

: `cf]XU/ ̣ \$' - /g'B Yk ': `i cf]XY'6Ub.'5
H\ fYUh'hc 'Mc i f': Ua]`m' ̣ \$' - /g'8 Yb hU`
< YU`h\ 3

9I d`cfY'h\Y'cb[c]b['XYVUhY']b'8Y@UbX'cj Yf'Zi cf]XY']b
di V']Wk UhYfž'\][\'] [\h]b['\YU`h\ž`Y[]g`Uh]cbž'UbX
Wċa a i b]hm'ja dUWh"



8Y@UbXž': `cf]XUž'I G5'! H\Y'Z hi fY'cZk UhYf'Zi cf]XUh]cb']b
: `cf]XU']g'i bXYf[c]b['U'gY]ga]Wg\]žž'dfca dh]b['dUgg]cbUhY
X]gW gg]cbg'UWfcgg'cWU`Wċa a i b]h]Yg" F YWbh`Y[]g`Uh]j Y
a YUgi fYg'\Uj Y'fU]gYX'YmYVfck g'UbX'WċbWfbg'Ug'h\Y': `cf]XU
GYbUhY'dUggYX'U'Wċbhfcj Yfg]U`V]`h\Uh'Wċi `X'YbX'XYWUXYg'cZ
dfUWh]Wċ']b'dfYj Ybh]b['XYbhU`XYWUm"

⊕ %- -) ž'h\Y'XYbhU`UbX'a YX]WU`Wċa a i b]h]Yg']b'8Y@UbX
W\Ua d]cbYX'h\Y']XYU'cZ Zi cf]XUh]b['h\Y'W]hmg'k UhYf'gi dd`m"
H\Ym'fYWċ[b]nYX'h\Y'fYa Uf_UV`Y'VYbYZ]hg'h\Uh'Zi cf]XY'Wċi `X
Vf]b[ž'YgdYW]U`m']b'fYXi W]b['hcch\`XYWUm'UbX`cggž'UbX'U'VU`ch

gYbh'k]h\`k UhYf`V]`g`WcbZ]fa YX`di V`]Wgi ddcfh`Zcf`h\Y`]b]h]Uh]j Y"
G]bW`]hg`]a d`Ya YbhUh]cbž`fYgYUfW\`Ug`Wcbg]ghYbh`mig\ck b`h\Uh
Zi cf]XY`XfUa Uh]WU`m`ck Yfg`XYbhU`XYWUm`fUhYgž`fYXi W]b[
WUj]h]Yg`Vm&) i`k]h\`a]b]a U`g]XY`YZZWghž`UWwcfX]b[`hc`6YUWcb
Cb`]bY`BYk g"

H\Y`BYk`@Y[]g`Uh]j Y`@UbXgWUdY

<ck Yj Yfž`h\Y`UbXgWUdY`]g`g\]Zh]b["C b`5df]`%+ž`\$&) ž`h\Y`:`cf]XU
GYbUhY`dUggYX`V]`G6`+\$\$ž`YZZW]j Y`m`dfc\]V]h]b[`cWU`
[cj Yfba Ybhg`Zfca`UXX]b[`Zi cf]XY`hc`di V`]Wk UhYf`gi dd`]Yg`H\]g
`Y[]g`Uh]cb\`Ug`Wca`Y`Ug`dUfhcZVfcUXYf`UW]cbg`]bj c`j]b[`h\Y
:`cf]XU`8YdUfha Ybh`cZ`5[f]W`hi fY`UbX`7cbgi a`Yf`GYfj]W`g"
7f]h]Wg`cZ`h\Y`V]`ž`_]Y`GYb`H]bU`Dc`g`mž`k Ufb`h\Uh`X]hW]b[
Zi cf]XY`Wci`X`gdY`h`fci V`Yž`YgdYWU`m`Zcf`W]`XfYb`k \c`VYbYZ]h
a`cgh`Zfca`h\Y`WUj]hm]Z[\h]b[`dfcdYfh]Yg`cZ`Zi cf]XUhYX`k UhYf`
G\Y`ghfYggYgž`9]a]bUh]b[`Zi cf]XY`Wci`X`YUX`hc`XYbhU`
dfcV`Ya g"

H\Y`V]`ž`gdcbgcfYX`Vm?Y]h\`Hfi Ybck ž`ghUhYg`h\Uh`K Y fY`YfY`hc
\mXfUhYž`bch`a YX]WUhYž`Ya d\Ug]n]b[`h\Y`gYbh]a Ybh`Ua`cb[
gi ddcfhYfg`h\Uh\`YU`h\`]bhYfj Ybh]cbg`g\ci`X`bch`YI hYbX`hc`k UhYf
gi dd`]Yg`hYfYgh]b[`mž`h\]g`ghUbW\`Ug`UhhfUWYX`bUh]cbU`
UhhYbh]cbž`di hh]b[`:`cf]XU`U`cb[g]XY`I hU\`ž`k \]W\`fYW`bh`m
Uddfcj YX`U`g]a]Uf`VUb`A]Ua]!8UXY`7ci bhm`U`gc`[YbYfUhYX
\YUX`]bYg`k \Yb`A Umc`f`8Ub]Y`U`@Yj]bY`7Uj U`j YhcYX`U`XYW]g]cb`hc
YbX`Zi cf]XUh]cbž`W]h]b[`]hg`Wfi W]U`fc`Y`]b`a U]bhU]b]b[`XYbhU`
\YU`h"

H\Y`GW]YbW`6Y\]bX`:`i cf]XY

H\Y`XYW]g]cb`hc`UVUbXcb`Zi cf]XUh]cb`]b`k UhYf`gi dd`]Yg`]g
i bXYfd]bbYX`Vm`WU]a`g`cZ`\YU`h\`f]g`g`GhUhY`Gi f[Ycb`YbYfU`8f`
xgYd\`@UXUdc`\Ug`fU]gYX`U`Ufa`gž`Vi h`h\Y`WcbgYbgi`g`Ua`cb[
\YU`h\`cf[Ub]nUh]cbg`gi [[Yghg`ch\Yfk]gY`:`cf]XU`g`XYW]g]cb
Wca`Yg`Ua]Xgh`XYWUXYg`cZ`gW]Ybh]Z]W]bj Ygh[Uh]cb`k \]W`ž`Ug`DA 7
bchYgž`]bX]WUhY`h\Uh`Wca`a`i`b]hm`k UhYf`Zi cf]XUh]cb`f7K`Ł
g][b]Z]WUbhm`fYXi W`g`XYbhU`WUf]Yg`Vm`Ug`a`i`W\`Ug`*\$`\$i`Zcf

W\j`XfYb`j]b`WjhYg`h\UhZ]fghUXcdhYX`h\Y`dFUWhjW`"

G]bW`"; fUbX`F Ud]Xgž`A]W\][Ub`YX`h\Y`k Umik]h\`Zi`cf]XUh]cb`j]b
%- () žighi`X]Yg`\Uj`Y`g\ck`b`U`Wcbg]ghYbh`dUhYfb.`W\j`XfYb`k`c
Wcbgi`a`Y`Zi`cf]XUhYX`k`UhYf`Yb`cmigi`VghUbh]U`dfchYWh]cb`U[U]bgh
XYbhU`]ggi`Yg`"5`7cWfUbY`FYj`]Yk`j]b`&\$%)`Yj`Yb`fYdcfhYX`U`")`
XYWfYUgYX`f]g`cZ`hcch\`XYWUmUa`cb[`W\j`XfYb`Wcbgi`a`j]b[
Zi`cf]XUhYX`k`UhYf`"5XX]h]cbU`mž`UXi`hg`U`gc`ghUbX`hc`VYbYZ]hž`k`j]h\
fYgYUfW\j]bX]WUh]b[`U`&+i`ck`Yf`f]g`cZ`WUj`j]hYg"

8Ygd]hY`h\Y`dchYbh]U`Zcf`f]g`žgi`W\`Ug`XYbhU`Zi`cfcg]g`Zfca
YI`Wggj]Y`Zi`cf]XY`j]bhU`Yž`di`V`j]W\YU`h\`YI`dYfhg`UggYfh`h\Uh`h\Y
UXj`UbhU[Yg`cZ`Wca`a`i`b]hmik`UhYf`Zi`cf]XUh]cb`ci`hk`Y][\`h\Y`f]g`g`"
K`j]h\`h\Y`I`"G`Di`V`j]W<YU`h\`GYfj`j]W`fYWca`a`YbX]b[`Ub`cdh]a`U`
Zi`cf]XY`WcbWbhfUh]cb`cZ`\$`+`a`[`#@ž`]h`fYa`U]bg`U`Wcgh!YZZYWh]j`Y
a`Yh\cX`Zcf`WUj`j]hmdfYj`Ybh]cbž`dfYj`Ybh]b[`UVci`h`*",`V`j]cb
Ubbi`U`m`j]b`XYbhU`hfYUha`Ybh`Wcghg"

H\Y`[fck`j]b[`XYVUhY`fYZYWhg`U`Uf[Yf`WcbWfb.`UfY`dc`h]Wg
j]bhYfZYf]b[`k`j]h\`gW]YbW3`A`UbmZYUf`h\Uh`U`a`cj`Y`U[U]bgh
gW]Ybh]Z]WU`m`VUW_YX`a`YUgi`fYg`a`Umibch`cb`mf]g`cZi`cf]XY`g
dfcj`Yb`VYbYZ]hg`Vi`h`U`gc`gYh`U`WcbWfb]b[`dfYWXYbhZcf`di`V`j]W
\YU`h\`dc`]Wni]b`:`cf]XU`"5g`ghUhY`YUXYfg`k`Y][\`h\Y]f`XYW]g]cbgž`j]h
fYa`U]bg`hc`VY`gYYb`\ck`h\]g`k`j]UZZYWh`h\Y`XYbhU`\YU`h\`cZ
Zi`hi`fY`[YbYfUh]cbg"

5g`fYg]XYbhgž`k`Y`a`i`gh`Ug`ci`fgY`j`Yg.`g\ci`X`k`Y`gUWf]Z]W`h\Y
VYbYZ]hg`cZ`Zi`cf]XY`Zcf`U`dc`h]WU`m`Xf]j`Yb`U[YbXU3`H\YfY`g
WfhU]b`mgca`Yh\]b[`hc`dcbXYf`Ug`X]gW`gg]cbg`Wcbh]bi`Y`Ufci`bX
h\]g`j`j]hU`di`V`j]W\YU`h\`a`YUgi`fY"

8YhU]`g	
Cfh	8Y@UbXž: `cf]XUž`I`G5
Ei`Y`Yb	<ul style="list-style-type: none">• k k k "VYUWcbcb`]bYbYk`g"Wca• k k k "k`i`gZ`cf[• da`WbW]"b`a`"b]\`"[`cj

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