

/ `h/c` / [h/
 / `h/^` / [h/: 7 `? Ò`b. `? k Ugb]c_`ghY\`h`U`g
 bYi Yf`HfU]bYf`j cf`XYf
 J YfdZ]W\hi b[` / `h/#` / [h/
 / `h/#c` / [h/

@_ Ug`?k Ugb]c_`k]fX`bYi Yf`HfU]bYf`XYg`%": 7 `? Ò`b" J YfY]b
 i bX`DUXYfVc`fb`j Yf\`UbXY`b`ØVYf`5V`ÒgYgi a a Y"8YhU]`g
 \]Yf"



A Øb [YfgXcfZž`8Yi hgW\`UbX`!`8Yf`%": 7 `? Ò`b`ghY\`hj cf`Y]bYa
 bYi Yb`?Ud]hY`"b`gY]bYf`J YfY]bg[YgW\]W\hY"8]Y`Yb`hgW\Y]XYbXYb
 ; fYa]Yb`XYg`?`i Vg`\UVYb`g]W\`ØW\gh`YfZFYi`]W\`ZØf`@_ Ug
 ?k Ugb]c_`U`g`bYi Yb`HfU]bYf`Ui g[Ygd`fcW\Yb" `@Ui h`Y]bYa `6Yf]W\h
 j cb`? Ò`bYf`GhUXh!5bnY][Yf`gh]a a hYb`X]Y`A]h[`]YXYf`XYg
 ; Ya Y]bgUa Yb`5i ggW\i ggYg`]b`Y]bYf`G]hni b[`Ua `GcbbhU[UVYbX
 ZØf`?k Ugb]c_žXYf`ni `Yhnh`VY]a `G7`DUXYfVc`fb`hÅh][`k Uf"

BUW`XYa `5V[Ub[`j cb`:`f]YX\`Y`a `:`i b_`Y`ž`XYf`X]Y`? Ò`bYf`]b`X]Y

6i bXYg`][U'ni fØW_[YZØ\fh\Uhž'gi W'h'XYf'J YfY]b' bUW'Y]bYa
bYi Yb'HfU]bYf[YgdUbb"?'k Ugb]c_'gW'Y]b'h'XYf': Uj cf]h'ZØf'X]Y
B UW'Zc`[Y'ni 'gY]b"8Yf'DUmfHJ!GYbXYf'G_m'VYf]W'hYhY'YVYbZU`g
j cb'XYb'dcg]h]j Yb'G][bU'Ybž'X]Y'X]Y'; fYa]Yb']b'F]W'h' b[
?k Ugb]c_'Ui g[YgYbXYh\UVYb"J Yf\UbX'i b[Yb'nk]gW'Yb'XYa ': 7
i bX'XYa 'A UbU[Ya Ybh'XYg'HfU]bYfg'gc`Yb'ghUV]']b'; Ub[
_ca a Ybž'i a 'Y]bY'gW'bY`Y'9]b][i b['ni 'Yfn]Y'Yb"

?k Ugb]c_g'5b_i bZh']b' ? Ø`b

8Yf' *!À\ f][Y'\Uh'gY]bYb'J YfhfU['VY]'DUXYfVc'fb'V]g'&\$&*ž'k Ug
VYXYi hYhž'XUgg'XYf': 7' ? Ø`b'Y]bY'5V`ØgYgi a a Y'nU\ 'Yb'a i gg"
8]YgY'k]fX'Ui ZYhk U'%ž) 'V]g'&'A]`]cbYb'9i fc'[YgW'Àhnhž'k]Y' **H!**
**C b`]bY`VYf]W'hYh"l fgd fØb[']W'\UhY' ?k Ugb]c_'Y]bY'5i gnY]h'bUW'
gY]bYf'NY]h']b'DUXYfVc'fb']b'6YhfUW'h'[Ync[Yb"8YbbcW' nY][h'Yf
g]W'bi b'cZZ'b'ZØf'X]Y'< YfUi gZcfXYfi b[']b' ? Ø`b"**

?k Ugb]c_']gh'VYgcbXYfg'Ub'Y]bYf'6i bXYg`][U!HÀh][_Y]h
]bhYfYgg]Yfhž'k Ug'X]Y'[Y'YVhY': i » VU``_i 'hi f'i bX'X]Y'5h'fU_h]j]hÀh
XYg'GhUbXc'fhg'? Ø`b'i bhYfghfY]W'h"8]Y'; Ygd fÀW'Y'a]h'XYa
GdcfhX]fY_hc'f'H\ca Ug'?Ygg'Yf'j Yf']YZYb'gY'\f'dcg]h]j ž'i bX'Yg
gW'Y]bhž'U'g'_ØbbhY'X]Y'9]b][i b['VU'X'ghY\Yb"?'k Ugb]c_g'B Ua Y
k i fXY']b'XYf'8]g_i gg]cb'i a 'X]Y'HfU]bYfdcg]h]cb'i bhYf'UbXYfYa
Ui W'a]h'XYb'UbXYfYb'dchYbn]Y`Yb'? UbX]XUhYb'l fg':]gW'Yfž
7\ f]gh]Ub'9]W'bYf'i bX'7\ f]gh]Ub'H]hn']b'J YfV]bXi b['[YVfUW'h"

9]b' gW' bY`Yg'< UbXY`b']gh' [YZfU[h

8]Y'8f]b[']W'_Y]h']b'XYf'HfU]bYfZfU[Y']gh[Y[YVYbž'XU'XYf'J YfY]b
Ub'XYf'Gd]hnY'XYg': i » VU``g'a]h'↑ b[Ybž'XmbUa]gW'Yb'GhfUhY[]Yb
di b_hYb'a ØW'hY"BUW'XYa 'FØW_hf]h]j cb': i b_Y`ž'XYf'a]h'XYa
HYUa ']b'XYb'YhnhYb'nk Y]'DUfh]Yb'XYb'5i Zgh]Y['[YgW'UZh'\UhYž
]gh'Yg'YbhgW'Y]XYbXž'gW'bY`ni '\UbXY`b"; Yf\UfX'Ghfi VYf'k i fXY
ni j cf'Ybh'UggYbž'XU'XYf'5i Zgh]Y[']b'; YZU\ f'k Ufž'i bX': i b_Y``UhY
bUW'XYf'GU]gcb'UV[YgU[h'ZØf'Y]bY'k Y]hYfY'Ni gUa a YbUfVY]h"

8Yf': 7' ? Ø`b'gd f]bhYh'U'gc'a]h'[fc» Yb'GW'f]hYb']b'X]Y'bYi Y'GU]gcb
i bX'\cZž'a]h'?k Ugb]c_'U'g'HfU]bYf'X]Y'f]W'h][Yb'K Y]W'Yb'ZØf

Y]bY`YfZc`[fY]WXY`Gd]Y`nY]h'ghY`Yb`ni`_`ObbYb"K]Y`g]WXY`X]Y
 g]hi Uh]cb`k Y]hYfYb`hk]W_Y`h`z`V`Y]Vh`UVni k UfhYb": Øf`U_hi Y`Y
 ðZcfa Uh]cbYb`ni f`HfU]bYfk YWXYgY`]b`XYf`6i bXYg`][U`Ya dZY`Yb
 k]f`Y]bYb`6`]W_`Ui Z`hfUbgZYfa Uf_h"XY"

8YhU]`g	
C fh	A Øb[YfgXcfZ`8Yi hgWXY`UbX
E i Y`Yb	<ul style="list-style-type: none"> • k k k "_ghU"XY • k k k "h!c b`]bY"XY • k k k "hfUbgZYfa Uf_h"XY

6Ygi WXYb`G]Y`i bg`Ui Z.`a Y]b!_cY`b"bYh