

B Yi Yf'6Yn]f_gUa hg`Y]hYf']b' < UfVi f[. 'K Yf
[Yk]bbh'XUg'F YbbYb'Ua '%"'š `']3

5a '%"'š `]'&\$&) 'k Å\`h'X]Y'6Yn]f_gj YfgUa a 'i b[']'b' < UfVi f[
Y]bYb'bYi Yb'6Yn]f_gUa hg`Y]hYf"'? UbX]XUhYb'g]bX'š `']Ub
; Ycf['i bX'7\`f]gh]Ub'7UfghYbgYb"



< Ua Vi f[!< UfVi f[ž'8Yi hgW\`UbX'!'ā '6Yn]f_< Ua Vi f[!
< UfVi f['ghY\`h'Y]bY'k]W\h['Y'BYi k U\`Ub. '5a '%"'š `]'&\$&) 'k]fX
ØVYf'X]Y'BUW\Zc`['Y'j cb'Gcd\`Y': fYXYb\U[Yb'YbhgW\]YXYbž'X]Y'ja
GYdhYa VYf'&\$&('Ui g)\fYa '5a h'Ui g[YgW\]YXYb']gh"K Å\`fYb'X'X]Y
dc`]h]gW\Yb'K c[Yb'\cW\ [Y\Ybž'g]bX'X]Y'VY]XYb'?'UbX]XUhYb'ZØf
X]YgY'Dcg]h]cb'k Y]h[Y\YbX'i bVY_Ubbh']b'XYf'FY[]cb"'K]Y'Ø8FQ
VYf]W\hYhž'\UVYb'g]W\ 'i fgdfØb[`]W\ '%, 'DYfgcbYb'VYk cfVYbž'UVYf
bi f'š `']Ub'; Ycf['i bX'7\`f]gh]Ub'7UfghYbgYb'\UVYb'Yg'V]g]'b'X]Y
9bXUi gk U\`'[YgW\UZZh"

8cW'k Yf'g]bX'X]YgY'VY]XYb'A ÅbbYf3'š `']Ub'; Ycf[ž' ' 'š\`fY'U'hž
'YVh']b'FU\`ghYXh'i bX'\Uh'V]g\Yf'gY]bY'VYfi Z]W\Yb'GdcfYb']b'XYf
ZfY]Yb'K]fhgW\UZh'j YfX]Ybh"'CVk c\`Yf'XUg'DUfhY]Vi W\XYf'@]b_Yb

VYg]hnhž`]ghYf'i bYbhgW`cgYb'i bX'd`Ubhž`X]Y`DUfhY]ni`j`Yf`UggYb`"
8]Yg`_ÖbbhY`]\a`'a`Ö[`]WkYfk`Y]gY`gW`UXYbž`XYbb`Y]b][`Y
6Yn]f_gUV[`YcfXbYhY`gY\Yb`]b`]\a`Y]bYb`ni`'†`b[`Yb`?`UbX]XUhYbž`
XYf`gW`]\W`hk`Y[`]b]W`h`X]Y`b`Öh][`Y`J`Ä`hYf`]W`_Y]h`Ui`gghfU\`hž`X]Y
a`Ub`g]W`j`cfghY`hž`k`]Y`Q`UfVi`f[`]5_hi`Y`Q`Uba`Yf`_h`"

7\ f]gh]Ub`7`UfghYbgYb`'`8`Yf`YfZU\ fYbY` Dc`]h]_Yf`

5i`Z`XYf`Ub`XYfYb`GY]hY`ghY\`h`7\`f]gh]Ub`7`UfghYbgYbž`)`&`ž\`fYž`
k`c\`b\`UZh`i]b`@`Ub[`Yb\`cfb``7`UfghYbgYb`Vf]b[`h`&+`ž\`fY`9fZU\`fi`b[
]b`XYf`GhUXhYbhk`]W`_i`b[`gVY\`ÖfXY`a`]hi`bX`k`Uf`ni`j`cf`j`]Yf`ž\`fY
`Ub[`]ja`'6i`bXYghU[`]U`g`GD8!5V[`YcfXbYhYf`hÄh][``9f[`]h`U`g`XYf`
g]W`YfY`?`UbX]XUh]a`F`YbbYb`i`bX`\`Uh[`]i`hY`6Yn]Y\i`b[`Yb`ni`f`GD8!
Gd]hnY`gck`]Y`i`bhYfghØ`hni`b[`]j`cb`@]VYfU`Yb``8]YgY`Di`b`_hY
gdfYW`Yb`ZØf`]\`bž`XYbb`]b`Y]bYa`Di`b`_h`g]bX`g]W`U`Y`Y]b][`.'8`Yf`
bYi`Y`6Yn]f_gUa`hg`Y]hYf`gc``Xf]b[`YbX`J`Yfk`U`hi`b[`gYfZU\`fi`b[
a`]hVf]b[`Yb`"

6Y]XY`?`UbX]XUhYb`\`UVYb`g]W`VYfY]hg`U`Yb`DUfhY]Yb`j`cf[`YghY`hž`
UVYf`X]Y`]bhYfbYb`Dc`g]h]cb]Yfi`b[`Yb`g]bX`gd`UbbYbX``8]Y`@]b`_Y
i`bhYfghØ`hni`ž`]Ub`;`Ycf[`ž`k`Ä\`fYbX`g]YVYb`ZfU`_h]cb`g`cgY`A`]h[`]YXYf`
XYf`GD8`gck`]Y`X]Y`:'8`D`7\`f]gh]Ub`7`UfghYbgYb`XYb`J`cfni`[`]YVYb`"
B`UW`Zc`fa`Uh]cbYb`j`cb`Q`UfVi`f[`]5_hi`Y`Q`_ÖbbhYb`X]Y`Ub`XYfYb`
:`fU`_h]cbYb`V]g`9bXY`XYf`K`c`W`Y`Y]bY`YbX[`Ø`h][`Y`9b`hgW`Y]Xi`b[
hfYZZYbž`gcXUgg`X]Y`5Vgh]a`a`i`b[`]ØVYf`XYb`bYi`Yb`
6Yn]f_gUa`hg`Y]hYf`j`cfUi`gg]W`h]W`Ua`%`ž`]k`Ä\`fYbX`XYf`G]hni`b[
XYf`6Yn]f_gj`YfgUa`a`i`b[`]ghUhhZ]bXYh`"

8`Yf`K`Y[`]ni`f`K`U\`

8`Ug`6Yn]f_gUa`h`<`UfVi`f[`]gh`gY]h`XYa`K`Y[`]Ub[`]j`cb`:'fYXYb\`U[`Yb`
c\`bY`c`ZZ]n]Y`Y`@]hi`b[``ž`hYf]a`gVYn]f_gUa`hg`Y]hYf`8]Yf`_`Hf]gdY`
VYhc`b`hž`XUgg`Yg`\`ÖW`ghY`NY]h]ghž`Y]bYb`B`UW`Zc`[`Yf`ni`Z]bXYbž`XYf`
Ui`W`h`Uhg`ÄW`]W`Y]bY`gc`]XY`:'Ø\`fi`b[`]V]YhYh`ž`XYf`
6Yn]f_gj`YfgUa`a`i`b[`]gh`Yg`Yb`hgW`Y]XYbXž`XUgg`Y]b`?`UbX]XUh`Y]bY`
_`UfY`A`Y\`f\`Y]h`YffY]W`hž`XU`Y]bY`?`cU`]h]cb`]b`<`UfVi`f[`]b]W`h`

YI]gh]Yfh"Gc`_ca a h'Ygž'XUgg' ðg]XYf'gdY_i `]YfYbž'ž `]Ub'; Ycf[
 _ÒbbhY'gY]bY' ? UbX]XUhi f'ni fØW_n]Y\Ybž'gc`hYb'g]W`X]Y
 5bnY]WYb'Ui ZY]bY'Xfc\YbXY'B]YXYf'U[Y'VY]'XYf'5Vgh]a a i b[
 j YfX]W`hYb"

Ni gÀhn`]W`]gh'X]Y'dc`h]gW`Y'@UbXgW`UZh']b'< Ua Vi f['ni f'NY]h
 Xi fW`UbXYfY'Vf]gUbhY'H\Ya Yb'[YdfÀ[hž'i bhYf'UbXYfYa 'Xi fW`
 XUg'5b`]Y[Yb'XYg'NYbhfU'j YfvUbXg'XYf'XYi hgW`Yb
 GYY\UZybVYhf]YVYž'XYf'j ca '6i bX'Y]bYb'5bhY]'Ub'Y]bYa
 ðZfUghfi _hi f!GcbXYfj Yfa Ò[Yb'ZcfXYfh'5i W`X]Y'a UfcXYb
 ?U]a Ui Yfb']b'< Ua Vi f['ghY''Yb'Y]b'b]W`h'ni 'i bhYfgW`ÀhnYbXYg
 DfcV`Ya 'XUf''Ni XYa 'hfÀ[h'ðbYbgYbUhc f'; fchY'X]Y
 J YfUbhk cfhi b['XUZØfž'Y]bYb'ghÀf_YfYb'GW`i hn'ZØf'I G!
 Ua Yf]_Ub]gW`Y'9]bf]W`hi b[Yb']b'< Ua Vi f['ni 'dfØZYbž'bUW`XYa 'Yg
 Øb[gh'ni '5b[f]ZYb'Ui Z'XYb'≠Ub'[Y`_ca a Yb']gh"

: Øf'X]Y'< UfVi f[Yf'[]'h'Yg'bi bž'Ui Za Yf_gUa 'ni 'j YfZc`[Ybž'k]Y'X]Y
 dc`h]gW`Yb'J Yf\À'hb]ggY'g]W`Yb'bk]W`Y'b'i bX'k Yf''Ymh]W`Ua '%"
 ž `]'XUg'GhYi Yf'ja '6Yn]f_gUa h'ØVYfbY\ a Yb'k]fX''A Y\ f
 ðZcfa Uh]cbYb'Z]bXYb'G]Y'Ui Z'ØJ!<<"XYØ'k c'Ui W`X]Y
 G]mi b[ghYfa]bY'i bX'8fi W_gUW`Yb'ni f'6Yn]f_gj YfgUa a `i b[
 Y]bgY\VUf'g]bX"

8YhU]`g	
Cfh	< Ua Vi f[!< UfVi f[ž'8Yi hgW`UbX
Ei Y''Yb	<ul style="list-style-type: none"> • k k k "bXf"XY • \UfVi f[!U_hi Y''XY • Vj !\\"XY

6Ygi W`Yb'G]Y'i bg'Ui Z.'X]Y!bUW`f]W`hYb"Wca