

A i g]_!HU`Ybh`Ui g': i `XUhU`. `&\$!>À\ f][Yf` `Y]hYh' [`Y]Wk `nk Y]'7\ ÒfY`°

6Yb`GWYfYfž`&\$ž`Y]hYh'gY]h'&\$&) `7\ ÒfY`]b`J Y`a Uf`i bX`
: i `XUhU`/gY]bY`a i g]_U`]gWYb`K i fnY`b`i bX`5a V]h]cbYb`]a`
Dc fhf`Àh"



J Y`a Ufž`8 Yi hgWk`UbX`!`>`XYf`Ygg]gWYb`7\ c fgnYbY`hi`h'g]Wk`
k Ug.`6Yb`GWYfYfž`Yfgh`&\$`>`U`fY`U`hž`U`h'g]Wk`VYfY]hg`Y]bYb`
BUa`Yb`[Ya`UWk`hi`bX`Y]hYh'bi`b`a`]hj`]Y`9b`[U[Ya`Ybh`[`Y]Wk`nk`Y`
7\ ÒfY`"8Yf`↑`b`[Y`A`i`g]_hU`YbhYž`XYf`gY]bY`a`i`g]_U`]gWYb`K`i`fnY`b`
VY]`XYb`@]a`Vi`f`[Yf`8ca`g]b`[_bUVYb`U`hž`g]b`[h'gY]h'(%`>`U`fYb`i`bX`
Vf]b`[h'bi`b`gY]bY`9fZU`fi`b`[Yb`]b`X]Y`@Y]hi`b`[`XYg`J`c`_gWk`c`fg`
=>f]b`[g\Ui`gYb`gck`]Y`XYf`?`Ubhc`fY]`J`Y`a`Uf`Y]b`"Gc`VYf]Wk`hYh`<`B`5`
ØVYf`X]Y`Ua`V]h]cb]YfhY`?`Uff]YfY`XYg`B`UWk`i`Wk`gX]f][`YbhYb`"

GY]bY`a`i`g]_U`]gWY`5i`gV]`Xi`b`[`VY[`Ubb`GWYfYf`Xi`fWk`gY]bYb`
À`hYfYb`6fi`XYfž`XYf`VYbZU`g`ni`XYb`8ca`g]b`[_bUVYb`[Y\ ÒfhY`
6YgcbXYfY`=a`di`gY`Yf\]Y`h`Yf`Xi`fWk`X]Y`NY]h]a`a`i`g]gWYb`
>hYfbU`hž`k`c`Yf`i`a`ZUggYbXY`5i`gV]`Xi`b`[`]b`Gh]a`a`V]`Xi`b`[ž`A`i`g]_!

i bX'?'Uj]Yf'Y\fy' [Ybcgg"6YfY]hg'ja 'nUfhYb'5'hYf'j cb'%+ 'U\fyb
ØVYfbU\ a 'Yf'X]Y '@Y]hi b['gY]bYg'YfghYb'7\cfYgž'k Å\fybX'Yf'VY]
XYb'8ca g]b[_bUVYb'X]Y'Ubgdfi W\gj c''Y'DfØZ b['ni a ' ?Ubhcf
UV'Y[hY'i bX['Y]W\ 'nk Y]'7\cf'Y]hYf!5i gV]'Xi b[Yb'UVgc'j]YfhY"

9]b'j]Y'gY]h][Yf'K YfXY[Ub[

5_hi Y''ghi X]Yfh'GWYfYf'@Y\ fUa h'ZØf'X]Y': ÅWYf'A i g]_ 'i bX
8Yi hgW\ 'b' ?UggY''8]YgY'gc']XY'; fi bX'U[Y'k]fX'Xi fW\ 'dfU_h]gW\ Y
9fZU\ fi b[Yb'Yf[Åbnh'Gc'k Uf'Yf']b'j YfgW\]YXYbYb'@ÅbXYfb'U_h]j ž
XUfi bhYf'Fca ž'@cbXcb'i bX'gc[Uf'GØXUZf'_U''GY]bY'NY]h'ja
]bhYfbUh]cbU'Yb'i a ZY'X'\Uh'nk Uf'gY]bY'DYfgdY_h]j Yb'Yfk Y]hYfhž
XcW\ 'XYf'GdU» 'Ub'XYf'A i g]_ 'V'Y]Vh'ZØf'\b'XUg'cVYfghY'; YVch"
8Yf'GdU» 'Ub'XYf'A i g]_ 'a i gg'ja a Yf'ja 'JcfXYf[fi bX'ghY\Yb ž
VYhcbh'XYf'Y]XYbgW\UZh]W\Y'A i g]_Yf''8UbYVYb'gd]Y'h'Yf'b]W\h'bi f
Cf[Y'ž'gcbXYfb'Yb[U[]Yfh'g]W\ 'Ui W\ 'U'g' ?UadZf]W\hYf'VY]a
; YfÅhYhi fbYb"

GY]bY'9bhgW\Y]Xi b[ž'X]Y '@Y]hi b['XYf'VY]XYb'7\ØfY']b': i 'XUhU'
i bX'JY''a Uf'ni 'ØVYfbY\ a Ybž'VUg]Yfh'Ui ZY]bYa ' [Ub'n'U''hÅ[']W\Yb
5bghc» "'9f'YfZ' \f'ØVYf'X]YgY'A Ø[']W\ _Y]hYb'Xi fW\ 'Y]bYb
8cnYbhYb'i bX'Y]b'gW\k UfnYg'6fYh'Ub'XYf'i b]j Yfg]hÅh''8]Yg'nY][hž
k]Y'k]W\h]['BYhk cf_]b['i bX'_ca a i b]_Uh]j Y' ?cbhU_hY'ja
_i 'hi fY''Yb'6YfY]W\ 'g]bX"

7\cf'Y]hi b[. '9]bY' ? i bgh'ZØf'g]W\

8]Y'<YfUi gZcfXYfi b[ž'Y]bY'7\cf'Y]hi b['ni 'ØVYfbY\ a Ybž']gh'b]W\ h
ni 'i bhYfgW\ÅhnYb. '9]bV']W_Y']b'X]Y'5i gV]'Xi b['j cb'7\cf'Y]hYfb
V]YhYh'X]Y'5_UXYa]Y'ZØf'?]fW\Yba i g]_ž'X]Y' [fi bX'Y[YbXY' b\U'hY
k]Y'DfcVYb! 'i bX'GW\ 'U[hYW\ b]_ 'gck]Y'Gh]a a V]'Xi b['j Yfa]hhY'h"
8Yf'K Y['ni f'Y][YbghÅbX][Yb '@Y]hi b['Y]bYg' ?]bXYf!ž' ?]fW\Yb! 'cXYf
; cgdY'W\ cfg'ZØ\fh'ØVYf'Y]bY'i a ZUggYbXY'5i gV]'Xi b[ž'X]Y'Ui W\
j]Y'dfU_h]gW\Y'9fZU\ fi b[']b'Y]bYa 'dfcZYgg]cbY'' [Y'Y]hYhYb'7\cf
VY]b\U'hYh" B UW\ 'YfZc' [fY]W\Ya '5VgW\ 'i gg'_ØbbYb'X]Y
5Vgc'j Ybh.]bbYb'XUbb'gY'Vgh'?cbnYfhY'i bX'; chYgX]YbghY
a i g]_U']gW\ ' [YghU'hYb"5_UXYa]Y' ?]fW\Yba i g]_ 'VYgW\ fY]Vh
X]YgY' [fi bX'Y[YbXYb'Ghfi _hi fYb'i a ZUb[fY]W\"

8]Y'6Y[Y]ghYfi b['Z0f'7\cfa i g]_i bX'X]Y'6Y['Y]hi b['Xi fW
 YfZU\FYbY '@\fYf'g]bX'YbhgWXY]XYbXž i a 'YfZc`[fY]W`ja
 ca a i bU`Yb'i bX`]fW`]WXYb'6YfY]W`hAh]['ni 'k YfXYb"Gc'nY][h
 g]W`ž'XUgg'XUg'9b[U[Ya Ybhi bX'XYf'K YfXY[Ub['j cb'6Yb'GWYfYf
 b]W`h'bi f'HU`Ybhž'gcbXYfb'Ui W`XYb'K]`Yb'ni f'a i g]_U`]gWYb
 K Y]hYfYbhk]W`i b['j Yf_0fdYfb"

CV]b'Ui g[Ygi W`hYb'?cbyfhYb'cXYf'VY]'Y]bYf'5VcfXbi b['j cb
 5i Zhf]hhYb']b'XYf'FY[]cbž'GWYfYfg'K Y['k]fX'a]h'G]WYf\Y]h'bcW
 j]Y'Y'a i g]_U`]gWY'<0\Ydi b_hY'VYfY]h\U'hYb"'8]Y'?i 'hi f']b'XYf
 FY[]cb'dfcZ]h]Yfh'nk Y]ZY`gZFY]j cb'gc`W`Yb[U[]YfhYb'HU`YbhYb"

8YhU]`g	
C fh	JY``a Ufž'8Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "\bU"XY • `]a Vi f[Yf!Xca g]b[_bUVYb"XY • k k k "U_UXYa]Y!_]fWYba i g]_"XY

6Ygi W`Yb'G]Y'i bg'Ui Z.'bU[!\YggYb"XY