

8 YGUbh]g`J YhcYg`~) * + `A]``]c b. `6fYj UfX
Dfc ^YWhg`<]h`< UfX`

; c j Yfbcf`8 YGUbh]g/ , \$' - /fYWbh`Vi X[Yh`j YhcYg`]a dUWh
6fYj UfX`7ci bhmž`W hh]b[`c j Yf`~ * `a]``]c b`Zcf`dfc ^YWhgž
]bWi X]b[`Wfi W]U``]bZfUghfi Wfi fY`UbX`YXi WWh]cb`]b]h]Uh]j Yg"



7cWŁU`6YUWŁž': `cf]XUž`I G5`!`H\Y``UhYgh`Vi X[Yh`g][bYX`Vm
; c j Yfbcf`Fcb`8 YGUbh]g`\Ug`YZh`U`gci f`hUghY`Zcf`a Ubm]b`6fYj UfX
7ci bhmž`Ug`\Y`j YhcYX`UddfcI]a UhY`m`~) * + `a]``]c b`]b``]bY`]hYa g
Zfca `h\Y`&\$&) !&*`ghUhY`Vi X[Yh`↑ ghXUmg`U[c``5a cb[`h\Y
bchUV`Y`W hgž`h\YfY`k YfY`g][b]Z]WUbh`Uddfcdf]Uh]cbg`h\Uh`UX
[UfbYfYX`c j Yfk`Y`a]b[`gi ddcfh`Zfca ``cWU``Uk a U_Yfg``Hm`Yf
G]fc]gž`U`a Ya VYf`cZ`h\Y': `cf]XU`<ci gY`cZ`F YdfYgYbhUh]j Ygž`]g`bc
ghfUb[Yf`hc`h\Y`Vi X[Yh`dfcWgg`/\Y`\Ug`VYYb`Uh]hZcf`c j Yf`g][
mYUfg``<ck Yj Yfž`h\Y`a UbbYf`]b`k` \]WŁ`Y`Y`YUfbYX`cZ`h\Y`gdYW]Z]W
j YhcYg`h\]g`mYUf` c j Yf`Z]j Y`\ci fg`UZhYf`h\Y`Vi X[Yh`g][b]b[` \Ug
fU]gYX`WŁbWŁfbg`fY[UfX]b[`hfUbgdUfYbWmUbX`WŁa a i b]WWh]cb
k]h\`Uk a U_Yfg"

⌘`ZUWž`G]fc]g`YI dfYggYX`Zfi ghfUh]cb`h\Uh`h\Y`[cj Yfbcf`dfcj]XYX
bc`XYhU]`YX`YI d`UbUh]cbg`Zcf`a cgh`cZ`h\Y`j YhcYg`"H\YgY`W hg
]bWi XYX`g]l`Uddfcdf]Uh]cbg`]b_YX`hc`6fYj UfX`7ci bhmž`k \]W
G]fc]g`gdcbgcfYX`UbX`k \]W\`UX`dfYj]ci g`m`gYYb`Uddfcj U`Zfca
Vch\`h\Y`:`cf]XU`GYbUhY`UbX`<ci gY`"≠cb]WU`mž`k \]Y`Y`UX`h\Y
\[\Ygh`bi a VYf`cZj YhcYX`]hYa g`Ua cb[`h\Y`Zj Y`<ci gY`a Ya VYfg
fYdfYgYbh]b[`h\Y`UfYUž`Y`U`gc`a UbU[YX`hc`gYW fY`h\Y`a cgh
Zi bX]b[`]bWi XYX`]b`h\Y`Uddfcj YX`Vi X[Yh"

6i X[Yh`6fYU_Xck b

H\Y`cj YfU`Vi X[Yh`hcU`g`Ub`ja dfYgg]j Y`~`%%+`("V`])`cbž`g][bYX`Vm
8YGUbh]g`cb`ž bY`" \$žUbX`]g`dUW_YX`k]h\`bchUV`Y`U`cWUh]cbg`Zcf
6fYj UfX`5a cb[`h\Y`_YmZi bXYX`dfc`YW`hg`UfY.

- ~`%, "&`a]`])`cb`Zcf`hk`c`]bZfUghfi W`hi fY`dfc`YW`hg`Uh`Dcfh
7UbUj YfU`"
- ~`%\$`a]`])`cb`Zcf`U`bYk`6fYj UfX`7ci bhm`G\Yf]ZZ`g`C`ZZ]W`
dfYW]bW`h`UbX`fY[]cbU`hfU]b]b[`W`b`hYf`]b`J`YfU"
- ~`'`"+`*`a]`])`cb`Zcf`6fYj UfX`Di V`]WGW`cc`g`k`cf_ZcfW`
YXi WUh]cb`dfc[fUa`g"
- ~`%"&)`a]`])`cb`Zcf`h\Y`:`cf]XU`@Uk`9bZcfW`a`Ybh
9Xi WUh]cbU`⌘]h]Uh]j Y`Uh`h\Y`5a Yf]WUb`Dc`]W`<U`cZ: Ua`Y
UbX`A`i`gYi`a`"

<ck Yj Yfž`U`cb[g]XY`h\YgY`k]bgž`h\Y`j Yhc`]gh`]g`† gh`Ug`hY`]b["
8YGUbh]g`W`h`YggYbh]U`]hYa gž`]bWi X]b[.

- ~`)`a]`])`cb`Zcf`K`Ygh`G\cfY`ž b]cf`#GYb]cf`<][\`GW`cc`
YI dUbg]cb"
- ~`%`a]`])`cb`Zcf`Ub`Uj]Uh]cb`UggYa V`m`UbX`ZUVf]WUh]cb
\Ub[Uf`Zcf`6fYj UfX`Di V`]WGW`cc`g"
- ~`,`,) \$ž\$ž\$ž`Zcf`Ub`YI dUbg]cb`cZ`h\Y`7cW`U`J`]U[Y
D`Um\ci gY"
- ~`) \$ž\$ž\$ž\$ž`Zcf`h\Y`5[]b[`A`UhhYfg`a`YU`dfc[fUa`"

H\YgY`W hg`\Uj Y`gh]ffYX`i bYUgYž`dUfh]W`Uf`m`W`cbg]XYf]b[`di V`]W
gUZYhm`UbX`YXi WUh]cb`\Uj Y`VYYb`\ch`hcd]Wg`]b`fYW`b`h`X]gW`gg]cbg

Ufci bX`Vi X[Yhg" A Ubm'gYY`h\Y`bYYX`Zcf`WYUfYf`Wc a a i b]WUh]cb
Zfca `h\Y`[cj Yfbcf g`cZ]W`Ufci bX`gi W\`g][b]Z]WUbhXYW]g]cbg"

7cbWf`fbg`Zfca `@cWU``@Uk a U_Yfg

BYk`m\Y`YWYX`:`cf]XU`FYd" A cb]ei Y`A]`Yf`U`gc`Zci bX`\YfgY`Z
bUj][Uh]b[`h\Y`W\cddm`k UhYfg`cZVi X[Yh\ a U_]b["K` \`Y`g\Y
a UbU[YX`hc`gYW`fY`Zi bX]b[`Zcf`hk`c`dfc`YWhg` U`~`%`a`]`]cb`Hi`f_Ym
7fYY`_GUbW`i Ufm`k UhYf`ei U`]hm`]a`dfcj Ya`Ybh`]b]h]Uh]j Y`UbX`U
~`)\$`\$`\$`\$`\$`VcUh`XcW`_fYd`UW`a`Ybh` g\Y`hcc`ZUW`X`gYhVUW`g`za`cgh
bchUV`m`U`~`)\$`\$`\$`\$`\$`Z]VYf!cdh]Wdfc`YWh`h`Uh`k Ug`j YhcYX`"~`b`~`][\h
cZ`h\]g`za`]`Yf`\Ug`YI`dfYggYX`U`ghfcb[`XYg]fY`Zcf`]a`dfcj YX`YUf`m
Wc a a i b]WUh]cb`fY[UfX]b[`Zi bX]b[`fYei Yghg`Zcf`h\Y`i`dWc a]b[
&\$&*`~Y[]g`Uh]j Y`gYgg]cb"

~`hYfYgh]b[`m`z`h\Y`dfY!j Yhc`Vi X[Yh`]bWi XYX`Ufci bX`%`z`+\$`\$`~`cWU`
a Ya VYf`dfc`YWhg`k`cfh`\`cj Yf`~`&`V`]`]cb`z`ci`h`cZ`a`cfY`h\Ub`)`z`\$`\$`
dfc`YWhg`h`chU`]b[`U`ghU[[Yf]b[`~`%`%`+`V`]`]cb`gi Va`]hYX`"M`h`z`Ug
G]fc]g`bchYX`za` Ubm`Uddfcdf]Uh]cbg`fYei Yghg`g]a`d`m`Xc`bch`a U_Y
]h`]bhc`h\Y`Vi X[Yh"

@cc_]b[`5\YUX

@cc_]b[`Zcfk UfX`z`G]fc]g`U]a`g`hc`di`g\`Zcf`Zi bX]b[`Zcf`h\Y`dfc`YWhg
h\Uh`k YfY`j YhcYX`cf`bch`]bWi XYX`]b`h\]g`mYUf`g`Vi X[Yh`<Y`\Ug
gYh`\]g`g][\hg`cb`gi`ddcfh]b[`U`dfcdcgYX`6f][\h`]bY`hfU]b`ghUh]cb`]b
7cWcU`z`k`\]W\`Wc`i`X`gYfj Y`Ug`U`g][b]Z]WUbhVccgh`hc`h\Y`~`cWU`
YWc`bca`m`UbX`hfUb`gd`cfhUh]cb`cdh]cbg`"K`]h\`h\Y`bYI`h`Y[]g`Uh]j Y
gYgg]cb`ghUfh]b[`gccbYf`h\Ub`i`gi U`~`cb`~`Ubi Ufm`%`~`Xi`Y`hc`]h`VY]b[
Ub`Y`YW]cb`mYUf`z`h\Y`dfYggi`fY`]g`cb`Zcf`~`Uk a U_Yfg`hc`_]W`_h\]b[g
]bhc`[YUf`"

5g`h\Y`~`UbXgWUdY`cZ`Zi bX]b[`fYa U]bg`a`i`f`_m`UbX`i`bdfYX]WUUV`Y`z
fYg]XYb`hg`UbX`~`cWU`~`YUXYfg`]b`6fYj UfX`7ci bhm`fYa U]b`\cdY`Zi`~`Zcf
VYh`Yf`Wc a a i b]WUh]cb`UbX`hfUb`gd`UfYbWm`Zfca`h\Y]f
fYdfYgYbhUh]j Yg`]b`HU`~`U\UggYY"

8YhU]`g	
Cfh	7cWŁU`6YUWŁŹ: `cf]XUŹ'I G5
E i Y``Yb	<ul style="list-style-type: none">• k k k "Z`cf]XUhcXUm"WŁa• k k k "i gUhcXUm"WŁa• k k k "W]W_cf`UbXc"WŁa

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