

B Yi Yf`DUdgh`@Yc`L ð " . < c ZZbi b[ghfÀ[Yf
ZØf`X]Y`?]fWXY`]a`K UbXY`°

F cVYfh: fUbW]g`DfYj cgh`k i fXY`ni a`bYi Yb`DUdgh`@Yc`L ð "
[Yk À`h`"GY]b`: c_i g`"Y[h`Ui Z?cbh]bi]hÀž`K UbXY`i bX`XYf
9]b`Y]h`XYf`?]fWXY`"



J Uh]_UbghUXhž`J Uh]_Ub`!`5a` , "A U]`&\$&) `k i fXY`F cVYfh: fUbW]g
DfYj cgh`ni a`bYi Yb`DUdgh`[Yk À`h`i bX`hfÀ[h`bi b`XYb`BUa Yb`@Yc
L ð "DfYj cghž`Y]b`* - !`À`f][Yf`Ua Yf]_Ub]gWXYf`C fXYbga Ubbž`Zc`[h
XUa`]h`DUdgh: fUbn]g_i g`bUWž`XYf`Ua`CghYfa cbhU[`]a`5`hYf`j cb
, , `ſ`fYb`j YfghUfV"DfYj cgh`]gh`XYf`YfghY`i G!5a Yf]_UbYf`]a
DUdghUa h`i bX`j YfZØ[h`ni gÀhn`]W`ØVYf`X]Y`dYfi Ub]gWXY
GhUUhgVØf[YfgW`UZh`"GY]bY`K U`"Xi fW`%`' `? UfX]bÀ`Y`]a`J Uh]_Ub
k]fX`U`g` , VYffUgW`i b[`Ub[YgY`Ybž`XU`DfYj cgh`b]W`h`ni`XYb
: Uj`cf]hYb`nÀ`hY`"8]Y`K U`"ZUbX`]a`?`cb`_Uj`Y`ghUhhž`k`Y`WXYg`a`]h
XYa`Ui`g`XYa`@UhY]b]gW`Yb`ghUa`a`YbXYb`6Y[f]ZZ`W`a`WUj`Y`ž
U`gc`a`]h`XYa`GW`ØggY`ž`VYnY]W`bYh`k`]fXž`i`bX`k`c`bi`f
k U`"VYfYW`h][hY`? UfX]bÀ`Y`i bhYf` , \$`ſ`fYb`Ub`k`YgYbX`g]bX`"

DfYj cgh'k i fXY'U`g'? UfX]bU`XYf'A]hY`VYgWkf]YVYb""9f`U`h]b
gY]bYf'V]g\Yf][Yb`@Ui ZVU\`b'gck c\`9fZU\fi b[`]b`XYf'5i gV]'Xi b[
↑ b[Yf'CfXYbg'Yi hY`U`g'Ui W\`]b`XYf'@Y]hi b[`_]fW\`]W\Yf'6Y\ÖfXY
[YgUa a Y`h'ni j cf'k Uf'Yf'@Y]hYf'XYf'J Uh]_UbVY\ÖfXY`ZØf'6]gW\ÖZY"
K À\fybX'gY]bYf'NY]h]b'DYfi ž'k c`Yf'j cb'&\$%) `V]g'&\$&'`6]gW\cZ
j cb'7\]WUmc'k Ufž`_bØdZhY`Yf'Yb[Y`J YfV]bXi b[Yb'ni `XYb
5b`]Y[Yb`XYg`U`hY]bUa Yf]_Ub]gW\Yb`?cbh]bYbhg"DfYj cgh'k]fX'U`g
X]d`ca Uh]gW\`i bX`dfU[a Uh]gW\`W\UfU`hYf]g]Yfhž'a]h`Y]bYa `<Ui W\
j cb'Dfc[fYgg]j]hÅh`'⊕`gY]bYf'YfghYb`5bgdfUW\Y`U`g'DUdgh
h\Ya Uh]g]YfhY`Yf': f]YXYbž'; YgW\k]ghYf`]W\`Y]h'i bX`XYb`8]U`c[
nk]gW\Yb`XYb`j YfgW\]YXYbYb'; `Ui VYbgf]W\hi b[Yb"

9]b`bYi Yf'? i fg`ZØf`X]Y`_Uh\c`]gW\Y`?]fW\Y

8]Y`K U\`j cb`@yc`L ⊕""k]fX`b]W\h`bi f`U`g': cfhZØ\fi b[`XYf'@]b]Y
j cb'DUdgh': fUbn]g_i g`]bhYfdYf]Yfhž'gcbXYfb`Ui W\`U`g`7\UbW\ž
bYi Y`5_nYb`hY`]b`XYf`_Uh\c`]gW\Yb`?]fW\Y`ni `gYhmYb"DfYj cghin]Y`h
XUfUi ZUVž`U`hi Y`Y`H\Ya Yb`k]Y`A]ggVfUi W\ž`NÖ`]VUhi bX
GYI i U`a cfU`Ubni [Y\Yb""⊕`X]YgYa `Ni gUa a Yb\Ub[`]gh'gY]bY
K U\`Ui W\`Y]bY`5bhk cfh`Ui Z[YgY`gW\UZh`]W\Y
<YfUi gZcfXYfi b[Ybž'a]h`XYbYb`X]Y`?]fW\Y`_cbZfcbh]Yfh]gh"
?f]h]_Yf'k YfZYb`]a `YXcW\`j cfž`b]W\h`Ui gfY]W\YbX`_cbgYei Ybh
VY]'A]ggVfUi W\gZÅ`Yb`[Y\UbXY`h`ni `UVYbž`k Ug': fU[Yb`ni `gY]bYf
Dcg]h]cb`\]bg]W\h]W\`XYf'GYI i U`a cfU`i bX`XYa `I a [Ub[`a]h
ei YfYb`A YbgW\Yb`Ui žk]fZh"

GY]bY`J YfV]bXi b[`ni `: fUbn]g_i gž`]bgVYgcbXYfY`Xi fW\`]fY
[Ya Y]bgUa Yb`9fZU\fi b[Yb`]b`@hY]bUa Yf]_Už`_ÖbbhY`U`g`6Ug]g
ZØf`Y]bY`?cbh]bi]hÅh`]b`XYf`Cf]Ybh]Yfi b[`XYf`_Uh\c`]gW\Yb`?]fW\Y
X]YbYb""5i W\`k Ybb'DfYj cgh'U`g'?ca`dfca]gg_UbX]XUh'i bX
6fØW_YbVUi Yf`Ub[YgY\Yb`k]fXž`V`Y]Vh`UVni k UfhYbž`k]Y`gY]bY
5bgÅhY`X]Y`?]fW\Y`i bX`XYfYb`]bhYfbUh]cbU`Y`DfÅgYbn
VYY]bZi ggYb`k YfXYb"

8Yf`K Y[`ni a `bYi Yb`DUdgh

8Ug`?cb`_Uj Y`ni f`K U\`XYg`bYi Yb`DUdghYg`ZUbX`i bhYf`ghfYb[Yb
G]W\Yf\Y]hgj cf`_Y\fi b[Yb`]b`XYf`G]I h]b]gW\Yb`? UdY`Y`ghUhh""8Yf

NYfYa cb]Yba Y]ghYf`_ØbX][hY`XYb`6Y[]bb`XYf`K U\`a]h`XYa `Fi Z
 9l hfU`ca bYg` `Ubž`k cfUi Z]b`U`Y`b]W`h`k U\`VYfY`W`h][hYb
 DYfgcbYb`XYb`FUi a `j Yf`UggYb`a i gghYb`"6YXYi hYbXY`\]ghcf]gW`Y
 5gdY`_hYž`k]Y`X]Y`ghfYb[Y`g`c`Uh]cb`XYf`k U\`VYfY`W`h][hYb
 ?UfX]b`À`Y`i bX`X]Y`G`W`k Y][YdZ]W`h`k À`fYbX`XYf`5Vgh]a a i b[ž
 nY]W`bYb`XYb`Dfc`nYgg`Ui gžXYf`]a `@Ui ZY`XYf`š`U`f`i bXYfhY
 fYz`c`f`a]Yfh`k i fXY`"F`Ø`W`_`V`]W`_`YbX`[UV`Yg`Ui W`_`h`]ghcf]gW`Y
 9]ba]gW`i b[Yb`i bX`U`b[Y`K U\`Ybž`j cb`XYbYb`XUg``À`b[ghY
 ?cb`_`U`j`Y`]a `%`"š`U`f`i bXYfh`XfY]š`U`f`Y`XUi`YfhY"

8]Y`9b`hgW`Y]Xi b[`ZØf`@Yc`L`≡`" `_Øb`bhY`Ui`W`_`Y]bY`?`f]h]_`Ub`XYf`
 :`Ø`W`h]b[gdc`]h]_`i bhYf`8`cbU`X`Hfi a`d`XUfghY`Ybž`k`cVY]`DfYj`cgh
 X]Y`J]g]cb`gY]bYg`J`cf[`À`b[Yfg`Z`c`fhgY`h`Yb`a`Ø`W`hYž`A]][fUh]cb`U`g
 A`Yb`g`W`Yb`fY`W`h`ni`gY`Y`b`"GY]bY`5a`hgnY]h`VY[]bb`h`a`]h`XYf`
 <c`Z`b`i`b[`Ui`ZY]bYb`c`f[Ub]gW`Yb`K`Ub`XY`]bb`Yf`U`V`XYf`?`]fW`Y
 i`bX`Y]bYf`gh`À`f`_`YfYb``b`hYfb`Uh]cbU`]h`À`hž`X]Y`U`g`b`c`h`k`Yb`X][`YfU`W`h`Y`h
 k`]fXž`i`a`XYf`Y`i`h][Yb`[`c`V`U`Yb`F`Y`U`]h`À`h`[YfY`W`h`ni`k`YfXYb`"8]Y
 _ca`a`Yb`XYb`K`c`W`Yb`i`bX`A`cb`UhY`k`YfXYb`nY][Ybž`k`]Y`@Yc`L`≡`"
 X]YgY`<`YfUi`gZ`c`f`XYfi`b[Yb`U`b[Y`Y`b`k`]fX"

8YhU]`g	
J`c`f`Z`U```	K`U`\`Y`b
C`f`h	J`U`h]_`U`b`g`h`U`X`hž`J`U`h]_`U`b
E`i`Y`Y`b	<ul style="list-style-type: none"> • k`k`k`"hU[`Y`g`g`d]Y[`Y`"XY • k`k`k`"XYi`hgW`_`U`b`X`Z`i`b`_"XY • _`i`f]Yf`"Uh

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