

GUUfVfØW_Yf': c f g W X Y f ' F c ` Z ` A Ø ` Y f
[Y k] b b h ` H i ` M c i m c i ` 5 k U f X ` & \$ & (°

F c ` Z ` A Ø ` Y f ' j c b ` X Y f ' l b] ` G U U f ` U b X ` Y f \ ` Ä ` h ` X Y b ` H i ` M c i m c i
5 k U f X ` & \$ & (` Z Ø f ' g Y] b Y ' : c f g W X i b [` U b ` b Y i Y b ` 5 b h] V] c h] _ U ` U i g
B U h i f g h c Z Z Y b "



GUUfVfØW_Ybž'8Yi hgWx `UbX `!`8Yf' Hi `Mci mci `5k UfX žY]b
DfY]gž'XYf'U`Y`nk Y]'`X`fY`j`cb`XYf`A 8 D=`Gi ghU]bUV`]'hm
: ci bXUh]cb`j`Yf`]Y`Yb`k`]fX`ž`\`Uh`]b`X`]Y`g`Ya` `X`f`D`f`c`Z`Y`g`g`c`f`F`c`Z`
A Ø`Yf`ZØf`gY]bY`YfUi`gfU[`YbXYb`@Y]ghi`b[`Yb`]b`XYf`B`U`h`i`f`g`h`c`Z`i
i`b`X`A`Y`X`n]b`U`W`X`Ya`]Y`[`Y`Y`\`fh`A`Ø`Yf`Y`f`\`Ä`h`X`Y`5`i`g`n`Y`W`X`b`i`b[`ZØf`
X]Y`9`b`h`k`]W`_`i`b[`b`Y`i`Y`f`5`b`h`]V]c`h]_U`U`i`g`a`]_`f`c`V]Y`Y`b`B`U`h`i`f`g`h`c`Z`Z`b`ž`
Y]b`Y`b`h`g`W`X`Y]X`Y`b`X`Y`f`6`Y]h`f`U[`n`i`f`6`Y`_`Ä`a`d`Z`i`b[`X`Y`f`6`Y`X`f`c`\`i`b[
X`i`f`W`X`a`i`h]f`Y`g]g`h`Y`b`h`Y`6`U`_`h`Y`f]Y`b"

8Yf`DfY]gž'XYf`ni`9`f`Y`b`X`Y`f`B`c`V`Y`d`f`Y]g`h`f`Ä[`Y`f]b`H`i`M`c`i`m`c`i`&`\$`%`*
]b`g`@`Y`V`Y`b`[`Y`f`i`Z`Y`b`k`i`f`X`Y`ž`]g`h`a`h`%`\$`\$`\$`\$`G`W`X`k`Y`n`Y`f`:`f`U`b`_`Y`b`
X`c`h]Y`f`h`F`c`Z`A`Ø`Y`f`ž`X`Y`f`U`g`;`f`Ø`b`X`i`b`[`g`!`i`b`X`K`]g`g`Y`b`g`W`X`U`Z`h]W`X`Y`f`
8]f`Y`_`h`c`f`X`Y`g`<`Y`a` \`c`h`n`!`b`g`h]h`i`g`ZØf`D`X`U`f`a`U`n`Y`i`h]g`W`X`Y`:`c`f`g`W`X`i`b[

GUUf`UbX`fk`ÐGŁ`hÀh][`]ghž`\\Uh`Y]b`HYUa`ž`XUg`g]W`Ui`Z`X]Y
`g`c`Y]fi`b[`i`bVY`_UbbhYf`6cXYbVU`_hYf]Yb`_cbnYbhf]Yfhž`i`a
d\\Ufa`UnYi`h]gW`bi`hnVUFY`BUhi`fgbcZZY`ni`[`Yk`]bbYb`"K`]W`h][`Y
9bhk`]W`_i`b[`Yb`]b`A`Ø`Yf`g`:`c`fgW`i`b[`VYhfYZZYb`X]Y`9bhXYW`_i`b[
j`cb`K`]f`_ghcZZYbž`X]Y`[`Y[`Yb`j`]Y`Y`5bh]V]ch]_U!fYg]ghYbhY`9ffY[`Yf
k`]f`_gUa`_g]bX"

5i`gnY]W`bi`b[`i`bX`5bYf`_Ybbi`b[

A`Ø`Yf`hY]`h`g]W`XYb`DfY]g`a`]h`DfcZYggcf`F]W`UfX`8]A`UfW`j`j`cb`XYf
`bX]UbU`i`b]j`Yfg]hm`6`cca`]b[`hc`b`fl`G5Ł`"8Yf`K`]fhgW`UZhg`a`]b]ghYf
`Øf[`Yb`6Uf`_Y`c`VhY`XUg`<`ÐG`U`g`_J`c`fnY][`Y]bgh]hi`h`ZØf
K`]f`_ghcZZc`fgW`i`b[`i`bX`[`fUhi`_]YfhY`A`Ø`Yf`ni`_gY]bYf
5i`gnY]W`bi`b[`"A`Ø`Yf`_ccfX]b]Yfhni`XYa`XYb`:`c`fgW`i`b[`gVYfY]W`
BYi`Y`5bh]V]ch]_U`Ua`8Yi`hgW`Yb`NYbhf`i`a`ZØf`b`ZY`_h]cbgZc`fgW`i`b[
fB`N`≠`Ł`k`Ug`gY]bY`F`c`Y`]b`XYf`XYi`hgW`Yb
:`c`fgW`i`b[`g[`Ya`Y]bgW`UZhi`j`Yfgh`À`f`_h"

Hi`Mci`mci`ž`X]Y`BUa`Ybg[`YVYf]b`XYg`DfY]gYgž`Yf\\]Y`h`&`\$`%)`XYb
B`cVY`d`fY]g`ZØf`\\fY`9bhXYW`_i`b[`XYg`A`U`Uf]U!A`YX]_Ua`YbhYg
5fhYa`]g]b]b`"À`fY`:`c`fgW`i`b[`gUfVY]h`\\Uh`X]Y`GhYfV`]W`_Y]hgfUhYb
VY]`A`U`Uf]UdUh]YbhYb`Yf\\YV`]W`[`YgYb`_hi`bX`\\Uh`k`Y`hk`Y]h
a`U`>[`YV`]W`Yb`9]bZi`gg`Ui`Z`X]Y`6Y`_À`a`dZi`b[`XYf`?`fUb`_\\Y]h
[`Ybca`a`Yb`"5fhYa`]g]b]b!VUg]YfhY`?`ca`V]bUh]cbgh`YfUd]Yb`k`YfXYb
\\Yi`hY`j`cb`XYf`K`Y`h[`Ygi`bX`\\Y]hgcf[`Ub]gUh]cb`fK`<`C`Ł`U`g
GhUbXUfXVY\\UbX`i`b[`ZØf`A`U`Uf]U`Ya`dZc`\\Ybž`Y]b`X]fY`_hYg
F`Ygi`hUh]`\\fYf`9bhXYW`_i`b[`Yb`k`À`fYbX`XYg`J]YhbUa`_f]Y[`g"

8]Y`6YXYi`hi`b[`bUhØf`]W`Yf`Ghc`ZZY

8]Y`9fZc`[`Y`j`cb`F`c`Z`A`Ø`Yf`i`bX`Hi`Mci`mci`nY][`Yb`X]Y
YbhgW`Y]XYbXY`F`c`Y`ž`X]Y`bUhØf`]W`Y`<`Y]`a`]hhY`_]b`XYf
a`YX]n]b]gW`Yb`:`c`fgW`i`b[`gd]Y`Yb`"GW`À`hni`b[`gk`Y]gY`+`\$i`_U`Yf
5fnbY]a`]hhY`_g]bX`bUhØf`]W`Yb`l`fgdfi`b[`g`"8]Y`9bhXYW`_i`b[`i`bX
9fZc`fgW`i`b[`j`cb`bUhØf`]W`Yb`Ghc`ZZYb`V`Y]Vh`k`]W`h][`ž`i`a
ni`_ØbZh][`Y`<`Y]`a`]hhY`_[`Y[`Yb`j`YfgW`]YXYbY`9f`_fUb`_i`b[`Yb`ni
Z]bXYb`"K`]Y`X]Y`**DZ`Ub`nY`b`Zc`fgW`i`b[`VYf]W`hYhž`]gh`X]Y`W`Ya`]gW`Y
J]Y`ZU`h]b`XYf`BUhi`f`Ybcfa`ž`i`bX`j`]Y`Y`bUhØf`]W`Y`K`]f`_ghc`ZZY`g]bX**

bcW\ i bVY_Ubbh"

A]h'GWfYYb]b[!J YfZU\ fYbž'X]Y`Yg`Yfa Ò[`]W\Ybž'DZUbnYb!`i bX
6U_hYf]YbYI hfU_hY`[`Y]W\ nY]h][`Ui Z`\fY`K]f_i b[`ni `hYghYbž
k YfXYb`]bbcj Uh]j Y`5bgÀhnY`]b`XYf`BUhi fgbcZZc fGWi b[`j YfZc`[h"
8]Y`9f\U`hi b[`XYf`6]cX]j Yfg]hÀh]gh]j cb`[fi bX`Y[YbXYf`6YXYi hi b[
ZØf`X]Y`9bhXYW_i b[`bYi Yf`K]f_gbc ZYž`X]Y`i bgYf`J YfghÀbXb]g]j cb
A YX]n]b`i bX`H\YfUd]Y`fYj c`i h]cb]YfYb`_ÒbbhYb"

8Yf` Hi `Mci mci `5k UfX `V`Y]Vhigca]h`Y]b`VYXYi hYbXYg`NY]W\Yb
XYf`5bYf_Ybbi b[`ZØf`\Yfj cffU[YbXY` : cfgW\i b[Ybž`X]Y`XUg
DchYbh]U``\UVYbž[`cVU`Y` ; Ygi bX\Y]hgd fC`Ya Y`ni ``ÒgYb`i bX`XUg
K]ggYb`ØVYf`X]Y`GW\ÀhnY`XYf`BUhi f`k Y]hYf`ni `j Yfh]YZYb"

8YhU]`g	
J cfZU``	Gcbgh][Yg
C fh	GUUfVfØW_Ybž`8Yi hgW\`UbX
E i Y``Yb	<ul style="list-style-type: none">• k k k "i b]!gUUf`UbX"XY• a Xd]!Zci bXUh]cb"cf[• k k k "dZUbnYbZc fGWi b["XY

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