H\Øf]b[Yb`]a `K UggYffUi gW\ .`J YfVfUi W\ ghY][ h`hfc hn`l a k Y`h_f]gYb`

8 Yf`ghY][ YbXY`Hf]b_k UggYfj YfVfUi W\`]b`H\Øf]b[Yb`gY]h &\$%\* `k]fX`]b`Y]bYa `?cbhYI h`j cb`?`]a Uj YfÅbXYfi b[Yb`i bX K Y`hk UggYfhU[`VY`Yi W\hYh"

H\Øf]b[Ybž`8Yi hgW\`UbX`!`8Yf`Hf]b\_k UggYfj YfVfUi W\`]b H\Øf]b[Yb` \Uh`]b`XYb`YhnhYb` ð\ fYb`Y]bYb`g][ b]Z]\_UbhYb`5bgh]Y[Yf`YVh` @Ui h`A Yf`_i f`VYhfi [ `XYf`Xi fW\gW\ b]hh]W\Y`Dfc!`?cdZ J YfVfUi W\`]b`XYb`Df]j Uh\Ui g\U`hYb`]a `ð\ f`&\$%* `bcW\`- &ž&`@]hYf dfc`HU[ž`k Å\ fYbX`X]YgYf`K Yfh]a `ð\ f`&\$&`Ui Z- * ž(`@]hYf [ Ygh]Y[ Yb`]gh``8]YgY`9bhk ]W`_i b[Yb`g]bX`hY`k Y]gY`Ui Z`X]Y k Åfa YfYb`i bX`hfcW`YbYfYb`Gca a Yf`ni fØW`ni ZØ\ fYbž`X]Y`]b`XYb`YhnhYb` ð\ fYb`j Yfa Y\fh`Ui Z[YhfYhYb`g]bX"

æa `ð\ f`%- - %YffY]W\hY`XYf`Dfc!`?cdZ J YfVfUi W\`Y]bYb`< ØW\ghk Yfh j cb`%\$(ž(`@]hYfb`dfc`HU[ ž`k Å\ fYbX`Yf`%- - , `a ]h, \* ž%`@]hYfb`XYb b]YXf][ ghYb`GhUbX`YffY]W\hY``8]YgY`GhUh]gh]\_Yb`nY][ Yb`X]Y XmbUa ]gW\Y`9bhk ]W`\_i b[ `XYg`K UggYfj YfVfUi W\g`]b`H\Øf]b[ Ybž` X]Y`U`Y`XfY]`ð\ fY`Yj U`i ]Yfh`k ]fX``Gc`k i fXYb`&\$&`]b`H\Øf]b[Yb]bg[YgUa h`fi bX`%++ `A ]`cbYb`?i V]\_a YhYf`K UggYf`[ Yk cbbYbž` k cj cb`Yhk U`%+ž` `A]`cbYb`?i V]_a YhYf`]b`X]Y`ÖZYbh]W\Y K UggYfj Yfgcf[ i b[ `ZØf`Df]j Uh\Ui g\U`hY`i bX`?`Y]b[Yk YfVY ZcggYb"

E i Y``Yb`XYf`K UggYfj Yfgcf[i b[

8]Y`K UggYfj Yfgcf[ i b[ `]b`H\Øf]b[ Yb`ghØnh`g]W\`Ui ZY]bY ?ca V]bUh]cb`Ui g`; fi bX`!i bX`HU`gdYffYbk UggYf``@Ui h`H`i Vb ghUa a Yb`Yhk U`) +i `XYg`Hf]b\_k UggYfg`Ui g`; fi bXk UggYf`i bX`(` i `Ui g`Hf]b\_k UggYfhU`gdYffYb``Fi bX`%\*\$`\$`K UggYfZUggi b[ Ybž`

Y]bgW`Y»`]W`6fi bbYbž'E i Y`Yb`i bX
C VYfZÅWYbk UggYfZUggi b[Ybž'g]bX`ZØf`X]Y
Hf]b_k UggYfj Yfgcf[i b[`]a `9]bgUhm"5i »YfXYa`k YfXYb`ØVYf`XfY]
: Yfbk UggYfj YfVi bXgmghYa Y`Yhk U`%ž`A ]`]cbYb`9]bk c`bYf`]b
A]hhY`!ž`BcfX!ž`Cgh`i bX`GØXh\Øf]b[ Yb`a]h: Yfbk UggYf`j Yfgcf[h"

8]Y`G]WYfghY`i b[`XYf`Hf]b_k UggYfj Yfgcf[i b[`]gh`5i Z[UVY`XYf
GhÅXhY`i bX` ; Ya Y]bXYbž`X]Y`g]W`Åi Z[ `]b
K UggYfj Yfgcf[i b[gnk YW`j YfVÅbXYb`ni gUa`a YbgW`Y»Yb"8Yf
5bgW`i gg[ fUX`Ub`X]Y`ØZYbh]WY`Hf]b\_k UggYfj Yfgcf[ i b[ `VYhfÅ[h
VYY]bXfi W`YbXY`- - ž`i`"5`YfX]b[ g`g]bX`bcW`Yhk U` , \$
A YbgWYbž`k Ug`ž\$`i` `XYf`6Yj`Ø`_Yfi b[`Ybhgd]W`hž`b]W`h`Ub
X]YgY`J Yfgcf[ i b[ `Ub[YgW`cggYb"9g[ ]Vh`6YghfYVi b[Ybž`X]YgY
NU\`ni`gYb`Yb"

E i U`]hÅh`i bX` , VYfk UW`i b[`XYg Hf]b_k UggYfg

8 Ug`Hf]b\_k UggYf`]b`H\Øf]b[ Yb`[`]h`U`g`Y]bYg`XYf`Ua` `VYghYb
i bhYfji W`hYb`@VYbga]hhY`ž`XU`Yg`_Y]bY`?cbgYfj]Yfi b[gghc ZY
cXYf`UbXYfY`Ni gÅhnY`Ybh`Å`h" @Ui h`I a k Y`h`H\Øf]b[Yb`_cghYh
Hf]b_k UggYf`k YgYbh]W`k`Yb][ Yf`U`g`ž\$`%`9i fc`dfc`@]hYf"8]Y
; Ygi bX\Y]hgVY\ØfXYb`XYf`@UbX`\_fY]gY`i bX`\_fY]gZfY]Yb`GhÅXhY`g]bX
ZØf`X]Y` , VYfk UW`i b[ `XYf`Hf]b\_k UggYfei U`]hÅh`j YfUbhk cfh]W`"
8]YgY`]gh`Ub`ghfYb[ Y`J`c fgW`f]ZhYb`[ YVi bXYbž`X]Y`gc[ Uf`ghfYb[Yf
g]bX`U`g`X]Y`ZØf`A ]bYfU`!`cXYf`HUZY`k UggYf"

8]Y`Hf]b\_k UggYfj YfcfXbi b[ `gYmh`X]Y`F U\`a YbVYX]b[ i b[ Yb`ZØf
X]Y`E i U`]hÅh`XYg`K UggYfg`i bX`ghY`h`g]WYfž`XUgg`X]Y`[ YgYhn`]WYb
; fYbnk YfhY`Y]b[ Y\U`hYb`k YfXYb" `b`H\Øf]b[ Yb`k`i fXY`Xi fW
[Yn]Y`hY` `b] Ygh]h]cbYb`Y]b`\c`Yf`E i U`]hÅhgghUbXUfX`YffY]W`hž`XYf
X]Y`5bZcfXYfi b[ Yb`XYf`Hf]b\_k UggYfj YfcfXbi b[ `YfZØ`h"Ni`_ØbZh][
gc`Yb`bYi`Y`A U» bU\`a Yb`]a`d`Ya Ybh]Yfh`k YfXYbž`i`a`X]Y
K UggYfj Yfgcf[i b[`k`Y]hYf`ni`j`YfVYggYfbž`]bgVYgcbXYfY
Ub[Yg]W`hg`XYf`<YfUi`gZcfXYfi b[Ybž`X]Y`XYf`?`]a Uk UbXY`a ]h`g]W`
Vf]b[h"

⊖g[YgUa`h`nY][h`g]W`ž`XUgg`X]Y`Hf]b\_k UggYfj Yfgcf[ i b[ `]b

H\Øf]b[Yb`nk Uf`[i h`Ui Z[YghY``h]ghž`YXcW`_cbh]bi]Yf`]WXY
 5bghfYb[i b[Yb`YfZcfXYfhž`i a`gck c\`X]Y`E i U`]hÀh`U`g`Ui W`X]Y
 J YfZØ[VUf_Y]h`XYg`K UggYfg`i b`5bVYhfUW`h`g]W`j YfÀbXYfbXYf
 _`]a Uh]gW`Yf`6YX]b[ i b[ Yb`g]W`Yfni ghY``Yb`"

8YhU]`g	
J c f Z U ``	I a k Y `h
C f h	H\Øf]b[Ybž`8Yi hgW`UbX
E i Y ``Yb	<ul style="list-style-type: none"> • k k k "a Yf_i f"XY • h`i Vb"h`i Yf]b[Yb"XY • i a k Y`h"h`i Yf]b[Yb"XY

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