

A U» bU\ a Y`k i fXY`j cb`XYf`GhUXhj Yfk U`hi b[`Gi \ `gY]h`XFY]` :U\ fYb
j cfVYfY]hYhž`bUW`XYa `ja ` :U\ f`&\$&(`HY]`Y`XYf`ØVYf`%\$\$` :U\ fY
U`hYb`i ZYfa Ui Yf`ja `BUhi fghY]bVYfY]W`XYg`A Ø`k UggYfg
Y]b[YghØfnh`k UfYb`" ?f]h]gW`Y`5VgW`b]hhY`XYf`j]Yf`A YhYf` \ c\ Yb
A Ui Yf`Xfc\ Yb`YVYbZU`g`ni gUa` a Ybni VfYW`Ybž`k Ug`XYb
<UbX`i b[gVYXUfZi` bhYfghfY]W`h"

J]Y`ZÀ`h][Y`6Ui dfc`Y`_hY`]b` ;` ch\ U

8]Y`6Ui a U» bU\ a Yb`Ui ZXYf` ;` ch\UYf`GhfU» Y`g]bX`bi f`Y]bYg`j cb
nU\`fY]W`Yb`Dfc`Y`_hYbž`X]Y`&\$&(`ja `GhUXh[YV]Yh ;` ch\ U
Xi fW` [YZØ\fh`k YfXYb`"8]YgY`A U» bU\ a Yb`n]Y`Yb`XUfUi Z`UVž`X]Y
j Yf`_Y\`f]W`Yb`5bZcfXYfi b[Yb`XYf`_ca` a YbXYb` :U\ fY`ni `a Y]ghYfb
i bX`ni`_i bZhgZÀ\][Y`@VYbgUXYfb`]b`XYf`GhUXh`ni`gW`UZZYb`"@Ui`h`
;`ch\U`5`_hi`Y`k`]fX`Y]b`ghfUZZYf`NY]hd`Ub`i`a` [YgYhnhž`XYf
[Ya`Y]bgUa` `a`]h`U`Yb`6YhY`][hYb`i`bX`XYf`GhUXhj Yfk U`hi b[
Yb`hk`]W`_Y`h`k`i`fXYž`i`a`6Y]b`hf`ÀW`h][i b[Yb`ZØf`X]Y`6Øf[Yf`gc
[Yf]b[`k`]Y`a`Ò[`]W`ni` \U`hYb`"

: ØfXYfa`]hhY`k`i`fXYb`ZØf`j`]Y`Y`XYf`[Yd`Ub`hYb`6Ui`a`U»`bU\`a`Yb
U`ei`]f]Yf`hž`k`cVY]`ni`VYUW`hYb`]ghž`XUgg`X]YgY`bi`f`ZØf`Y]bYb
VYgh]a`a`hYb`NY]hfUi`a`ni`f`J`YfZØ[i b[`ghY`Yb`"9]b][Y`XYf
6Ui`j`cf\UVYb`ZU`Yb`U`YfX]b[g`b]W`h]b`XYb`Ni`gh`ÀbX][`_Y]hgVYfY]W`
XYf`GhUXhž`k`]Y`Yhk`U`X]Y`6i`bXYgghfU» Yb`"8`Ug`K`YhhYf` \U`h`Ui`W`
]a`a`Yf`Y]b`K`ØfhW`Yb`a`]hni`fYXYbž`XU`X]Y`FYU`]g]Yfi`b[`j`cb
H]YZVUi`a`U»`bU\`a`Yb`k`YhhYfUV`Àb[][`]gh`" :bg[YgUa`h`Yfk`UfhY`h`X]Y
GhUXh`X]j`YfgY`J`Yf`_Y`fgY]bgW`f`Àb`_i`b[Ybž`]bgVYgc`bXYfY`]b`ghUf`_
ZfYe`i`Yb]YfhYb`6YfY]W`Yb`k`]Y`XYf`9bW`_YghfU» Yž`@Ub[YbgU`nUYf
GhfU» Y`i`bX`C` \fXfi`Zf`GhfU» Y`f`b`&(`+ž`X]Y`<YfUi`gZcfXYfi`b[Yb`ZØf
U`Y`J`Yf`_Y`fgVYhY`][hYb`a`]h]g]W`Vf]b[h"

; Yd`Ub`hY`6Ui`a`U»`bU\`a`Yb`ZØf`&\$&)

9]bY`,`VYfg]W`h`XYf`i`a`ZUb[fY]W`Yb`6Ui`dfc`Y`_hYž`X]Y`]b` ;`ch\U
VY]cfghY\Yb.

6Ui`a`U»`bU\`a`Y
@Ub[YbgU`nUYf

NY]hfUi`a
&%"\$+"`V]g

GdYffi`b[
Jc`gdYffi`b[

GhfU» Y	\$, "\$, "&\$&)	fB YW_YbgUb]Yfi b[Ł
? bchYb`6&(+`#	&' "\$) " `V]g	< U`VgY]h][Y
@%\$&+`# @%\$()	&* "\$- "&\$&)	GdYffi b[
		fF YW hgUVV]Y[Ygdi fŁ
DZi ``YbXcfZYf`GhfU» Y	bcW`i bVY_Ubbh	< U`VgY]h][Y
		GdYffi b[
		fGhfca j Yf`Y[i b[Ł
I bhYfghfU» Y`#	A Āfn`V]g`GYdhYa VYf	< U`VgY]h][Y
6fØW_Yb[UgY	&\$&)	GdYffi b[`fGhfca !
		i bX`; Ugj Yf`Y[i b[Ł

A]h`U``X]YgYb`Dfc`Y_hYb`k]``a Ub`g]W`YfghY``Yb`ž`XUgg`X]Y
 ðZfUghfi _hi f`j]b`; ch\U`XYb`_ØbZh][Yb`5bZcfXYfi b[Yb`[YfYW`h
 k]fX``6YgcbXYfY`5i Za Yf_gUa _Y]h`k]fX`XUVY]`XYb`6Y`Ub[Yb`XYf
 J Yf!`i bX`9bhgc f[i b[ghfÀ[Yf`[Yk]Xa Yh`ž`k Ug``Ui h`8]Zi `ZØf`X]Y
 GW`UZZ b[`Y]bYf`ni _i bZhgg]W`YfYb`GhUXh]j cb`6YXYi hi b[`]gh"
 9]b][Y`i bg]W`Yf\Y]hYb`\\bg]W`h]W`XYf`ÖZYbh]W`Yb`ž`hYW`b]gW`Yb
 i bX`gcn]U`Yb`ðZfUghfi _hi fYb`VYghY\Yb`YXcW`k Y]hYfž`j cf`U``Ya
]b`6Yni [`Ui Za Ò[`]W`Y`K YW`gY`k]f_i b[Yb`a]h`gh`XhYVUi `]W`Yb
 J Yf`ÀbXYfi b[Yb"

8]Y`GhUXhj Yfk U`hi b[`k]fX`X]Y`6Øf[Yf`ØVYf`U``Y
 J Yf`_Y\fg`ÀbXYfi b[Yb`_cbh]bi]Yf`]W`]bZcfa]YfYb`ž`gcXUgg`YXYf`f
 6Yhfc`ZYbY`fYW`hnY]h][`ØVYf`X]Y`9bhk]W`i b[Yb`]a `6]`X`]gh``9]b
 [i hYg`<`ÀbXW`Yb`ni `UVYb`ž`k]fX`]b`XYb`_ca a YbXYb`A cbUhYb
 VYVbgc`k]W`h][`gY]b`k]Y`XYf`_cbghfi _h]j Y`8]U`c[`nk]gW`Yb`U``Yb
 VYhY]`][hYb`5_hYi fYb"

8YhU]`g	
C fh	Gi \`ž`8Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "]bgi YXh\i Yf]b[Yb"XY • [ch\U!U_hi Y``"]bZc • X]Zi "XY

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