

<][\!GdYYX`7\ UgY`9bXg`]b`G\cW_.`6UVm
: ci bX`]b`Gi gdYWw` , \$' - /g`7Uf°

5`\"][\!gdYYX`WUgY`]b`A Uf]cb`7ci bhmž: `cf]XUž`YX`hc
a i`h]d`Y`UffYghg`UbX`fU]gYX`ei Ygh]cbg`UVci h`di fgi]h
dc`]W]Ygž`\][\`][\h]b[`W\.]`X`gUZYhm"



A Uf]cb`7ci bhmž: `cf]XUž`I G5`!`↵`h\Y`ei]Yh`gi ffc`i bX]b[g`cZ
A Uf]cb`7ci bhmž: `cf]XUž`U`g\cW_]b[`]bW]XYbh`i bZc`XYX`fYW`bh`mž
fU]g]b[`gYf]ci g`ei Ygh]cbg`UVci h`Uk`YbZcfW`a Ybh`g`\][\!gdYYX
WUgYg`"8i f]b[`U`fci h]bY`hfUZZ]Wghcd`Zcf`h]bhYX`k]bXck`g`UbX`Ub
cVgW`fYX`"]WbgY`d`UhYž`XYdi h]Yg`YbW`ci bhYfYX`gi gdYW`i`xfXUb
G_YYbYž`YUX]b[`hc`U`XfUa`Uh]Wdi fgi]h`h\Uh`\][\`][\hYX`h\Y
dchYbh]U`XUb[Yfg`cZ`gi W\`cdYfUh]cbg`"5g`bchYX`Vm`@cWU`%&ž`h\Y
WUgY`VY[Ub`i bYj`YbhZ`"mVi h`ei]W_`mYgWU`UhYX`k \Yb`G_YYbY
UhhYa`dhYX`hc`fUa`U`XYdi hmg`j Y\]WY`VYZcfY`ZYY]b["`K` \Uh`UXXYX
hc`h\Y`XfUa`U`k`Ug`h\Y`X]gW`ej Yfm`cZ`U`%!mYUf!c`X`[]f`g]hh]b[`]b`h\Y
VUW_`gYUh`cZ`G_YYbY`g`WUf`Ua`]Xgh`h\Y`WUc`g`cZ`h\Y`WUgY"

5ZhYf`U`gYf]Yg`cZ`hYbgY`a`ca`Ybhgž`h\Y`WUgY`YbXYX`k]h\`U`D`H

a UbYi j Yf`Yl YW hYX`Vm`h`Y`XYdi h]Ygž`Zc`ck YX`Vm`U`Zc`h`di fgi]h
UbX`G_YYbY g`Yj Ybhi U`UffYgh"7\Uf[YX`k]h`a i `h]d`Y
cZYbgYg]bWi X]b[`ZY]b[`UbX`Y`i X]b[žj]c`Uh]cb`cZ`dfcVUh]cbž
dcggYgg]cb`cZ`U`Z]fYUfa `UbX`a Uf]† UbUž`UbX`W]`X
bY[`YW` G_YYbY g`fYW`Ygg`UW]cbg`d`UW`X`bch`cb`m`\]g`ck b`]ZY
Uh`f]g_`Vi h`U`gc`h`Uh`cZ`Ub`]bbcW`bh`W]`Xž`k `c`]g`bck `gUZ`mVUW_
k]h`\\Yf`a ch`Yf"

F Yh\]b_]b[`Di fgi]h`Dc`]WYg

H\]g`]bW]XYbh`]gb h`† gh`Ub`]gc`UhYX`WUgY/`]hZU`g`k]h\]b`U`VfcUXYf
X]gW gg]cb`UVci h`dc`]W`W`UgY`dc`]WYg`]b`:`cf]XU`UbX`UW`cgg`h`Y
I "G" `H`Y`ghfi [[`Yg`UbX`hfU[YX]Yg`h]YX`hc`dc`]W`di fgi]hg`WUbbch
VY`] [bc`fYX": cf`]bghUbW`ž`YUf`]Yf`h\]g`mYUfž`Zci f`hYYbU[Yfg`Xf]j]b[
U`ghc`Yb`<cbXU`7F]J`k YfY`]bj c`j YX`]b`U`\[\!gdYYX`di fgi]h`h`Uh
hfU[]WU`mYbXYX`k]h`h`Y`XYUh`g`cZ`hk c`mci h`gž`Ug`fYdc`fhYX`Vm`
:**`cf]XU`Hf]XYbh"**H`Y]f`W`UgYž`k \]W`YgWU`UhYX`hc`gdYYXg`cj Yf
%\$`\$`a d`ž`W`bWi XYX`XfUa Uh]WU`m`k \Yb`h`Y`j Y\]WY`W`Ug`YX`Xi Y
hc`U`D`H`a UbYi j Yf" `b`h\]g`]bghUbW`ž`ZJa`]Yg`cZ`h`Y`j]W]a g
W`bXYa bYX`h`Y`i gY`cZ`gi W`a Yh`cXg`Ug` Yl W`gg]j Yž`fYZYW]b[
W`bW`fbg`YW`cYX`Vmia Ubm`fY[UfX]b[`di fgi]h`dc`]WYg"

H`Y`X]gW gg]cb`]g`VYW`a]b[`]bW`fYUg]b[`m`fY`Yj Ubh`Ug`bUh]cbU`
ghi X]Yg`i bXYfgW`fY`h`Y`XUb[Yfg`cZ`\[\!gdYYX`dc`]W`di fgi]hgž
k \]W`UfY`fYgd`cbg]V`Y`Zc`f`Ub`Ygh]a UhYX`XU`]mZUhU`]hm`fUhY`cZ`cbY
dYfgcbž`cZhYb`]bj c`j]b[`]bbcW`bh`VmghUbXYfg"5g`**Dc`]W`
A U[Un]bY`\[\`][\hgž`h`Y`f]g_`cZ`ZUhU`UW]XYbhg`Xi f]b[`h`YgY
W`UgYg`dfca dhg`U`bYYX`Zc`f`gmghYa]WfYZcfa "5W`W`fX]b[`hc`h`Y]f
fYgYUfW`ž`Ub`U`Ufa]b[`(& i `cZ`h`cgY_]`YX`cf`]b`† fYX`Xi f]b[`h`YgY
di fgi]hg`UfY`bch`]bj c`j YX`]b`W]a]bU`UW]j]hmž`WUgh]b[`Xci Vh`cb
h`Y`YZZW]j YbYgg`UbX`Yh\]Wg`cZ`gi W`\[\!gdYYX`W`UgYg"**

H`Y`7UgY`Zc`f`F`Y`Zc`fa

Di V`]Wci hW`f`m`\Ug`YX`hc`WU`g`Zc`f`ghf]W`hYf`fY[i `Uh]cbg`gi ffc`i bX]b[
dc`]W`di fgi]hg"5Xj cWUhYg`UfY`bck`di g\]b[`Zc`f`dc`]WYg`h`Uh
k ci `X`]a]h`W`UgYg`hc`a c`fY`gYf]ci g`cZYbgYgž`Ug`bi a Yfci g
di fgi]hg`]b]h]UhYX`Zc`fa]bc`f`hfUZ]Wc`f`bcb!]j]c`Ybh`W]a Yg`dcgY`Ub

i bbYWġgUfm'f]g_"'5'ghi Xmi]bX]WUhyX'h\Uh'() i 'cZ'dc`]Wġ'WUgYg
ghUfh'Ug'a]bcf']bZfUWġ]cbgž'k \]Wġ'fU]gYg'U'Zi bXUa YbhU`ei Ygh]cb.
-g'h\Y'XUb[Yf'hc'h\Y'di V`]Wk cfh\h\Y'dchYbh]U`[U]b']b'WUhwġ]b['U
gi gdYWh3

Gca Y'Uf[i Y'h\Uh'fYWġbh'dc`]Wmicj Yf\Ui `gž`_]Y'h\cgY'gYYb'k]h\
h\Y': `cf]XU'<][\k Um'DUhf'c`U`ck]b['hfccdyfg'hc'a U_Y'ei]W_
XYW]g]cbg'k]h\ci h'df]cf'gi dYfj]gc'f'Uddfcj U`ž'cb'm'Zi fh\Yf
Wġa d`]WUhy'h\Y'g]hi Uh]cb"'7f]h]Wg'ZYUf'h\]g`UI 'UddfcUWġ'Wġi 'X`YUX
hc'a cfY'hfU[YX]Yg'g]a]'Uf'hc'h\cgY'U'fYUXmik]hbYggYXž'Ug'fYZcfa
YI dYfhg'Ya d\Ug]nY'h\Y']a dcfhUbWġ'cZ'f]g_'UggYgga Ybhg'h\Uh
Wġbg]XYf'h\Y'Ybj]fcb'a Ybhž'hfUZZ]Wġ'cbX]h]cbgž'UbX'h\Y'cj YfU`
dchYbh]U`Zcf'\Ufa "

H\Y'hfU[]Wġ'cbgYei YbWġ'g'cZ'dc`]Wġ'di fgi]hg'WU`Zcf'U'Wf]h]WU`
Yj U'i Uh]cb'cZ`Uk 'YbZcfWġa Ybh'ghfUhY[]Yg"'5g'Wġa a i b]h]Yg
UWf'cgg': `cf]XU'[fUdd`Y'k]h\h\YgY']ggi Ygž'h\Y'\cdY'fYa U]bg'h\Uh
fYZcfa g'WU'Yb\UbWġ'di V`]WgUZYhm'UbX'fYghcfY'hfi gh'VYhk YYb
'Uk 'YbZcfWġa Ybh'UbX'h\Y'W]h]nYbg'h\YmigYfj Y"'K]h\ 'YUWġ
gcj YfY][b'XYW]g]cb'a UXY']b'h\Y'\YUh'cZ'h\Y'a ca Ybhž'h\YfY
g\ci 'X'U'gc'VY'Wġbg]XYfUh]cb'Zcf'k \c']g'hfi `m'Uh'ghU_Y UZhYf'U`ž
]b'h\Y'di fgi]h'cZ'gUZYhmž'gca Yh]a Yg'h\Y'WUgY']hgY'Z'WU'YUX'hc
[fYUhYf'dYf]"

8YhU]`g	
Cfh	AUf]cb'7ci bhmž': `cf]XUž'I G5
Ei Y`Yb	<ul style="list-style-type: none">• `cWU`%&"Wġa• Z'cf]XUhf]XYbh"cf[• k k k "dc`]Wġa U["Wġa

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