

DfchYghY '[Y[Yb`9`cb`A i g_.`HYg`U`]b 8 Yi hgWx`UbX`i bhYf`6YgWx i gg`

DfchYghY '[Y[Yb`9`cb`A i g_`YffY]WxYb`8Yi hgWx`UbX.
J UbXU`]ga i g`i bX`i bni Zf]YXYbY`HYg`U!6Yg]hnYf`dfUb[Yb`]b
6Yf`]b`i bX`k Y`hk Y]h"



6Yf`]b!F Y]b]W_YbXcfZž`8Yi hgWx`UbX`!`8]Y`i bni Zf]YXYb\Y]h`a]h
HYg`U!7\YZ9`cb`A i g_`b]a a`h`k`Y`hk`Y]h`ni`i`bX`\Uh`]b`XYb`Y`hnhYb
HU[Yb`ni`DfchYghU_h]cbYb`[YZØ\fhž`]bgVYgcbXYfY`]b`8Yi hgWx`UbXž
≠U`]Yb`i`bX`XYb`i`G5`"K`]Y`A`Yf`_i`f`VYf]WxhYhžk`i`fXYb`]b
8Yi hgWx`UbX`VYfY]hg`a`Y\fyfY`HYg`U!: U\fnYi [Y`i`bX`!GhUbXcfhY
VYgWx`ÅX][h`"5a`" `%"`A`Åfn`gdfØ\hYb`nk`Y]: fUi`Yb`V`Ui`Y`: UfVY`Ui`Z
Y]b`HYg`U!: YgWx`ÅZi`]b`6Yf`]b!F Y]b]W_YbXcfZ`"8]YgY`: fUi`Yb`[Y\ÖfYb
ni`f`; fi`ddY`B`Yi`Y`; YbYfUh]cb`ž`X]Y`U`g`BUWx`Zc`[Yf]b`XYf`@YhnhYb
; YbYfUh]cb`[]h`"8]Y: UfV`k`U\`k`i`fXY`U`g`5bgd]Y`i`b[`Ui`ZA`i`g_g
dc`]h]gWx`Y`i`bhYfghØhni`b[`ZØf`X]Y`5Z8`]b`hYfd`fYh]Yfh"

5a`igY`VYb`HU[`j`YfgUa`a`Y`hYb`g]Wx`Yhk`U`nY\`b`5_h]j`]ghYb`a`]h
Y]bYa`HfUb`gdUfYb`hž`Ui`ZXYa`" `HYg`U`XYb`<U\`b`ni`XfY\`Yb`ghUbXž

j cf`XYf`HYg`U! :]U`Y`]b`6Yf`]b``8]Y`Dfc hYghU_h]cbYb`i bhYf`XYa
A chhc` HYg`UHU_YXck b`_`cbnYbhf]YfhYb`g]W`b]W`h`bi`f`Ui`Z`6Yf`]bž
gcbXYfb`ZUbXYb`Ui`W`]b`Gh`XhYb`k`]Y`A`ØbW`Yb`i`bX`B`ØfbVYf[
ghUhh``Ni`XYa`VfUbbhYb`Ua`&-`"A`Àfn`]b`C`hhYfgVYf[ž
B]YXYfgUW`gYbžg]YVYb`HYg`U!5i`hcgž`k`cVY]`XYf`Ni`gUa`a`Yb`Ub[
a`]h`XYb`Dfc hYghYb`i`b`_`Uf`V`Y]Vh``#`XYb`i`G5`ZcfXYfhYb`nk`]gW`Yb`
)`\$\$`i`bX`%\$\$`\$`A`YbgW`Yb`j`cf`Y]bYa`HYg`U!<`ÀbX`Yf`]b`BYk`Mcf`_
X]Y`GW`Y`Y»i`b[`XYf`8C;`9!5VhY]i`b[`ž`k`À`fYbX`]b`K`Ug`]b[`hcb`8`7`"
fi`bX`%)`\$`A`i`g_!;`Y[`bYf`XYa`cbghf]YfhYb`"

J`cb`Dfc`hYghYb`i`bX`k`]fhgW`UZh`]W`Yb` F`ØW`_gW``À[`Yb`

8]Y`NU`X`XYf`Dfc hYghY`]gh`b]W`h`i`bYf`YV`]W`"``#`nU`fY]W`Yb`i`G!
6i`bXYgghUUhYbž`XUfi`bhYf`BYk`>fgYmž`A`UggUW`i`gYhg`i`bX`HYI`Ugž
j`Yfgi`W`hYb`8Ya`cbghfUbhYbž`U`Y`&++`HYg`U!G`ck`fcca`g`i`bX`
GYfj`]W`nYbhfYb`ni`i`a`n]b[`Y`b`"G`c[`Ubg`k`]Y`<`cb`_]Z`mci``U`hY`
9`cb`i`bX`:`][`h`h`Y`V`]`]cbU]fY`Vfc`][`UfW`m`j`YfXYi`h`]W`hYb`X]Y`
K`i`h`XYf`8Ya`cbghfUbhYb`Ui`ZA`i`g_`"8]Y`6Yk`Y[`i`b[`HYg`U`
HU`_YXck`b`i`a`ZUggh`b]W`h`bi`f`Yb`h`Ài`gW`hY`HYg`U!6Yg]hnYfž`
gcbXYfb`Ui`W`Dfca`]bYb`hY`k`]Y`æ`b`7i`gUW`"

8]Y`J`cf`_ca`a`b]ggY`i`bX`XYf`XUa`]hj`YfVi`bXYbY`J`UbXU`]ga`i`gž`XYf`
U`g`]b`ÀbX]gW`Yf`HYffcf]ga`i`g`j`cb`XYf`i`G!ž`gh]na`]b]ghYf]b`DUa`
6cbX]`VYnY]W`bYh`k`i`fXYž`UVYb`VYXYi`hYbXY`5i`gk`]f`_i`b[`Yb`Ui`Z`
A`i`g_g`æ`U[`Y`"8Ug`nY][`h]g]W`Ui`W`Ub`XYb`j`cb`5bU`mghYb`
dfc[`bcgh]n]YfhYb`J`Yf`_Ui`ZgnU`Yb`ZØf`XUg`YfghY`E`i`UfhU`&\$&)``"K`]Y`
6i`g]bYgg`#g]XYf`VYf]W`hYhž`k`YfXYb`X]Y`YfghYb`cZZ]n]Y`Yb`
DfcXi`_h]cbg!`i`bX`J`Yf`_Ui`ZgnU`Yb`Ua`&"`5df`]j`Yf`ÖZYb`h`]W`h`
5bU`mgh`8Ub`#`Yg`j`cb`K`YXVi`g`G`Y`W`f]h]Yg`Yfk`UfhYhž`XUgg`X]Y`
5i`g`]YZYfi`b[`Yb`nk`]gW`Yb`"`)`)"\$\$\$\$`i`bX`"``*`\$`\$\$\$\$`:`U`fnYi`[`Yb`
`Y[`Yb`i`Y]b`F`ØW`_`Ub[`j`cb`fi`bX`+`i`i`]a`i`J`Yf[`Y]W`ni`a`J`cf`U`f`"

8]Y`F`c``Y`j`cb`8C;`9`i`bX`ni`_ØbZh][`Y` 9fk`Ufhi`b[`Yb`

A`i`g_`k`]fX`b]W`h`bi`f`k`Y[`Yb`gY]bYf`F`c``Y`VY]`HYg`U`_f]h]g]Yfhž`

gcbXYfb`Ui W`Z0f`gY]bY`@Y]hi b[`XYg`bYi `[YgW UZYbYb
 8YdUfha Ybh`cZ; cj Yfba Ybh`9ZZ]YbWmfBC; 9L`i bX`gY]bY
 AU»bU`a Yb`ni f`FYXi n]Yfi b[`j cb`FY[]Yfi b[gUi g[UVYb``8]YgY
 I bni ZF]YXYb`Y]h`gd]Y[Y`h`g]W`]b`XYb`J Yf`Ui ZgnU`Yb`k]XYfž`X]Y
 i bhYf` [fc»Ya `8fi W_ `ghY`Yb``č Yg`bYbbh`X]Y`U`hi Y``Y`@U[Y
 Y]bYb` 6fUbX!HcfbUXc!`?f]gYba ca Ybh `Z0f`A i g_`i bX`HYg`U`i bX
 []Vh`Ubž`XUgg`XYf`5bh]a i g_gYbh]a Ybh`Y]bY`g][b]Z]UbhY`F c``Y`VY]
 XYb`gW`k UW`Yb`J Yf`Ui ZgnU`Yb`gd]Y`h"

Hfchn`X]YgYf`_f]h]gW`Yb`@U[Y`nY][h`g]W`A i g_`cdh]a]gh]gW
 \]bg]W`h]W`XYf`Ni _i bZh`j cb`HYg`U``9f`]gh`XYf`5bg]W`hž`XUgg`XUg
 A cXY``Mk Y]hYf`Y]b`XUg`a Y]gh`j Yf`Ui ZhY`5i hc`XYf`K Y`h`V`Y]VYb
 k]fXž`Ui W`k Ybb`X]Y`[Y[Ybk`Åfh][Yb`<YfUi gZcfXYfi b[Yb`X]Y
 A Uf`hdcg]h]cb`XYg`I bhYfbY`a Ybg`YfgW`ØhhYfb``5bU`mghYb
 VYhcbYbž`XUgg`j]Y`j cb`XYf`[Y[Ybk`Åfh][Yb`G]hi Uh]cb`Ui W`Ui Z
 DfcXi _nm_`i gZfU[Yb`ni fØW`ni Z0`fYb`]ghž`k cVY]`j]Y`Y`J YfVfUi W`Yf
 Ui Z`bYi Y`A cXY``Y`k UfhYb"

8YhU]`g	
Cfh	6Yf`]b!FY]b]W`YbXcfZž`8Yi hgW`UbX
EiY``Yb	<ul style="list-style-type: none"> • k k k "a Yf`_i f"XY • k k k "Vi`g]bYgg]bg]XYf"W`a • UdbYk`g"W`a

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