

7\Ucg'9fi dhg']b'GhUb`Ym'7i d':]bU`. 'C]'Yfg UbX'DUbh\Yfg'7`Ug\°

H\Y'GhUb`Ym'7i d':]bU`']bhYbg]Z]Yg'Ug'h\Y'C]'Yfg'ZUW`h\Y
DUbh\Yfg/'; Ua Y''`Yfi dhg']b'W\Ucg'k]h\`a i`h]d`Y`Y`YWh]cbg
UbX'Z] [\hg"



A UX]gcbž'I G5`!'H\Y'GhUb`Ym'7i d':]bU`']g'\YUh]b['i d'žgdYW]Z]WU`m
k]h\'; Ua Y''`VYhk YYb'h\Y'9Xa cbhcb'C]'Yfg'UbX'h\Y':`cf]XU
DUbh\Yfg'gdUf_]b['']bhYbgY`Ya ch]cbg'UbX'XfUa Uh]Wa ca Ybhg" 'Cb
↵ bY'%"\$ž&\$&) žZUbg'k]hbYggYX`U`W\Uch]Wh\]fX`dYf]cX'h\Uh'bch
cb`mYbXYX'k]h\`h\Y'DUbh\Yfg'Xca]bUh]b['*!%'Vi h`U`gc`ZYUhi fYX`U
k]`X`VfUk ``]bj c`j]b['U``hYb`d`UmYfg'cb'h\Y`]W`"H\]g`WcbZfcbhUh]cb
k Ug'] [b]hYX'k \Yb'C]'Yfg'Zcfk UfX`HfYbh': fYXYf]Whcc`_U]a `Uh'h\Y
DUbh\Yfg`GUa`6YbbYhž`YUX]b['hc`U`gYf]Yg'cZ]Z[\hg'h\Uh\UX
cZ]W]U`g'gWfUa V`]b['hc`fYghcfY`cfXYf"**A c hc fWnWY`Gd c f hg`fYdcfhg**
h\Uh'h\Y`VfUk ``i bXYfgWcfYX'h\Y`\][\`Ya ch]cbU`ghU_Yg'cZ'h\]g
W\Ua d]cbg\]d`VUhh`Y`UbX`a][\hg][b]Z]WUbh`m]bZi YbW`h\Y
ghfUHY[]Yg'cZ`Vch\`hYUa g'a cj]b['Zcfk UfX"

K jh\`hYbg]cbg`U`fYUXm`\][\ž`h\Y`g]hi Uh]cb`YgWU`UhYX`Uh`%\$.&-`]b
h\Y`h\]fX`dYf]cXž`k \YfY`a i`h]d`Y`gW ZZYg`Yfi dhYX`Ug`h\Y`C`]Yfg
ghfi [[`YX`hc`_YYd`dUW`"H\Y`C`]Yfg`WcUW`?f]g`?bcV`Ui W
UW_bck`YX[YX`h\Y`hYUa`g`bYXX`Zcf`VYhhYf`X]gW]d`]bYž`YgdYWU`m
Ug`h\YmZUWYX`U`ghU[[Yf]b[`%%&`dYbU`hma`]bi hYg`]b`h\Uh`ZfUa`Y
U`cbYž`k jh\`+)`UW`fi`]b[`hc`9Xa`cbhcb`":`Jj`Y`d`UmYfg`k YfY`Y`Y`W`YXž
]bWi`X]b[`:`fYXYf]WUbX`6YbbYhhž`Ug`k Y`Ug`8UfbY`Bi`fgY`UbX
æbU\`;`UX`čj`]W`ž`k \c`\UX`U`dfc`cb[YX`U`hYfWU]cb
h\Ya`gY`j`Yg"**I G5`HcXUm`**][\`][\hg`\ck`h\Y`DUbh\Yfg`WUd]hU`]nYX
cb`i`bX]gW]d`]bYX`d`Umž`gWcf]b[`h\fY`dck Yf!d`Um[cU`g`XYgd]hY
h\Y]f`dfYj`]ci`g`ck`gi`WW`gg`fUHy`Uh`\ca`Y"

F YX`:`U[g`UbX`Dck Yf`A`cj`Yg

9j`UbXYf`?UbY`g`Zfi`ghfUh]cbg`k`jh\`h\Y`cZZ]W]Uh]b[`k`YfY`dU`dUV`Y
dcgh[Ua`Yž`Ug`\Y`Y`Zh`h\Y`]W`U`ZhYf`g`Ug\]b[`7UfhYf`J`Yf\UY[\Y"
A`YUb`k \]Yž`?UgdYf]`?UdUbYb`YUfbYX`U`Y`Y`W]cb`Zcf`\]g`Wfcgg!
W`YW_]b[`cZ`9Yhi`@`cghUf]bYb`"H\Y`WcbZfcbhUh]cbg`Vfci [\h`hc
`][\h`bch`cb`m]bX]j`]Xi`U`a`]gWcbXi`Wh`Vi`h`U`gc`U`VfcUXYf`bUffUh]j`Y
UVci`h`h\Y`Ya`ch]cbU`fc`YfWcUghYf`cZ\][\!ghU`Yg`\cW_Ym`b`k \Uh
]g`cZhYb`fY[UfXYX`Ug`h\Y`a`cgh`Wc`j`YhYX`df]nY`]b`\cW_Ymž`Vch\
hYUa`g`UfY`ZY`Y`]b[`h\Y`k`Y][\h`cZ`h\Y]f`Ugd]fUh]cbg`"5g`h\Y`GhUb`Ym
7i`d`]g`h\Y`c`XYgh`hfc`d\m]b`B`cfh`5a`Yf]WUb`dfcZYgg]cbU`gdcfhgž
YUW`[Ua`Y`fYgcbUhYg`k`jh\`\]ghcf]WU`g[b]Z]WUbW`ž`k \]W`a`U`Yg
gi`W`WcbZfcbhUh]cbg`U`h\Y`a`cfY`ja`dUW`Zi`"**9GDB`**bchYg`h\Y
ghcf]YX`\]ghcfm`VY\]bX`h\Y`GhUb`Ym7i`d`UbX`\ck`YUW`d`UmcZZ
j`]Wcfm`WUb`YhW`U`hYUa`g`Y[UWm]bh`h\Y`UbbU`g`cZ`\cW_Ym"

:`cf`h\Y`C`]Yfgž`h\Y`h\]fX!dYf]cX`hi`fa`c`]`UXXYX`hc`Ub`U`fYUXm
X]g\YUfhYb]b[`gYf]Yg`B`chUV`mž`h\Y`DUbh\Yfg`WcUW`DUi`A`Ui`f]WY
W`YVfUHyX`U`WUfYf`a`]YghcbY`k`jh\`h\]g`j`]Wcfmž`a`Uf_]b[`\]g
%ž\$`\$`h\`Wc`a`V]bYX`fY[i`Uf!gYUgcb`UbX`d`UmcZZ`k`]b`"6YbbYhhž`k \c
\UX`VYYb`U`g[b]Z]WUbh`Wcbhf]Vi`hcf`VYZcfY`\]g`Y`Y`W]cb`VcUgh]b[
hk`c`V][\]hg`UbX`U[cU`cb`U`VfYU`Uk`Um`k`]`VY`a`]ggYX`]b`h\Y
Zc`ck`]b[`YbWci`bhYfg`Ug`Ya`ch]cbg`Wcbh]bi`Y`hc`fi`b`\][\"

@cc_]b[`5\YUX

5g'; Ua Y' ('UddfcUWYgžVch\`hYUa g`ZUW\`h\Y`W\U`Yb[Y`cZ
\\UfbYgg]b[`h\Y]f`WŁa dYh]h]j Y`gd]f]hg`k]h\ci h`Yhh]b[`hYa dYfg`Vc]`
cj Yf``7cUW\`?bcV`Ui W\`]g`ZUW\X`k]h\`hUWh]WU`XYW]g]cbgž[fUdd`]b[
bch`cb`mk]h\`k \\c`hc`ghUfh`Ug[cU`]Y`UZhYf`di ``]b[`Ghi Ufh`G_]bbYf
Vi h`U`gc`a UbU[]b[`U`hYUa `h\Uh]g`i bXYf`dFYggi fY`hc`fYgdc bX
dfcUW]j Y`mh`c`U`\][\\m`ia`ch]j UhYX`DUBh\Yfg`gei UX``H\Y`\]ghcfm`cZ
h\Y`GhUb`Ym`7i`d`:]bU`g``cca g`Uf[YžfYa]bX]b[`hYUa g`h\Uh
X]gW]d`]bY`WUb`cZhYb`dfcj Y`ŕ ghUg`Wfi W]U`Ug`hU`Ybh"**9GDB**
dfcj]XYg`Ub`cj Yfj]Yk`cZh\Y`ghcf]YX`ZfUbW\]gY`a`ca Ybhgž
i bXYfgWŁf]b[`h\Y`g][b]Z]WUbW\`cZWŁa dcgi fY`Ua]X`gi W\`Z]YfW
WŁa dYh]h]cb"

5g`ZUbg[YUf`i`d`Zcf`h\Y`bYI`h`a`UhW\ž`h\Y`U]f`]g`h\]W`_`k`]h\
Ubh]W]dUh]cb``K`j``h\Y`C`]Yfg`a`UbU[Y`hc`fY]b`]b`h\Y]f`Ya`ch]cbg3
7Ub`h\Y`DUBh\Yfg`WŁbh]bi Y`h\Y]f`Xca]bUbh`a`ca Ybhi`a`3`C`b`m
h]a`Y`k`j``hY``ž`Vi`h`h\]g`gYf]Yg`]g`gi fY`hc`XY`]j Yf`a`cfY`h\f`]`b[
\\cW_Ym`UbX`dYf\\Udg`a`cfY`gi`fdf]gY`VfUk`g`U`cb[`h\Y`k`Um"

8YhU]`g	
Cfh	AUX]gcbžI`G5
EiY`Yb	<ul style="list-style-type: none">• a`c`hc`fWmWYgd`cfhg"bYh• k`k`k`"i`gUhcXUm"WŁa• k`k`k`"Ygdb"WŁa

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