

<]h'h\Y`F cUX. ' : cfh'@Ui XYfXU`Y`6YUW\
@Ui bW\Yg`Gi a a Yf'; YhUk Um'7Ua dU][b°

8]gWcj Yf': cfh'@Ui XYfXU`Y`6YUW\ / ă \$' - /g' / ei ch/F cUX`Hf]d
/ Ua d /F Y`UI / ei ch/WUa dU][bžhUf[Yh]b['fY[]cbU`hfUj Y`Yfg
Zcf'gi a a Yf'[YhUk Umg'k]h\ci h'U]f'hfUj Y`"



: cfh'@Ui XYfXU`Y`6YUW\ ž: cfh'@Ui XYfXU`Y ž: @ž'! G5 '!`H\]g
gi a a Yfž: cfh'@Ui XYfXU`Y`6YUW\]g'bch'ŧ gh'U`cWU`hfYUgi fY /]hg
fc`]b['ci h'h\Y`k Y`Wca Y'a UhZcf'hci f]ghg`YU[Yf'Zcf'U'gi b!gcU_YX
[YhUk Um'`H\Y`6YUW\`6i g]bYgg`a dfcj Ya Ybh'8]ghf]Wh'f66=8Ĺ`Ug
_]W_YX`cZZ'h\Y` F cUX`Hf]d / `F Y`UI `WUa dU][bž'U]a]b['hc`UhhfUWh
j]g]hcf'g`Zfca `UWfcgg': `cf]XU`UbX`bYufVm'Gci h\YUghYfb`ghUhYg"5g
Ufh]W`UhYX`Vm'**B Yk gk]fY**ž'h\]g`b]h]Uh]j Y`Yj YfU[Yg`U`dUfhbYfg\]d
k]h\`F cUXhf]ddYfgž`U`hfUj Y`d`Ubb]b['d`UhZcfa `h\Uh`h\Y`dg
hfUj Y`Yfg'a Ud`h\Y]f`ci fbYmg"K]h\`]hg`d]Whi fYgei Y`ghfYhW\Yg`cZ
WcUgh]bY`UbX`j]VfUbh`W`hi fYž: cfh'@Ui XYfXU`Y`6YUW\]g`VY]b[
\[\][\hYX`Ug`Ub`UddYU`b['g\cfhXf]j Y`XYgh]bUh]cb"

5W\cfX]b['hc`fYgYUfW\`Zfca `J]g]h'@Ui **XYfXU`Y**ž`bYUf`m

\U`Z (-i cZcj Yfb)[\hj]g]hcfg'hc'; fYUhYf': cfh@Ui XYfXU`Y
cdhYX'hc'Uff]j Y`Vm'WUf'cf'hfi W_''H\]g'ghUh]gh]Wj U`XUhYg'h\Y
WUa dU][b g'ghfUhY[m'hc'dfca chY'fcUX'hf]dg'Ug'U'Wcbj Yb]Ybh
U'hYfbUh]j Y'hc'Zm]b[ž'YgdYW]U`mZcf'ZUa]`Yg'UbX'h\cgY`cc_]b['hc
i bk]bX'': cfh@Ui XYfXU`Y`6YUW\`]g'UW\gg]V`Y`Zfca 'a U'cf'i fVUb
\i Vg']bWi X]b['Cf'UbXcž'HUa dUž`JW_gcbj]`Yž`5h'UbhUž'UbX
7\Uf'chYž'a U_]b['jh'U'dYfZYWhghcd'Zcf'gi a a Yf'fcUX'hf]ddYfg"

9I W]h]b['7Ua dU][b': YUhi fYg

H\Y` FcUX'hf]d'/'F Y`UI 'WUa dU][b'dfca]gYg'U`Zi ffm'cZYb[U[]b[
Yj Ybhg'UbX'UWh]j]h]Yg'h\fc i [\ci h'h\Y'gi a a Yf''#i]bWi XYg'cb!g]hY
UWh]j Uh]cbg'UhZYgh]j Y'[Uh\Yf]b[g'gi W\`Ug'h\Y`Vi gh]b[': `cW_: Yghž
k \]W\`hU_Yg'd`UW\`cb`ž`m%&""GcW]U`a YX]U`Ybh\i g]Ughg'WUb`cc_
Zcfk UfX'hc'W fUhYX`]h]bYfUf]Yg'g\ck WUg]b['Yi Wi g]j Y`XYU`gž
a U_]b['d`Ubb]b['U`VfYYnY""H\]g'gcW]U`a YX]U`di g\`]g
Wca d`Ya YbhYX`Vm'h\Y`]bhYfUWh]j Y`WUdUV`]h]Yg'cZ'h\Y
FcUXhf]ddYfg'Udd'UbX'k YVg]hYž'k \YfY'i gYfg'WUb'WUfj Y'ci h'h\Y]f
]XYU`fci hYg'UbX`X]gWcj Yf'i b]ei Y`UhhfUWh]cbg'U`cb['h\Y'k Um"

H\Y`WUa dU][b'fi bg'U`h\Y'k Um'h\fc i [\`@UVcf'8Umž[]j]b[
dchYbh]U`j]g]hcfg'Ua d`Y`cddcfhi b]hm'hc'Z]bX'h\Y]f'g]W\`cZ'dUfUX]gY
k]h\ci h'h\Y`\Ugg`Y`cZU]f'hfUj Y'': cfh@Ui XYfXU`Y`6YUW\`cZZYfg
a cfY'h\Ub`f gh'VYUi h]Z`k Uj Yg/'jh'ZYUhi fYg'&('a]Yg'cZ'df]gh]bY
VYUW\Ygž'U`j Uf]Yhm'cZ'X]b]b['cdh]cbgž'UbX'ghi bb]b['cWUub`j]Yk g
hc`_YYd'[i Yghg'YbhYfhU]bYX""K \Yh\Yf'cbY g]bh'k UhYf'gdcfhg'cf
g]a d'm`ci b[]b['Vm'h\Y`g\cfYž'h\YfY g'gca Yh\]b['Zcf'Yj Yfmc bY"

9I Wi g]j Y`< chY`8YU`g`Zcf`HfUj Y`Yfg

8YhU]`g	
Cfh	: cfh@Ui XYfXU`Y`6YUW\ž: cfh@Ui XYfXU`Yž: @ž I G5
E i Y`Yb	<ul style="list-style-type: none">• k k k "bYk gk]fY"Wca• X]gWcj YfZh`VYUW\ "Wca• k k k "j]g]h`Ui XYfXU`Y"Wca

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