

Gi a a Yf'6cc_'6i g'Fc`g'Ci h': fYY'F YUXg
hc'7ca VUh'@YUfb]b['@cgg°

D]bY`Ug'7ci bhm'Ui bWXYg'h\Y'Gi a a Yf'6cc_'6i gž
X]ghf]Vi h]b['%\$ž\$\$\$'žfYY'Vcc_g'hc'Wca VUh'gi a a Yf'YUfb]b[
'cgg'Zcf'W\]'XfYb"



GUbXYf`]b'7YbhYfž'Gh" `DYhYfgVi f[ž'D]bY`Ug'7ci bhmž'i b]hYX
GhUHyg'!`H\Y'gi a a Yf'fYUX]b[']b]h]Uh]j Y']b'D]bY`Ug'7ci bhm]'g'cZZ
hc'U'j]VfUb'hghUfhž'Z[\h]b['gi a a Yf'YUfb]b['cgg'cbY'Vcc_'Uh'U
h]a Y""`đ'U'Wc`UVcfUh]cb'h\Uh'gdUbg'Y][\h'mYUfgž'h\Y'đ j Yb]'Y
K Y`ZUfY'6cUfX'\Ug'hYUa YX'i d'k]h\ 'D]bY`Ug'7ci bhm'GWcc`g'hc
'Ui bW\h\Y'Gi a a Yf'6cc_'6i gž'k \]W\]'g'U'fYUXm'a U_]b['k Uj Yg']b
h\Y'Wca a i b]hm'`H\]g'W\YYfZi `gW\cc`Vi g'Zi`YX'k]h\ 'U'hfi W_cUX
cZVcc_g'fc`YX'ci h]hg'Z]fgh'ghcd'Uh'h\Y'GUbXYf`]b'7YbhYf`]b'Gh"
DYhYfgVi f[ž'k \YfY'Y`Ya YbhUfmighi XYbhg'YI W]hYX'm'VcUfXYX']b
[fci dg'cZ]j Y'hc'gY'YWh'k c'Vcc_g'YUW\ 'hc'hU_Y'\ca Y'Zcf'žfYY"
H\Y']b]h]Uh]j Yž'XYg][bYX'hc'\Y'd'W\]'XfYb'Zci f]g\ 'UWUXYa]WU`m
Xi f]b['h\Y'gi a a Yf'a cbh\gž'U]a g'hc'X]ghf]Vi hY'cj Yf'%'\$ž\$\$\$
Vcc_g'hc'a cfY'h\Ub') ž\$\$\$'W\]'XfYb'VYZcfY'h\Y'dfc[fUa 'k fUdgi d

h\]g`mYUf"

5g'h\Y`Gi a a Yf`6cc_`6i g`Wċbh]bi Yg`]hg`ċi fbYmž'h\Y`ċmicZ
fYUX]b[`]g`gd fYUX]b[``_]Y`k `]XZ]fY""H\Y`Vi g`k `]`VY`a U_]b[`ghċdg
Uh`U`j Uf]YhmċZ`cWUh]cbgž`]bWi X]b[`di V`]W`]VfUf]Ygž`Wċa a i b]hm
fYWfYUh]cb`Wb hYfgž`UbX`W\]`XWUfY`Wb hYfg`U``Ufci bX`D]bY``Ug
7ci bhmž`Wċbh]bi]b[`]hg`a]gg]cb`h\fc i [\`đ`m%+h\""H\Y`VYgh`dUfh3
5`cb[g]XY`h\]g`]hYfUfm`UXj Ybhi fYž`U`bYk `a cV`]Y`ZcX`dUbhfmi`k `]
VY`Uj U]`UV`Y`Uh" +`Vi g`ghċdgž`Ybgi f]b[`h\Uh`a cfY`h\Ub`&ž) \$\$
W\]`XfYb`UbX`ZJa `]`Yg`]b`bYYX`^Uj Y`UWWgg`hc`bcb!dYf]g\UV`Y
]hYa g`UbX`ZfYg\`dfcXi W""5`fYU`k]b!k]b`Zcf`ZJa `]`Yg`ċc_]b[`hc
bi fhi fY`Vch\`h\Y]f`a]bXg`UbX`VcX]Yg`

7ca VUhh]b[`Gi a a Yf`@YUfb]b[`@cgg

6i h`k \Uh g`h\Y`V][`XYU``UVci h`h\]g`Gi a a Yf`6cc_`6i g3`5`WcgYf
`ċc_`fYj YU`g`h\Uh`]hg`a cfY`h\Ub`^ gh`U`]bX`[Yghi fY""GhUh]gh]Wg
g\ck `h\Uh`W ffYbh`mž`^ ghċj Yf`\U`ZcZ`W\]`XfYb`UfY`fYUX]b[`Uh
[fUXY``Yj Y``Vm`h\]fX`[fUXYž`k \]W\`a U_Yg`]b]h]Uh]j Yg``_]Y`h\]g
]bWfYX]V`mj]hU``H\Y`Vcc_g`VY]b[`[]j Yb`Uk Um`UfY`YgdYWU`m
]a dcfhUbh`Zcf`W\]`XfYb`k \c`a][\h`ch\Yfk]gY``UW`UWWgg`hc
fYUX]b[`a UhYf]U`g`Uh`\ca Y""H\]g`Y`Zcfh`bchċb`midfca chYg
gi a a Yf`fYUX]b[`Vi h`U`gc`^Y`dg`hc`Vi `]X`dYfgcbU``]VfUf]Ygž
ZcghYf]b[`U`ċj Y`Zcf`Vcc_g`h\Uh`WUb``Ugh`U``]ZYh]a Y`✱ 6`D]bY``Ug
\][\`][\hg"

H\Y`WċbWdhċcZ` gi a a Yf``YUfb]b[``cgg `]gb h`bYk ""ċfYZYfg`hc`h\Y
d\Ybca Ybcb`k \YfY`ghi XYbhg`WUb`ċgY`i d`hc`hk`c`a cbh\g`cZ
UWUXYa]W`YUfb]b[`Xi f]b[``cb[`VfYU_g""H\]g`mYUfž`ZYXYfU`
]b]h]Uh]j Yg`UfY`U`gc`ghYdd]b[`]b""H\Y`6]XYb!<Uff]g`5Xa]b]ghfUh]cb
\Ug`\][\`][\hYX`h\Y`bYYX`Zcf`]bWfYUgYX`gi a a Yf``YUfb]b[
cddcfhi b]h]Yg`Ug`dUfhċcZ`h\Y]f`a dfcj]b[`Ghi XYbh`5W\]Yj Ya Ybh
5[YbXU`Zcf`&\$&("H\]g`U][bg`k]h\`dfc[fUa g``_]Y`F U]g]b[`U
FYUXYf g`Gi dYf`Gi a a Yf`@YUfb]b[`5Xj Ybhi fYgž`k \]W\`X]fYW`m
hUf[Yhg`YUf`m`]hYfUW`mUbX`ZJa `]`mYb[U[Ya Ybhž`dfcj]X]b[
fYgci fWg`h\Uh`\Y`d`a]h[UhY``YUfb]b[``cgg`Xi f]b[`h\Y`gW\cc`
VfYU_`F U]g]b[`U`F YUXYf`X]gW`ggYg"

6i]`X]b[`U`7c``UVcfUh]j Y': fUa Yk cf_

H\Y`Wc``UVcfUh]cb`VYhk YYb`Wca a i b]hmidfc[fUa g`UbX`ZYXYfU`
]b]h]Uh]j Yg`YI Ya d`]Z]Yg`U`f]W\`hUdYghfm`cZ`gi ddcfh`U]a YX`Uh
Vf]X[]b[`YXi WUh]cbU``[Udg" H\Y`dUfhbYfg\]d`a cXY`YbWci fU[Yg
ghfUhY[]W]bj Ygha Ybhg`]b`Yj]XYbW`!VUgYX`dfc[fUa g`h\Uh`hUf[Yh
YXi WUh]cbU``X]gdUf]h]Yg"6mYa d\Ug]n]b[`UW`gg`hc``]hYfUWm
fYgci fW`g`UbX`ZcghYf]b[`U`W``hi fY`cZ`fYUX]b[`Uh`\ca Yž`h\YgY
YZcfhg`hfi `mU]a `hc`Yei]d`ci f`W\]`XfYb`k]h\`h\Y`hcc`g`h\Ym`bYYX
Zcf`UWUXYa]Wgi W`gg"

5g`h\Y`Gi a a Yf`6cc_`6i g'a YUbXYfg`Ufci bX`h\Y`bY][\Vcf\ccXg
cZ`D]bY``Ug`7ci bhmž`]higma Vc`]nYg`U`dchYbhV`YbX`cZ`\cdYž
Wca a i b]hmidg]f]hž`UbX`XYX]WUh]cb`hc`YXi WUh]cb"': cf`a Ubm
W\]`XfYbž`h\Y`cddcfhi b]hmi`hc`gY`YWh`U`bYk `Vcc_`hc`XYj ci f`cj Yf
h\Y`gi a a Yf`Wci `X`VY`h\Y`gdUf_`h\Uh][b]hYg`U``]ZY`cb[``cj Y`cZ
fYUX]b[" "<YfY g`hc`U`gi a a Yf`cZ`ghcf]Yg`UbX`YUfb]b[`VYWUi gY
k \Yb`W\]`XfYb`fYUXž`h\Ym`Xcb h`† gh`YgWUdY/h\Ym`h\]j Y"

8YhU]`g	
Cfh	GUbXYf`]b`7YbhYfž`Gh`DYhYfgVi f[ž`D]bY``Ug 7ci bhmž`l b]hYX`GhUhYg
E i Y``Yb	<ul style="list-style-type: none">• k k k "Zcl %' bYk g"Wca• k k k "k Vd]bY``Ug"cf[• fU]g]b[UfYUXYf"cf[

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