

< UbXVU`"!HfUbZYfgYbgUh]cb. 'GWXUi gd]Y`Yf
<]bf]_ggcb`k YWX gY`h`bUWX '@Y]dn][°

G7`8<Z? '@Y]dn]['j YfdZ]WXhYh'XYb`]g`AbX]gWXYb`< UbXVU`Yf
i bX'GWXUi gd]Y`Yf`6`UYf`<]bf]_ggcb`V]g`&\$&*' `U`g`bYi Yb
Gd]Y`a UWX Yf"



@Y]dn][ž`8Yi hgWX`UbX`!`9]b`Zf]gWXYf`K]bX`k Y`h`Xi fWX '@Y]dn][°
K]Y`XYf`G7`8<Z? '@Y]dn]['Ua` '%+" ' ě '] & \$ &) `VY`_Ubbh[UVž`\\Uh`XYf
< UbXVU`"!6i bXYg][]gh`XYb`hU`Ybh]YfhYb`g`AbXYf`6`UYf`<]bf]_ggcb
j YfdZ]WXhYh`8Yf`&' !>A`f][Yž`XYf`bYVYb`gY]bYf`gdcfh]WX Yb
?Uff]YfY`Ui WX`U`g`GWXUi gd]Y`Yf`h`h][']ghž`\\Uh`Y]bYb
9]b`U`fYgj YfhfU[`V]g`&\$&*' i bhYfgWX f]YVYb" `b`XYf`_ca`a YbXYb
GU]gcb`gc`<]bf]_ggcb`XYb`f`ØW`fUi a`XYg`HYUa`g`gh`f`_Yb`i bX`ZØf
XUg`Y]bY`cXYf`UbXYfY` , VYffUgWxi b[ga`ca`Ybh`gcf[Yb`"GY]b
XmbUa`]gWXYf`Gh`'i bX`X]Y`Uh`Yh]gWXY`Gd]Y`k Y]gY`_ØbbhYb`[YbUi
XUg`gY]bž`k Ug`X]Y`A`UbbgWX`UZh`VfUi WX`hž`i a`]b`XYf`b`ÅWX`ghYb
GU]gcb`VYggYfY`@Y]ghi b[Yb`ni`nY][Yb`i bX`X]Y`Y`hnYb`D`ÅhnY]b
XYf`@[U`ni`j Yf`UggYb" < **UbXVU`"!K`Y`h`VYf]WX`hY`hž`XUgg`XYf`
HfUbgZYf`]b`XYb`j Yf[Ub[YbYb`K`cWX`Yb`j`cfVYfY]hY`h`k`i`fXY`ž`i`bX**

GdcfhX]fY_hcf'6Ugh]Ub'FcgWXY_\YVh\Yfj cfz'XUgg'<]bf]_ggcb'ghUf_
]a'9]bg![Y[Yb!Y]bg]gh'i bX'ni bÅWghYhk Ug'NY]h'ni f
9]b[Yk Ò\bi b['VYbÒh][h"

6`UYf'<]bf]_ggcb'\Uh]b'gY]bYf'V]g\Yf][Yb'?Uff]YfY'VYfY]hg']b'XYf
]g`AbX]gWYb'@[U'Ui Zg]W'Ui Za Yf_gUa '[Ya UW'h" ð'XYf'`YhnhYb
D`UmcZ\Fi bXY'k Uf'Yf'VYgcbXYfg'Xca]bUbh'i bX'ØVYfnYi [hY'X]Y
Gwci hg'a]h'gY]bYf'@Y]ghi b["'GY]bY'gdcfh]WXY'6Y[UVi b[]gh'YXcW
b]W'h'XUg'Y]bn][Y'VYa Yf_Yb'gk YfhY'Ub']\a "'<]bf]_ggcb'\Uh'Ui W
Y]bY'VYUW'h]WXY'?Uff]YfY']a ':]a '\]bhYf'g]W"'Gc'k Uf'Yf'i bhYf
UbXYfYa '<Ui dhXUfghY`Yf']b'XYb':]a Yb' <YfnghY]b ž'XYf'&\$%*
VY]'XYb' ðhYfbUh]cbU'Yb':]a ZYghgd]Y'Yb']b'JYbYX]['DfYa]YfY
ZY]YfhYž'i bX' 6YUi h]Zi ``6Y]b[g ž'XUg'&\$&'Ui Z'XYf'6Yf']bU'Y
[YnY][h'k i fXY"'Ni XYa '[Yk Ubb'Yf'&\$%* 'Y]bYb'DfY]g'VY]a
ðhYfbUh]cbU'Yb':]a !: Ygh]j U'j cb'A UffU_YgW" **A 8 F** \YVh'ni XYa
\Yfj cfz'XUgg'<]bf]_ggcb'Ui W'U'g'A cXY`]b'g'UbX'[YVi W'h'k]fXž
k Ug'gY]bYf'c\bY\]b'gW'cb'j]Y'gY]h][Yb'?Uff]YfY'Y]bYb'k Y]hYfYb
5gdY_h'\]bni ZØ[h"

9]b'BYi Yf']a 'HYUa

8]Y'JYfdZ]W'hi b['j cb'<]bf]_ggcb'_ÒbbhY'Ui W'XUni 'X]YbYbž'XYb
5V[Ub['j cb'5bXf]'A Uf'Fi bUfggcb'ni '_ca dYbg]YfYb"'8Yf
Y\Ya U'] [Y'Gd]Y'Yf'\Uh'Ub[YXYi hYhž'XYb'JYfY]b'j Yf'UggYb'ni
k c`Ybž'gY]h'gY]b'JUhYfž'HfU]bYf'Fi bUf'G][hfm[[ggc bž'Yb'h'UggYb
k i fXY"'@Y]dn]['j Yf'Ub[h'ZØf'Fi bUfggcb'Y]bY'5V`ÒgY'j cb'fi bX
%\$%\$%\$%\$%\$%9i fcž'k Å\YbX'XYf'<7'9f'Ub[Yb'ðhYfYggY'Ua 'Gd]Y'Yf
nY][h'Gdcfh]W'X[YgY\Yb']gh'X]Y'JYfdZ]W'hi b['Y]bYg'bYi Yb
Gd]Y'a UWYfg'g]W'Yf']W'Y]b'g]bbj c`Yg'; YgW'ÅZh'ZØf'X]Y'@Y]dn][Yfž
X]Y'j b'XYf'F ØW_fi bXY'XYf'`YhnhYb'GU]gcb'bi f'XfY]'G]Y[Y'ZY]YfhYb
i bX'a]h'D'Uhn'%'Y]bY'Xi fW'k UW'gYbY'GU]gcb'\]bhYf'g]W'X]Y»Yb"
Gdcfh'6]`X`VYf]W'hYhž'XUgg'X]Y'JYfY]bgZØ\fi b['i a
; YgW'ÅZh'gZØ\YfY'?UfghYb'; Øbh\Yf'U`Yg'XUfUb'gYhnhž']b'XYf
U_hi Y`Yb'GU]gcb'VYggYfY'9f[YVb]ggY'ni 'Yfn]Y'Yb'i bX'XUg'HYUa
k YhVYk YfVgZÅ\][Yf'ni 'a UWYb"

5VgW`]Y»YbX'[]h'Yg'ni 'VYhc'bYbž'XUgg'<]bf]_ggcb'b]W'h'bi f'Y]b
j]Y'j YfgdfYWYbXYg'HU'Yb'h'Ui Z'XYa '<UbXVU`ZY'X']ghž'gcbXYfb

Ui W`Y]bYb`_fYUh]j Yb`?cdZ`a]h`9fZU`fi b[`]b`XYf
 I bhYf\U`hi b[gVfUbW`Y"G]bY`F`Y]gY`]b`XYf`XYi hgW`Yb`<UbXVU``!
 6i bXYg`][U`k]fX`a]h`G]W`Yf`Y]h`a]h`GdUbbi b[`j YfZc`[h`k YfXYbž
 gck c``j cb`XYb` : Ubg`U`g`Ui W`j cb`XYb`J YfUbhk cfh`]W`Yb`XYg`G7
 8<Z?`@Y]dn]["

8YhU]`g	
C fh	@Y]dn][ž`8Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "\UbXVU``!k cf`X"bYk g • k k k "a Xf"XY • gdcfhV]`X"V]`X"XY

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