

5i hca Uhh]W6ccghg'F Y`Uh]cbg\]d A UbU[Ya Ybh'k]h\`7`Um'5Wēi]g]h]cb°

5i hca Uhh]WUWēi]fYg'7`Um'hc`Yb\UbW'cb`]bY`]XYbh]hm
a UbU[Ya Ybhž']bhY[fUh]b[`]hg'dYfgcbU`7FA`ZYUhi fYg'k]h\
YI]gh]b[`d`UhZcfa g"



7`Um'7ci bhmž'i G5`!`÷`U'g[b]Z]Wb'h'a cj Y`Zcf`X[]hU`
Wēa a i b]WUh]cbž'5i hca Uhh]Wē'h\Y`dUfYbh'Wēa dUbmi'VY\]bX
K cfXDfYgg"Wēa ž`\Ug`Ubbci bW'X`]hg`UWēi]g]h]cb`cZ'7`Umž`Ub
]bbcj Uh]j Y`fY`Uh]cbg\]d'a UbU[Ya Ybh'Udd`H\Y`]bhY[fUh]cb`U]a g
hc`Vccgh'5i hca Uhh]Wg'gi]hY`cZ`Wēa a i b]WUh]cb`UbX`]XYbh]hm
gc`i h]cbgž`U`[b]b[`k]h\`h\Y]f`VfcUXYf'ghfUhY[mi'hc`Yb\UbW'`i gYf
WēbbYWh]j]hm'UbX`Yb[U[Ya Ybh`K \]Y`h\Y`Z]bUbW]U`gdYW]Z]Wg`cZ
h\Y`XYU`fYa U]b`i bX]gWcgYXž']hZc`ck g'5i hca Uhh]Wg'dfYj]ci g
UWēi]g]h]cbg`cZ'6YYdYf`UbX`HYI hg"Wēa ž`k \]W\`Uj Y`U`gc`hUf[YhYX
h\Y`Yj Yf!Yj c`j]b[`fYU`a`cZ`Wēa a i b]WUh]cb`hYW\bc`c[]Yg"

7`Umž`k \]W\`Ui bW'YX`]b`&\$&%ž'dfYgYbhg']hgY`Z`Ug`U`gcd\]gh]WUhYX
dYfgcbU`7FA`f7i ghca Yf`F Y`Uh]cbg\]d`A UbU[Ya Ybhē'hcc`

XYg][bYX`hc`\\Y`d`i` gYfg`a` UbU[Y`h\\Y]f`WcbhUWhg`a` cfY`YZZYWh]j` Y`m`
H\\]g`Udd`]WUh]cb`\\Ug`WUdhi`fYX`UhhYbh]cb`Zcf`]hg`i` b]ei`Y`ZYUhi`fYgž
]bWi`X]b[`U`ga`Ufh`UXXfYgg`Vcc`_`h\\Uh]bhY[fUhYg`XUhU`Zfca
d`UhZcfa`g`_]Y`@]b_YX`ž: UWVcc`_ž`UbX`K`\\Uhg5dd`"I` gYfg`WUb
a`U]bhU]b`a`Yh]W`ci`g`bchYg`cb`h\\Y]f`WcbbYWh]cbgž`bch]b[`k`\\Yb
UbX`k`\\YfY`h\\Ymia`Yhž`h\\YfYVm`XYYdYb]b[`dYfgcbU`fY`Uh]cbg\\]dg"

H\\Y`J`U`i`Y`cZ`7`Um]b`9b`\\UbW]b[`7`c`b`b`Y`Wh]cbg

H\\Y`df]a`Ufm`ZcW`g`cZ`7`Um]g`cb`ZUW]`hUh]b[`fY`Uh]cbg\\]dgž`a`U_]b[
]h`YUg]Yf`Zcf`i`gYfg`hc`ghUm`WcbbYWhYX`"5W`WcfX]b[`hc`7`Um`g
cZZ]W]U`k`YVg]hY`ž`h\\Y`hcc`Ui`hca`Uh]WU`micf[Ub]nYg`UbX`i`dXUhYg
WcbhUWh]bZcfa`Uh]cb`i]b`fYU`h]a`Y`"ž`Ybf]W\\Yg`dfcZ]`Yg`k`]h`XYhU]g
cZk`cf`_`UbX`YXi`WUh]cbž`\\Y`d]b[`i`gYfg`_YYd`hfUW`cZ`dUgh
]bhYfUWh]cbg`UbX`gYh`fYa`]bXYfg`Zcf`]a`dcfhUb`h`a`ca`Ybhg`"Gi`W\\
ZYUhi`fYg`UfY`dUfh]W`Uf`mi`gYZ`_`Zcf`a`U]bhU]b]b[`U`fcVi`gh`bYhk`cf`_
]b`hcXUm`g`ZUgh`dUW`X`k`cf`X"

CbY`bchUV`Y`UgdYWh]g`h\\Y`5`ž`dck`YfYX`Ugg]ghUb`h`b`Ua`YX`BYI`i`gž
k`\\]W\\`WUb`hU`_Y`ei`Ygh]cbg`Zfca``i`gYfg`UVci`h`h\\Y]f`bYhk`cf`gž
dfcj`]X]b[`]bg][`hg`UbX`a`U_]b[`fY`Uh]cbg\\]d`a`UbU[Ya`Ybh`a`cfY
]bhi`]hj`Y`"K`]h`c`j`Yf`%)`\$`a`]`cb`fY`Uh]cbg\\]dg`a`UbU[YXž`7`Um`g
]a`dUWh]b`h\\Y`7FA`_`UbXgWUdY`]g`bchYk`cfh\\m`"H\\Y`hYUa`_VY\\]bX
7`Umž]bWi`X]b[`Wc!Zci`bXYfg`NUW`Ufm`<`Ua`YX`UbX`A`Uhh\\Yk
5W\\Uf]Ua`ž]g`YI`W]hYX`UVci`h`h\\Y`Zi`hi`fY`UbX`d`Ubg`hc`]bhY[fUhY
h\\Y]f`d`UhZcfa`k`]h`YI`]gh]b[`5i`hca`Uh]WdfcXi`Whg`]Y`6YYdYfž
Yb\\UbW]b[`h\\Y`cj`YfU`"i`h]`]hmicZ`h\\YgY`hcc`g"

H\\Y`6fcUXYf`@UbXgWUdY`cZ`5`=]b`7FA

5g`5i`hca`Uh]W]bhY[fUhYg`7`Um]bh`c`]hg`cZZYf]b[gž]h`hUdg`]bh`c`h\\Y
hfUb`gZcfa`Uh]j`Y`dchYbh]U`cZ`5`=]b`W`ghca`Yf`fY`Uh]cbg\\]d
a`UbU[Ya`Ybh`"5W`WcfX]b[`hc`ž6A`ž`5`=]b`7FA`dfcj`]XYg`Ui`hca`Uh]cb
cZ`Vi`g]bYgg`dfcW`ggYg`UbX`Yb\\UbW`g`W`ghca`Yf`]bZcfa`Uh]cb
a`UbU[Ya`Ybh`H\\]g]bYj`]hUV`m`YUXg`hc`U`a`cfY`dYfgcbU`]nYX
W`ghca`Yf`YI`dYf]YbW`ž`U`Wf]h]WU`ZUW`cf]b`Vi`]X]b[`hfi`gh`UbX
YZZYWh]j`Y`Yb[U[Ya`Ybh`

7`Um g`j]bWŁfdcfUh]cb`cZ`5=ħcc`g`U`][bg`k`j]h\`h\Y`g\]Zh g`j]b`7FA
gmghYa gž`a`cj`j]b[`Zfca`g]a`d`Y`XUhUVUgYg`hc`UXj`UbW`X`d`UhZcfa`g
`Yj`YfU[`j]b[`d`fYX]W]j`Y`UbU`m]Wg`UbX`b`Uhi`fU``Ub[`i`U[`Y`d`fcW`gg]b[`"
K`j]h\`a`U`cf`7FA`d`UmYfg``]_Y`GU`YgZcfW`UbX`<`i`Vgdch`U`fYUXm
Ya`d`cm]b[`g]a`j`Uf`hYW`bc`c[`j]Ygž`5i`hca`Uhh]Wg`d`fcUW]j`Y
UWŁi`j]g]h]cb`cZ`7`Um`d`cg]h]cbg]j]h`k`Y``hc`WŁa`dYhY`j]b`h\Y
j]bWfYUg]b[`m`WŁa`dYh]h]j`Y`X][`j]hU``UbXgWUdY"

A`cfYcj`Yfž`5`d`ck`YfYX`7FA`g`VcUgh`gYj`YfU``UXj`UbhU[`Ygž`]bWi`X]b[
]a`d`fcj`YX`gU`Yg`ZcfYWUgh]b[`ž`gYbh]a`Ybh`UbU`mg]g`cZ`W`ghca`Yf
ZYXVUW`_`cb`gcW]U``a`YX]Už`UbX`Yb\UbW`X``YUX`a`UbU[`Ya`Ybh"
<`ck`Yj`Yfž`W`U``Yb[`Yg`fYa`U]b``DfcdYf`]a`d`Ya`YbhUh]cb`fYei`]fYg
WUfYŽ`_`WŁbg]XYfUh]cb`cZ`XUhU`d`f]j`UWm`UbX`a`U]bhU]b]b[`h\Y
VU`UbW`VYhk`YYb`Ui`hca`Uh]cb`UbX`dYfgcbU``]bhYfUW]cb``M`hž`k`j]h\
W`ghca`Yf`YI`dYWUh]cbg`cb`h\Y`f]gYž`h\Y`VYbYŽ]hg`gYYa`hc
ci`hk`Y][`h\Y`\i`fX`Yg"

≠`YggYbW`ž`5i`hca`Uhh]Wg`UWŁi`]g]h]cb`cZ`7`Um`a`Uf_g`U`d]j`chU`
a`ca`Ybh`]b`h\Y`Yj`c`i`h]cb`cZ`cb`]bY`]XYbh]hm`a`UbU[`Ya`Ybh`UbX
W`ghca`Yf`fY`Uh]cbg\]d`ghfUhY[`]Yg``5g`Vch\`WŁa`dUb]Yg`a`cj`Y
Zcfk`UfXž`h\Y`i`gYfg`WU`b``cc`_`Zcfk`UfX`hc`U`a`cfY`]bhYfWŁbbYW`YXž
]bhi`]h]j`Yž`UbX`YZZ]W]Ybh`bYhk`cf_]b[`YI`dYf]YbW``K`j]h\`7`Um g
]bbcj`Uh]j`Y`ZYUhi`fYg`UbX`5i`hca`Uhh]Wg`YI`dUb g]j`Y`fYUW`ž`h\YfY`g
XYŽ]b]hY`m`igca`Yh\]b[`hc`VY`gU]X`Zcf`h\]g`i`b]cbž`d`fca`j]g]b[`U`fcVi`gh
Ž`hi`fY`Zcf`Yb\UbW]b[`cb`]bY`WŁa`a`i`b]WUh]cbg`UbX`fY`Uh]cbg\]d
a`UbU[`Ya`Ybh"

8YhU]`g	
Cfh	7`Um`7ci`bhmž`I`G5
E`i`Y``Yb	<ul style="list-style-type: none"> • k`k`k`"]h!Vc`hk`j]gY`XY • WUm`YUfh\ • k`k`k`"]Va`WŁa

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