

K U_Y': cfYgh' , \$' - /g' GhUf' D`UmYfg' G\]bY
]b'7c`Y[Y': cchVU``&*°

9I d`cfY'A]Ua]'; UfXYbgž']hg'j]VfUbh'Wċa a i b]hmž`cWU`
\][\'][\hgž'UbX'_Ym'Yj Ybhg'g\Ud]b['h\Y'W]hm' , \$' - /g'i b]ei Y
W`hi fY"



A]Ua]'; UfXYbgž': `cf]XUž'i G5 '!5g'h\Y'YI W]hYa Ybh'cZ'Wċ`Y[Y
ZcchVU``fYj YfVYfUhYg'h\fc i [\ 'h\Y'U]fž': `cf]XU'ZUbg'\Uj Y'Yj Yfm
fYUgcb'hċ'_YYd'Ub'YmY'cb'h\Y'K U_Y': cfYgh'8Ya cb'8YUWċbg'h\]g
gYUgcb"'K]h\ 'h\Y``Ui bW\ 'cZ††7c`Y[Y': cchVU``&*††'cb'ă`m%\$ž
&\$&(žYbh\i g]Ughg'UfY'Vi nn]b['UVci h'h\Y'[Ua Y'UbX'YgdYW]U``m
h\Y'ghUbXci h'd`UmYfg'k \c'UfY'gYh'hċ'a U_Y'k Uj Yg'cb'h\Y'Z]Y`X"
H\Y'8Ya cb'8YUWċbg'\Uj Y'bch'cb`mig\ck b'U'gc`]X'cj YfU``††hYUa
fUh]b['cZ+- -††žVi h'h\YmfY'U'gc'[YbYfUh]b['hU`_k]h\ 'h\Y]f
]a dfYgg]j Y']bX]j]Xi U`ghUhg"

@YUX]b['h\Y'W\Uf[Y']g††8Ya cbX'7`U]VcfbY††ž'h\Y'\U`ZVUW_k \c g
hfi `midfcj]b['\]g'k cfh\ 'h\]g'gYUgcb"'<Uj]b['WcW_YX'cj Yf††%ž\$\$\$
fi g\]b['mUfXg††'UbX'gWċfYX††%%hċi W\Xck bg††ž'7`U]VcfbY'ghUbXg

Uh) %\$ 'UbX'k Y][\g'tt%-) ``Vg'tt U'dck Yf\ci gY'k fUddYX'i d']b
gdYYXž'k]h\ 'U'fYa Uf_UV`Y'tt95'7c``Y[Y': cchVU``&* 'fUh]b['cZ'- %t
cj YfU``"<]g'dYfZcfa UbW'g\Uj Y'YUfbYX'\ja 'h\Y'h]h'Y'cZ'b]bh\!VYgh
fi bb]b['VUW_']b'h\Y'[Ua Yž'U'gdch'bch'YUg]'m'k cbž'[]j Yb'\]g
k \cdd]b['tt- * 'gdYYX'tt 'UbX'tt-) 'UWW`YfUh]cb'tt 'a Yhf]Wg" K \c
k ci `Xb h'k Ubh'U'd`UmYf``]_Y'\ja 'cb'h\Y]f'hYUa 3

GhfYb[h\ 'l d': fcbh

Cb'h\Y'cZZYbg]j Y``]bYž'K U_Y': cfYgh'WUb'fY'micb'tt: U U']]
: U Ua cY'ttž'U'f][\h'hUW_`Y'hck Yf]b['Uh'tt*) 'tt'UbX'k Y][\]b[
'tt' %+ ``Vg'tt" 'HfUbgZYff]b['Zfca 'K Ug\]b[hcb'GhUhYž'\Y'\Ug'VYYb'U
h\fYY!mYUf'ghUfhYf'UbX'fUW_YX'i d'a cfY'h\Ub'tt%ž, \$\$'WUfYYf
gbUdgtt U'hYghUa Ybh'hc'\]g'Xi fUV']]hm'UbX'g_]``": U Ua cY'WUff]Yg
Ub'tt95'7c``Y[Y': cchVU``&* 'fUh]b['cZ', +ttž'Wca d'Ya YbhYX'Vm
]a dfYgg]j Y'ghUhg``]_Y'tt- ('ghfYb[h\tt'UbX'tt- ' 'Uk UfYbYggtt"

A YUb'k \]Yž'h\Y'XYZYbgY']g'† gh'Ug'Zcfa]XUV`Yž'fYdfYgYbhYX'Vm
ttB]W_`5bXYfgYb'ttž'k \cgY'ghUhg'hY``h\Y'hU`Y'cZ'\]g'dfck Ygg'cb
h\Y'Z]Y'X 'tt%&&'hc'hU`hUW_`Ygttž'U'cb['k]h\ 'tt&']bhYfW'dh]cbgtt
'Ugh'gYUgcb"5bXYfgYbž'U'XYZYbg]j Y'VUW_`k \c'a YUgi fYg
tt) %% 'tt'Uh'tt%- + ``Vg'ttž'\Ug'Ub'tt'cj YfU``fUh]b['cZ', *ttž'Zcfh]ZYX
Vm'U'ghi fXm'UffUmicZUhhf]Vi hYg``]_Y'tt, , 'gdYYX'tt 'UbX'tt- \$
hci [\bYggtt"<]g'UV']]hm'hc'fYUX'h\Y'[Ua Y'UbX'fYgdc'bX']g'gYWcbX
hc'bcbYž'dfca]g]b['Yl W]h]b['XYZYbg]j Y'd`Umg'Ug'h\Y'gYUgcb
dfc[fYggYg"

G\]b]b['k]h\ 'HUW_`Yg'UbX'Hci [\bYgg

H\Y'8Ya cb'8YUWcbg'UfYb h'† gh'UVci h'gdYYX/h\Ymj Y'[ch
hci [\bYgg'Wcj YfYX'k]h\ 'tt8m'Ub'<UnYb'ttž'h\Y'* % ``]bYVUW_Yf
k Y][\]b['tt&' - ``Vg'tt" 'K]h\ 'tt, ('hc'hU`hUW_`Ygtt'UbX'tt%
]bhYfW'dh]cb'tt'i bXYf'\]g'VY'hž'\Y'[YUfg'i d'k]h\ 'Ub'tt'cj YfU``
fUh]b['cZ', ' 'tt]b'h\Y``UhYgh[Ua Y" <UnYb'g'i bWUbbm'UV']]hm'hc
nYfc']b'cb'hUW_`Yg dU]fYX'k]h\ 'tt, - 'UWW`YfUh]cb'tt]g``]_Y'm'hc
_YYd'cddcg]b['cZZYbgYg'cb'h\Y]f'hcYg"

6f]b[]b['Yj Yb'a cfY'dfYggi fY']g'tt8Uj Ui [\b'DUhhYfgcb'ttž

Ubch\Yf'XYZYbg]j Y'VUW_k Y][\]b[']b'Uh'f'f'&%+'`Vg'f'f'UbX'ghUbX]b[
f'f'* \$ f'f'hU'`"K]h\ 'U'ghUbXci h'dYfZcfa UbW'U[U]bgh'7`Ya gcb
k \YfY'\Y'`c[[YX'f'f'&'hUW_Yg'UbX'U'ZcfW'X'Zi a V`Y'f'f'ž'DUhhYfgcbž
fUhYX'f'f', ' 'cj YfU'`f'f'ž\c`Xg'ghfcb['k]h\ 'f'f', , '\]h'dck Yf'f'f'"H\Y
gmbYf[mUa cb['h\YgY'XYZYbXYfg]'g'gca Yh\]b['8Ya cb'8YUWcbg
ZUbg'UfY'YU[Yf'h'c'k UhW' 'i bZc`X'Ug'h\Y'Wc`Y[Y'ZcchVU'`gYUgcb
\YUhg'i d"

7ca dfY\Ybg]j Y'HYUa 'DYfZcfa UbW'

H\Y'K U_Y': cfYgh'8Ya cb'8YUWcbg'\Uj Y'Ub'f'f'cj YfU'`XYZYbg]j Y
fUh]b['cZ, %f'f'ž'k]h\ 'U'fcghYf'Vf]a a]b['k]h\ 'YI dYf]YbW'X'd`UmYfg"
5W'WcfX]b['hc'f'f'9GDB'f'f'ž'h\Y'hYUa `Yj YfU[Yg'XYhU]'YX'ghUh]gh]Wgž
]bWi X]b['dUgg]b['ghUh]gi W'Ug'Wc'a d`Yh]cbgž'UhYa dhgž'dUgg]b[
mUfXgž'UbX'fi g\]b['ghUh]gh]Wg'h\Uh'Wdhi fY'h\Y]f'[Ua Yd`Um
YggYbW'`"ž'g'U'a Yh]W`ci g'XUbW'cZ'XYZYbgY'UbX'cZZYbgY'h\Uh
Wci `X'dfcj Y'W'bhfU'`hc'h\Y]f'`UXXYf'W]a V'h\]g'gYUgcb"

5g'K U_Y': cfYgh'dfYdUfYg'Zcf'i dWc'a]b['a UhW'Ygž'Ubh]W'dUh]cb']g
VfYk]b['Ua cb['ZUbg'Ug'h\Ym'`cc_`hc'gYY']Z'h\YgY'ghUfg'WUb'g\]bY
Yj Yb'Vf][\hYf'"ž'U'gdcfh'XYZ]bYX'VmidUgg]cb'UbX']bhYbg]hmž'h\Y
8Ya cb'8YUWcbg'UfY'dc]gYX'hc'VY'Zcfa]XUV`Y'Wc'bhYbXYfg'h\]g
gYUgcb'"K]h\ 'gi W'hU'Ybh'c'b'X]gd`Umž'h\YfY']g']bXYX'gca Yh\]b[
hc'VY'gU]X'Zcf'Zc`ck]b['K U_Y': cfYgh'WcgY`m UZhYf'U'ž'h\Y]f
[Ua Yd`UmWci `X'VY'h\Y'\][\'] [\h'cZ'h\]g'Wc`Y[Y'ZcchVU'`gYUgcb"

: cf'Zi fh\Yf']bg][\hgž'WXYW`ci h'h\Y'`UhYgh'UbU'mgYg'UbX'ghUhg'Zfca
Gdcfhg'`=i ghfUhYXž7: 6`F Uh]b[ž'UbX'9GDB "

8YhU]'g	
Cfh	A]Ua]'; UfXYbgž: `cf]XUž'i G5
E i Y`Yb	<ul style="list-style-type: none">• k k k "g]"Wc'a• WZVfUh]b["Wc'a• k k k "Ygdb"Wc'a

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