

GWX i \Y`UbVY\U`hYb. `B Yi YghY`HG5!
F Y[Y`i b[`fYj c`i h]cb]Yfh
: `i [\ UZYb_cbhfc``Yb`

8]Y`HG5` \YVh`X]Y`GWX i \!5i gn]Y\dZ]WKh`VY]
G]WXYf\Y]hg_cbhfc``Yb`Ui ZUa Yf]_Ub]gWXYb : `i [\ÅZYb`Ui Zž
i a `K UfhYnY]hYb`ni `j Yf_ØfnYb"



F cbU`X!F YU[Ub!: `i [\ UZYbž`K Ug\]b[hc bž`I G5`!`8]Y
Ua Yf]_Ub]gWXY`HfUbgdcfhg]WXYf\Y]hgVY\`ØfXY`fHG5Ě`\Uh`Y]bY
VYXYi hYbXY`B Yi Yfi b[`]b`XYb`G]WXYf\Y]hg_cbhfc``Yb`Ub : `i [\ÅZYb
VY_Ubbh[Y[YVYb``5V`gcZc fh`XØfZYb`DUggU[]YfY`]\fY`GWX i \Y
k Å\fybX`XYf`G]WXYf\Y]hg_cbhfc``Y`UbVY\U`hYb``8]YgY`F Y[Y`i b[ž
X]Y`Ua` ; , "'ž`j`&\$&) `j cb`XYf`I G!A]b]ghYf]b`ZØf`<Y]a UhgWX i hn`? f]gh]
BcYa`Ua` FcbU`X!F YU[Ub!: `i [\ UZYb`]b`K Ug\]b[hc b`j cf[YghY`h
k i fXYž`a Uf_]Yfh`XUg`9bXY`Y]bYf`&\$`ž\fy`k Å\fybXYb`DZ]WKhž`X]Y
GWX i \Y`Ui gni n]Y\Yb``8 Ug`GWX i \!5i gn]Y\Yb`k i fXY`ja`ž\fy`&\$`\$*
Y]b[YZØ\fhž`U`g`F YU_h]cb`Ui ZX]Y`5bgW`À[Y`j ca``%"`GYdhYa VYf
i bX`XUg]j Yfgi WKhY`GWX i \Vca VYb!5hYbhUh]j cb`F]W UfX`F Y]X`ja

⌘\f'&\$\$%"

N]Y`X]YgYf`bYi`Yb`F]W`h`b]Y`]gh`Ygž`X]Y`K`UfhYnY]hYb`Ub
?cbhfc`ghY`Yb`ni`j`Yf_ØfnYb`i`bX`GhUi`g`ni`j`Yfa`Y]XYbž
]bgVYgcbXYfY`i`bhYf`XYa`i`8fi`W`_ghY][`YbXYf`DUggU[`]YfnU`Yb`"5V
gcZcfh`_ca`a`h`X]Y`bYi`Y`FY[`Y`gW`f]h`k`Y]gY`Ub`nU`fY]W`Yb
: `i`[`\`ÄZYb`ni`a`i`9]bgUhm`Ni`X`Yb`YfghYb`i`[`\`ÄZYbž`X]Y`X]YgY
FY[`Y`i`b[`i`a`gYhnYbž[`Y`ØfYb`6U`h]a`cfY`#`Ug`\]b[`hc`b
⊖hYfbUh]cbU`ž: `cfh`@Ui`XYfXU`Y!`<`c`mk`ccXž`7]bW]bbUh]#B`cfh`Yfb
?Ybhi`W`mž`Dcfh`UbXž`D\]`UXY`d\]U`i`bX`D]YXa`cb`h`Hf]UX"

HYW`bc`c`[`]gW`Y`Y`:``cfhgW`f]hhY`Yfa`Ö[`]W`Yb
ÿ`bXYfi`b[`Yb

8]Y`A`Ö[`]W`_Y]hž`Ui`ZX]Y`GW`i`\!5i`gn]Y`dZ]W`h`ni`j`Yfn]W`hYbž
k`i`fXY`Xi`fW`VYXYi`hYbXY`:``cfhgW`f]hhY`]b`XYf
G]W`Yf\Y]hghYW`bc`c`[`]Y`Yfa`Ö[`]W`h`⊖bcj`Uh]j`Y`HYW`bc`c`[`]Yb`k`]Y
`8!GW]bbYfi`bX`?`≠GmghYa`Y`\UVYb`XYb`6YXUfZ`Ub`]bhYbg]j`Yb
?cbhfc`Yb`j`Yff]b[`Yfh`K`Ä`fYbX`HG5`DfY`7\YW`!HY]`bY`a`Yf`VYfY]hg
gY]h`&\$\$%`j`cb`X]YgYf`FY[`Y`i`b[`d`fcZ]h]Yfh`\UVYbž`k`]fX`XYf`J`cfhY]`
bi`b`Ui`ZU`Y`FY]gYbXYb`Ub`fY[`i`ÄfYb`?`cbhfc`gdi`fYb`Ui`g[`Yk`Y]hYh"

5`Y`DUggU[`]YfY`gc`hYb`YXcW`VYUW`hYbž`XUgg`X]Y`5i`gbU`a`Y`ZØf
X]Y`Yb][`Yb`i`[`hž`X]Y`VY]a`i`8i`fW`Ui`ZYb`j`cb`GW]bbYfb`cXYf
A`U[`bYhca`YhYfb`5`Ufa`Ui`g`ÖgYb`/g]Y`a`ØggYb`a`Ö[`]W`Yfk`Y]gY
k`Y]hYf\]b`]fY`GW`i`\Y`Ui`gn]Y`Yb`"i`bUV`\Äb[`]j`cb`X]YgYf
FY[`Y`i`b[`]V`Y]VYb`YXcW`UbXYfY`G]W`Yf\Y]hga`U`bU`a`Ybž`k`]Y
XUg`<YfUi`gbY`a`Yb`[`fÖ`YfYf`Y`Y`_hfc]gW`Yf`Yf`ÄhY`i`bX`X]Y
`!%`!%`FY[`Y`ZØf`:`Øgg][`_Y]hYbž`k`Y]hYf\]b`VYghY`Yb`"8]Y`HG5
]bj`Ygh]YfhY`]b`a`cXYfbY`G]W`Yf\Y]hg!HYW`bc`c`[`]Ybž`i`a`X]Y
9ZZ]n]Ybn`ni`ghY][`Yfb`i`bX`gW`bY`YfY`5V`Äi`ZY`ni`Yfa`Ö[`]W`Yb"

9fk`Ufhi`b[`Yb`i`bX`,`VYf[`Ub[`gd`UgY

8]Y`bYi`Y`F]W`h`b]Y`ni`f`GW`i`\ZFY`\Y]h`_ØbX][`h`Y]bY`Yf\YV`]W`Y
J`YfVYggYfi`b[`]ZØf`FY]gYbXY`Ubž`X]Y`a`]h`XYb`G]W`Yf\Y]hgUV`Äi`ZYb
Ub`:`i`[`\`ÄZYb`c`Zh`Zfi`ghf]Yfh`g]bX`"9g]gh`YXcW`ni`Yfk`UfhYbž`XUgg

k Ä\fybX`XYf` , VYf[Ub[gd\UgY`i bhYfgWk]YX`]Wk Y`5V`Äi ZY`Y`bUWk
 :`i [\UZYb`i bX`DUggU[]Yf`j Uf]]YfYb`_ÖbbYb``8]Y`HG5`fYU[]Yfh`a]h
 X]YgYf`A U» bU\`a Y`Ui Z`XYb`5bgh]Y[`XYf`DUggU[]YfnU\`Yb`i bX`X]Y
 Bchk YbX][_Y]hž`X]Y`G]Wk Yf\Y]hgUV`Äi ZY`ni `cdh]a]YfYb`"

8]Y`9bhgWk Y]Xi b[`ni f`5VgWk UZi b[`XYf`GWk i \ZfY]\Y]hgdZ]Wk h`ghY``h
 Y]bYb`VYXYi hYbXYb`GWk f]h`i]b`XYf`_cbh]bi]Yf`]Wk Yb`5bdUggi b[
 XYf`G]Wk Yf\Y]hgd f`c`c`Y`XYf`HG5`Ub`X]Y`U`hi Y``Yb
 ; Y[YVYb\Y]hYb`XUf``DUggU[]YfY`_ÖbbYb`g]Wk `Ui ZY]bY`gWk bY``YfY
 5VZYfh][i b[`ZfYi Ybž`Ui Wk `k Ybb`G]Wk Yf\Y]hg`cbhfc``Yb`k Y]hYf\]b
 bchk YbX][`g]bX``K]Y`X]Y`6Yf]Wk hY`j cb`A Yf`_i f`i bX`HfUj Y`UbX
 Hci f`K cf`X`nY][Ybž`]gh`X]Y`HG5`VYghfYVhž`XUg`DUggU[Yf`YVb]g`]b
 XYb`_ca`a YbXYb`A cbUhYb`ni `j YfVYggYfb`"

8YhU]`g	
C fh	FcbU`X!FYU[Ub!:`i [\UZYbž`K Ug\]b[hcbž`l G5
E i Y``Yb	<ul style="list-style-type: none"> • k k k "a Yf`_i f"XY • k k k "hfUj Y`UbXhci fk cf`X"XY

6Ygi Wk Yb`G]Y`i bg`Ui Z.`Y]bY!fY]gY"XY