

F c gYb\Y]a . '8 Yi hgW\ `Ub Xg
6`]hn\ Ui d hghUXh'a]h'F Y_c fXnU\ `Yb '&\$&(°

F c gYb\Y]a ']gh'X]Y '6`]hn\ Ui d hghUXh'8 Yi hgW\ `Ub Xg'a]h'&ž ,
6`]hnYb#_a ‡"6UmYfb`Xca]b]Yfh'X]Y '6`]hnghUh]gh]_ '&\$&("



F c gYb\Y]a ž'8 Yi hgW\ `Ub X'!`ž'8 Yi hgW\ `Ub X`\Uh'g]W\ `X]Y
6`]hnU_h]j]hÅh]b`XYb`YhnhYb`š\`fYb`j YfÅbXYfh"K Å\`fYbX`X]Y
`YhnhYb`VY]XYb`Gca a Yf`j cb`i b[Yk Ò\`b`]W\ `k Yb][Yb`6`]hnYb
[YdfÅ[h'k UfYbž]gh'X]Y`NU\`XYf`9]bgW\`À[Y`&\$&(`k]YXYf
Ub[Ygh]Y[Yb" `ž`X]YgYa `š\`f`k`i`fXYb`]bg[YgUa h`&\$-`"*`%`-`6`]hnY
fY[]ghf]Yfhž`XUfi`b`hYf`)`*`*`*`(`]b`6UmYfb"8]Yg`Yb`hgd]f]W\`h'a`Y\`f`U`g
Y]bYa`J]YfhY`XYf`[YgUa`hYb`6`]hnY]bgW\`À[Y`]b`8 Yi hgW\ `Ub X"
8]YgY`9bhk]W`i b[Yb`\Uh'X]Y`6`]hnghUh]gh]_ j cb`5`X]g#6`]Xg`YfZUgghž
X]Y`bi`f`9fXV`]hnY`nÅ\`h`i`bX`YXYb`6`]hn`YX][`]W\`Y]ba`U`nÅ\`h`
**hn"XY`VYf]W\`hYhž`XUgg`6UmYfbž]bgVYgcbXYfY`X]Y`FY[]cb
C`VYfVUmYfbž`U`g`V`]hmfY]W\`Yg`;`YV]Yh`\Yfj`c`f`gh]W\`h"**

F c gYb\Y]a `k`i`fXY`ni`f`6`]hn\Ui`d`hghUXh`8`Yi`hgW\`Ub`Xg`[`Y`_Øfhž

a]h'Y]bYf'VYY]bXfi W_YbXYb'6`]hnX]W hY'j cb'&ž-, '6`]hnYb'dfc
E i UXfUh_]`ca YhYf"K Y]hYfY'VUmYf]gWXY'F Y[]cbYb'VY'Y[Yb'X]Y
D`ÀhnY'nk Y]'V]g'nk Ò'Z]b'XYf'6`]hnX]W hY!F Ub[`]ghYž'XUfi bhYf'XYf
@UbX_fY]g'A]YgVUW`a]h'&ž&- '6`]hnYb#_a ‡i bX'X]Y'GhUXh?Ya dhYb
a]h'&ž&'6`]hnYb#_a ‡" ÆbhYfYggUbhYfk Y]gY'nY][h'X]Y'F Ub[`]ghYž
XUgg'6UmYfb']bg[YgUa h'Xca]b]Yfhž'k À\fybX'X]Y'V']hÀfa ghY
F Y[]cb']b'8Yi hgW`UbX'6UmYfi h\`a]h'bi f'\$ž%%'6`]hnYb'dfc
E i UXfUh_]`ca YhYf'gh"

6`]hnX]W hY']b' i fVUbYb'NYbhfYb

Æ'ghÀXh]gWYb'; YV]YhYb'\Uh'X]Y'@UbXYg\Ui dhghUXh'A ØbWYb'X]Y
\ÒW ghY'6`]hnX]W hY'i bhYf'XYb'A]`]cbYbghÀXhYb'a]h'%ž%*'6`]hnYb
dfc'E i UXfUh_]`ca YhYf"æa]Yf[`Y]W'XUni '\Uh<Ua Vi f[ž'cVkc\`
Yg'X]Y'?UhY[cf]Y'ZØf'X]Y'\ÒW ghYb'6`]hnX]W hYb']b'8Yi hgW`UbX
UbZØ\fhž'bi f'\$ž- &'6`]hnY'dfc'E i UXfUh_]`ca YhYf": fUb_Zi fh'Ua 'A Ub
Zc`[h'A ØbWYb'a]h'Y]bYf'6`]hnX]W hY'j cb'%ž &'6`]hnYb#_a ‡ž
k cXi fW'X]Y'I bhYfgW]YXY'nk]gWYb'XYb'[fc» Yb'GhÀXhYb'Yj]XYbh
k YfXYb"

8]Y'a YhYcfc`c[]gWYb'6YX]b[i b[Yb'gd]Y'Yb'Y]bY'YbhgWY]XYbXY
Fc`Y'VY]'XYf'9bhghY\i b[]cb'6`]hnYb"K Àfa Y'i bX'\c\Y
: Yi W h][_Y]h'g]bX': U_hcfYbž'X]Y'X]Y'K U\fgWY]b`]W_X]h'j cb
6`]hnU_hj]]hÀh'ja 'Gca a Yf'Yf\Ò\Yb"'6YgcbXYfg'XYf'ž b]`&\$&('k Uf
VYa Yf_Ybgk Yfh'V']hnfY]W ž'XYf'V']hnfY]W ghY'HU['k Uf'XYf'+"'ž b]ž
Ub'XYa 'fi bX'%* "\$\$\$'6`]hnY'fY[]ghf]Yfh'k i fXYb"'8]YgY'8UhYb'V]YhYh
ni gÀh`W]Yg'@]W h'Ui Z'X]Y'g][b]Z_UbhYb'K YhhYfgWk Ub_i b[Ybž
X]Y'X]Y'6`]hnU_hj]]hÀh'VYY]bZi ggYbž'i bX'nY][Ybž'XUgg'X]Y
'Ub[Zf]gh][Yb'HfYbXg]b'XYf'6`]hngH]gh]_]bg[YgUa h'Y\Yf
fØW`Ài Z]['g]bX"'J cf'nY\ b'ž\fyb'k i fXYb'VY]gd]Y'gk Y]gY'bcW
' &) "\$\$\$'6`]hnY'j YfnY]W bYhž]a 'ž\ f'&\$+\$'k UfYb'Yg'gc[Uf
) +' "\$\$\$'6`]hnY"

Ni gUa a YbZUggYbX`Àggh'g]W'gU[Ybž'XUgg'6UmYfb'i bX'VYgcbXYfg
X]Y'F Y[]cb'C VYfVUmYfb'k Y]hYf\]b'X]Y'V']hnfY]W ghYb'; YV]YhY
8Yi hgW`UbXg'g]bX"'8]YgY'9bhk]W`i b[Yb'k YfXYb'k Y]hYf\]b'j cb
A YhYcfc`c[Yb'i bX'K]ggYbgWUZh'Yfb'j YfZc`[hž'i a 'Y]b'VYggYfYg
J YfghÀbXb]g'XYf'ni [fi bXY`]Y[YbXYb': U_hcfYb'i bX'\fYf

5i gk]f_i b[Yb`Ui Zi bgYf`K YhhYf`ni `Yf`Ub[Yb"8]Y`ghY][YbXY
 6`]hnUbN\`a`a`U\`f`&\$&(žX]Y`a`JYf[`Y]W`ni a`Jcf`U\`f`i a`UW`h
 DfcnYbh`ni [Ybca`a`Yb`\`Uhž`Äggh`XUfUi Z`gW`]Y»Ybž`XUgg`k]f
 a`Ö[`]W`Yfk`Y]gY`Ui Z`Y]bY`bYi`Y`ÿfU`XYf`6`]hnU`hj`]hÄh`ni ghYi`Yfb`
 hU[YggW`Ui "XY`k`Y]gh`XUfUi Z`\]bž`XUgg`X]Y`Ub[Zf]gh][Yb
 6YhfUW`hi b[Yb`YXcW`Y]bY`]bg[YgUa`hfØW`Äi`Z][Y`HYbXYbn
 Ui`Zk`Y]gYb"

8YhU]`g	
J`c`f`ZU``	B`U`h`i`f`_`U`h`U`g`h`f`c`d`\`Y
I`f`g`U`W`Y	K`Y`h`Y`f`V`Y`X]b[i`b[Y`b
C`f`h	F`c`g`Y`b`\`Y]a`ž`8`Y`i`h`g`W`\`U`b`X
E`i`Y``Y`b	<ul style="list-style-type: none"> • k`k`k`"hn"XY • k`k`k`"hU[YggW`Ui`"XY

6Ygi W`Y`b`G]Y`i`b`g`U`i`Z`b!U["XY