

8Yf'6]V]/ Ua d/'H]bU': fY]nY]hdUf_. '9]b
HfUi a 'k]fX'&\$&* 'K]f_]W_X]h]b'9`ghU`°

?Uf`g'9fXVYYf\cZYf0ZZbYh]a ': f0\gca a Yf'&\$&* 'b'9`ghU`
XYb'YfghYb'6]V]/ Ua d/'H]bU': fY]nY]hdUf_'a]h]Y]bn][Ufh][Yb
5hhfU_h]cbYb"



⊕XYf'bÅ\Y'j cb'6Yf`b'YbhghY\h]Y]b'gdUbbYbXYg'bYi Yg
5VYbhYi Yf'Z0f'?]bXYfi bX': Ua]]Yb"8Yf'YfghY' 6]V]/
H]bU !: fY]nY]hdUf_'XYf'K'Y'h'k]fX']a ': f0\gca a Yf'&\$&* 'gY]bY'HcfY
0ZZbYb'i bX'X]Y'VY'YVhYb'7\UfU_hYfY'Ui g'XYf'?]bX\Y]h'k]YXYf
ni a '@VYb'Yfk YW_Yb"?Uf']8U\ž'XYf'XUg'fYbca a]YfhY'?Uf`g
9f'YVb]g!8cfZ'Y]hYhž'\Å'h'X]Y'JcfVYfY]hi b[Yb']b'; Ub["'8Ug
; fi bXgh0W_\Uh]Y]bY'VYY]bXfi W_YbXY': `ÅWY'j cb'*"\$\$\$\$
E i UXfUha YhYfb'i bX'k]fX'bYVYb'XYb'VY_UbbhYb'9fXVYYf\cZ
5_h]j]hÅhYb'Yff]W_hYhž'k]Y'Ui ZVn!VYf`]b"XY'VYf]W_hYh"

6Ygi WXYf'_0bbYb'g]W'Ui ZY]bY'J]Y'nU\`Ui ZFY[YbXYf'5hhfU_h]cbYb
ZFYi Yb"Ni 'XYb'<][\`][\hg'nÅ\h]Y]bY'Y]bn][Ufh][Y': Ua]]Yb!
5W_hYfVU\bž'X]Y'k Y'h'k Y]h]\fYg[`Y]W_Yb'gi W'h"GY'k]fX'Z0f'?]bXYf

UV - \$'NYbh]a YhYfb'ni [Åb[`]Wk`gY]b'i bX`Yfa Ô[`]Wk`hY]b
 UhYa VYfUi VYbXYg`K YhfYbbYbž`XU`nk Y]`NØ[Y[`Y]Wk`nY]h][`ghUfhYb
 i bX`g]Wk`k Å\fybX`XYf': U\fh'a Y\fa U`g`VY[Y[bYb"Ni XYa `k]fX`Yg
 Y]b`gdUbbYbXYg`5b[YVch`Ub`k Y]hYfYb': U\f[YgWk`ÅZhYbž
 Gd]Y`d`ÅhnYb'i bX`[Ughfcbca]gWk`Yb`9]bf]Wk`hi b[Yb`[YVYbž'i bhYf
 UbXYfYa `Y]b`6]V]`/`H]bU!A i g]WU`"8]YgY`]bbc] Uh]j Yb`D`ÅbY
 dfÅgYbh]YfYb`Y]bYb`Cfhž`XYf`gck c\`ZØf`X]Y`?`Y]bghYb`U`g`Ui Wk`ZØf
 bcgU`[]gWk`Y`9fk UWk`gYbY`UbgdfYWk`YbX`]ghž`k]Y`VYf`]b!`]j Y`XY
 VYf]Wk`hYh"

9]b`Cfh]j c``Yf`5VYbhYi Yf

8Yf`DUf`_`k]fX`Ui Wk`Y]b`K UggYfdUf`_`i bX`Y]b`F Ygcfh'a]h
 H\Ya Yb`chY`g`gck]Y': Yf]Yb`Åi gYfb`]b`a U`Yf]gWk`Yf`B Uhi f
 i a ZUggYb"9]b`ZUgn]b]YfYbXYg`9f`YVb]g`ghY`h`VYj cfž`k Ybb`X]Y
 6Ygi Wk`Yf`Ui ZYf`_`i bX][Yb`[Y\Yb`i bX`X]Y`Vi bhYb`K Y`hYb`j cb`6]V]
 i bX`H]bU`Yb`hX`Y`W`_`Yb`"F cVYfh`8U\`Åi »YfhY.` A]h`XYa `6]V]`/
 H]bU!: fY]nY]hdUf`_`YfZØ`Yb`k]f`Y]bYb`Ubb[` [Y\Y[hYb`HfUi a `j]Y`Yf
 : Ubg`i bX`gWk`UZZYb`Y]bY`Y]ba U`[Y`9f`YVb]gk Y`h`ZØf`X]Y`[Ub`nY
 : Ua `]Y" `8]Y`9f`ØZbi b[`k]fX`j cfUi gg]Wk`h]Wk`gYWk`g`A cbUhY
 j cf\Yf`[YbUi `XUh]Yfhž`gcXUgg`U`Y`J cfZfYi X][Yb`fYWk`hnY]h][
 d`UbYb`_`ØbbYb"

6YfY]hYh`Yi Wk`U`gc`j cf`Ui ZY]b`Y]ba U`[Yg`9f`YVb]gž`XUg`X]Y
 a U[]gWk`Y`K Y`h`j cb`6]V]`i bX`H]bU`K]f`_`]Wk`_`Y]h`k YfXYb`Åggh`A]h
 j YfgWk`]YXYbYb`5b[YVchYb`ZØf': Ua `]Yb`i bX`Y]b`UXYbXYb
 5hfU`_`h]cbYb`k]fX`X]YgYf`DUf`_`Y]b`bYi Yf`<`Ø\Ydi b`_`h]b`XYf
 : fY]nY]h`UbXgWk`UZh`8Yi hgWk`_`UbXg"

8YhU]`g	
E i Y`Yb	<ul style="list-style-type: none"> • k k k "Vn!VYf`]b"XY • k k k "VYf`]b!`]j Y"XY

6Ygi Wk`Yb`G]Y`i bg`Ui Z.`b!U["XY