

; YgWx]Wx hYb `Ui g`XYf`J]`U`< UUf.
9\Ya U`][Y`<Y]a _]bXYf`Yf]bbYfb`g]Wx

9f]bbYfi b[Yb`Ub`XUg`?]bXYf\Y]a `J]`U`< UUf`]b`K`Y]a`Uf.
NY]hnYi [Yb`VYf]WxhYb`j`cb`]\fYb`9fZU\fi b[Yb`i`bX`[Yd`UbhYb`
9fnÅ\`gU`cbg"



K`Y]a`Uf`ž`8`Yi`hgWx`Ub`X`!`†`b`K`Y]a`Uf`k`]fX`U`_`hi`Y`¨`Y]b`@`Ub`[`nY]h!
Dfc`Y`_`h`XYf`Gh]Zhi`b`[`'8`f";`Ycf`[`<`UUf`]bg`@`YVYb`[`Yfi`ZYbž`XUg`g]Wx
a`]h`XYb`9f]bbYfi`b`[`Yb`Ub`XUg`Y\Ya`U`][`Y`?`]bXYf\Y]a` `J]`U`<`UUf`
VYgWx`Å`Zh][`h`'8`]YgY`†`h]Uh]`Y`n]Y`h`XUfUi`Z`UVž`X]Y`;`YgWx`]Wx`hYb`j`cb`
NY]hnYi`[`Yb`ni`gUa`a`Y`b`i`bX`]b`Y]bYa`'6i`Wx`ni`j`Yf`ÖZZYbh]WxYb`"
J`cf`U`¨`Ya`X]Y`9fnÅ\`gU`cbgž`X]Y`U`g`D`Uhhž`cfa`ZØf`XYb`5i`ghUi`gWx
nk`]gWxYb`Y\Ya`U`][`Yb`6Yk`c\`bYfb`X]YbYbž`_`ca`a`Yb`VYgcbXYfg
[`i`h`Ub`" `8]Y`A`Ò`[`]Wx`_Y]hž`a`]hY]bUbXYf`ni`fYXYb`i`bX`g]Wx
Ui`gni`hUi`gWxYbž`]gh`ZØf`j`]Y`Y`9\Ya`U`][`Y`Y]bY`k`]Wx]h][`Y`9fZU\fi`b`[`ž`
gU`[`h`Y]b`Dfc`Y`_`hj`YfUbhk`cfh]WxYf`XYf`Gh]Zhi`b`["`A`8`F`VYf]Wx`hYhž`
XUgg`\]Yf`Y]b`k`Yfhj`c`¨`Yf`HY`]`XYf`;`YgWx`]Wx`hY`¨`YVYbX][`[`Y\U`hYb`
k`]fX"

8 Ug; fi bXghØWžUi Z'XYa 'X]Y'J]'`U'ghY\hž'k i fXY'%- () 'bUW'XYa
HcX'XYf'9\Y'Yi hY'<UUf'U'g'?]bXYf\Y]a '[Ybi mh"?'bXYf'k]Y'8]YhYf
8 Öff'i bX'?'Ui g'8]YhYf'; Yf'UW'k i fXYb'Ui g'j YfgW]YXYbYb
; fØbXYb'\]Yf\Yf'[YVfUW'h"8 Öff'j YfvfUW'hY'[Ubny'Y'Z'š\lfY']a
<Y]a ž'k Å\fybX'; Yf'UW'fY[Y'a Å»]['gY]bY'A i hYf'VYgi WYb
_cbbhY"8]YgY'dYfgØb`]WYb'GW]W_gU'Y'j YfXYi h]WYb'X]Y
i bhYfgW]YX`]WYb'@YVYbgfYU'hÅhYbž'X]Y'X]Y'?]bXYf'k Å\fybX'\lfYf
NY]h]b'XYf'9]b]W]hi b['Yf'YVhYb"

Dcg]h]j Y'9fZU\fi b[Yb'i bX'\Ufa cb]gWY 5ha cgd\ÅfY

J]Y'Y'XYf'NY]hnYi [Yb'VYf]W'hYb'j cb'Y]bYf'\Ufa cb]gWYb
5ha cgd\ÅfY]a '<Y]a "' : fY]nY]hU_h]j]hÅhYb'k]Y'6U'Yhž
÷ghfi a YbhU'i bhYff]W]hi bX'7\cf[YgUb['k i fXYb'Ub[YVchYb'i bX
gcf[hYb'XUZØfž'XUgg'X]Y'?]bXYf'g]W'_fYUh]j 'YbhZU'hYb'_cbbhYb"
6YgcbXYfg'9j U'?cW'ž'Y]bY'k Y]hYfY'NY]hnYi []bž'Yf]bbYfh'g]W'Ub
X]Y'I bhYfghØhni b['Xi fW'']YVYj c''Y'6YhfYi Yf]bbYb"' K]f'\UhhYb
Y]bY'; YVcf[Yb\Y]hž'X]Y]b'j]Y'Yb'UbXYfYb'<Y]a Yb'b]W]h[Y[YVYb
k Uf ž'gc'?cW'"Hfc'h'XYf'GW]k]Yf][_Y]hYbž'X]Y'Y]bY
<Y]a Yfn]Y\i b['a]h'g]W'Vf]b[Yb'_Ubbž'Z]bXYb'j]Y'Y']b']\fYf'NY]h
XcfhiUi W'dcg]h]j Y'9f'YVb]ggY'i bX'9f]bbYfi b[Yb"

8]Y'Gh]Zhi b['8f"; Ycf['<UUf']gh'XUfØVYf'\]bUi g'Y]b'UbYf_UbbhYf
HfÅ[Yf'XYf'ZfY]Yb'?]bXYf!'i bX'š [YbX\]Z'Y'i bX'U_h]j 'a]h'Yhk U', \$
↑ b[Yb'A YbgWYb']b'XYf'F Y[]cb'hÅh]["'Ni XYa 'cf[Ub]g]Yfh'g]Y
hfUX]h]cbgfy]WY'J YfUbghU'hi b[Yb'k]Y'X]Y'Å\f']WY
K Y]\bUW'hgZY]Yf'i bX'XUg'Gca a YfZYgh'ZØf'X]Y'Gh]Zhi b[g_]bXYfž'X]Y
VY']YVhYb'<Ø\Ydi b_hY']a '?U'YbXYf'XYg'<Y]a g'g]bXž'k]Y'Ui Z'XYf
K YVgY]hY'XYf'J]`U'<UUf'\Yfj cf[Y\cVYb'k]fX"

9]b'6`]W'Ui Z'X]Y'; YgW]W'hY'XYf <Y]a Yfn]Y\i b[

8]Y'<Y]a Yfn]Y\i b[']b'8Yi hgW'UbX'\UhY]bY'VYk Y[hY'; YgW]W'hYž
X]Y'V]g]bg'A]hY'U'hYf'ni fØW_fY]W'h"6YgcbXYfg'X]Y'9bhk]W'_i b[Yb
bUW'XYa 'Nk Y]hYb'K Y'h_f]Y['k UfYb'j cb'_cbhfcj YfgYb'A Yh\cXYb

i bX`cZh'a YbgWYbi bk ØfX][Yb`6YX]b[i b[Yb`[YdfÅ[h`Nk Uf
k i fXYb`gY]hXYa`ja a Yf`k]YXYf`J Yfgi WXY`i bhYfbca a Ybž`X]Y
Ni ghÅbXY`ni`j YfVYggYfbž`XYbbcW`V`]YVYb`j]Y`Y`9]bf]W`hi b[Ybž
XUfi bhYf`Ui W`gc`WY`k]Y`J]`U`< UUfž`j cb`XYb`GW`UhhYb`XYf
J Yf[Ub[Yb`Y]h`b]W`h[Ubni`bVYfØ`fh`Gc`Xc`_i a Ybh]Yfh`Y]b
6Yf]W`h`Ui Z`K]_]dYX]Už`XUgg`Yg`V]g`]b`X]Y`%- +\$Yf`Δ\`fY
: Øfgcf[YYfn]Y\`i b[g`Y]a Y`[UVž`X]Y`c`Zhi bhYf`ghfUZZYbž`ZUgh`gW`cb
Ui hcf]hÅfYb`6YX]b[i b[Yb`ghUbXYb"

8]Y`U`_hi Y`Yb`Dfc`Y`_hY`XYf`Gh]Zhi b[ž`ni`gUa`a`Yb`a`]h`XYb
[Yd`UbhYb`ni`_ØbZh][Yb`9fnÅ`gU`cbgž`gc`Yb`b]W`h`bi`f
9f]bbYfi b[Yb`VYk`U`fYbž`gcbXYfb`Ui`W`ni`Y]bYa`VYggYfYb
J YfghÅbXb]g`XYf`< YfUi`gZcfXYfi b[Yb`ZØ`fYbž`a`]h`XYbYb
<Y]a`_]bXYf`_cbZfcbh]Yfh`k`UfYb`"8]Y`; YgW`]W`hYb`XYf`Y`Ya`U][Yb
6Yk`c`bYf`k`YfXYb`ZYgh[Y`U`hYbž`i`a`Y]bY`6fØW`Y`nk`]gW`Yb
J Yf[Ub[Yb`Y]h`i`bX`; Y[Ybk`Ufh`ni`gW`U[Yb`i`bX`i`a`XUg
; YgdfÅW`ØVYf`<Y]a`Yfn]Y\`i b[`Ui`ZfYW`hni`Yf`U`hYb"

9g`V`Y]Vh`gdUbbYbXž`k`Y`WY`k`Y]hYfYb`; YgW`]W`hYb`i`bX
9f]bbYfi b[Yb`VY]`XYb`UbghY`YbXYb`9fnÅ`gU`cbg
ni`gUa`a`Yb`_ca`a`Yb`k`YfXYb`"8]Y`=b]h]Uh]j`Y`ghY`h`Y]bYb`k`]W`h][Yb
GW`f]h`XUfž`i`a`XUg`9f`YVhY`Ui`Zni`UfVY]hYb`i`bX`ZØf`_ca`a`YbXY
; YbYfUh]cbYb`ni`VYk`U`fYb"

8YhU]`g	
Cfh	K Y]a Ufž`8Yi hgW`U`bX
Ei Y`Yb	<ul style="list-style-type: none"> • k k k "a Xf"XY • k k k "j]`U`UUf"XY • XY"k]_]dYX]U"cf[

6Ygi WYb`G]Y`i`bg`Ui`Z.`b!U["bYh