

C f`UbXc`<YU`h\`'9I dUbXg`C fh\cdYX]W
7UfY.`&*`BYk`'9I dYfhg`>]b`HYUa`°

C f`UbXc`<YU`h\`'Xk Yhh`C fh\cdYX]W`bgh]hi hY`YI dUbXg`k`]h\`&*
bYk`d\mg]W]Ubg`hc`Yb\UbW`'gdcfhg`a`YX]W]bY`UWfcgg`:`cf]XU
]b`&\$&)`"



7cWcUž`:`cf]XUž`I`G5`!`'9I`W]h]b[`'bYk`g`]g`gk`]f`]b[`'Ufci`bX`:`cf]XU`g
\YU`h\WUfY`'UbXgWUdY`Ug`h\Y`C`f`UbXc`<YU`h\`'Xk`Yhh`C`fh\cdYX]W`
`bgh]hi`hY`Wc`b]bi`Yg`hc`a`U`_Y`]hg`a`Uf`_`"H\Y`]bgh]hi`hY`\Ug`cZZ]W]U`m
YI`dUbXYX`]hg`hYUa`ž`k`Y`Wc`a`]b[`'&*`d\mg]W]Ubg`UbX`&`'UXj`UbWXX
dfcj`]XYfg`hc`Yb\UbW`'cfh\cdYX]WUbX`gdcfhg`a`YX]W]bY`gYfj`]W`g
Zcf`dUh]Yb`hg`UWfcgg`h\Y`Gi`bg\]bY`GhUhY`"H\]g`XYj`Y`cda`Yb`h`U]a`g
hc`ghfYb[`h\Yb`WUfY`cb`Vch\`YUgh`UbX`k`Ygh`Wc`Ughg`cZ`:`cf]XUž`
Ybgi`f]b[`h\Uh`fYg]XYb`hg`\Uj`Y`UWW`gg`hc`hcd!bchW`a`YX]WU`
UhYb]b]cb`"

5a`cb[`h\Y`bYk`'UXX]h]cb`gž`h\Y`YUgh`Wc`Ugh`c`WU]h]cb`gž`k`\]W
]bWi`XY`A`Y`Vci`fbYž`GYVUgh]Ubž`UbX`J`Yfc`6YUW`ž`UfY`gYY]b[`g]I
d\mg]W]Ubg`UbX`gYj`Yb`d\mg]W]Ub`Ugg]gh`Ub`hg`c`]b]b[`Zfca`GhYk`UfX

<YU`h\`7UfY`g`ZUW`]h]Yg" `C b`h\Y`Z]d`g]XYž`h\Y`k`Ygh`Wc`Ugh`]g
Vccgh]b[`]hg`fUb`_g`k`]h\`&\$`d\mg]W]Ub g`UbX`%*`d\mg]W]Ub`Ugg]ghUbhg
Zfca`:``cf]XU`A`YX]WU`7`]b]WC`f`UbXc`<YU`h\`"H\Y`W`ffYbh`W]b]Wg`]b
6fUbXcbž`Bcfh\`HUa`dUž`Gci`h\`HUa`dUž`K`]fY[`fUggž`UbX
NYd\mf\`]]`g`k`]]`gccb`VY`fYVfUbXYX`Ug`h\Y`C`f`UbXc`<YU`h\`>k`Yhh
Cfh\cdYX]W`bgh]hi`hY"

≡b b c j`Uh]j`Y`:`UW`]`h]Yg`UbX`GYfj`]W`g`

H\Y`C`f`UbXc`<YU`h\`>k`Yhh`Cfh\cdYX]W`bgh]hi`hY`]gb`h`↑`gh`UVci`h
bi`a`VYfg`/`]hg`g`Yhh]b[`]U`b`Yk``ghUbXUfX`Zcf`cfh\cdYX]WWUfY`]b
:``cf]XU`"≡ghUbXg`dfci`X`Ug`h\Y`ghUhY`g`Z]fgh`X`YX]WU`hYX`cfh\cdYX]W
\cgd]hU`↑`ž`gYfj`]b[`]c`j`Yf`" &\$ž\$`\$`dUh]Ybhg`Ubbi`U`"m`"F`Yg]XYbhg`WUb
YI`dYWh`Wc`a`dfY\Ybg]j`Y`WUfYž`Ug`h\Y`]bgh]hi`hY`cdYfUhYg`&(`W]b]Wg
h\fc i`[`]ci`h`h\Y`ghUhY`"H\Y`hc`hU`k`cf`_ZcfW`]g`]a`dfYgg]j`Yž
Wc`a`df]g]b[`]`-`(`d\mg]W]Ub g`UbX`%%,`UXj`UbW`X`dfUWh]W`dfcj`]XYfg
XYX]WU`hYX`hc`a`U]b`hU]b]b[`]U`\`[`]ghUbXUfX`c`Z`\YU`h\`gYfj`]W`"

A`cfYcj`Yfž`gYh`hc`cdYb`U`hYf`h\]g`mYUfž`h\Y`]bgh]hi`hY`g`b`Yk``ZUW`]`hm
dfca`]gYg`hc`XY`]j`Yf`U`j`Ugh`UffUmic`Z`gYfj`]W`g`]b`U`Wc`bgc`XUhYX
Ybj`]fcb`a`Ybh`"H\]g`ZUW`]`hmik`]]`VY`h\Y`cb`mic`fh\cdYX]WgdYW]Z]W
\cgd]hU`]b`h\Y`Gci`h\YUghYfb`fY[`]cbž`dfcj`]X]b[`]hfUi`a`U`WUfYž
gdcfhg`a`YX]W]bYž`UbX`ch\Yf`cfh\cdYX]WhfYUha`Ybhg`U`i`bXYf`cbY
fccZ`5g`a`Ybh]cbYX`Vm`C`f`UbXc`<YU`h\`:`ci`bXUh]cbž`h\Y`ZUW`]`hm
k`]]`ZYUhi`fY`U`hYUa`c`ZYI`dYf]YbW`X`cfh\cdYX]Wd\mg]W]Ub g`U`cb[
k`]h\`fUX]c`c`[`]ghg`UbX`UbYgh\Yg]c`c`[`]ghgž`U`k`cf`_]b[`]hc[`Yh\Yf`hc
]a`dfcj`Y`dUh]Ybh`YI`dYf]YbW`g`UbX`ci`hWc`a`Yg"

GYhh]b[`]h\Y`6Uf`<`][` \`

K` \Uh`XcYg`h\Y`Z]hi`fY`\c`X`Zcf`cfh\cdYX]WWUfY`]b`:``cf]XU3`H\Y
[`cU`g`UfY`Ua`V]h]ci`g`Vi`h`[`fci`bXYX`"8Uj`]X`Ghfcb[`ž`DfYg]XYbh`UbX
79C`c`Z`C`f`UbXc`<YU`h\`ž`ZcfYgY`Yg`h\Uh`h\Y`b`Yk``\cgd]hU`k`]]`
ci`hdUW`U`c`h\Yf`cfh\cdYX]WZUW`]h]Yg`]b`h\Y`Gci`h\YUghž
YZZYWh]j`Y`m`VYWc`a`]b[`]U`VYUWc`b`Zcf`UXj`UbW`X`\YU`h\WUfY`"H\Y
Z]fgh`WUgg`ZUW`]`hm]g`ci`hZ]hhYX`k`]h\`ghUhY!c`Z`h\Y!Ufh`gi`f[`Yfm`gi`]hYgž
U`V]c]g_]`g`g`UV`Zcf`fYgYUfW`UbX`hfU]b]b[`ž`UbX`Ua`d`Y`gdUW`Zcf`
a`YX]WU`YXi`WU]cb`Zcfi`a`gž`gYhh]b[`]U`VYbW`a`Uf`_Zcf`Z]hi`fY`

\YU`h\WfY`]b]h]Uh]j Yg"

5g`U`gi dd`Ya YbhUfm`dc]bh`cZ`]bhYfYghž`Ua cb[`h\Y`ghUfg`cZ`h\Y
cfh\cdYX]Wk cf`Xž`dfcZYgg]cbU`g`_]_Y`8f`"?`"8cbU`X`G\Y`Vci fbY
UbX`8f`"F cXbYm6YbbYf`Uh`h\Y`G\Y`Vci fbY`?bYY`7YbhYf`]b
≠X]UbU`\Uj Y`U`gc`VYYb`fYWc[b]nYX`Zcf`h\Y]f`]bbcj Uh]j Y
UddfcUW\Yg"?bck b`Zcf`h\Y]f`k cf`_`k]h\`Uh\`YhYgž`h\Ymj Y
XYj Y`cdYX`hYW\bjei Yg`_]_Y`h\Y`5W\Y`YfUhYX`57@FYWcbghfi Wh]cb
FY\UV`]`hUh]cb`Dfc`hcWc`ž`k \]W\`Ug`YUfbYX`k cf`Xk]XY`UhYbh]cb
Zcf`]hg`YZZYWh]j YbYgg`UbX`ei]W`_`fY\UV`]`hUh]cb`h]a Y`]bYg"

H\Y`Cf`UbXc`<YU`h\`X`k Yhh`Cfh\cdYX]W≠gh]hi hY`g`YI dUbg]cb`]g
bch`†`gh`UVci h`bi a VYfg`cf`ZUW`]h]Yg/`]hg`U`Wca a i b]hm!ZcW`gYX
]b]h]Uh]j Y`U]a YX`Uh`gdFYUX]b[`ei U`]hmicfh\cdYX]WWUfY`UWfcgg
: `cf]XU``K]h\`]hg`cb[c]b[`Wca a]ha Ybh`hc`YI W`YbW\ž`k Y`WUb
YI dYWh`bch\]b[``Ygg`h\Ub`Ub`]bbcj Uh]j Y``YUd`]b`YU`h\`gYfj]W`g
h\Uh`Wci `X`fYXYZ]bY`h\Y[`Ua Y`Zcf: `cf]X]Ub`g`gYY_]b[`cfh\cdYX]W
hfYUha Ybh``Hc`gYY`h\]g`U``Wca Y`hc[Yh\Yf`k]``gi fY`m`Yb[U[Y`h\Y
Wca a i b]hmž`Ug`h\YmidFYdUfY`hc`k Y`Wca Y`h\]g`bYk `W\UdhYf`]b
\YU`h\WfY"

8YhU]`g	
Cfh	7cWcUž: `cf]XUž`I G5
E i Y``Yb	<ul style="list-style-type: none">• k k k "dfbYk gk]fY"Wca• k k k "cf`UbXc\YU`h\Zci bXUh]cb"Wca• k k k "YWca a i b]hm"Wca

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