

=G!DfYX][Yf'5Vi 'K U`UU.'K Ufi a 'V`Y]Vh XYf' < UggdfYX][Yf']b'8Yi hgWΛ`UbX3

8Yf'5fh]_Y`VY`Yi W hYh'XYb': U`XYg' =G!DfYX][Yfg'5Vi 'K U`UUž
XYggYb'5gm'UbhfU['']b'8Yi hgWΛ`UbX'bcWΛ`b]WΛh'YbhgWΛ]YXYb
]gh'i bX'XYf'a]h'Y]bYf'Xfc\YbXYb'5i gk Y]gi b['_cbZfcbh]Yfh
]gh"



J]YfgYbž'8Yi hgWΛ`UbX'!5Vi 'K U`UUž'Y]b'VY_UbbhYf' =G!DfYX][Yfž
V`Y]Vh'Ui WΛ`k Y]hYf\]b']b'8Yi hgWΛ`UbXž'hfc'h'gY]bYf'J Yfi fhY]'i b[
i bX'XYf'Ub\U'hYbXYb'6Ya Ø\i b[Yb'i a 'gY]bY'5i gk Y]gi b["'8Ug
6i bXYgUa h'ZØf'A][fUh]cb'i bX':`ØWΛh]b[Y'f6Ua Zē\Uh'V]g\Yf
_Y]bYb'?ca a YbhUf'ni 'gY]bYa 'U_hi Y`Yb'5gm'UbhfU['UV[Y[YVYb"
8Yf'@UbX_fY]g'J]YfgYbž'XYf'ZØf'X]Y'5i gk Y]gi b['ni ghÅbX][']'ghž
_Ubb'X]YgYb'GWΛf]h'i'YXcWΛ`bi f'Y]b'Y]hYbž'k Ybb'XUg'6Ua Z'K U`UUg
5gm'UbhfU['UV`Y\bhž'k Ug'V]g'Ub['bcWΛ`b]WΛh'YfZc`[h]'gh"'9]bY
gc`WΛY'9bhgWΛY]Xi b['_ØbbhY'YXcWΛ`YbhgWΛY]XYbX'ZØf'gY]bY
fYWΛh]WΛY'G]hi Uh]cb'gY]bž'XU'X]Y'ni ghÅbX][Yb'6Y\ØfXYb'Y]bY
5V`Y\bi b['c\by'X]Y'I bhYfghØhni b['XYg'5i gk Åfh][Yb'5a hYg'U'g
gWΛk]Yf]['YfUWΛhYb"'A 5N`VYf]WΛhYhž'XUgg'X]Y'6Y\ØfXYb

j Yfa i hYbž'XUgg'Y]bY'X]d`ca Uh]gWXY'Ni g]WXYfi b['Ui g'XYa 'fU_ bchk YbX]['gY]b'`ÖbbhYž'i a 'Y]bY'i bX]d`ca Uh]gWXY'F ØW_ZØ\fi b[K U`UUg'ni 'Yfa Ö['WXYb"

5Vi 'K U`UUž'VØf[Yf']WXY'5\ a UX'5VXi 'Un]n'5VXi ``U\ '5"ž]gh'k Y[Yb gY]bYf'F c``Y'VY]'XYf'F UX]_U`g]Yfi b['i bX'FY_fi h]Yfi b['↑ b[Yf A YbgWXYb'ZØf'XYb'`G'ni 'nY\ b'`X\ fYb' i bX'gYWg'A cbUhYb' < UZh j Yfi fhY]'h'k cfXYb"'GY]bY'`b\ UZh]Yfi b['YbXYh]a 'A U]'&\$&+'@Ui h XYb'F]WXYfb'XYg'8 ØggY'XcfZYf'J Yfk U`hi b[g[Yf]WXYhg']gh'gY]bY ; YZ\`fXi b['XYf'bUh]cbU'Yb'G]WXYf\Y]hY]b'Ui gfY]WXYbXYf'; fi bX ZØf'Y]bY'5i gk Y]gi b['Ui g'8Yi hgW'UbX"'8]Y'6Y\ØfXYb'ghY\Yb 'YXcW'j cf'XYf'< YfUi gZcfXYfi b[ž'XUgg'VY]'Y]bYf'a Ö['WXYb 5VgWXY]YVi b['j]b'XYb'`fU_'X]Y'HcXYggghfUZY'Xfc\hž'k Ug'Ui WXY'j ca 6Ua ZUbYf_Ubbh'k]fX"'Ni XYa 'ZcfXYfh'XUg'6Ua ZY]bY X]d`ca Uh]gWXY'Ni g]WXYfi b['XYf']fU_]gWXYb'FY[]Yfi b[ž'XUgg'X]Y HcXYggghfUZY' b]WXYh'i a [YgYhnh'k]fX' i bX'\ i a UbY' < UZhVYX]b[i b[Yb [Yk Å\`f'Y]ghY'h]g]bX"'6]g\Yf''Y[h'Y]bY'gc`WXY'Ni g]WXYfi b['b]WXYh j cf"

F YWXY hgghfY]h'i bX'X]Y'dc`h]gWXY'8]a Ybg]cb

K U`UU'\Uh]g]WXY'j cf'XYa ' ; Yf]WXYh[Y[Yb'gY]bY'5i gk Y]gi b[[Yk Y\fh'i bX'j Yf'cfYb"'8]YgY'9bhgWXY]Xi b['i bhYfghfY]WXYh'X]Y ?ca d`Yi]hÅ'h'gY]bYf'fYWXYh]WXYb'G]hi Uh]cb"'@Ui h'`bZcfa Uh]cbYb'j cb **Gd]Y[Y`'\UbXY'h'Yg'g]WXY'\]YfVY]'i a 'Y]bY'↑ f]gh]gWXY 5i gY]bUbXYfgYhni b[ž'X]Y'b]WXYh'bi f'j]bX]j]Xi Y`Y'FYWXYhYž'gcbXYfb Ui WXY'X]Y'bUh]cbU'Y'G]WXYf\Y]h'VYhf]Zzh"**

8]Y'8YVUhY'i a '5Vi 'K U`UU'i bX'X]Y'A Ö['WXY_Y]h'gY]bYf 5VgWXY]YVi b['VYfØ\fh'Ui WXY'X]Y' [YgY`gWXYUZh]WXYb < YfUi gZcfXYfi b[Yb'VY]'XYf'F UX]_U`g]Yfi b['↑ b[Yf'A YbgWXYb" : cfgWXYi b[gVYZi bXY'ni f'F UX]_U`g]Yfi b['nY][Ybž'XUgg'↑ b[Y A YbgWXYb'Xi fWXY'j YfgWXY]YXYbY': U_hcfYbž'Y]bgWXY'Y»`WXY'gcn]U'Yf i bX'_i`hi fY`Yf'9]bZØggYž' b'Yi hfYa]gh]gWXY'A]]Yi g[YXfÅb[h k YfXYb'_ÖbbYb"' ; Ya Å»'XYa '6]'Xi b[g!'i bX : cfgWXYi b[g\UbXk Yf_'b'8Yi hgW'UbX'g]bX'GhfUhY[]Yb'ni f DfÅj Ybh]cb'j cb'g`Ua]ga i g'i bYf'Ågg]WXYž'i a 'VY]gd]Y`gk Y]gY'XUg 5i ZhfYhYb'j cb'Yi hfYa]gh]gWXYb'5bg]WXYhYb'ni 'j Yf\]bXYfb" **VdV**

\YVh\Yfj cfz'XUgg'Y]bY']bhY[fUh]j Y'; YgY``gWUZh'i bX'dfAj Ybh]j Y
 6]Xi b[ga U» bU\ a Yb'ZØf'X]Y''Ub[Zf]gh][Y'GhUV]'hÅh'YbhgWY]XYbX
 g]bX"

Gca]h'V'Y]Vh'X]Y'G]hi Uh]cb'i a '5Vi 'K U'UU'b]W'h'bi f'Y]bY
 ↑ f]gh]gWYž'gcbXYfb'Ui W'Y]bY' [YgY``gWUZh'gd'c`]h]gWY
 < YfUi gZcfXYfi b["8]Y'bÅW ghYb'A cbUhY' _ØbbhYb'YbhgWY]XYbX
 XUZØf'gY]bž'k]Y'g]W'gY]bY'fYW'h]WY'@U[Y'Ybhk]W_Y'h'i bX'k Y'WY
 GWf]hh'X]Y'XYi hgWYb'6Y\ØfXYb'ja '<]bV`]W'Ui Z'X]Y'5i gk Y]gi b[
 i bX'a Ø[`]WY'FØW_ZØ\fi b['i bhYfbY\ a Yb"

8YhU]`g	
J cfZU``	HYffcf]ga i g
C fh	J]YfgYbž'8Yi hgW'UbX
: YghbU\ a Yb	%
E i Y``Yb	<ul style="list-style-type: none"> • k k k "a Un!cb`]bY"XY • k k k "gd]Y[Y`"XY • k k k "VdV"XY

6Ygi WYb'G]Y'i bg'Ui Z.'b!U["bYh