

F Y]b]W_YbXcfZ'V]YhYh'6Øf[Yfb 'J =D! HYfa]bY' 'UbXYfY'6Yn]f_Y'Ya dØfh"

8YVUhhY']b'6Yf']b'ØVYf'6Øf[YfUa hghYfa]bY. 'F Y]b]W_YbXcfZ
gYhnh'Ui ZJ cfnI [ž'UbXYfY'6Yn]f_Y'_f]h]g]YfYb
/ ei chM bgc`]XUf]gWYg/ ei ch/J cf[Y\Yb"

F Y]b]W_YbXcfZž'8Yi hgW\`UbX'!'b'6Yf']b']gh'Y]bY'fY[Y'8YVUhhY
ØVYf'X]Y'J Yf[UVY'j cb'6Øf[YfUa hghYfa]bYb'YbhVfUbbh"J YfhfYhYf
XYf'GhUXhfÅhY'i bX'X]Y'GYbUhg_Ubn'Y]j Yfgi WYbž'X]Y'8]g_i gg]cb
i a 'Y]bY' [YfYW'hY'J YfhY]'i b['XYf'HYfa]bY'ni'a cXYf]YfYbž
bUWXYa 'XYf'6Yn]f_'F Y]b]W_YbXcfZ'Y]b'i a ghf]hhYbYg'J cf[Y\Yb
'UbW]Yfh'\Uh" '6Øf[Yfa Y]ghYf]b'9a]bY'8Ya]fVØ_Yb!K Y[bYf'f78I Ł
_ØbX][hY'VYfY]hg]ja '5df]'&\$&('Ubž'Y]bYb' GcbXYfk Y['ni f
@]bXYfi b['XYg'HYfa]ba Ub[Y'g'Y]bni gW\`U[Yb" '8UVY]'_ØbbYb'X]Y
6Øf[Yf'j cb'F Y]b]W_YbXcfZ'\fY'HYfa]bk ØbgWY'ØVYf'Y]b'Cb`]bY!
?cbhU_hZcfa i 'Uf'Y]bFY]WYbž'k Ug'ni 'Y]bYf'gW bY''YfYb
6YUfVY]hi b['ZØ\fh" '8Ub_Yg!9!A U]`g'XYf'6Øf[Yf'k ØfXYb'`Ui h
8Ya]fVØ_Yb!K Y[bYf'X]Y'dcg]h]j Yb'F YgcbUbnYb'VY'Y[Ybž
k Å\fybX'UbXYfY'6Yn]f_Y'XUg'J cf[Y\Yb'U`g' i bgc`]XUf]gW\`i bX
fYW'hgk]Xf]['_f]h]g]YfYbž'XU'X]Y'F YgYfj]Yfi b['j cb
HYfa]b_cbh]b[YbhYb'XYb'UbXYfYb'6Yn]f_Yb'gW UXYh"

8]Y'G]hni b['XYg'@Yb_i b[g_fY]gYg'6Øf[YfX]YbghY'j YfXYi h]W'hYž
XUgg'XYf'J cfk i fZ'F Y]b]W_YbXcfZ'\U'hY'?cbh]b[YbhY'ni fØW_ž'i a
XUa]h'XYb'Y][YbYb'6Øf[Yfb'Y]bYb'J cfhY]'ni 'j YfgW UZZYbž']a
F Ui a 'ghY'h" '8Ya]fVØ_Yb!K Y[bYf'k]Yg'X]YgY'J cfk ØfZY
YbhgW]YXYb'ni fØW_'i bX'VYhc bhYž'XUgg'_Y]bY'? UdUn]hÅhYb
ni fØW_[Y\U'hYb'k YfXYb"'8]Y'Ni Zf]YXYb\Y]h'XYf'6Øf[Yf'a]h'XYb
8]YbghY]ghi b[Yb'VYhfÅ[h'Ui h'Y]bYf'?i bXYbVYZFU[i b[
VYa Yf_Ybgk YfhY' - &'DfcnYbh" 'Hfchn'XYf'9fZc`[Y']b'F Y]b]W_YbXcfZ
nY][h'X]Y'Xi fW'gW b]h]WY'K UfhYnY]h'Ui ZY]bYb'HYfa]b']b [Ubn

6Yf`b`' ' HU[Y`Ubž`k Ug`XYb`8fi W`Ui Z`U`Y`6Yn]f`_Y`Yf`À`h`

8 Ug`GmghYa`XYf`J`cfni`[`ghYfa`]bY`

æ`F`U`a`Yb`XYf`8YVUhh`k`]fX`Ui`W`ØVYf`Y]bY`a`Ø[`]W`X`Y`
,`\$`#`\$`!`@`Øgi`b[`]b`U`W`[`Y`X`U`W`h`ž`X`Y`Y`,`\$`D`f`c`n`Y`b`h`X`Y`f`H`Y`f`a`]bY`Z`Ø`f`U`Y`
6Yf`]bYf`i`bX`&`\$`D`f`c`n`Y`b`h`Z`Ø`f`X`Y`6`Ø`f`[`Y`f`Y`]bY`g`V`Y`g`h`]a`a`h`Y`b`6`Y`n`]f`_`g`
f`Y`g`Y`f`j`]Y`f`Y`b`k`Ø`f`X`Y`"N`k`Y`]k`Y`h`Y`f`Y`6`Y`n`]f`_`Y`g`W`X`]Y`»`Y`b`g`]W`X`Y`f`
8`]g`_`i`g`g`]c`b`Ø`V`Y`f`J`c`f`n`i`[`]g`h`Y`f`a`]bY`U`b`"8`Y`f`F`Y`[`]Y`f`Y`b`X`Y`
6`Ø`f`[`Y`f`a`Y`]g`h`Y`f`j`c`b`6`Y`f`]b`ž`?`U`]K`Y`[`b`Y`f`f`7`8`I`Ł`ž`U`h`Y`X`c`W`X`U`g`
[`Y`g`h`Y`W`_`h`Y`N`]Y`j`c`b`%`(`HU[`Y`b`Z`Ø`f`X`Y`H`Y`f`a`]b`j`Y`f`[`U`V`Y`U`i`Z`[`Y`[`Y`V`Y`b`ž`
k`U`g`X`]Y`B`c`h`k`Y`b`X`][`_`Y`]h`j`c`b`@`Øgi`b[`]Y`b`n`i`g`À`h`n`]W`X`i`b`h`Y`f`g`h`f`Y`]W`X`h`"

8`U`g`6`Ø`f`[`Y`f`U`a`h`F`Y`]b`]W`_`Y`b`X`c`f`Z`U`h`g`Y`]bY`A`U`»`b`U`a`Y`n`i`f`C`b`]bY`!
5`b`a`Y`X`i`b[`]Z`Ø`f`H`Y`f`a`]b`k`Ø`b`g`W`X`Y`g`Y`h`G`Y`d`h`Y`a`V`Y`f`&`\$`&&`Y`f`Z`c`[`f`Y`]W`X`
]a`d`Y`a`Y`b`h`]Y`f`h`"6`Ø`f`[`Y`f`_`Ø`b`b`Y`b`]f`Y`b`6`Y`X`U`f`Z`U`b`a`Y`X`Y`b`i`b`X`]b`X`Y`f`
F`Y`[`Y`]b`b`Y`f`U`V`j`c`b`n`Y`b`H`U`[`Y`b`Y`]b`Y`b`H`Y`f`a`]b`Y`f`U`h`Y`b`"8`]Y`g`Y`
H`Y`f`a`]bY`_`Ø`b`b`Y`b`V`]g`n`i`)*`HU[`Y`]a`J`c`f`U`i`g`[`Y`V`i`W`X`h`k`Y`f`X`Y`b`"
9`a`]bY`8`Y`a`]f`V`Ø`_`Y`b`!`K`Y`[`b`Y`f`Y`V`h`Y`f`j`c`f`ž`X`U`g`g`X`]Y`?`i`b`X`Y`b`n`U`a`Y`b`
]b`F`Y`]b`]W`_`Y`b`X`c`f`Z`]a`J`Y`f`[`Y`]W`X`n`i`U`b`X`Y`f`Y`b`[`f`c`»`Y`b`6`Y`n`]f`_`Y`b`
6`Y`f`]b`g`c`W`g`]b`X`i`b`X`X`Y`f`G`Y`f`j`]W`X`U`i`g`g`W`X`]Y`»`]W`X`Z`Ø`f`X`]Y`
6`Y`k`c`b`Y`f`X`]Y`g`Y`g`6`Y`n`]f`_`g`[`]h`ž`i`a`X`]Y`c`_`U`Y`B`U`W`Z`f`U`[`Y`Y`Z`]n`]Y`b`h`
n`i`V`Y`X`]Y`b`Y`b`"

5``[`Ya`Y`]bY`æ`Zcfa`Uh]c`b`Y`b`n`i`f` H`Y`f`a`]b`j`Y`f`Y`]b`V`U`f`i`b`[`

8`]Y`[`Y`g`U`a`h`Y`H`Y`f`a`]b`V`i`W`X`i`b[`]V`Y`]6`Y`f`]bY`f`6`Y`À`Ø`f`X`Y`b`Y`f`Z`c`[`h`
Y`Y`_`h`f`c`b`]g`W`X`i`b`X`]g`h`_`c`g`h`Y`b`Z`f`Y`":`Ø`f`b`]W`X`h`X`f`]b[`]Y`b`X`Y`5`b`]Y`[`Y`b`
g`c`h`Y`b`6`Ø`f`[`Y`f`a`]h`h`Y`!`c`X`Y`f`U`b`[`Z`f`]g`h`[`Y`H`Y`f`a`]bY`V`i`W`X`Y`b`"
8`f`]b[`]Y`b`X`Y`5`b`]Y`[`Y`b`_`Ø`b`b`Y`b`U`i`W`X`c`b`Y`H`Y`f`a`]b`U`a`
æ`Z`c`f`a`U`h`]c`b`g`h`f`Y`g`Y`b`X`Y`f`6`Ø`f`[`Y`f`À`a`h`Y`f`]b`6`Y`f`]b`[`Y`g`W`X`]X`Y`f`h`
k`Y`f`X`Y`b`"9`]bY`f`Y`[`Y`a`À`»`,`V`Y`f`d`f`Ø`Z`i`b[`]X`Y`f`C`b`]bY`!
H`Y`f`a`]b`j`Y`f`Z`Ø`[`V`U`f`_`Y`]h`k`]f`X`Y`a`d`Z`c`Y`b`ž`X`U`h`À`[`]W`X`b`Y`i`Y`H`Y`f`a`]bY`
V`Y`f`Y`]h`[`Y`g`h`Y`h`k`Y`f`X`Y`b`_`Ø`b`b`Y`b`"N`i`X`Y`a`_`Ø`b`b`Y`b`6`Ø`f`[`Y`f`V`Y`]Y`]b`Y`f`
X`f`c`Y`b`X`Y`b`i`f`]g`h`Y`f`g`À`i`a`b`]g`X`]f`Y`h`U`b`X`U`g`n`i`g`h`À`b`X`][`Y`i`Y`f`]W`X`h`
k`Y`b`X`Y`b`ž`Y`X`c`W`X`[`]h`Y`]bY`V`Y`g`h`À`h`[`h`Y`H`Y`f`a`]b`V`i`W`X`i`b[`]U`g`B`U`W`k`Y`]g`

ZØf`X]Y` : f]ghY]b\U`hi b[ž'gcZYfb` [YgYhn`]W\Y` : f]ghYb`VYghY\Yb"

Æg[YgUa h'gd]Y[Y`h`X]Y`G]hi Uh]cb`]b`6Yf`]b`X]Y`<YfUi gZcfXYfi b[Yb
k]XYfž'a]h`XYbYb`j]Y`Y`Gh`XhY`_cbZfcbh]Yfh'g]bXž`k Ybb`Yg`i a`XYb
Ni [Ub[`ni` JYfk U`hi b[gX]YbghYb` [Y`h`8]Y`8YVUhY`i a
Jcfni [ghYfa]bY`_ØbbhY`gca]h`k Y[k Y]gYbX`ZØf`ni _ØbZh][Y
FY[Y`i b[Yb`gY]bž`k A\fybX`X]Y`6Øf[Yf`k Y]hYf\]b`Ui ZY]bY
JYfVYggYfi b[`XYf`GYfj]W`ei U`]h`h`cZYb"

8YhU]`g	
JcfZU``	8]g_i gg]cb
I fgUW\Y	Jcf[Y\Yb`XYg`6Yn]f_g`FY]b]W_YbXcfZ
Cfh	FY]b]W_YbXcfZž`8Yi hgW\`UbX
EiY`Yb	<ul style="list-style-type: none">• k k k "hU[Yggd]Y[Y`"XY• k k k "VYf`]b"XY• gYfj]W`"VYf`]b"XY

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