

HfU[]W>U]`8YUh\`GdUf_g`>b] Ygh][Uh]c b.
G\Yf]ZZ'F Yj YU`g'Dc`]Wm'6fYUW\ Yg

H\Y`A cbfcY`7ci bhm'G\Yf]ZZ' , \$' - /g'C ZZ]W`]bj Ygh][UhYg'h\Y
]b!W`ghcXm'XYUh\`cZ'9`]U\`>V]`>fYj YU`]b[`dc`]Wm'j]c`Uh]cbg
UbX`YU`h\`Wc bWfbg"



A cbfcY`7ci bhm'>U]`>A cbfcY`7ci bhm'Ž'! G5`!`>U'hfci V`]b[
hi fb'cZ'Yj Ybhgž'h\Y`A cbfcY`7ci bhm'G\Yf]ZZ'g'C ZZ]W`\Ug'fY`YUgYX
XYhU]`YX`ZcchU[Y`gi ffc i bX]b[`h\Y`]b!W`ghcXm'XYUh\`cZ'9`]U\
@YghYf`>V]`>žk \c'X]YX`k \]Y`VY]b[`Y`X`Uh'h\Y`A cbfcY`7ci bhm
>U]`"5Wc fX]b[`hc`K J @Hž'G\Yf]ZZ'Hca a m'>bYg'ghfcb[`m]bX]WUhYX
h\Uh`>V]`g`XYhYf]cfUh]b[`YU`h\`g]hi Uh]cb`g\ci `X`\Uj Y`k UffUbhYX
]a a YX]UhY`\cgd]hU`]nUh]cb`fUh\Yf`h\Ub`XYhYbh]cb"

>V]`>k Ug`hU_Yb`]bhc`W`ghcXmicb`YVfi Ufmi`Vm'h\Y`A UX]gcbj]`Y
Dc`]W`8YdUfha Ybh'Zcf`X]gcfXYf`mWc bXi W`UbX`k Ug`_Ydh]b`h\Y`U]
Zcf`fci [\`m'hYb`\ci fg`VYZcfY`VY]b[`hfUb gdc fhYX`hc`h\Y`\cgd]hU`
`UhY`h\UhYj Yb]b["G\Yf]ZZ`>bYg`bchYX`h\Uh`>V]`UX`dfY!YI]gh]b[
\YU`h\`Wc bX]h]cbgž`]bWi X]b[`XYa Ybh]Už`k \]W\`g\ci `X`\Uj Y`VYYb

hU_Yb`]bhc`UWwŁi bh"5b`Ui hcdgm`UhYf`fYj YU`YX`\\Y`\\UX`\\YUfh
WŁbX]h]cbgžVi h'k`\\Yh\\Yf'h]a Y`m`\\cgd]hU`WUfY`k ci`X`\\Uj Y`U`hYfYX
h\\Y`ci hWŁa Y`fYa U]bg`i bWfhu]b"

Dc`]Wm`J]c`Uh]cbg`I bXYf`GWfi h]bm

H\\Y`ZcchU[Y`fY`YUgYX`]`i ghfUhYg'h\\Uh`gV`]`k Ug`fYghfU]bYX`hc`U
W\\U]f`g\\cfh`m`UZhYf`\\]g`UXa]gg]cb""<Y`k Ug`gi V`YW\\YX`hc`U`gd]h
a Ug_`Xi Y`hc`VY]b[`XYYa YX`i bWŁcdYfUh]j Y`UbX`k Ug`YZh`U`cbY`Zcf
U`Ufa]b[`ghfYhW\\Yg`cZh]a Y""`cf`]bghUbWŁžUZhYf`VY]b[`W\\YW_YX`Uh
) . () `d"a "ž`\\Y`k Ug`U`cbY`U[U]b`Zcf`hk c`UbX`U`\\U`Z`\\ci fg`VYZcfY
Ubch\\Yf`W\\YW_Y`Uh, .\$. \$`d"a ""<Y`k Ug`Z]bU`m`gYYb`Zcf`h\\Y`Ugh`h]a Y
Uh`%%.\$+`d"a "ž`↑gh`df]cf`hc`h\\Y`XYW]g]cbg`h\\Uh`YUX`hc`h\\]g`hfU[]W
ci hWŁa Y"

⊖`][\\h`cZh\\YgY`Yj Ybhgž`G\\Yf]ZZ`xbyg`Ubbci bWŁX`dc`]Wm`j]c`Uh]cbg
fY[UfX]b[`gV`]`g`hfYUha Ybh"5g`U`X]fYWh`fYgi `hž`h\\fYY`XYdi h]Yg
UfY`W`ffYbh`micb`i bdU]X`gi gdYbg]cbž`cbY`\\Ug`VYYb`Z]fYXž`UbX`hk c
ch\\Yfg`WŁcgY`hc`fYg][b`Zfca`h\\Y]f`dcg]h]cbg"

5XX]b[`hc`h\\]g`k YY_`g`[f]a`bYk gž`U`) *!mYUf!c`X`]ba UhY`k Ug
Zci bX`i bfYgdcbg]j Y`]b`\\]g`WŁ`YUf`m`K YXbYgXUm`a cfb]b[ž`Ug
fYdcfhYX`Vm`**cI`&`8Yhfc]h**"8Ygd]hY`YZZcfhg`Zfca`cZ]WŁfg`UbX
Z]fgh`fYgdcbXYfg`k`c`UXa]b]ghYfYX`]ZY!gUj]b[`7DFž`h\\Y`]ba UhY
k Ug`dfcbci bWŁX`XYUX`Uh`h\\Y`gWŁbY""H\\Y`]XYbh]hmicZh`]g
]bX]j]Xi U`\\Ug`bch`VYYb`X]gWŁcgYX`hc`fYgdYWh`\\]g`ZJa]m`g`df]j UWmž
k]h`G\\Yf]ZZ`Hfcm`; ccXbci [\\YI`dfYgg]b[`\\]g`WŁbXc`YbWŁg
h\\fci [\\U`di V`]WghUhYa Ybh"

5`7U``Zcf`7\\Ub[Y

H\\YgY`]bW]XYbhg`fU]gY`g][b]Z]WUbh`WŁbWŁfbg`UVci h`h\\Y`k Y`ZUfY`cZ
]ba UhYg`]b`WŁffYWh]cbU`ZUW`]h]Yg`bUh]cbk]XY""5`ghi Xm`Vm`h\\Y`
**BUh]cbU`⊖gh]hi hY`cZ`> gh]WŁ`U`cb[g]XY`F5B8`7cfdcfUh]cb`UbX
h\\Y`I b]j Yfg]hm`cZ8Ybj Yf`\\][\\][\\hg`hfcI V`]b[`a`cfhU`]hm`fUhYg
Ua`cb[`]bWUfWŁfUhYX`]bX]j]Xi U`gž`YI UWŁfVUhYX`Vm`dfY`YI]gh]b[
\\YU`h\\]ggi Ygž`gi WŁ`Ug`a YbhU`]`bYgg`UbX`UXX]Wh]cb""h`ci h]bYg
g]I`Wf]h]WU`bYYXg`Zcf`gmghYa]W]a`dfcj Ya Ybh]b`h\\YgY`ZUW`]h]Ygž**

]bWi X]b[`VYhYf`a YX]WU`WUfY`WUdUW]hmUbX`WŁa dFY\Ybg]j Y`XUHU
UbU`mg]g"

5g`h\Y`WŁa a i b]hm[fUdd`Yg`k]h\`h\YgY`Yj Ybhgž`cbY`WU b h`Y`d
Vi h`k cbXYf` k \Uh`ghYdg`UfY`VY]b[`hU_Yb`hc`dFYj Ybh`gi WŁ
hfU[YX]Yg`]b`h\Y`Z hi fY3`H\Y`ghi XmYa d\Ug]nYg`h\Uh`a UbmiZcfa g
cZ`a cfhU`]hm]b`WŁffYWh]cbU`gYhh]b[g`UfY`dFYj YbhUV`Y`k]h\
YZZYWh]j Y`]bhYfj Ybh]cbgž`gi [[Ygh]b[`h\Uh`h\]g`]g`U`WU``hc`UWh]cb`Zcf
h\Y`\YU`h\WUfY`gmghYa`k]h\]b`U`]g`UbX`df]gcbg" H\Y`VU`UbWŁ
VYhk YYb`WUfY`UbX`W ghcXmFYa U]bg`U`g][b]Z]WUbh`WŁU`Yb[Yž`UbX
]bWfYUgYX`YUXYfg\]d`WŁa a]ha Ybh`WŁi`X`VY`h\Y`d]j chU`WŁUb[Y
bYYXXYX"

H\YgY`WUgYg`fYa]bX`i g`h\Uh`k Y`a i gh`ghf]j Y`Zcf`U`† gh]WŁ`gmghYa
k \YfY`\YU`h\`UbX`gUZYhm`hU_Y`dFYWŁXYbWŁž`Yj Yb`VY\]bX`VUfg"5g
h\Y`]bj Ygh][Uh]cbg`i bZc`Xž`ci f`h\ci [\hg`fYa U]b`k]h\`h\Y`ZJa`]`Yg
UZZYWhYX`Vm`h\YgY`]bW]XYbhgž`YUWŁ`k cj Yb`]bh`U`Uf[Yf`bUffUh]j Y
fY[UfX]b[`YU`h\`WUfY`UbX`UWŁci bhUV`]`hm]b`WŁffYWh]cbU`
ZUW`]h]Yg"

8YhU]`g	
Cfh	AcbfcY`7ci bhmł]ž`AcbfcY`7ci bhmž`l G5
EiY`Yb	<ul style="list-style-type: none">• k k k "k j`h"hj• k k k "Zcl &XYhfc]h"WŁa• b]`^c`d"[cj

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