

5 Z8!G]Y[]b'6UmYfb.' =b'Y]b][Yb
; Ya Y]bXYb'ZUgh'(\$'Dfc nYbh°

8]Y'6i bXYghU[gk U\`&\$&)]b'6UmYfb.' 5Z8'Yfn]Y'hghUf_Y
9f[YVb]ggYžfY[]cbU`Y`i bhYfgW]YXY`i bX`c\Y
K U\`VYhY][i b['j cb', (ž) i "

A ØbWXYbž8Yi hgW`UbX`!8]Y'6i bXYghU[gk U\`&\$&)]b'6UmYfb
\Uh'ni `Y]bYa `VYa Yf_Ybgk YfhYb'9f[YVb]g[YZØ\fh"A]h%- `Dfc nYbh
XYf'Gh]a a Yb`k i fXY`X]Y'5Z8`ni f`nk Y]hghÅf_ghYb`?fUZh`a
: fY]ghUUh"8]Y`K U\`VYhY][i b[]b'6UmYfb`U[`a]h', (ž) `Dfc nYbh
XYi h]W`ØVYf`XYa `Vi bXYgk Y]hYb'8i fW]gW]b]h]j cb`+- ž- `Dfc nYbh
VY]`XYf`YhnhYb`K U\`&\$&%"8]YgY`NU\`][gh`X]Y`ÖW]ghY
K U\`VYhY][i b[]b'8Yi hgW`UbX`i bX`nY][h`Y]b`k UW]gYbXYg
dc`]h]gW]Yg` =hYfYggY`XYf`K Å\`YfgW]UZh"

9g`cZZYbVUfh]g]W]`YXcW`Y]b`ghUf_Yg; YZÄ`Y`nk]gW]Yb`ghÅXh]gW]Yb
i bX`ÄbX`]W]Yb`fY[]cbYb" =b`XYb`GhÅXhYb`nY][h]g]W]`Y]bY`][VYfU`Y
K U\`bY][i b[žk Å\`fYbX`]b`ÄbX`]W]Yb`; YV]YhYb`_cbgYfj Uh]j Y
DUfhY]Yb`VYj cfni [h`k YfXYb"9]b`Ui ZÄ`][Yg`6Y]gd]Y`][gh`A ØbWXYbž
k c`X]Y'5Z8`a]h`i bhYf`%\$`Dfc nYbh`XUg`gW]`YW]hYghY`9f[YVb]g]b
6UmYfb`Yfn]Y`hY"

F Y[]cbU`Y` < cW]Vi f[Yb`XYf`5Z8

6YgcbXYfg`ghUf`_gW]b]h`X]Y'5Z8`]b`ÄbX`]W]Yb`K U\`_fY]gYb`UV"
8Yf`K U\`_fY]g`8Y[[YbXcfZk Uf`a]h`i-&ž`Dfc nYbh`Gd]hnYb`fY]hYf
XYf`5Z8`]b'6UmYfb"K Y]hYfY`VYXYi hYbXY`9f[YVb]ggY`_cbbhYb`]b
Zc`[YbXYb`K U\`_fY]gYb`j YfnY]W]bYh`k YfXYb.

K U\`_fY]g	9f[YVb]g`fl` Ł
GW]k UbXcfZ	&, ž&

ð`a Y\FYfYb"; Ya Y]bXYb`ØVYf\c`hY`X]Y`5Z8`gc[Uf`X]Y`7GI`"
 5i ZÄ``][`g]bX`i bhYf`UbXYfYa`CfhY`ja`@JbX_fY]g`7\Ua`k`]
 BYi`_]fWYb`VY]a`<Y`][`Yb`6`i`h`i`bX`<c`Ybk`Ufh\ž`k`c`X]Y`5Z8`"- ž&
 DfcNyb`hXYf`Gh]a`a`Yb`Yf\`Y`h`5i`W`ja`@JbX_fY]g`F`Y[`Yb`i`bX`ja`
 @JbX_fY]g`F`chhU`!`ðb`[`UV`Yg`j`Yf[`Y`W`V`UfY`9fZc`[`Y`ZØf`X]Y`5Z8`"

6i bXYgk Y]hY`HfYbXg`i bX`bYi`Y

K U\`gmghYa`Y

6i bXYgk Y]h] YfnY]W`bYhY`X]Y`5Z8`]b"; Øf`]h`XUg`ghÄ`_ghY`9f[`YVb]g
 a`]h`(*ž+`DfcNyb`h`ðhYfYggUb`h]gh`Ui`W`ni`VYUW`hYbž`XUgg`X]Y
 9f[`YVb]ggY`XYf`6i`bXYghU[`gk`U\`Xi`fW`XUg`bYi`Y`K`U\`fYW`h
 VYY]bZi`ggh`k`YfXYb"; Yk`]bbYf`]b`XYb`K`U\`_fY]gYb`g]bX`b]W`h
 Ui`hca`Uh]gW`ja`6i`bXYghU[`j`YfhfYhYbž`k`Ybb`g]Y`b]W`h[`YbØ[`YbX
 Nk`Y]hgh]a`a`Yb`YffY]W`Yb`8]Yg`_Øbb`hY`g]W`Ui`ZX]Y`G]hN`Y`XYf
 DUfhY]Yb`ja`6i`bXYghU[`Ui`gk`]f`_Ybž`k`]Y`X]Y`6i`bXYgk`U\`Y]hYf]b
 VYfY]hg`Uba`Yf`_hY"

8 Ug`K`U\`gmghYa`]b`8Yi`hgW`UbX`gc`f[`h`XUZØfž`XUgg`XYf`9fZc`[`j`cb
 DUfhY]Yb`i`bhYfgW`]YX`]W`Y]b[`YgW`Ä`h`h`k`YfXYb`_Ubb"
 Dc`]hc`c[`]gW`Y`5bU`mgYb`nY][`Ybž`XUgg`ni`fnY]h`VY]`@JbXhU[`gk`U\`Yb
 X]Y`F`Y[`]Yfi`b[`gdUfhY]Yb`Ä`i`Z][`gW`Y`W`hYf`UVgW`bY]XYb`U`g`X]Y
 C`ddcg]h]cbgdUfhY]Yb`8]Yg`Ä`ggh`g]W`XUa`]h`Yf`_`Ä`fYbž`XUgg`K`Ä`Yf
 j`cb`F`Y[`]Yfi`b[`gdUfhY]Yb`c`Z`i`b]W`h`k`Ä`Yb`[`Y\`Ybž`k`Ä`fYbX`X]Y
 5b\`Ä`b[`Yf`XYf`C`ddcg]h]cb`a`cV]`]g]Yfh]g]bXž`i`a`]\`fY
 I`bni`Zf]YXYb\`Y]h`Ui`gni`XfØ`W`_Yb"

8]Y`dc`]h]gW`Y`@JbXgW`UZh]b`8Yi`hgW`UbX`k`]fX`ni`bY`a`YbX`j`cb
 Y]bYa`j`]Y`gW`]W`h][`Yb`A`Y`fdUfhY]Yb`gmghYa`[`YdfÄ[`hž`VY]`XYa
 bYi`Y`?`cU`]h]cbgZc`fa`Yb`k`]Y`X]Y`Ja`U]_U]`c`XYf`X]Y`5a`dY`_`cU`]h]cb
 YfZc`fXYf`]W`k`YfXYb"; ð`6UmYfb`fY[`]Yfh]gY]h`&`\$`%`,`Y]bY`?`cU`]h]cb
 Ui`g`7GI`i`bX`:`fY]Yb`K`Ä`Yfb`8]Y`9f[`YVb]ggY`XYf
 6i`bXYghU[`gk`U\`&`\$`&)`nY][`Ybž`XUgg`XUg`dc`]h]gW`Y`?`]a`U
 k`Y]hYf\]b`Xi`fW`GdUbbi`b[`Yb`nk`]gW`Yb`ghÄ`Xh]gW`Yb`i`bX
 `Ä`bX`]W`Yb`K`Ä`YfgW`UZhYb`[`YdfÄ[`h]gh`i`bX`XUgg`dUfhY]dc`]h]gW`Y
 9b`hk`]W`i`b[`Yb`k`Y]hYf\]b`j`cb`[`fc»`Ya`ðhYfYggY`V`Y]VYb"

: Øf`XYhUj``]YfhYfY` ðZcfa Uh]cbYb`ØVYf`X]Y`9f[YVb]ggY`XYf
 6i bXYghU[gk U\`&\$&) `i bX`X]Y`K U\`VYhY`][i b[`]b`6UmYfb`V]YhYb`
N8: `gck]Y`VdV`i a ZUggYbXY`5bU`mgYb`i bX`]bhYfU_h]j Y`?UfhYb`Ub"

ðg[YgUa h`nY][h`X]Y`K U\`j cb`&\$&) ž`XUgg`X]Y`dc`]h]gWXY
 @UbXgWUZh`i]b`6UmYfb`Y]bYf`_cbh]bi]Yf`]WXYb`9bhk]W`i b[
 i bhYf`]Y[h`i bX`X]Y`K A\`Yf`k Y]hYf\]b`XYfYb`6Yk Y[i b[Yb`i bX
 9bhgWXY]Xi b[Yb`a]h`GdUbbi b[`j YfZc`[Yb`k YfXYb"

8YhU]`g	
J c fZU``	K U\`Yb
C fh	A ØbWXYbž`8Yi hgWXY`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "hn"XY • k k k "nXZ"XY • k k k "VdV"XY

6Ygi WXYb`G]Y`i bg`Ui Z.`b!U["XY