

A U]gk UW\ ghi a 'hfc hnh'8 ØffY. 'C ghU``[Ài Yf @UbXk]fhY 'c dh]a]gh]gW\ °

5a '%("\$+"&\$%) 'VYf]W\ hYb 'C ghU``[Ài Yf '@UbXk]fhY 'ØVYf'X]Y 9fbhYYf[YVb]ggYž'< YfUi gZcfXYfi b[Yb'i bX'XUg'K UW\ ghi a j cb'A U]g'i bX'@Y]b"



K Y]W\ hž'8 Yi hgW\ `UbX'!`K Ug'hi h'g]W\ `]b'XYf'@UbXk]fhgW\ UZh'ja C ghU``[Ài 3'6Y]'XYf'_Øfn'W\ 'ghUhh[YŽi bXYbYb'9fbhYdfYggYZU\fh'ib K Y]W\ h'k Uf'X]Y'Gh]a a i b['i bhYf'XYb'@UbXk]fhYb'hfc hnh'XYf <YfUi gZcfXYfi b[Yb'Xi fW\ 'X]Y'HfcW_Yb\Y]h'XYf''YhnhYb'A cbUhY ØVYffUgW\ YbX'cdh]a]gh]gW\ "'5bXfYUg'GW\ a]Xž'XYf'?fY]gcVa Ubb XYg'6UmYf]gW\ Yb'6Ui Yfbj YfVUbXg'f6J Ł'ja 'C ghU``[Ài ž'VYf]W\ hYhY j cb'VYY]bXfi W_YbXYb'(\$'W\ 'K UW\ ghi a 'gY]bYf'A U]gdZUbnyb]bbYf\U'V'Y]bYf'K cW\ Y"'GW\ a]X'gY'Vgh'k Uf'ni gUa a Yb'a]h ?fY]gVÀi Yf]b'?Uf]bU':]gW\ Yfž'8 Ub]Y''8 ØfZYf'i bX'@]bc'A]ggY'j ca 5a h'ZØf'9fbÀ\fi b[ž'@UbXk]fhgW\ UZhi bX': c fghYb'f59@ Łj cf'C fhž i a 'X]Y': Y'XYf'fi bX'i a 'XYb'<cZ'XYf': Ua]]Y'GW\ a]X'ni 'VY[Y\Yb i bX'X]Y'G]hi Uh]cb'XYf'9fbhY'ni 'VY[i hUW\ hYb"'8]Y'5``[Ài Yf NY]hi b['VYf]W\ hYhž'XUgg'X]Y'K]bhYf[YfghY'VYfY]hg'[YfYfbhY'h'k i fXY

i bX`X]Y`@UbXk]fhY`a]h`XYa`9fhfU[`ni Zf]YXYb`g]bXž`k À\fybX`X]Y
9fbhY`XYf`Gca a Yf[YfghY`bcW`i b[Yk]gg`]gh" Dfc[bcgYb`ni
hfYZZYbž`gY]`Ui Z[fi bX`XYf`U`_hi Y`Yb`K YhhYf`U[Y`gW`k]Yf][ž`gc
GW`a]X"

8cW`k]Y`g]Y`h`Yg`]bg[YgUa`h]b`XYf`FY []cb`Ui g3`5i Z[fi bX`XYg
Ub\U`hYbX`hfcW`YbYb`K YhhYfg`ZY`Yb`XYb`C ghU`[Ài Yf`6ÖXYb`]a
GW`b]hh`gUhhY`%+\$`@]hYf`K UggYf`dfc`E i UXfUha`YhYf"6YfY]hg
[Yk`cbbYbY`K YhhYfXUhhYb`nY][Ybž`XUgg`Yg]ja`Ub[`À\f][Yb
JYf[`Y]W`bi`f]ja`A U]a`Y`f`B]YXYfgW`À[Y`[UV"6Y]XYf`6Y[Y`i b[
XYf`:`Y`XYf`k i fXY`ni XYa`ZYgh[YghY`hž`XUgg`X]Y`hfcW`YbY`9fXY`XYg
A U]gZY`XYg`GhUi`V`Ui`Zk]fVY`hi bX`X]Y`6cXYbVYgW`UZZYb`Y]h
VYgcf[b]gYffY[YbX`]gh"5i ZY]bYa`d<!HYgh]ja`:`YfghYbZY`X`_Ua
ni hU[Yž`XUgg`XYf`6cXYb`ni`gUi`Yf]ghž`k Ug`X]Y`K UggYf`i bX
B`À`fgc`ZgdY]W`Yfi b[`VYY]bhf`À`W`h][h`i`a`X]YgYb`A]ggghUbX`ni
VY`YVYbž`_Öb`hYb`?U`_i bX`UbXYfY`A U» bU`a`Yb`ni`f
JYfVYggYfi b[`XYf`6cXYbghfi`_hi`f`b`chk`YbX][`gY]b"

6]cX]j Yfg]h`h`i bX`A U]gUbVUi

9]b`gdUb`bYbXYf`5gdY`_h`XYf`9fbhY`dfYggYZU`fh`k`Uf`XUg`[YdZUb`nhY
:`Y`X`a`]h`@Y]bž`Y]bYf`XYf`À`hYghYb`?i`hi`fdZUb`nYb`XYf`A`Yb`gW`\`Y]h"
8]YgY`DZUb`nY`]gh`b]W`h`bi`f`k`Yfhj`c`ZØf`X]Y`6]cX]j Yfg]h`h`ž`gcbXYfb
Ui`W`Ya`dZ]bX`]W`]ja`5bVUi`"K`À\fybX`XYf`@Y]bgUa`Yb`]b`K`Y]W`h
ni`c`W`k`Yfh][Ya`2`[YdfYggh`k`]fXž`k`]fZh`XYf`A U]gUbVUi`j`]Y`Y
:`fU[Yb`Ui`Z`8]Y`5i`gk`U`XYg`GhUbXc`fhg`ZØf`XYb`A U]gUbVUi`]gh
Yb`hgW`Y]XYbX`i`bX`k`]fX`Xi`fW`?`]ja`Už`6cXYb`i`bX`<Ö`Yb`U[Y
VYY]bZi`ggh"@Ui`h`XYf`K`YVgY]hY`f`GYXg`Zcf`:`i`hi`fYt`a`i`gg`X]Y`9fbhY
j`cb`A U]g`Ui`W`X]Y`fY[]cbU`Yb`6YgcbXYf`Y]hYb`VYfØW`g]W`h][Yb"
Gc`[YXY]\`h`A U]g`VYgcbXYfg`[i`h]b`[i`h`Yb`hk`ÀggYfhYb`6ÖXYb`i`bX
VYb`Øh][h`Y]bY`ZfcghZFY]Y`NY]h`j`cb`%&\$`V]g`%(\$`HU[Yb`gck`]Y
fY]W`]W`GcbbYb`]W`h"8]Y`5bVUi`ghfUhhY[]Yb`a`ØggYb`Ub`gc`W`Y
6YX]b[i b[Yb`Ub[YdUggh`k`YfXYbž`k`Ug]b`C`ghU`[Ài`VYgcbXYfg
\YfUi`gZc`fXYfbX`]gh"

8Yf`9]bZ`i`gg`XYg`?`]a`Uk`UbXY`g

9]b`k`Y]hYfYf`:`U`_hc`fž`XYf`X]Y`9f[YVb]ggY`]b`XYf`@UbXk`]fhgW`UZh

VYY]bZi gghž]gh'XYf'?'a Uk UbXY'"Ghi X]Yb'nY][Ybž'XUgg'Yf'XUni
 Z0\fhž'XUgg'X]Y'9fbhYb'j cb'; fi bXbU\fi b[ga]hY'b'k]Y'A U]gž'UVYf
 Ui W'K Y]nYbž'ghUf_'ni f0W_[Y\Yb'"9]b'6Yf]W'hj cb'ł: cfgW'i b[
 i bX'K]ggYbł'VYgW'fY]Vhž'XUgg'K YhhYfYI hfYa Y'k]Y'<]hnYk Y''Yb
 i bX'80ffYb'XYb'6Yhf]YV'ghUf_'VY'UghYb'"#b'9i fcdU'j Uf]]YfYb'X]Y
 5i gk]f_i b[Yb'YXcW'K Å\fybX'b0fX'W'Y'F Y[]cbYb
 a 0[]W'Yfk Y]gY'i a '%\$'i '\0\YfY'9fbhYb'VY]a 'A U]gUbVUi
 Yfn]Y'Yb'_0bbhYbž'g]bX'ja 'A]hY'a YffUi a 'F0W_[Åb[]Y'j cb'V]g'ni
 (\$'i 'ni 'Yfk UfhYb'"Dcg]hj]gh'ni 'j Yfa Yf_Ybž'XUgg'g]W'X]Y
 @UbXk]fhgW'UZh']b'b0fX'W'Yb'; YV]YhYb'j cb'?UbUXU'i bX'Fi gg'UbX
 j cYfYgh'Ub'X]Y'j YfÅbXYfhYb'?'a UVYX]b[i b[Yb'UbdUggYb
 _cbbhY"8]Y': cfgW'Yf'VYhcbYbž'XUgg'5bdUggi b[ga U» bU\ a Yb
 V]g'&%%\$'Yhk U'Y]b'8f]hY''XYf'_'a UVYX]b[hYb'J Yf'i ghY
 Ui g['Y]W'Yb'_0bbhYbž'gcZYfb'_Y]bY'k Y]hYfYb'7C !9a]gg]cbYb
 UbghY][Yb"

5a '9bXY'XYf'Hci f'nY][hYb'g]W'X]Y'HY]'bY\ a Yf'ni j Yfg]W'h]W'ž
 XUgg'VY]Y]b'k Yb]['F Y[Yb'X]Y'VYj cYghY\YbXY'9fbhY'Xi fW'Ui g
 dcg]hj]'Ui gZU''Yb'_0bbhY' 'i bX'j]Y''Y]W'h''Y[h]b'XYb'bÅW'ghYb
 K cW'Yb'XcW'bcW'Yhk Ug'; i hYg]b'XYf'@ Zh'Z0f'X]Y'C ghU''[Åi Yf
 @UbXk]fhgW'UZh"

8 YhU]`g	
C fh	K Y]W'hž'8 Yi hgW'UbX
E i Y''Yb	<ul style="list-style-type: none"> • k k k "U''[UYi Yf!nY]hi b["XY • a U]nY"gYXXgZcfZi hi fY"Yi • k k k "ZcfW'i b[!i bX!k]ggYb"XY

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