F Y [Ybk U\fgWXY]b`jW\_X]h\cWžk cVY]X]Y`K YhhYfa cXY`Y`hY]g
i bhYfgW]YX`jWXY`FY [Yba Yb [Yb`j cf\YfgU [ Yb"K À\fybX`XUg
XYi hgWXY`A cXY`Y`Y\Yf`Y]bYb`Ògh]WXYb`J Yf`Ui ZXYg`FY [Ybg
dfc [bcgh]n]Yfhž`g]Y\h`XUg`\_UbUX]gWXY`A cXY`j cf`U`Ya`ja`BcfXYb
i bX`BcfXcghYb`B]YXYfgW`À [ Y`j cb`%\$\$`V]g`% ( \$`@]hYfb`dfc
E i UXfUha`YhYf`XUg`\_ÒbbhY`cfXYbh]W`bUgg`k YfXYb`

I bk YhhYfk Ufbi b [Yb`]a`6`]W_

K]Y`Yg`Ui gg]Y\hž]gh`8Yi hgW`UbX`Ui W`j cb`I bk YhhYfb`b]W`h
j YfgW`cbh`f: fØ\`Ua`A cf [Yb`\_Ua`Yg`VYfY]hg`ni`Y]bnY`bYb
; Yk]hhYfb`Ub`XYb`5`dYb`i bX`ja`BcfXk YghYb`a`]h`6`ØYb`j cb`V]g`ni
))`\_a`#`"8Yf`8K`8`k Ufbh]j cf`\_f`ÀZh] [Yb`; Yk ]hhYfb`Ua`A ]hU [ `i bX
BUW`a`]hU [ž`X]Y`GhUf`\_fY [ Yb`V]g`&\$`@]hYf`dfc`E i UXfUha`YhYf`a`]h
g]W`Vf]b [ Yb`_ÒbbhYb`" `#`XYb`GW`Ui YfghfU» Yb`fYW`bYb`9I`dYfhYb
a`]h`i`bk`Y]hYa`Ufh] [ Ya`GhUf`\_fY [ Yb`j cb`V]g`ni`" \$`@]hYfb`dfc
E i UXfUha`YhYf`dfc`Ghi`bXY`"8]Y`; Yk]hhYfh`Àh] [ \_Y]h`k`]fX`g]W`Ua
5VYbX`]b`XYb`GØXcghYb`j Yf`U [ Yfb`

8]Y`I`bk`YhhYfnYbhfU`Y`]bZcfa`]Yfh`ØVYf`U`\_hi`Y`Y`K`Ufbghi`ZYb`i`bX
[]Vh`\`]ZfY]WXY`<]bk`Y]gY`ni`K`YhhYff]g]\_Yb`"J`cfk`Ufbi`b [ Yb`k`YfXYb
V]g`ni` (,`Ghi`bXYb`]a`J`cfUi`g`j`Yf`ÒZYbh]W`hž`k`À\fybX
5_i`hk`Ufbi`b [ Yb`XUg`9]bhfY`ZYb`Y]bYf`B`Uhi`f [YZU`\f`VYgh`Àh] [ Yb`"
6YgcbXYfg`X]Y`K`Ufbghi`ZYb`C`fUb [Y`fa`cXYfUhYg`I`bk`YhhYfł`Z`F`ch
fghUf`\_Yg`I`bk`YhhYfł`i`bX`J]c`Yhh`fY] [ YbYg`9I`hfYa`!!`bk`YhhYfł
bY\`a`Yb`XYb`K`YhhYfgY]hYb`]a`" `#`hYfb`Yh`Y]bY`k`]W`h] [Y`F`c`Y`Y]b`"
<]Yf`gc`Y`hY`YXYf`Y]bYb`6`]W`_XUfUi`Zk`YfZYb`ž`i`a` [i`h`j`cfVYfY]hY`h`ni
gY]b`"

:]hnYbX` ; Yk ]hhYf`i`bX`HYa`dYfUhi`fgd]Y`Y

8]Y`K`YhhYf`U [ Y`V`Y]Vh`Ui`W`Ua`GUa`ghU [ž`XYa`%-`" `ž`hi`fVi`Ybh`"
9I`dYfhYb`Yfk`UfhYb`\]Yf`XYb`k`Àfa`ghYb`HU [ `XYf`K`cWXY`a`]h
HYa`dYfUhi`fYb`V]g`ni`&-` ; fUXž`k`cVY]`Ui`W`ghUf`_Yf`6Yk`Ò`\_i`b [
i`bX`FY [Yb`b]W`h`Ui`g [YgW`cggYb`g]bX`"8Yf`GcbbhU [`Vf]b [h
YVYbZU`g`Y]bY`J`cfUb`\_ØbX] [ i`b [`ZØf` ; Yk]hhYf`Ui`g`XYa`GØXYb`i`bX
GØXk`YghYb`a`]h`g]W`ž`k`À\fybX`]b`XYb`bcfX`Ògh]W`Yb`FY []cbYb
nY]hk`Y]gY`GcbbY`i`bX`hfc`W`\_YbYg`K`YhhYf`\YffgW`h`"

Ni gUa a YbZUggYbX`V`Y]Vh`ZYghni \U`hYb.`8 Ug`K YhhYf`]b
 B]YXYfgUW`gYb`\Uhj]Y`ni `V]YhYb` `j cb`HYa dYfUhi fYbž`X]Y
 nk]gW`Yb`Gca a Yf\]hnY`i bX`_f`ÄZh][ Yb`; Yk]hhYfb`gW`k Ub`\_Ybž`V]g
 \]b`ni `K YhhYfk Ufbi b[Ybž`X]Y`X]Y`6Yj Ö`_Yfi b[`]a `5i [Y`VY`U`hYb
 gc`hY`"@UggYb`G]Y`g]W`j cb`XYb`g]W`i`ÄbXYfbXYb`6YX]b[i b[Yb
 b]W`h`ØVYffUgW`Yb`i bX`[ Yb]Y» Yb`G]Y`X]Y`k Yb][Yb`gcb]b][Yb
 Ghi bXYb`°

: Øf`U`_hi Y`Y`Dfc[bcgYb`i bX`K YhhYfk Ufbi b[Yb`\_ÖbbYb`X]Y`@YgYf
 g]W`Ui Z`X]Y`GY]hYb`XYg`8K 8`i bX`X]Y`I bk YhhYfnYbhfU`Y
 j Yf`UggYb`"

6`Y]VYb`G]Y`[ Ygi bX`i bX`k YhhYfZYgh`

8 YhU]`g	
C fh	B]YXYfgUW`gYbž`8Yi hgW`U`bX
E i Y`Y`b	<ul style="list-style-type: none"> • k k k "bYk g' , "XY • k k k "Xk X"XY • k k k "i bk YhhYfnYbhfU`Y"XY

6Ygi W`Yb`G]Y`i bg`Ui Z. `X]Y!bUW`f]W`hYb`"W`a