

: `cf]XU`6YUWXYg`Uh`F]g_.`g`Mci f`Gi a a Yf
Gk]a `GUZY3

9I d`cfY`6fYj UfX`7ci bhm` \$' - /g`VYUW`k UhYf`gUZYhm
i dXUhYgž`bWi X]b[`VUWYf]U`f]g_g`dcghfU]bž`hYgh]b[`fYgi `hgž
UbX`\\YU`h`UXj]gc f]Yg"



6fYj UfX`7ci bhmž: `cf]XUž`I G5`!`5g`h`Y`gi a a Yf`gi b`VYW`cbg
VYUW [cYfg`hc`VUg_`]b: `cf]XU g`VYUi h]Ž` `WcUghU`k UhYfgž`U
g\UXck`cZ`WcbWfb`cca`g`cj Yf`h`Y`gUZYhmicZ`ci f`VY`cj YX
VYUWXYg`F]g]b[`VUWYf]U`Yj Y`gž`dUfh]W`Uf`mZc`ck]b[`fYVWbh
\\YUj mifU]bgž`\\Uj Y`Wca`dY`YX`\\YU`h`cZ]W]U`g`hc`Yb`UbW
a`cb]hcf]b[`YZc`fhg": `cf]XU`HcXUm`fYdcfhg`h`Uh`\\YUj m
Xck bdcifg`WU`b`k Ug`\\U`g`Yk`cZ`WcbhUa`]bUbhgž`Zfca`ghcfa`k UhYf
fi`bcZ`h`c`gYk U[Yž`]bhc`ci f`k UhYf`VcX]Ygž`gYj YfY`m]a`dUW]b[
k UhYf`ei`U`]hm`UbX`dcg]b[`f]g_g`Zcf`gk]a`a`]b[`UbX`dYhg`U`_Y"

8i f]b[`k Ufa Yf`a`cb`h`gž`h`Y: `cf]XU`<YU`h`m`6YUWXYg`Dfc[fUa
_YYdg`U`j][]`Ubh`YmY`cb`k UhYf`gUZYhmž`WcbXi`W]b[`k UhYf`gUa`d`Yg
Uh`hYb`VYUWXYg`]b`6fYj UfX`7ci bhm`UbX`ch`Yfg`U`cb[`h`Y`WcUgh

Yj Yfm'hk c'k YY_g'Zfca 'A UfW\hc'GYdhYa VYf"<ck Yj Yfž'fYgi`hg
WU b'hU_Y'gYj YfU`XUmgž`YUj]b['VUh\Yfg']b'h\Y`i fW\UVci h
k \Yh\Yf']hg'gUZY`hc'hU_Y'U`X]d""5'hfci V`]b['hYgh'Zfca 'XhmiDUf_
cb'A Um&+'fYj YU`YX' a cXYfUHY`Yj Y`g'cZYbhYfcWcWw'g'VUWYf]U
`U'k Ufb]b['g][b'Zcf'dchYbh]U`\Ufa Ž`VUWYf]U`i f_]b['b'h\Y
gi fZ'

I bXYfghUbX]b['6UWYf]U'@Yj Y`g

9bhYfcWcWw'g'VUWYf]U`]g'U`_Ym]bX]WUhc'f'cZ'k UhYf'ei U`]hmž'Zci bX
]b'h\Y`]bhYgh]bU`hfUWh'cZ`i a Ub'g'UbX`Ub]a U`g"H\YgY'cf[Ub]ga g
\Y'd']XYbh]Zm'dchYbh]U`ZYWU`dc`i h]cbž'k \]W\`]g'cZhYb'hfUW'X`VUW_
hc'ghcfa k UhYf'fi bcZZ'dYhgž'k]X`]ZYž'cf'Yj Yb`\i a Ub'gYk U[Y`H\Y
: `cf]XU`<YU'h\m'6YUWYg'Dfc[fUa`WUHY[cf]nYg'k UhYf'ei U`]hm
VUgYX'cb`YbhYfcWcWw'g`Yj Y`g.

- ; ccX.'\$ ') 'Wc`cbm'Zcfa]b['i b]hg'f7: I Ł'dYf'%%\$ \$'a]``]hYfg
- A cXYfUHY.' * +\$`7: I 'dYf'%%\$ \$'a]``]hYfg
- Dccf.'5Vcj Y'+\$`7: I ž'k \]W\`hf][[Yfg']a a YX]UHY`fYhYghg

@Ugh'mYUfž') &l`cZ'gUa d`Yg'hU_Yb'Zfca '6U`UfX'DUf_]b'A Y`Vci fbY
YI WYXYX'ghUHY`YU`h\`ghUbXUfXgž`\][\`][\h]b['U'hfci V`]b[
VUWYf]U`\ch'gdch"=ZYbhYfcWcWw'g`Yj Y`g'gi fdUgg'+\$`7: I]b
Wc'bgYW`h]j Y`hYghgž`\YU`h\`UXj]gc'f]Yg'UfY`]ggi YXž']bX]WU]b['Ub
]bWfYUgYX'f]g_`cZ']bZYW]cbg'Zcf'h\cgY`YI dcgYX"

< YU`h\`F]g_g'UbX`C b[c]b['A c b]hc f]b[

≠XYXž'a c b]hc f]b['YZcfhg'UfY`Wfi W]U`": `cf]XU g'8YdUfha Ybh'cZ
< YU`h\`Ya d\Ug]nYg'h\UhYbhYfcWcWw'UfY`Ygg`_]Y`mhc`X]Y`cZ']b
gU`hk UhYf'h\Ub`ch\Yf'VUWYf]U`]bX]WUhc'fgž'a U_]b['h\Ya`fY`]UV`Y
]bX]WUhc'fg'cZ'k UhYf'gUZYhm""5XX]h]cbU`mž'fUfYf`Vi h'XYUX`m'h\fyUhg
`i f_]b'ci f'k UhYfg/'J]Vf]c'j i`b]Z]W`gž'Zcf']bghUbWž'WU b`YbhYf'h\Y
VcXm'h\fci [\`k ci bXg'cf'Zfca`fUk`cmghYfgž'k \]Y`B UY[`Yf]U
Zck`Yf]ž'h\`bchcf]ci g' VfU]b!YU]b['Ua cYVUž`\Ug'UggcW]UHYX
ZUhU`]h]Yg']b': `cf]XUž']bWi X]b['U`WUgY`VUW_]b`&\$%%"

H\]g']bWfYUg]b['UddfY\Ybg]cb`\Ug`YX'h\Y`H]hi gj]`Y`7]hm'7ci bW`

hc`Uddfcj Y`U`g)[b]Z]WUbh` +\$ž\$`\$`gYh`Ya Ybh`Zcf`U`Uk gi]h
]bj c`j]b[`U`mci b[`Vcmik \c`VYWUa Y`dUfU`mYX`Zc`ck]b[
Yl dcbgi fY`hc`WcbhUa]bUhYX`k UhYf`Zfca `U`gYk U[Y`gd]`""Gi W\`WUgYg
i bXYf`]bY`h\Y`ja dcfhUbW`cZghf]b[Ybh`a cb]hcf]b[`UbX`ei]W_
fYgdcbgYg`hc`WcbhUa]bUh]cb`f]g_g"

: i bX]b[`UbX` : i hi fY`7\U`Yb[Yg

H\Y`ghU_Yg`UfY`\][\ž`UbX`fYW`bh`Ubbci bW`a Ybhg`fYj YU`h`Uh
a cb]hcf]b[`YZZcfhg`k]`fYW]j Y`UXX]h]cbU`gi ddcfh` `h\Y`I "G"
9bj]fcb a YbhU`DfchYW]cb`5[YbWm`fYj YU`YX`~ - "+`a]`]cb`]b[fUbhg
Zcf`fYW`fYUh]cbU`k UhYf`ei U`]hma cb]hcf]b[ž`k]h\`~) \$ž\$ž\$ž
gdYW]Z]WU`mYUfa Uf_YX`Zcf` : `cf]XU`g`<YU`h`m`6YUW`Yg`Dfc[fUa "
<ck Yj Yfž`cf[Ub]nUh]cbg`_]Y`h\Y`Gi fZ]XYf` : ci bXUh]cb`UfY
gci bX]b[`h\Y`U`Ufa `UVci h`dchYbh]U`ZYXYfU`Zi bX]b[`W`hgž`Ub
]ggi Y`h`Uh`Wci `X`\]bXYf`cb[c]b[`YZZcfhg`hc`Ybgi fY`gUZ`gk]a`a]b[
k UhYfg`"

⊖`h\]g`WcbhYl hž` : `cf]XU`fYg]XYbhg`UbX`j]g]hcfg`UfY`fYa]bXYX`h`Uh
k \]Y`h\Y`ghUhY`k cf_g`X]] [Ybh`m`hc`a cb]hcf`VYUW`k UhYf`ei U`]hm
fl `**`cf]XU`<YU`h** Łž`Uk UfYbYgg`UbX`WU] h]cb`UfY`k UffUbhYXž
YgdYW]U`mXi f]b[`UbX`UZhYf`g][b]Z]WUbh`fU]bZU`""5g`hYa dh]b[`Ug
h\Y`cW`Ub`a][\h`VYž`]hg`Wfi W]U`hc`ghUm]bZcfa YX`UbX`\`YYX`\`YU`h\
UXj]gcf]Yg`Zcf`U`gUZ`VYUW`XUm"

5g`k Y`Yb`cm`h\Y`gi b`UbX`gi fZž`Yhg`bch`Zcf[Yh`gk]a`a]b[`]b`gUZ
k UhYfg`Ybgi fYg`Zi b`k]h\ci h`ZYUf"

8YhU]`g	
Cfh	6fYj UfX`7ci bhmž` : `cf]XUž`I G5
Ei Y`Yb	<ul style="list-style-type: none">• k k k "Z`cf]XUhcXUm"Wca• k k k "Z`cf]XU\YU`h\"[c]• [i `Z"Zcf]XU\YU`h\"[c]

6Ygi W\Yb`G]Y`i bg`Ui Z.`a Y]b!k]Yb`bYh