

F Ya Ya VYf]b[' < Y`Yb ' < UmYg. 'H\Y ':]fgh
@UXmicZ'5a Yf]WUbb 'H\YUhYf

9l d`cfY`h\Y`"]ZY`cZ`<Y`Yb`<UmYgž`h\Y`/ ei ch/:]fgh@UXmicZ
5a Yf]WUbb 'H\YUhYfž/ ei ch/`Yf`bchUV`Y`UW\]Yj Ya Ybhgž`UbX
`Y[UWm`]b`h\]g`]bg][\hŽ ``Ufh]WY"



K Ygh`<Uj YfghfUk ž`B Mž`I G5`!`đ`U`k cf`X`k \YfY`Ufh`a YYhg
Yl W`YbWž`ZYk`bUa YgfYgcbUhY`Ug`dfcZci bX`mUg`h\Uh`cZ`<Y`Yb
<UmYg`"H\Y`UWhYggž`Xi VVYX` H\Y ':]fgh@UXmicZ`h\Y`5a Yf]WUbb
H\YUhYfž`Yb`cmYX`Ub`]`i ghf]ci g`WUfYfž`YUj]b[`Ub`]bXY`]V`Y`a Uf_
]b`Vch`h\YUhYf`UbX`Z`a "6UW`]b`%- , - ž`Ub`]bhYfj]Yk`k]h`<UmYg
Uh`h\Y`<Y`Yb`<UmYg`<cgd]hU`]b`K Ygh`<Uj YfghfUk ž`BYk`Mcf_ž
WUdhi fYX`h\Y`YggYbW`cZ`h\]g`fYa Uf_UV`Y`k ca Ubž`Ug`g\Y
fYZYWHYX`cb`\Yf`bYUf`mig]l`XYWUXYg`]b`h\Y`gdch][\h`VYZcfY`\Yf
dUgg]b[`]b`%- -`Uh`h\Y`U[Y`cZ`-`ž`Žca`Wcb[Ygh]j Y`\YUfh`ZU`]i fY
]b`BmUW`ž`B M`5g`h\Y`]bhYfj]Yk Yfž`U`mci b[`&+!mYUf!c`X`ŽfYg`hc
h\Y`FcW`UbX`∞ci fbU`!BYk gž`\UX`h\Y`i b]ei Y`df]j]Y[Y`cZYb[U[]b[
k]h`U`Y[YbX`k \cgY`WUfYf`a]YghcbYg`XYZ]bYX`h\Y
YbhYfhU]ba Ybh`UbXgWUdY"

6cfb'<Y`Yb'<UmYg'A UW5fh\i f'cb'C WcVYf'%'\$ž%- \$ž\$]b
K Ug\]b[hc bž'8 "7"ž\Yf'ci fbYm]bhc'h\Y'a U[]WU`k cf'X'cZ
dYfZcfa UbW`VY[Ub'Uh'h\Y'hYbXYf'U[Y'cZ'Zj Y""6m'h\Y'h]a Y'g\Y
a UXY`Yf'Z]a`XYVi h]b'%- %\$ž]h'k Ug'WYUf'g\Y'k Ug'XYgh]bYX'Zcf
[fYUhbYgg""đ'%- ' &ž'g\Y'k cb'h\Y'5WUXYa m'5k UfX'Zcf'6Ygh
5WfYgg'Zcf`Yf'fc`Y']b' H\Y'G]b'cZA UXY'cb'7`Ui XYhž`VYWca]b[
h\Y'Z]fgh'UWfYgg'Zfca`h\Y'ghU[Y'h'c'fYW`j Y'Ub'C gWUf""6i h'h\Uh'k Ug
↑ gh'h\Y`VY[]bb]b[/<UmYg'k ci`X'gWcZZ'Uh`ja]hgž`UhYf'gYW f]b[`h\Y
h]h'Y'cZ'h\Y'Z]fgh'ZYa U`Y'fYW]d]Ybh'cZ'Ub'9; CH`k]bb]b[`Ub'9a a mž
; fUa`a mž'C gWUfž'UbX'Hcbm'h\fc[]\ci h\Yf'WUfYfYf"

H\Y'5dYI`cZ'5W\]Yj Ya Ybhg

K`Uh'g'dUfh]W`Uf'mfYa Uf_UV`Y`UVci h'<UmYg`UWWca`d`]g\`a Ybhg`]g
`ck`g\Y`d]cbYYfYX`dUh\g'Zcf'Z hi fY'[YbYfUh]cbg""G\Y'k Ug'bch
cb`m'h\Y'Z]fgh'h'k]b'Ub'5WUXYa m'5k UfX']b'h'k c'WUhY[cf]Yg`6Ygh
5WfYgg'UbX'6Ygh'Gi ddcfh]b[`5WfYgg`Vi h'g\Y`U'gc'hcc`_`ca Y
`Yf'C gWUf'Zcf'6Ygh'Gi ddcfh]b[`5WfYgg']b'%- +%Zcf`Yf'fc`Y']b'h\Y
Z]a`5]fdcfh" : i fh\Yfa cfYž`Yf'dfck Ygg'k Ugb'h'WcbZ]bYX'h'c'h\Y
g]j Yf'gWfYb""G\Y'k cb'U'Hcbm'5k UfX']b'%- (+`Zcf`<Uddm
6]fh\XUm`UbX`UhYfž'Ub'9a a m]b'%-)`'Zcf`GW\`]hn'D`Um\ci gY'cZ
GhUfg" :]bU`mž'g\Y'fci bXYX'cZZ`Yf']`i ghf]ci g'WUfYfYf'k]h\`U
; fUa`a m'Uk UfX'Zcf'6Ygh'Gdc_Yb'K cfX'FYWcfX]b[`]b'%- ++`Zcf
; fYUh'5a Yf]WUb'8cW`a Ybhg"

<UmYg`Wca`a]ha Ybh'h'c'd\`]Ubh\fcdm'k Ug'Yei U``m]a dfYgg]j Yž
k]h\`U'bchUV`Y'(- !mYUf'fY`Uh]cbg\]d'k]h\`h\Y'<Y`Yb'<UmYg
<cgd]hU""<Yf'Wcbhf]Vi h]cbg']b'h\]g'UfYU'k YfY`Ug'g][b]Z]WUbh'Ug`Yf
Ufh]gh]WYbXYUj cfgž'g\ck WUg]b[`U'dfcZci bX'i bXYfghUbX]b[`cZ`Yf
fc`Y']b'gcW]Yhm""đXYXž'h\YfY`g'gca Yh\]b[`hc`VY'gU]X'Zcf'i g]b[
cbY`g'd`UhZcfa`hc'i d`]Zh'ch\Yfgž'YgdYW]U``m]b'h\Y`Ufhg`Wca`a i b]hm"

@Y[UWm'UbX`F YWc[b]h]cb

5dUfh'Zfca`Yf'Uk UfXgž'<UmYg'k Ug'fYWc[b]nYX'Zcf`Yf'gYfj]W
UbX`XYX]WUh]cb'h'c'h\Y`Ufhg'k]h\`U'DfYg]XYbh]U`A YXU`cZ: fYYXca
]b'%- , *ž'Uk UfXYX`Vm'DfYg]XYbh'F cbU`X`FYU[Ubž'UbX'h\Y`B Uh]cbU`
A YXU`cZ'5fhg']b'%- , , ""H\Y`Ubbi U`<Y`Yb'<UmYg'5k UfXgž

YghUV`]g\YX`]b`%- , (`hc` \c bcf`YI W`YbW`]b`dfcZYgg]cbU`h\YUhfY
]b`K Ug\]b[hc bž`8`7`ž`ghUbX`Ug`U`hYghUa Ybh`hc` \Yf`Y[UWmž
]bZi YbW]b[`Wci bh`Ygg`Ufh]ghg`k \c`Ugd]fY`hc`fYUW\`h\Y`Y][\hg`g\Y
cbW`W]a VYX"

<UmYg`]a dUWh`]g`Zi fh\Yf`]a a cfhU`]nYX`h\fc i [\`j Uf]ci g
a Ya cf]U`gž`]bWi X]b[`h\Y`fYbUa]b[`cZ`h\Y`i `hcb`H\YUhfY`hc`h\Y
<Y`Yb`<UmYg`H\YUhfY`]b`%-)) U`h\ci [\`]h`k Ug`XYa c`]g\YX`]b
%- , &"`5h`h\Y`YbX`cZ`Yf`]ZY g`ci fbYmž`g\Y`YZh`VY\]bX`bch`↑ gh
UW\`UXYg`Vi h`U`gc`dfcZci bX`bUffUh]j Yg`WUdhi fYX`]b`Yf`a Ya c]fg.
5`;]Zh`cZ`x mž` C b`FYZYWh]cbž`UbX` A m`@]ZY`]b`H\fYY`5Whg"
H\YgY`dU[Yg`fYZYWh`Yf`gd]f]hž[f]hž`UbX`i bXm]b[``cj Y`Zcf`h\Y`Ufhg"

<Y`Yb`<UmYg`bch`cb`mVfc`_Y`fYWcfXg`/g\Y`dU]bhYX`U`j]VfUbh
dcfhfU]h`cZ`k \Uh`]h`a YUbg`hc`VY`U`hfi Y`Ufh]ghž`V`YbX]b[`hU`Ybh`k]h\
\YUfh`UbX`i bm]Y`X]b[`gd]f]h`K]h\`9; CH`ghUbX]b[`hU`Ug`U
a]YghcbYž`g\Y`gYfj Yg`Ug`Ub`]bgd]fUh]cbž`dfcj]b[`h\Uh`k]h\
dUgg]cb`UbX`dYfgYj YfUbW`ž`cbY`WUb`VYW`a Y`U`Y[YbX"

: cf`Zi fh\Yf`XYhU]`g`UVci h`h\]g`]`i ghf]ci g]Wcbž`<YUX`]bY`Gi fZYf
fYdcfhg`cb`Yf`ZUgW]bUh]b[`]bhYfj]Yk ž`k \]Y`a cfY`WUb`VY`YI d`cfYX
cb`Yf`WUfYYf`UbX`UW\]Yj Ya Ybhg`cb`K]_]dYX]U`UbX`
7\YUhG\YYh"

8YhU]`g	
Cfh	K Ygh`<Uj YfghfUk ž`BMž`I G5
E i Y`Yb	<ul style="list-style-type: none">• k k k "\YUX`]bYgi fZYf"W`a• Yb`"k]_]dYX]U`cf[• k k k "W\YUhG\YYh"W`a

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