

: `Ua Yg`8Yj ci f`@U_Y`UbX`<ca Y. :]fY
 =bj Ygh][Uhc fg`cb`h\Y`GWbY`

5`Z]fY`]b`@U_Y`UbX`žDc`_`7ci bhmž: `cf]XUž`XYghfcmYX`U`\ca Y
 cb`ž`m`*`ž`&\$&) žk]h\`bc`]b`↑f]Yg`fYdcfhYX``=bj Ygh][Uh]cb
 i bXYfk Um"



@U_Y`UbX`ž: `cf]XUž`I b]hYX`GhUhYg`!5`Z]fY`\Ug`fUj U[YX`U`\ca Y
]b`@U_Y`UbX`žDc`_`7ci bhmž: `cf]XUž`YUf`mGi bXUm`a cfb]b[ž`gh]ff]b[
 Vch\`WcbWfb`UbX`Wcbj YfgUh]cb`]b`h\Y`Wca a i b]hm"Dc`_`7ci bhm
 :]fY`FYgW Y`fD7: F`fYW`j YX`h\Y`X]ghfYgg`WU``Uh`.) +`U"a ``UbX
 X]gdUhW\YX`Z]fYZ[\hYfg`dfca dh`m`6m`*.\$) `U"a "ž`h\Ym`Uff]j YX`hc
 Z]bX`h\Y`fYg]XYbW`Zi ``mYb[i`ZYX`]b`ZUa Ygž`Ub`U`Ufa]b[`gWbY
 h\Uh`gdYU_g`j c`i a Yg`UVci h`h\Y`i bdfYX]W\UV`]hmicZ`Z]fY`\UnUfXg"
 I bZcfhi bUhY`mž`XYgd]hY`h\Y]f`gk]ZhifYgdcbgYž`h\Y`ghfi W\i fY`k Ug
 XYYa YX`U`hcU``cgg`cbW`h\Y`Z]fY`k Ug`YI h]b[i]g\YX``H\Ub_Zi ``mž
]b`h\]g]bghUbW`ž`bc`]b`↑f]Yg`k YfY`fYdcfhYX`ž`U`g`]j Yf``]b]b[`]b`Ub
 ch\Yfk]gY`XYj UghUh]b[`Yj Ybh`H\Y`GhUhY:]fY`A Ufg\U`g`CZZ]W`\Ug
 VYYb`U`YfhYX`UbX`]g`gYh`hc`]bj Ygh][UhY`h\Y`W`ffYbh`mi b_bck b
 W\i gY`cZ`h\Y`Z]fY`ž`UXX]b[`Ub`U]f`cZ`a mghYfm`hc`h\]g`hfU[]W]bW]XYbhž

Ug`bchYX`Vm`5 6 7 `5 Wh]c b`B Y k g"

:]fYg`_]Y`h\]g`c bY`_]`i ghfUhY`U`gcVYf]b[`fYU`]hm`UVci h`Z]fY`f]g_g`]b
fYg]XYbh]U``UfYUg"5WwcfX]b[`hc`h\Y`I "G":]fY`5Xa`]b]ghfUh]c b
fI G: 5Ł`ca Y`Z]fYg`UfY`U`Ufa`]b[`m`Wca`a`c b" `b`ZUWh`+&I `cZ`Z]fY
XYUh\g`cWw`f`]b`ca`Ygž`a`U_]b[`fYg]XYbh]U`Z]fYg`U`Wf]h]WU`]ggi`Y`hc
hUW`Y"5`h\ci`[`\`h\Y`]a`a`YX]UhY`WUi`gY`cZ`h\Y`@U_Y`UbX`Z]fY
fYa`U]bg`i`b_bck`bž`ghUh]gh]Wg`dU]bh`U`VfcUXYf`d]Whi`fY`cZ`Z]fY!
fY`UhYX`XUb[`Yfg`UWfcgg`h\Y`bUh]c b" `H\Y`I G: 5`fYdcfhg`h\Uh`U`Z]fY
XYdUfha`Ybh`fYgdc bXg`hc`U`Z]fY`Yj`Yfm`&%`gYWcbXgž`Zi`fh\Yf
Ya`d\Ug]n]b[`h\Y`bY YX`Zcf`Uk`UfYbYgg`UbX`dfYdUfYXbYgg`]b`ci`f
XU]`m`]j`Yg"

H\Y`6fcUXYf`=a`d`]WWh]c b g`cZ`<ca`Y`:]fYg

5g`h\Y`hU`Y`cZ`h\Y`@U_Y`UbX`Z]fY`i`bZc`Xgž`]hg`k`cfh\`Wcbg]XYf]b[
h\Y`ghUh]gh]Wg`WcbWfb]b[`Z]fY`gUZYhm`bUh]c b k`]XY" `b`&\$&&ž`I "G"
di`V`]WZ]fY`XYdUfha`Ybhg`fYgdc bX YX`hc`UddfcI`]a`UhY`m`%ž`\$(`ž`\$\$
Z]fYgž`k`]h\`Ub`Ygh]a`UhYX`)`&&ž`\$\$`cWw`ff]b[`]b`ghfi`Whi`fYg"9UW
ghUh]gh]W]g`bch`†`gh`U`bi`a`VYf`/`]h`fYdfYgYbhg`]j`Yg`X]gfi`dhYXž
ca`Yg`cghž`UbX`WYf]g\YX`VY`cb[`]b[`g`hi`fbYX`hc`Ug`\`K`\`]Y`bc
]b`†`f]Yg`k`YfY`fYdcfhYX`]b`h\Y`@U_Y`UbX`Yj`Ybhž`h\Y`Uj`YfU[`Y
Wj`]j]Ub`Z]fY`XYUh`cWw`ffYX`Yj`Yfm`%`-`a`]bi`hYg`]b`&\$&&ž
\[`\`][`\h]b[`†`gh`\ck`Wfi`WjU`]h]g`Zcf`Wca`a`i`b]h]Yg`hc`i`bXYfghUbX
Z]fY`gUZYhm`dfc`hc`Wc`g"

A`cfYcj`Yfž`Ub`i`bgYhh`]b[`-'`I`cZ`Z]fY!fY`UhYX`XYUh\g`hfUbgd]fY
UZhYf`U`Z]fY`\Ug`dfc[`fYggYX`VYmc bX`h\Y`YUf`mighU[`Yg" `H\]g`ZUWh
U`c bY`i`bXYfgWcfYg`h\Y`]a`dcfhUbWw`cZ`YUf`m`XYhYWh]c b`UbX`gk`]Zh
UWh]c b" `†`g`U`ghUf`_`fYa`]bXYf`h\Uh`h]a`Y`]g`cZ`h\Y`YggYbWw`c bWw`U
Z]fY`VfYU_g`ci`h":]fY`gUZYhm`UXj`cWUWm[`fci`dgž`gi`Ww`Ug`h\Y
B Uh]c bU`:]fY`DfchYWh]c b`5ggcWjUh]c b`fB: D5Ł`ghfYgg`h\Y`bYWwgg]hm
cZ`UmYfYX`Z]fY`dfchYWh]c b`d`Ubg`]b`fYg]XYbh]U`Vi`]X]b[`g" `H\YgY
d`Ubg`UfY`XYg][`bYX`hc`Ybgi`fY`cWw`dUbhg`\Uj`Y`a`i`h]d`Y`Uj`Ybi`Yg
Zcf`Yj`UW`Uh]c b`UbX`gUZYhmž`k`\]Ww`g\ci`X`VY`U`df]cf]hm`Zcf`U`
ca`Yck`bYfg"

7c b bYWh]b[`h\Y`8c hg

5g'fYg]XYbhg'cZ'@U_Y`UbX`UbX`VYmc bX`fYZYWh'c b`h\]g'fYWb h
hfU[YXmž`]h g`Wfi W]U`hc`Wc b bYWh`cWU`Yj Ybhg`hc`bUh]c bU`Z]fY
ghUh]gh]Wg`H\Y`XUhU`fYj YU`g`h\Uh'dfcdYfhmXUa U[Y`Zfca`ghfi Whi fY
Z]fYg`hc hU`YX`U`ghU[[Yf]b[``%, `V]``cb`]b`&\$&&ž`k]h\`ca Y`Z]fYg
U`c bY`UWwci bh]b[`Zcf`%\$`) `V]``cb`]b`cggYg`Gi W\`Z[i fYg`WU b`VY
U`k U_Y!i d`WU` fYa`]bX]b[`i g`h\Uh`k \Yh\Yf`]b`Uf[Y`a Yhfcd c`]hUb
UfYUg`cf`ga U`hck bgž`h\Y`f]g_g`UggcW]UhYX`k]h\`Z]fY`gUZYhmUfY
fYU`UbX`Yj Yf!dfYgYbh"

Ð`Wc bWi g]cbž`k \]Y`h\Y`@U_Y`UbX`Z]fY`]g`U`dU]bZ` fYa`]bXYf`cZ
k \Uh`WU b`\UddYb`]b`U`ZUg\ž`]h`U`gc`gYfj Yg`hc`fY]bZcfW`h\Y
a YggU[Y.`VY`dfYdUfYX``<ca Yck bYfg`g\ci `X`VY`dfcUWh]j Yž
]a d`Ya Ybh]b[`Z]fY`gUZYhma YUgi fYg`UbX`ghUm]b[`]bZcfa YX`UVci h
f]g_g``5g`k Y j Y`YUfbYXž`]hg`bch`ghUVci hidfchYWh]b[`dfcdYfhm/
]hg`UVci hgUZY[i UfX]b[``]j Yg``:]fYg`a UmVY`i bdfYX]WhUV`Yž`Vi h
ci f`Uk UfYbYgg`UbX`fYUX]bYgg`WU b`a U_Y`U`h\Y`X]ZZYfYbW`]b`h\Y
ZUW`cZ`ZUa Yg``: cf`a cfY`]bg][\hg`UbX`XYhU]`YX`ghUh]gh]Wg
fY[UfX]b[`Z]fY`gUZYhmž`W\YW`ci h`h\Y`Z]bX]b[g`Zfca` I G: 5`UbX
fYgci fWg`Zfca` : Ya U`Y`@]ZY`GUZYhm"

8YhU]`g	
Cfh	@U_Y`UbXž: `cf]XUž`I b]hYX`GhUhYg
E i Y`Yb	<ul style="list-style-type: none">• k k k "UVWUWh]c b bYk g"Wc a• k k k "i gZU"ZYa U"[cj• ZYa U`]ZYgUZYhm"cf[

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