

A]YhYb ']b '@U[cg'YI d`cX]YfYb. '9]b
5`VhfUi a 'ZØf`X]Y`A]YhYf°

A]YhdfY]gY ']b '@U[cg'ghY][Yb`XfUa Uh]gW\ /k c\Yf`_ca a h`X]Y
↗ZUh]cbž'i bX`k]Y`VYhf]Zh`XUg`X]Y`A]YhYf`]a ' ↗\f`&\$&) 3



@U[cgž`B][Yf]U`!` ↗ '@U[cgž`XYf`k]fhgW\ UZh]W\Yb` < Ui dhghUXh
B][Yf]Ugž`\UVYb`X]Y`A]YhYb`]b`XYb`YhnhYb` ↗\fYb`Y]bYb
XfUa Uh]gW\Yb`5bgh]Y[`YfZU\`fYb`"8]Y` ↗ZUh]cbž`X]Y`ZØf`j]Y`Y`Y]b
hÀ[`]W\Yg`?`Ua dZ[Yf]W\h`XUfghY`hž`\Uh`X]Y`DfY]gY`ZØf`K c\`b`f`Ui a `]b
X]Y` < Ò`Y`g`W\`b`Y`Yb`UggYb`"B UW\`5b[UVYb`j`cb`F: `= \UVYb`X]Y
A]YhdfY]gY ']b '@U[cg`i a `V]g`ni `&\$\$`i `ni [Ybca a Yb`"8]Yg`hf]Zh
gck c`\`X]Y`F`Y]W\Yb`U`g`Ui W\`X]Y`5fa Yb`]b`XYf`GhUXhž`X]Y`Y]bY
6Yj Ò`_Yfi b[`j`cb`Yhk U`&\$`A]`cbYb`A YbgW\Yb`i a ZUggh"

8]Y`G]hi Uh]cb`]gh`ZØf`j]Y`Y`A YbgW\Yb`b]W\h`a Y\`f`hfU[VUf`"Gc`d`Ubh
6Ufh\c`ca Yk `↗ck i ž`Y]b`5b[YghY`hYf`]a `HfUbgdcfhgY`_hcfž
Ui Z[fi bX`Y]bYf`9f\Ò`i b[`gY]bYg`A]YhdfY]gYg`i a `&, `i `j`cb
') "\$\$\$\$`BU]fU`Ui Z` () "\$\$\$\$`BU]fU`dfc` ↗\f`ni `Y]bYa `l a ni ["

8 UVY]ghYf'b]W h'U`Y]bY. 'HÄ[`]W`gi WXYb'fi bX'' "\$\$\$'A YbgWXYb
]b'@U[cg'bUW`Y]bYf'i bhYf_i bZž'k Y]'g]Y`Yg'g]W`cZi'b]W h'a Y`f
`Y]ghYb`_ÖbbYbž]b`XYf`Y][YbYb`K c\bi b[`ni `V`Y]VYb"@Ui h'M'a]g]
C Xi gUbmUž`Y]bYf`5i hcf]b`i bX`6`c[[Yf]bž]gh]\f`A]YhdfY]g]a
6Yn]f`_@__]i a`i b[`Ui V`]WXY`%&\$`i` [Ygh]Y[Ybž'k Ug`Yg]`f
gWk Yf'a UW hž`Y]bY`Ub[Ya YggYbY`5`hYfbUh]j Y`ZØf`\fY': Ua]]Y`ni
Z]bXYb"

I fgUWXYb`ZØf`X]Y`A]YhYI d`cg]cb

8]Y`ghY][YbXYb`A]YhdfY]gY`g]bX`b]W h'c`bY`i fgUWXY`
K]fhgWUZhgfY Zcfa Yb`i bhYf`DfÄg]XYbh`6c`U`5`a YX`H]bi Vi ž'k]Y`X]Y
: fY][UVY`XYg`B U]fU`i bX`XUg`9bXY`j cb`HfY]Vghc ZZgi Vj Ybh]cbYbž
\UVYb`ni `Y]bYa`k]fhgWUZh]WXYb`GWcW` [YZØ`fh`5i W`k Ybb`X]Y
`Ä`f`]WXY`#ZUh]cb]a`#Ubi Uf`&\$&)`Ui Z`&(ž(, `i` [Ygi b`_Yb`]ghž
V`Y]Vh`XYf`8fi W`_Ui Z`X]Y`A]YhYb`gdØfVUf``8]Yg`VYf]W hYhY`@U
7fc]I "

Jcb`&\$%- `V]g`&\$&(`g]bX`X]Y`A]YhYb`]b`@U[cg`i a`VYY]bXfi W`YbXY
- %ž `&`i` [Ygh]Y[Yb``8]YgY`NU`Yb`k i fXYb`Xi fW`Y]bY`5bU`mgY
j cb`&!N]a`a Yf!K c\bi b[Yb`]b`j YfgW]YXYbYb`GhUXhhY]`Yb`XYf
A Yhfc`dc`Y`Yf`cVYbž'k cVY]`X]Y`DfY]gY`Y`bUW`GhUXhhY]`ghUf`_
j Uf]]YfYb``#`9dY`U[Yb`X]Y`A]YhYb`VY]``) "\$\$\$`B U]fUž`k Ä`fYbX
=_cm]a`h`%\$"\$\$\$"\$\$\$`B U]fU`X]Y`hYi YfghY`F Y[]cb`XUfghY``h`#a
dc`di`Ä`fYb`6Yn]f`_=_cfcXi`VYhfi [`XYf`5bgh]Y[`VYY]bXfi W`YbXY`*`\$
i`j cb`&)` "\$\$\$`B U]fU`Ui Z`(\$ "\$\$\$`B U]fU`K]Y`Di bW`VYf]W hYhY`"

8 Yf`A Ub[Y`Ub`VYnU`\`VUfYa`K c`b`f`Ui`a

8]Y`6Ui`_cg]hYb`ghY][Yb`VYbZU`g`fUgUbh``8]Y`DfY]gY`ZØf
6Ui`a`UhYf]U`]Ybž]bgVYgcbXYfY`NYa`Ybhž`\UVYb`g]W`j`cb`&`(\$`\$
B U]fU`]a`#`f`&\$%-`Ui`Z`")`\$\$`B U]fU`]a`#`f`&\$&(`a`Y`f`U`g
j`YfX`c`d`d`Y`h`':`Øf`j`]Y`Y`[`Y`]b[`h`Y`g`b]W`hž`Y]b`dUggYbXYg`Ni` \Ui`gY`ni
Z]bXYbž`XU`XYf`A`Uf`_h`ghUf`_Ui`Z`c`W`d`fY]g][Y`#a`a`c`V]`]Yb
Ui`g[Yf]W`hYh]gh``8]Y`#]h]Uh]j`Y`HU`_Y!`#!6UW`_A`cj`Ya`Ybh` \Uh
k]YXYf`c`h`[Y[Yb`X]Y`Y`I`c`f`V]hUbhYb`A]YhdfY]gY`d`f`c`h`Y`gh]Y`f`h`i`b`X
XUfUi`Z`\]b[Yk]YgYbž`XUgg`K c`b`Yb`Y]b`Zi`b`XUa`YbhU`Yg
A`YbgWXYb`fY`W`h`gY]"

9)[Ybh]W []VhYg'gY]h'&\$&%Y]b'; YgYm]b'@U[cgž'XUg'a cbUh]WY
 A]YmU\`i b[Yb`Yfa Ò[`]W hž'XcW`X]Y`FYU`]hÅh'g]Y\`h'UbXYfg'Ui g"
 8]Y`A Y\`f\`Y]h'XYf'J Yfa]YhYf'j Yf`Ub[h'bUW`k]Y`j cf`Y]b`V]g`nk Y]
 ð\`fY`A]YhY`ja `J cfUi gž'k Ug`A]YhYf'ghUf_`VY`UghYh" `Gc` \Uh
 9a a Ubi Y`CgUgk Už`Y]b`5b[YghY`hYf'a]h`Y]bYa `; Y\`U`h'j cb`+,
 9i fcž'GW`k]Yf][_Y]hYbž`Y]bY`ð\`fYga]YhY`ja `J cfUi g`ni `VYnU\`Yb"

8]Y`DfcV`Ya Y`Ui Z`XYa `K c\`bi b[ga Uf`h`]b`@U[cg`g]bX`b]W`h`bi f
 Y]bY` : fU[Y`XYg; Y`XYg/g]Y`VYY]bZi ggYb`XUg[YgUa hY
 Gcn]U`gmghYa `i bX`X]Y`6]Xi b[g`UbXgW`UZh" `J]Y`Y` : Ua `]Yb`gY\`Yb
 g]W` [Ynk i b[Ybž`]b`k Yb][Yf`[YY][bYhY`K c\`b[Y[YbXYb
 i a ni n]Y\`Ybž`k Ug`b]W`h`bi f`\fY`@VYbgei U`]hÅhž`gcbXYfb`Ui W
 X]Y`5i gV]`Xi b[`]\`fYf`?]bXYf`[YZ\`fXYh" `8]Y`<YfUi gZcfXYfi b[Yb
 g]bX`i a ZUggYbXž`i bX`Yg`V`Y]Vh`UVni k UfhYbž`k]Y`X]Y`FY[]Yfi b[
 i bX`X]Y`; YgY`gW`UZh`Ui Z`X]YgY`XfÅb[YbXYb` : fU[Yb`fYU[]YfYb
 k YfXYb"

| | |
|----------|---|
| 8YhU]`g | |
| C fh | @U[cgž`B][Yf]U |
| E i Y`Yb | <ul style="list-style-type: none"> • k k k "fZ]"Zf • k k k "`U!Wfc]l "Wta • di bW`b ["Wta |

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