

GhfU» Ybi a VYbYbbi b ['] b '@]W\ hYbfUXY. C hh]`]Y '9\`Yfg! ? c` `k]hn' [YY\ fh°

5a ' %) "\$+ "&\$&) `k i fXY`X]Y`GhfU» Y` (\$`]b '@]W\ hYbfUXY`bUW
XYf`?Øbgh`Yf]b`C hh]`]Y`9\`Yfg! ? c` `k]hn`VYbUbbhž`i a `k Y]V`]W\ Y
J c fV]`XYf`ni `k ØfX][Yb"



@]W\ hYbfUXYž`8 Yi hgW\ `UbX`!`5a `8]YbghU[ž`XYb`%) "' ě '] & \$ &) ž
k i fXY`X]Y`GhfU» Y` (\$`]b '@]W\ hYbfUXYž`]a `6Yn]f`_HYa dY`\cZ
GW\ ÕbYVYf[ž`b`C hh]`]Y`9\`Yfg! ? c` `k]hn!GhfU» Y`i a VYbUbbh`'8]YgYf
ZY]Yf`]W\ Y`5`h`ZUbX`Ub`Àgg`]W\ `XYg`%&) "' ; YVi fhghU[g`XYf
?Øbgh`Yf]b`C hh]`]Y`9\`Yfg! ? c` `k]hn`ghUhh`'9\`Yfg! ? c` `k]hn`k Uf`Y]bY
VYXYi hYbXY`≡`i ghfUhc f]b`i bX` ; fUZ]_Yf]b`gck]Y`X]Y
GW\k]Y[Yfhc W\ hYf`XYf`VYfØ\ a hYb`?Øbgh`Yf]b`?Àh\Y`?c` `k]hn`' ð
]\fYf`?Uff]YfY`\Uh]g]Y`Y]b`i bUV\Àb[] [Yg`_Øbgh`Yf]gW\ Yg`K Yf_
[YgW\ UZYbž`XUg`j cf`U`Ya `X]Y`6Yf`]bYf` ; fUZ]_`XYg`&\$"
š\`f\i bXYfhg`dfÀ [hY`"8Yf`6Yn]f`_HYa dY`\cZGW\ ÕbYVYf[`a ÕW\ hY
a]h`XYf`i a VYbYbbi b [`X]Y`G]W\ hVUf`_Y]h`i bX`K YfhgW\ Àhni b [
k Y]V`]W\ Yf`?Øbgh`Yf`i bX`XYfYb`@VYbg`Y]ghi b [Yb`VYhcbYbž`XU
k Yb][Yf`U`g` (`i `U`Yf`GhfU» Yb`]b`HYa dY`\cZ`bUW` : fUi Yb`VYbUbbh

g]bX"8]Yg]j YfXYi h]W h'X]Y'Ub[Y'NY]h'XYf'I bg]W hVUf_Y]h]j cb
: fUi Yb'j]b'XYf'; YgW]W hY'i bX'?i 'hi f'XYg'6Yn]f_g"6Yf'j]b"XY
VYf]W hYh'XUgg'X]Y'I a VYbYbbi b['Ui Z'9fgi W Yb'XYf
6Yn]f_gj YfcfXbYhYbj YfgUa a 'i b['VYgW'cggYb'k i fXY"

5b'XYf'ZYgh]W Yb'NYfYa cb]Y'bU\ a Yb'nU\ 'fY]W Y'5b[Y\Øf][Y'XYf
?ØbghYf]bž'5bk c\ bYf'gck]Y'j]bhYfYgg]YfhY'6Ygi W Yf'hY]"
6Yn]f_gghUXhfÀh]b'8f"GUg_]U'9''YbVYW_'YfØZbYhY'X]Y
J YfUbghU'hi b['i bX'ØVYf[UV'XUg'K cfh'Ub'Δ]b'?c`k]hnž'XYb'9b_Y'
j cb'C hh]'Y'9\ 'Yfg!?'c`k]hm" ð'gY]bYf'VYk Y[YbXYb'F YXY' [UV'Yf
Y]bYb'h]YZYb'9]bV'W_]b'XUg'@VYb'i bX'X]Y'_ØbghYf]gW Y
@Ui ZU\ b'gY]bYf'; fc» a i hYf"BUW'XYf'F YXY'k i fXY'XUg'bYi Y
GhfU» YbgW]X'ZY]Yf'W Yb'h\Ø'h"

8 Ug'_Øbgh`Yf]gW Y'9fVY'j cb'C hh]'Y'9\ `Yfg!
? c`k]hn

C hh]'Y'9\ `Yfg!?'c`k]hn'k i fXY'%- \$\$'VY]6Yf'j]b[YVcfYb'i bX
j YfghUfV'%- *' "' Æf'_ØbghYf]gW Yg'GW UZZYb'k Uf'ghUf'_j cb'XYf
@UbXgW UZhga U'YfY]'XYg'%, "'i bX'%- "'Δ\ f\ i bXYfhg[YdfÀ[h"G]Y
ghi X]YfhY'UV'%- %- 'VY]'YfUi gfU[YbXYb'?ØbghYfb'k]Y'A UI
<Yfhk][ž'9fbgh'6Ø\ a 'i bX'9a]'C f']_]b'6Yf'j]b"Hfc h]' \fYg
i a ZUb[fY]W Yb'i bX'Y[YbghÀbX][Yb'GW UZZYbg'ghUbX'g]Y'a Y]gh]a
GW UhhYb' \fYf'GW k]Y[Yfa i hYfž'?Àh\Y'?c`k]hm"K]Y'X]Y'GY]hY'
K Yf'_UXYb'VYgW fY]Vhž'YfnYi [hY'g]Y'VYXYi hYbXY'K Yf_Y]b': cfa
j cb'<c`ngW]b]hYbž': UfVa cbchmd]Yb'i bX'6i W]''i ghfUh]cbYb"
6YgcbXYfg'\Yfj cfni \VYb'g]bX'j\ fY'?]bXYfVi W]''i ghfUh]cbYb'i bX
X]Y'ZY]Y'; fUZ]ž'X]Y'ghYhg]j cb'XYf'BUhi f'i bX'XYb'9]bXfØW_Yb'j\ fYf
l a [YVi b['j]bgd]f]Yfh'k UfYb"

Æf'ZfØ\Yg'GW UZZYb'VY[Ubb'%- &' 'a]h'_c`cf]YfhYb'<c`ngW]b]hYb
ZØf'A ÆfW YbVØW Yf'i bX'i a ZUgghY'H\Ya Yb'k]Y'X]Y'_i f]gW Y
BY\fi b['i bX'X]Y'A]hY'a Yf! ð'gY'b"'9\ `Yfg!?'c`k]hn'k]Yg'Y]b
VYgcbXYfYg'HU'Yb'hXUf]b'Ui Zž'Y]bXfi W_gj c`Y'; fUZ]_Yb'j]b'j\ fYa
5hY'Yf'ni '[YghU'hYbž'i bX'bi hnhY'Ui W'5ei UfY`Y'i bX
G_]nnYbVØW Yfž'i a 'A ch]j Y'ZYghni \U'hYb"'8]YgYf'_ØbghYf]gW Y
6Y]hfU['k Uf'YXcW]b'XYf'NY]hž'j]b'XYf'g]Y''VhYž'b]W h]j ca'j c`Yb
@W h'XYf'^2 ZZYb'h]W _Y]h'i a [YVYbž'XU': fUi Yb'j]b'XYf'?i bgh'cZh

VYbUWxhY][h'k UfYb"

: fUi Yb `]b `XYf`? i bgh

8]Y'; YgWx]WxhY`j cb': fUi Yb`]b`XYf`?i bghž'X]Y`K`_]dYX]U
VY\UbXY`hž]gh'[YdfÄ[h] cb`Y]bYf`J]Y`nU\`ghfi`_hi`fY`Yf`<ØfXYb"
6]g`]bg`%-`" `š\`f\i`bXYfh'k`Uf`Y]bY`U`UXYa`]gWxY`5i`gV]`Xi`b[`ZØf`
: fUi Yb`_Ui`a`'a`Ò[`]Wxž'k`Ug`j]Y`Yb`?ØbghYf]bbYb`XYb`Ni`[`Ub[`ni`
Y]bYf`_ØbghYf]gWxYb`@Ui`ZVU\`b`j`Yfk`Y\`fhY`" `?ØbghYf]bbYb`
Yf\]Y`hYb`'c`Zh`b]Wxh'X]Y`[`Y]WxY`5bYf`_Ybbi`b[`k`]Y`] \fY`'a`Äbb`]WxYb`
?c`Y[`Yb`"Ni`bÄWxgh'k`UfYb`j]Y`Y': fUi Yb`YX][`]Wx`]b`_]fWx`]WxYb`
cXYf`\ÖZ]gWxYb`?cbhYI`hYb`U`_hj`ž`V]g`g]Wx`X]Y`A`Ò[`]Wx`_Y]h`ni`f`
; fØbXi`b[`j`cb`?ØbghYf]bbYb]YfY]bYb`UV`%,`*`+`]b`6Yf`]b`i`bX`
%,`,`&`]b`'A`ØbWxYb`Yf[`UV"

Cvk`c\`XYf`5bhY]`\`Ui`dhVYfi`Z]Wx`hÄh][`Yf`?ØbghYf]bbYb`nk`]gWxYb`
%,`-)`i`bX`%-`&)`gh]Y[`ž`V`]YV`X]Y`I`bhYffYdfÄgYbhUh]cb`j`cb': fUi`Yb`
]b`A`i`gYYb`i`bX`;`U`Yf]Yb`Y]b`Ub`\`U`hYbXYg`H\Ya`U`" `š`XYf`\Yi`h][`Yb`
NY]h[`]Vh`Yg`nk`Uf':`cfhgWxf]hhYž`XcWx`Yg`k`]fX`]a`a`Yf`bcWx`Ui`ZX]Y`
B`ch`k`YbX][`_]Y]h`\]b[`Yk`]YgYbž`k`Y]V`]WxY`J`cfV]`XYf`]b`XYf`?i`bgh`
ghÄf`_Yf`ni`'k`ØfX][`Yb`"8]Y`I`a`VYbYbbi`b[`XYf`GhfU»Y`]b`HYa`dY`\cZ`
GWx`ÖbYVYf[`fYdfÄgYbh]Yfh`Y]bYb`GWx]h]b`X]YgY`F]Wx`hi`b[`i`bX`
n]Y`h`XUfUi`ZUVž`XUg`_ØbghYf]gWxY`9fVY`j`cb': fUi`Yb`k`]Y`C`hh`]Y`
9\`Yfg!`?c`k`]hn`]b`XUg`ÖZYb`h]WxY`6Yk`i`gghgY]b`ni`'fØW`_Yb"

8YhU]`g	
Cfh	@]WxhYbFUxYž`8Yi`hgWx`UbX
Ei`Y`Yb	<ul style="list-style-type: none"> • k k k "VYf`]b"XY • k k k "k Yf`_`UXYb"XY • XY"k`_]dYX]U"cf[

6Ygi`WxYb`G]Y`i`bg`Ui`Z.`'a`Y]b!VYf`]b`bYh