

A c hc ffUXZU\ fYf]b ']b ' F ÒX][gXcfZ. 5i ZZU\ fi bZU`` 'a]h'J Yf`YhnhYb °

5a '%) "\$*"&\$&) ' _Ua 'Yg'ni 'Y]bYa 'I bZU``]b ' F ÒX][gXcfZ'VY]
XYa 'Y]bY'A c hc ffUXZU\ fYf]b ' j Yf`Yhnhk i fXYž`U`g`Y]b
5i hcZU\ fYf'g]Y'ØVYfgU\ "



F ÒX][gXcfZž'8Yi hgW\`UbX`!`5a`ZfØ\Yb`:`fY]hU[bUW`a`]hU[
YfY][bYhY`g]W\`]b ' F ÒX][gXcfZY]b`I` bZU``gnYbUf]cž`XUg`ZØf`Y]bY
&&!`Å\`f][Y`A`c hc ffUXZU\ fYf]b`[`]a`dZ]W\`YbXYhY`"K`]Y`**H**] **I**]c
VYf]W`hYhž`ØVYfgU\`Y]b`&\$!`Å\`f][Yf`5i`hcZU\ fYf`VY]a`'5i`ZZU\ fYb`Ui`Z
X]Y`'6,`+`X]Y`\YfUbbU\YbXY`A`c hc ffUXZU\ fYf]b`"8Yf`Ni`gUa`a`Ybghc`»
k`Uf`_Ui`a`'ni`j`Yfa`Y]XYb`i`bX`ZØ\`fhY`XUni`ž`XUgg`X]Y`↑`b[`Y`:`fUi
Ui`Z`X]Y`A`c hc f\`Ui`VY`XYg`D_k`[`YgW\`Yi`XYfh`k`i`fXY`"

;`ØW`_]W`Yfk`Y]gY`V`]YV`X]Y`A`c hc ffUXZU\ fYf]b`bi`f`Y]W`h`j`Yf`Yhnh`"
8Yf`5i`hcZU\ fYf'gY`Vgh`V`]YV`i`bj`Yf`Yhnh`"8Yf`I`bZU``j`Yfi`fgUW`hY
`YXc`W`Yf`\YV`]W`Y`J`Yf`_Y\`fgVY\`]bXYfi`b[`Yb`"8]Y`'6,`+`a`i`gghY`ZØf
Yhk`U`&\$`A`]bi`hYb`j`c``[`YgdYffhk`YfXYbž`k`Ug`ni`'Y]bYa`'F`ØW`_ghUi
ZØ\`fhY`"8]Y`Dc`^nY`'\Uh`VYfY]hg`'9fa`]hhi`b[`Yb`ni`a`[`YbUi`Yb`"

I bZU`Yf[Ub['Ui Z[Ybca a Ybži bX'XYf'GUWgW UXYb'k]fX'Ui Z Yhk U'&) "\$\$\$'9i fc'[YgW`Àhnh"

J Yf_Y\fgj Yfgcf[i b['Ui Z'XYf'6, +

8]Y'6, +']gh'Y]bY'k]W'h][Y'J Yf_Y\fgUXYfž'X]Y'nU\`fY]W'Y'C fhY a]hY]bUbXYf'j YfV]bXYh'"C V']b'@Y]dn][ž'Hcf[Ui 'cXYf'Ub'UbXYfYb GhY`Yb'Yb'hUb['XYf'GhfYW_Yž]a a Yf'k]YXYf'_ca a h'Yg'ni Nk]gW'YbZ`Ybž'X]Y'X]Y'J Yf_Y\fgg]hi Uh]cb'VY`UghYh'"@Ui h'XYb U_hi Y`Yb'A Y'Xi b[Yb'Ui Z'GhUi "]bZc '[UV'Yg']b'XYb'`Yhnyb'HU[Yb a Y\fyfY'i bZ`Y'Ui Z'XYf'6, +ž'X]Y'_i fnZf]gh][Y'GdYffi b[Yb'i bX 6Y\]bXYfi b[Yb'ni f': c'[Y'\UhhYb"'9g'V'Y]Vh'ni '\cZYZž'XUgg'X]Y I a gh`bXY'g]W'gW'bY`ghUV`]g]YfYb'i bX'X]Y': U\ f[`AghY'ni ']\fYb N]Y'Yb'_ca a Yb"

9]b'6`]W_'Ui Z'X]Y'J Yf_Y\fgi bZU`ghUh]gh]_Yb'ny][hž'XUgg'Yg'g]W' b]W'h'i a 'Y]bYb'9]bnY'ZU`'\UbXY'h'"8]Y'`bZcfa Uh]cbYb'j cb' 8YghUh]g'k Y]gYb'XUfUi Z'\bž'XUgg'i bZ`Y']a 'GhfU»Ybj Yf_Y\ f hfch'U`Yf'G]W'Yf\Y]hga U» bU\ a Yb'Y]bY'gh`bX][Y <YfUi gZcfXYfi b['XUfghY`Yb"'8]Y'GhUh]gh]_X]Ybh'U'g'; fi bX'U[Y'Z0f ni _0bZh][Y'A U» bU\ a Yb']b'XYf'; YgYhn[YVi b[ž'XYf J Yf_Y\fgYfn]Y\i b['gck]Y']a 'GhfU»YbVUi 'i bX'XYf : U\fnYi [hYW'b]_"

I bZ`Y'k]Y'XYf']b'F 0X][gXcfZ'g]bX'Y]XYf'_Y]bY'9]bnY'Z`Y" GhUh]gh]_Yb'VY'Y[Ybž'XUgg'J Yf_Y\fgi bZ`Y'cZiXi fW a YbgW`]W'Yg'J YfgU[Ybž'i bni fY]W'YbXY'5i Za Yf_gUa _Y]h'cXYf UbXYfY'VYY]bZi ggYbXY': U_hc'fYb'j Yfi fgUW'h'k YfXYb"'A]h [Yn]Y'hYb'A U» bU\ a Yb'_Ubb'X]Y'J Yf_Y\fgg]W'Yf\Y]h'\cZYZbh']W' k Y]hYf'j YfVYggYfh'k YfXYb"

8]Y'VYhfcZYZbY'A chc'ffUXZU\ fYf]b'\Uh']b'X]YgYa 'J cfZU`'; `0W_]a I b[`0W_] [Y\UVh"'`f'I bZU`gc`hY'i bg'U`Y'XUfUb'Yf]bbYfbž'k]Y k]W'h]['5i Za Yf_gUa _Y]h'i bX'G]W'Yf\Y]h']a 'GhfU»Ybj Yf_Y\ f'g]bX' Z0f'U`Y'6YhY']][hYb"

8YhU]`g	
C fh	F ÒX][gXcfZž8Yi hgWx `UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "h]l]c"XY • ghUi "]"bZc • k k k "XYghUh]g"XY

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