

B UWX k i WXgZOfXYfi b[']\fYb'D`Uhn'Z]bXYb"

8 Yf': fUi YbUbhY]'ja 'H<K ']'Y[h'iU_hi Y''VY]'%+ 'DfcnYbhž'k cVY]'XYf
5bhY]'↑ b[Yf': fUi Yb'i bX'A ÅXWYb'VY]'BYi Y]bhf]hhYb'gc[Uf'&' ž)
DfcnYbh'VYhfÅ[h''8]Yg'nY][hž'XUgg'X]Y'C f[Ub]gUh]cb'Ui ZXYa
VYghYb'K Y[']'ghž'; YgWX'YWXhYfdUf]hÅh'ni 'ZOfXYfb'i bX'cZZYb'ZOf'U''Y
ni 'gY]b''8Yf'6i bXYgZfY]k]''[YbX]Ybghž'XYf'gY]h'&\$%- 'ZOf'U''Y
5'hYfg[fi ddYb'Ub[YVchYb'k]fXž'hfÅ[h'k Y]hYf'XUni 'VY]ž'XUgg'XUg
9\fYbUa h'\cW'ja ' ?i fg'ghY\hi bX'↑ b[Yg'9b[U[Ya Ybh'[YZOfXYfh
k]fX"

+) 'şU\ fY 'H<K . '5i gghY''i b[']'a 'F ch_fYi n!
@UbXYga i gYi a

9]b'k Y]hYfYf'< ò\Ydi b_h]a 'š V]`Ài a g'U\ f'k Uf'X]Y'9fòZZbi b['Y]bYf
GcbXYfUi gghY''i b[']'a 'F ch_fYi n!@UbXYga i gYi a ']'b'; Y]g']b[Yb"
8]YgY'k i fXY'j cb'DYhYf'< cZY'WX ž'DfÅg]XYbh'XYg'8F?!
?fY]gj YfvUbXgž'i bX'I 'f]_Y'K Øfh\ž'ghY''j YfhfYhYbXY
6i bXYgj cfg]hnYbXY'XYg'8F? ž'ZY]Yf'WX'Y]b[Yk Y]\h''8]Y
5i gghY''i b['h\Ya Uh]g]Yfh'b]WX'h'bi f'X]Y'; YgWX]WXhY'XYg'H<K ž
gcbXYfb'Ui WX'X]Y'gdYn]Y''Yb': Å\][_Y]hYb'XYf'< Y'ZYf.]bbYb']b'< c'n!
i bX'A YhU''VUi ž'6fØW_YbVUi 'i bX'; YghY]bgVYUfVY]hi b["H<K '6J
k Y]gh'XUfUi Z'\]bž'XUgg'X]Y'?ccdYfUh]cb'nk]gWXYb'XYa 'H<K 'i bX
XYa '8F?'VYfY]hg'gY]h'+) 'şU\ fYb'VYghY\hi bX']b'\YfUi gZcfXYfbXYb
NY]hYb'i bUVX]b[VUf']gh"

8Yg'K Y]hYfYb'\YVh'I 'f]_Y'K Øfh\ 'X]Y'Bchk YbX][_Y]h'XYg
Ni gUa a Yb\U'hg']bbYf\U'V'XYf'6'Ui ']WXhZUa]'Y'\Yfj cf'' ð'Y]bYa
g]WX'ghÅbX]['j YfÅbXYfbXYb']'cVU'Yb'I a Z'X'g]bX' ðj Ygh]h]cbYb']b
C f[Ub]gUh]cbYb'k]Y'XUg'H<K 'i bX'XUg'8F? 'j cb'YbhgWX]Y]bXYf
6YXYi hi b[ž'i a 'Ui Zni _ØbZh][Y'?f]gYb'j cfVYfY]hYh'ni 'gY]b''6YfbX
A Ø''Yf!GhfUi » ž'XYf'ZOf'X]Y'\]ghc'f]gWX]Y'GUa a 'i b['XYg'H<K
ni ghÅbX][']'ghž'VYhcb'h'ni XYa 'X]Y'6YXYi hi b['Z]bUbN]Y''Yf'A]hY''ZOf
XYb'?UhUghfcd\YbgW\i hn''8]YgY'g]bX' bchk YbX][ž'i a 'X]Y'J YfY]bY
Ui Z_ØbZh][Y'<YfUi gZcfXYfi b[Yb'Y]bni ghY''Yb"

9]b'6`]W_]b'X]Y'; YgWX]WXhY

8 Ug'H<K \Uhg]W\gY]hgY]bYf'; f0bXi b['Yf\YV`]W
k Y]hYfYbhk]W_Y`h"9g]gh_`Ufz`XUgg`X]Y`K i fnY`b`XYf`C f[Ub]gUh]cb
h]YZ]b`XYf`XYi hgW\Yb`N]j]!`i bX`? UhUghfcd\YbgW\i hn[YgW\]W hY
j YfUb_Yfh]g]bX"%-) \$`U`g` N]j]Yf`C fXbi b[gX]Ybgh`]bg`@YVYb
[Yfi ZYbž`VY_Ua `XUg'H<K %-) %gY]bYb`XYfnY]h][Yb`BUa Yb`A]h
GW\ bY`Y]bgUhnY]b`Y]hYb`k]Y`G9965`i bX`G99K`5`]gh`XUg'H<K `Ui W\
]bhYfbUh]cbU`U_h]j `i bX`Y]ghYh`VY]`BUhi f_UhUghfcd\Yb`i bX
UbXYfYb`BchU[Yb`k Yfhj c`Y`<]`ZY"=a `:\f`&\$&&`k UfYb`, *"%%+
9\fybUa h]W\Y`i bX`&"%\$`\$`U`i dhUa h]W\Y`A]hUfVY]hYf`Z0f`X]Y
C f[Ub]gUh]cb`]a `9]bgUhn"K]_]dYX]U`Yf[`Àbnhž`XUgg`X]Y`<Y`ZYf`]a
J YfhY]X][i b[gZU`gc[Uf`i bhYf`XYa `GW\i hn`XYf`j]YfhYb`; YbZYf
?cbj Ybh]cb`gh\Yb"

Gcn]U`Yb`Ni gUa a Yb\U`hi bX`9b[U[Ya Ybh`Z0f`X]Y`; YgY`gW\UZh`
XUZ0f`ghY`h`XUg`HYW\ b]gW\Y`<]`Zgk Yf_"9g]gh`b]W\h`bi f`Y]bY
C f[Ub]gUh]cbž`gcbXYfb`Y]bY`; Ya Y]bgW\UZh`X]Y`X]Y`K YfhY`j cb
<]`ZY`i bX`i bhYfgh0mi b[`k]Y`Y]b`6UbbYf`hfÀ[h`A]h`XYb`+) :\fYb
H<K`]gh`Y]bY`ÿfU`XYg`i bYfa`0X`]W\Yb`9]bgUhnYg`i bX`XYf
Ni gUa a YbUfVY]h`YbX`]W\`]b`Y]bY`bYi Y`D\UgY`Y]b[YfhYhYbž`X]Y`a]h
Zf]gW\Ya`K]bX`]b`X]Y`Ni`_i bZh`V`]W_h`8]Y`; Y]Yf`]W_Y]hYb`k YfXYb
]b`j]Y`Yb`GhAXhYb`g]W\hVUf`i bX`nY][Ybž`k]Y`k]W\h][
Y\fybUa h]W\Yg`9b[U[Ya Ybh]b`i bgYfYf'; YgY`gW\UZh]gh"

8YhU]`g	
Cfh	CXYf!GdfYYž`8Yi hgW\`UbX
EiY`Yb	<ul style="list-style-type: none"> • W]hmfYdcfh"dbf&(!cb`]bY"XY • h\k!Vj"XY • XY"a "k]_]dYX]U"cf[

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