

9!D? K 'Ui Z'XYa 'J cfa UfgW\ . 'K]Yb 'a]h ØVYf') \$i 'BYi Yfi b[Yb °

K]Yb 'Fi Xc`Zg\Y]a !: ØbZ\Ui g`YffY]W\h'a]h') , i '9!D?K !5bhY]`
bYi Y`FY_cfXY""9`Y_hfcUi hcg'Ui Z'XYa 'J cfa UfgW\ !
?'`]a UgW\i hn']a ' : c_i g"



K]Yb 'Fi Xc`Zg\Y]a !: ØbZ\Ui gž`² ghYffY]W\ !' ð`XYf
ØghYffY]W\]gW\Yb `5i hca cV]`VfUbW\Y`hi h'g]W\`gc`Y]b][Yg. `a `YfghYb
<U`V`U`f`&\$&) `k i fXYb`]b`² ghYffY]W\ ``%)`' (`bYi Y
VUhYf]YY`Y`hf]gW\Y`D?K `ni [Y`UggYbž`k Ug`Y]bYa `'_UfYb`NY]W\Yb
ZØf`X]Y`k UW\gYbXY`6Y`]YVh\Y]hj`cb`9`Y`hfcZU\fnYi [Yb`Yb`hgd`f]W\h`
8Yf; YgUa`hUb`hY]`Ub`9!D?K`g`]b`² ghYffY]W\ ``]Y[`h`bi`b`VY]`&&i`" `"
8]Yg`]gh`Y]bY`VYY]bXfi`W`YbXY`GhY][Yfi`b[`]`cb`gUhYb`(`&i`]a
JYf[`Y]W\`ni`a`YfghYb`<U`V`U`f`&\$&(`ž`i`bX`nY][`hž`XUgg`X]Y
9`Y`hfc`a`cV]`]h`h`k`Y]hYf`Ui`Z'XYa`'J`cfa`UfgW\`]gh`"6YgcbXYfg`]b`XYb
6i`bXYg`ÀbXYfb`GU`nVi`f[`i`bX`C`VYfØghYffY]W\ ``]Y[`h`XYf`5bhY]`Ub`9!
D?K`g`VY]`ØVYf`&)`i`ž`k`À`fYbX`X]Y`GhY]Yfa`Uf`_`a`]h`bi`f`%+i`XUg
GW`i`gg`]W\h`V]`XYh`"Y`Y`_hfc`"Uh`VYf]W\hYh`Ui`»YfXYa`ž`XUgg`X]Y`9!
D?K`!5bhY]`Y`]b`U`Yb`@UbXYg\Ui`d`hgh`XhYb`ØVYf`&\$i` ``]Y[Yb"

K Ug`jgh`XYf` ; fi bX`ZØf`X]YgYb`HfYbX3`9]bYfgY]hg`Y[h`Yg`Ub`XYf`
j YfVYggYfhYb`l a k Y`hV]`Ubni`XYf`9`Y_hfcUi hcg" ; Ya Å»`XYa
l a k Y`hVi bXYgUa h`g]bX`X]Y`7C`&!9a]gg]cbYb`VY]`9!D?K`g`i a `) ' i
b]YXf][Yf`U`g`VY]`Yf`_Øa a `]W`Yb`J YfVfYbbYfb"Ni XYa
j YfVfUi W`Yb`9`Y_hfcUi hcg`d`f`c`?`]`ca YhYf`XfY]a U`k`Yb][Yf`9bYf[]Y
U`g`]\fY`VYbn]b!`cXYf`X]YgY`VYhf]YVYbYb`DYbXUbhg"8]Yg`ZØ\fh
b]W`h`bi`f`ni`Y]bYf`F`YXi`_]cb`XYf`l a k Y`hUi`gk`]f`_i`b[Yb`ž`gcbXYfb
Ui W`ni`i`[Yf]b[YfYb`6Yhf]YVg`cghYb`ž`X]Y`j`]Y`Yb`k`Y]hYf`]\b`U`g
?Ui`ZUf[i a Yb`h`X]YbYb"

8]Y`J`c`ffY]hYf`]b`XYb`6Yn]f`_Yb

: Øf`j`]Y`Y` , VYffUgW`i b[`gc`f[h`X]Y`HUhgUW`Y`ž`XUgg`Yg`bi`b`Yfgha`U`g
]b`²`ghYffY]W`nk`Y]`6Yn]f`_Y`a`]h`ØVYf`) \$i` `9!D?K`!5bhY]`[]Vh``ϕ
K`]Yb`Fi`Xc`Zg\Y]a`! : ØbZ`Ui`g`i`Y[h`X]YgYf`5bhY]`VY]
VYY]bXfi`W`_YbXYb`), i`ž`k`Å`fYbX`K`]Yb!A`Uf]U\`]Z`a`]h`) *i` `Zc`[h`
@]bn`\Uh`g]W`ni`XYa`]b`XYb`@UbXYg\Ui`dhgh`Å`hYb`XYb`YfghYb`D`Uhn
a`]h`ZUgh`&- i`Yf`_Åa`d`Zž`[YZc`[hij`cb`GU`nVi`f[`i`bX`9]gYbghUXh"

- Hcd`6Yn]f`_Y`a`]h`9!D?K`!5bhY]`ØVYf`) \$i` .
 - K`]Yb`Fi`Xc`Zg\Y]a`! : ØbZ`Ui`g`i`), i`
 - K`]Yb`!A`Uf]U\`]Z`i`)*i`
- K`Y]hYfY`VYa`Yf`_Ybgk`YfhY`6Yn]f`_Y` .
 - K`]Yb`ϕbYfY`GhUXh`(`*i`
 - K`]Yb`@Ycdc`XghUXh`(`)i`
 - 6Yn]f`_F`c`f`VUW`.`ZUgh``i`)
- GW`i`gg`]W`hYf` .
 - 6Yn]f`_@]YnYb`.`fi`bX`(`i`
 - 6Yn]f`_F`Yi`hhY`.`fi`bX`*i`

8Yf`J`7²`ZcfXYfh`_`UfY`9I`!J`cf[UVYb`ZØf`<YfghY`Yfž`i`a`X]Y
DfcXi`_]cb`_`Y]bYfYf`i`bX`gdUfgUa`YfYb`A`cXY`Y`j`cfUbni`hfY]VYb`"
8]YgY` : cfXYfi`b[`k`]fX`i`a`gc`Xf]b[`]W`Yfž`XU`g]W`b]W`h`bi`f`X]Y
?`]a`U`_f]gY`k`Y]hYf`j`YfgW`Å`f`Zž`gcbXYfb`Ui`W`XYf`Xi`fW`gW`b]h`]W`Y
7C`&!5i`gghc`»`bYi`ni`[Y`UggYbYf`8]YgY`!D?K``Ui`Z`ZUgh`%)`'`[#_a
[Ygh]Y[Yb`]gh"

?f]h]_`Ub`ghYi`Yf`]W`Yb`6Y[Øbgh][i`b[Yb

9]bY`k Y]hYfY`8YVUhY`ghY`h`a`FUi a`8Yf`J 7²`ØVh`?f]h]_`Ub`XYb
ghYi Yf`]WXYb`6Y[Øbgh][i b[Yb`ZØf`8]Ybghk U[Yb`a`]h
J YfVfYbbi b[ga`c`h`c`f`Y`b`" `ϕ`NY]hYbž]b`XYbYb`XYf`?`>`a UgW`i`h`n`Y]bY
]a`a`Yf`[fØ» YfY`F`c`Y`gd]Y`hž`k`]fX`>`]bhYfZfU[hž`c`V`gc`W`X`Y`5`b`f`Y]nY
bcW`n`Y]h[Ya`À»`g]bX`" `ϕ`hYfYggUbhYfk`Y]gY`k`i`f`X`Y`b``,`\$i`>`X`Y`f`8]YgY`!
D?K`>`Ui`Z:]fa`Yb`c`X`Y`f`↑`f]gh]gW`X`Y`DYfgc`b`Y`b`ni`[Y`UggYbž`k`Ug`X]YgY
H`Y`a`Uh]_`bcW`V`Y`X`Y`i`h`Y`b`X`Y`f`a`U`W`h`"

5b[Yg]W`h`g`X]YgYf`9`b`hk`]W`_`i`b[Yb`]gh`Y`g`_`Ufž`X`Ugg`X]Y
9`Y`_`h`f`c`a`c`V`]h`h`h`i`b`²`ghYffY]W`X`Ui`Z`X`Y`a`>`V`Y`gh`Y`b`K`Y`[`>`]ghž`g]W`X`ni
Y`h`U`V`]Y`f`Y`b`"8]Y`B`U`W`X`Z`f`U`[`Y`i`b`X`X]Y`5`_`n`Y`d`h`U`b`n`j`c`b`9`Y`_`h`f`c`U`i`h`c`g
ghY][Yb`ghYh][ži`b`X`X`U`g`n`Y][h`g]W`X`b]W`X`h`b`i`f`i]b`XYb
Ni`>`Uggi`b[gnU`>`Y`b`ž`g`c`b`X`Y`f`b`Ui`W`X`]b`XYb`gh`h`b`X][`k`U`W`X`g`Y`b`X`Y`b
@U`X`Y]b`Z`f`U`gh`f`i`_`h`i`f`!`i`b`X`D`f`c`X`i`_`h]c`b`g`_`U`d`U`n]h`h`h`Y`b`"6`Y]V`h`i`b`i`f`i`n`i
>`c`Z`Y`b`ž`X`Ugg`X]Y`d`c`]h]gW`X`Y`b`F`U`>`a`Y`b`V`Y`X]b[i b[Yb`X]YgYb`H`f`Y`b`X
i`bhYfghØ`h`n`Y`b`i`b`X`X]Y`b`c`h`k`Y`b`X][Yb`J`Y`f`h`b`X`Y`f`i`b[Yb`g`W`X`b`Y`>`gh`Y`b`g
i`a`[YgY`h`h`k`Y`f`X`Y`b`_`Ø`b`b`Y`b`"j`W`c`Y`"U`h`i`b`X`G`h`U`h]ghU`V`Y`Y`[Yb`X]YgY
d`c`g]h]j`Y`9`b`hk`]W`_`i`b[`>`Y]b`X`f`i`W`_`g`j`c`"``"

8YhU]`g	
C fh	K]Yb`F`i`X`c`Z`g`>`Y]a`!`:`Ø`b`Z`>`U`i`g`ž`²`ghYffY]W`X
E i Y`Y`b	<ul style="list-style-type: none"> • Y`Y`_`h`f`c`"U`h • j`W`c`Y`"U`h • X`Y`"ghU`h]ghU`"W`c`a

6Ygi W`X`Y`b`G]Y`i`b`g`Ui`Z.`a`Y]b`!`k`]Y`b`"b`Y`h