"8]YgY`FYZcfa`n]Y`h`XUfUi ZUVž`X]Y`a`YX]n]b]gWXY
JYfgcf[i b[`]a` `ÀbX`]WXYb`FUi a`ni`g]WXYfbž`Y]b`H\Ya`Už`XUg`b]W h
bi`f`D`Yhnž`gcbXYfb`Ui`W`6i`bXYg[Ygi`bX\Y]hga`]b]ghYf`?Uf`
@Ui hYfVUW`Ua` `<YfnYb`]Y[h"@Ui hYfVUW`VYhcbhž`XUgg`X]Y
k]fhgWUZh]WY`GhUV`]hÀh`ÀbX`]WYf`?fUb_Yb\Ài`gYf`YggYbh]Y`Y
6YXYi hi b[`Uhž`]bgVYgcbXYfY`VY`]Y]bYa`XfUa`Uh]gWXYb`5bgh]Y[
XYf`?cghYb`]a` `?fUb_Yb\Ui`ggY`hcfž`XYf`]b`8Yi`hgW`UbX`VYfY]hg
VY]gd]Y`cgY`<Ò\Yb`YffY]W h`Uhž`k]Y`Ui`Z`_ca`a`i`bU`"XY
bUW`ni`YgYb`]gh"

GhfUhY[]gWXY`5i`gf]W h i b[`ZØf`X]Y`Ni`_i`bZh

8Yf`@UbXfUhi`bX`JYfk`U`hi`b[`gfUhj`cfg]hnYbXY`A`]WUY`:`U\`a`Ø`Yf
\YVh\Yfj`cfž`k]Y`k]W h[`X]Y`_ca`a`YbXYb`X\`fY`ZØf`X]Y`ni`_ØbZh][`Y
5i`gf]W h i b[`XYf`F`chU`!`b`?`]b]_Yb`g]bX`"D`Yhn`gY`Vgh`nY][`h`g]W
cdh]a`]gh]gW`i`bX`ØVYfnYi`[`hž`XUgg`X]Y`XfY`]GhUbXcfhY`[`i`h
Ui`Z[`YghY`h`g]bXž`i`a`X`Yb`UbghY`YbXYb`JYf`ÀbXYfi`b[`Yb`[`YfYW`h
ni`k`YfXYb"8]Y`FYZcfa`ghY`h`Ui`»`YfXYa`]b`Y]bYa`[`fØ»`YfYb
?cbhYi`h`Fi`bX`" `\$`DfcnYbh`XYf`?fUb_Yb\Ui`gVYhhYb`]b
8Yi`hgW`UbX`ghY`Yb`XYfnY]h`YYf`"C`\bY`FYZcfa`Yb`Xfc`Yb`j]Y`Yb
9]b]W h i b[Yb`8YZ]n]hYž`X]Y`bi`f`gW`k`Yf`ni`VY`YVYb`gY]b`k`YfXYb"

8i`fW`X]Y`?fUb_Yb\Ui`gfYZcfa`k`]fX`Ui`W`X]Y`;`fi`bX]`Yfgcf[`i`b[
Ua`K`c\bcfh[`Yg]WXYfhž`k`À`fYbX`_ca`d`Yi`YfY`9]b[`f]ZY`]b
gdYn]U`]g]YfhYb`?`]b]_Yb`YfZc`[`Yb`gc`Yb" <]YfVY`]ghY`h`@Ui`hYfVUW
_`Ufž`XUgg`Àb[`YfY`5bZU`fhgk`Y[`Y`b]W`h`nk`Ub[`g`Ài`Z][`ni` `Àb[`YfYb
K`UfhYnY]hYb`ZØ`fYb`a`ØggYb"5`YfX]b[`g`k`]fX`Ui`W`X]Y
B`ch`k`YbX][`_Y]h[`YgY`Ybž`X]Y`5bnU`X`Yf`A`YX]n]bghi`X]Ybd`À`hnY`ni
Yf\`Ò\Ybž`i`a`ni`_ØbZh][`Yb`Y`fnhYa`Ub[`Y`ž`dfc[`bcgh]n]Yfh`Ui`Z`V]g`ni
%(`\$`\$\$\$`U`hYfgVYX]b[`h`Ui`ggW`Y]XYbXY`Y`fnhY`V]g`&`\$` \$ž
Ybh[`Y[`Ybni`k`]f`_Yb"

;`Ya`Y]bgUa`X]Y`7`\UbW`b`bi`hnYb

D`Yhn`UhhY`VYfY]hg`Ab[Yf`X]Y`A`O[`]W_X]h`U`b`X`Y`b
 J`Yf`Ab`X`Y`fi`b[Y`b`a` ; Y`gi`b`X`Y]hgk`Y`g`Y`b`ni`U`f`V`Y]h`Y`b`z`i`b`X`g`Y]b`Y
 V`Y`j`c`f`g`h`Y`Y`b`X`Y`b`5`i`Z[U`V`Y`b`j`Y`f`g`d`f`Y`W`X`Y`b`z`]b`h`Y`f`Y`g`g`U`b`h`Y
 <`Y`f`U`i`g`Z`c`f`X`Y`fi`b[Y`b`ni`V]Y`h`Y`b`"A`]h`Y]b`Y`a`_`U`f`Y`b`:`c`_`i`g`U`i`Z`Y]b`Y
 b`U`W`X`U`h`h][Y`G`h`f`U`h`Y[]Y`z`X]Y`U`i`Z`X]Y`g`d`Y`n]Y`Y`b`6`Y`X`Ø`f`Z`b]g`g`Y`X`Y`f
 `Ab`X`W`X`Y`b`6`Y`j`Ø`_`Y`fi`b[`U`V[Y`g`h]a`a`h]g`h`z`k`]f`X`D`Y`h`n`g]W`X`Y`f`Y]b
 [i`h`Y`g`<`Ab`X`W`X`Y`b`V`f`U`i`W`X`Y`b`z`i`a`X]Y`U`b`g`h`Y`Y`b`X`Y`b`5`i`Z[U`V`Y`b`ni
 a`Y]g`h`Y`f`b`"

Ni`g`À`h`n`]W`X`ni`f`?`f`U`b`_`Y`b`U`i`g`f`Y`Z`c`f`a`g]Y`h`i`@`U`i`h`Y`f`V`U`W`X`U`i`W`X`Y
 ?`c`a`a`i`b`Y`b`]b`X`Y`f`D`Z]W`X`h`z`V`Y]X`Y`f`D`U`b`i`b[`j`c`b`F`Y`g`g`c`i`f`W`X`b`i`b`X
 :`U`W`X`k`]g`g`Y`b`Y]b`Y`n`Y`b`h`f`U`Y`F`c`Y`ni`gd]Y`Y`b`z`i`a`X]Y
 <`Y`f`U`i`g`Z`c`f`X`Y`fi`b[Y`b`]b`X`Y`f`a`Y`X]n]b]g`W`X`Y`b`j`Y`f`g`c`f[i`b[`ni
 g`h`Y`a`a`Y`b`"8]Y`_`c`a`a`Y`b`X`Y`b`X`Y`f`Y`k`Y`f`X`Y`b`Z`Ø`f`X]Y`F`c`h`h`U`!`b`b
 ?`]b]_`Y`b`i`b`X`X]Y` ; Y`gi`b`X`Y]hgj`Y`f`g`c`f[i`b[`]a` `Ab`X`]W`X`Y`b`F`U`i`a
 Y`b`h`g`W`X`Y]X`Y`b`X`g`Y]b`"A`]h`:`c`f]U`b`D`Y`h`n`U`b`X`Y`f`G`d]h`n`Y`V`Y`g`h`Y`h`X]Y
 <`c`Z`Z`b`i`b[`z`X`U`g`g`X]Y`g`Y`<`Y`f`U`i`g`Z`c`f`X`Y`fi`b[`a`]h`6`f`U`j`c`i`f`[Y`a`Y]g`h`Y`f`h
 k`]f`X`"

8`Y`h`U]`g`	
C`f`h`	F`c`h`h`U`!`b`b`z`8`Y`i`h`g`W`X`U`b`X`
E`i`Y`Y`b`	<ul style="list-style-type: none"> • k`k`k`" `_a`U`!`c`b`]b`Y`"X`Y` • `_c`a`a`i`b`U`"X`Y`

6`Y`gi`W`X`Y`b`G]Y`i`b`g`U`i`Z.`b`U[!`V`U`m`Y`f`b`"X`Y`