

8]gWcj Yf`K \m`@Yzhcj Yf`@Ybh]`g`hUghY 6YhhYf. `H\Y`GWjYbW`F Yj YU`YX°

8]gWcj Yf`h\Y`gWjYbW`VY\]bX`k \m`Ybh]`g`UbX`ghYk g`hUghY
VYhhYf`h\Y`bYI h`XUmž`Ug`W`]bUfmYI dYfh`<Y]bn`K i h\`YI d`U]bg
_YmZUj cf!Yb\UbW]b[`dfcW`ggYg"



Bc`\Um`i bU`X]fYW]i b`YI UWhU`X]gdcb]V`Y`Yb`Y`hYI hc"!`5g
UbmcbY`k \c`\Ug`Yj Yf`Yb`cmYX`U`\YUfhmghYk `cf`U`Vck`c`Z`Ybh]`g
WUb`UhYghž`gca Y`X]g\Yg`gYYa `hc`hUghY`Yj Yb`VYhhYf`h\Y`bYI h`XUm`
H\]g`d\Ybca Ybcb`]gb h`↑ gh`U`a UhYf`cZ`dYfgcbU`dYfYZfYbW`/
h\YfY`g`gWjYbW`Uh`d`Um`\YfY"5W`cfX]b[`hc`9`8]Uf]cž`W`]bUfm
YI dYfh`<Y]bn`K i h\`YI d`U]bg`h\Uh`Xi f]b[`h\Y`Wc`]b[`UbX`fYgh]b[
dfcW`ggž`ZccX`c`gYg`a c]ghi fY`h`fci [\`Yj UdcfUh]cbž`YUX]b[`hc`U
WcbW`bhfUh]cb`cZ`Ufca Uh]WW`ca dci bXg`h\Uh`Yb\UbW`g`h\Y`cj YfU`
ZUj cf`cZ`h\Y`X]g\"

K i h\`)[\`][\hg`ck`h\]gZUj cf`Yj c`i h]cb`]g`dUfh]W`Uf`m
bch]WUV`Y`]b`X]g\Yg`ZYUhi f]b[``Y[i a Ygž`dUghUž`dchUhcYgž`Ybh]`gž
cf`a YUH`H\Y`ghUfW`Yg`UbX`dfchY]bg`]b`h\YgY`]b[fYX]Ybhg`h\]W`Yb`

h\Y'gUi W'cf'Vfch\ž'Ybf]W\]b['h\Y'hUghY'UbX'a U_]b['YUW\ 'V]hY
a cfY'gUh]gZm]b["5g'ZUj cfg'a Uffm'UbX'XYj Y'cd'cj Yf'h]a Yž'h\Y
fYgi 'h]g'U'a cfY'VU'UbW\X'hUghY'dfcZ]'Y'h\Uh'a Ubm'ZccX'`cj Yfg
fY'g\"

H\Y'GW]YbW'6Y\]bX'h\Y': `Uj cf

H\Y'hfUbgZcfa Uh]cb'cZ'ZccX']gb h'† gh`]a]hYX'hc'fYgh]b['cj Yfb][\h"
H\Y'W\Ya]ghfm]bj c'j YX']b'Wc_]b['jg'U'Wc'a d'YI 'j]bhYfd'Um'cZ
j Uf]ci g'fYUWh]cbg'UbX'd\mg]WU'W\Ub[Yg"5g'XYhU]'YX'Vm'@YmYg
XY`I b]j Yfgcž'i bXYfghUbX]b['\ck 'h\YgY'fYUWh]cbg'k cf_'WUb
g][b]Z]WUbh'm'Y'Yj UhY'W`']bUfm'WfYUh]cbg": fca 'h\Y'A U]'UfX
fYUWh]cbž'k \]W\]a dUfhg'XYdh\ 'hc'fcUghYX'a YUhg'UbX'VU_YX
[ccXgž'hc'WUfUa Y']nUh]cbž'k \]W\UXXg'f]W\ 'gk YYhbYggž'Yj Yfm'ighYd
]b'h\Y'Wc_]b['dfcW'gg']g'i bXYf']bYX'Vm'W\Ya]ghfm"

5XX]h]cbU`mž'Y'Ya Ybhg`']_Y'dfchY]bg'UbX'ghUfW\Yg'UfY'Wfi W]U`']b
h\YgY'fYUWh]cbg": cf'YI Ua d'Yž'k \Yb'\YUh]g'Udd']YXž'dfchY]bg
i bXYf[c'XYbUhi fUh]cbž'hfUbgZcfa]b['hYI hi fYž'k \]'Y'ghUfW\Yg
[Y'Uh]b]nYž'U'hYf]b['h\Y'X]g\ g'a ci h\ZY`"'`h'g'h\]g]bhf]WUhY'XUbW
cZ'Y'Ya Ybhg'h\Uh'i bXYfgWcfYg'\ck 'Wc_]b['jgb h'† gh'UVci h
Zc`ck]b['fYW]dYg]hg'UVci h[fUgd]b['h\Y'gW]YbW'cZZUj cf
XYj Y'cda Ybh"

: ccX'GUZYhm'UbX'GhcfU[Y

K \]'Y'Ya VfUW]b['h\Y'ZUj cfg'cZXUm'c'X'X]g\Yg']g'XY`][\hZi `ž'ZccX
gUZYhm'g\ci 'X'bYj Yf'VY'cj Yf'cc_YX"K i h\Y'a d\Ug]nYg'h\Y
]a dcfhUbW'cZ'dfcdYf'Wc_]b['UbX'ghcfU[Y'hc'dfYj Ybh'VUWhYf]U`
[fck h\"'`h'g'YggYbh]U`'hc'i gY'WYUb'Wc'bhU]bYfg'UbX'fYZf][YfUhY
ZccX'dfca dh'm'Hc'Ybgi fY'gUZYhmž'YZh'j Yfg'WUb' [YbYfU`m'VY'_Ydh
]b'h\Y'Zf]X[Y'Zcf'i d'hc'h\fYY'XUmgž'dfcj]XYX'h\Ym'UfY'fY\YUhYX
h\cfci [\`m'VYZcfY'Wc'bgi a dh]cb"'I h']n]b['U]fh][\h'Wc'bhU]bYfg'WUb
Y'd'fYXi W'h\Y'f]g_'cZ'Wc'bhUa]bUh]cb"

H\]g'WUfYZi `UddfcUW\ 'hc'ZccX'ghcfU[Y']g'U'Wf]h]WU'dUfh'cZ
a UI]a]n]b['Vch\ZUj cf'UbX'gUZYhm'`h'g'U`'UVci h'ghf_]b['h\Uh
dYfZYWh'VU'UbW'ž'Ybgi f]b['h\Uh'h\Y'bYI h'XUmg'i bW\]g'Ug

Yb^cmUV`Y`Ug'h\Y'a YU`k Ug'cf][]bU`m]bhYbXYX'hc`VY"

7cbbYWh]b[`7\Ya]ghfm'UbX`7i]g]bY

7cc_]b[`hfi`m'fYgYa V`Yg'U`UVcfUhc'fm'Yl dYf]a YbhžZ``YX`k]h\W\Ya]WU`fYUWh]cbg'h\Uh'hfUbgZcfa`]b[fYX]Ybhg`]bhc`XY`][\hZ`X]g\Yg": fca`cl]XUh]cb'dfcW\ggYgž'k \]W\`WU'W\Ub[Y'h\Y`Wc`c'fgcZ'ZfYg\`Zfi]hg'UbX`j Y[YhUV`Ygž'hc'h\Y`VcbX!Zcfa]b[`]bhYfUWh]cbg'h\Uh`\UddYb`Xi f]b[`ZYfa YbhUh]cbžYj Yfm'UgdYWh'cZ'Wc_]b[]bj`c`j Yg`W\Ya]ghfm'Uh'k cf_ž'Ug'bchYX`Vm'7i Ybhcg'7i ½b]Wcg"

⊖WcfdcfUh]b[`U`V]h'cZ'gWjYbh]Z]W_bck`YX[Y`WU'bi fb`Yj YfmXUmWc_]b[`]bhc`U`WfYUh]j Y`Yl d`cfUh]cb""G]a d`Y`UWhg`_]Y`UX↑gh]b[UW]X]hm'k]h\`j]bY[Uf`WU'bi]a d'fcj Y`ZUj cf`VU`UbW\ž'k \]Yi bXYfghUbX]b[`ck`hc'dfcdYf'm'Wc_] [fU]bg`WU'bi a U_Y`U`k cf`X`cZX]ZZYfYbW\`]b`U`a YU``H\Y`gYWfYhg'cZ'h\Y`]hW\Yb``]Y`k]h\]b`h\YgYfYUWh]cbgž'UbX'h\cgY`k \c`hU_Y`h\Y`h]a Y`hc``YUfb`WU'bi]bbcj UhYUbX`Y`Yj UhY`hfUX]h]cbU`fYW]dYg"

Gcž'h\Y`bYl h'h]a Y`mci`Z]bX`mci fgY`Z'k]h\`U'dch'cZ`YZh'cj Yf`Ybh]`gcf`U`hUghm'ghYk ž'fYa Ya VYf.`gcU_]b[`i d'h\cgY`Yl hfU`ZUj c'fg`]gb`h↑ghU`i W_m'Wc_]bW]XYbW\`/]hg`U`XY`]W]ci g`Wc'bgYei YbW\`cZW\Ya]ghfm'Uh'k cf_°

8YhU]`g	
Cfh	Bc`\Umi bU`X]fYWW]i b`Yl UWU`X]gdc]b]V`Y`YbY`hYl hc"
Ei Y``Yb	<ul style="list-style-type: none">• k k k "Y`X]Uf]c"YW• `YmYgXY`i b]j Yfgc"Yg• W`YbhcgW`Ub]h]Wc'g"Wc'a

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