

@cWU`GhUf`A UXXcl`<i bghUX`7ca a]hg`hc
6ck`b[`; fYYb`cchVU`°

8]gWcj Yf`h\Y`UhYgh`gdcfhg`Wca a]ha Ybhg`UbX`i dXUhYg`Zfca
‡UW_gcbj]`Y`\"[\ `gWcc`gž`gdch`][\h]b[`ghUbXci h`Uh\`YhYg
UbX`UW]Yj Ya Ybhg"



‡UW_gcbj]`Yž` @ž`I G5`!`H\Y`:`cf]XU`\][\ `gWcc`ZcchVU`gWbY
]g`Vi nn]b[`k]h\`YI W]hYa Ybhž`YgdYW]U`mUZhYf`6YUWg]XY`k]XY
fYW]j Yf`A UXXcl`<i bghUX`a UXY`\YUX`bYg`VmWca a]h]b[`hc`
6ck`b[`; fYYb`cb`† bY`*žf][\h`cb`h\Y`\YY`g`cZU`ghUbXci h
↑ b]cf`mYUf`<i bghUXž`k \c`fUW_YX`i d`ja dFYgg]j Y`ghUhg`k]h\`) \$
fYWdh]cbg`Zcf`, (*`mUfXg`UbX`%%`hci WXck bg`Ugh`gYUgcbž`Ug
U`gc`g\ck b`\]g`g_]`g`cb`h\Y`VUg_YhVU`Wci fhž`Uj YfU[]b[`'%&`,
dc]bhg`UbX` ("%fYVci bXg`dYf`[Ua Y`"<]g`XYW]g]cb`hc`c`b`h\Y
: U`Wcbg`]g`U`g][b]Z]WJbh`UXX]h]cb`Zcf`h\Y`dfc[fUa`UbX`fYZYWg`\]g
\UfX`k cf_`UbX`hU`Ybh"

H\Y`6YUWg]XY`6UffUW`XUg`\UX`U`gc`X`g\ck]b[`Ugh`mYUf`k]h\`U
+!(`fYWcfXž`Wca dYh]b[`Z]YfW`m]b`h\Y`:`cf]XU`<][\ `GWcc`5h\`Yh]W

5ggcWjUh]cb'8]ghf]Wh'!)5"BchZUf'VY\]bX'<i bghUX']g'hYUa a UhY'
9Xk UfX'>fXUb'=>žk \c']g'XfUk]b['UhhYbh]cb'Zfca 'a i'h]d`Y
8]j]g]cb'=>dfc[fUa g'UZhYf'dUgg]b['Zcf'cj Yf') ž\$\$\$\$mUfXg']b'hk c
mYUfg"<]g'fYWbh'dYfZcfa UbWžk \YfY'\Y'UWWi bhYX'Zcf'g]
hci W\Xck bg']b'U'gdf]b['[Ua Y'U[U]bghDUf_Yfž'Wfhu]b`mVc`ghYfg
\]g'fYgi a Y"

H\Y`HU`Ybh'Dcc`']b':`cf]XU

:`cf]XU']g'_bck b'Ug'U'dck Yf\ci gY']b'\][\`gW\cc`ZcchVU`ž
Wcbg]ghYbh'midfcXi W]b['cj Yf'(\$`V'i Y!W\]d'fYWfi]hg'Ubbi U`mž'k]h\
h\]g'mYUf g'WUgg'ZYUhi f]b['U'XcnYb'd`UmYfg']b'h\Y'hcd'%%\$
fUb_]b[gž'Ug'bchYX'Vm@]j Y'6U``Gdcfhg"GW\cc`g`']_Y'5a Yf]WUb
<Yf]hU[Y'UbX'>A ; '5WUXYa m'Wcbhf]Vi hY'g][b]Z]WUbh'mihc'h\]g'hU`Ybh
dcc`ž']bX]WUh]b['U'Vf][\h'ž hi fY'Zcf':`cf]XU'ZcchVU`"

5a cb['h\Y'hcd'fYWfi]hg'Zcf'h\Y'i dWca]b['gYUgcbž'd`UmYfg`']_Y'
A]WU\]'8Ubnmici h'cZ':`cf]XU'GhUhY'I b]j Yfg]hm'GW\cc`UbX'GhUWm
; U[Y'Zfca 'Gh'H\ca Ug'5ei]bUg'UfY[YbYfUh]b['Vi nn''8Ubnm]g'Ub
Uh\`YhY'hc'k UhW`Uh*!%UbX'%) ``Vgž'k \]Y'; U[Yž'U'fi bb]b['VUW_ž
]g'U'fYUXmia U_]b['\YUX`]bYg'k]h\`h]g') !%%ž'&\$`Vg'ZfUa Y'UbX
]a dfYgg]j Y'dYfZcfa UbW`ghUhg"

D`UmYf	GW\cc`	Dcg]h]cb	<Y][\h	K Y][\h
A]WU\ 8Ubnm	:`cf]XU GhUhY I b]j Yfg]hm GW\cc`	5H<	*!%	%) ``Vg
GhUWm; U[Y	Gh"H\ca Ug 5ei]bUg	F 6)!%%	&\$`Vg

Cb'h\Y'fYWfi]h]b['Zfcbhž'd`UmYfg'Zfca 'gW\cc`g`']_Y'H\Y'6c`Yg
GW\cc`UbX'7`YUfk UhYf'5WUXYa m'>bhYfbUh]cbU`UfY'U'gc
WUdhi f]b['h\Y'UhhYbh]cb'cZa U'cf'Wc`Y[Y'dfc[fUa g"H\Y`Yj Y`cZ
Wca dYh]h]cb'k]h\]b':`cf]XU g'\][\`gW\cc`fUb_g']g'Z]YfWž'UbX
i dWca]b['Yj U'i Uh]cbg']bX]WUhY'U'dfca]g]b[']bZi I 'cZ'hu`Ybh'hUh
k]``_YYd'gWci hg'Vi gm"

9I Wjh]b['8Yj Y`cda Ybhg'5Wfcgg'@cWU`'GWXcc`g

⊖'UXX]h]cb'hc'h\Y'ZcchVU``WŁa a]ha Ybhgž'gYj YfU`'Uh\`YhYg'Zfca
Ufci bX'h\Y'ghUhY'UfY'a U_]b['k Uj Yg']b'h\Y]f'gdcfhg"H\Y
6YUWŁg]XY'j c``YmVU``gWbY'k Y'WŁa YX'A c``]Y'J Ub8Yi gYbžk\c
WŁa a]hYX'hc':`cf]XU'GhUhYžk\]Y'DYmhc b'H\ca Ug'g][bYX'cb
Zcf'gcWwYf'Uh'Bcfh\':`cf]XU"Cb'h\Y'VUg_YhVU``WŁi fhgž'5`mggU
8cbc\i Y'Zfca '6UfhfUa 'HfU]'g'\YUX]b['hc'9Ugh'Ghfci XgVi f[ž
a U_]b['V]['ghf]XYg']b'\Yf'WUfYYf"

H\Y'UXX]h]cb'cZ'bYk 'Ufh]Z]W]U`'hi fZ'Uh'cWU`'gWŁcc`g`']_Y':`YhWŁYfž
⋈UW_gcbž'UbX'K \]hY']g'Ubch\Yf'YI Wjh]b['XYj Y`cda Ybhž'gYh'hc
Yb\UbWw'h\Y'd`Um]b['WŁbX]h]cbg'Zcf'ghi XYbh'Uh\`YhYg"H\]g
fYbcj Uh]cb'WŁa Yg'Ug'dUfh'cZ'U'VfcUXYf'YZZcfh'UWfcgg'8i j U`
7ci bhm'hc'ja dfcj Y'h\Y'jbZfUghfi Wli fY'Zcf'\][\`gWŁcc`'gdcfhg"

K]h\`U``h\]g'hU'Ybh'UbX'WŁa a]ha Ybh'fc``]b['jbž'cbY'WU'cb`m
]a U[]bY'\ck':`cf]XU'\][\`gWŁcc`'ZcchVU``k]``g\UdY'h\Y'Zi hi fY
'UbXgWUdY'cZ'WŁ`Y[Y'Uh\`Yh]Wg']b'h\Y'WŁa]b['mYUfg"@Yhg'_YYd'Ub
YmY'cb'h\YgY'f]g]b['ghUfg'UbX'h\Y'ja dUWh'h\Ymik]``gi fY`m'a U_Y°

8YhU]'g	
Cfh	⋈UW_gcbj]``Yž': @ž'I G5
E i Y``Yb	<ul style="list-style-type: none">• k k k "⋈UW_gcbj]``Y"WŁa• &(+gdcfhg"WŁa• k k k "``]j YVU``gdcfhg"WŁa

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