

7fck`Ym' , \$' - /g`H]gWdU`GYhg`GU]`.'5
B Yk`'9fU`Zcf`7Uf]VVYUb`G\]dd]b[`°

7fck`Ym' , \$' - /g`bYk Ygh`@B; !dck YfYX`g\]dž`H]gWdUž
`Ui bWYX`Zfca`'UW_gcbj]`Yž`Yb\UbW]b[`WUf[`c`hfUbgdcfh`hc
h\Y`7Uf]VVYUb`UbX`VYmcbX"



Dcfh`cZ`UW_gcbj]`Yž: `cf]XUž`I`G5`!`7fck`Ym`A`Uf]h]a`Y
7cfdcfUh]cb`\Ug`cZ]W]U``m`Ui`bWYX`]hg`bYk Ygh`@B; !dck YfYX
WcbhU]bYfg\]dž`h\Y`H]gWdUž`a`Uf_]b[`U`g][`b]Z]Wb`h`ghYd`Zcfk`UfX`]b
cW]Ub`WUf[`c`hfUbgdcfh`H\Y`g\]d`gY`hgU]`Zfca`h\Y`Dcfh`cZ
UW_gcbj]`Yž: `cf]XUž`cb`]hg`]bUi`[`i`fU``ci`fbYm`hc`h\Y`7Uf]VVYUb
6Ug]b``H\]g`j`YggY``]g`dUfh`cZ`7fck`Ym`g`]bbc]Uh]j`Y`5j`UbW`7`Uggž
dfca`]g]b[`ZUghYf`UbX`Uf[`Yf`hfUbgdcfhUh]cb`cdh]cbg`k`h\]b`h\Y
I`"G"ž`7Uf]VVYUbž`UbX`7YbhfU`5a`Yf]WU``5g`]h`VY[`]bg`cdYfUh]cbgž
H]gWdU`Vf]b[`g`U`WcbhU]bYf`WdUW]hmicZ`%ž(\$ \$`H9I`g`f&\$!Zcch
Yei`j]U`Yb`hi`b]hgłž`k`\]W`]bWi`XYg`U`Wc``` \$ \$`fYžf[`]YfUhYX`i`b]hgž
dYfZYW`h`Zcf`h\cgY`i`f[`Yb`hg\]da`Ybhg`cZ`dYf]g\UV`Y`[`ccXg"
7fck`Ym`g`Wca`a`]ha`Yb`h`hc`Ybj]fcb`a`Yb`hU`fYgdcbg]V`]hmic\]bYg
h\fc`i`[`\Ug`h\Y`H]gWdU`fi`bg`cb`ck`Yf!Ya`]gg]cb`@B;`Z`Y`ž`a`U_]b[

]h' bch'† gh'U'`c[]gh]WU'`UggYh'Vi h'U'[fY YbYf'W\c]W'Ug'k Y'`"

5bXfYk '8Uj]gž'J]W'`DfYg]XYbh'cZ'C dYfUh]cbg'Zcf'7fck `Ym
@c[]gh]Wgž'Ya d\Ug]nYX'h\Y'Yb\UbW\X'`c[]gh]Wg'gc'i h]cbg'h\Uh
H]gWUdU'dfcj]XYg" "†h'U]a g'hc'ZUW']hUhY'ei]W_Yf'a Uf_Yh
W\bbYWh]cbg'Zcf'j]hU'`WUf[cž']bWi X]b['a YX]WU'`XYj]W'gž
`ci gY\c'X'[ccXgž'UbX'ZccX'dfcXi W'g" "H\]g'j YggY'`Ybf]W\Yg'h\Y
U'fYUXm'YghUV']g\YX'fci hYg']b'h\Y'fY[]cbž'Zc`ck]b[']b'h\Y'k U_Y'cZ
]hg'g]ghYf'g\]dgž'h\Y'E i YhmU'`UbX'7cd'7bž'k \]W\`dfcj]XY'YggYbh]U'
W\bbYWh]cbg'hc'9'`GU'j UXcfž'; i UhYa U'Už'<cbXi fUgž'UbX
B]WUfU[i U"K]h\`h\YgY'XYj Y'cda Ybhgž'7fck `Ym'fYUZZ]fa g']hg'fc`Y
Ug'U'_Ym'd`UmYf']b'h\Y'`c[]gh]Wg']bXi ghfmž'hUW_]b['h\Y'W\U'`Yb[Yg
cZ'WUf[c'hfUbgdcfh'k]h\']bbcj Uh]j Y'gc'i h]cbg"

7cbbYWh]b['7cbh]bYbhg

H\Y'H]gWUdU g'XYVi h'W\ca Yg'Uh'U'h]a Y'k \Yb'7fck `Ym']g'_YYb'hc
gc`]X]Zm']hg'cdYfUh]cbg']b'h\Y'7Uf]VVYUb'UbX'7YbhfU'5a Yf]WU"5g
h\Y'Z]fgh'cZ']hg'_]bXž'H]gWUdU']g'YI dYWhYX'hc'cdYfUhY'fY[i 'Uf'm
VYhk YYb'h\Y'I "G"UbX'h\Y'8ca]b]WU'b'fYdi V']Wž'Z fh\Yf
ghfYb[h\Yb]b['h\Y'gi dd'm'W\U]b'UbX'Ybgi f]b['h\Uh'[ccXg'fYUW\
h\Y]f'XYgh]bUh]cbg'gk]Zh'm'UbX'YZZ]W]Ybh'm" H\Y'g\]d g'UV']]hm'hc
a UbU[Y'\][\]j c'i a Yg'cZ'fYZf][YfUhYX'WUf[c']g'dUfh]W'Uf'm
]a dcfhUbh]b'U'a Uf_Yh'h\Uh]bWfYUg]b[`mXYa UbXg'ZfYg\`dfcXi W
UbX'a YX]WU'`gi dd']Ygž'fYZYWh]b['W\Ub[]b['W\bgi a Yf'bYYXg"

H\]g']bj Ygha Ybh']b'a cXYfb'`c[]gh]Wg']g'bch'† gh'VYbYZ]WU'`Zcf
7fck `Ym']h'gi ddcfhg'VfcUXYf'YW\bca]W[fck h\']b'h\Y'fY[]cb" H\Y
5j UbW\!WUgg'g\]dgž'gi W\`Ug'H]gWUdUž'UfY'Yei]ddYX'k]h\
UXj UbW\X'hYW\bc`c[mž']bWi X]b['\][\!dfYggi fY'A 9!; =Yb[]bYg
h\Uh'a]b]a]nY'a Yh\UbY'Ya]gg]cbgž'gYhh]b['U'bYk 'ghUbXUfX']b
Ybj]fcb'a YbhU'`YZZ]W]YbWm'Zcf'g\]dd]b["7fck `Ym'\Ug'a UXY']h'WYUf.
h\YgY'j YggY'g'fYdfYgYbh'U'Zcfk UfX!h\]b_]b['UddfcUW\`hc'Vch\
]bbcj Uh]cb'UbX'fYgdcbg]V']]hm]b'a Uf]h]a Y'hfUbgdcfh"

5'@Y[UWm'cZ'†bbcj Uh]cb

Hca '7fck `Ymž'h\Y'W\ca dUbm'g'7\U]fa Ub'UbX'79Cž'\Ug'YI dfYggYX

h\Uh'h\YgY`g\]dg'gma Vc`]nY'h\Y'Wca dUbmg'Wca a]ha Ybh'hc
`YUXYfg\]d`]b`gi dd`m'WU]b`gc`i h]cbg'Zcf`]bhYfbUh]cbU`g\]dd]b["
H\Y`fYWVbh`Ui bW\`cZ'H]gWUdU`YbWUdgi `UhYg'7fck `Ymg'fYdi hUh]cb
Zcf`Ya VfUW]b[`W`hh]b[!YX[Y`hYW\bc`c[m'k \]Y`fYa U]b]b[`fcchYX
]b`gYfj]W`hc`]hg`W`ghca Yfg`UbX`fY[]cbU`dUfhbYfg"

5g'H]gWUdU`Ya VUf_g`cb`]hg`ci fbYmž`]h'hU_Yg`k]h\`]h'U`bUa Y`f]W\`]b
\]ghcfmž`]bgd]fYX`Vm'U`U[cc_b`]b`A UbU[i Už`B]WUfU[i U`H\]g
h\ci [\hž` ``h'ci W\`i bXYfgWcfYg'7fck `Ymg'fYgdYWh'Zcf'h\Y`W`hi fYg
cZ'h\Y`fY[]cbg`]hgYfj Yg"@cc_]b[`U\YUXž'h\Y`Zci fh\`5j UbW`7`Ugg
g\]dž`Hcfc[cnž`bUa YX`UZhYf`9`GU`j UXcf`g`bUh]cbU`V]fXž`]g`dc]gYX
hc`YbhYf`gYfj]W`]b`5i [i ghž`g\ck]b[`h\Uh'7fck `Ym`]g`† gh[Yhh]b[
ghUfhYX`]b`YI dUbX]b[`]hg`]a dUWh`]b`h\Y`a Uf]h]a Y`k cf`X"

⊕`U`W]a UhY`k \YfY`YZZ]W]YbWm'UbX`gi ghU]bUV`]hm'UfY`dUfUa ci bhž
7fck `Ymg`Ui bW\`cZ'h\Y`H]gWUdU`]g`U`hYghUa Ybh'hc`]hg`XYX]WUh]cb
hc`UXXfYgg]b[`Wf]h]WU``c[]gh]Wg`bYXYg`k \]Y`g]a i `hUbYci g`m'WUf]b[
Zcf'h\Y`d`UbYh`K]h\`h\Y`VUW_Xfcd`cZ`U`]VfUbh`a Uf_Yhž'h\Y`fcUX
U\YUX``cc_g`dfca]g]b[`Zcf`7fck `Ym'UbX`]hg`]bbcj Uh]j Y`ZYYh"

8YhU]`g	
Cfh	Dcfh'cZ`JW_gcbj`]`Yž':`cf]XUž`I G5
EiY`Yb	<ul style="list-style-type: none">• k k k ``b[]bXi ghfm"Wca• a UfWV``i gXf]``]b["Wca• a Uf]h]a Y!YI YW`h]j Y"Wca

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