DfchYghY`[ Y[ Yb`K Y]XY`.`< Ua Vi f[`ghY\h
Ui Z`ni f`J YfhY]X][i b[`XYf`J]Y`ZU`h°

5`]W`K Y]XY`f5Z8 Ł'gdf]W h`\Yi hY`ja`< Ua Vi f[Yf`F Uh\Ui g"
DfchYghY``]b_Yf`; fi ddYb`Yfk UfhYb`&\$\$\$`HY]`bY\ a YbXY`i bX
GhfU» YbgdYffi b[Yb"

< Ua Vi f[ž`8Yi hgW`UbX`!`5a`%\*""\Jbi Uf'&\$&) `k]fX`5`]W
K Y]XY`ž`X]Y`7\YZ]b`XYf`5Z8 ž]ja`< Ua Vi f[Yf`F Uh\Ui g`Yfk UfhYhž`i a
Xcfh`Y]bYb`J cfhfU[`ni`U`hYb""8Yf`5i Zhf]hh]j cb`K Y]XY``\Uh`Y]b
VfY]hYg`6ØbXb]g`]b_Yf`; fi ddYb`i bX`n]j ]`[YgY`gW`UZh]W`Yf
J YfV`AbXY`a`cV]`]g]Yfhž`XUg`[Y[Yb`X]YgY`J YfUbg`hU`hi b[
dfchYgh]YfYb`k ]`""8]Y`Dc`]nY]`fYW`bYh`a`]h`a`Y`f`U`g`&""\$\$
8Ya`cbghf]YfYbXYb`i bX`\Uh`VYfY]hg`XYb`F Uh\Ui ga`Uf`_h`a`]h
< Ua Vi f[Yf`; ]hYfb`UV[Yf]Y[Y`h`K`UggYfk YfZYf`g]bX`YVYbZU`g`]b
6YfY]hgW`UZh"

6YfY]hg`Yhnh`\UVYb`g]W`Yhk`U`)`\$`A`YbgW`Yb`Y]bYa`A`UfgW`j`ca
J`U`Ybh]bg_Ua`d`]b`F`]W`hi`b[`<Ui`dhVU`b`cZ`Ub[ YgW`cggYb""8]Y
<Ui`dhXYa`cbghfUh]cbž`cf[ Ub]g]Yfh]j`ca`< Ua Vi f[ Yf`6ØbXb]g`[Y[Yb
F`Y`W`hgž`VY[]bb`hi`a`%+`I`f`Ub`XYf`?`fW`YbU`YY`i bX`k`]fX`j`cb
Xcfh`ni`f`A`ObW`YVYf[ ghfU»`Y`i bX`k`Y]hYf`ni`a`F`Uh\Ui`g`n]Y`Y`b""8]Y
5VgW`i`gg_i`bX[ YVi`b[`]gh`ZØf`%`""%\$`I`f`[ Yd`Ubh""<i`bXYfhY
Dc`]n]ghYb`Ui`g`< Ua Vi f[`i`bX`UbXYfYb`6i`bXYg`AbXYfb`g]bX`]a
9]bgUhmž`i`a`X]Y`G]W`Yf`Y]h`k`Å`fYbX`XYf`DfchYghY`ni
[Yk`Å`f`Y]ghYb"

F`Y`U`\_`h]cbYb`Ui`Z`K`Y]XY`g`5i`Zhf]hh

8Yf`< Ua Vi f[ Yf`6Øf[Yfa`Y]ghYf`DYhYf`HgW`Yb`hgW`Yf`fGD8`Ł`Åi`»`YfhY
g]W`\_`f]h]gW`ni`K`Y]XY`g`6Ygi`W`i`bX`VYhcbhY`X]Y`J`]Y`ZU`hi`bX
K`Y`hc`ZYb`Y]h`< Ua Vi f[ g`i`bhYfghØ`hni`b[ `Yf`\`Å`h`Yf`j`cb

J Yf_Y\fggYbUhc f'5b'Yg'H'Uf_g'f' fØbYŁž'k Å\fybX'XYf'78I !@UbXYg!
i bX': fU_h]cbgWXYZ'8Ybb]g'H\Yf]b['K Y]XY'g'5i Zhf]hh'U'g
dfcV`Ya Uh]gW\`VYhfUW\hYhi bX'g]Y'U'g' 5b\Åb[Yf]b'Fi gg`UbXg
VYnY]W\ bYh"5Z8!: fU_h]cbgWXYZ'8]f_`BcW\_Ya Ubb'fYU[ ]YfhY`Ya dØfh
Ui ZX]Y'?'f]h]_i bX'gd fUW`j cb'[ Yk U'hgUa Yb'6`cW_UXYb'Xi fW
@]b_Y"

8]Y'<Ua Vi f[Yf'Dc`nY]'`UhhYa dcfÅFY`GhfU» YbgdYffi b[Yb']b'XYf
=bbYbghUXh'Ub[YcfXbYhž']bgVYgcbXYfY']b'XYb'GhUXhhY']Yb'Gh"
; Ycf[ž'5`hghUXhi bX'BYi ghUXh"=a`l a`\_fY]g'j cb'' ) \$`A YhYfb'ia
XUg`F Uh\Ui g'[]'h'Y]bY'6Ubba Y]'Yž']b'XYf'8Ya cbghfUh]cbYb
i bhYfgU[h'g]bX" `Hfc h'XYf'9]bgW`Åhni b['XYf'Dc`nY]ž'X]Y'j cb
]bg[YgUa h'fi bX'&\$\$\$`HY]'bY\`a YbXYb'Ui g[Y\hž'[UV`Yg']b
gcn]U`Yb'BYhnk Yf\_Yb'<]bk Y]gY'Ui ZY]bY'a Ø[ `]W\Yfk Y]gY`\Ø\YfY
5bnU\`j cb'DfchYgh]YfYbXYb"6Y]'Y]bYf'j cf\Yf][Yb'DfchYghU_h]cb
<Ua Vi f['ghY\`h'Ui Z` \UhhYb'g]W`%' "\$\$\$\$`A YbgW\Yb'Ua
<Ua Vi f[Yf'ž b[ZYfbgh]Y['j YfgUa a Y'hž'k Ug'Ui ZY]bY'\c\Y
A cV]'g]Yfi b[gZÅ\][_Y]h'XYf'[Y[bYf]gW\Yb'; fi ddYb'\]bk Y]gh"

K]Y`**B8F**`VYf]W\hYhYž']gh'X]Y'@U[Y'Ub[YgdUbbhž'k Å\fybX'X]Y
8Ya cbghf]YfYbXYb'[Y[Yb'U'g'fUgg]gh]gW\ž'Ubh]ZYa]b]gh]gW`i bX
gcn]U`ZY]bX`]W\`Ya dZ' bXYbY`ÿi »Yfi b[Yb'K Y]XY'g'a cV]'a UW\Yb"
=X]YgYa`?'cbhYi h'd`Ubh'XYf'F UX]cgYbXYf'5\cmž'X]Y
DfchYghU_h]cbYb'a]h'XYa`Gcb[ `GW\fy]'bUW\`@YVY`j cb'8]Y
ÿfnhY`ni`i bhYfghØhnYbž'XYggYb'8Ui YfgW\`Y]ZYb!D`UmVUW`ZØf'XYb
5VYbX'Ub[Y_ØbX][h']gh"

8]Y'U_hi Y`Yb'9bhk ]W`i b[Yb']b'<Ua Vi f[`nY][Ybž'k]Y
dc`Uf]g]YfYbX'X]Y'dc`h]gW\Y'8]g_i gg]cb']b'8Yi hgW\`UbX'k Y]hYf\]b
]gh`Gc`W\Y`DfchYghY`i bX'X]Y`XUa]h'j YfVi bXYbYb
GhfU» YbgdYffi b[Yb'g]bX'5i gXfi W`_Y]bYg'[fØ» YfYb
[YgY`gW\UZh`]W\Yb'?'cbZ]_hg'ØVYf'K YfhY`i bX'A Y]bi b[Ybž'XYf'Ui W\
]b'UbXYfYb'GhÅXhYb']a a Yf'k]YXYf'g]W\hVUf'k]fX"K Y]hYfZØ\fybXY
=Zcfa Uh]cbYb'ni`XYb'DfchYghYb'[Y[Yb'K Y]XY'g'5i Zhf]hh]Z]bXYb
g]W\`Ui Z'**HU**[&("

8YhU]`g	
J c f Z U ``	8Ya cbghfUh]cb
I fgUWXY	fUgg]gh]gWXYž'Ubh]ZYa]b]gh]gWXYž gcn]U`ZY]bX`]WXY`Yi » Yfi b[Yb
C fh	< Ua Vi f[ž'8Yi hgW`UbX
E i Y ``Yb	<ul style="list-style-type: none"> • k k k "bXf"XY • k k k "hU[&("XY

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