

< Ua Y`b`j YfVUb bh`5`h`_`Y]XYfWc bhU]bYf.
Gui VYf_Y]h`cXYf`A Ø`Z`i h3

< Ua Y`b`d`Ubhž`5`h`_`Y]XYfWc bhU]bYf`Ui g`ÖZZYbh`]WXYb`F`Äi`a`Yb`
ni`YbhZYfbYbž`i`a`]`Y[U`Y`A`Ø`UV`U[Yfi b[Yb`ni`fYXi`n]YfYb"



< Ua Y`b`ž`8`Yi`hgW`UbX`!`8`Y]`GhUXh`< Ua Y`b`n]Y`h`]b`9fk`Ä[`i`b[`ž`
5`h`_`Y]XYfWc bhU]bYf`Ui`g`XYa`ÖZZYbh`]WXYb`J`Yf`_`Y`fgf`Ui`a`ni`
YbhZYfbYb"K`J]`X]Y`8`Yk`YnYh`VYf]W`hYhž`U`h`X]Y`GhUXh`j`Yfk`U`hi`b[`
XYb`J`c`fg`hc`»`Yfb`Yi`h`]a`5i`ggW`i`gg`ZØf`F`YW`hi`b`X`G]W`Yf`Y`h`
VY`UbXY`h`8`Yf`;`fi`b`X`ZØf`X]YgY`A`U`»`b`U`a`Y`]gh`U`Ufa`]YfYbX.
2`ZZYbh`]WXY`D`Ä`h`Y`ž`Ui`Z`XYbYb`5`h`_`Y]XYf!`i`b`X`5`h`[`UgWc bhU]bYf`
ghY`Ybž`k`YfXYb`Äi`Z[`U`g`]`Y[U`Y`A`Ø`UV`UXYd`Ä`h`Y`a`]ggVfUi`W`h`
I`a`X]YgYf`Dfc`V`Ya`Uh]`Ybh[`Y[`Ybni`k`]f`_`Ybž`U`h`X]Y`GhUXh`
VYgW`c`ggYbž`_`Y]bY`bYi`Yb`;`YbY`a`][`i`b[`Yb`a`Y`f`ZØf`
5`h`_`Y]XYfWc bhU]bYf`ni`Y`fhY`Yb"5`_`hi`Y`]]gh`bi`f`Y]b`df]j`UhYg`
I`bhYfbY`a`Yb`a`]h`Y]bYf`GcbXYfbi`hni`b[`g[`YbY`a`][`i`b[`ZØf`X]Y`
5i`ZghY`i`b[`j`cb`5`h`_`Y]XYfWc bhU]bYfb`]b`< Ua Y`b`U`h]j`"

5V`XYa`%"`>Ubi Uf`&\$&) `hf]hh`Y]bY`bYi`Y`9I`!F]W`h`b]Y`]b`?fUZh`X]Y
X]Y`; YhfYbbhgUa`a`i`b[`j`cb`5`hhYI`h`]Yb`j`cfgW`fY]Vh"@Ui`h`XYf
?`]Ub`/`?`c`Y[Yb`k`YfXYb`XUXi`fW`b]W`h`a`Y`f`hfU[VUFY`HYI`h`]Yb
Ui`g`XYa`F`Y`gha`Ø``j`YfVUb`b`h`8`Ug`N]Y`X]Y`g`Y`f`F`Y[Y`i`b[`]gh`X]Y
GhÅf`_i`b[`XYf`?`fY]g`Ui`Zk`]fhgW`U`Zi`gck`]Y`X]Y`;`ÖfXYfi`b[`j`cb
K`]YXYfj`Yfk`YbXi`b[`i`bX`F`Y`W`W]b[`j`cb`hYI`h`]Yb`A`UhYf]U`]Yb`"GhUf`_
VYgW`ÅX][`hY`HYI`h`]Yb`ž`k`]Y`Yhk`U`n`Y`ff]ggYbY`?`Y]Xi`b[`ggh`Ø`W`_Y`c`XYf
UV[Ybi`hnhY`6`Y`hk`ÅgW`Y`ž`X`Ø`f`ZYb`b]W`h`a`Y`f`ni`gUa`a`Yb`a`]h`XYa
F`Y`gha`Ø``Yb`hgcf[`h`k`YfXYb`":`Ø`f`X]Y`J`YfVfUi`W`Y`f`VYXYi`hY`h`X]Y`g`ž
XUgg`g]Y`g]W`Ø`VYf`X]Y`fY[`]cb`U`Yb`9`b`hgcf[`i`b[`gfY[Y`i`b[Yb
Yf`_i`bX][Yb`gc`h`Yb`ž`XYbb`Y]b][Y`?`ca`a`i`bYb`d`UbYb`6i`»[Y`XYf`ž
k`Yb`b`5`hhYI`h`]Yb`]a`F`Y`gha`Ø``[YZi`bXYb`k`YfXYb`"

K`]Y`X`Ug`N8: `VYf]W`hYhž[Y`Yb`]b`8`Yi`hgW`UbX`Å`f]W`Ø`VYf`Y]bY
A`]cb`H`cb`bYb`5`hhYI`h`]Yb`]b`7`cb`hU]bYfb`j`Yf`c`fYb`ž`j`cb`XYbYb`bi`f
Yhk`U`) \$i`bcW`VfUi`W`VUf`g]bX`"8]Y`bYi`Y`FY[Y`i`b[`gc`U`i`W`X`Ug
6Yk`i`gghgY]b`Z`Ø`f`b`U`W`U`h][Yb`?`cbgi`a`Z`Ø`f`XYfb`i`bX`X]Y
J`YfVfUi`W`Y`f`X`Uni`Yfa`i`h][Yb`ž`k`Yb][Yf`ž`UVYf`X`UZ`Ø`f`ei`U`]hUhj
c`W`k`Yfh][YfY`6Y`_Y]Xi`b[`ni`_`Ui`ZYb`"

; Yd`Ub`hY`GhUb`Xc`fhY

8]Y`GhUXh`<`Ua`Y`b`k`]``V]g`GYdhYa`VYf`X]Y`9`b`hgW`Y]Xi`b[`Ø`VYf`X]Y
GhUb`Xc`fhY`Z`Ø`f`5`h`_Y]XYfW`b`hU]bYf`_cb`fYh]g]YfYb`"8`Uni`[Y`Ø`fYb
i`bhYf`Ub`XYfYa`.

- 5`hY`<`YYfghfU»`Y`#`b`Å`Y`Y`Yi`Yfk`Y`f`U`i`g
- 6Yfh`c`Xgk`Y[
- 6fYg`Ui`Yf`5``YY`#`DUf`_d`Uhn`GW`i`nYb`hfi`a
- 9]b`hfU`W`hk`Y[
- @Uk`Yfk`Y[
- A`UgW`k`Y[
- C`ghY`fd`Uhn`#`@]b`XYb`k`Y[
- DUddY`U`YY
- F`Yi`hYfUb[`Yf
- F`i`h`Y`b`ghfU»`Y`#`5a`<`UZYb
- GW`i`ghfU»`Y
- K`j`Y`a`!`@Ja`dY`!`GhfU»`Y

8]Y'; `UgWc.bhU]bYf'Ub`X]YgYb`GhUbXcfhYb`gc``Yb`YXcW`VYghY\Yb
V`Y]VYb"8]Y`JYfk`U`hi`b[`]gh`c`d`h]a`]gh]gW`ž`XUgg`X]Y`F`YXi`n]Yfi`b[
XYf`7`c`b`h`U]bYf`Ui`Z`Y]bYb`Hmd`XUg`DfcV`Ya``XYg`i``Y[`U`Yb`A`Ø`g
j`Yff]b[`Yfb`k`]fX"

5VgW`]Y»YbX`k`]fX`X]YgY`H\Ya`Uh]_`Ua``%,``GYdhYa`VYf`ja``F`Uh]`cb
<Ua`Y`b`k`Y]hYf`VY\UbXY`h"8Ua`]h`X]Y`b`Yi`Yb`J`c`f`g`W`f]ZhYb`XYf`9I
YfZc`[`fY]W`i`a`[`YgYhnh`k`YfXYbž`gc``Yb`;`Ya`Y]bXYb`X]Y`A`Ø[`]W`_Y]h
\UVYbž`Y][`YbY`GUa`a`Y`Wc.bhU]bYf`Ui`Zni`ghY``Yb`c`XYf`U`h`YI`h]Y
A`UhYf]U`]Yb`Ui`Z`K`Yfghc`Z\`ØZYb`Ubni`bY`a`Yb"Ni`XYa`k`]fX`ØVYf
gh]W`d`f`c`V`Y`b`U`f`h][`Y`?`c`b`h`f`c``Yb`]b`XYb`A`Ø`h`c`b`b`Y`b`b`U`W`[`Y`X`U`W`h`ž`i`a
X]Y`9]b\`U`hi`b[`]XYf`HfYbb]`c`f`g`W`f]ZhYb`ni`ØVYf`d`f`ØZYb`i`b`X
[`Y[`Y`V`Y`b`Y`b`Z`U`g`6i`»[`Y`X`Y`f`ni`j`Y`f`\`Å`b[`Y`b"

þg[`Y`g`Ua`h`V`f]b[`h`X]Y`V`Y`j`c`f`g`h`Y`Y`b`X`Y`9I`!`F`]W`h`]b]Y`g`c`k`c`\`
<YfUi`gZc`f`X`Y`fi`b[`Y`b`U`g`Ui`W`7`\`U`b`W`b`a`]h`g]W`"J`Y`f`V`f`U`i`W`X`Y`f`g]b`X
Ui`Z[`Y`fi`Z`Y`b`ž`g]W`U`_`h]j`ni`]b`Z`c`f`a`]Y`f`Y`b`i`b`X`U`b`@`Ø`gi`b[`Y`b`ni`f
F`Y`X`i`n]Y`fi`b[`]j`c`b`H`Y`I`h]`a`Ø``a`]h`ni`k`]f`_`Y`b"9]b[`]i`h`Y`g`<`Å`b`X`W`Y`b`V`Y]
X`Y`f`K`U`\`X`Y`f`H`Y`I`h]`]Y`b`i`b`X`X`Y`f`Y`b`9`b`h`g`c`f[`]i`b[`]_`U`b`b`X`U`ni
V`Y]h`f`U[`Y`b`ž`X]Y`i`a`k`Y`h`b`U`W`\`U`h][`ni`]Y`b`h`U`gh`Y`b"

8YhU]`g	
C`f`h	<Ua`Y`b`ž`8Yi`hgW`U`b`X
E`i`Y``Y`b	<ul style="list-style-type: none"> • k k k "XYk`YnYh"XY • k k k "_]"Ub!_c``Y[`Yb"XY • k k k "nXZ\Yi`hY"XY

6Ygi`W`X`Y`b`G]Y`i`b`g`Ui`Z.`X]Y!`b`U`W`f]W`h`Y`b`"W`c`a