

GWX UZ`]a `K c \ bV `cW_ . `F ÅhgY ` `i a
a mghY f]ÒgYg `C dZYfgWX UZ`]b `A Y]X`]b [°

9]b`GWX UZVcW_`]ffhY `Ua `%"` † b]`&\$&) `]b`A Y]X`]b [`i a \Yf"
J Yfa i h]WX ` \UbXY`h`Yg`g]WX `i a `Y]b`C dZYfgWX UZ`Øf`9]X`U`!
5X\U"



@Åb [YbZY`X [UggYž`%%&\$`K]Ybž`² ghYffY]WX `!` ð`XYf
@Åb [YbZY`X [UggY`]a `%"`K]YbYf;` Ya Y]bXYVYn]f_`gc f [hY`Y]b
i b [Yk Ò\ b`]WX Yg;` YfÅi gWX `ZØf`5i ZFY [i b ["`5bk c \ bYf ` \ ÒfhYb `Y]b
`Ui hYg` 6ÅÅÅÅ \ žXUg`g]WX `gWX bY` `U`g`GWX UZgVcW_`Yb hdi ddhY`"8]Y
K]YbYf`H]YffY h i b [`k i fXY`U`Ufa]Yf h i bX `c`hY`XUg`GWX UZ`UVž`XUg
c \ bY`C \ fYba Uf_Y`cXYf`HÅhck]Yfi b [`j`cf [YZ bXYb`k i fXY`"8 Ug
J YhYf]bÅfUa hij Yfa i hYhž`XUgg`Yg`g]WX `VY]`XYa `GWX UZi a `Y]b
`C dZYfgWX UZ ` \UbXY`hž`XUg`]a `FU`a Yb`XYg`_Øfn`]WX
ghUhh [YZ bXYbYb`]g`Ua]gWX Yb` : YghYg` 9]X`U`!5X\U ` [Ybi hnh
k YfXYb`gc`hYž`k Y`WX Yg`j ca `) "V]g` - "` † b] [YZY]Yfh`k i fXYž`k]Y`
< Yi hY`"Uh`VYf]WX hYh"

8 Ug`GWX UZ`gWX Y]bh [Ygi bX`ni `gY]b`i bX`k]fX`XYfnY]h [i hij Yfgcf [h`

9g]gh`U`YfX]b[g`i b`_Ufž`cV`XUg`H]Yf`Ui g`gY]bYf`j cf[YgY`YbYb
I a [YVi b[`Ybh`ca`a Yb`_cbbhY`cXYf`cV`Yg`UVg]W`h`]W
ZfY][Y`UggYb`k`i fXY`"8 Ug`J YhYf]b`ÅfUa`h`U`h`X]Y`6Yj`Ò`_Yfi b[`i`a
<]bk`Y]gY`[YVYhYb`ž`i`a`a`Y`f`ØVYf`XYb`J`YfV`Y]V`XYg`H]YfYg
YfZUggYb`ni`_`ÖbbYb`" `b`XYf`Nk`]gW`YbnY]h`V`Y]Vh`XUg`GW`UZ]b
CV`i`hi`bX`k`]fX`VYghYbg`VY`U`bXY`h`"

9]X`U`!5X`U`i`bX`gY]bY`6YXY`i`hi`b`[

8 Ug`]g`Ua`]gW`Y`C`dZYfZYghž`Ui`W`9]X`i`!5X`U`[YbUbbhž`[Y`Øfh`ni
XYb`_`ØW`ghYb`:`Y]Yf`]W`_Y]hYb`i`a`_`g`Ua`" `A`i`g`]a`Y`Ui`Z`XYf`[Ub`nYb
K`Y`h`ZY]Yfb`X]YgYg`:`Ygh`Y]ba`U`_`Å`f`]W`i`bX`[YXYb`_Yb`XUVY]`XYa
Dfcd`Y`hYb`5VfU`Ua`ž`XYf`VYfY]h`k`Ufž`gY]bYb`Gc`b`ni`_`cdZYfbž
VYj`cf`:`ch`i`b`Ub`XYf`HUh`_`bXYfhY`"8]YgY`:`YgW`]W`hY`]gh`b`XYb
`Y]`][Yb`GW`f]ZhYb`XYg`?`cfUbž`XYf`6]VY`i`bX`XYf`HcfU`ØVYf`]YZYfh`
8 Ug`:`Ygh`V]`XYh`ni`XYa`XYb`<`Ø`Y`di`b`_`h`XYg`<`UXgW`ž`XYf
D]`[YfZU`fh`bUW`_`A`Y`__`U`i`bX`k`]fX`a`]h`Y]bYa`ZYgh`]W`Yb`:`YVYh
VY[cbbYbž`ni`XYa`Ui`W`:`fUi`Yb`Y]b[Y`UXYb`g]bXž`k`]Y`**H!Cb`]**bY
VYf]W`hYh`"

B UW`XYa`:`YVYh`Z]bXYb`g]W`X]Y`:`_`Å`i`V][Yb`ni`gUa`a`Ybž`hUi`gW`Yb
:`_`ØW`_k`ØbgW`Y`i`bX`GØ»][_Y]hYb`Ui`g`i`bX`Ub`?]bXYf`k`YfXYb
:`YgW`Yb`_Y`j`YfhY]`h`9]b`nYbhfU`Yf`6YghUbXhY]`XYg`:`YghYg`]gh`X]Y
f]hi`Y`Y`GW`UW`hi`b[`j`cb`GW`UZybž`N]Y[Yb`cXYf`UbXYfYb`H]YfYbž
X]Y`bUW`gdYn]Z]gW`Yb`]g`Ua`]gW`Yb`FY[Y`b`YfZc`[h`8 UVY]`k`]fX`XUg
H]Yf`]b`F]W`hi`b[`A`Y`__`U`dcg]h]cb]Yfh`i`bX`gca`]h`Ui`ZY]bY`5fh`i`bX
K`Y]gY`[YgW`UW`hYhž`X]Y`XYb`fY`][]ØgYb`J`cf[UVYb`Yb`hgd]W`h`8 Ug
:`Y]gW`XYg`C`dZYfh]Yfg`k`]fX`Ub`gW`]Y»`YbX`]b`XfY]`HY]Y`[YhY]`h`Y]b
8 f]hY`ZØf`6YXØfZh][Yž`Y]b`8 f]hY`ZØf`J`Yfk`UbXhY`i`bX`:`fYi`bXY`i`bX
XUg`Y`hnhY`8 f]hY`ZØf`XUg`Y][YbY`:`YghYggYb`"

;`_`cVU`Yg`5i`ZY]bUbXYfhfYZZYb`XYf`?`i`_`hi`fYb

8]Y`:`Y]Yf`]W`_Y]hYb`i`bX`HfUX]h]cbYb`fi`bX`i`a`9]X`U`!5X`U`g]bX
`YXcW`b]W`h`ØVYfU`__`[`Y]W`" `K`_`Å`fYbX`]b`Y]b][Yb`@`Å`bXYfb`k`]Y`XYf
HØf`_Y]`:`YghhU[ggh]a`a`i`b[`Y`ffgW`hž`]gh`XUg`:`Ygh]b`FY[]cbYb`k`]Y
Gmf]Yb`j`ca`6Øf[Yf`_f]Y[`ØVYfgW`UhhYh`" `b`XYf`bcfXgmf]gW`Yb`GhUXh
5`!`FU`__`U`]Y[h`X]Y`G]hi`Uh]cb`Y]b`_`Å`f`bUW`XYa`_`G!

< YffgWÅ UZhg[YV]Yh`_UhUghfc d\U`žXU`X]Y`A YbgWÅYb`i bhYf
 @YVYbga]hhY`Yb[dÅggYb`Y]XYb"8]Yg`nY][hž`k]Y`j]Y`ZÅ`h[`i bX
 \YfUi gZcfXYfbX`XUg`i: Y]Yfb`j cb`9]X`U`!5X\U`]b`j YfgWÅ]YXYbYb
 HY]Yb`XYf`K Y`h]ghž`Ui WÅ`k Ybb`X]Y`; fi bXgÅhnY`XYg`i: YghYg
 i b]j YfgY`g]bXž`k]Y`**BYk g"XY`gWÅ`]**XYfh"

⊕`8Yi hgWÅ`UbX`VY]gd]Y`gk Y]gY`YVYb`Yhk U`(`ž`A`j`)]cbYb`A`i`g`]a`Yž
 X]Y`nk Uf`9]X`U`!5X\U`ZY]Yfbž`YXcWÅ`_Y]bYb`[YgYhn`]WÅYb`i: Y]YfhU[
 ZØf`XYb`5b`Ugg`\UVYb"8 Ug`VYXYi hYhž`XUgg`j]Y`Y`A`i`g`]a`Y`g]WÅ`Ub
 X]YgYa`HU[`Y]bYb`ZFY]Yb`HU[`bY\`a`Yb`a`ØggYbž`k Ug`]bgVYgcbXYfY
 GWÅ`ØYf`VYhf]Zhž`X]Y`gWÅ`f]Zh]WÅ`j`ca`l`bhYff]WÅ`h`VYZFY]h`k`YfXYb
 _ØbbYb"8]Y`J`cfVYfY]hi`b[Yb`ZØf`XUg`C`dZYfZYgh`VY[]bbYb`a`Y]gh
 Ua`J`cfUVYbXž`i`bX`X]Y`i: Y]Yf`]WÅ`_Y]hYb`YbXYb`Ua`i`-`"i`ž`b]"
 K`Å`fYbX`]b`Y]b][Yb`@ÅbXYfb`X]Y`hfUX]h]cbY`Yb`GWÅ`UWÅ`hi`b[Yb
 Xi`fWÅ`[YZØ`f`h`k`YfXYbž`j`Yfn]WÅ`hYb`j`]Y`Y`A`i`g`]a`Y`]b`8Yi hgWÅ`UbX
 Ui`Z[fi`bX`ghfYb[YfYf`J`cfgWÅ`f]ZhYb`Ui`Z`XUg`GWÅ`UWÅ`hYb`i`bX
 gdYbXYb`ghUhhXYggYb`i: Y`X`ZØf`GWÅ`UWÅ`hi`b[Yb`]b`a`i`g`]a`]gWÅ`Y
 @ÅbXYf`cXYf`Ub`VYXØfZh][Y`9]bf]WÅ`hi`b[Yb"

8]Y`6Y[Y[bi`b[`a`]h`Y]bYa`gc`WÅYb`GWÅ`UZ]b`K`]Yb`_ØbbhY`U`gc`U`g
 Y]b`_Y]bYg`Di`nn`YghØW_]b`X]YgYa`i`[fØ»YfYb`?`cbhYI`h`VYhfUWÅ`hYh
 k`YfXYbž`]b`XYa`HfUX]h]cb`i`bX`a`cXYfbY`<YfUi`gZcfXYfi`b[Yb
 Ui`ZY]bUbXYfhfYZZYb"

8YhU]`g	
Cfh	@Åb[YbZY`X[UggYž`%%&\$`K`]Ybž`2`ghYffY]WÅ
EiY`Yb	<ul style="list-style-type: none"> • k k k "\Yi hY"Uh • k k k "bYk g"XY • k k k "h!`c`b`]bY"XY

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