

K Y] \ b UWX hgYb [Y` . ' & \$ ' > U \ fY ' _ Ò` gW X Y A i g] _ a U [] Y '] b ` C ggYb Xc fZ`

8 Yf / ei chK Y] \ b UWX hgYb [Y / ei ch / ZY] Yfh & \$ ' > U \ fY '] b ` XYf
A chc f k c f ` X ` C ggYb Xc fZ` a] h d f c a] b Y b h Y b ; À gh Y b ` i b X
a i g] _ U `] g W X Y b ` <] [\ `] [\ h g ` j c a ` & , " " B c j Y a V Y f ` V] g ` & \$ "
8 Y n Y a V Y f "



8 Yi hn ž 8 Yi hgW ` Ub X ! : ð ` XYb ` _ ca a Yb XYb ` K c W X Y b ` X f Y \ h g] W X `] b
? Ò ` b ` U ` ` Y g ` i a ` ZY gh] W X Y ` , V Y ff U g W X i b [Y b ` i b X ` _ Ò ` g W X Y ` H f U X] h] c b Y b "
8] Y ` V Y `] Y V h Y ` ? i ` h g \ c k ` K Y] \ b UWX hgYb [Y ` ` ZY] Yfh] b ` X] Y g Y a ` > U \ f
] \ f ` & \$! ` À \ f] [Y g ` 6 Y gh Y \ Y b ` i b X ` d f ` À g Y b h] Y fh g] W X `] b ` b Yi Y a ` ; ` Ub n "
8] Y ` ZY gh] W X Y b ` 5 V Y b X Y ` Z] b X Y b `] b ` XYf ` A chc f k c f ` X `] b ` C ggYb Xc f Z
gh U h ž ` k c ` X U g ` Di V `] _ i a `] b ` X] Y ` K ` Y ` h ` X Y f ` _ Ò ` g W X Y b ` A i g] _ [Y g W X] W X h Y
Y] b h U i W X Y b ` _ U b b " K] Y ` K N ` V Y f] W X h Y ž ` k U f ` Y g ` Y] b Y ` ` U b [Y ` F Y] g Y
j c a ` N Y ` h ` U b ` X Y f ` F Y b b V U \ b `] b ` K Y] X Y b d Y g W X ` V] g ` \] b ` ni ` X] Y g Y a
ZY gh Y b ` Gh U b Xc f h ž ` X Y f ` k ` À \ f Y b X ` X Y f ` ž V] ` À i a g ZY] Y f `] W X _ Y] h Y b
V Y g c b X Y f g ` \ Y f j c f [Y \ c V Y b ` k] f X "

A i g] _ U `] g W X ` Y] h Y h ` Ø f [Y b ` : f] h n ` X] Y ` G \ c k ž ` X] Y `] b ` X] Y g Y a ` > U \ f j c a

&, "Bcj Ya VYf'V]g'ni a '&\$"8YnYa VYf'Yk Y]'g'a Y\fyfY'5VYbXY
ghUhhZ]bXYb'k]fX"<][\'][\hig]bX'X]Y'F ØW__Y\ f'XYf'VY']YVhYb
GhUa a [ÅghY'9ffm'Ghc_`cgU'i bX'@]bi gž'X]Y'[Ya Y]bgUa 'a]h'XYf
dfca]bYbhYb'; ÅghYgWUf'i a '7Ufc`]b'?YVY_i g'i bX'K c`Z[Ub[
B]YXYW_Yb'ZØf'i bj Yf[Ygg]WXY'5VYbXY'gcf[Yb'k YfXYb"K Å\fybX
'?YVY_i g'U'g' <Y']][Y'; Y]gh]b 'j]fhi Y''ni [YgWU'hYh'k]fXž'k]fX
B]YXYW_Yb'Ub'XYf'5UWXYbYf'GhfU»Y'U_hj'k YfXYb'i bX'd`Ubh
8i YhhY'a]h'Hca a m'9b[Y''9]bY'[Y'i b[YbY'A]gW'i b['Ui g
HfUX]h]cb'i bX'A cXYfbYž'X]Y'Ui W']b'XYf' bgnYb]Yfi b['XYf'G\ck
g]W'hVUf'k]fX"8Yf'K Y]\bUW hg'9b[Y'j Yfgdf]W'hž'XUgg'X]Y
'; fYbnYb'nk]gWXYb'FYU'hÅh'i bX'≐i g]cb'j YfgW'k]a a Ybž]bXYa
HYW'b_]i bX'9a ch]cb'a]hY]bUbXYf'j YfgW'a Y'nYb"

: Y]Yf`]WXY'9a ch]cbYb'i bX'bcghU`[]gWXY
? `Åb[Y

8 Ug'; YgUa hdU_Yh'XYf'G\ck 'V]YhYh'b]W'h'bi f'a i g_]U`]gWXY
@YW_YfV]ggYbž'gcbXYfb'Ui W'Y]bY'Ya ch]cbU'Y'FY]gY'Xi fW'nk Y]
»\fnY\bhY' _Ø'gWY'A i g_] [YgW]W'hY''8 Ug'Di V`_]i a 'XUf'Z'g]W'Ui Z
hfUX]h]cbY''Y'K Y]\bUW hg']YXYf' [YZUggh'a UWXYbž'X]Y'X]Y'ZYgh]WXY
Gh]a a i b['i bhYfghfY]WXYb"BYVYb'XYb' [fc»Ufh][Yb'5i Zhf]hhYb
gcf[h'X]Y'Hca a m'9b[Y''6UbX'i bhYf'XYf'@]hi b['j cb'»Øf[Yb': f]hn
ZØf'a i g_]U`]gWXY'i bhYfghØhni b['i bX'k]fX'X]Y'5VYbXY'a]h'Y]bYa
VYgcbXYfYb': 'U]f'j YfgY\Yb"8Yf'H]W_Yhj c'fj Yf_Ui Z]gh'VYfY]hg]b
j c''Ya 'i; Ub[Yž'k cVY]X]Y'DfY]gY']b_'i g]j Y'A YbØ'VY]'%%%'9i fc
'Y[Yb"

8 UfØVYf'\]bUi g'k]fX'X]Y'_Ø'gWY'HfUX]h]cb'Ui W']b'XYf' ?Ø'gWYb
K Y]\bUW'h '[YZY]Yfhž'X]Y'j ca '&%"Bcj Ya VYf'V]g'&&"8YnYa VYf
&\$&('ja '9'h\cZ]b'Dcfn'i bX'ja 'H\YUhYf'Ua 'HUbNvfi bbYb']b
8Yi hn'ghUhhZ]bXYh"8]YgY'J YfUbgU'hi b['VY[Y]ghYfh'gY]h'ØVYf'&)
»\fyb'a]h'; YgW]W'hYb'Ui g'XYa 'k Y]\bUW'h]WXYb'?Ø'b']b
_Ø'gWYf'A i bXUfh'i bX'k]fX'j cb'Y]bYf'J]Y'nU\''hU'Ybh]YfhYf
'?Øbgh'Yf'VY['Y]hYhž'XUfi bhYf'XUg'GhUa a YbgYa V'Y'a]h'VY_UbbhYb
BUa Yb'k]Y': i \fa Ubbž'?i ']_ / ' <UUgYf'i bX'; YfX'?ØghY''? Ø'b"XY
\YVh'\Yfj c'fž'XUgg'Yg'ØVYf'(\$'?cbnYfhY'[YVYb'k]fXž'X]Y'X]Y
<YfnYb'XYf'?Ø'bYf'i bX'6Ygi WXYf'['Y]WXYfa U»Yb'ni a 'GW'a Y'nYb
Vf]b[Yb"

CV`VY]a`K Y]\bUW\hgYb[Y`cXYf`XYf` ?Ò`gW\Yb`K Y]\bUW\h`
 X]Y`J cfZfYi XY`Ui ZX]Y`VYj cfghY\YbXYb` : Ygh]W\Y]hYb`]b`?Ò`b`]gh
 [fc»" "<]Yf`k]fX`XYi h]W\ž`XUgg`b]W\h`bi f`X]Y`A i g]_U`h`hž`gcbXYfb
 Ui W`XUg`A]hY]bUbXYf`i bX`X]Y` : fYi bXgW\UZh]a`J cfXYf[fi bX
 ghY\Yb"9]b`ZY]Yf`]W\Yg`9f`YVb]gž`XUg`ni a`J Yfk Y]`Yb`i bX
 ; Yb]Y»Yb`Y]b`ÀXh`

8YhU]`g	
Cfh	8Yi hñž`8Yi hgW\`UbX
Ei Y`Yb	<ul style="list-style-type: none"> • k k k "k n"XY • k k k "XYf!k Y]\ bUW\ hg!Yb[Y`"XY • k k k "_cY`b"XY

6Ygi W\Yb`G]Y`i bg`Ui Z.`a Y]b!_cY`b"bYh