

: Ua]YbZfYi bX`]WXY`l bhYfbY\ a Yb. ' >Yhnh
ZØf`5i gnY]W bi b[`VYk YfVYb °

: Ua]YbZfYi bX`]WXY`l bhYfbY\ a Yb`ja `@UbX_fY]g`6ØfXY
_ØbbYb`g]W`V]g`%) "'5i [i gh`&\$&) `ZØf`Y]bY`5i gnY]W bi b[
VYk YfVYb"



6ØfXYž`8Yi hgW`UbX`!`a `@UbX_fY]g`6ØfXY`k]fX`Yg`k]YXYf
gdUbbYbX.`6]g`ni a `%) "'5i [i gh`&\$&) ``Ai Zh`X]Y`6Yk YfVi b[gd\UgY
ZØf`X]Y`5i gnY]W bi b[` : Ua]YbZfYi bX`]WXY`l bhYfbY\ a Yb "
8]YgY`b]h]Uhj Yž]bg`@VYb`[Yfi ZYb`j ca `@UbX_fY]g`6ØfXY`i bX
XYa `xVWbhYf`6ØfXYž`n]Y`h`XUfUi Z`UVž`X]Y`nU`\fY]WYb
l bhYfbY\ a Ybž`X]Y`g]W`ZØf`X]Y`J`YfY]bVUf`_Y]hj cb`6Yfi Zž: Ua]Y
i bX`DZY[Y`Yb[U[]YfYbž]bg`F`Ua`dYb`]W`hni`fØW`Yb`"8Yb`b`b]W`h
bi f[fc»Y:]fa`Ybž`gcbXYfb`Ui`W`_Y]bYfY`6Yhf]YVY`\UVYb`Y]b
[i hYg`<`ÀbXWYb`ZØf`_fYUhj Y`@Øgi b[Ybž`X]Y`XUg`5fVY]hg`YVYb`XYf
6YgW`ÀZh][hYb`Yf`Y]W`hYfb"

K Ug[YbUi`k]fX`XUfi bhYf`j YfghUbXYb3: Ua]YbZfYi bX`]WXY`h
VYXYi hYhž`XUgg`5fVY]h[YVYf`U`_hj`XUVY]`Y`ZYbž`xV`i bX`ZUa]`ÄfY

J YfdZ]W hi b[Yb'i bhYf'Y]bYb'<i h'ini 'Vf]b[Yb"@Ui h`UbX_fY]g!
VcYfXY"XY`]gh'XUg'VYgcbXYfg'k]W h]['Ub[Yg]W hg'XYg
XYa c[fUZ]gWYb'K UbXY'g'i bX'XYg']a a Yf'gdØfVUfYfYb
: UW_fÅZhYa Ub[Y`g"i bhYfbY\ a Ybž'X]Y`]b'X]YgYa '6YfY]W 'U_hj
k YfXYbž'\UVYb'b]W h'bi f'Yhk Ug; i hYg[YhUbž'gcbXYfb'g]W Yfb
g]W 'Ui W 'Y]bYb'K YhVYk YfVgj cfhY]'VY]'XYf'F_Y_fi h]Yfi b[
ei U`Z]n]YfhYf': UW_fÅZhY"

8]Y 'f]W h][Y 'I bhYfghØhni b['Z]bXYb

9]b'YW hYg'D'i g'ZØf'X]Y'5fVY]h[YVYf'g]bX'j]Y`gY]h][Yž
ZUa]']YbZfYi bX`]W Y'A U» bU\ a Yb"8]Y '@ghY`]gh`Ub[°'J cb'ZYI]V`Yb
5fVY]hgnY]hYb'ØVYf'<ca YcZ]W!C dh]cbYb'V]g'\]b'ni f
I bhYfghØhni b['ZØf'dZY[YbXY'5b[Y\Øf][Y' 'U`Yg'nÅ\`h"8UVY]
nY][Yb'Ghi X]Ybž'k]Y'XYf'I bhYfbY\ a Ybga cb]hcf
: Ua]']YbZfYi bX`]W _Y]h'&\$&' ž'XUgg'ZUgh- \$i 'XYf'I bhYfbY\ a Yb
XYf'A Y]bi b['g]bXž'gc`WY'A U» bU\ a Yb'g]bX'k]W h]['ZØf'X]Y
6]bXi b['j cb'A]hUfVY]hYfb'f\ Ui ZY"XYŁ"

@UbXfUh'A Ufh]b'Gh]W bch\`i bX'œVW bhYf!; YgW ÅZhgZØ\ fYf'A UfWŁ
; fUj Yfh'UddY`']YfYb'Ub'U`Y'I bhYfbY\ a Ybž'g]W 'ni 'VYk YfVYb"8 Ug
9b[U[Ya Ybh'j]Y`Yf'5fVY]h[YVYfž'X]Y'VYfY]hg'ZUa]']YbVYk i gghY
DYfgcbU`dc`]h]_`VYhfY]VYbž'gc`'[Yk ØfX][h'i bX'ni a 'BUW U\ a Yb
Ub[YfY[h'k YfXYb"6Yk YfVi b[g_cghYb'[]Vh'Yg'_Y]bYž'i bX'XYf
5i Zk UbX'\ Å'h'g]W 'ja 'FU\ a Yb"9]bY'7\UbWž'X]Y'g]W '_Y]b
I bhYfbY\ a Yf'Ybh[Y\Yb'UggYb'gc`hY`

K Yfh'XYf': Ua]']YbZfYi bX`]W _Y]h

K cfUb'Yf_YbbYb'k]f'ZUa]']ÅfY'I bhYfbY\ a Ybg_i`hi f3'8 Ug
9b[U[Ya Ybh'ZØf'ZUa]']YbZfYi bX`]W Y'A U» bU\ a Yb'\Uh
bUW k Y]g]W 'Y]bYb'dcg]h]j Yb'9ZY_h'Ui Z'X]Y'Ni Zf]YXYb\Y]h'XYf
A]hUfVY]hYbXYb"@Ui h'XYa 'I bhYfbY\ a Ybga cb]hcf'n]Y\Yb'bi f
&) i 'XYf'ni Zf]YXYbYb'6YgW ÅZh][hYb'Y]bYb'œVk YW gY`']b
6YhfUW h"æa ; Y[YbgUm'XUni 'g]bX'Yg'VY]'I bni Zf]YXYbYb'[Ubny
* \$i "'8 Ug'nY][hž'k]Y'k]W h]['Y]bY'[i hY'J YfY]bVUf_Y]hj cb': Ua]']Y
i bX'6Yfi Z]gh"

8Yf@UbX_fY]g'60fXY'Z0fXYfh'X]YgY'F]W\hi b['a]hj c`Yf'?fUZh"
 I bhYfgh0hnh'k]fX'XUg'Dfc'Y_hj cb'?ccdYfUh]cbgdUfhbYfb'k]Y'XYa
 5`[Ya Y]bYb'5fVY]h[YVYfj YfVUbX'XYf'K]fhgW\UZh'GUW\gYb!5b\U'h
 Y"J"i bX'XYb'K]fhgW\UZhg↑ b]cfYb'60fXY"K Yf'a Y\f'0VYf'X]Y
 6Yk YfVi b['i bX'X]Y'Y][YbYb'A 0['W\Y]hYb'YfZU\fyb'a 0W\hYž']gh
 Y]b[Y'UXYbžX]Y'<ca YdU[Y'XYg'@UbX_fY]gYg'ni 'VYgi W\Yb'cXYf
 X]fY_h'?cbhU_h'ni 'XYb'5bgdfYW\dUfhbYfb'ni 'gi W\Yb"

Ni gUa a Yb[YZUggh.'I bhYfbY\ a Ybž'X]Y'j\fyb'A]hUfVY]hYf.]bbYb
 XUg'@YVYb'Yf'Y]W\hYfb'i bX'g]W\i a 'XYfYb'6YX0fZb]ggY'_0a a Yfbž
 dfcZ]h]YfYb'b]W\h'bi f'[YgY`gW\UZh]W\ž'gcbXYfb'Ui W\
 k]fhgW\UZh]W\"'I bX'X]Y'5i gnY]W\bi b[' : Ua]]YbZFYi bX'W\Yg
 I bhYfbY\ a Yb ' _0bbhY'XYf'YfghY'GW\f]hh'ni 'Y]bYf'bcW\ 'VYggYfYbž
 ZUa]]YbZFYi bX'W\YfYb'5fVY]hgk Y'h]a '@UbX_fY]g'60fXY'gY]b"
 K Y]hYfY'0Zcfa Uh]cbYb'i bX'XUg'6Yk YfVi b[gZcfa i 'Uf'g]bX'Ui ZXYf
 GY]hY'XYg'@UbX_fY]gYg'60fXY'ni 'Z]bXYb"

8YhU]`g	
C fh	60fXYž'8Yi hgW\`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "'UbX_fY]g!VcYfXY"XY • k k k "UfVY]hgU[Ybhi f"XY • k k k "\Ui ZY"XY

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