

G\UbY`6YUa Yf/ ˆ \$' - /g`6c`X`8ci V`Y
G][b]b[`GYbXg`G\cW_k Uj Yg`H\fc i [\ `G97°

Gci h\`7Ufc`]bU/ ˆ \$' - /g`G\UbY`6YUa Yf`gYW fYg`hk]b
fYWfi]hgž`Yb\UbW]b[`h\Y` ; Ua YWcW_g/ ˆ \$' - /ZcchVU`
dfcgdYWg`Ua]Xgh`Z]YfW`G97`Wc a dYh]h]cb"



C f`UbXcž`I G5`!`b`Ub`ja dfYgg]j Y`X]gd`UmicZ`ghfUhY[mž`G\UbY
6YUa Yf`\Ug`cbW`U[U]b`dfcj Yb`\]g`a Yh`Y`]b`Wc`Y[Y`ZcchVU`
fYWfi]h]b[" F YWb`h`mž`\Y`c`fW`YghfUhYX`U`g][b]Z]Wb`h`a`cj Y`Zc`f`h`Y
Gci h\`7Ufc`]bU` ; Ua YWcW_gž`gYW f]b[`XmbUa]W`k]b`Wc`a`a`]ha Yb`hg
h\Uh`\Uj Y`gYb`h`g\cW_k Uj Yg`h\fc i [\ `h\Y`fYWfi]h]b[``UbXgWUdY"
H\]g`XYW]g]cb`bch`cb`m`\][\`][\hg`h`Y`[fck]b[`U`i fY`cZ`h`Y
 ; Ua YWcW_dfc[fUa `Vi`h`U`gc`a`Uf_g`U`bchUV`Y`gYhVUW`Zc`f`5i`Vi`fb
i`bXYf`<i [\` : fY`YnYž`k`c`k`Ug`\YUj`]m]bhYfYghYX`]b`UbX]b[`h\Y
hk]bg``6YUa Yf`g`h`U`Yb`h`Zc`f`UhhfUW]b[`dfca`]g]b[`fYWfi]hg`]g
fYWf`j]b[`UhhYb]h]cbž`Z`fh\Yf`gc`]X]Zm]b[\`]g]a`dUW]b`h\Y`k`cf`X`cZ
Wc`Y[Y`ZcchVU`fYWfi]h]b[ž`Ug`A`c`hc`f`W`h`WY`Gd`c`fhg`fYdc`fhg"

H\Y`hk]b`VcbX]b[`hc`h\Y` ; Ua YWcW_g`fYZYWg`XYYd`hfi`gh]b

6YUa Yf g'j]g]cb'Zcf'h\Y'Zi hi fY'cZ'h\Y'dfc[fUa "'H\]g']g']bXYX'U
bchUV'Y'k]b'Ug']h']i ghfUhYg'h\Y'Z]YfW'Wca dYh]h]cb'k]h\]b'h\Y
Gci h\YUghYfb'7cbZYfYbW'ž'k \YfY'hU'Ybh'UWēi]g]h]cb']g'Wfi W]U"
BchUV'mž'6YUa Yf g']bbcj Uh]j Y'Wca V]bUh]cb'cZ'hfUX]h]cbU'UbX
a cXYfb'fYWfi]ha Ybh'a Yh\cXg'UddYUfg'hc'VY'fYgcbUh]b['k Y''k]h\
mci b['Uh\`YhYg"

5'6f][\h': i hi fY

≠h\]g'YI W]h]b['d\UgYž'Gci h\`7Ufc`]bU'fYW'bh'mig][bYX'U'&) !a Ub
fYWfi]h]b['WUggž'a Uf_]b['Ubch\Yf'ghYd'Zcfk UfX'Zcf'h\Y'dfc[fUa "
6YUa Yfž'bck]b'\]g'Zci fh\`mYUf'Ug'\YUX'WcUW'ž'\Ug'fYW'bh'mVYYb
U'Z]bU']gh'Zcf'h\Y'dfYgh][]ci g'9XX]Y'F'cV]bgcb'BUh]cbU'7cUW'cZ
h\Y'M'Uf'Uk UfX'UbX'\Ug'U'fYUXmVYYb'fYWc[b]nYX'Ug'G97'7cUW
cZ'h\Y'M'Uf"'<]g'ghfUhY[]W]bg][\h']g'VYWca]b['bj U'i UV'Y'Ug'h\Y
; Ua YWcW_g`cc`hck UfXg'U'dfca]g]b['Zi hi fY"

K]h\`h\Y'B755'HfUbgZYf'DcfhU'bck`cdYbž'h\Y'bYX'Zcf'ei]W_
d`UmYf'Yj U'i Uh]cbg'\Ug'VYWca Y'a cfY'dfcbci bW'X"'5g'&(+gdcfhg
\[\'][\hgž'WcUW'Yg'a i gh'gk]Zh'mUggYgg'dchYbh]U'hfUbgZYfgž'U
bYW'gg]hm'i bXYfgWcfYX'Vm'h\Y'g][b]Z]WUb'h`cggYg'h\Y'hYUa`ZUW'X
fYW'bh'm"6YUa Yf'YI dfYggYX'h\Y'i f[Ybh'bYX'hc'Vc`ghYf'XYdh\`Uh
U'dcg]h]cbg'Zc`ck]b['h\Y'XYdUfhi fY'cZ`Ymid`UmYfg"

- H\Y'; Ua YWcW_g`cgh'h\Y]f'hcd'Zci f'XYZYbg]j Y'hUW`Ygž
W'bhYfž'UbX'Vch\`[i UfXg"
- 7i ffYbh'mž'Gci h\`7Ufc`]bU'VcUghg'h\Y`%' h\!fUb_YX
hfUbgZYf'WUgg'cZ'h\Y'WmWYž'k]h\`%*'d`UmYfg'hfUbgZYff]b[
ci h'UbX'%'`Wca]b['jb"
- H\]g']bWi XYg'Y][\h'hfUbgZYf'd`UmYfg'Zfca`dck Yf
Wc'ZYfYbW'g"

6YUa Yf g'gi W'W'ggZ`bUj][Uh]cb'cZ'h\Y'hfUbgZYf'dcfhU'di hg'h\Y
; Ua YWcW_g']b'U'ghfcb['dcg]h]cb'hc'Yb\UbW'h\Y]f'dYfZcfa UbW']b
h\Y'i dWca]b['&\$&) 'gYUgcb"'H\Y'YI W]hYa Ybh'gi ffc'ci bX]b['h\Y
bYk`fYWfi]hg']g'dU'dUV'Yž'Xf]j Yb'Vm'h\Y]f'dchYbh]U'UbX
XYa`cbghfUhYX'dUgg]cb'Zcf'ZcchVU``H\Y'fYhi fbg'cZ`Ym'XYZYbg]j Y
d`UmYfg'U'gc'd`Um'U'fc'Y']b'Vccgh]b['h\Y'dfc[fUa`g'fYWfi]h]b[

dfck Ygg"

5XUdh]b['hc '7\U``Yb[Yg

H\Y'WcUW\X]gW ggYX'WU``Yb[Yg'UbX']bg][\hg'Xi f]b['fYWb'h'dfYgg
]bhYfUWh]cbg"<Y'bchYX'h\Y']a dUWh'cZVck``[Ua Y'dfYdUfUh]cbg
U'cb[g]XY'a UbU[]b['h\Y'hfUbgZYf'dfcWggžYgdYWU``m'Xi f]b[
8YWa VYf"A cfYcj Yfž'6YUa Yf'dc]bhYX'ci h'h\Uh'h\Y']bWdh]cb'cZ
YUf'mG][b]b['8Um'\Ug'YUgYX'gca Y'cZ'h\Y'WUcg'hmd]WU``m
UggcWUUhYX'k]h\ 'fYWfi]h]b["

5bch\Yf'bchUV`Y'WUUb[Y']b'h\Y'dfc[fUa '']bj c`j Yg'\ck 'k U`!cbg
UfY'VY]b['UddfcUWXYX";]j Yb'fcghYf'WUdgž'h\Y'hYUa '']g'bck
ZcW g]b['cb'cb`m'h\Y'a cgh'ei U']ZYX'WUbX]XUhYgž'XYWfYUg]b['h\Y
bi a VYf'cZ'k U`!cbg'Wc'bg]XYfYX'Zfca '%\$!%) 'b'dfYj]ci g'mYUfg'hc
↑gh&!) 'bck "<YbWž'YUW\XYW]g]cb'a UXY'dcggYggYg'Yj Yb
[fYUhYf'k Y][\hž'Wc'bh]Vi h]b['hc'U'a cfY'Wc'a dYh]h]j Y'hYUa
Ybj]fcba Ybh"

⊕'gi a a Ufmž'6YUa Yf g'fYWfi]ha Yb'hghfUhY[m]g'g\Ud]b['U'Vf][\h
Zi hi fY'Zcf'h\Y'Gci h\ '7Ufc']bU'; Ua YWcW_g"K]h\ 'Vch\ 'bYk 'hU'Ybh
UbX'U'fcVi gh'WcUW]b['ghfUhY[mž'h\Y'i dWc'a]b['gYUgcbg'\c`X
Wc'bg]XYfUV`Y'dfca]gY""5g'h\Y'dfc[fUa 'Wc'bh]bi Yg'hc'Yj c`j Y']b
fYgdcbgY'hc']hg'WU``Yb[Ygž'h\YfY g'Wf'fU]b`m'U``ch'hc`cc_'Zcfk UfX
hc'Zcf'; Ua YWcW_'ZUbg"

C b' 'gi WU]bWh'm'WUdhi fYg'h\Y'gd]f]h'cZ'6YUa Yf g'Ua V]h]cbg'UbX
XYX]WU]cbž'gi [[Ygh]b['h\Uh'\]g'Zci bXUh]cbU'ghfUhY[]Yg'a Umij Yfm
k Y``g\]Zh'h\Y'dfc[fUa g'hfU'YWc'fm]b'h\Y']bWfYUg]b[`m
Wc'a dYh]h]j Y``UbXgWUdY'cZ'Wc``Y[Y'Zc'chVU``"

8YhU]`g	
C fh	C f`UbXcž'! G5
E i Y``Yb	<ul style="list-style-type: none">• a c hc fWmWYgd c fhg"bYh• &(+gd c fhg"Wc'a• k k k "cb' "Wc'a

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