

2 ghYffY]W\`ZY]Yfb. '6Yn]f_Y`_bUW_Yb Yfgha U`g`) \$i`'9!D_k !5bhY]`°

F i Xc`Zg\Y]a !: ØbZ\Ui g`Yfn]Y`h`), i`'9!D_k !5bhY]`ž'nY][h`bYi Y
J 7² !5bU`mgY`ni f`9`Y_hfcUi hc!Bi hni b[`]b`² ghYffY]W\`f&\$&) Ł"



K]Yb`F i Xc`Zg\Y]a !: ØbZ\Ui gž`² ghYffY]W\`!`ž`² ghYffY]W\`[]Vh
Yg; fi bX`ni f`: fYi XY. '9fgha U`g`YffY]W\`Yb`6Yn]f_Y`Y]bYb`9!D_k !
5bhY]`VY]`BYi ni `Uggi b[Yb`j cb`ØVYf`) \$`DfcnYbh`'8]Yg`VYf]W\`hYhY`
²`_cBYk g`"6YgcbXYfg`]b`K]Yb`nY]W\`bYb`g]W\`X]Y`6Yn]f_Y`
F i Xc`Zg\Y]a !: ØbZ\Ui g`i bX`A Uf]U\`]Za]h`5bhY]`Yb`j cb`), `DfcnYbh
i bX`) *`DfcnYbh`\Yfj`cf`"8]YgY`9bhk]W`i b[`]gh`Y]b`VYXYi hYbXYf
GWf]h]b`F]W\`hi b[`Y]bYf`bUW\`U`h[YfYb`A`cV]`]h`h]b`XYf`GhUXh`

8Yf`J 7²`f]Yf_Y`fgWi V`² ghYffY]W\`Ł`\YVh`\Yfj`cfž`XUgg`Ui W\`@]bn
XYb`\ØW\ghYb`9!D_k !5bhY]`i bhYf`XYb`@UbXYg\Ui dhgh`AXhYb
Ui Zk`Y]gh`<]Yf`ghY`Yb`VYY]bXfi W_YbXY`&, ž`DfcnYbh`ni`6i`W\`Y`
8]Y`@U[Y`]b`GU`nVi f[`i bX`C`VYf`ØghYffY]W\`ž`k`c`Yk`Y]`g`&) `DfcnYbh
U`Yf`BYi k U[Yb`9`Y_hfcUi hc`g`g]bXž`]gh`Y]b`k`Y]hYfYg`NY]W\`Yb`XYg

K UbXY`g`\]b`ni f`9!A cV]`]hÅh"8cW`]b`XYf; YgUa hVYhfUW`hi b[\UVYb`X]Y`6Ybn]bYf`i bX`8]YgY`bUW`k]Y`j cf`XUg`GhYi Yfj cffYW`hž k Yg\U`V`XYf`J 7²`Y]b`9bXY`XYf`ghYi Yf`]W`Yb`6Y[Øbgh][i b[Yb`ZØf 8]YgY`!`i bX`6Ybn]b!8]Ybghk U[Yb`ZcfXYfh"

9!D_k !5bhY]`Y`]a`8YhU]`

9]bY`XYhU]`Y]fhY`6YhfUW`hi b[`XYf`9!D_k !5bhY]`Y`]a`YfghYb <U`V`U`f`&\$&) `nY][hž`XUgg`K]Yb`a`]h`&(ž`DfcnYbh`Ui Z`XYa`Xf]hhYb D`Um`i bhYf`XYb`6i bXYg`ÅbXYfb`Y][h"8Yf`J 7²`]ghYh`X]Y`5bhY]`Y Zc`[YbXYfa U»Yb`Ui Z

6i bXYg`UbX	9!D_k !5bhY]`	BYi ni `Uggi b[Yb
C VYfØghYffY]W`	&) ž&I) "+ ' *
GU`nVi f[&) ž&I	&"- ' '
K]Yb	&(ž&I	* ") -)
6i f[Yb`UbX	&' ž`I	%"\$%&
GhY]Yfa Uf_	%+I	' ")) %

8Yi h]W`Y`I bhYfgW`]YXY`[]Vh`Yg`Ui W`i bhYf`XYb @UbXYg`Ui dhghÅXhYb"K Å`fYbX`9]gYbghUXh`a]h`&) ž`DfcnYbh`XYb \ØW`ghYb`9!5i hc!5bhY]`U`hž`fUb[]Yfh`Gh" DØ`hYb`a]h`%) `DfcnYbh Ua`9bXY`XYf`@]ghY"8]YgYf`HfYbX`ni f`9!A cV]`]hÅh]gh`Ui W`]a 9]b`_Ub[`a]h`XYb`N]Y`Yb`XYf`9i fcdÅ]gW`Yb`I b]cbž`X]Y`_ØbZh][ghÅf`_YfY`J cf[UVYb`ZØf`<YfghY`Yf`j cb`9`Y`_hfcUi hcg`ZcfXYfhž`i a _`Y]bYfY`i bX`YZZ]n]YbhYfY`A cXY`Y`ni`ZØfXYfb"

7C &!9a]gg]cbYb`i bX`XYf`K Y[`ni f`Ni`_i bZh

8Yf`Xi fW`gW`b]h]W`Y`7C &!5i ggħc»`j cb`bYi ni [Y`UggYbYb`8]YgY`! D_k`]gh`Ui Z`ZUgh`%)`'`[#_a`[Ygh]Y[Ybž`k Ug`YfbØW`hYfbX`]gh`-) DfcnYbh`XYf`8]YgY`!D_k`k i fXYb`Ui Z:]fa Yb`cXYf`↑f]gh]gW`Y DYfgcbYb`ni [Y`UggYbž`i bX`j]Y`Y`X]YgYf: U`fnYi [Y`XØfZhYb`ØVYf X]Y`VY`_UbbhYb`ghYi Yf`]W`Yb`J cfhY]Y`dfcZ]h]YfYb"8]YgY`I a ghÅbXY hfY]VYb`X]Y`Y]bnY`bYb`6i bXYg`ÅbXYf`]b`F]W`hi b[i a k Y`hžfYi bX`]W`YfYf`5`hYfbUh]j Yb"

9fZfYi`]W`Yfk Y]gY`\UVYb`9`Y`_hfcUi hcg`]a`J Yf[`Y]W`ni

_cbj Ybh]cbY`Yb': U\fnYi [Yb`Y]bY'i a ') ' `DfcnYbh'b]YXf][YfY
 7C &!9a]gg]cbžVY]`J Yfk YbXi b[`j cb`2 _cghfca `gc[Uf`V]g`ni `+\$
 DfcnYbh'k Yb][Yf" `8 Ug'a UW`h'g]Y`ni `Y]bYf`_`UfYb'; Yk]bbYf]b`VY]a
 H\Ya U`? `]a UV]`Ubn" `5`g`ni g`h`n`]W`Yf`5bfY]n`]gh`XYf
 9bYf[]j YfVfUi W`d`f`c`?`]ca YhYf`VY]`9`Y`_hfcUi hcg`XfY]a U`
 b]YXf][Yf`U`g`VY]`J YfVfYbbYfbžk Ug`X]Y`9bhgW`Y]Xi b[`Z0f`XYb
 l a gh]Y[`bcW`U`h`f`U`_`h]j Yf`[YghU`h`Y`h" `8]Yg`VYgh`h][hY`Ui W`Y]b
 5fh]_Y`Ui Z`Gd]Y[Y`"

2 ghYffY]W`]gh`Ui ZY]bYa `[i hYb`K Y[`ni `Y]bYf`[f0bYfYb`Ni _i bZ"
 A]h`XYa `ghY][YbXYb`9!D_k !5bhY]`i bX`XYa `: c_i g`Ui ZY]bY
 i a k Y`h`ZfYi bX`]W`YfY`A cV]`]h`h`k]fX`XUg`@UbX`UbZUb[YbžXYb
 dcg]hj Yb`l bhYfgW`]YX`Z0f`X]Y`l a k Y`h`g]W`hVUf`ni `a UW`Yb" `9g
 V`Y]Vh`ni `cZYbžXUgg`X]YgY`9bhk]W`_i b[`k Y]hYf`j cfUbgW`fY]hYh
 i bX`X]Y`dc`]h]gW`Yb`F U\ a YbVYX]b[i b[Yb`g]W`_cbh]bi]Yf`W`
 ni [i bghYb`bUW`\U`h][Yf`@0gi b[Yb`j Yf`AbXYfb"

8YhU]`g	
C fh	K]Yb`F i Xc`Zg\Y]a !: 0bZ\Ui gž`2 ghYffY]W`
E i Y`Yb	<ul style="list-style-type: none"> • cY`_cbYk g"Uh • j W`Y"Uh • k k k "gd]Y[Y`"XY

6Ygi W`Yb`G]Y`i bg`Ui Z.`a Y]b!k]Yb"bYh