

: Yi Yfk Y\ fY]bgUhn`Xi fW\ `GW\ fY]VZY\ `Yf.
Nk Y]`Hc hY`]b`7`Ui gb]hn`

9]b`gW\k YfYf`6fUbX`]b`7`Ui gb]hn`Zc fXYfhY`nk Y]`HcXYgcdZYf"
: Y\`U`Ufa]Yfi b[`XYf` : Yi Yfk Y\ f`k Y[Yb`F YW\ hgW\ fY]VZY\ `Yf
i bhYfgi W\h"

7`Ui gb]hnž`8Yi hgW\`UbX`!`<Yi hY`_Ua`Yg`]b`7`Ui gb]hn`ni`Y]bYa
hfU[]gW\Yb`JcfZU`ž`XYf`YfbYi h`X]Y`6YXYi hi b[]j cb`dFÄn]gYf
?ca a i b[_Uh]cb`]a`BchZU`a UbU[Ya Ybhi bhYfghfY]W\h"5a`" "\$"
A Äfn`&\$&) `a`Y`XYhY`Y]b`ZU`gW\Yf`Bchfi Zž`VYX]b[h`Xi fW\`Y]bYb
F YW\ hgW\ fY]VZY\ `Yfž`XUni`ZØ\ fhYž`XUgg`X]Y`ZU`gW\Y` : Yi Yfk Y\ f
U`Ufa]Yfh`k i fXY" GhUhh`XYf`f]W\h[Yb`9]b\Y]h`Ui g`7`Ui gb]hn`fa]h
g`Ł`k i fXY`X]Y` : Yi Yfk Y\ f`Ui g`XYf`*`\$`?`]`ca`YhYf`YbhZYfbhYb
; Ya Y]bXY`7`Ui »b]hn`fa]h` »`Ł`j YfghÄbX][h`HU[&(`VYf]W\ hYhž
XUgg`XYf`YfghY`Bchfi Zi a`&\$`.&`*`i` \f`Y]b[]b[ž[YZc`[hj cb`Y]bYa
nk Y]hYb`5bfi Zi a`&\$`.&`.\$) `i` \f`ni`f`DfÄn]g]Yfi b["8]Y`U`Ufa]Yfh`
: Yi Yfk Y\ f`YffY]W\hY`XYb`9]bgUhncfh`Yfghi a`&\$`.'`(. \$+`i` \fž`k Ug
a`Ö[`]W\Yfk Y]gY`gW\k Yfk]Y[YbXY` : c`[Yb` \UhhY"

HfU[]gW\Yfk Y]gY`j Yf`cfYb`nk Y]`<Ui gY][YbhØa`Yf`]a`5`hYf`]cb`,`(
i bX`,`*`ž`U\ fYb`] \f`@YVYb`]b`Y]bYa`6fUbXž`XYf`U`g`9f[YVb]g`Y]bYg
hYW\ b]gW\Yb`8YZY`_hg`Ub`XYf`9`Y`_hf`_]b`] \fYa`K`c\ b\Ui g
Ui g[Y`Øgh`k i fXY"8]Y` : Yi Yfk Y\ f`Yf\]Y`h`XYb` : Y\`U`Ufa`i bX
a i gghY`i a`&\$`.(`.)`&`i` \f`XYb`9]bgUhn`UVV`UgYbž`U`g`X]Y`5XfYggY
U`g`ZY\`Yf\`UZh]XYb]Zn]Yfh`k i fXY"CV`X]Y`J`YfnÖ[Yfi b[Yb`X]Y
@ÖgW\!`i bX`F`Yhhi b[gUfVY]hYb`VY]b]hfÄW\h[h`\UVYbž`V`Y]Vhi b`_Uf"
8Yf`J`cfZU`""`U`h`bi b`XUg`i`bhYfYggY`XYf`@UbXYgX]fY`_h]cb`GUW\gYb
[Yk`YW`_hž`X]Y`X]Y`9fY][b]ggY`Ui gk`YfhYb`i bX
Bchfi ZUi ZnY]W\bi b[Yb`UbU`mg]YfYb`k]fX"

I bhYfgi W\i b[Yb`i bX`?`cbgYei YbnYb

8]Y'a Ø[`]WYb'ghfUZfYWXh]WYb': c'[Yb'ZØf'X]Y'j YfUbhk cfh]WYb
 DYfgcbYb'g]bX'XYfnY]h'bcW' i bVY_Ubbh"8Yf': U``h\Ya Uh]g]Yfh
 Y]bXfØW`_]Wžk]Y'k]W]h[`_cffY_hY'?ca a i b]_Uh]cb'i bX
 BchZU``a UbU[Ya Ybh'g]bXžVYgcbXYfg']b'_f]h]gWYb'G]hi Uh]cbYb"
 ðZcfa Uh]cbYb'ni a 'BchZU``a UbU[Ya Ybh'_ØbbYb'i bhYf'UbXYfYa
]b'j YfØZYb'h]W hYb'GhUbXUfXg'bUW [Y'YgYb'k YfXYbž'X]Y'Ui Z'
K]fhgW UZhggW i hn'ni [Åb[`]W'g]bX"

ð'Y]bYa 'UbXYfYb'J cfZU``]b'7`Ui gb]hnž'XYf'YVYbZU``g'_Øfn`]W
 Ui Z[YZU``Yb']ghž'k i fXY'Ua '&+': YVfi Uf'&\$&('Y]b'K]bXfUX']b'XYf
 ; Y'Y]ghfU»Y'k Å\YfX'K Ufhi b[gUfVY]hYb'j cb'GYfj]W hYW.b]_Yfb
 YbhmØbXYh'i bX']b'6fUbX' [YgYmh"K]bX'K UhW' VYf]W hYhž'XUgg
 X]Y': Yi Yfk Y\Y]b[fY]ZYb'a i gghYž'i a '\YfUVZU``YbXY'HY]Y'XYg
 K]bXfUXg'ni ``ØgWYb"8Yf'6fUbX'j Yfi fgUW h'Y]bYb' [YgW ÅmhYb
 GUW.gW UXYb']a 'ZØbZghY``[Yb'6YfY]W "Hfchn'XYf
 BYVY`VYX]b[i b[Ybž'X]Y'X]Y'G]W h'Ui ZX]Y'G]hi Uh]cb'ghUf_
 Y]bgW fÅb_hYbž'j Yfgi W hYb'a Y\YfY'5bk c\bYfž'g]W 'Y]b'6]'X'ni
 a UWYbž'_cbbhYb'YXcW'Ui Z[fi bX'Y]bYf'5VgdYffi b['b]W h'ni a
 6fUbXcfh[Y'Ub[Yb"

8]YgY'J cfZÅ``Y']b'7`Ui gb]h'nY][Yb'X]Y'<YfUi gZcfXYfi b[Ybž'a]h
 XYbYb'g]W 'BchZU``a UbU[Ya Ybh'i bX'G]W Yf\Y]hgX]YbghY']b
 fY[]cbU'Yb'; Ya Y]bXYb'Ui gY]bUbXYfgYhYb'a ØggYb"9g'\YVh'Ui W
 X]Y'Bchk YbX][_Y]h\Yfj cfž'VYghY\YbXY'GmghYa Y'i bX'Dfchc_c``Y
 ni 'ØVYfdfØZYbž'i a 'gc`WY': Y\Yf']b'XYf'?ca a i b]_Uh]cb'i bX']a
 9]bgUhn'ni 'j Yfa Y]XYb"

8YhU]`g	
J cfZU``	6fUbX
I fgUWY	F YW hgW fY]VZY\`Yfž'hYW.b]gW Yf'8YZY_h
C fh	7`Ui gb]hnž'8Yi hgW`UbX
J Yf`YhnhY	&
E i Y``Yb	<ul style="list-style-type: none"> • k k k "hU[&("XY • k k k "k]bX!k UhW "cf[• k k k "k]fhgW UZhggW i hn"]bZc

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