

6 fi hU`Yf` , VYf[f]ZZ'Ui Z'HfUbgdYfgcbYb`]b BYi _Ò`b`!'Dc`]nY]'Yfa]hhY`h°

Dc`]nY]'Yfa]hhY`h`bUWk`'5b[f]ZZ'Ui Z'HfUbgdYfgcbYb`]b
BYi _Ò`b`"A Y`Xi b['ØVYf`hfUbgd\cVY`6Y`YX][i b[Yb`i bX
; Yk U`h"



GcbbYbU`YY`9W_Y`FYi hYfghfU» Yž`%&\$ (' `6Yf`]bž
8Yi hgWk`UbX`!'b`BYi _Ò`b`_Ua`Yg`Ua`' %" 'A U]' &\$&) `ni`Y]bYa
[Yk U`hhÄ [] [Yb`5b[f]ZZ'Ui Z`nk`Y]'HfUbgdYfgcbYb`"Dc`]nY]_fÄZhY
ZUbXYb`Y]bY`&+!`Ä\ f][Y`HfUbgdYfgcb`[Y[Yb`&&.` \$`I` \f`Ub`XYf
GcbbYbU`YYž`9W_Y`FYi hYfghfU» Yž`j`Yf`Yhnh`Ui`Z`XYf`:`U`fVU`b
`Y][YbX`j`cf`"8]Y`DYfgcb`k`]Yg`Y]bY`ghUf`_V`i`hYbXY`?`cdZ`Yf`Yhni`b[
Ui`Z`'9]bY`nk`Y]hY`HfUbgdYfgcbž`YVYbZU`g`&+`J\`fY`U`hž`k`Uf`]b`]\fYa
6Y]gY]b`i`bX`_U[hY`ØVYf`?`cdZgWk`a`YfnYb`"GcZcfh][Y`a`YX]n]b]gWk`Y
<]ZY`k`i`fXY`j`cb`Y]bYf`ni`ZÄ`][`Ubk`YgYbXYb`Y`fnh]b`gck`]Y`XYb
Dc`]nY]_fÄZhYb`[Y`Y]ghYhž`VYj`cf`FYhhi`b[g_fÄZhY`X]Y
gWk`Yfj`Yf`YhnhY`DYfgcb`]bg`?`fUb`_Yb`U`i`g`VfUWk`hYb`" `Ä`fY
6Y[`Y]hYf]b`Yf\]Y`h`YVYbZU`g`j`cf`C`fh`<]ZY`"

8]Y'9fa]hhi b[Yb'XYf'Dc`nY]'Yf[UVYbž'XUgg'X]Y'VY]XYb': fUi Yb
_i fn'j cf'XYa 'J cfZU''Ua 'I !6U\b\cZ<Yfa Ubbd`Uhn']b'Y]bYb'Ni [
XYf'@b]Y'I , 'Y]bghY][Yb'k c`hYb''8cfh'k i fXY'Y]bY'XYf
HfUbgdYfgcbYb'j cb'Y]bYa 'A Ubbž'XYf'a]h'nk Y]'6Y['Y]hYfb
i bhYfk Y[g'k Ufž'VYgdi W_h'i bX'a]h'K UggYf'ØVYf[cggYb''8Yf
HUhj YfXÅW'h][Y'ZØW'hYhY'UbgW`Y]Y»YbX'Ui g'XYf'I !6U\b'i bX
j Yf]Y» 'XYb'I !6U\b\cZ''8]Y'VY]XYb'HfUbgdYfgcbYb'Zc`[hYb']\a
V]g'ni f'FYi hYfghfU»Yž'k c'g]Y]b'Y]bYb'_ØfdYf']WYb'?cbZ]_h'a]h
XYa 'A Ubb'j Yfk]W_Y'h'k i fXYbž'XYf'ni gUa a Yb'a]h'gY]bYb
6Y['Y]hYfb'XYbhU'Ub[f]ZZ''6Y]XY': fUi Yb'Yf']hYb'VY]'X]YgYa
, VYf[f]ZZ'J Yf'Yhni b[Yb''8]Y'HÅhYf'_cbbhYb'Ybh_ca a Ybž'X]Y
9fa]hhi b[Yb'k YfXYb'bi b'j ca 'Dc`nY]'WYb'GhUUhgW'i hn'XYg
@UbXYg_f]a]bU`Ua hg'6Yf']b'Zcfh[YZØ\fh"

Ni bY\ a YbXY'; Yk U`h'[Y[Yb'HfUbg! 'i bX ei YYfY'DYfgcbYb

8Yf'J cfZU''fY]\h'g]W`Y]b'Y]bY'VYgcf[b]gYffY[YbXY'GYf]Y'j cb
, VYf[f]ZZ'b'Y]bž'X]Y'hfUbg!'i bX'ei YYfY'A YbgWYb']b'8Yi hgW`UbX
VYhfYZZ'b''9fgh'Ua 'J cfhU['k i fXY'Y]b'%'!Å\ f][Yf'hfUbggYI i Y''Yf
ž [YbX`]WYf]b'BYi _Ø`b' [Y[Yb'%, 'I \f'hfUbgd\cV'VY'Y]X][h''8Yf
ž [YbX`]WY'k Uf'a]h'Y]bYf': fYi bX]b'i bX'Y]bYa '% !Å\ f][Yb
ž b[Yb'Ui ZXYf'GcbbYbU''YY'i bhYfk Y[gž'U'g'Y]bY'; fi ddY'j cb'ZØbZ
a Åbb`]WYb'ž [YbX`]WYb']\b'Ui Z[fi bX'gY]bYg'5i ggY\Ybg
VY'Y]X][hY''8]Y'6Y['Y]hYf]b'ghY''hY'X]Y'; fi ddY'ni f'FYXY'i bX
k i fXY'XUfUi Z]b'j YfVU''VYXfc\h''8]Y'HÅhYf'Zc\Ybž'VYj cf'X]Y
U`Ufa]YfhYb'9]bgUhn_fÅZhY'Y]bhfUZb''5i W`Y]b'X]YgYa ': U''\Uh'Y]b
: UW`_ca a]ggUf]Uh'XYg'Dc`nY]'WYb'GhUUhgW'i hnYg'X]Y
9fa]hhi b[Yb'ØVYfbca a Ybž'k Ug'Ui ZXYb'Xf]b[YbXYb
<UbX'i b[gVYXUfZ]b'X]YgYa '6YfY]W`Y]b'k Y]gh"

8]Y'k]YXYf\c`h'Xc_i a Ybh]YfhYb'J cfZÅ''Y'k YfZYb'Y]b'@]W'h'Ui ZX]Y
Ub\U'hYbXY'8]g_f]a]b]Yfi b['j cb '@YgVYbž'GW'k i 'Ybž'V]gYI i Y''Ybž
hfUbg!'i bX']bhYf[YgW`YW'h]WYb'A YbgWYb']b'8Yi hgW`UbX''9]bY
i a ZUggYbXY'I bhYfgi W'i b[ž'XYf'@, 6H≠Gi fj Ymž'nY][h'X]Y
9fZU\fi b[Yb'X]YgYf'; fi ddYb'i bX'j YfXYi h]W'h'X]Y'DfcV`Ya Uh]
j cb'<Ugg[Yk U'h'i bX'8]g_f]a]b]Yfi b["'≠b'XYf'Ghi X]Y'VYhY][hYb
g]W`Y'ØVYf'%* "\$\$\$'A YbgWYb'Ui g'8Yi hgW`UbXž'k Ug'g]Y'ni f

[f0» hYb`Ghi X]Y`ØVYf`@G6H#9fZU\fi b[Yb`]a`@UbX`a UW`h"8]Y
 9f[YVb]ggY`fi ZYb`ni`Y]bYf`Xf]b[YbXYb`FYZYI]cb`i bX
 <UbX`i b[gVYXUfZ`Ui Z]b`6Yni [`Ui Z[YgY`gW`UZh`W`Y`5_nYdhUbn
 i bX`GW`i hna U» bU\`a Yb`ZØf`X]Y`VYhfcZZYbYb`DYfgcbYb[fi ddYb"

6Y]XY`J cfZ`Y`g]bX`HY]`Y]bYf`U`Ufa]YfYbXYb`HYbXYbn`]b`XYf
 ; YgY`gW`UZh`X]Y`Ui h`XYa`@GJ 8`Y]bYf`j Yfgh`f_hYb
 5i Za Yf_gUa _Y]hi bX`hYfj Ybh]cb`VYXØfZYb"8]Y`Ghi X]Y`ZcfXYfh
 _cb_fYhY`A U» bU\`a Yb`ži a`XUg`K c`VYZ]bXYb`XYf`@G6H#
 7ca a i b]hmini`g]W`Yfb`i bX`g]W`Yfni ghY`Yb`žXUgg`b]Ya UbX
 Ui Z[fi bX`gY]bYf`X`Ybh]h`h`8]g_f]a]b]Yfi b[`cXYf`; Yk U`h`Yf`YVYb
 a i gg"

8YhU]`g	
C fh	GcbbYbU`YY`9W_Y`F Yi hYfghfU» Yž`%&\$(` 6Yf`]bž8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "VYf`]b"XY • dc`]nY]VYf]W`hY!VYf`]b"XY • k k k "`gj X"XY

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