

6J ; !K UfbghfY]_. 'I !6U\b'i bX'6i ggY
`U\ a [Y`Y[h' 'K Ug`Yfk UfhYh`X]Y'6Yf`]bYf3

K UfbghfY]_`XYf'6J ; 'Ua ' &*"'i bX'&+"A Åfn'&\$&).
5i gk]f_i b[Yb`Ui ZI !6U\bž`HfUa 'i bX'6i g"J Yf"X]`ZcfXYfh
 \Ò\YfY`@Ò\bY'i bX`Ni `U[Yb"



GhY[`]hn!NY\`YbXcfZž'8Yi hgW\`UbX`!'5a ' &*"'i bX'&+"A Åfn
&\$&) `k]fX`Yg`]b'6Yf`]b'ni `Y]bYa 'i a ZUb[fY]W\Yb`K UfbghfY]_`XYf
6J ; !A]hUfVY]hYf`_ca a Yb"'8]Y'; Yk Yf_gW\UZh`J Yf"X]`\Uh`XUni
Ui Z[Yfi ZYbž`k Ug`ni `Yf\YV`]W\Yb'9]bgW\ fÅb_i b[Yb`]a `ÒZYbh]W\Yb
BU\j Yf_Y\`f`ZØ\`fYb`k]fX"'8Yf`K UfbghfY]_`VY[]bbh`Ua ' &*"'A Åfn
i a ' 'I \f'i bX`YbXYh`Ua ' &, "'A Åfn'a]h'6Yhf]YVgVY[]bb"'6YhfcZZYb
g]bX`bU\Yni `U`Y`I !6U\b!`i bX`HfUa `]b]Yb`gck]Y`X]Y`a Y]ghYb
6i ggY"'I !6U\b\cZ]9]b[Åb[Y`k YfXYb`k Å\`fYbX`XYg`GhfY]_g
[YgW\`cggYb`gY]bž'i bX` : U\`f[ÅghY`gc`h`Yb`Ui W\`bUW\`XYa
K UfbghfY]_`a]h`J Yfgd`Åhi b[Yb`i bX`5i gZ`Yb`fYW\`bYb"

Jcb`XYb`5fVY]hgb]YXYf`Y[i b[Yb`i bVYfØ\`fh`V`Y]VYb`X]Y`6J ; !
: Å\`fYb`i bX`XUg`A i j U!5b[YVch`FY[i `Åf`ZU\`fYb`Y]b][Y`6i g`]b]Ybž

XUfi bhYf'%'\$*ž'%%('i bX'%'*%ž'k Å\fybX'UbXYfY'@]b]Yb'k]Y'%%&'i bX
%, ('bi f'Y]b[YgWxfÅb_hj YfZØ[VUf'g]bX''8]Y'G!6U\ b'i bX'XYf
FY[]cbUj Yf_Y\ f'V'Y]VYb'VYbZU`g'j ca' GhfY]_j YfgWxcbhž'a]h
ni gÅhñ]WXYb': U\fhYb'Ui Z'XYf'G%'i bX'G) 'nk]gWXYb'- 'i bX'%'('i \fž
k]Y'h]d!VYf'`b"XY'VYf]WXYhYh"

<]bhYf[fi bX'XYg'GhfY]_g

8Yf'5b`Ugg'ZØf'XYb'K UfbghfY]_]gh'Y]b'HUF]Z_cbZ]_h'nk]gWXYb'XYf
6J; 'i bX'XYf'; Yk Yf_gWUZh'j Yf"X]ž'XYf'fi bX'%'*"\$\$\$'A]hUfVY]hYf
VYhf]Zh"j Yf"X]ZcfxYfh'+) '\$'9i fc'a Y\ f'@c\ b'dfc'A cbUhž
ni gÅhñ]WXY'Ni `U[Yb'ZØf': U\fx]Ybghi bX'GWX]WXYhUfVY]h'gck]Y'Y]b
%' "A cbUhg[Y\U'h"=a ; Y[YbgUhn'XUni `V]YhYh'X]Y'6J; `Y]bY
@c\ bYf\Ø\i b['j cb'%' ž*ı 'ZØf'U`Y'A]hUfVY]hYf'i bX'%' +ž&ı 'ZØf
: U\fyf']bbYf\U'V'j cb'nk Y]'Å\fyb'Ubž'VYnY]WXYbYh'j Yf"X]g
: cfxYfi b[Yb'YXcW'U'g' i bZ]bUbn]YfVUf "'8]Y'j Yf\UbX'i b[Yb
g]bX'[YhfYbbhj cb'XYb'HUF]ž] Yf\UbX'i b[Yb']a' ÖZYbh]WXYb'8]Ybgh
fHU Ø8 Łž'XU'gYdUfUHY'HUF]ž] YfhfÅ[Y'ZØf'XYb'BU\j Yf_Y\ f'VYghY\Ybž
k]Y'j cb'fVV&("XY'Yf'Ài hYfh'k]fX"

9]b'GWX`]WXYhi b[gj YfZU\fyb' _ØbbhY'Y]bYb'i bVYZf]ghYhYb'GhfY]_
j Yf\]bXYfbž'gcZYfb'VY]XY'DUfhY]Yb'ni gh]a a Yb"'6]g`Ub['[UV'Yg
YXcW`_Y]bYb'gc`WXYb'GWX`]WXYhi b[gj Yfgi W'ž'Ui W'k Ybb
GcbX]Yfi b[Yb'Ua'8]YbghU[j cfa]hhU['ghUhhZUbXYbž'X]Y'Y]bY
[Yk]ggY'Ni j Yfg]WXYh'Ui Z'VY]XYb'GY]hYb'\Yfj cff]YZb"'9]bY
l fUVgh]a a i b['ØVYf'i a [Y\YbXY'i bVYZf]ghYhY'GhfY]_g'VY[]bbh'Ua
&*"'A Åfn'i bX'YbXYh'Ua' ('"5df]"Gc`hY'Y]bY'Ni gh]a a i b['j cb'+)
DfcnYbhYffY]WXYh'k YfXYbž'_ØbbhYb'X]Y'5fVY]hgb]YXYf'Y[i b[Yb']b
X]Y'@Åb[Y'[Ync[Yb'k YfXYb"

² ZZYbh`]WXY'F'YU_h]cbYb'i bX'k Y]hYfY

9bhk]W`i b[Yb

≠'XYf'[YgUa hYb'6i bXYgfYdi V`_ []Vh'Yg'XYfnY]h'Å\ b`]WXY
GhfY]_U_h]j]hÅhYb']a' ÖZYbh]WXYb'DYfgcbYbbU\j Yf_Y\ f'fP DBJ Ł"
; Yk Yf_gWUZhYb'ZcfxYfb'Vi bXYgk Y]h'VYggYfY'@Ø\ bY'i bX
5fVY]hgVYX]b[i b[Ybž'k Å\fybX'5fVY]h[YVYf'j Yfgi WXYbž'X]Y

[YZcfXYfhYb'9f\Ø\i b[Yb'ni 'VYgWfÅb_Yb"DUfU`Y`ni 'XYb
 9fY][b]ggYb'j]b'6Yf`]b`Ui ZYb']b'gYWg'6i bXYg`ÀbXYfb
 HUF]Z] Yf\UbX'i b[Ybž'VY]'XYbYb'fi bX') ") \$\$'6YgWÅZh][hY
 VYhfcZZYb'g]bX"5i W`j]b'XYf'A YhU`!i bX'9`Y_hfc]bXi ghf]Y' []Vh`Yg
 K UfbghfY]_gž'X]Y`Ui Z'X]Y`Ub[YgdUb bhY`@U[Y`Ui Z'XYa
 5fVY]hga Uf_h`\]bk Y]gYbž'k]Y`hU[YggWUi "XY`VYf]W`hYh"

I a`X]Y`J Yf\UbX'i b[Yb'j cfUbni hfY]VYbž'\UVYb`X]Y`5fVY]h[YVYf
 Y]b'5b[YVchi bhYfVfY]hYhž`YXcW`c\bY`XUgg`Yg`bYbbYbgk YfhY
 J YfVYggYfi b[Yb']b'XYf`YfghYb'J Yf\UbX'i b[gfi bXY`[Y[YVYb`\Uh"
 8]Y'; Yk Yf_gW UZh`_f]h]g]Yfh`X]Y`5b[YVchY`gW UfZ'i bX`ZcfXYfh
 k Y]hYf\]b'gi VghUbn]Y`Y`@c\bYf\Ø\i b[Yb'i bX'j YfVYggYfhY
 5fVY]hgVYX]b[i b[Yb'ZØf`X]Y`6YgWÅZh][hYb']a` [YgUa hYb'GY_hcf"

8YhU]`g	
C fh	GhY[`]hn!NY`\YbXcfZž'8Yi hgW`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "h]d!VYf`]b"XY • k k k "fVV&("XY • k k k "hU[YggWUi "XY

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