

A UnYd]b`n]Y\`h`XYb`GhYW_Yf.
: cfa Y`!%!HfUi a `YbX[Ø`h][`j cfVY]°

B_]hU`A UnYd]b`[]Vh`bUW\`[YgW\Y]hYfhYf` : cfa Y`!%!`? Uff]YfY
gY]bYb`F ØW_hf]hh`U`g`J c`nY]h!F YbbZU\`fYf`VY_Ubbh`i bX`d`Ubh
bYi Y`gdcfh`]W\Y`<YfUi gZcfXYfi b[Yb"

B_]hU`A UnYd]b`\`Uh`gY]bYb`HfUi a `j cb`Y]bYf`F ØW__Y`f`]b`X]Y
: cfa Y`%`YbX[Ø`h][`VY[fUVYb`"8Yf`&) !`Å\`f][Y`Y`Ya U`][Y
: cfa Y`!%!: U\`fYfž`XYf`&\$&%`ZØf`XUg`HYUa `<UUg`Ub`XYb`GhUfh`[]b[ž
\`Uh]b`Y]bYa `Ya ch]cbU`Yb`&ghU[fUa !6Y]hfU[`VY_Ubbh`[Y[YVYbž
XUgg`Yf`b]W\h`a Y\`f`U`g`J c`nY]h!F YbbZU\`fYf`hÅh][`gY]b`k`]fX"
GhUhhXYggYb`d`Ubh`Yfž`]b`j YfgW\]YXYbYb`UbXYfYb`GdcfhUfhYb`U_hj
ni`k`YfXYbž`k`]Y`Yf`[Y[YbØVYf`XYf`ghUUh`]W\Yb
BUW`f]W\hYbU[Ybhi`f`H5GG`Yf`_`ÅfhY""@Ui`h`XYa`6Yf]W\hj`cb`6Yf`]b
@j`Y`VYnY]W\bYh`g]W\`A UnYd]b`Yhnh`U`g`<mVf]X`5h\`Yh`i`bX`d`Ubh
X]Y`HY]`bU\`a`Y`Ub`ZØb`Z`K`Yh`_`Å`dZYb`]b`X]YgYa`>J\`fž
Y]bgW\`]Y>`]W`Y]bYg`6cl`_Ua`dZYgž`A`chc`ffUX`fYbbYb`i`bX`XYf
fi`gg]gW\Yb`6i`[[m`A`Y]ghYfgW\UZh"

8]Y`? Uff]YfY`XYg`ZfØ\`YfYb`<UUg!D]`chYb`YbXYhY`UVfi`dhž`U`g`Yf
bUW`X`Ya`fi`gg]gW\Yb`5b[f]Zg_f]Y[`Ui`Z`X]Y`i`_fU]bY`gY]bY
: U\`fYf`]nYbn`]Yf`cf`i`bX`Ui`Z`X]Y`GUb_h]cbg`]ghY`XYf`9I`[YgYhnh
k`i`fXY""A UnYd]bž`XYggYb`J`UhYf`8]a`]hf]`Yb[Y`J`YfV]bXi`b[Yb`ni
?fY]gYb`i`a`XYb`fi`gg]gW\Yb`DfÅg]XYbhYb`J`UX]a`]f`Di`h]b`\`UhY`i`bX
U`g`7\`YZ`XYg`6Yf[VUi`_`cbnYfbg`l`fU`_U`]Z`b[]YfhYž`_`Å`dZhY`[Y[Yb
X]Y`GUb_h]cbYb`i`bX`Yfn]Y`hY`]a`A`Åfn`X]YgYg`>J\`fYg`Y]bYb
fYW\h]W\Yb`9fZc`["`Hf`chnXYa`gW\`cgg`Yf`bi`b`Y]bY`F ØW__Y`f`]b`X]Y
: cfa Y`%`Ui`g`" `W\`UVY`j`]Y`NY]h[Y\`UVhž`ØVYf`a`Y]bY
J`Yf[Ub[Yb\`Y]h`i`bX`a`Y]bY`Ni`_i`bZh`bUW\`ni`XYb`_Yb`ž`Yf`_`ÅfhY
A UnYd]bž`k`]Y`GdYYXk`YY`_`VYf]W\hYhY""`9g`]gh`Ub`XYf`NY]hž`XYb
bÅW`ghYb`5_h`a`Y]bYg`@YVYbg`ni`gW\`fY]VYbž`a`]h`Hf`Åi`a`Ybž`X]Y

b]W h'Ub ; YgW k]bX][_Y]hi bX'Hfcd\AYb '[YVi bXYb'g]bX"

Hfchn'XYf'GW`À[Yž'X]Y'Yf']b'gY]bYf'_i fnYb': cfa Y`!%?Uff]YfY
Y]bghYW_Yb'a i gghYž'fYZY_h]Yfh'A UnYd]b'bi b'ØVYf'gY]bY'NY]h'a
A chc fgdchfi bX'gU[h' 8 Ug'YfghY'5_h'a Y]bYg'@YVYbg'k Uf'[YdfÀ[h
j cb'XYf'J[X'bUW'Y]bYa 'D'Um']b'XYf': cfa Y`%"`W \UVY'X]Y'K Y`h
[Y'YVhž'UVYf']W'_Ubb'X]YgY'J\fy'b]W h'ini fØW_VY_ca a Yb"
K Å\fybX'Yf'bYi Y'K Y[Y]a 'Gdcfh'Y]bgW`À[hž'V`Y]Vh'UVni k UfhYbž
k]Y'g]W'gY]bY'gdch]W Yb'5a V]h]cbYb']b'XYf'Ni _i bZh'Ybhk]W_Y`b
k YfXYb"

6Yf']b'@j Y

8YhU]`g	
E i Y`Yb	<ul style="list-style-type: none"> • k k k "VYf`]b!`]j Y"XY • k k k "gdYYXk YY_"Wta

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