

HfU[]WG\YX':]fY'7`U]a g'@]j Yg'cZ'8c[g']b
GYa]bc`Y'7ci bhm

5`g\YX`Z]fY`]b`GYa]bc`Y'7ci bhmWU]a YX`h\Y``]j Yg'cZ'a i`h]d`Y
Xc[gž'k \]`Y`gYfj]W`Xc[g`hfU]bYX`k]h\`h\Y``cWU`Z]fY
XYdUfha Ybh'Zcf'Zi hi fY`Ugg]ghUbW`"



&* \$\$`C\]c`5j Ybi Yž'5`hUa cbhY`Gdf]b[gž': `cf]XUž'i b]hYX
GhUhYg`!`9Uf`mGi bXUm'a cfb]b[ž'U`hfU[]WZ]fY`Vfc_Y`ci h`bYUf
5`hUa cbhY`Gdf]b[g']b`GYa]bc`Y'7ci bhmž': `cf]XU``5fci bX```U"a "ž
Z]fYZ[\hYfg`fYgdc bXYX`hc`U`V`UnY`Uh`h\Y`&* \$\$`V`cW`cZC\]c
5j Ybi Y``5g`h\Ym`Uff]j YXž`h\Ym`X]gWčj YfYX`hk c`g\YXg`Yb[i`ZYX`]b
ZUa Yg``i bZcfhi bUhY`mž`cbY`cZ`h\Y`g\YXg`\ci gYX`gYj YfU`Xc[gž`U``
cZ`k \]W\`dYf]g\YX`]b`h\Y`Z]fY``H\Y`gdYW]Z]WWči bhicZ`h\Y`Xc[g`\Ug
bch`VYYb`X]gWcgYXž`Vi h`h\Y``cgg`\Ug`Wfhu]b`mighfi W`U`W\cfX`]b
h\Y`Wča a i b]hm`H\Ub_Zi ``mž`bc`Z]fYZ[\hYfg`cf`Wj]`]Ubgi ghU]bYX
]b`†f]Ygž`UbX`h\Y`bYUfVm`\ci gYg`fYa U]bYX`i bgWUh\YX``H\Y`WUi gY
cZ`h\]gi bZcfhi bUhY`]bW]XYbh]g`W`ffYbh`mi b_bck bž`UbX
Ui h\cf]h]Yg`UfY`gh```]bj Ygh[]Uh]b[`h\Y`a UhhYf``: cf`h\Y`fYg]XYbhg
UbX`Ub]a U``cj Yfg`U`_Yž'i dXUhYg`cb`h\Y`g]hi Uh]cb`UfY`YU[Yf`m

Uk U]hYX`Vmia Ubm"

5` : cW` g`cb`GYfj]W`8c[g

≠`U`\\Udd]Yf`WcbhYI h`↑ gh`a cbh`g`df]cfž`h`Y`GYa]bc`Y`7ci bhm` :]fY
8YdUfha Ybh`\\UX`\\cghYX`Ub`Yj Ybh`ZYUhi f]b[`&\$`gYfj]W`Xc[g`]b
hfU]b]b["H`]g`Yb[U[]b[`cWUg]cb`hcc`_`d`UW`cb`C`W`cVYf`&ž`&\$&' ž
Uh` :]fY`GhUh]cb`&- ž`k`\\YfY`h`Y`Xc[g`YUfbYX`hc`UWW]a UhY`hc`h`Y
j Uf]ci g`gci bXg`UbX`g][`hg`h`Ymia][`h`YbW`i bhYf`k]h`]b`U`Z]fY
XYdUfha Ybh`C`f[Ub]nYX`]b`dUfhbYfg`\\d`k]h`B`Yk`<c`f]ncbg`GYfj]W`
8c[gž`h`]g`]b]h]Uh]j Y`U]a YX`hc`\\Y`d`d`fYdUfY`h`YgY`Xc[g`Zcf`h`Y]f
j]hU`fc`Yg`"H`YgY`VfUj Y`WU]bYg`Ugg]gh`]bX]j]Xi U`g`k]h`
X]gUV`]h]Ygž`gdYW]U`bYYXgž`Ui h]ga ž`UbX`Yj Yb`j YhYfUbg`gi ZYf]b[
Zfca`DHG8"

:]fYZ][`hYf`8Uf`YbY`F`cV]bgcb`W`cfX]bUhYX`h`Y`Yj Ybhž`Ybgi f]b[
h`Uh`h`Y`Xc[gž`]bWi`X]b[`h`YgY`UXcfUV`Y`Z]j Y!a cbh`!c`X`[c`XYb
fYhf]Yj Yf`di`dd]Ygž`ghUmYX`WU`a`XYgd]hY`h`Y`\\i gh`Y`UbX`Vi gh`Y
Ufci bX`h`Ya`"H`]g`YI`dYf]YbW`]g`j]hU`Zcf`XYgYbg]h]n]b[`gYfj]W`
Xc[g`hc`h`Y`fYU`]h]Yg`cZ`h`Y]f`Z`hi fY`fc`Ygž`dcgg]V`m`Ugg]gh]b[`]b
Ya Yf[YbW`ig]hi Uh]cbg`UbX`dfcj]X]b[`Ya`ch]cbU`gi ddcfh`hc`h`c`gY
]b`bYYX"

GYfj]W`g`Xc[g`Xc`a`i`W`a`cfY`h`Ub`↑`gh`dfcj]XY`W`a`dUb]cbg`\\d`/
h`Ymigi ddcfh`Z]fYZ][`hYfg`UbX`Z]fgh`fYgdc`bXYfg`]b`U`a`i`h]hi XY`cZ
k`Umg`5W`W`cfX]b[`hc` :]fYZ][`hYf` ; UfU[Yž`h`Y]f`fYgdc`bg]V`]h]Yg
fUb[Y`Zfca`c`ZZYf]b[`Ya`ch]cbU`gi ddcfh`hc`dYfZcfa`]b[`gYUfW`!UbX!
fYgW`Y`a`]gg]cbg`"Gca`Y`Xc[g`UfY`hfU]bYX`hc`Ugg]gh`k]h`DHG8 ž
k`\\]Y`ch`Yfg`\\Y`d`Uh`Z]fY`gW`bYg`Vm`c`WU]b[`hfUddYX`]bX]j]Xi U`g
cf`WUffm]b[`hcc`g`"H`]g`a`i`h]ZUW`hYX`Ugg]ghUbW`i`bXYf`]bYg`\\ck
]bj U`i UV`Y`h`YgY`Xc[g`UfY`]b`\\][`\\!dfYggi fY`Ybj]fcb`a`Ybhg"

7\\U`Yb[Yg`UbX`7cbhf]Vi`h]cbg

<ck Yj Yfž`]bhY[fUh]b[`gYfj]W`Xc[g`]bh`c`Z]fYZ][`h]b[`]gb`h`k]h`ci`h
]hg`W`U`Yb[Yg`"GUZYhm`W`bW`fbg`]b`\\UnUfXci`g`Ybj]fcb`a`Ybhg`UfY
dUfUa`ci`bhž`b`ch`hc`a`Ybh]cb`h`Y`d`chYbh]U`ghfYgg`UbX`hfUi`a`U
h`YgY`Ub]a`U`g`a`][`h`YbXi`fY`Xi`f]b[`]bhYbgY`g]hi Uh]cbg"

:]fY Z[\ hYfg'ZUW' h\Y]f'ck b\i fX`Yg`Ug`k Y`/Vi]`X]b[`U`ghfcb[
fUddcfh'k]h\`h\YgY`Xc[g`fYei]fYg`XYX]WUhYX`hfU]b]b[`UbX`U`gc`]X
i bXYfghUbX]b[`cZ`h\Y]f`bYYXg"

5`[`UbW'`Uh'h\Y`"]gh'cZ'fc`Yg'h\Uh'gYfj]W'Xc[g`Uggi a Y`fYj YU`g
h\Y]f`Wf]h]WU`Wcbhf]Vi h]cbg`hc`gUZ`hm'UbX`k Y`!VY]b["H\Ym]bWi XY
h\YfUdm'Xc[g'h\Uh'dfcj]XY`Ya`ch]cbU`gi ddcfhž'gYUfW'UbX`fYgW Y
Xc[g'h\Uh`cWUhY`a]gg]b[`dYfgcbgž'UbX`a YX]WU`fYgdcbgY`Xc[g
h\Uh'a`cb]hcf'j]hU`g][bg"9UW'WUhY[cfm'gYfj Yg`U`i b]ei Y`di fdcgYž
XYa`cbghfUh]b[`h\Y`dchYbh]U`cZ`h\YgY`XYX]WUhYX`Wca`dUb]cbg"

H\Y`]bhYfgYWh]cb`cZ`Z]fY Z[\h]b[`UbX`gYfj]W'Xc[g`Ya`d\Ug]nYg'h\Y
Yj`c`j]b[`i bXYfghUbX]b[`cZ`gi ddcfh'a`YWUb]ga`g`Uj U]`UV`Y`hc`Z]fgh
fYgdc bXYfg"5g'h\Y`Wca`a`i`b]hm'fYZYW'g'cb`h\]g`hfU[]W]bW]XYbhž
h\Y`j U`i Y`cZ`gYfj]W'Xc[g`[fck g`Yj Yb`a`cfY`UddUfYbh"H\Y]f
dfYgYbW'WUb`i g\Yf']b`a`cfY`h\Ub`'gh'Wca`dUb]cbg\]d`h\Ym
fYdfYgYbh`cdYž'fYg`]YbWž'UbX`h\Y`dfYgg]b[`bYYX`Zcf`k Y`!VY]b[
]b`XYa`UbX]b[`WUfYYfg"

5g`k Y`_YYd`Ub`YmY`cb`h\Y`]bj Ygh][Uh]cb`]bhc`h\Y`Z]fYž]hg`k cfh\
Wcbg]XYf]b[`h\Y`dfcZci bX`ja`dUW'g'h\YgY`Ub]a`U`g`\Uj Y`Vch\`]b
gi ddcfh]b[`]bX]j]Xi U`g`Xi f]b[`Wf]gYg`UbX`]b`dfYj Ybh]b[`Z`hi fY
hfU[YX]Yg'h\fc i [\`h\Y]f`j Uf]YX`fc`Yg"H\Y`GYa`]bc`Y`7ci bhm':]fY
8YdUfha`Ybh'fYa`U]bg`Wca`a`j]hYX`hc`dfca`ch]b[`U`W`hi fY`cZ
gi ddcfh'UbX`hfU]b]b[ž`Ya`VfUW]b[`h\Y`a`YUb]b[Z`Wcbhf]Vi h]cbg
h\Uh'gYfj]W'Xc[g`cZZYf"b`h\Y`k U_Y`cZ`cggž]hg`YggYbh]U`hc
fYa`Ya`VYf`h\Y`YbXi f]b[`gd]f]h'cZ`h\YgY`Xc[g`k`c`ghUbX`fYUXmihc
`YbX`U`dUk`]b`h]a`Yg`cZ`bYYX"

: cf`Z`fh\Yf`XYhU]`g`cb`h\Y`fYW'bh'hfU[YXm]b`GYa`]bc`Y`7ci bhmž
j]g]h`7`]W`C`f`UbXc"@YUfb`a`cfY`UVci h'h\Y`gYfj]W'Xc[`hfU]b]b[
]b]h]Uh]j Yg`Uh`%gh`F`Ygdc bXYf`B`Yk`g""9I d`cfY`h\Y`fc`Y`cZ`gYfj]W
Xc[g`]b`Z]fY Z[\h]b[`Uh':]fY Z[\ hYf` ; UfU[Y"

8YhU]`g

Cfh

&* \$\$`C`\]c`5j Ybi Yž`5`hUa`cbhY`Gdf]b[gž

8YhU]`g	
	: `cf]XUž`l b]hYX`GhUhYg
E i Y``Yb	<ul style="list-style-type: none">• k k k "W]W_c f`UbXc"WŁa• k k k "%ghfYgdc bXYfbYk g"WŁa• Z]fYZ][\hYf[UfU[Y"WŁa

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