

: `cf]XU/ , \$' - /g'7cbhfcj Yfg]U`7Ua d]b[
6Ub. '5fY 'h\Y '<ca Y`Ygg'6Y]b['7ci bhYX3

A Uf]cb'7ci bhm'fYdcfhg'U'f]gY`]b`\ca Y`YggbYgg'Ua]Xgh'bYk
WUa d]b[`Uk g/j c'i bhYYfg'WcbXi W'h'Wfi W]U`Ubbi U`Wci bhž
fYj YU`]b['WU`Yb[Yg'U\YUX"



A Uf]cb'7ci bhmž: `cf]XUž'I G5'!'H\Y`]ggi Y'cZ'\ca Y`YggbYgg`]b
: `cf]XU`\Ug'hU_Yb'U`Wca d`YI 'hi fb'fYWbh'mž'YgdYW]U`m'Zc`ck]b[
h\Y`YbUW`ha Ybh'cZ'U'bYk 'ghUHy`Uk 'h\Uh'\Ug'fU]gYX'ei Ygh]cbg
UVci h'h\Y`Wci bh]b['UbX'hfYUha Ybh'cZ'h\cgY`]b'bYYX"'↳`UHy
↳bi Ufm'&\$&) ž'j c'i bhYYfg'WcbXi W'YX'h\Y`Ubbi U`Dc]bh!]b!H]a Y
fD#H`Wci bh'cZ'\ca Y`YggbYgg'UWfcgg'h\Y`ghUHyž'a Uf_]b['h\Y`Z]fgh
Wci bh'g]bW'h\Y`]a d`Ya YbhUh]cb'cZ'U`Uk 'VUff]b['di V`]WWUa d]b["
5W`cfX]b['hc'5fci bX'CgW`c`Už'h\Y'fYgi 'hg'fYj YU`U'g`][\h
]bWfYUgY`]b'h\Y`bi a VYf'cZ'\ca Y`Ygg`]bX]j]Xi U`gž'\][\`][\h]b['h\Y
gYbg]hj Y`XmbUa]Wg'Uh'd`Um]b': `cf]XU g'YZc'fhg'hc'UXXfYgg'h\]g
dfYgg]b[']]ggi Y"

H\Y`D#H`Wci bhž'k \]W`hcc_'d`UW`Xi f]b['h\Y`Ugh'k YY_'cZ'↳bi Ufm

&\$&) ž'WJa Y'Ua]X'h\Y'VUW_Xfcd'cZ'<ci gY'6]'`%' *) ž'g][bYX'Vm
; cj Yfbcf'Fcb'8YGUbh]gž'k \]W\ 'dfc\]V]hg'WJa d]b['UbX'g'YYd]b[']b
di V`]WgdUWg"9ZZYWh]j Y'Zfca 'CWhcVYf'&\$&(ž'h\]g'`Uk 'U`ck g
fYg]XYbhg'UbX'Vi g]bYgg'ck bYfg'hc'gi Y`cWU`[cj Yfba Ybhg']Z'h\Ym
ZU]'hc'WYUf'ci h\ca Y'Ygg']bX]j]Xi U'g'Zfca 'di V`]WUfYUg'k]h\]b
Z]j Y'XUmg'cZ'U'Wca d`U]bh"H\]g'UXXg'Ub'YI hfU`UmYf'cZi f[YbWm'Zcf
h\cgY'fY`m]b['cb'hYa dcfUfmig\Y'hYf']b'di V`]WgdUWg"

7\U`Yb[Yg']b'7ci bh]b[

H\]g'mYUfž'bYUf'm(\$\$'j c'i bhYYfg'hcc_'dUfh']b'h\Y'D+H'Wci bh
h\fc[[\ci h'7YbhfU`': `cf]XU"H\Y'YZcfhž'gdYUf\YUXYX'Vm'h\Y
<ca Y'Ygg'GYfj]Wg'BYhk cf_'cZ'7YbhfU`': `cf]XUž'U]a YX'hc'dfcj]XY
UWW'fUhy'Z][i fYg'cZi bg\Y'hYfYX'\ca Y'YggbYgg']b'h\Y'UfYU"
7cbWfbg'fYa U]bž'\ck Yj Yfž'UVci h'h\Y']bZi YbW'cZ'h\Y'bYk
WJa d]b['VUb'cb'h\Y'fY`]UV']hmcZ'h\Y'Wci bh"5g'7YbhfU`': `cf]XU
Di V`]WfYdcfhgž'6f]Ub'Dcgh'Yk U]hž'h\Y'7CC'cZ'h\Y'U[YbWmž
YI dfYggYX'i bYUgY'UVci h'h\Y'dcgg]V'Y'Ubl]YhmighYa a]b['Zfca 'h\Y
'Uk "'H\]g'Ubl]Yhm'a Um'X]gWci fU[Y'\ca Y'Ygg']bX]j]Xi U'g'Zfca
dUfh]WjdUh]b[']b'h\Y'Wci bhž'h\i g'g_Yk]b['h\Y'fYgi 'hg"

H\Y'ci hWca Yg'Zfca 'h\]g'mYUf'g'Wci bh'g\ck YX'h\Uh'&ž+, %
]bX]j]Xi U'g'k YfY']XYbh]Z]YX'Ug'\ca Y'Ygg']b'fY[]cbg`_]Y'CF'UbXc
UbX'CGW'c'U'7ci bhmž'U'g'] [\h'Vi a d'Zfca 'Ugh'mYUf'g'Z][i fY'cZ
&ž++*"A Uf]cb'7ci bhm'U'gc'fYdcfhYX'U' "((i 'bWfYUgYž'k]h' - %
]bX]j]Xi U'g'Wci bhYX"'M'hž'h\YgY'Z][i fYg'a Um'bch'WUdhi fY'h\Y
Wca d'YhY'd]Whi fY"'?Uf'U'; fYYbk Umž'79C'cZ'bhYfZU]h\9a Yf[YbWm
GYfj]Wgž'Ya d\Ug]nYg'h\Uh'h\Y'D+H'Wci bhž'k \]Y'j U'i UV'Yž'WUb'VY
a]g'YUX]b['Xi Y'hc'h\Y'WcbghUb'h'a cV']hmcZ'\ca Y'Ygg'WJa dg
dfca dhYX'Vm'h\Y'bYk 'Uk "

@Uk g'=a dUWh'cb'<ca Y'YggbYgg

6YmcbX'h\Y']a a YX]UhY'Wci bh]b['W\U`Yb[Ygž'h\Y']a d`]WUh]cbg'cZ
<ci gY'6]'`%' *) 'UfY'WcbWfbb]b["'H\Y`Uk ž'U]a YX'Uh'fYXi W]b[
i bUi h\cf]nYX'di V`]WWJa d]b[ž'XcYg'bch'cZZYf'ghUhY'Zi bX]b['Zcf
\ca Y'YggbYgg'gc'i h]cbgž`YUj]b['cWU`[cj Yfba Ybhg'hc'g\ci 'XYf
h\Y'Z]bUbW]U`fYgdcbg]V']hmcZ'dfcj]X]b['UXYei UhY'g\Y'hYf"'5g

fYdcfhYX`VmA]Ua]`@Uk `F Yj]Yk ž`h\]g`\Ug`dfca dhYX`g][b]Z]WUbh
Ubl]Yhm`UbX`i bWfhu]bhm`Ua cb[`Vch\`cZZ]W]U`g`UbX`h\Y`\ca Y`Ygg
dcđi `Uh]cb"

: `cf]XU g`7ci bW]`cb`<ca Y`YggbYgg`fYdcfhYX`h\Uh`Ug`cZ`đ bY`&\$&(ž
`%ž(* &`]bX]j]Xi U`g`k YfY`Yl dYf]YbW]b[`\\ca Y`YggbYgg`]b`h\Y`ghUhYž
Ub`]bWfYUgY`Zfca `dfYj]ci g`Wci bhg"8]ghi fV]b[`mž`Uddfcł]a UhY`m
) (ł `cZ`h\YgY`]bX]j]Xi U`g`k YfY`i bg\Y`hYfYXž`]j]b[`ci hXccfg`cf`]b
j Y\]WYg" `H\Y`Wcbh]bi Uh]cb`cZ`f]g]b[`fYbhg`UbX`]bgi ZZ]W]Ybh`g\Y`hYf
WUdUW]hm`UfY`dfcj]X]b[`ghfc b[`\\YUXk]bXg`U[U]bgh`dfc[fYggž
Wcbhf]Vi h]b[`hc`h\Y`ZUWh`h\Uh: `cf]XU g`fUhY`cZ`fYhi fbg`hc
\\ca Y`YggbYgg`fcgY`Zfca ` , " ł `]b`&\$&&`hc`- "\$ł `]b`&\$&' "

K]h\`cZZ]W]U`g`hUg_YX`hc`Wca d`mik]h\`h\Y`bYk ``Uk ž`ei Ygh]cbg
`]b[Yf`fY[UfX]b[`\\ck `YZZYWh]j Y`h\YgY`a YUgi fYg`k]``VY`]b`hfi `m
UXXfYgg]b[`\\ca Y`YggbYgg" `H\Y`Z]bU`XUhU`Zfca `h\Y`D`H`Wci bh`k]``
VY`gi Va]hhYX`hc`h\Y`l "G"8YdUfha Ybh`cZ`<ci g]b[`UbX`l fVUb
8Yj Y`cda Ybh`hc`g\UdY`Zi hi fY`Zi bX]b[`UbX`Uk UfYbYgg`]b]h]Uh]j Yg"
K]``]h`YUX`hc`a cfY`fcVi gh`gc`i h]cbgž`cf`g]a d`mđi g\
\\ca Y`YggbYgg`Zi fh\Yf`ci h`cZ`g][\h3`C b`m`h]a Y`k]``hY`""

8YhU]`g	
C fh	A Uf]cb`7ci bhmž: `cf]XUž`l G5
E i Y`Yb	<ul style="list-style-type: none">• k k k "Ufci bXcgW`c`U"Wca• k k k "WZdi V`]Wcf[• fUW!UbX!gcW]U`!`đ gh]W! fYj]Yk ``Uk "a]Ua]"YXi

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