

: `c f]XU`DUbh\Yfg`cb`h\Y`6f]b_. `7Ub`H\Ym
GYU`h\Y`7i d`Hcb][\h3

8]gWcj Yf`h\Y`UhYgh`cb`h\Y`B<@GhUb`Ym`7i d` :]bU`Ug`h\Y
: `c f]XU`DUbh\Yfg`Uja`Zcf`j]Wc fmiU[U]bgh`h\Y`C`Yfg"; Ua Y`*
XYhU]`g`]bg]XY"



5a YfUbh`6Ub_`5fYbUž`Gi bf]gYž: `c f]XUž`I G5`!`H\Y: `c f]XU
DUbh\Yfg`UfY`a U_]b[`YUX`]bYg`Ug`h\Ym`YUX`h\Y`B<@GhUb`Ym
7i d` :]bU`gYf]Yg`!&Zc`ck]b[`h\Y]f`fYW`bhj]Wc fmi`c j Yf`h\Y
9Xa`cbhcb`C`Yfg`]b; Ua Y`)žk`YfY`h\Ymik`cb`XYW]g]Y`mik]h`U
gWcfY`cZ`)!&"H\]g`di hg`h\Y`DUbh\Yfg`]b`U`df]a Y`dcg]h]cb`hc
Wdhi`fY`Ubch\Yf`WUa`d]cbg\]dž`Uj]b[`dfYj]ci`g`mik`cb`h\Y`h]hY
]b`&\$&(`5g; Ua Y`*`UddfcUW\Ygž`Ubh]W]dUh]cb`]g`Vi]X]b[`Ua`cb[
ZUbg`UbX`d`UmYfg`U`]_Y"

H\Y`DUbh\Yfg`dYfZcfa`UbW`Ug`VYYb`bch\]b[`g\cfhcZ
]a`dfYgg]Y`b; Ua Y`)ž6fUX`A`UfW\UbX`ghc`Y`h\Y`gdch][\hž
gWcf]b[`hk`c[`cU`g`UbX`fU]g]b[`]g`hc`hU`hc`g]l`]b`h\Y`gYf]Yg`h\Y
\[`Ygh`Zcf`Ubm`d`UmYf`]b`U`GhUb`Ym`7i d` :]bU`g]bW`%- , , `B`ch`hc

VY'ci hXcbYž'GUa '6YbbYhh'gWcfYX'\]g'@YU[i Y!'YUX]b['%' h\ '[cU'cZ
h\Y'd`UmcZZgž'Ž fh\Yf'W'a Ybh]b['h\Y'hYUa g'cZZYbg]j Y'dck Yf''9Yhi
@ cghUf]bYb'U'gc'a UXY'Ub']a dUWh'k]h\ 'U'[cU'UbX'Ub'Ugg]ghž
k \]Y'GYf[Y]'6cVfcj g_m'k Ug'ghi fXm]b'bYhž'a U_]b['%- 'gUj Yg'hc
gYW fY'h\Y'k]b"

K \Uh g'B YI h'Zcf'h\Y'DUb h\Yfg3

@cc_]b['U\YUXž'h\Y'd]] chU''; Ua Y'*']g'gW\YXi 'YX'Zcf'Hi YgXUmž
‡ bY'+žUh'h\Y'5a YfUbh'6Ub_'5fYbU']b'Gi bf]gYž: 'cf]XUž_]W_]b[
cZZ'Uh') 'd"a "'DH#, 'd"a "'9H"'H\Y'[Ua Y'k]''VY'VfcUXWUgh''j Y'cb
HBHž'k]h\ 'gYj YfU'''] Y'HJ 'ghfYUa]b['cdh]cbg'Uj U]'UV'Y''GYfj]W'g
'_]Y'<i 'i 'Ž '@] Y'HJ 'cZZYf'U'h\fYY!XUm'ZfYY'hf]U'ž'UbX'G'']b['CfUb[Y
]g'dfcj]X]b['X]gW'ci bhg'Zcf'Z]fgh'a cbh\ 'gi VgW'f]dh]cbg": Ub'g'YU[Yf
hc'k]hbYgg'h\Y'UWh]cb'WUb'U'gc'k UhW\ 'cb'']bY'Uh'HBH8fUa U"W'a 'cf
h\fc i [\ 'h\Y'HBH'a cV]'Y'Udd"

H\Y'DUb h\Yfg'UfY'\]ghcf]WU''m]b'U'ZUj cfUV'Y'dcg]h]cb'UZhYf
k]bb]b[' ; Ua Y') ž'Ug'hYUa g'h\Uh'hU_Y'U'' !&'YUX']b'h\Y'gYf]Yg
\Uj Y'k cb'h\Y'GhUb'Ym'7i d'+ ' "%i 'cZ'h\Y'h]a Y'f%- 'cZ'&'E"GUa
FY]b\Ufh'i bXYf']bYX'h\Y']a dcfhUbW'cZ'a U]bhU]b]b['U'ZcW'gYX
a]bXgYh'Zcf'h\Y'i dW'a]b['[Ua Yž'UggYfh]b['h\Uh'ghUm]b['dfYgYbh
k]''VY'W'f]h]WU''Zcf'h\Y]f'gi W'W'gg"

@]ghYb'hc'h\Y'F cUf'cZ'h\Y': Ub'g

: Ub'g'WUb'WUWh\ 'h\Y'YI W'hYa Ybh''j Y'Uh'h\Y'UfYbU''@Ugh'a]bi hY
h]W_Yhg'WUb'VY'gbU[[YX'h\fc i [\ 'g]hYg'i']_Y'Ghi V<i Vž'H]W_Yh
@]ei]XUhc'fž'UbX'J]j]X'GYUhgž'k \]W\ 'g'W ffYbh'm'cZZYf]b['U'X]gW'ci bh
W'cXY'Zcf'Y'] [JV'Y'di fW\UgYg" H\YfY g'U'dU'dUV'Y'YbYf[m]b'Gi bf]gY
Ug'h\Y'DUb h\Yfg'gYY_'hc'W]bW\ 'h\Y'W\Ua d]cbg\]d'UbX'Ž 'Ž]'h\Y]f
XfYUa g'cZ''Zh]b['h\Y'GhUb'Ym'7i d'cbW'U[U]b"

H\]g'd`UmcZZ'fi b'a Uf_g'U'g][b]Z]WUbh'UW\]Yj Ya Ybh'Zcf'U'ZfUbW\]gY
h\Uh'\Ug'fYUW\YX'h\Y'GhUb'Ym'7i d':]bU'g'h\fYY'h]a Yg '']b'%- - *ž
&\$&' ž'UbX'bck ' &\$&('K]h\ '%%'d`UmcZZ'UddYUfUbW'g'c] Yf'' %
gYUgcbgž'h\Y'DUb h\Yfg'UfY'\cd]b['hc'UXX'mYh'Ubch\Yf'W\UdhYf'hc
h\Y]f'ghcfm'cZ'fYg]]YbW''A c]]b['Zcfk UfXž'ZUb'g'UfY'YU[Yf'hc'gYY']Z

h\]g`hU`YbhYX`hYUa`WUbb`Vf]b[`\ca`Y`Ubch\Yf`j`JW`c`fm`]b`k`\Uh`\Ug
VYYb`Ub`YI`W]h]b[`\GhUb`Ym`7i`d`d`Umc`Z`gYUgcb"

5g`k`Y`[`YUf`i`d`Zcf`;`Ua`Y`*`ž`U``YmYg`k`j``gi`fY`m`VY`cb`h\Y`]W`""K`j``
h\Y`DUbh\Yfg`gY]nY`h\Y`a`ca`Ybh`UbX`gc`X]Zm`h\Y]f`d`UW`]b`\]ghc`fm
cbW`U[`U]b3`C`b`m`h]a`Y`k`j``hY``ž`Vi`h`cbY`h\]b[`\]g`WYUf`h\Y`:``cf]XU
DUbh\Yfg`UfY`fYUXm`hc`a`U_Y`\]ghc`fm"

| 8YhU]`g | |
|----------|--|
| Cfh | 5a`YfUbh`6Ub_`5fYbUž`Gi`bf]gYž:``cf]XUž`I`G5 |
| Ei`Y``Yb | <ul style="list-style-type: none">• k`k`k`"\c``mk`ccXfYdcfhYf"W`a• k`k`k`"b\``W`a• WX`Ua`dgc`fWX`i`a`dg`"i`g |

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