

≥i [YbX`]Wk Y` [fY]Zh'A i hhYf`a]h'A YggYf`Ub
'G9? `]a `9]bgUhn`]b `; Ufa]gWk °

%) !Å\ f][Y`j Yf`Yhnh'A i hhYf`a]h`Gh]Wk UZZY`]b`; Ufa]gWk!
DUfhYb_]fWk Yb`/G9?!9]bgUhn`] bX`i: YghbU\ a Y`XYf`HÅhYf]b
Zc`[Yb"



; Ufa]gWk !DUfhYb_]fWk Yb`ž`8 Yi hgWk`UbX`!`5a
: fY]hU[bUWk a]hhU[ž`W]fWU`%) `i \fž`_Ua `Yg`]b`Y]bYf
; Ya Y]bgWk UZhgi bhYf`_i bZh`]b`; Ufa]gWk !DUfhYb_]fWk Yb`ni `Y]bYa
YfgWk ØhhYfbXYb`J cfZU`` `9]bY`%) !Å\ f][Y`HcWk hYf`j Yf`YhnhY`] \fY
(, !Å\ f][Y`A i hhYf`a]h`Y]bYa ` Gh]Wk Yf`_nYi [``8]Y`A i hhYf`_cbbhY
]b`Y]b`UbXYfYg`N]a a Yf`ZØWk hYb`i bX`U`Ufa]YfhY`ØVYf`XYb`B chfi Z
X]Y`Dc`]nY]``8]YgY`gYhnhY`XUfUi Z]b`i a ZUb[fY]Wk Y`A U» bU\ a Yb`]b
; Ub[ž`i a `X]Y`G]hi Uh]cb`ni `VYk Å`h][Yb``8]Y`j Yf`YhnhY` : fUi `k i fXY
gWk bY``Xi fWk `Dc`]n]ghYb`ni a `FYhhi b[gX]Ybgh`[YVfUWk hž`k Å\ fYbX
X]Y`UbXYfYb`6Yk c`bYf`XYf`i bhYf`_i bZh`]b`G]Wk Yf`\Y]h`[YVfUWk h
k i fXYb``8]Y`%) !Å\ f][Y`j YfgWk Ubnhig]Wk]b`Y]bYa `N]a a Yf`a]h`XYf
HUhk UZZY`ž`k Ug`XYb`9]bgUhn`XYg`GdYn]U`Y]bgUhn`_ca a UbXcg`fG9? Ł
bUWk `g]Wk `nc[``@Ui h`HU[&(`i a ghY``hYb`nU\ `fY]Wk Y`6YUa hY`XUg

; YVÄi XYž'i bX'X]Y'J Yf\UbX'i b[g[fi ddY'_Øa a YfhY'g]W' i a 'X]Y
G]hi Uh]cb"@Ynh]W' _cbbhY'X]Y%) !Ä\ f][Y'k]XYfghUbXg'cg
ZYgh[Ybca a Yb'k YfXYb/'g]Y'V`YV'i bj Yf'Ynh'i bX'k i fXY']b'Y]bY
dgmW]Uh]gW Y'?']b]_Y]b [Yk]YgYb"

8]Y'9fa]h'i b[Yb'k Y[Yb' [YZÄ\ f`]W Yf' ? ÖfdYfj Yf'Ymi b[`Ui ZYb
VYfY]hg" '9g'ghY`h'g]W' X]Y: fU[Y' bUW' XYf' l fgUW' Y' X]YgYf
gW' k YfYb'; Yk U'h\UbX'i b[]b'Y]bYa 'ZJa]]ÄfYb' l a ZY'X" Gc`W Y
J cfZÄ`Y'k YfZYb'Y]b @W'h'Ui Z'X]Y' H\Ya Uh]_XYf' š [YbX[Yk U'hž'X]Y
]b'XYb`YnhYb' š\ fYb']b'8Yi hgW' UbX'ni bY\ a YbX']b'XYb': c_i g
[YfØW_h']gh" &\$&' 'k i fXYb' `Ui h'6Yf]W hYb' ZUgh'+%+" *) '† b[Y
A YbgW Yb' j YfXÄW h][hž'Y]bY' GhfUZhUh'VY[Ub[Yb'ni `UVYbž'k Ug
Y]bYb'5bgh]Y[]a 'J Yf[`Y]W' ni a 'J cf'U\ f'XUfghY`h`Ni XYa 'nY][h
X]Y'Dc`nY]]W Y' ? f]a]bU`ghUh]gh]_ž'XUgg]bgVYgcbXYfY'Y]bZUW Y
? ÖfdYfj Yf'Ymi b[Yb'i bX'; Yk U'h_f]a]bU`hÄh'i bhYf' š [YbX`]W Yb
ni [Ybca a Yb' \UVYb" '8]Yg'_ØbbhY'i bhYf'UbXYfYa 'ja ' ?cbhYi h'XYf
[YgY`gW UZh]W Yb' J YfÄbXYfi b[Yb'k Ä\ fYbX'XYf'7cfc bUdUbXYa]Y
[YgY\Yb'k YfXYbž'X]Y'X]Y' dgmW]gW Yb'6Y'Ughi b[Yb'i bX'XUg
Gcn]U`j Yf\U'hYb'ghUf_`VYY]bhfÄW h][Yb'_ØbbhYb" '8 Yi hgW Yg
š [YbX]bgh]hi h'Ya dZ]Y\`h'U`g'F YU_h]cb'XUfUi Z'XYb'5i gVUi 'j cb
DfÄj Ybh]cbggfUhY []Yb']b' j YfgW]YXYbYb'6YfY]W Yb"

6fUbX'i bX'A cfXj YfXUW'h']b'; Ufa]gW! DUfhYb_]fW Yb

DUFU`Y`ni `XYa 'J cfZU`a]h'XYf%) !Ä\ f][Yb'k UfYb'X]Y
9]bgUm_fÄZhY'Ui W' a]h'Y]bYa 'k Y]hYfYb'XfUa Uh]gW Yb'9fY][b]g
_cbZfcbh]Yfh'5a ': fY]hU[a cf[Yb'k i fXY'VY]'Y]bYa
K c\bi b[gVfUbX']b'; Ufa]gW!DUfhYb_]fW Yb'X]Y'@Y]W Y'Y]bYg
(, !Ä\ f][Yb'A UbbYg'YbhXYW_h" '8]Y: Yi Yfk Y\ f'k i fXY'Ui Z[fi bX
XYg': Yi Yfg'ja '8 UW [YgW'cgg'Y]bYg'A Y\ fZJa]'Yb\Ui gYg
U'Ufa]Yfh" Hfchn'K]YXYfVY'YVi b[gj Yfgi W Yb' _cbbhY'XYf'A Ubb
b]W h'a Y\ f[YfYhhYh'k YfXYb" '8]Y'9fa]h'i b[Yb'nY][Ybž'XUgg
<]bk Y]gY'Ui Z'Y]bYb' [Yk U'hgUa Yb'HcX'XYg' C dZYfg'\]bXYi hYb" '@Ui h
6UmYf]gW Yf'F i bXZi b_`k i fXY'Y]b') %!Ä\ f][Yf'A Ubb
ZYgh[Ybca a Ybž'XYf'j YfXÄW h][h'k]fXž'XYb'(, !Ä\ f][Yb' [YhØhYh
i bX'UbG W`Y» YbX'XUg< Ui g']b'6fUbX' [YgYnhh'ni `UVYbž'i a 'X]Y
HUh'ni 'j YfgW `Y]Yfb" '8]YgYf' J YfXÄW h][Y'VYZ]bXYh'g]W' bi b']b

I bhYfgi W\i b[g\UZž'k Å\fybX'X]Y'9fa]h'i b[Yb'[Y[Yb']\b
 Ui Z[fi bX'j cb'HchgW\U['i bX'j Yfgi W\hYa 'A cfX']b'a Y\fyfyb
 : Å''Yb''Ui ZYb''9g']gh'VYgcbXYfg'U'Ufa]YfybXž'XUgg'ni a 'NY]hdi b_h
 XYg'6fUbXYg'Ui W\UbXYfy'6Yk c\bYf'ja ; YVÅi XY'k Ufybž'X]Y
 ['ØW_]W\Yfk Y]gY'YXcW\Y]W\hj Yf'Yhnh[YfyhYh'k YfXYb'_cbbhYb"

8]Y'J YfV]bXi b['VY]XYf'J cfZÅ''Y']b'; Ufa]gW!DUfhYb_]fW\Yb'k]fZh
 : fU[Yb'ni f'; Yk U'hYb'hk]W_ i b['gck c\''ja 'ZJa]]Åfyb'U'g'Ui W\ja
 [YgY''gW\UZh]W\Yb'FU\ a Yb'Ui Z'8Yf'5bgh]Y['j cb'; Yk U'hXY']_hYb
 i bhYf'ž [YbX']W\Ybž'_ca V]b]Yfh'a]h'XYb'XfUa Uh]gW\Yb
 9bhk]W_ i b[Yb'VY]9fk UW\gYbYbž'j YfXYi h]W\h'X]Y'Bchk YbX][_Y]h
 ZØf'j YfghÅf_hY'dfÅj Ybh]j Y'A U» bU\ a Yb'i bX'Y]bY'i a ZUggYbXYfy
 5i gY]bUbXYfgYhni b['a]h'XYb'i fgUW\Yb'j cb'; Yk U'h]b'i bgYfyf
 ; YgY''gW\UZh"

8YhU]`g	
J cfZU``	? ØfdYfj Yf'Yhni b[žHchgW\U[ž6fUbXgh]Zhi b[
I fgUW\Y	; Yk U'hgUa Yf'HcXž'6fUbX
C fh	; Ufa]gW!DUfhYb_]fW\Ybž'8Yi hgW\UbX
J Yf'YhnhY	&
: YghbU\ a Yb	&
E i Y''Yb	<ul style="list-style-type: none"> • k k k "hU[&("XY • k k k "Vf"XY • k k k "X^"XY

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