

: cfa Yf'7\Uf`c hhY'7c UW\ 'bX]WhYX'cb
A i `h]d`Y'7\]'X'Dcfb'7\Uf[Yg°

: cfa Yf'7\Uf`c hhY'<][\`WcUW\ '8U[cVYfhc'DYbU'ZUW'g'ZYXYfU`
W\Uf[Yg'Zcf'W\]'X'dcfbc[fUd\mž'fU]g]b[`WcbWf'bg'cj Yf'W\]'X
gUZYhm]b'Di bhU'; cfXU"



Di bhU'; cfXUž': `cf]XUž'I G5 '!`b'U`X]g\YUfhYb]b[`hi fb'cZYj Ybhgž
8U[cVYfhc'DYbUž'U'Zcfa Yf'hYUW\Yf'UbX'VUg_YhVU``WcUW\`Uh
7\Uf`c hhY'<][\`GW\cc``]b'Di bhU'; cfXUž'\Ug'VYYb'ZYXYfU``m
]bX]WhYX'cb'Zci f'gYf]ci g'W\Uf[Yg'fY`UhYX'hc'W\]'X'dcfbc[fUd\m"
5W\cfX]b[`hc'7UdY'7cfU'6fYYnYž'h\Y'U``Y[Uh]cbg'ghYa`Zfca`Ub
]bj Ygh[Uh]cb`]b]h]UhYX'Vm'7\Uf`c hhY'7ci bhm'G\Yf]ZZ g'C ZZ]W
8YhYWh]j Y'8cb'K cY`_Yž'k \c']g'dUfhcZ'h\Y': 6=7\]'X'9I d'c]hUh]cb
UbX'<i a Ub'HfUZZ]W_]b[`HUg_': cfW"

H\Y`]bj Ygh[Uh]cb'd]W_YX'i d'ghYUa`UZhYf'U'WcbWf'fbYX'dUfYbh
fYdcfhYX'`bUddfcdf]UhY'Wcbj YfgUh]cbg'VYhk YYb'DYbU'UbX`\Yf
W\]'X'cb'5df]'&*"': c`ck]b[`h\]g'h]dž'h\Y'Di bhU'; cfXU'Dc`]W
8YdUfha Ybh'ghYddYX'`bž`YUX]b[`hc'U'h\cfci [\`YI Ua`]bUh]cb'cZ

DYbU g'dYfgcbU`UbX`k cf_`d\cbYg" `H\Y`fYgi`hg`k YfY`g\cW_]b[.
[fUd\]W]a U[Ygž`j]XYcgž`UbX`a YggU[Yg`]bj c`j]b[`h\fYY`↑ j Yb`]Y
j]W]a g`k YfY`i bWc`j YfYX"

9I d`c]h]b[`Hfi gh

DYbU`fYdcfhYX`mi gYX`\]g`d cg]h]cb`Ug`U`hfi ghYX`WcUW`hc`YI d`c]h
h\Y`mci b[`j]W]a g" `C ZZYf]b[`ZfYY`hfU]b]b[`gYgg]cbg`UbX`[]Zhgž`Y
]b[fUh]UhYX`\]a gY`Z`k]h\`h\Ya " `I bZcfhi bUhY`mž`h\]g`k Ug`↑ gh`h\Y
VY[]bb]b[" `b`U`\Uffck]b[`UW`Wci bž`]h`k Ug`fYj YU`YX`h\Uh`h\Y
Yb[U[YX`]b`gYI i U`UW]j]h]Yg`k]h\`cbY`j]W]a `Uh`h\Y]f`\ca Yž
fYWc`fX]b[`h\YgY`YbWci bhYfg`XYgd]hY`h\Y`j]W]a g`Yj]XYbh
X]gWc`a Zcfh`<Y`Yj Yb`k Ybh`gc`ZUf`Ug`hc`h\fYUhYb`\]g`j]W]a gž
k Ufb]b[`h\Ya `hc`XY`YhY`YI d`]W]hWc`bhYbh`UbX`bch`hc`fYdcfh`h\Y
UVi gY`Zcf`ZYUf`cZ`fYdYfW`gg]cbg"

C b`5df]`&- ž`Ub`UffYgh`k UffUb`h`k Ug`]ggi YXž`UbX`\Y`k Ug`hU`Yb`]bhc
W`ghcXmž`ZUW]b[`a i`h]d`Y`W`Uf[Ygž`]bWi X]b[`i b`Uk Z``gYI i U`
UW]j]hmik]h\`a]bcfg`UbX`Yk X`Wc`bXi W`"6m`ž`m- ž`h\Y`g]hi Uh]cb
gd]fU`YX`Z`fh\Yf`Ug`DYbU`k Ug`ZYXYfU`m]bX]W]hYX`cb`hk c`Wci bhg`cZ
dfcXi W]cb`cZ`W`X`d`cfbc[fUd`mž`U`cb[g]XY`W`Uf[Yg`Zcf`fYW`]j]b[
UbX`dcggYgg]b[`gi W`a UhYf]U"

6fcUXYf`=a d`]WUh]cbg

H\]g`WUgY`i bZc`Xg`k]h\]b`U`Uf[Yfž`hfc`i V`]b[`hfYbX`gi ffc`i bX]b[
W`]X`YI d`c]hUh]cb"5`fYW`bh`cdYfUh]cb`Xi VVYX`Xbi gž`]bj c`j]b[
`Uk`YbZcfW`a Ybh]b`Bcfh`HYI Ug`UbX`5`Ug`Už`gUk`bYUf`m`* \$
dYcd`Y`UffYghYX`cb`g]a]Uf`W`Uf[Ygž`k]h\`UVci h`&, `W`]XfYb
fYgW`YX`Zfca`gYI i U`YI d`c]hUh]cb`g]hi Uh]cbgž`Ug`fYdcfhYX`Vm**B 6 7**
8: K " `A Ubm]bX]j]Xi U`g`UddfY`YbXYX`]bWi XYX`hYUW`Yfgž`Z]fgh
fYgdcbXYfgž`UbX`ch\Yf`fYdi hUV`Y`Wc`a a i b]hm`a Ya VYfgž`fU]g]b[
U`Ufa g`UVci h`h\Y`]bZ]hfUh]cb`cZ`gi W`\Y]bci g`W]a Yg`]b`hfi ghYX
fc`Yg"

H\]g`cdYfUh]cb`\][`\\][`hYX`h\Y`]a dcfhUbW`cZ`Wc`a a i b]hm
j][]UbW`UbX`fYdcfh]b[`gi gd]W]ci g`VY`Uj]cf" `A cfYcj Yfž`h\YfY g
Ub`i f[Ybh`bYXX`Zcf`Wc`bj YfgUh]cbg`UVci h`cb`]bY`gUZYhmž`YgdYW]U`m

Ug`U`bYk`ghi`Xm`di`V`]g\`YX`]b`H\`Y`@Ub`W`h`7`\`]X`/`5Xc`Yg`W`bh`
<YU`h\`]bX`]WU`hYg`h\`Uh`%`]b`%&`W\`]XfYb`UfY`YI`dcgYX`hc`cb`]bY`
gYI`i`U`YI`d`c`]hUh`]cb`ž`UW`W`fX`]b[`hc`7`B`B`"

H\`Y`[`f]a`ghUh`]gh`]Wc`Z`c`j`Yf`" `*`a`]`]cb`fY`dc`fhg`c`Z`gi`gdY`W`hY`X`W\`]X`
gYI`i`U`YI`d`c`]hUh`]cb`Ugh`mY`Uf`i`bXY`fg`W`fYg`h\`Y`[`fUj`]hmc`Z`cb`]bY`
XUb`[`Yfg`"H\`Y`cb`]bY`Ybj`]fcb`a`Ybh`\`Ug`VY`W`a`Y`U`_]b`hc`U`W`f]a`Y`
gW`bY`Zcf`W\`]XfYb`YgdY`W`U`mž`k`]h\`YI`d`c`]hUh`]cb`c`W`W`ff`]b[`Uh`Ub`
U`Ufa`]b[`fUhY`c`Z`Udd`fcl`]a`UhY`m`hY`b`h]a`Yg`Yj`Yfm`gY`W`bX`"9I`dY`fhg`
Ya`d\`Ug`]nY`h\`Uh`dUfY`bhg`b`YYX`hc`UW`h]j`Y`m`Yb`[`U[`Y`k`]h\`h\`Y`f`
W\`]XfYb`UV`ci`h`cb`]bY`gUZ`Yhm`UbX`hc`gi`dY`fj`]gY`h\`Y`f`X`][`]hU`
UW`h]j`]hm`k`\`]Y`fYgdY`W`h]b[`h\`Y`f`df`j`UW`m`"

7ca`a`i`b`]hm`F`Ygd`c`bg`]V`]`]hm`

Di`bhU`';`cfXU`Dc`]W`7`\`]YZ`DUa`Ga`]h\`h\`Ug`Ya`d\`Ug`]nY`X`h\`Y`
]a`dc`fhUb`W`c`Z`W\`]X`gUZ`Yhmž`Y`W\`c`]b[`h\`Y`gY`bh]a`Ybhg`c`Z`7`\`Uf`c`hhY`
7ci`bhm`Gi`dY`f`]bhY`bXY`bh`A`Uf`_`J`]UbY`c`ž`k`\`c`W`bXYa`bYX`DY`bU`g`
UW`h]cbg`Ug`U`[`fUj`Y`VY`hfUmU`c`Z`hf`gh`"ž`g`U`ghUf`_`fYa`]bXY`f`h\`Uh`
ci`f`[`i`UfX`]Ub`g`UbX`a`Ybh`c`fg`a`i`gh`i`d\`c`X`h\`Y`\`][`\Y`gh`ghUbX`UfX`g`
c`Z`W`bXi`W`h`5g`W`a`a`i`b`]hm`a`Ya`VY`fgž`k`Y`a`i`gh`fYa`U`]b`U`Y`fh`UbX`
dfcUW`h]j`Y`]b`gUZ`[`i`UfX`]b[`ci`f`W\`]XfYb`Zfca`dchY`bh]U`h\`fY`Uhg`
5bm`cbY`k`]h\`Z`fh\`Yf`]bZcf`a`Uh`]cb`cf`h\`cgY`k`\`c`gi`gdY`W`h`h\`Y`m`a`Um`
VY`j`]W`h]a`g`UfY`i`f`YX`hc`W`b`bhUW`h`h\`Y`7`\`Uf`c`hhY`7ci`bhm`G`Y`f`]ZZ`g`
C`ZZ`W`h`U`h`f` (`%Ł`*`'`-`!`&`%`\$`%"`

H\`Y`\`c`ff`]Z`WY`j`Ybhg`gi`ffc`i`bX`]b[`8U`[`cVY`fhc`DY`bU`UfY`bch`]gc`UhY`X`
5g`W\`]XfYb`ZUW`]bW`fY`Ug`]b[`h\`fY`Uhg`]b`V`ch\`h\`Y`d\`mg`]WU`UbX`
X`][`]hU`fY`U`a`gž`Uk`UfY`bY`ggž`Y`Xi`WU`h]cb`ž`UbX`UW`h]cb`Zfca`V`ch\`h\`Y`
di`V`]WU`bX`dc`]W`ma`U`_`Yfg`UfY`W`fi`W`jU`]b`Y`ZZY`W`h]j`Y`m`U`X`X`fY`gg`]b[`UbX`
dfY`j`Ybh`]b[`cb`]bY`gYI`i`U`UV`i`gY`"

8YhU`]`g`	
C`f`h`	Di`bhU`';`cfXUž`:`cf`]XUž`I`G5`
E`i`Y``Y`b`	<ul style="list-style-type: none">• k`k`k`"WU`dY`W`fU`V`fY`Y`nY`"W`a`• k`k`k`"b`V`W`X`Z`k`"W`a`

8YhU]`g	
	• k k k "Wb b"WŁa

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