

6&- bYi . '6cdZ]b [Yb 'Uha Yh'Ui Z' 9bh`Ughi b ['XYg'J Yf_Y\fg'fØW_h'bÀ\Yf°

↳Zcfa]YfYb'G]Y'g]W`ØVYf'XUg'6&- bYi !Dfc'Y_h'i]b'6cdZ]b [Ybž
XUg'XYb'8i fW [Ub [gj Yf_Y\f'Ybh'UghYb'gc`""5_hi Y`Y
: cfhgWf]hY'i bX'D`ÀbY"



6cdZ]b [Ybž'8Yi hgW`UbX'!'8 Ug'Dfc'Y_h'i'6&- bYi ž'XUg'XUfUi Z
UVn]Y'hž'B'ØfX`]b [Yb'a]h'XYf'F'Øh]b [Yf'< Ø\Y'ni 'j YfV]bXYbž'gc`"X]Y
GhUXh'6cdZ]b [Yb'i bX'X]Y'i a `]Y [YbXYb'c fhY'j cb'ØVYffY []cbU`Ya
8i fW [Ub [gj Yf_Y\f'Ybh'UghYb" '8Yf': c_i g`]Y [h]bgVYgcbXYfY'Ui Z
XYb'c fhgXi fW ZU\fhYb'j cb'5i ZUi gYbž'6cdZ]b [Ybž'HfcW'hY`Z]b [Yb
i bX'DZUi a `cWž'X]Y'j ca 'ØVYffY []cbU`Yb'J Yf_Y\f'XYf'6&- 'ghUf_
VYhfcZYb'g]bX" '↳X]YgYa 'Ni gUa a Yb\Ub ['VYf]W'hY'h'X]Y'
GWk ÀV]gWY'DcghžXUgg'XUg'6i bXYgj Yf_Y\fga]b]ghYf]i a
VYfY]hg'&\$%* 'XUg'J cf\UVYb'j]b'XYb'j cfXf]b [`]WYb'6YXUfZXYg
6i bXYgj Yf_Y\fgk Y [Yd`Ubg'&\$' \$'Y]b [Yghi Zh`\Uh"

8 Ug'Dfc'Y_h'i a ZUggh'Y]b '@]b]YbVYgh]a a i b [gj YfZU\fyb'ZØf'Y]bY
GhfYW_Y'j cb'%) `V]g'%'?'`]ca YhYfb" '8Yf'GhUi g'XYg'J YfZU\fybg

VYZ]bXYh'g]W\`XYfnY]h']b`XYf`nk Y]hYb`j`cb`g]YVYb`J`YfZU\`fYbgghi`ZYbž`
k`cVY]`Y]b`YbX[`Øh][`Yf`6Ui`VY[`]bb`a`ca`YbhUb`i`b[`Yk`]gg`]gh"9]b`
Gwčd]b[`]HYfa`]b`ZUbX`VYfY]hg`Ua`'&*"`đ`]'&\$&'`ghUhhž`VY]`XYa`
l`a`k`Y`hgW\`i`hna`U»`bU\`a`Yb`i`bX`a`Ò[`]W\`Y`F`Ui`a`k`]XYfgh`À`b`XY`
XUf[`YghY`h`k`i`fXYb`"

HfUggYbj`Uf]Ub`hYb`i`bX`l`b`hYf`gi`W\`i`b[`Yb`

æ`i`F`U\`a`Yb`XYf`D`Ubi`b[`]k`i`fXYb`]bg[`YgUa`h`%(`J`Uf]Ub`hYb`
i`bhYf`gi`W\`hž`X]Y`gck`c\`ghfU»`YbV`Ui`hY`W\`b]gW\`U`g`Ui`W\`
i`a`k`Y`hZUW\`]W\`VYk`YfhY`h`k`YfXYb`"8]YgY`J`Uf]Ub`hYb`i`bhYf`U[`Yb`
Y]bYf`[`fØbX`]W\`Yb`5VgW\`]W\`hi`b[`]VUg]YfYbX`Ui`Z(`*`HY]`_f]hYf]Yb`]b`
XYb`6YfY]W\`Yb`J`Yf`_Y\`fž`l`a`k`Y`hi`bX`K`]fhgW\`UZh`]W\`_Y]h"8]Y`
K`YVgY]hY`6&-`bYi``VYgW\`fY]Vhž`XUgg`Y]bY`J`cfd`Ubi`b[`
Xi`fW\`[`YZØ`fh`k`]fXž`i`a`X]Y`HfUggYbj`Yf`Ài`ZY`\]bg]W\`h]W\`
J`Yf`_Y\`fgg]W\`Yf\`Y]hž`J`Yf`_Y\`fgei`U`]h`À`hi`bX`l`a`k`Y`hj`Yfhf`À[`]W\`_Y]h`
UVni`k`À[`Yb`"

8]j`YfgY`i`i`hUW\`hYb`g]bX`ZØf`X]Y`k`Y]hYfY`D`Ubi`b[`]YfZc`fXYf`]W\`ž`
XUfi`bhYf`J`Yf`_Y\`fgi`bhYf`gi`W\`i`b[`]Ybž`X]Y`Dfc[`]bcgYb`ni`
J`Yf`_Y\`fga`Yb[`]Yb`i`bX`!j`Yf`U[`]Yfi`b[`]Yb`YfghY`Ybž`gck`]Y`
l`a`k`Y`hj`Yfhf`À[`]W\`_Y]hgd`fØZ`b[`]Ybž`X]Y`X]Y`5i`gk`]f`_i`b[`]Yb`Ui`Z`
A`YbgW\`i`bX`B`Uhi`f`i`bhYf`gi`W\`Yb`"K`Y]hYfY`GcbXYf[`]i`hUW\`hYb`
_ØbbYb`X]Y`H\`Ya`Yb`6cXYbž`fi`bXk`UggYfž`DZ`UbnYbž`H]YfY`i`bX`
?`a`U`UVXYW`_Yb`"

8]Y`J`cfd`Ubi`b[`]k`]fX`a`]h`Y]bYf`9a`dZY`\`i`b[`]ZØf`Y]bY`
J`cfn`i`[`gj`Uf]Ub`hY`UV[`]YgW\`cggYbž`X]Y`[`Y[`]YVYbYbZU`g`a`]h`XYb`
Ybhgd`fY`W\`YbXYb`A`]b]ghYf]Yb`UV[`]Ygh]a`a`h`k`YfXYb`a`i`gg"8]Y`
:`cfhZØ\`fi`b[`]b`XYf`9bhk`i`fZgd`Ubi`b[`]i`a`ZUggh`X]Y`5i`gUfVY]hi`b[`
hY`W\`b]gW\`Yf`8YhU]`g`ni`Y]bYa`J`cfYb`hk`i`fZ`gck`]Y`X]Y`9fghY`i`b[`
bYi`Yf`l`bhYf`U[`]Yb`k`]Y`UbXgW\`UZhgdZY[`]Yf]gW\`Y`6Y[`]Y]hd`À`bY`"

l`a`k`Y`hj`Yfhf`À[`]W\`_Y]hgg`hi`X]Y`i`bX` 5b`\Øfi`b[`Yb`

8`Ug`Dfc`Y`_h[`]Y\`h`a`]h`Y]bYf`i`a`ZUggYbXYb`

l a k Y`hj YfhfÅ[`]W_X]hgghi X]Y`Y]b\Yfž`XYfYb`5i ZhfU[`]a`Xf]hhYb
 cXYf`j`]YfhYb`E i UfhU``&\$&) `j`Yf[YVYb`k`YfXYb`gc``ž[YZc`[`hj`cb
 ?Ufh]Yfi b[Ybž`X]Y`UV`&\$&*`Xi fW [YZØ\fh`k`YfXYb``8]Y`5b\Øfi b[
]a`FU\`a`Yb`XYf`l a k Y`hj YfhfÅ[`]W_X]hgdfØZi b[`k`]fX`Xi fW`XUg
 @]b]YbVYgh]a`a`i b[`gj`YfZU\`fYbg`k`]fX`j`ca`:`YfbghfU»YbVi bXYgUa`h
 X]Y`J`cfni [`gj`Uf]UbhY`VYgh]a`a`h`

5VgW`]Y»YbX`]gh`Ubni`a`Yf`Ybž`XUgg`XYf
 6i bXYgj`Yf`Y\fgk`Y[`Yd`Ub`f`b`J`K`DŁ`&\$`\$ž`Y]b`nYbhfU`Yg
 ðghfi`a`Yb`h`XYf`J`Yf`Y\fg]b`ZfUghfi`_`hi`fd`Ubi`b[`ž`Dfc`Y`_`hY`k`]Y`XUg
 6&-`bYi`d`f]c`f]g]Yfh``@]i`h`6A`J`i`a`ZUggh`XYf`6`J`K`D`6YghUbXgbYhnY
 gck`]Y`5i`g!`i`bX`BYi`VUi`dfc`Y`_`hY`i`bX`\`Uh`Y]b`i`YgUa`hj`c`i`a`Yb`j`cb
 WJ``&*`-`ž`*`A`j``]UfXYb`9i`fc``9]b`N]Y`XYg`D`Ubg`]gh`Ygž`9b[`d`ÄggY`]b
 k`]W`h][`Yb`J`Yf`Y\fg`_`bchYb`ni`VYgY]h][`Yb`i`bX`X]Y`6YghUbXgbYhnY
 ni`Yf`U`hYbž`k`Ug`X]Y`l`a`gYhni`b[`XYg`6&-`bYi`Dfc`Y`_`hYg`i`a`gc
 VYXYi`hYbXYf`a`UW`h`

8YhU]`g	
J`c`f`ZU``	F`Y[`]c`b`U`Y`g
C`f`h	6`c`d`Z]b[`Y`b`ž`8`Y`i`h`g`W`X`U`b`X
E`i`Y``Y`b	<ul style="list-style-type: none"> • k k k "gW`k`UYV]gW`Y!`d`c`g`h"XY • V&-`bYi`"XY • k k k "Va`j`"XY

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