GWX U`\_Y`\$(`n]Y`h`Ui Z`HU`Ybh`H]a `7]j Y`U
bUWX `gWX k UWX Yf`GU]gcb`°

: 7`GWX U`_Y`\$( `d`Ubhž`bUWX `Y]bYf`Ybh`h`i gWX YbXYb`GU]gcbž
HU`YbhY`k]Y`H]a `7]j Y`U`j ca`%": 7`GUUfvfØW_Yb`ni
j YfdZ]WX hYb"

GUUfvfØW_Ybž`8Yi hgWX `UbX`!`8Yf: 7`GWX U`_Y`\$( `g]Y`h`g]WX
bUWX `Y]bYf`Ybh`h`i gWX YbXYb`GU]gcb`]b`XYf`&`6i bXYg`][U
[Ynk i b[Ybž`dYfgcbY``bUWX`ni VYggYfb``8Ug`HYUa` `U`h`a`]h
Z]bUbn]Y``Yb`DfcV`Ya` Yb`ni` `Äa` dZYbž`X]Y`X]Y
J YfhfU[gj Yf`UbX`i b[Yb`YfgWX k YfYb`!`a` `XYb`GWX k i b[
ni fØW`ni [ Yk ]bbYbž`k]fX`Y]b: c`_i` g`Ui` Z`†` b[ Y`HU`YbhY`Ui` g`i` bhYfYb
@[Yb`bch`k YbX][`gY]b``9]b`BUa` Yž`XYf`XUVY]`VYgcbXYfg]bg`Gd]Y`
_ca`a`hž]ghiH]a` `7]j Y`U`j ca`%": 7`GUUfvfØW_Ybž`XYf`U`g
dchYbn]Y``Yf`BYi`ni [ Ub[ [ Y`UbXY`h`k ]fX``GWX U`\_Y`\$(`Ö`bbhY`j`cb
XYb`@Y]ghi`b[Yb`XYg`&`!`Ä`f][ Yb`A` ]hhY`ZY`Xgd]Y`Yfg`dfcZ]h]YfYbž`XYf
]b`XYf`Xf]hhYb`@[ U`ZØf`5i` ZgY`Yb`gcf[hY"

H]a` `7]j Y`U`ž[YVcfYb`Ua` `("`ž`bi`Uf`&\$&\$&]b`8UWX`Ui`ž`6UmYfbž`U`h
Y]bY`VYa` Yf`\_Yb`gk`YfhY`?`Uff]YfY`V]g`XUhc` `]b[ Y`Y[h``9f`gd]Y`hY
ni`b`Ä`WX`gh]b`XYf`ž [YbX`XYg`HU: `;` `c`bb`hU`ž`VYj`cf`Yf`&\$%)`ni`a` `: 7
5i [gVi`f[ `k`YWX`gY`hY``GY]b`dfcZYgg]cbY``Yg`8YVØh[ UV`Yf`Ua``%*`
ž`bi`Uf`&\$&\$&]b`XYf`6i`bXYg`][ Už`U`g`Yf`ZØf`XYb: 7`5i [ gVi`f[`]b`XYf
BUWX`gd]Y`nY]h[Y[Yb`K`YfXYf`6fYa` Yb`Y]b[ Yk`YWX`gY`h`k`i`fXY`
BUWX`XYa` `Yf`&\$&\$&`Y]bY`@Y]\Y`ni` `: 7`ž[c`ghUXh`\$(`U`h`hY`ž
i`bhYfgWX`f]YV`Yf`Ua` `("`ž` `]&\$&\$&`Y]bYb`J`YfhfU[`VY]a``%": 7
GUUfvfØW_Yb"

@Y]ghi`b[ Yb`VY]`GUUfvfØW_Yb

ž`gY]bYb`+) `9]bg`Ä`hnYb`ZØf`GUUfvfØW\_Yb`]b`XYf`Xf]hhYb`@[U

Yfn]Y`hY`7]j Y`U`%+`HcfVYhY`][i b[Yb`"GY]bY`\YfUi gfU[YbXYb
 @Y]ghi b[Ybž`i bhYf`UbXYfYa`]a`F`Y`Y[Uh]cbg!F ØW_gd]Y`[Y[Yb
 9]bhfUW`h`6fUi bgW`k Y`][ž`\UVYb`gY]bY`5a`V]h]cbYbž`]b`X]Y`nk Y]hY
 @[U`ni`k`YW`gY`bž`bi`f`VYgh`f`h`8 Ug`HYUa`Ui`g`GUUfvfØW_Yb
 j YfdUgghY`XYb`5i`Zgh]Y[ ž`i`bX`7]j Y`U`\c`Zž`X]Y`b`ÅW`ghY`Ghi`ZY
 gY]bYf`?`Uff]YfY`]b`XYf`&`"6i`bXYg`][U`ni`YffY]W`Yb`"8]Y
 J YfUbhk`cfh]W`Yb`VY]`GW`U`_Y`\$( ž`XUfi`bhYf`6Yb`A`Ub[U`i`bX`i`fUb_
 6Ui`a`Ubbž`ghY`Yb`Y`XcW`j`cf`XYf`<`YfUi`gZcfXYfi`b[ ž`]\fY
 Z]bUbn]Y`Yb`<`ØfXYb`ni`ØVYfk`]bXYbž`i`a`a`Ò[`]W`Y`HfUbgZYfg`ni
 fYU`]g]YfYb`"

8]Y`G]hi`Uh]cb`VY]`GW`U`_Y`gd]hnh]g]W`ni`i`A`]h`XYa`5V[ Ub[ `Y]b][Yf
 @Y]ghi b[ghf`Å[ Yf`]b`XYf`b`U`Y`b`Ni`\_i`b`Zi`\Uh`XYf`J`YfY]b`gck`c`\`
 dYfgcbY`Yb`U`g`Ui`W`Z]bUbn]Y`Yb`B`UW`\c`VYXUfZ`"8]Y
 9bhk`]W`_i`b[ `j`cb`HU`Y`bhY`b`k`]Y`7]j Y`U`_ØbbhY`Y]bY`GW`ØggY`fc`Y`
]a`\_ØbZ]h][ Yb`?`UXYf`XYf`?`Øb][gV`Ui`Yb`gd]Y`Yb`"K`Yf`g]W`ZØf`XYb
 U_hi`Y`Yb`GhUbX`XYf`HfUbgZYfU\_h]j`]h`ÅhYb`]b`XYf`&`"6i`bXYg`][U
]bhYfYgg]Yfhž`k`]fX`Ui`Z`\_]W`Yf`ZØbX]["

7]j Y`U`ž`XYggYb`K`i`fnY`b`]b`5`V`Ub]Yb`Y]Y[Ybž`]gh`ni`XYa
]bhYfbUh]cbU`U`_h]j`"9f`\Uh`VYfY]hg`ZØf`X]Y`XYi`hgW`Y`i`%`i`bX`i`%`
 [Ygd]Y`hi`bX`i`[UV`]a`i`ž`b]`&\$&`gY]b`8`YVØh`ZØf`X]Y`U`V`Ub]gW`Y`i`&%`
 8]YgY`]bhYfbUh]cbU`9fZU`fi`b[`]\_ØbbhY`ZØf`gY]bY`k`Y]hYfY
 9bhk`]W`_i`b[ `j`cb`6YXYi`hi`b[`gY]b`i`bX`a`UW`h`i`\b`ni`Y]bYa
]bhYfYggUbhYb`DfcZ]`ZØf`GW`U`\_Y`\$("

8 YhU]`g	
J`c`f`ZU``	G`c`b`g`h][`Y`g
C`f`h	GUUfvfØW_Ybž`8Yi`hgW`U`b`X
E`i`Y`Y`b	<ul style="list-style-type: none"> • k`k`k`"XYfk`YghYb`"XY</li> <li>• Yb`"k`_]`dYX]U`"cf[</li> <li>• k`k`k`"_]W`Yf`"XY

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