? f]h]_`i bX`DfchYgh. `5 Z8 `gcf[h`ZØf
5i ZfY[i b[`Ui Z`6]`Xi b[ ga YggY`X]XUWhU

8]Y`HY]`bU\ a Y`XYf`5 Z8 `Ub`XYf`6]`Xi b[a YggY`X]XUWhU`]b
Ghi hh[Ufh`gcf[ h`ZØf`DfchYghY`i bX`8]g\_i gg]cbYb`ØVYf
8Ya c_fUh]YV]`Xi b["

Ghi hh[Ufhž`8Yi hgW\`UbX`!`8]Y`HY]`bU\ a Y`XYf`5 Z8 `Ub`XYf
VYj cfghY\YbXYb`6]`Xi b[ga YggY`X]XUWhU`]b`Ghi hh[ Ufh`gcf[h`ZØf
a Ugg]j Y`8]g\_i gg]cbYb`i bX`DfchYghY``8]Y`A YggYž`X]Y`Ua``%%"
: YVfi Uf`ÒZbYhi bX`V]g`ni a``%)`": YVfi Uf`XUi Yfhž`]gh`Y]bY`XYf
[fÒ» hYb`j\`fYf`5fh`i bX`k`]fX`ØVYf`+\$\$`5i gghY``Yf`Ui Z`fi bX`\*`\$`\$\$\$
E i UXfUha YhYfb`Ubn]Y\Yb```b`Y]bYa`c`ZYbYb`6f]YZ`ZcfXYfb
nU\`fY]W\Y`6]`Xi b[ g[ Yk Yf\_gW\UZhYb`i bX`J YfvÅbXYž`XUfi bhYf`X]Y
; Yk Yf_gW\UZh`9fn]Y\i b[ `i bX`K`]ggYbgW\UZhifl`9K`Ł`gck`]Y
; fYYbdYUW\ž`XYb`5i ggW\`i gg`XYf`5 Z8`i bX`VYnY]W\ bYb`X]YgY`U`g
8Ya c_fUh]YZ]bXY`"G]Y`k UfbYbž`XUgg`X]Y`DfÅgYbn`XYf`5 Z8`Ui Z
X]YgYf`A YggY`Y]bYb`ZUHu`Yb`: Y\`Yf`XUfghY``hž`k`c\]b[Y[Yb`XUg
@Y]hh\Ya U`XYf`X]XUWhUž`X]Y`8Ya c_fUh]YV]`Xi b[ ži ba`]hh`VUFY
5i gk`]f\_i b[ Yb`Ui ZX]Y`8]g\_i gg]cbYb`\UVYb`\_`ÒbbhY"

6YgcbXYfg`\_f]h]gW\`gY\Yb`X]Y`J YfvÅbXY`X]Y`A`Ò[ `]W\`\_Y]hž`XUgg`X]Y
5 Z8`U`g`<Ui dhUi gghY``Yf`Ui Zhf]hh``G]Y`gW\`U[Yb`j`cfž`XUgg`XYf
X]XUWhU]J YfvUbX`g]W\`_`Uf`j`cb`XYb`F YW\hgYI hfYa`]ghYb`X]ghUbn]Yfh
i bX`VYhcbYb`X]Y`; YZU\`fž`X]Y`j`cb`XYf`5 Z8`ZØf`X]Y`K`YfhY`XYf
XYa c_fUh]gW\Yb`6]`Xi b[`Ui g[ Y\`h``8]Y`5 Z8`k`]fX`VYgW\i`X][`hž`X]Y
XYa c_fUh]gW\Yb`; fi bXk YfhY`ni`[ YZÅ\`fXYb`i bX`GW\i`Yb`U`g`C`fhY
XYf`J]Y`ZU`h`i bX`A`Y]bi b[gZfY]\Y]h`ni`i`bhYf[ fUVYbž`k`Ug`Y]bY`\_`UfY
K`]XYfgd]Y[ Y`i b[`U`_hi`Y``Yf`9bhk`]W\`i b[ Yb`\]bg]W\h]W\`XYg
F YW\hgYI hfYa`]ga`i`g`]b`8Yi hgW\`UbX`]gh``8]YgY`HYbXYbnYb`k`YfXYb
Ui W\`j`cb`9l`dYfhYb`]b`Y]bYf`5bU`mgY`U`g`[`fc»`Y`6YXfc\i b[`ZØf`X]Y
8Ya c_fUh]Y`XUf[YghY``hž`k`]Y`UXV`"XY`VYf]W\hYh"

6cm_c hhXfc\i b[Yb`UbXYfYf`5i gghY``Yf

8]Y`8]g\_i gg]cb`ØVYf`X]Y`HY]`bU\`a Y`XYf`5Z8` \U`h`Ui W\`ni
6cm_c hhXfc\i b[Yb`UbXYfYf`5i gghY``Yf`[ YZØ\fh`"8Yf`J YfVUbX`XYf
6]`Xi b[ gUbV]YhYf`_ØbX][hY`Ubž`XUgg`Y]b][ Y`A]h[`]YXYf`Y]bY
HY]`bU\`a Y`Ub`XYf`A YggY`ØVYfXYb`\_Ybž`gc``hY`X]Y`5Z8`k`Y]hYf\]b
ni [Y`UggYb`k`YfXYb`"9]b`GdfYW\Yf`XYf`A YggY`Ghi hh[Ufh`i bX`XYg
X]XUW\U]J YfVUbXYg`Yf`_`Àfhž`XUgg`Yg`fYW\h]W\`\_Y]bY`< UbX\UVY
[]Vhž`X]Y`5Z8`j`cb`XYf`A YggY`Ui`gni`gW\`]Y»Yb`"8]Yg`]gh`XUg`YfghY
A U`ž`XUgg`dc`]h]gW\Y`DUfhY]Yb`U`g`5bk`YbXYf`Ui`ZX]YgYf`nYbhfU`Yb
6]`Xi b[ ga`YggY`Ui`ZhfYhYb`"

8]Y`dfcU`_hj`Y`<U`hi`b[`XYf`5Z8`k`]fX`j`cb`j`]Y`Yb`GY]hYb`]b`:`fU[Y
[YghY``h`"@Y\`fYfj`YfV`ÀbXY`i`bX`X]Y`GD8`ž`X]Y`YVYbZU``g`Y]bY`_`UfY
8]ghUbn]Yfi`b[ `j`cb`XYf`5Z8`Zc`fXYfbž`gY\`Yb`X]Y`Ni`Uggi`b[ `U`g
DfcV`Ya`Ub`"8Yf`@UbXYgj`YfVUbX`XYf`GD8`d`ÀX]Yfh`ZØf`Y]bY
J`YfgW\`ÀfZi`b[ `XYf`FY[ Y`bž`i`a`XYfUfh][ Y`G]hi`Uh]cbYb`]b`Ni`_i`bZhi
j`Yfa`Y]XYb`"8]Y`@Y\`fYfj`YfV`ÀbXY`VYhcbYbž`XUgg`X]Y`5Z8`b]W\h`Ui`Z
XYa`6cXYb`XYg`;`fi`bX[ YgYhmYg`ghY`h`"

F YW\ hgYI hfYa]ga i g`i bX`dc`]h]gW\ Y`6]`Xi b[

Ni`g`Àh`]W\Yf`?cbhYI`h`ni`XYb`U`\_hi`Y``Yb`9fY][`b]ggYb``]YZf`h`Y]bY
_Øfn`]W\`Xi`fW\`[YZØ\fhY`:`UW\hU[`i`b[`ni`f`dc`]h]gW\Yb`6]`Xi`b[ `ž`X]Y
X]Y`bcfa`U`]g]YfhY`5`\_nYdhUbn`fYW\hgYI`hfYa`Yf`5bg]W\hYb`]b`XYf
;`YgY``gW\UZh`h`Ya`Uh]g]YfhY`"Gc`W\Y`HYbXYbnYb`\UVYb`g]W\`U`g
Yfbgh\UZhY`6YXfc\i`b[`ZØf`Y]bY`XYa`c`_fUh]gW\Y
<YfUb[Y\Yb`gk`Y]gY`Yfk`]YgYb`"K`]Y`ni`bY\`a`YbX`Yf`_Ubb`h`k`]fX`ž
gd]Y`Yb`gcn]U`!`_i`h`fY`Y`Y`b[`ghY`i`bX`XYf`J`Yf`i`gh`XYg`GhUhi`g`Y]bY
Yb`hgW\Y]XYbXY`F`c``Y`VY]`XYf`J`YfVfY]hi`b[ `fYW\hgYI`hfYa`Yf
B`uffUh]j`Y`ž`X]Y`Ui`W\`]bbYf\U`V`XYf`ž`[ YbX`j`YfUb`_Yfh`g]bX`i`bX
Xi`fW\`GcW]U`A`YX]U`k`Y]hYf`Ub`F`Y]W\k`Y]hY`[ Yk`]bbYb`"

⊕`5bVYhfUW\h`X]YgYf`9bhk`]W`\_i`b[Yb`]gh`Yg`YggYbn]Y``ž`XUgg`Y]bY
U`\_hj`Y`5i`gY]bUbXYfgYhni`b[ `a`]h`XYb`<YfUi`gZc`fXYfi`b[Yb`XYg
F`YW\hgYI`hfYa`]ga`i`g`ghUhhZ]bXYh`⊕]h]Uh]Ybž`X]Y`Ui`Z`X]Y`Gh`Àf`_i`b[
XYf`8Ya`c`\_fUh]Y`i`bX`X]Y`6Y`_Àa`dZi`b[`X]g`_f]a`]b]YfYbXYf
Yi`»Yfi`b[Yb`UVn]Y`Ybž`g]bX`Xf]b[YbX`b`ch`k`YbX][`"8]Yg

i bhYfghfY]W\h'X]Y': cfXYfi b['nU\`fY]W\Yf'9I dYfh ]bbYbž`_UfYfY
 Dcg]h]cb]Yfi b[Yb`ni`YfUFVY]hYb`i bX`U_h]j` [ Y[ Yb`fYW\hgYI hfYa Y
 <U`hi b[ Yb`]b`XYf`dc`]h]gW\Yb`6]`Xi b[ Yb`j cfni [Y\Yb"

8YhU]`g	
J cfZU``	DfchYgh
I fgUW\Y	5i ggW\`i ggZcfXYfi b[ Ybž`F YW\hgYI hfYa]ga i g
C fh	Ghi hh[Ufhž`8Yi hgW\`UbX
E i Y``Yb	<ul style="list-style-type: none"> • k k k "gk f"XY • k k k "gd]Y[Y`"XY • k k k "UXV"XY

6Ygi W\Yb`G]Y`i bg`Ui Z.`b!U["XY