

hnY\cY'9U[`Yg'ZY]Yfb' _bUddYb'G]Y[`]a
5Vgh]Y[g_Ua dZ'[Y[Yb'9ggYb`

8]Y' hnY\cY'9U[`Yg'g]WXYfb'g]WXYb'k]W h][Yb'G]Y[`[Y[Yb
X]Y'9H6'A]bYfg'i bX'_Aa dZYb'k Y]hYf'i a `XYb'?`UggYbYf\U'h
]b'XYf'65FA 9F`&"6Ug_YhVU``6i bXYg`][U"

9ggYbž8Yi hgW`UbX`!8]Y' hnY\cY'9U[`Yg'\UVYb'Ua `*"5df)`
&\$&) `Y]bYb'VYXYi hYbXYb'G]Y[`]b'XYf'65FA 9F`&"6Ug_YhVU``
6i bXYg`][U`Yffi b[Ybž]bXYa `g]Y`X]Y'9H6'A]bYfg`]b'9ggYb'a]h
+*. +&`VYg]Y[hYb"8]YgYf'9fZc`[`]gh`VYgcbXYfg`k]W h][`]a `<]bV`]W_
Ui ZXYb'5Vgh]Y[g_Ua dZ"8]Y'9U[`Yg'VYb`Oh][Yb'bi b'Y]bYb
k Y]hYfYb'G]Y[`[Y[Yb'F cghcW`Ua `YhnhYb'Gd]Y`hU[ži a `XYb
?`UggYbYf\U'hini `g]WXYfbžk`À\ fYbX`X]Y`A]bYfg`Xf]b[YbX`Di b_hY
ZØf`X]Y`UbghY\YbXYb`D`Umc Zg`VYb`Oh][hYbžk]Y`g\n"XY`VYf]W hYhY"

8Yf`Gd]Y`j Yf`Ui Zk Uf`j cb`UVk YW`g`i b[gfY]WXYb`J]YfhY`b`[YdfÄ[h`
BUW`Y]bYa `di b_hYUfa Yb`YfghYb`J]YfhY`ž]b`XYa `bi f`HcV]Ug
A`Ö`Yf`i bX`5XUa `DU][Y`V]g`nk Y]`A]bi hYb`j cf`9bXY`di b_hYb
_cbbhYbž`XfY\hYb`X]Y'9U[`Yg`]a `nk Y]hYb`J]YfhY``Ui Zi bX`ZØ\fhYb
a]h`&).%("5XUa `DU][Y`ØVYffU[hY`]b`X]YgYf`D\UgY`a]h`%*
Di b_hYb`"Hfc`h`Y]bYg`+.\$!@Ui Zg`XYf`A]bYfgž`Ubhk`cfhYhYb`X]Y
9U[`Yg`a]h`8fY]Yfb`j cb`E i UXfY`@`g`i bX`5`Ub`?]_k U_]žk Ug`ni
Y]bYa `<U`VnY]hghUbX`j cb`" `&)"ZØ\fhY" `a`Xf]hYb`J]YfhY`
j YfhY]X][hYb`X]Y'9U[`Yg`\fY` : Ø\fi b[`hfc`h`Y][YbYf
: fY]k i fZdfcV`Ya Yž`gW`]Y»`]WXYbXYhY`X]YgYg`J]YfhY`a]h`) +.)` `ZØf
X]Y'9U[`Yg"

GdUbbYbXYf'5VgW`i gg'i bX
Gd]Y`YfghUh]gh]_Yb

æa `YhnhYb`J]YfhY``_cbbhYb`X]Y'9U[`Yg`\fY` : Ø\fi b[`i fnZf]gh][`Ui Z

* , .) ('Ui gvUi Ybž'k i fXYb'YXcW'j cb'XYb'A]bYfgž'Ub[YZØ\fhj cb
 =gU]U\ 'GUbXYfg'a]h' %Di b_hYbž'k]YXYf']b'X]Y'9b[Y'[Yhf]YVYb"
 9]bY'A]bi hY'j cf'GW' i gg'ghUbX'Yg'+(. +&žVYj cf'5bY''5'YI]g'Xi fW
 Y]bYb': fY]k i fZ'Y]bY'8fY]!Di b_hY!: Ø\fi b['g]WYfhY' i bX'5XUa
 DU][Y'a]hY]bYa 'k Y]hYfYb': fY]k i fZ'XYb'G]Y['UVgW' bØfhY""8]Y
 k]W'h][ghYb'Gd]Y'YfghUh]gh]_Yb'ZØf'X]Y'9U['Yg'nY][Ybž'XUgg'5XUa
 DU][Y'a]h'&) 'Di b_hYbž'&'8fY]Yfb' i bX'+ 'FYVci bXg'a U» [YV'W
 ni a '9fZc'['VY]hfi ["K Y]hYfY '\YfUi gfU[YbXY'@Y]ghi b[Yb'_Ua Yb
 j cb'Gj Yb'7]_UfU'f%&'Di b_hY' i bX'E i UXfY '@c'']g'f%%'Di b_hY'ž'k]Y
 YVYbZU''g'j cb'YU['Yg!VUg_YhVU''XY'VYf]W'hYh"

6YfY]hg'ni j cfž'Ua '' "A Āfn'&\$&) ž\UhhYb'X]Y'6cfVU'9U['Yg'fnY\cY
]b'XYf'&"6Ug_YhVU''F Y[]cbU''[U'[Y[Yb'X]Y'6; ' <Ua Vi f[!K Ygh
 + - . , & j Yf'cfYb''HfU]bYf'8Ybb]g'K YggY'_Ua d'VYnY]W'bYhY'X]YgYg
 Gd]Y''U'g' Y]bYg'XYf'k]W'h][ghYb'GU]gcbgd]Y'Y ''Hfch'Y]bYg
 <U'VnY]hghUbXg'j cb' (, . (* 'ZØf'X]Y'9U['Yg'_cbbhYb'g]Y'XYb'G]Y['ja
 'YhnhYb'J]YfhY''b]W'h'\U'hYb""5_hi Y''VYZ]bXYhg]W'XUg'HYUa 'Ui Z
 D'Um'-']b'XYf'HUVY''Y' i bX'ghY'h' h]YZ]a '5Vgh]Y[g_Ua dZ "
 K YggY'_Ua d'VYhcbhYž'XUgg'k Y]hYfY'G]Y[Y'bch'k YbX]['g]bXž' i a 'X]Y
 @[U'ni '\U'hYb"

8YhU]`g	
J cfZU``	Gdcfh
C fh	9ggYbž'8Yi hgW'UbX
E i Y''Yb	<ul style="list-style-type: none"> • k k k "g\n"XY • k k k "YU['Yg!VUg_YhVU''XY

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