

@]VYfhm'7ci bhm'7ca a]gg]cbYf'↵bX]WhYX.
G\cW_]b['GYI '5ggUi `h'7\Uf[Yg°

@]VYfhm'7ci bhm'7ca a]gg]cbYf'8Uj]X'K \]ha]fY'ZUWg
Wf]a]bU'`WUf[Yg'Zcf'U`Y[YX'gYI i U`cZZYbgYg'Ua]X'W ghcXm
WUgY'a]gWcbXi W"



@]VYfhm'7ci bhmž'HYI Ugž'I G5'!`↵'U'gYf]ci g'XYj Y`cda Ybh
g\U_]b['h\Y '@]VYfhm'7ci bhm'dc`h]WU`UbXgWUdYž'7`]W_&<ci ghc b
fYdcfhg'h\Uh>@]VYfhm'7ci bhm'DfYW]bWh' '7ca a]gg]cbYf'8Uj]X
G\]fY`K \]ha]fY']g'ZUW]b['Wf]a]bU'`WUf[Yg"H\YgY'dYfhU]b'hc
U`Y[Uh]cbg'cZYI d`c]h]b['\]g'cZZ]W'hc'gc`]W]h'gYI i U`Zuj cfg'Zfca `U
k ca Ub'gYY_]b['\Y`d`]b'U'W]`X'W ghcXmX]gdi hY"H\]g'i bgYhh]b[
WUgY']g'bck`i bXYf'h\Y'↑f]gX]Wh]cb'cZ'h\Y'A cbh[ca Yfm'7ci bhm
8]ghf]Wh'5hcfbYmg'CZZ]W'žZc`ck]b['h\Y'fYW gU`cZ@]VYfhm'7ci bhm
8]ghf]Wh'5hcfbYm'↯bb]ZYf'6Yf[a Ub'"6fYhh@] cbž'h\Y'A cbh[ca Yfm
7ci bhm'8]ghf]Wh'5hcfbYmž'\Ug'ghYddYX`]b'Ug'h\Y'dfcgYW hcf'dfc
hYa `hc'\UbX'Y'k \Uh'\Ug'VYWca Y'U'\][\!dfcZ]Y'WUgY"

K \]ha]fYž'* &ž'\Ug'VYYb`]bX]WhYX'Vm'U'@]VYfhm'7ci bhm[fUbX'↑fm

cb`h\ fYY`g][b]Z]WUbh`Wci bhg. `gYI i U`UggUi `hž`cZZ]W]U`cddfYgg]cbž
UbX`gc`]W]hUh]cb`cZ`dfcgh]hi h]cb""5g`ci h`bYX`Vm: **cl`&*<ci ghcbž**
h\Y`U`Y[YX`cZZYbgYg`hcc_`d`UW`cb`8YW`a VYf`&+ž`&\$&(ž`k \Yb
K \]ha]fY`]g`UW`gYX`cZ`gYI i U`m`UggUi `h]b[`U`k ca Ub`UbX
dfcdcg]b[`Ugg]ghUbW`k]h\`Yf`W`]X`W ghcXm`VUh`Y`]b`YI W\Ub[Y
Zcf`gYI i U`ZUj cfg"

H\Y`H]a Y`]bY`cZ`5`Y[Uh]cbg

H\YgY`U`Y[Uh]cbg`WUa Y`hc`][\h`Zc`ck]b[`U`gcW]U`a YX]U`]]XYc
dcghYX`]b`A UfW`&\$&) ž`k \YfY`U`Wci d`Y`g\UfYX`h\Y]f`WcbW`fbg
fY[UfX]b[`h\Y`W`]X`W ghcXm`gmghYa `UbX`\][\`][\hYX
]bUddfcdf]UhY`VY`Uj]cf`Vm`K \]ha]fY`H\]g`dfca dhYX`Ub
]bj Ygh][Uh]cb`]bj c`]b[`h\Y`HYI Ug`FUb[Yfgž`k \c`[Uh\YfYX`gk cfb
ghUhYa Ybhg`fY[UfX]b[`K \]ha]fY`g`U`Y[YX`]bhYfUW]cbg`k]h\`h\Y
k ca Ub"

H\Y`k ca Ub`WU]a g`h\Uh`Xi f]b[`U`a YYh]b[`]b`8YW`a VYfž`K \]ha]fY
dfYggi fYX`\Yf`]bhc`U[fYY]b[`hc`gYI i U`UW`g`i bXYf`h\Y`dfYhYbgY`cZ
dfcj]X]b[\Y`d`k]h\`Yf`W`ghcXm`WUgY""~~b`~~\]g`XYZYbgYž`K \]ha]fY
UW_bck`YX[YX`Yb[U[]b[`]b`gYI i U`UW]j]hm`Vi h`j Y`Ya Yb`hm
XYb]YX`Ubm`k fcb[Xc]b[ž]bg]gh]b[\Y`UX`gc`Y`m`]YX`hc`Yf`UVci h
cZZf]b[`Ugg]ghUbW`Xi Y`hc`VY]b[`]bhc]]WUhYX`Xi f]b[`h\Y]f
YbWci bhYfg"

@Y[U`DfcWYX]b[g`UbX`7\Uf[Yg

: c`ck]b[`h\Y`[fUbX`f fmg`]bX]W`ha Ybh`cb`5df`]`&' ž`&\$&) ž
K \]ha]fY`hi fbYX`\]a gY`Z]b`hc`h\Y`@]VYf`hm`7ci b`hm`:]`""<Y`Ug
g]bW`VcbXYX`ci hž`k]h\`]\]g`VcbX`gYhUh`U`hc`hU`cZ`~`) ž\$`\$`H\Y
WcbX]h]cbg`cZ`\]g`fY`YUgY`UfY`ei]hY`ghf]b[Ybh` \Y`a i gh`fYdcfh
k YY_m`hc`Ui h\cf]h]Ygž`a i gh`UVghU]b`Zfca `U`Wc\c`UbX`bUfWch]Wgž
]g`dfc\]V]hYX`Zfca`j]g]h]b[`d`UW`g`h\Uh`gY`U`Wc\c`ž`UbX`ZUW`g
fUbXca`i f]bU`mg]g""5XX]h]cbU`mž`Y`]g`VUffYX`Zfca`WcbhUW]b[`h\Y
j]W]a`]bj c`]YX`]b`h\Y`WUgY"

H\Y`W\Uf[Yg`\Y`ZUW`g`\Uj Y`g][b]Z]WUbh`]a d`]WUh]cbg`i bXYf`HYI Ug
`Uk ""5W`cfX]b[`hc`**HYI Ug`GhUhi hYg**ž`cZZ]W]U`cddfYgg]cbž`k \]W\

K \]ha]fY`]g`UWW`gYX`cZ`]g`hfYUhYX`Ug`U`7`Ugg`5`a`]gXYa`YUbcfz`
i`b`Ygg`]h`]bj`c`]Yg`U`a`cfY`gYj`YfY`]bhYbh`h`U`h`W`ci`X`Y`Yj`UhY`h`Y`
cZZ`bgY`hc`U`h`]fX!XY[`fYY`ZY`cbm`H`]g`Ya`d`Ug]nYg`h`Y`
gYf]ci`gbYgg`cZ`]g`U`Y[`YX`a`]gi`gY`cZ`cZZ]W`Ug`U`di`V`]WgYfj`Ubh`

Di`V`]WF`YUWh]cb`UbX`5W`W`ci`bhUV`]`]hm`

H`Y`WUgY`Ug`ghfi`W`U`bYfj`Y`]b`h`Y`W`ca`a`i`b]hmz`fU]g]b[`Wfi`W]U`
ei`Ygh]cbg`UVci`h`UW`ci`bhUV`]`]hm`Ua`cb[`di`V`]WcZZ]W]U`g"@]VYfhm`
7ci`bhm`8]ghf]Wh`5h`c`fbYm`X`bb]ZYf`6Yf[`a`Ub`Ya`d`Ug]nYX`Yf`
XX]WU]cb`hc`f`gh]W`z`fY]hYfUh]b[`h`Y`b`Y`X`Z`c`f`di`V`]WgYfj`Ubhg`hc`
VY`Y`X`UW`ci`bhUV`Y`Z`c`f`h`Y]f`UW]cbg`5g`K` \]ha`]fY`z`k` \c` \Ug`
gYfj`YX`g]bW`&\$&%`UbX`k` \cgY`hYfa`YI`hYbXg`i`bh]`&\$&,`z`ZUW`g`
h`Y`gY`gYf]ci`g`U`Y[`Uh]cbg`z`h`Y`ZU`ci`h`Z`ca`h`]g`g]hi`Uh]cb`k`]`VY`
WcgY`ma`cb]hc`fYX`Vm`W`cbgh]hi`Ybhg`

I`h]a`UhY`m`z`h`Y`ci`h`W`ca`Y`c`Z`h`]g`WUgY`a`Um`gYh]a`dcfhUbh`
dfYW`XYbhg`fY[`UfX]b[`h`Y`fYgdcbg]V`]`]hm`c`Z`h`cgY`]b`di`V`]WcZZ]W`
UbX`h`Y]f`VY`Uj`]cf`hc`k`UfXg`j`i`b`YfUV`Y`W`cbgh]hi`Ybhg`K`]h`
dchYbh]U`fUa`]Z]WU]cbg`Z`c`f`di`V`]W`hfi`gh`z`a`Ubmi`UfY`Y`Zh`k`cbXYf]b[`
 \ck`h`]g`k`]`U`i`bZ`X`]b`h`Y`W`ca`]b[`a`cbh`g`

8YhU]`g	
Cfh	@]VYfhm`7ci`bhm`z`HYI`Ug`z`I`G5
Ei`Y`Yb	<ul style="list-style-type: none">• k k k "W]W`&` \ci`ghc`b`"W`ca• k k k "ZcI`&`*` \ci`ghc`b`"W`ca• ghUhi`hYg`WUd]hc`"hYI`Ug"[`cj

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