

? cdYb\U[Yb'ØVYf\c'h'K]Yb.'8]Y'bYi Y
Bi a a Yf'Y]bg'jb '@YVYbgei U`]hÅh°

K]Yb'ZÄ`h'&\$&) 'Ui Z[fi bX'j cb'G]WYf\Y]hgVYXYb_Yb'Ui Z
D`Uhn'k Y]'ja '9Wcbca]gh!F Ub_]b['XYf''YVYbgk YfhYghYb
GhÅXhYž'\]bhYf'?cdYb\U[Yb"



K]Ybž'² ghYffY]WÄ '! '8 Ug'F Ub_]b['XYf''YVYbgk YfhYghYb'GhÅXhY
XYf'K Y'h'\Uh'ZØf'&\$&) 'Y]bY'bYi Y'Bi a a Yf'Y]bg.'?cdYb\U[Yb" 'K]Y
X]Y' **B NN** 'VYf]WÄ hYhž'a i gghY'K]Ybž'XUg'gY]h'Ä\fyb'Ui Z'XYb'cVYfYb
D`ÄhnYb'fUb[]YfhYž'X]YgYb'Gd]hnYbd`Uhn'bi b'Ub'X]Y'XÄb]gWÄY
<Ui dhghUXh'UV[YVYb" '5i ggWÄ`U[[YVYbX'ZØf'XYb'F ØW_[Ub['Ui Z
D`Uhn'k Y]'k Uf'Y]b[]Yd'UbhYf'5bgWÄ`U['Ui Z]Y]b'?cbnYfhj cb'HUmc'f
Gk]Zhž'XYf'K]Yb'gWÄk Yf'VY`UghYhY'i bX'jb'X]Y'6Yk Yfhi b[Yb
Y]bZcgg" 'G]WÄYf\Y]h'gd]Y'hY]bY'YbhgWÄY]XYbXY'F c`Y]b'XYb
[`cVU`Yb'F Ub_]b[g'i bX'gh'ni bY\ a YbX'Y]b'?f]hYf]i a ž'XUg'ØVYf
X]Y '@YVYbgei U`]hÅh'YbhgWÄY]XYh"

8 Ug'X]Yg'Ä\ f][Y'F Ub_]b['VYk YfhYh']bg[YgUa h'%'+' 'GhÅXhY
k Y'hk Y]h'i bX'i bhYfhY]'h'X]YgY'jb'ZØbZ?UhY[cf]Yb.

; Ygi bX\Y]hggmgHYa ž'6]Xi b[ž' bZfUghfi _hi fž'GhUV]hÀh'gck]Y
?i`hi f'i bX`i a k`Y`h"8 UVY]k]fX`X]Y`@VYbgei U`]hÀh'U`g`A]gW`i b[
YZZ]n]YbhYf`GmgHYa Y`j YfghUbXYbž`k]Y`Yhk U`Z`b`_h]cb]YfYbXYf
ÖZYbh]W`Yf`J`Yf`_Y`f`i bX`[i hY`a YX]n]b]gW`Y`J`Yfgcf[i b["
5`YfX]b[g`YfZUggh`XUg`F`Ub`_]b[`c`Z`h`g`i`V`Y`_`h`j`Y`:`U`_`h`c`f`Y`b`k`Y`
@VYbgei U`]hÀh'U`g`A]gW`i b[ž' bZfUghfi _hi fž'GhUV]hÀh'gck]Y
K`Y`fa`i`h`g`h`f`c`d`Z`Y`b`ni`V`Y`h`f`U`W`h`Y`b`]g`h`"

8]Y`5i`gk`]f`_i`b[`Y`b`X`Y`f`G]W`X`Y`f`\`Y]hg`U[`Y`

8]Y`U`_`hi`Y`Y`b`G]W`X`Y`f`\`Y]hg`Y`b`hk`]W`_`i`b[`Y`b`\`UVYb`X]fY`_`hY`
5i`gk`]f`_i`b[`Y`b`U`i`Z`X]Y`6`Y`k`Y`f`hi`b[`Y`b.`8]Y`nk`Y]j`Y`f`Y]hY`h`Y`b`
5bgW`À[`Y`ž`X]Y`]b`K`]Y`b`ghU`h`Z`U`b`X`Y`b`ž`Z`Ø`\`f`h`Y`b`X`U`ni`ž`X`U`gg`X]Y`G`h`U`X`h`
]a`J`Y`f[`Y]W`ni`?`cd`Y`b`\`U[`Y`b`ž`N`Ø`f]W`i`b`X`A`Y`V`ci`fb`Y`ni`f`Ø`W`_`Z]Y`"
8]Y`g`Y`G`h`À`X`h`Y`Ø`V`Y`f`n`Y`i`[`Y`b`a`]h`i`g`h`U`V]Y`b`b`Z`f`U`gh`fi`_`h`i`f`Y`b`i`b`X`Y]b`Y`a`
\`c`\`Y`b`@`V`Y`b`g`g`h`U`b`X`U`f`X`"@`U`i`h`X`Y`f`J`Y`f`V`f`U`i`W`X`Y`f`g`W`i`h`n`Z`c`f`i`a`
6`Y`f`]b`Y`f`Z`f`Y`i`h`g]W`i`?`cd`Y`b`\`U[`Y`b`Y]b`Y`f`; Y`g`U`a`h`V`Y`k`Y`f`hi`b[`U`g`X]Y`
Y`V`Y`b`g`k`Y`f`h`Y`g`h`Y`G`h`U`X`h`ž`k`À`\`f`Y`b`X`K`]Y`b`X`Y`b`nk`Y]h`Y`b`D`U`h`n`
Y]b`b]a`a`h`"

9]b`k`Y]h`Y`f`Y`f`]b`h`Y`f`Y`g`g`U`b`h`Y`f`5`gd`Y`_`h]g`h`ž`X`U`gg`j`]Y`Y`X`Y`f`U`a`V`Y`g`h`Y`b`
V`Y`k`Y`f`h`Y`h`Y`b`G`h`À`X`h`Y`k`Y`b][`Y`f`U`g`g`Y`W`g`A`j`]c`b`Y`b`9]b`k`c`\`b`Y`f`\`UVYb`"
G`c`f`U`b[`]Y`f`Y`b`H`c`_]c`ž`@`c`b`X`c`b`i`b`X`B`Y`k`M`c`f`_`k`Y]h`\]b`h`Y`b`]a`
J`Y`f[`Y]W`ni`\`f`Y`b`_`Y]b`Y`f`Y`b`D`Y`b`X`U`b`hg`"8]Y`g`Y`9`f`_`Y`b`b`h`b]g`
j`Y`f`X`Y`i`h]W`h`ž`X`U`gg`_`Y]b`Y`f`Y`G`h`À`X`h`Y`c`Z`h`V`Y`g`g`Y`f`]b`G`U`W`Y`b`
@`V`Y`b`gei`U`]h`À`h`U`V`g`W`b`Y]X`Y`b`"

9]b`6`]W`_`U`i`Z`X]Y`:`U`_`h`c`f`Y`b`X`Y`f` @`V`Y`b`gei`U`]h`À`h`

8]Y`@`V`Y`b`gei`U`]h`À`h`k`]f`X`]a`";`c`V`U`"@`j`Y`U`V]`]h`mi`b`X`Y`i`X`i`f`W`i`)`
:`U`_`h`c`f`Y`b`V`Y`k`Y`f`h`Y`h`i`b`X`]b`g]Y`V`Y`b`H`Y`a`Y`b`V`Y`f`Y]W`Y`i`b`h`Y`f`h`Y`h`"
8`U`ni`[`Y`\`Ø`f`Y`b`k`]f`h`g`W`U`Z`h]W`X`Y`k`]Y`d`c`h]g]W`X`Y`G`h`U`V]`]h`À`h`ž`
G]W`X`Y`f`\`Y]hg`U[`Y`ž`Y`gi`b`X`\`Y]hg`k`Y`g`Y`b`ž`?`]a`U`V`Y`X]b[`i`b[`Y`b`i`b`X`X]Y`
6`Y`]Y`V`h`Y]h`X`Y`f`G`h`À`X`h`Y`"b`ž`2`g`h`Y`f`f`Y]W`]g`h`K`]Y`b`h`f`U`X]h]c`b`Y`
[`Y`g`W`À`h`h`ž`X`c`W`X`Y`f`X`Y`f`n`Y]h][`Y`F`Ø`W`_`g`W`U[`_`Ø`b`b`h`Y`X]Y`
K`U`\`f`b`Y`\`a`i`b[`X`Y`f`G`h`U`X`h]b`X`Y`f`K`Y`h`j`Y`f`À`b`X`Y`f`b`"

9]b`]bhYfYggUbhYf`5gdY_h]g]bX`X]Y`cf[Ub]g]YfhYb`5_hi U`g]Yfi b[Yb
 XYf`F Ub_]b[gž`X]Y`VUg]YfYbX`Ui Z`ghÀbX][`j YfÀbXYfhYb`8UhYb`XYf
 K`Y`hVUb`_i bX`UbXYfYf`ϕgh]hi h]cbYb`YfZc`[Yb``Gc`k YfXYb`X]Y
 F`Àb[Y`fY[Y`a`À»][`Ub[YdUgghž`i bX`Yg`k]fX`XUfUi Z`[YUW`hYhž`XUgg
 U_hi Y`Y`K`YfhY`j`c`ffUb[]][`j Yfk`YbXYh`k`YfXYb``8 Ug`gcf[h`XUZØfž
 XUgg`F Ub_]b[g`k]Y`XYf`;`c`VU``@]j YUV]`]hm`ϕXYI`U_hi Y``i bX
 fY`Yj Ubh`V`Y]VYb`"

Ni gUa`a`YbZUggYbX`nY][`h`XYf`F`ØW_[Ub[`K`]Ybg`]a` `F Ub_]b[ž`XUgg
 X]Y`G]W`Yf\Y]hg`U[Y`Y]b`k`]W`h][Yf`5gdY_h`ZØf`X]Y`@YVYbgei`U`]h`Àh
 XUfghY``h``?`cdYb`U[Yb` \Uh`Yg`[YgW`UZZhž`g]W` `U`g`Gd]hnYbghUX`h`ni
 YhUV`]YfYbž`k`À`fYbX`K`]Yb`g]W` `bi`b`b`Yi` `cf]Ybh]YfYb`a`i`ggž`i`a` `X]Y
 \c`Yb`GhUbXUfXg`ni` `U`hYbž`ZØf`X]Y`Yg`VY`Ub`bh`]gh``8 Ug`F Ub_]b[
 nY][`h`Y]bXfØW`_]W`ž`XUgg`@YVYbgei`U`]h`Àh]j`]Y`gW`]W`h][`]gh`i`bX
]a`a`Yf`b`Yi` `VYk`YfhYh`k`YfXYb`a`i`gg`"

8YhU]`g	
C`f`h	K`]Ybž`²`ghYffY]W`
E`i`Y``Yb	<ul style="list-style-type: none"> • k`k`k`"bnn"W` • j`YfVfUi`W`YfgW`i`hnZc`fi`a`"VYf`]b • k`k`k`"U`YbXYfXUhYb"]bZc

6Ygi`W`Yb`G]Y`i`bg`Ui`Z.`a`Y]b`!k`]Yb`"bYh