

: fY]hU`gi W\ h'XYb`GW\`U[YfghUf. :]bU`Y
bU\h`Ua`9`Vi ZYf`]b`8fYgXYb`°

5a`%"`i bX`%&"`ž`]'hfYhYb`j]Yf':]bU`]ghYb`VY]a`_cgYb`cgYb
K YhhVYk YfV` : fY]hU`gi W\ h'XYb`GW\`U[YfghUf`]b`8fYgXYb
Ui Z`



8fYgXYbž`8Yi hgW\`UbX`!`ž`XYf`_ca`a YbXYb`K`cW\Y`j Yfk UbXY`h
g]W\`8fYgXYb`]b`Y]bY`A`Y`cX]Y!C UgYž`XYbb`j]Yf`hU`Ybh]YfhY
:]bU`]ghYb`XYg`K`YhhVYk`YfVg` : fY]hU`gi W\ h'XYb`GW\`U[YfghUf
XØfZYb`g]W\`YbX`]W\`Ui ZX]Y`6Ø\`bY`k`U[Yb`5a`%"`i bX`%&"`ž`]'
hfYhYb`g]Y`ja`fU\`a`Yb`XYf`J`YfUbg`hU`hi`b[gfY]\`Y`GW\`U[Yf`Ua
9`Vi ZYf`j`cf`XYa` ; c`XYbYb`fY]hYf`Ui`Z`k`c`XYf`VY`]YVhY
GW\`U[Yfg`Åb[Yf`5bh\`cbm`K`Y]\`g`ZØf`X]Y`a`i`g`_U`]gW\Y`l`a`fU\`a`i`b[
gcf[Yb`k`]fX`"8]YgY` ; YbYfU`dfc`VY`j`cf`XYa` `[fc»`Yb` :]bU`Y`ja
GYdhYa`VYf`k`]fX`XUni`X]YbYbž`YhhY` : Y]bgW\`]ZZY`ni`gUa`a`Y`b`i`bX
XUg`Di`V`_i`a`j`cb`XYb`Y][`YbYb` :`À\][`_Y]hYb`ni`ØVYfnYi`[`Yb`"8Yf
9]bhf]hh`ni`X]YgYf`Ui`ZfY[`YbXYb`J`YfUbg`hU`hi`b[`]gh`ØVf][`Ybg
_cgYb`ZfY]ž`k`Ug`X]Y` ; Y`Y[`Yb\`Y]hi`a`gc`j`Yf`c`W`YbXYf`a`UW\`h`
GÅW`g]gW\`Y`"XY`VYf]W\`hY`hž`XUgg`X]Y` :]bU`]ghYb`Ui`g

j YfgWk jYXYbYb`GhAXhYb`_ca a Yb.; YfhjY`?`Ui g`Ui g`8 fYgXYbž`9f]_ GUWk gY`Ui g`D]fbUž`ε`mb`GWk YbXYf`Y]b`Ui g`?`Ua Ybn`i bX`A Ufh]b K]a a Yf`Ui g`: fY]hU"

8 Ug`]gh`Y]bY`[Ubn`VYgcbXYfY` ; Y`Y`[Yb`Y]h`Z0f`X]Y BUWk i Wk_g_0bghYfž`g]Wk`j cf`Y]bYa`[f0»YfYb`Di V`]_i a`ni dfÅgYbh]YfYb`ž`a Y]bh`5bh`cbmi`K Y]`gž`XYf`XYb`5i Zhf]hh`XYf :]bU`]ghYb`U`g`k Yfhj`c`Y`9fZU`fi b[`YfUWk hYh`9f`k]fX`gY`Vgh]a J cfdfc[fUa`a`Ui ZhfYhYb`i bX`U`h`VYfY]hg`Dcg]hj] Yg`0VYf`X]Y V]g`Yf][Yb`5i Zhf]hh`XYf`?`UbX]XUhYb`[YgU[h`9g`k]fX`gdUbbYbX`ni VYcVUWk hYbž`k]Y`g]Y`g]Wk`X]YgY`Y`hnhY`7`UbW`j cf`XYa`[fc»Yb :]bU`Y`]a`GYdhYa`VYf`bi hnhYb`k YfXYbž`i a`XUg`Di V`]_i a`Z0f`g]Wk ni`[Yk]bbYb"

8 Yf`K YhhVYk YfV`]a`8 YhU`

: fY]hU`U`h`g]Wk`a`]h`XYa`K`YhhVYk`YfV` : fY]hU`gi`Wk`h`XYb GWk`U[YfghUf`&\$&) `X]Y`N]Y`Y`[YgYhnhž`↑`b[Y`HU`Yb`hY`ni`Z0f`XYfb i bX`]b`Yb`g]Wk`hVUf`Y]bY`60`bY`ni`V]YhYb`8 Yf`K YhhVYk YfV VY[Ubb`a`]h`Y]bYa`YfghYb`J`cfYb`hgWk`Y]Xž`XYf`Ua` : fY]hU[`]b`XYf GUWk`gYb[UfU[Y`Ui`Z`XYf`F`Y]gYk`]hnhYf`GhfU»Y`]b`8 fYgXYb ghUhhZUbX`8 UVY]`hfU`hYb`UWk`h`?`UbX]XUhYb`[Y[YbY]b`UbXYf`Ubž XUfi`bhYf`XYf`&-!`Å`f][Y`9f]_`GUWk`gYž`X]Y`%+!`Å`f][Y`C`hrc <`UbhngWk`gck`jY` ; YfhjY`?`Ui`g`i`bX`A`Ufh]b`K`]a`a`Yf`5i`Wk`X]Y &`!`Å`f][Y`A`]Wk`Y`Y`<`U`b`n`Å`h`ni`XYb`A`]hVYk`YfVYfb"

8]Y`š`fmž`]b`XYf`i`bhYf`UbXYfYa`XYf`9fghY`60f[Yfa`Y]ghYf`: fY]hU`gž`DYhYf`DZ]hnhYb`fY]hYfž`gck`jY`X]Y`GWk`U[YfgÅb[Yf`5bh`cbmi`K Y]`g`i`bX`X]Y`9i`!8G8G!`?`UbX]XUh]b``>@U`>`g]hnhYbž`VYk`YfhYhY`X]Y`5i`Zhf]hh`bUWk`j`YfgWk`jYXYbYb`?`f]hYf]Yb`8 UVY][`UV`Yg`Ui`Wk`gdUbbYbXY`A`ca`Yb`hYž`k`Ybb`XUg`Di`V`]_i`a`VY]Y]bYa` ;`Y]Wk`ghUbX`YbhgWk`Y]XYb`Xi`fZhYž`k`Yf`Yg`]b`X]Y`b`ÅWk`ghY`F`i`bXY`gWk`UZh`K`jY`X]Y`**HU[&(`VYf]Wk`hYhž`Xi`fZhYb`X]Y`HY]`bY`a`Yf`nk`Y][Y`Y]a`Y`Gcb[`g`dfÅgYbh]YfYbž`k`cXi`fWk`X]Y`5i`Zhf]hh`bcWk`]bhYfYggUbhYf`k`i`fXYb"**

K Ug`_ca a h`bUWk`XYf`60`bY3

8 Yf`[fc»Y`<0`Ydi`b`_`h`k`]fX`XUbb`]a`GYdhYa`VYf`gY]bž`k`Ybb`X]Y

j]Yf':]bU`]ghYb`VY]a `@]j YWUgh]b[`]a `F U\`a Yb`XYg`K]bXVYf[ZYghYg
 Ui ZXYf`6Ø\`bY`ghY\`Yb`k YfXYb" `8Yf`G]Y[Yf`XYg`K YhhVYk YfVg
 Yf\`A`h`b]W`h`bi`f`X]Y`7\`UbW`Ui`Z`Y]bY`dfcZYgg]cbY``Y`Gcb[!
 DfcXi`_]cbž`gcbXYfb`Ui`W`k`Yfhj`c``Y`7cUW`]b[gž`i`a`X]Y`Y][`YbY
 A`i`g]__Uff]YfY`k`Y]hYf`j`cfUbni`hfY]VYb" `Gc`W`Y`K`YhhVYk`YfVY
 [`Yk`]bbYb`Ub`6YXYi`hi`b[`i`bX`g]bX`Y]b`k`]W`h][`Yf`6YghUbXhY]`XYf
 XYi`hgW`Yb`A`i`g]_`UbXgW`UZh" `@Ui`h`XYf`K`_]dYX]U`[`]Vh`Yg`]b
 8Yi`hgW`UbX`nU\`fY]W`Y`A`i`g]_k`YhhVYk`YfVYž`X]Y`b]W`h`bi`f`bYi`Y
 HU`Yb`hY`\`Yfj`cfVf]b[`Ybž`gcbXYfb`Ui`W`X]Y`GW`U[`Yf!`i`bX
 Dcd_i`h`i`f`VYfY]W`Yfb"

9]b`V]ggW`Yb`BYfj`Yb_]hnY`i`bX`YXY`A`Yb[`Y`J`cfZfYi`XY`g]bX
 [`UfUbh]Yfhž`k`Ybb`X]Y`:]bU`]ghYb`a`]h]`\fYb`5i`Zh]hYb`X]Y`6Ø\`bY
 YfcVYfb" `K`Yf`k`]fX`XUg`Di`V`_]i`a`VY[`Y]ghYfb`i`bX`U`g`bYi`Yf
 GW`U[`YfghUf`j`ca`K`]bXVYf[`ZYgh`\`Yfj`cf[`Y\`Yb3`8Ug`V`Y]Vh
 UVni`k`UfhYbž`UVYf`Y]bYg`]gh`g]W`Yf.`8]Y`J`cfVYfY]hi`b[`Yb`Ui`ZYb
 VYfY]hg`Ui`Z`<cW`h`ci`fYb`i`bX`YXYf`GW`f]h`i`n`A`\`h`

8YhU]`g	
Cfh	8fYgXYbž`8Yi`hgW`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "gUYW`g]gW`Y"XY • k k k "hU[`&(`XY • XY"k`_]dYX]U"cf[

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