

F Y hhi b [gU_h]c b 'ZØf'ØVYf'&\$ \$
6Yf[UfVY]hYf']b 'GØXUZf]_U. ' < À`h`X]Y`A]bY 3

F Y hhi b [gU_h]cbYb`Ui ZYb`ZØf'ØVYf'&\$ \$']b`Y]bYf'; c`Xa]bY`]b
GØXUZf]_U`Y]b[YgW`cggYbY`5fVY]hYf'"5`Y`A]hUfVY]hYf'g]bX
k c\`Ui Z"



?`ccZ'; c`X`A]bYž`GØXUZf]_U`!`b`GØXUZf]_U`g]bX`a Y`f`U`g`&\$ \$
6Yf[`Yi hY`gY]h`nk Y]`HU[Yb`]b`XYf'?`ccZ; c`Xa]bY`Y]b[YgW`cggYb`
8]Y`G]VUb`mY!Gh)`k UhYf`A]b]b[`7ca`dUb`m`VYf]W`hY`h`X`Ugg`U`Y
VYhfc`ZYbYb`5fVY]hYf`k c\`Ui Z]g]bX`i bX`a]h`B`U`fi b[ga]hY`b
j Yfgcf[h`k i fXYb`"5`>UnYYfU`VYgW`fY]Vh`XYb`J`cfZU`"U`g
G`W`U`Z`h`j`cfZU`"]b`Y]bYf`XYf`h]Y`Z`ghYb`A]bYb`XYg`I`bhYfbY`a`Ybgž
X]Y`g]W`"*\$`_a`k`Ygh]W`j`cb`æ`U`bb`Y`g`Vi`f[`VY`Z]b`XY`hi`b`X`VY`_`U`bb`h
ZØf`]\`fY`h]Y`ZYb`; c`X`j`cf`_`ca`a`Yb`]`gh"

8]Y`6Yf]W`hY`ØVYf`X]Y`[YbUi`Y`5bnU`X`XYf`9]b[YgW`cggYbYb`g]bX
`Y`X`c`W`i`bhYfgW`]Y`X`]W`"K`À`fYbX`B`U`W`f]W`hY`b`U[Ybhi`fYb`j`cb`&*\$
6Yf[`Yi`hYb`gd`fY`W`Ybž[]Vh`Y]b`I`bhYfbY`a`Ybggd`fY`W`Yf`Ubž`X`Ugg
Y`g`&,`-`gY]Yb`"8]Y`Y`fghYb`F`Y`hhi`b[gj`Y`fgi`W`Y`U`VYb`VYfY]hg

VY[cbbYbž`YXcW`k i fXY`X]Y`9bhgWXY]Xi b[` [YhfcZZYbž`XUgg`X]Y
5fVY]hYf`Ua`l bhYf!GW UWX h!GhUh]cb`j YfV`Y]VYbž`i a`U`Ub[Y
: i » k Y[Y`ni`j Yfa`Y]XYbž`V]g`Yg`g]WXYf`]ghž`ni`f`C`VYfZ`ÄWY`ni
[Y`Ub[Yb`"8Yf`6cghcb`<YfU`X`bYbbh`U`g`a`Ò[`]WXY`l fgUWXY`XYg
J cfZU`gž`XUgg`Y]bY`HØ`f`XYg`F`c`W`k`]bXYf!G_]dg[Y`ÖZbYh`k`i`fXYž
k`Ug`ni`GW`ÄXYb`Ua`GW`UWX`h`ZØ`fhY`"

F YU`_h]cbYb`XYf`5fVY]hYfj`YfhfYhi`b[Yb

8]Y`B`Uh]cbU`l`b]cb`c`Z`A`]bYk`cf`_Yfg`f`BI`A`ł`ž`k`Y`W`X]Y`6Yf[`Yi`hY
j`Yfhf]hž`U`h`]\`fY`6Ygcf[b]g`ØVYf`XYb`l`a`[`Ub[`a`]h`XYf`G]hi`Uh]cb
[Y`Äi`»`Yfh`"9]b`?`f]h`_Yf`XYf`BI`A`k`]Yg`XUfUi`Z`]\`bž`XUgg`XYf`J`cfZU`
b]W`h`ÖZb`h]W`[`Ya`UW`h`k`i`fXYž`V]g`Yf`j`cb`XYb`A`YX]Yb
j`Yfa`Y`XYh`k`i`fXY`"8]Yg`nY][`h`X]Y`B`chk`YbX][`_Y]h`Y]b`Yf
hf`Ub`gd`Uf`Yb`h`Yb`?`ca`a`i`b`_`Uh]cb`]b`6Yni`[`Ui`Z`gc`W`X`Y
g]W`X`Yf`Y]hg`f`Y`Y`j`Ub`h`Yb`9fY][`b]ggY`"

8`Ugg`5fVY]hYb`]b`A`]bYb`a`]h`\`c`Yb`F`]g]_Yb`j`YfVi`bXYb`g]bXž`]gh
VY`_`Ubbh`"8]Y`;`YgW`W`h`Y`nY][`h`nU`\`fY]W`X`Y`l`b[`ØW`_Y]a`6Yf[`V`U`i`ž
X]Y`c`Zh`j`Yf`\`Yf`Yb`XY`:`c`[`Yb`\`Uh`Yb`"8Yf`J`cfZU`]b`XYf`?`c`c`Z`A`]bY
_`Öb`b`h`Y`g]W`]b`Y]b`Y`VYgcf[b]gYffY[YbXY`@]ghY`j`cb
6Yf[`V`U`i`i`b`Z`Ä`Yb`Y]b[`]YXYfbž`X]Y`k`Y`h`k`Y]h`VYfY]hg`j`]Y`Y`@YVYb
[YZcfXYfh`\`UVYbž`XUfi`bhYf`hfU[]gW`X`Y`9fY][`b]ggY`]b`7`\]bUž
?`c`i`a`V]Yb`i`b`X`XYf`l`_`fU]bY`"K`_]dYX]U`ZØ`fhj`]Y`Y`gc`W`X`Yf
l`b[`ØW`_Y`Ubž`X]Y`X]Y`;`YZU`\`fYb`g`ck`]Y`X]Y`<`YfUi`gZcfXYfi`b[Yb`XYf
6Yf[`V`U`i`]bXi`ghf]Y`\`Yfj`cf`\`YVYb`"

8]Y`Ui`ZYbXYb`F`Y`hi`b[`gU`_h]cbYb`k`YfXYb`j`cb`j`]Y`Yb`j`YfZc`[`hž`i`b`X
X]Y`:`Ua`]`]Y`XYf`VYhfc`ZYbYb`6Yf[`Yi`hY`\`c`Zh`Ui`Z`Y]bY`V`U`X][`Y
d`c`g]h]j`Y`B`UW`f]W`h`"8]Y`G]V`U`b`m`Y`!`Gh]`k`U`h`Yf`A`]b]b[`7`ca`d`U`b`m`\`U`h
Y]bY`YfghY`l`bhYf`gi`W`i`b[`Y]b[Y`Y]hYhž`i`a`X]Y`[YbUi`Yb`l`a`gh`Ä`b`XY
XYg`J`cfZU`g`ni`_`Ä`fYb`i`b`X`g]W`X`Yf`ni`ghY`Ybž`XUgg`X]Y`G]W`X`Yf`\`Y]h
XYf`5fVY]hYf`_`Ø`b`Zh][`VYggYf`[`Yk`Ä`\`f`Y]ghY`h`k`YfXYb`_`Ubb`"

8YhU]`g

J`c`f`ZU`"

9]bghi`fn

8YhU]`g	
I fgUWXY	HØf`XYg`F cW_k]bXYf!G_]dg`[YÒZbYh
Cfh	?`ccZ; c`X`A]bYž`GØXUzf]_U
E i Y`Yb	<ul style="list-style-type: none"> • k k k "U`^UnYYfU"WŁa • k k k "Vcghcb\YfU`X"WŁa • XY"a "k]_]dYX]U"cf[

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