

< Ua]`hc bg` : YffUf]!F ÀhgY`b. `K Ug` \]bhYf
XYb`@Y]ghi b[ggWk Ub_i b[Yb`ghYW_h°

@Yk]g`<Ua]`hcb`_Àa dZh]b`XYf` : cfa Y`!%!GU]gcb`&\$&) `a]h
@Y]ghi b[gdfcV`Ya Yb`VY] : YffUf]"5_hi Y`Y`5bU`mgYb
VY`Yi W`hYb`i fgUW`Yb`i bX`<YfUi gZcfXYfi b[Yb`



Gui X]!5fUV]Ybž`Gui X]!5fUV]Yb`!`8]Y` : cfa Y`!%!GU]gcb`&\$&)
[YghU`hYhg]W`ZØf`@Yk]g`<Ua]`hcb`i bX`gY]b`HYUa` : YffUf]`U`g
\YfUi gZcfXYfbXYg`i bhYfZUb[Yb`" : fYX`J UggYi fž`XYf`HYUa W`YZj`cb
: YffUf]ž`\Uh`g]W`]b`Y]bYa`_U_hi Y`Y`b`ðhYfj`]Yk`a]h`XYb
@Y]ghi b[ggWk Ub_i b[Yb`XYg`g]YVYbZUW`Yb`K Y`ha Y]ghYfg
Ui gY]bUbXYf[YgYmh`<Ua]`hcbg`]b`cbg]ghYbhY`9f[YVb]ggY`g]bX
]bgVYgcbXYfY`Ui Z`XUg`Yb[Y`6Yhf]YVgZYbghYf`XYf`F Y]ZYb
ni fØW_ni ZØ\ fYbž`XUg`g]W`_U`g`_f]h]gW`ZØf`gY]bYb`F YbbYfZc`[
Yfk]YgYb`\Uh`Gc`YffY]W`hY`<Ua]`hcb`]b`XYb`Gdf]bh!F YbbYb`nk Uf
nk Y]`Xf]hhY`D`ÀmYž`XcW`gY]bY`@Y]ghi b[Yb`VY]`gYW`g` : fUbX!Df]! !
9]bgÀmYb`j Uf]]YfhYb`ghUf`_`

9]b`a Uf_UbhYf`F ØW_gW`_U[`YfY][bYhY`g]W`]a`F YbbYb`]b`Gui X]!

5fUV]Ybž'k c' < Ua]'hcb'' \$'GY_i bXYb'\]bhYf'gY]bYa 'HYUa _c''Y[Yb
7\Uf'Yg'@WYfW]bg'N]Y''_Ua "'# 'A]Ua]'_cbbhY'Yf'g]Wk'YXcWk
k]YXYf'ZUb[Yb'i bX'Yfn]Y'hY'D'Uhn'XFY]'ja 'Gdf]bh!F YbbYbž'hfc hn
_f]h]gWkYf'K YhhYfVYX]b[i b[Yb''J UggYi f'\YVh'\Yfj cfž'XUgg
YI hYfbY': U_hcfYbž'b]Wk'hY]b'A Ub[Y''Ub'; YgWk k]bX][_Y]hž
< Ua]'hcbg'GWk k]Yf][_Y]hYb'VYX]b[Yb''?'Y]bY': Y'\Yf'gY]Yb
YbhgWkY]XYbX'i bX'_ØbbhYb' [fc»Y'5i gk]f_i b[Yb'Ui ZX]Y
9f[YVb]ggY'\UVYb"

K YWk gY'\ UZhY '@Y]ghi b[Yb'i bX'GYh!i d!
< YfUi gZcfXYfi b[Yb

#Y]bYa 'k Y]hYfYb'; YgdfÅWk'Yf'_ÅfhY' < Ua]'hcbž'XUgg'XUg
J YfghÅbXb]g'ZØf'X]Y'GYh!i dg'XYg': YffUf]!5i hcg'YggYbh]Y''ZØf'gY]bY
k YWk gY'\ UZhYb '@Y]ghi b[Yb']gh''#gVYgcbXYfY']b'5i ghfU']Yb'\UhhYb
VY]XY': U\YfYž'Y]bgWk']Y»']Wk '@WYfWž'a]h'GWk k]Yf][_Y]hYb
k Å\YbX'XYf'E' !E i U']Z_Uh]cb'ni '_Åa dZYbž'cVk c'\`g]Y'j cf\Yf
ghUf'_k UfYb''# 7\]bU'j YfnY]Wk bYhY' < Ua]'hcb'Y]bYb'G]Y']ja
Gdf]bh]j cb'XYf'Dc`Y!Dcg]h]cbž'a i gghY'YXcWk']a'; fUbX'Df]l' a]h
Y]bYf''Ub[gUa YfYb'DUW' _Åa dZYb"

8]Y'G]hi Uh]cb'Yg_U']YfhYž'U'g'VY]XY': YffUf]!D]`chYb'k Y[Yb
hYWk b]gWkYf'J YfghØ» Y'k Å\YbX'XYg'; fUbX'Df]l']b'G\Ub[\U]
X]gei U']Z]n]Yfh'k i fXYbž'k cXi fWk'g]Y']\fY'D'ÅhnY'ZØbZi bX'gYWk g
j Yf'cfYb'' < Ua]'hcb': ZØ\fhY'X]Y'k YWk gY'\ UZhY'DYfZcfa UbW'Ui Z
j YfgWk]YXYbY': U_hcfYb'ni fØW_ž'k cVY']X]Y'GYh!i d!9bhgWkY]Xi b[Yb
Y]bY'nYbhfU'Y'Fc''Y'gd]Y'Yb''9f' [UV'ni ž'bcWk'b]Wk'hU''Y'GYh!i d!
C dh]cbYb'XYg': YffUf]'Ui gdfcV]Yfh'ni '\UVYb'i bX'Y]bYb'ZU'gWkYb
GYh!i d!9bhgWkY]X']b'7\]bU' [YhfcZZYb'ni '\UVYbž'XYf']\b']b'XYf
E i U']Z_Uh]cb'\]bXYfhY'' < Ua]'hcb']gh'ØVYfnYi [hž'XUgg'Y]b'VYggYfYg
GYh!i d']\b']b'X]Y'Hcd'' 'XYf'E i U']Z_Uh]cb' [YVfUWk'h'\ÅhhY"

C dh]a]ga i g'i bX'bÅWk ghY'GWk f]hhY

Hfchn'X]YgYf'GWk k]Yf][_Y]hYb'V'Y]Vh' < Ua]'hcb'cdh]a]gh]gWk'i bX
['Ui Vh'Ub'gY]bY': Å\][_Y]hž'XUg'j c''Y'DchYbn]U''XYg'G: !&) ni
YbhZU'hYb'' , VYf'X]Y'?ca d'YI]hÅh'XYf'GYh!i d!YbXYfi b[Yb'gU[h'Yfž

XUgg`X]YgY`cZhi bhYfgWÅÄmh`k]fX" ð`XYb`YhnhYb`nk Y]`F YbbYb
 ZØ\`hY`Yf`g]WÅ`UbZUb[`g`b]WÅ`h`k`c\`a` `5i`hcž`\UhhY`YXcWÅ`Y]bY
 U_nYdhUV`Y`DUWÅ`Ub`XYb`YfghYb`VY]XYb`HU[Yb" `HYWÅ`b]gWÅ`Y
 DfcV`Ya`Y`]b`6U\`fU]b`ZØ\`fhYb`XUni`ž`XUgg`Yf`b]WÅ`h`Ua` `HYgh
 hY]`bY\`a`Yb`_c`bbhYž`k`Ug`gY]bY`J`cfVYfY]hi`b[`VYY]bhfÅWÅ`h][`hY"

GY]b`Gdf]bh]b`7\]bU`k`Uf`ni`XYa` `gY]bY`YfghY`<`YfUi`gZc`fXYfi`b[
 ØVYf`&\$`Fi`bXYbž`i`bX`]a` `F`Y`b`b`Y`b`h`Y`gh`h`Y`Y`f`X]Y`7`&!`F`Y`Z]Ybž`k`Y`WÅ`Y
 ZØf`Y]b`YfZc`[`fY]WÅ`Y`g`9]b!`Ghc`dd!`F`Y`b`b`Y`b`Y`b`hgWÅ`Y]XYbX`k`UfYb"
 <`Ua` `]`h`c`b`n`Y][`h`g]WÅ` `ni`Zf]YXYb`a` `]h`gY]bYf`5`bd`Uggi`b[`]b`XYb
 YfghYb`nk`Y]`F`Y`b`b`Y`b`ž`Yf`_`Y`b`b`h`U`Y`f`X]b[`gž`XUgg`bcWÅ`j`Y`5`fVY]h]j`cf
]\`a` `]Y[`h`8]Y`:`cfa`Y`!`%`!`K`Y`h`j`YfZc`[`h`[`YgdUbbh`<`Ua` `]`h`c`b`g`Gi`WÅ`Y
 bUWÅ`XYa` `9fZc`[`]b`XYb`_`ca` `a`YbXYb`F`Y`b`b`Y`b`i`bX`Yfk`UfhYh`Y]bY
 d`c`g]h]j`Y`K`YbXY`ZØf`XYb`j`U`_`UbhYb`:`YffUf]!`D]`chYb"

ðg[`YgUa`h`V`Y]Vh`UVni`k`UfhYbž`k`]Y`g]WÅ`X]Y`G]hi`Uh]cb`ZØf`<`Ua` `]`h`c`b
 i`bX`:`YffUf]`k`Y]hYfYb`hk`]W`_`Y`h`8]Y`?`ca`V]bUh]cb`Ui`g`h`Y`WÅ`b]gWÅ`Yb
 <`YfUi`gZc`fXYfi`b[`Yb`i`bX`ghfUhY[`]gWÅ`Yb`GYh`i`d!`9`b`hgWÅ`Y]Xi`b[`Yb
 k`]fX`Y`b`hgWÅ`Y]XYbX`gY]b`ZØf`X]Y`ni`_`Ø`b`Zh][`Yb`F`Y`b`b`Y`b`]b`X]Y`g`Y`f
 GU]gcb"

:`Øf`k`Y]hYfY`ð`Zcfa`Uh]cbYbž`VYgi`WÅ`Yb`G]Y`**A`c`h`c`f`W`h`W`Y`g`d`c`f`h`g**
 i`bX`**5`i`h`c`g`d`c`f`h"**

8YhU]`g	
C`f`h	GUi`X]!`5`f`UV]Ybž`GUi`X]!`5`f`UV]Yb
E`i`Y`Y`b	<ul style="list-style-type: none"> • a`c`h`c`f`W`h`W`Y`g`d`c`f`h`g"b`Y`h • k`k`k`"U`i`h`c`g`d`c`f`h"Ŧ`a

6Ygi`WÅ`Yb`G]Y`i`bg`Ui`Z.`Y]bY!`fY]gY"XY