

%&!`À\ f][Y`HUa UfU`Ui g`5gWÅ UZZYbVi f[j Yfa]ggh` `Dc`nY]`gi WÅ h`<]bk Y]gY`

%&!`À\ f][Y`HUa UfU`<Y]b][`Ui g`5gWÅ UZZYbVi f[`k]fX`j Yfa]ggh" <]bk Y]gY`ni f`Gi WÅ Y`a Ò[`]WÅ "6]hY`i bhYfghØhnYb`G]Y`X]Y Dc`nY]"



5gWÅ UZZYbVi f[ž`8Yi hgWÅ `UbX`!`8]Y`VYgc f[b]gYffY[YbXY B UWÅ f]WÅ h`U h`\]Yf`]b`6UmYfb`X]Y`Fi bXY`[Ya UWÅ h`8 Ug`%&!`À\ f][Y A`ÅXWÅ Yb`HUa UfU`<Y]b][`Ui g`5gWÅ UZZYbVi f[`k]fX`gY]h`GcbbhU[ž XYa`%"'†`]'&\$&) ž j Yfa]ggh" @Ui h]b: fUb_Yb`j Yf`]Y» `HUa UfU`Ua GcbbhU[`[Y[Yb`%(.\$\$`i` \f`]\fY`K`c`bUXfYggY`]b`XYf`#bYbghUXh" 5`g]Y`Ua`5VYbX`b]WÅ h`ni fØW`_Y`fhY`ž`a`Y`XYhYb`]`fY`5b[Y\`Öf][Yb g]Y`U`g`j Yfa]ggh"

8]Y`Öfh]WÅ Y`Dc`nY]`U h`Ua`8]YbghU[`ØVYf`XYb`:`U`]]bZcfa`]Yfhi bX V]hhYh`X]Y`6Yj Ò`_Yfi b[`i`a`<]bk Y]gY"9g`]]Y[Yb`XYfnY]h`_Y]bY 5bnY]WÅ Yb`ZØf`Y]bY`GhfUZhUh`j`cf`"Dc]g]hj`]ghž`XUgg`Ua`8]YbghU[`Y]b hY`YZcb]gWÅ Yf`?`cbhU`_h`a`]h`HUa UfU`ni ghUbXY`_Ua`ž]b`k`Y`WÅ Ya`g]Y Ub[UVž`g]WÅ`]b`:`fUb`_Z`fhni`VYZ]bXYb"

6 YgW fY]Vi b['XYf'J Yfa]gghYb

8 Y' %&! \f][Y' HUa UfU'k]fX'k]Y' Zc`[h'VYgW f]YVYb.

- ; fÒ» Y. '%*) 'Wà
- ? ÒfdYfVUi . :gW`Ub_
- < UUFZUfVY. '_i fnž'gW k Ufn!fch
- 6Y`_Y]Xi b[. '_i fnY'gW k UfnY'< cgYž'gW k UfnYg'Hcdž
gW k UfnY'GbYU_Yf

8 Y'Dc`nY]'k Y]gh'XUfUi Z`]bž'XUgg'<]bk Y]gY'X]fY_h'Ub`X]Y
5gW UZZYbVi f[Yf'Dc`nY]'i bhYf'XYf'Fi Zbi a a Yf'\$* \$&%#) +!&&' \$
[Y[YVYb'k YfXYb' _ÒbbYb" '5`hYfbUhj] '_ÒbbYb'Ui W`UbXYfY
Dc`nY]X]YbghghY`Yb' _cbhU_h]Yfh'k YfXYb" 'Ni XYa 'g]bX'6]'XYf'XYf
j Yfa]gghYb`HUa UfU'cb`]bY'j YfZØ[VUfž'i a `X]Y'Gi WY'ni
i bhYfghØhnYb"

8 Ug'D\Àbca Yb'XYf'j Yfa]gghYb '?']bXYf

8 Y'< YfUi gZcfXYfi b[žj Yfa]gghY'?']bXYf'ni `Z]bXYbž']gh'b]W h'bi f
Ui Z'5gW UZZYbVi f[`VYgW fÀb_h" `b` GhÀXhYb'k]Y'8 ØggY'XcfZ'k]Y'
K 8 F `VYf]W hYhž'k YfXYb'hÀ[`]W`ZØbZ'V]g'gYW g'ž [YbX`]WY'Ug
j Yfa]ggh[Ya Y`XYh" '8]Yg`]Y[h`Ài Z][`XUfUbž'XUgg'g]Y'j cb'ni
<Ui gY'k Y[`Ui ZYbž'Y]b'D\Àbca Ybž'XUg'U'g' 8Ui Yf'Ài ZYf `VY_Ubbh
]gh" '9`hYfb'a Y`XYb']\fY'?']bXYf'cZh'Y]ba U`cXYf'a Y\fa U'g'dfc
K cWY'U'g'j Yfa]ggh"

6YgcbXYfg`VY]'?']bXYfb'i bhYf'%' ` \fYbž'XYbYb'Yhk U`Y]ba U`]a
A cbUhjYfa]gghYbZÀ`Y'ni [YcfXbYh'k YfXYbž'k]fX'YXYf': U`
]bX]j]Xi Y`VYhfUW hYh" 'K Ybb'X]Y'Dc`nY]'? cbhU_hXUhYb'XYg?']bXYg
\Uhž'k YfXYb'X]YgY'gcZcfh]bZcfa]Yfhž'i a `a Ò[`]WYfk Y]gY'gW bY`
ni f`@Øgi b[`XYg': U`g'ni ` _ca a Yb" '5bgcbghYb' _ca a Yb
i a ZUb[fY]WY'A U» bU\ a Ybž'k]Y'X]Y'I bhYfghØhni b[`Xi fW
<i bXYfhgW UZhYb'i bX'<i VgW fUi VYfž'ni a `9]bgUhnž'i a `XUg'?']bX
ni `Z]bXYb"

8 Y'NY]h']gh'ni XYa `Y]b'XfØW_YbXYf': U_hcf. `ž` `Àb[Yf'Y]b'?']bX
j YfgW k i bXYb']ghž'XYgch' [fÒ» Yf'k]fX'XUg'F]g]_c" `Gc']gh'Yg

k]W h[ž XUgg 9`hYfb`XYf`Dc`nY]`J YfhfUi Yb`Ybh[Y[YbVf]b[Yb`i bX
 c ZYb`ØVYf`X]Y`G]hi Uh]cb`_ca a i b]n]YfYb" `A Y]gh'g]bX`X]Y
 6YX]b[i b[Yb`i]b`XYf`B UWX h`bcW` \YfUi gZcfXYfbXYfž`XU`k Yb][Yf
 A YbgW`Yb`i bhYfk Y[g`g]bX`i bX`?]bXYf`a Ò[`]W`Yfk Y]gY`Ui g`5b[gh
 g]W`j YfghYW`Yb"

K]f` \c ZYbž`XUgg`HUa UfU`gW`bY``i bX`k c` \VY`U`hYb`ni fØW`_Y`fh"
 8]Y`@YgYf`k YfXYb`XUni`Ui Z[Yfi ZYbž`Ui Za Yf_gUa`ni`gY]b`i bX`]\fY
 B UWX VUfb`ni`]bZcfa`]YfYb" `J]Y``Y]W`h` \Uh`Ya UbX`Yhk Ug[YgY`Yb
 cXYf`_Ubb`X]Y`9fa`]h`i b[Yb`i]b`]f[YbXY]bYf`K Y]gY`i bhYfghØhnYb"
 <Y`ZYb`k]fž`HUa UfU`bUW` `<Ui gY`ni`Vf]b[Yb`°

8YhU]`g	
C fh	5gW`UZZYbVi f[ž`8Yi hgW`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "]bZfUb`_Yb"XY • k k k "dfYggYdcfhU``XY • k k k %"k Xf"XY

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